





The

KODAK

Magazine



July 1920

Published in the interests of the men and women of the Kodak organization. x. x.



The Pocket Premo

For 2¼ x 3¼ Pictures

Easy to Carry—

Small as a purse

Easy to Load—

Open the back and drop in a
Premo Film Pack

Easy to Use—

Snaps into focus when opened

Eastman Kodak Company

Rochester Optical Department

Rochester, N. Y.

Catalogue free at your Dealer's or by mail



GRAFLEX

CAUGHT—and in every detail. One can almost hear the smashing, tearing effort of bone and sinew.

Graflex was not made for speed pictures alone. It is equally effective for making pictures of average subjects, with a certainty that is only possible the Graflex way—landscapes, marine views, birds and insect studies—fully timed negatives in light thought impossible for photography—pictures on cloudy or rainy days, indoor or outdoor portraits—through the whole gamut of subjects that have a trace of appeal.



Eastman Kodak Company

Folmer & Schwing Department

Rochester, N. Y.

Catalogue free at your Dealer's or by mail.



PIN-HOLE PHOTOGRAPHS; THE PRIZE WINNERS IN THE STORY-TELLING CONTEST—See Page 15

The KODAK Magazine

Vol. I

JULY, 1920

No. 2

A PHOTOGRAPHIC COMPETITION

AN AMATEUR CONTEST FOR EMPLOYEES

FIRST PRIZE, \$50.00; SECOND PRIZE, \$25.00; THIRD PRIZE, \$15.00; FOURTH PRIZE, \$10.00

THERE are hundreds of good amateur photographers in the Kodak organization, but a good many of them have been "hiding their lights under a bushel," so to speak. So in order to scare them out into the open, and to show the rest of you how much pleasure there is in Kodakery, we propose to hold a Quarterly Amateur Photographic Competition, open to all employees of the Eastman Kodak Company (except as hereafter specified).

TERMS AND CONDITIONS

The First Quarterly Competition will begin July 1st and close September 30, 1920.

Subjects—Landscapes and Marines; Vacation "good time" pictures; Hunting and Fishing Scenes.

AWARDS—\$100.00 CASH

| | |
|------------------------|---------|
| First prize | \$50.00 |
| Second prize | 25.00 |
| Third prize | 15.00 |
| Fourth prize | 10.00 |

CONDITIONS

These competitions will be open to all employees of the Eastman Kodak Company, except demonstrators, those who have been professional photographers, and those, the nature of whose employment with the company would class them as professional photographers.

The exposures must be the work of the contestant, but the developing and printing can be done by someone else.

The negatives of the prize winning prints shall become the property of the Eastman Kodak Company, and the negatives delivered to the Editor of the Kodak Magazine before the awards are paid. Prints from such negatives will be used in the Kodak Magazine, for advertising or sample print purposes, or for any other purpose the company may elect. All prints must be mounted but not framed.

The name and address of the contestant and the designation of the camera used must be legibly written on the back of each print. Contestants who are awarded prizes for photographs which include a person or persons must furnish to us the written consent of the subject or subjects (in case of a minor, the written consent of a parent or guardian) to the use of the picture in such manner as we may see fit.

Blanks for this purpose will be supplied by the Editor upon request.

Contestants may enter any number of prints (but no contestant will be awarded more than one prize) and send them in at different times, up to the closing date of each competition. Prints submitted will not be returned unless specially requested.

The package containing prints should be addressed:

PHOTOGRAPHIC COMPETITION
Kodak Magazine

EASTMAN KODAK COMPANY
STATE STREET OFFICE

A WONDERFUL BIT OF GLASS

WITH the great variety of products we manufacture, there are many interesting stories regarding their production, and the uses to which they are put. We become so accustomed to the finished product that it, to us, often seems commonplace, and we give little or no thought

skill is required in the proper melting and cooling before it comes in the rough to our skilled lens makers. The exact shape and curve of each different type of lens must be carefully calculated by an expert optical mathematician, and his formulas followed to the one ten thousandth part



PRESSED DISCS FOR MAKING LENSES

to the science and skill that have made it possible. For this reason many of us give no particular thought to the bit of shining glass in the front of a Kodak; we know that it is called a lens and that it is what produces the picture image and let it go at that.

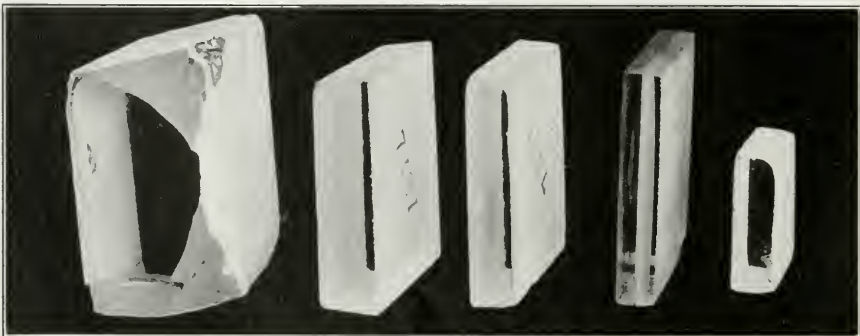
A trip through our lens factory in the Hawk-Eye Works, would find you leaving with a tremendous respect for that same bit of glass, and contented with a highly interesting experience.

There is nothing haphazard about the production of even the lenses employed in our least expensive cameras.

The various ingredients for the glass must be most carefully selected, and much

of an inch in order to pass our inspectors.

Now this is not going to be a technical, nor a scientific story about how our lenses are produced, but just a plain statement of a few interesting facts. When you look through our catalogues, you note that the Kodak, Premo and Brownie Cameras are listed with several different kinds of lenses, the smaller cameras being fitted with what are called either Meniscus, Meniscus Achromatic, Rapid Rectilinear, or Anastigmat lenses. The larger instruments have either Rapid Rectilinear or Anastigmat lenses, while the Special Kodaks, the Graflex and Aeroplane Cameras are fitted only with Anastigmat lenses. Quite possibly these names will



SLABS OF OPTICAL GLASS



POLISHING LENSES

not mean anything to you, so let us have a simple explanation. The simplest lenses which can be used for photographic purposes are made from a single piece of glass, the form being a crescent shape, which affords the best definition—hence the name “Meniscus.”

A Meniscus lens can be readily used only in a fixed focus camera where the maker of the camera has put it in the correct position for forming a sharp image on the film. If such a lens were used on a focusing camera, no matter how carefully

you focused the image, your negatives would not be sharp unless the difference between the focusing point of the rays which we see produce the image, and the other rays of light which affect the film was provided for.

Just a muddle of words? All right, let's make this a bit clearer: Do you happen to remember one of those old-fashioned lamps with a shade of prisms—you know those three-sided strips of glass, and when the light shone through one of these, you would see a lot of different colors just like a rainbow?



LENS GRINDING ROOM



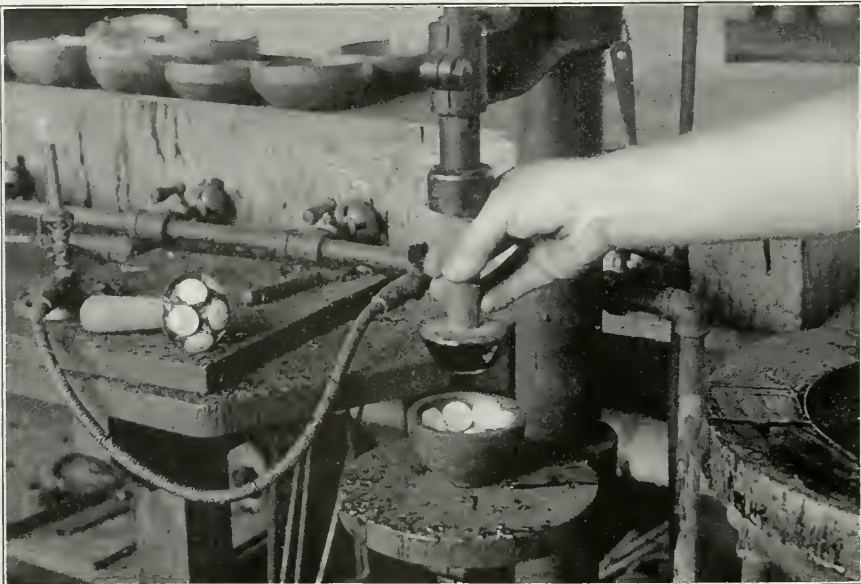
TESTING SURFACE ACCURACY

Now white light—daylight, is composed of rays of light of these different colors: violet, blue, green, yellow, orange and red, just as you saw them through the prism. After passing through a Meniscus lens, these rays of light do not come to a focus at the same point; the yellow rays which our eyes see produce the image, do not come to a focus at the same point as the

blue rays, which are the ones which affect the sensitive film.

It was discovered a good many years ago that by combining two different kinds of glass in a lens, the blue and yellow rays could be made to come to a focus at the same point. Such lenses are called "Achromatic." The best shape for an Achromatic lens is the crescent, or Meniscus, so such lenses are called "Meniscus Achromatic." Owing to their form, these lenses produce a slight curvature of the edges of the picture. This doesn't cut any figure in landscape pictures or portraits, but when the picture has straight lines near the margin, these lines would appear slightly curved.

To get around this the lens maker puts two Achromatic lenses together with the stop, or diaphragm, between them, so the curve produced by one lens is offset by the other; such a lens is called a Rapid Rectilinear, because it gives straight line images, and "Rapid" because, having a focal length half that of the two single lenses, and with the same stop it passes four times as much light, and requires only one-quarter of the exposure.



GETTING READY FOR FIRST GRINDING

As to Anastigmat lenses—the aristocrats of the lens world; about thirty years ago it became possible to produce optical glass from which lenses could be made that would give flat field images with the blue and yellow rays at the same focus. Anastigmat lenses have better defining power, but demand the most careful and highly skilled workmanship, just such as we have in the Hawk-Eye plant.

Let us follow the progress of a piece of optical glass through the Hawk-Eye plant. The glass comes in slabs about an inch thick, eight inches long and eight inches wide, which are first cut into thin squares by means of diamond-tipped rotary saws and then ground into rough discs. These discs are now attached by means of black pitch to what is called a blocking body for the first, or rough grinding. After the rough grinding, each lens is examined for chips or other defects.

Each flat backed lens is then reduced to the proper thickness with a milling machine, and then subjected to three other grinding operations with different grades of emery.

In the fine grinding, the greatest care is taken to bring the lens down to exact dimensions, the accuracy being determined to within two or three hundredths of a millimeter, a millimeter being only about four thousandths of an inch.

After grinding, the lenses are taken to a polishing machine where they are polished with rouge in a special machine. During the polishing process the lenses are frequently examined with a magnifying glass to make sure they are retaining their proper form. Other tests for accuracy are observed so that accuracy greater than one fifty-thousandth of an inch is often attained.

After the lenses are removed from the blocking body and placed in racks, a very thorough examination is made to detect any further imperfections, such as scratches, uneven polishing and the like.

Passing all these inspections, each lens is now placed in a special lathe, where after it has been centered, its edge is carefully ground. A very accurate gauge is used to determine the diameter, the accuracy of which is also well within two



MOTOR DRIVEN MACHINE FOR ROUGH GRINDING



SETTING LENS IN CELL



MOUNTING IN SHUTTERS

or three hundredths of a millimeter.

After final inspection, the complete lenses are carefully wrapped in tissue paper and stored in the stock vaults until needed for mounting.

The metal mounts must also be made with the greatest accuracy, as the distance between the lenses that comprise the complete lens is scarcely of less importance

than the curves of the lenses themselves.

At every step in the process of lens making in the Hawk-Eye Works, accuracy is the watchword that has made possible the high reputation of the Kodak Anastigmat lenses.

The wonderful work of the Hawk-Eye Aerial lenses is a story in itself and will be told in a following issue.



FINE GRINDING

“Take a Kodak with you”—to make that winning picture in our Prize Competition.

OUR GENERAL SAFETY SUPERVISOR



CHARLES H. THOMPSON
General Safety Supervisor

TEN years ago, the Camera Works engaged a man who has proved that it is indeed possible to "rise from the ranks"! Charles Thompson worked in the Kodak Assembling Department until his genius for safety efficiency was discovered, and we are proud to state that Mr. Thompson has returned to the company in the capacity of General Safety Supervisor, having jurisdiction over the Safety Departments in the various branches of the company throughout the organization.

In order to get better acquainted with our new Safety Chief, a brief history of his career is appended.

Charles H. Thompson was born in Orillia, Canada, in 1876, and became an American citizen in 1918. He was educated at the New Market Collegiate Institute and joined the Canadian Army in 1892, later being transferred to England. During those 18 years of military life he was promoted from a private to a Major, being instructor in the Royal School of Infantry, Toronto, and later in the Officers' Training School in Sandhurst, England. Major Thompson served with the British forces in the South African War from 1889 to 1901, being engaged in twenty-seven battles, in one of which he was severely wounded.

He was at one time commander of a war prison camp at St. Helena.

When the European war affected America's policies, the Government requested the release of Mr. Thompson from the company, and appointed him a Safety Engineer in the ordnance department. After six months duty he requested a transfer to the Infantry and commanded the 13th Company of 154th Depot Brigade at Camp Mead.

In 1919 the Fire and Accident prevention branch of the U. S. Army assigned Mr. Thompson to take charge of activities in New York, New England and New Jersey, where he was appointed Chief of the Section.

Last month Mr. Thompson obtained his honorable discharge from the service in order to continue his career as industrial safety engineer, having twice risen to Major in the U. S. and British Armies.

All of which proves that Mr. Thompson is a fighter, both militarily and industrially. The Eastman Kodak Company has added to its reputation the fact of its pioneer work along accident prevention lines, and Chief Thompson does not intend to let that reputation lessen. It is his desire to get the co-operation from all the plants, and so co-ordinate what is best in safety, for safety's sake. There are great possibilities in prevention work in the Kodak Company, and the Managers are doing all possible to educate employees into thinking *before* an accident can occur. Safety Supervisor Thompson is planning a regular accident prevention convention among the committees from the Eastman plants and great benefit should be derived from an exchange of safety ideas, together with the expert advice which we will receive from our new General Safety Supervisor.

Don't quit too soon. It takes a great many blows to drive a nail, but one to clinch it.

The Kodak Magazine

Published monthly in the interests of men and women of the Kodak Organization.

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|---------------------------------|-------------------------|
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Address all communications to Editor, KODAK MAGAZINE, Main Office, Eastman Kodak Co., Rochester, N. Y.

Have you ever stopped to figure out that the biggest part of your job is to think straight? It doesn't make a bit of difference as to what your particular job is, either. "I'm Bill Smith, and my job is to sweep the floors in our building. What does thinking straight have to do with my job; all I've got to do is to sweep, isn't it?"

"I'm Tommy McGee, an errand boy, or I'm Mary Johnson, a stenographer; all I've got to do is to do my work well enough to get by, isn't it? What do you mean—straight thinking?"

Straight thinking means that you have to stop and think just how your job hooks up with every other job in the company, from the president down. No matter what your job is, you have the power to do the company a whole lot of good or a whole lot of harm.

Bill Smith's job is to sweep floors; Bill gets a bit careless, because he thinks his job doesn't amount to much, and he slights a corner here and there or pushes some rubbish under a bench instead of removing it. Bill still holds his job, so what difference does it make to Bill? It makes just this difference: some one else who is not thinking straight sees that Bill is slighting his job and so he slacks up a bit, and so it grows like a snowball rolling down a hill.

Tommy loiters on the way, or leaves a package in the wrong office, causing some one else to lose valuable time, or being put to much trouble to locate it.

Mary takes a half-day off because she was out pretty late at a dance the night before and just "doesn't feel good," and a number of important letters are delayed, or else have to be handled by someone else who is thereby overcrowded.

Tommy and Mary do these things because they are not thinking straight. Sooner or later these things will come home to roost, because if you do not think straight, you begin to lose your self-respect, and when you lose that, you are on the skids. Some people have bigger jobs than yours in the organization. When this is so, you may rest assured that it is because these people are *worth more* to the company, and they didn't get to be worth more until they learned to think straight.

Get this thought straight: every good thing you do for the company is a good thing done for yourself. If you want to do your best for yourself—do your best for the company employing you—you can't "get there" any other way.

A SCENARIO

"Oh, Min! where's the shears?"

"Mary, have you got 'em? "Take them right in to your father."

"Oh, Min, look! aren't they just the cute little chaps—been working for us every minute, too."

The above is the scenario for a movie of a man clipping coupons from his Liberty Bonds.

Sure you worked hard to pay for your bonds, but you did get them paid for, so you will not only get your money back, but interest right along until they mature. Don't bother about the market price of the bonds, you get your *interest* on the full value just the same. The lower the market price, the better the time to buy, not to sell them. Buy now if you can; there is no safer investment.

THE NEW LANDLORD AND TENANT LAWS

MOST of us have heard or seen in the newspapers something about the new landlord and tenant laws which went into effect in this State on April 1st. But from the number of requests for information on the subject which have been received at the Legal Department, it is evident that few know exactly what changes these laws have brought about.

There are only two provisions of the new laws which are of particular importance to the ordinary landlord or tenant. Both of them apply only to property located within the city limits, and only to property used for dwelling purposes other than a room or rooms in a hotel, lodging house or rooming house. Therefore, if you are rooming, or if your home is in the suburbs, you will not be particularly interested in this article.

The first provision above referred to is that where a landlord tries to put a tenant out by legal proceedings in City Court on the ground that the tenant has failed to pay his rent, he (the landlord) must show the judge either that the rent of the premises has not been increased more than twenty-five per cent. over what it was a year before, or that the rent has not been increased over the amount actually paid by the tenant for the preceding month. For example, if you get notice that your rent is to be increased to a certain amount beginning on a certain day, before you pay that increase you should get out your rent book or look up your rent receipts, find out just what the amount of rent was a year ago, dating back from the time the increase is to go into effect, and, if the increased rent is more than twenty-five per cent. in excess of that amount, you should politely inform your landlord that the amount of rent demanded is excessive and offer him the same amount which you have been paying. By all means, do not pay the increase once, and begin to complain about its unreasonableness later, because then it is too late.

It is important to remember that this provision of the law applies to the *premises*, not to the particular landlord or tenant—that is, if you find that you are asked to pay an increase of more than twenty-five per cent. over the amount of the rent of that house or apartment a year ago. Even though you don't know who then owned it or lived in it, you should refuse to pay such increase.

The other provision of the new law which is important is that when a landlord tries to put a tenant out by legal proceedings in the City Court on the ground that the term, or time for which the tenant rented the place, has expired, the judge may, upon application by the tenant, issue a "stay;" that is, postpone the whole proceeding for any length of time he sees fit up to one year. In order to get such a "stay" the tenant must convince the judge that he has searched diligently and cannot find another suitable dwelling place for himself and his family similar to the premises then occupied. The effect of this is as follows: If you should get a notice today requiring you to vacate the house you are living in on or before a certain date, you should at once begin to look for another place, keeping a written record of where and of whom you make inquiries. If, when the date you were asked to move arrives, you have not found a place, you should inform your landlord of that fact and tell him you are continuing to search and will move as quickly as you can find another suitable place. If, in spite of that, your landlord begins legal proceedings to put you out, you or your lawyer should ask the judge for a "stay," telling him all the circumstances. He will, if you have in good faith searched for a place, undoubtedly grant a stay for some length of time, probably a week or a month, and will tell you to come back then and will also tell you where to pay your rent meanwhile. On that adjourned date the judge may continue the "stay" for a longer

period and will probably do so if you can convince him of your continued inability to find a place. Of course, eventually the judge must order you out, but he need not do so for a year unless he sees fit.

You can readily see that both of these provisions are very greatly in favor of the tenant as against the landlord. They are emergency legislation brought about by the present unusual shortage of dwelling

houses in cities and are to remain in effect only until November 1, 1922. Since these laws are for the protection of the tenant against the profiteering landlord, they should not be abused by the tenant. He should avail himself of their protection to the full extent, but should not try to use them as an excuse to save himself the trouble of looking for a new place when his landlord for a good reason has given him due notice to move.

YOUR GARDEN

WHAT'S that? Too late to start a garden? Don't fool yourself. When you're talking gardens don't go by the calendar, but by the season. Didn't we have our first real warm day just a couple of weeks ago?

Some things can safely be planted in your garden at almost any time until after midsummer. Lettuce, turnips, peas, beets and beans can usually be depended upon to mature in from six to nine weeks. Corn requires from eleven to thirteen weeks and potatoes a little longer than corn.

Here are some of the fall vegetables that should be planted during July or the early part of August in order to mature before frost comes:

| | |
|-------------------------|-----------------------------|
| Beets | Kohl Rabi |
| Cucumbers (for pickles) | Peas |
| Endive | Radishes (winter varieties) |
| Kale | Turnips |

Another frequent pitfall for the amateur gardener is disregard of the particular kind of soil he happens to have. The official soil tests for the Rochester section show that the land hereabouts is mostly clay. Many people fail in gardening because they do not know what kind of seed will flourish best in a clay soil. There are certain rules to follow in working a clay soil—particularly if it is a new garden—which will help materially:

1. Be careful not to work the soil when it is too wet. Wait until it is dry enough to crumble between the fingers.

2. If well rotted stable manure is available, plow in or spade in a good dressing of it; or turn under a layer of old leaves or almost any kind of vegetation that you can get.

3. After the garden is plowed or spaded, and before it is harrowed or raked, spread lime evenly over the surface. If it is lime carbonate, spread it on to a thickness of at least half an inch. Then work the lime thoroughly into the soil.

4. After the lime is thoroughly raked in, spread on a light dressing of commercial fertilizer and rake it in. Or, if preferred, work in a little commercial fertilizer in the bottom of each drill or furrow just before sowing the seed.

5. Select these crops for such soils: Lettuce, Swiss chard, sweet corn, beans, tomatoes. The root crops are not likely to do well until the garden has been worked over a season or more and a large amount of humus has been thoroughly worked into it.

The home gardener has every incentive to put real effort into his job this year. The Rochester Industrial Exposition will, of course, have its usual garden contests and offer prizes for the best exhibits. The real vital reason for having a garden is, however, to protect yourself against the probable shortage of foodstuffs next fall and winter. It looks once more as if the fellow "who would be well fed must feed himself."



AT TORONTO

The folks over at the Canadian Kodak Co. Ltd., in Toronto, heard of some of the good times we had been having over here, and said that they weren't the least bit jealous.

To prove that they also knew how to enjoy themselves, they sent us a picture

of the entertainers at their last K. A. A. minstrel show.

The Kodak Athletic Association takes in a wide range of activities for both the men and women of the Canadian organization, and is in a highly flourishing condition.

BOY! PAGE "DOCTOR SAWYER"



EMPLOYEES ASSOCIATION MAKING LOANS

APPLICATIONS for loans from the funds of the Kodak Employees Association (Incorporated) have been coming in regularly ever since the appearance of the first announcement. The terms of the plan were outlined in the June number of THE KODAK MAGAZINE, and already about a dozen loans have been made.

It has been very gratifying to the Association to find how many employees have been able to meet the requirements of the first clause, which stipulates that the employee must be prepared to pay at least ten per cent. of the purchase price of the property. The situation speaks well for the thriftiness of Kodak workers.

Some questions have been asked concerning the second rule—that the Association will not loan more than thirty per cent. of the amount of the first mortgage. There were two important reasons for the adoption of this rule: (1) to make the investment entirely safe; (2) to make the available money for loans go as far as possible. The Association, as custodian of funds belonging to all employees, feels that it must use particular care to safeguard these funds and that as many employees as possible should be helped to purchase homes.

Several applications have been received for loans for other purposes than the purchase of homes. These purposes have been entirely worthy, such as making repairs or adding improvements to homes already purchased. The Association has, however, felt that inasmuch as only a limited amount of money is available for making loans, and since the housing shortage in the city makes it more than ever desirable for people to own their own homes, this particular object should, for the present at least, be given the preference.

The Legal Department suggests that inasmuch as it is never certain that a loan will be granted until the property has been examined and the Association or its Executive Committee formally passes upon the loan, no employee should sign a contract or an offer for the purchase of property relying upon getting a loan from the Association without protecting himself by having the contract or offer expressly provide that it is only binding upon him in case he secures a loan from the Association in an amount stated. If this precaution is not taken the employee is very likely to lose the amount paid upon signing the contract or offer.

IN CASE OF ACCIDENT

Five fully-qualified and unusually capable M. D.'s make up the present medical staff of the company. They're here, first of all, to keep you well; after that, to take care of the accidents which the Safety First campaigns haven't even yet entirely eliminated.

An important provision of the New York State Workmen's Compensation Law is the following:

"An employee injured while at work must notify his employer that he has been injured and ask for medical care, which the employer is obliged to furnish for a period of sixty days."

So, in case of an accident, you should always notify the Medical Department at your plant, or call one of the company's doctors. Of course, if you prefer to call your own family physician, you are not compelled to accept the services of the company's medical staff, but *the Company will only be responsible* when members of its own medical staff are called.

Here's the staff, and how to get them:

Dr. William A. Sawyer, {Park 1158-X
Chase 4374-W

Dr. Benjamin J. Slater, {Glenwood 382-X
Main 7244

Dr. A. D. Kaiser, Park 666

Dr. G. P. Thomas, Stone 3112

Dr. Robert W. Angevine, Stone 2396-X

THE STORY-TELLING CLASS

FRED BREHM over at the Camera Works has a happy way of "getting the gang with him."

It just so happens that Fred knows a whole lot about photography and can prove it with some of the finest landscapes you ever feasted your eye upon. Just how it came about, we don't exactly know; maybe some one of the fellows remarked: "Gee! I wish I could make pictures like those!" anyhow Fred conceived the idea of starting in the Camera Works what was called the "Photographic Lecture Course" (because that sounded a bit too formal the name has since been changed to "The Story-Telling Class").

Fred got his first lot of pupils together and told them that the mere fact that they worked in the Camera Works didn't mean that they knew all about photography, and that they would have to begin at the beginning—which, strange (?) to say, was good news to quite a few members of the class. As a starter he explained the first principles of a camera, and how by means of a simple, light-tight box, and with just a pinhole (or more properly speaking, a needle-hole) in place of the lens, good photographs could be taken; and this fact may likewise be news to some of the rest of you.

Full directions for constructing a camera of this type out of cardboard were given, and the pupils were told to make a camera, load it and take a picture with it.

If you don't believe that good pictures can be made with only a pinhole, just cast your eyes over the pictures on page 2 which were the prize winners in this contest. The contestants were divided into three classes: Class A—Considerable experience. Class B—Some experience.

Class C—No experience. The judges made the awards as follows:

CLASS A

| | |
|-----------|----------------|
| 1st | W. Wincup (1) |
| 2nd | F. O'Brien (2) |
| 3rd | H. Baldwin (3) |

CLASS B

| | |
|-------------------------|-----------------|
| 1st | D. Mather (4) |
| 2nd | J. Goodbody (5) |
| 3rd | L. Clark (7) |
| Honorable Mention | H. Thorpe (6) |

CLASS C

| | |
|-------------------------|--------------------|
| 1st | Miss E. Gamrod (8) |
| 2nd | A. Love (9) |
| 3rd | W. Riddell (10) |
| Honorable Mention | E. White (11) |

Mr. Robertson sent the following letter to the prize winners:

I have examined the pinhole pictures in the photographic test in the class which Mr. Brehm is now conducting in photography, and take this opportunity to congratulate you on the very attractive and successful work that you and other members of the class have accomplished.

This course is interesting and educational and will doubtless prove beneficial both to the Eastman Kodak Company and the employees who have devoted their time to it. It is this spirit of co-operation that helps build up a co-operative and progressive organization.

Yours very truly,
(Signed) J. A. ROBERTSON.

The pupils of this class have been enjoying themselves hugely, and incidentally learning a lot about picture making. At the present time 115 pupils are enrolled. The class meets every alternate Wednesday in the Men's Dining Room, Camera Works, the instruction lasting from 5:15 to 6:00 o'clock. All employees who are in a supervisory capacity are eligible to enroll, and any inquiry relative to the subject should be addressed to "Story Telling," Camera Works, Industrial Relations Department.

Start your Savings Account now: the cashier in your plant will tell you how.

COMPANY GUARANTEES SUPPORT TO RECREATION PROGRAMS

A WELCOME bit of news for the patrons and promoters of Kodak athletic and social doings is the recent announcement that the company will go fifty-fifty with the employees in the financial support of such enterprises. The company has approved an appropriation for the year 1920 to cover a part of the expense of all wholesome athletic, recreational and social activities for employees. The plan is as follows:

"The company will allot to each of its Rochester plants an amount equal to the sum raised by the employees of each plant—with the understanding that the company's contribution will not in any case exceed \$1.00 per year for each employee, based on the average number of employees for the year."

This announcement has given a big

boost to the interest in such of the plants as already have an Athletic Association or Recreation Club, and has stimulated the forming of such an organization in the others. It is good luck to Kodak athletes for, with prices on equipment soaring as they are, it's been a real problem to finance such activities as the Baseball League, which has an expense budget running into four figures. This policy shows, too, that the company is heartily in sympathy with our recreational activities. It should eliminate the necessity for some of the money-raising schemes which have heretofore been necessary.

The new program also makes a big appeal in the "Value Received" column. It's a chance to get double value on your money—two dollars entertainment for every dollar paid in. Sounds pretty good, doesn't it?



LITTLE THOUGHTS SOMETIME BRING BIG RESULTS.



W. T. BARRETT
Building 35

A NEW SAFETY LADDER

W. T. Barrett, of Building No. 35, Kodak Park, has designed a safety ladder with the mat attached, thereby apparently solving a problem which has been a source of worry for some time. On several occasions the rule in effect at Kodak Park, that all employees place a mat under ladders when using same, has been violated and several accidents have occurred when the ladders have slipped.

Mr. Barrett conceived the idea of attaching the mat to the ladder with a ball-and-socket device, which eliminates the chance of accident from this cause.

Tests made by the General Safety Committee with the ladder placed at different angles up to about 45 degrees show it to be very practical.

Mr. Barrett submitted his idea in the form of a suggestion, which has been adopted, and on which he will receive a substantial award.

AN EASY WAY

Do you recall when the first Liberty Loan came along and you felt that you just had to subscribe and help get Heinie on the run? Just didn't see how you were going to get along with that nick in your pay envelope every week, but you did—and say, wasn't it that "grand and glorious feeling" when you found that you actually had a bond or two paid for.

Loans two, three, four and five: you groaned and shook your head and said it just couldn't be done, with old H. C. L. right at your heels, but somehow you managed it, and honestly now, you didn't miss the money, did you? You found that it was easy to save; far easier than you imagined; and you are mighty glad to have those bonds working for you now—to say nothing of the feeling of satisfaction in having done your duty.

Now that you have found out that it is easy to save money, are you going to forget this highly profitable lesson? A good many of the employees desire to continue this method of saving; a word to the cashier in your plant and he will deduct any amount you specify from your weekly wage and deposit it in the Rochester Savings Bank to your credit.

Start your savings account this week and watch it grow.

BUSINESS INFORMATION

The Rochester Business Library is located on the first floor of the Municipal Building, No. 13 South Fitzhugh Street. At present it contains some three thousand volumes, including encyclopedias, dictionaries in English and foreign languages, almanacs, catalogs, and business literature; the list includes books for employment and office managers, safety and industrial engineers, advertising men, foremen and housekeepers.

If you cannot visit the library in person, information will be cheerfully given over the telephone. The hours are 9:00 A. M. to 6:00 P. M. daily, except Sundays. The telephone numbers are Stone 8345 and Main 4542.

SUMMER SAFETY SUGGESTIONS

DURING the winter months we don't need to worry very much about fire, at least about setting fire to anything with the lights. The electric bulb seems to be pretty safe. But, if you spend some time in the summer, living in a cottage or tent at the lakeside, with gas or kerosene for lights, then you have more reason to be careful.

For kerosene lamps have been known to explode. Still, with a clean lamp, and a properly trimmed wick, the fire risk is very slight. The chief causes of accidents with oil lamps seem to be (1) lack of cleanliness; (2) carelessness, such as keeping the lamps in warm places and allowing the oil to run low, and (3) poor choice of burners.

Here are a few suggestions that will help to eliminate the danger in using such lamps:

(1) Do not buy or use burners that are hard to clean.

(2) Learn the construction of the burner.

(3) Keep the burner particularly clean in places where oil or char might accumulate.

(4) Keep the wicks well trimmed, and never let the oil get low.

(5) Do not blow down the chimney to put the light out. Turn the wick low, and blow across the top.

(6) If you must leave a lighted lamp unattended, always use a fresh lamp, clean throughout, properly trimmed and full.

(7) Mount bracket lamps *only* where they cannot be swung under shelves or curtains.

(8) Keep the wick turned down just below the top of the tube while unlighted.

If your place is equipped with gas, you should be on the watch for faulty jets. There is no economy in using the cheap open-flame burner or the low-quality mantle lamp. These may prove more expensive in the long run. You can get the usual type of high-grade inverted mantle lamp, or the mantle lamp with stack, either of which will prove satisfactory.

If you use an open-flame burner, be sure the tip is so fastened that it cannot be broken or lost. Burners with broken or loose tips are not only expensive, but extremely dangerous, because the tip may blow off and allow the gas to burn with a long flame which may reach some inflammable article ordinarily out of reach.

RUBBER BANDS—DON'T DROP
THEM—PLEASE!

A mighty small thing is a rubber band and one which serves a very useful purpose in its place. Out of place, however, it can become a dangerous trouble-maker.

A very serious accident was the recent result of one of these same little rubber bands carelessly dropped at the top of a flight of stairs. The victim of the accident paid a heavy toll in suffering for the carelessness of one of his fellow workers.

A man who has had his nose broken in three places should stay away from those places.

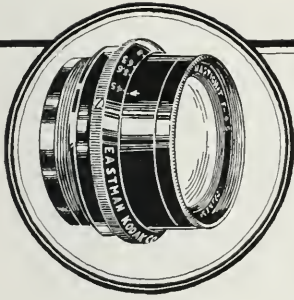
DON'T TAKE A CHANCE

Take care of yourself; it is all you've got.

Bill says too many people who bury the hatchet mark the spot.

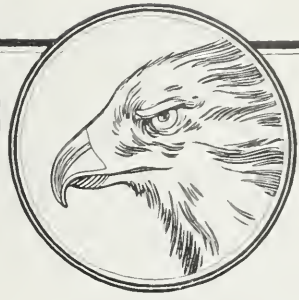
Safety First is contagious—be sure you catch it!

You need all your fingers to button your collar and fix your tie on Sunday morning.



HAWK-EYE

WILBUR G. WOODAMS
Editor



THE BIG PICNIC

The big event of the year, the Hawk-Eye Picnic, is to be held this year at Manitou Beach on Saturday, August 14th. The grounds were chosen by popular vote and the count showed that a large majority was in favor of Manitou. This is one event that annually goes over with a bang, and judging from preliminary arrangements, this year is to be no exception. It is to be a day crammed full of sports and eats, of drinks and games, of swims and dances and all the other things which go to make up a regular day.

F. H. Von Deben is Chairman of the general committee, with George Brennan, Howard Werner, John Vass and Chris. Haus as his committee. Of this group George Brennan will be Chairman of the special committee on food, and John Vass on athletics. Ray Wall is Chairman of the committee on publicity with Wilbur Woodams in charge of transportation.

There is to be no charge for the picnic itself. The only expense to the picnickers will be the car fare and food, which will be arranged at the lowest possible cost. It is hoped that all Hawk-Eytes will not only attend, but that they will invite their friends and relatives.

TRACK ATHLETICS

Track athletics have taken root at Hawk-Eye and from present indications Coach Johnny Vass is going to turn out a good team for both the field and track events. Vass himself is well known locally as a middle and long distance runner, having carried away the City Championship in his favorite events on several occasions. Captain Jack Rearson and Manager John Authaler are top notch sprinters. Rearson can also be counted to add points in the broad jump and hurdles. Leonard Reynolds of the Centering Department, Walter Silge, Sidney Leggatt and Harold Groh of the Anastigmat Lens Department, are promising candidates for the team, and may be expected to make the veterans show more than usual to hold their places.

Practices are held regularly under the direction of Coach Vass at Number 7 School on Wednesday and Friday evenings. No selections of a permanent nature have been made as yet, and all who are interested are invited to enter the trials.

The Mounting Department has one dyed-in-the-wool baseball fan. Elizabeth Meerdink never misses a game on Saturday afternoon.



OFFICERS AND TRUSTEES OF HAWK-EYE ATHLETIC ASSOCIATION

Left to Right—W. G. Woodams, J. Vass, President; Martin Tipple, Secretary; Ruth Kurtz, Trustee; William Schlegel, Trustee; Rose Taylert, Trustee; George Brennan, Trustee; Alice Gears, Treasurer; Thomas Frisch, Trustee; John Pearson, Vice-President; Howard Werner, Trustee.



MOUNTING DEPARTMENT AT PLAY

Arthur Rapp, Robt. Reynold, Wm. Dean, Jos. Weissenburg, Claude Harding, Edward Murrell, Herbert Zahn

HAWK-EYE GARDEN CLUB

Secretary Frank M. Hanse of the Hawk-Eye Garden Club reports continued growth and interest in the organization. One hundred and eighty-five employees are busy cultivating the gardens which are going to knock down the totals on future grocery bills. These same gardens will require a lot of work and care between now and harvest time, but from present market indications the vegetables will be worth their weight in gold. It is constant attention from now on that counts. The hoe and cultivator pay for themselves if worn out in use.

F. H. Von Deben, President of the Club, is endeavoring to determine whether or not the sentiment among the gardeners favors an exhibition of their wares at the end of the season. The question is to be left to the wishes of the members of the Club and is entirely secondary to the main object of the organization, which is to grow for food.

OVERFLOW

We sure are growing. A part of Adam Long's Machine Shop at the corner of Avenue E and St. Paul Street has been leased and the Glass Milling Department is being moved over to allow for the necessary expansion in the Glass Moulding Department. The glass cutters and millers may well be proud of their new quarters, though they must feel somewhat lonesome and exclusive over there by themselves.

The official records of the Eastman Kodak Baseball League for the first three games of the season show pretty plainly why Hawk-Eye is in line for the pennant. The boys have delivered more hits in the three games than any other team in the league—twenty-eight, to be exact. Their team batting average is .297, and their fielding average .918. Boehm, with .500; Peterson, with .400; Felerski, with .375; Kozlowski, with .333, and Wiedeman and Levine, with .307 each, are leading the hitters. In the field, Wiedeman, Levine, Marcille, Boehm and Kozlowski have perfect records.

SIDELIGHTS ON THE OPENING GAME

Many new faces appeared in the Hawk-Eye lineup as it took the field against the Premo Works on June 5th. We welcome the new players to the team, hoping they will put forward their best efforts to develop the team work which will result in the winning of the Kodak League pennant.

Despite the cold weather, Val Kozlowski pitched a beautiful game for Hawk-Eye. Val had "everything," as the box score shows, and he pleased the fans when he retired the side in one, two, three order in the second inning. Just two hits were procured off his delivery and with the 100% backing he received he was never in danger.

Allan Peterson, Kozlowski's receiving department, displayed his wares for the first time and made a good impression. We expect to see this boy turn them all back when they attempt to pilfer the bases.

Albert Marcille at first played a fine game, sharing honors with Kozlowski, for, while "Val" was holding the Premos, "Douber" was driving in the runs for Hawk-Eye. Keep puffing, "Douber," old boy, and we'll get there.

Oh! Man! did you see Leo Felerski, our last year's backstop, hold down second base? His playing was all that could be asked, and he bids fair to be the best second baseman in the Kodak League. To beat Leo's wonderful throwing arm, one has to burn the path from the plate to first in nothing flat, and the boys have to back up to get the ball when he meets it, a fact proved when he was robbed of two hits. Now fans, if you are not interested in pitchers' battles, you should come out to see Felerski play second base.

Ingleby at short and Prentice at third were not allowed to show the goods, as nothing came their way, but both counted in as hit producers. We know Ingleby's ability, but we should have liked a line on Prentice. This much can be said for the boy, however, if he ever gets a glove you can bet he will stop the hot ones at third.

Our secondary defense composed of George Wiedeman, Benny Levine and Martin Boehm did not have much of a chance to shine in the gardens, but these boys can safely be counted on to do their share in holding Hawk-Eye out in front.

FROM PROGRAM OF GRADUATION EXERCISES, CHAMBER OF COMMERCE SAFETY SCHOOL

"And the end is that the workman shall live to enjoy the fruit of his labor; that his mother shall have the comfort of his arm in her age; that his wife shall not be untimely a widow; that his children shall have a father, and that cripples and hopeless wrecks who were once strong men shall not longer be a by-product of industry."

P. B. JUNKE.

NEW STARS IN THE HAWK-EYE
FIRMAMENT

Naomi Elvira Lutz, born Thursday, April 29, 1920, daughter of Charles Lutz of the Wood Finishing Department.

Dorothy Brown, born Thursday, June 3rd, daughter of Charles F. Brown, Lunch Room Manager.

Adolphina Romashko, born Monday, May 24th, daughter of Simon Romashko of the Buff and Plate Department.

Charles Raymond Dewey, born Saturday, April 3rd, son of Raymond Dewey of the Drafting Department.

Raymond Van Huben of the Anastigmat Lens Department is more fortunate than most of us during these warm days. He has moved to his summer home on Irondequoit Bay.

The eleven-year-old son of Alois Groell of the Anastigmat Lens Department was painfully injured while spending a day at Sea Breeze recently. He was playing on the bridge over the outlet when an automobile backed into him, crushing him against the rail. We sincerely hope the little fellow will make a speedy recovery.

Andrew Wingfein, Tony Andreassi and Walter Silge of the Anastigmat Lens Department have "raised their heads above the crowd." Each of them stands out of the department "like a sore thumb." They are marked men. They have had their heads clipped.

The Pitch Buttoning Department has lost two of its girls. Mrs. Della Robinson has been transferred to Kodak Park and Marie Cunningham to the Centering Department. The best wishes of all the girls go with them to their new work.

Ruth Pierce and Grace Walker have been transferred from the Inspecting Department to the Filter Department. The filter makers want to impress on the newcomers the fact that they have joined a happy family.

Frank Del Monaco, more familiarly known as "Carnoso," in the Anastigmat Lens Department, recently purchased a home and has been furnishing amusement for the other men in the department ever since. From the number of repairs Frank has been required to make on the house it would seem that he bought a few good walls and that's all.

In the "lost time and attendance" contest which ran for nine weeks, a combination of George Handford's polishers, Jack Holly's fine grinders and Charles Snapp's inspectors showed the best record of any group in the factory. They won the dollar apiece bonus four times out of nine chances. A record to shoot at!

Carl Carlson of the Mounting Department is keeping bachelor quarters since his wife returned to Sweden for a visit of three months.



MARGARET DUSKE
New "Boss" of Hawk-Eye Canteen

Leland Knapp and Walter Ensmann of the Brass Department both found the time, the place, and the girl. With Leland the time was June 12th, and the girl Miss Isabel Gardner. With Walter the time was June 30th, and the girl Miss Bessie Preston. Congratulations!

Willis Richmond of the Assembling Department is becoming famous either for his fish or for his stories. He caught a fifteen-pound pickerel at Manitou recently. Now take your own choice.

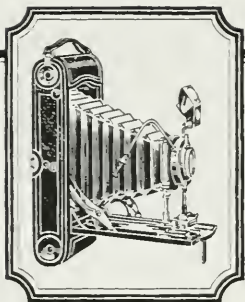
The Tool Room employees are strong supporters of our baseball team. The way they turned out for the opening game, shows that they are determined to see the Hawk-Eye boys win the pennant.

Speaking about baseball rooters. What is the matter with Edward Wright of the Maintenance and Construction Department? Will the other Hawk-Eye fans please take notice?

A party of Mr. Newman's inspectors visited Loretta Erath at her cottage by the lake recently. The party was a surprise, but Loretta, equal to the occasion, entertained her guests with toe dancing. Unfortunately she stubbed her toe while dancing and has since been confined to her cottage.

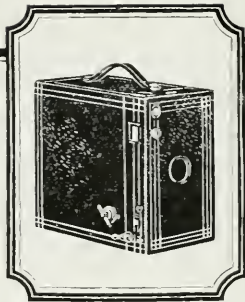
Charles Ludwig of the Brass Department has been on the sick list for the last three weeks. Charlie is one of the oldest and most popular employees at Hawk-Eye. His service dates back eighteen years, so it is little wonder he is sorely missed from the department.

Andrew Lettau of the Mounting Department is determined to keep down the high cost of living this season with his home garden. He has planted half of it, but doesn't know what to do with the other three feet.



CAMERA WORKS

HERBERT S. THORPE
Editor



COST DEPARTMENT PICNIC

The Cost Department picnic from the Camera Works was held at Island Cottage on Saturday, June 12th, and according to all reports it was a regular "hum-dinger!" Walter Hoff loaned his cottage for the purpose of accommodating the excellent spread prepared under the able management of Mrs. Mabel Kane.

After dinner sports were run on the beach, the following being the events and prizes:

| | |
|-----------------------|-------------------------|
| Take it Slow and Easy | Prize |
| Men..... | B. V. D.'s |
| Squirrel Race | |
| Women..... | Wrist Watch |
| Bargain Counter Rush | |
| Men and Women | Bathing Suit, Silk Hose |
| 7:59 A. M. Gallop | |
| Women..... | Manicure Set |
| Bunny Hug Trot | |
| Women and Men..... | Gloves and Candy |
| Smoke Up, Boys | |
| Men..... | Kodak |
| All Star Contest | |
| Women..... | Purse |
| Half-way Race | |
| Men and Women..... | Silk Handkerchiefs |

Messrs. Robertson, Stuber and Brehm were special guests and the fun kept up until the sun went down.

SPECIAL NOTICE!

MEMBERS OF CAMERA WORKS GARDENING ASSOCIATION

All members, men and women, are invited to submit an article on the topic.

"Why I am a Gardener"

Give us your ideas along this line. Your efforts will not be judged from a literary standpoint. Just write your thoughts in your own way, and send them to the Camera Works Editor, Industrial Relations Department, not later than Saturday, July 10.

First Award \$5 Cash
Second " \$2 "

The prize letters, together with photographs of the winners, will be published in the August issue of this Magazine.



COST DEPARTMENT OUTING

THESE WERE HURT

Isn't it surprising how accidents can happen? I wonder if we have got so accustomed to seeing Safety signs and reading Safety articles that we have become calloused.

It's a great thing to know that the factory maintains a Safety Inspector, Safety Committees, a Press Inspector, Safety Guards, and all manner of devices, and some of us expect all these things—perhaps rightly—and do not trouble much about Safety ideas and precautions. In other words, we let "Dick do it." It's his job and we have faith in the Company's idea of Safety precautions.

Fine!

The Company *does* maintain up-to-date safety devices.

Dick *does* do it.

But—

Do you know there were nine people injured last May?

All friends of yours, and mine, and everyone.

Here they are:

Florence Goodwin; hers was an exceptional accident.

Elmer Johnson; turned to look at another workman; result, two fingers amputated.

William Tucker; cleaning bottom of punch with his finger and inadvertently tripped the press; result, two fingers amputated.

Nick Rick; tried to lift too heavy a box; result, strained back.

David O'Conner; heavy scale overbalanced; result, crushed foot.

Marion Thompson; tripped over a piece of pipe, fell, hurt her leg.

Nicholas Graus; tripped press with hand slightly around guard; result, one finger amputated.

Mabel Ginegaw; pulled out tray which fell; result, possible amputation of toe.

Peter Cowie; handling heavy boxes; result, strained back.

Of course everyone is sorry for these people, and we sincerely trust they are recovering, but, if a little more forethought had been used the majority of these accidents would not have happened.

Nobody likes to have accidents.

Most of them are unnecessary evils.

Let's avoid them by being careful.

LOST AND FOUND DIVISION

The following articles are awaiting claimants:

| | |
|----------------------|----------------------|
| 3 rosaries | 1 padlock |
| 1 pocket book | 1 chain seal |
| 1 eyeglass case | 1 Navy button |
| 2 bunches of keys | 1 solitaire |
| 9 cuff buttons | 1 brilliant |
| 1 "wound" stripe bar | 2 watch fobs |
| 2 Legion buttons | 4 Yale keys |
| 1 stick pin | 8 brooches |
| 1 small cross | 2 plain rings |
| 4 money purses | 1 silk chain |
| 3 knives | 1 stone from ring |
| 13 single keys | 1 broken wrist-watch |

Inquire at the Industrial Relations Department between 2 and 4 P. M.

Please bear in mind, it is impossible to restore articles that have been found unless there is a centralized department to handle them, so please turn in any property you may find to the Industrial Relations Department.



RICHARD H. JENNINGS

A PROGRESSIVE EMPLOYEE

The obvious fact that "nothing succeeds like success" is fully demonstrated in the case of Richard Jennings, our popular Safety Inspector. Some of us "old uns," harking back to Charlie Thompson's days, can well remember Dick as an all-around assistant during fire drill tests and safety committee work, with a regular job in the Kodak Assembling Department. The benefits of the Safety Movement have long passed the experimental stage, and, keeping pace with its growth, the Management appointed Dick to devote all his time to making the factory safe for the employees, and to supervise its physical condition in the matter of cleanliness and pleasant surroundings.

The field of Safety Work has grown so rapidly within the last three years that even the Committee work is fast becoming a specialized job. An excellent method of procedure along safety lines has been in force in the Camera Works for a long time, in choosing committees from the employees for each one of the levels. This year, however, the Management has appointed the fifteen successful students from the Camera Works who graduated in the Safety Supervisor's Class in the local Safety Council.

There were 118 graduates from Rochester, representing 19 manufacturing plants, and, in order to create an opportunity for interchanging ideas and discussing new phases of accident prevention, a permanent society known as the "Alumni Association for Safety Supervisors," Rochester Chamber, Local No. 9, was instituted, and by-laws drawn up and officers elected for the ensuing year.

The Camera Works feel proud to state that Richard Jennings was almost unanimously elected as President, and he declared his intention of lending his best efforts to further the interests of Safety and the Association.



PLAYERS EASTMAN KODAK BASEBALL L

EXECUTIVE COMMITTEE OF EMPLOYEES' REPRESENTATIVES

A new member has been elected on the Executive Committee, to take the place of Lucy Diesel, who is now listed as Supervisor in the Detail and Estimate Department. The Chairman called a meeting of all representatives for the purpose of election on May 26th, and Edith Partridge and Mrs. Mabel Kane were nominated as candidates. The voting was very close, results showing 46 to 44 in favor of Mabel.



MRS. MABEL KANE

Mrs. Kane is becoming prominent in employees' organizations, having been elected as a Representative, and then as a member of the Executive Committee, all within four weeks. The Recreation Club elected her as their Auditor, and this is why we are printing Mrs. Kane's picture.

Meet her—it's worth while!

ANNUAL GARDEN INSPECTION

Gardeners—Yet another Competition!

The annual inspection will take place this month. Let us see what you are doing, and intend to do. Send in your name, registration number and the exact location of your garden or lot, as early as possible. Don't wait for the final acceptance date, July 17th. Do it now, and spend the rest of the time using your hoe and cultivator.

Do not refrain from entering this competition because your garden is not for "show purposes." The Committee *know* that you are raising vegetables for your own use and will judge accordingly. This year the officers of the association have tried to cover all the different kinds of gardens and lots, and your entry will be graded into one of four classes:

1. A backyard garden worked by one person.
2. A backyard garden worked by man and wife.
3. A vacant lot worked by one person only.
4. A vacant lot worked by two or more men.

Points will be awarded as follows:

| | |
|--|----|
| Freedom from bugs and insects. | 25 |
| Thorough cultivation. | 20 |
| Maximum production. | 20 |
| Spacing for proper growth. | 15 |
| General neatness and layout. | 15 |
| Assortment (minimum of 6). | 5 |
| Allowance for virgin soil—maximum of 5 | |
| Natural difficulties—maximum of. | 5 |

The Committee will send each person entering this competition the exact number of points awarded, and will state how they arrived at their conclusions. We are trying to make this an educational feature and urge you to enter your garden or lot even if it's only "for the good of the order."

Entry forms will be sent to you through the factory mail within a few days. Fill them in and return them to the Secretary, Industrial Relations Department.

The Shutter Room is famed for its baseball fiends. The latest addition to the realm of sports is the "Ought" Team, managed by Clarence Van Duser. He has secured Joe Meyers and Tom Lawler as pitchers, and declares he has an A-1 team. Any department having a team that looks good should apply to Van for a challenge game.



KODAK PARK, OPENING DAY, JUNE 5, 1930

THE "PATHFINDERS" BASEBALL TEAM

There appears to be a surplus of baseball players in the Camera Works, for not only can we boast about the Camera Works team, but a new one has sprung into existence and is bringing forth good material. Among three thousand employees, the Camera Works should be able to support and maintain a second baseball team, especially as arrangements will be made so that the games of the two teams will not clash and so distract from the interest in one or the other. Of course, the Pathfinders are not in the regular Kodak league, but, nevertheless, we should follow them with interest, as being part of the activities of the Recreation Club.

The team has secured the diamond at West High Athletic Field on Tuesday nights, the games starting at 6:30 P. M. The Manager has signed up, among others, such familiar pitchers as Ray Miles and Matt Kuhn, and for catchers has secured Geo. Millspaugh and Chas. Irwin.

John Walsh, popularly known as Jack, will be recognized as one of the official umpires, retained by the Kodak league, and his election to the post of Manager for the Pathfinders was unanimous.

There are three departments in the factory which operate a "Friendly Club," which is so successful that we commend the idea for extension. The Kodak Assembling, Lens, and Complete Inspection Departments have elected a committee from the operators to handle a fund for sick employees. The departments subscribe ten cents per person, and any operator who is sick receives a visit from the committee together with a basket of fruit. The treasury is never allowed to be empty, and the departments in question have issued a ruling extending the sending of flowers for deaths in the family.

Such institutions as these make for ideal factory conditions, and congratulations are due to the three departments on their conception of working *with* each other.

Al Youngren, Photostat, has beaten the renting game in buying a house, and we are told it's a dandy.

CAMERA WORKS SOCCER TEAM

One of the successes of the Camera Works Recreation Club is the formation of a Soccer Football team, under the captaincy of James Gordon. This team is representing the Camera Works in the Rochester and District League, and for the Northwestern New York Competition Cup.

Any man who can play football will be very welcome to try out with the team. Make application to the President, J. W. Heaphy.

The team solicits the support of Camera Works fans. Bulletin boards tell the when and where.

Joseph Burns is acting as Vice-President, Wm. Mostyn as Secretary, and Frank Gordon as Treasurer and Manager.



AUGUST KNIGHT

Born in Rochester—1855.

Employed at the Camera Works—July, 1885.

Thirty-five years of continuous service, and still going strong.



KATHLEEN E. WESTLAKE
Graduate Nurse
 In Charge of Medical Dispensary

The Medical Dispensary is now open. Miss Westlake is in charge, and is fully qualified to take care of any cases which may require her services.

The dispensary is equipped with modern appliances for first aid work, and the need of such a department has been evident in the Camera Works for some time, owing to the increasing number of men and women on the payroll. The Medical Department, located in the Main Office, takes care of physical examinations and surgical cases, but all first aid cases connected with Camera Works employees are treated in the dispensary, which is situated on the fourth level, Building 1.

Miss Westlake is a Graduate Nurse from the Homeopathic Hospital, and is very proud of her new charge.

Mart Franey, who has seventeen years of faithful service to his credit, met with a distressing accident a few weeks ago, but has sufficiently recovered to allow him to be on the job again. Mart has an enviable record of a perfect attendance for 1916-1917, and the Brownie Covering Department welcomes him back.

CAMERA WORKS TENNIS TOURNAMENT

As announced by posters, a Tennis Tournament is being played by Camera Works employees under the auspices of the Recreation Club, and managed by Harold Marson. The Club was fortunate enough to secure permission from the city to use the two courts in Brown Square Park, in consideration of putting them in order. We can now boast of the finest tennis courts used by industrial teams.

The courts are situated in the northwest corner of the park, near Saratoga and Jay. Camera Works employees are invited to use the courts during the noon hour.



HAROLD MARSON

The Tournament will be played each evening from 7 to 8:30, except Saturdays and Sundays, when the matches will be staged from 2:30 to 5:30.

Roy Handy, Foreman of the No. 0 Shutter Department, has had a long illness dating back to January. A bad attack of influenza started the trouble, necessitating a serious operation. Roy is a popular man in the Camera Works, and we welcome him back.

Harry Goddard must have been a busy man when this "suap" was taken. We had no idea that Harry was such a disciple of the Rooseveltian theory, and, upon investigation, we discovered he is not. Anyway, Goddard is here demonstrating his fatherly instincts, and as an example of cute children this picture should be awarded a prize. Harry is indebted to "Bill" Zimmer, "Hal" Baldwin, Harry Brown and Geo. Frizzelle for the loan of the subjects.



HARRY GODDARD'S BORROWED FAMILY

Frank Seiler, foreman in the tinshop, is drifting away from his bee farm and is going back into the chicken business. We sincerely trust that Frank didn't get stung!

Joe Ives, of Department No. 43, is getting famous for his suggestions, his latest edition being that the calendar should be revised, giving June 28 days instead of February in order to facilitate an earlier dividend.

Catherine Murray, Lacquer Department, is visiting her former home in Ireland for three months. Top o' the mornin' to ye, Cathleen, and may ye have a regular "devil" of a time!

Buck Magin, Woodworking, lost his watch—took a long shot on a raffle—and won his own time-piece! Buck says he will get even with the boys at the picnic.

ORANGE BLOSSOMS

Harry Amdursky, Inventory Department, to Lillian Michaels.

Archie Johnson, Cost Department, to Julia Shumaker.

Sgt. L. Kohler to Leona Kohls, Shutter Department.

F. Vicerris to Edna Blodgett, Bellows Department.

H. Miller to Vera Murtha, Bellows Department.

W. Moore to Margaret Billings, Bellows Department.

J. Smith to Cora B. Toles, Lacquer Department.

OBITUARY

Our sympathy is extended to the wife and relatives of the late Fred Gladwin, who died from pleurisy last month. Mr. Gladwin worked in the Tool Department for eight years, and made many friends in the Camera Works.

Emma Tirrell is to be married on July 3rd. Emma has been a very popular girl in the Shutter room for eight years.

Sol Paley, erstwhile Editor of the Camera Works Bulletin, has sent an announcement of his marriage to several old friends, who join in congratulations.

Dan Doran, Kodak Assembling Department, is still suffering from the effects of pneumonia, contracted last January. A month's rest in the country has helped him to recover, and we assure Dan that there is a welcome awaiting him on his return.

The Tool Department has had its share of sickness, one case being particularly bad, that of Fay Barber. Fay is well on the road to good health, however, and will soon be among his shop-mates.

Max Lestin, Screw Machine Department, has completely recovered from an operation for appendicitis. Max says there isn't so much of him now, but what there is is good.

Harry Norter, Woodworking, whose home is at Sea Breeze, will furnish Camera Works anglers with live bait, guaranteed to hook the big ones. Harry has been training these shiners to swim through a two-inch pipe. This method of education, he states, causes the shiners to enter, without hesitation, a pickerel's mouth, should it yawn!

A few of the girls from the Bellows Department took a trip across to Canada on Decoration Day and from the look of the picture below the trip was a pretty good one. You will readily distinguish the girls who, reading from left to right, are as follows: Mary Flaig, Mabel Darcy, Carrie Tornow, Laura Irons, Mary Horgan and Mayme Burns.



BELLOWS DEPARTMENT GIRLS EN ROUTE TO CANADA



KODAK PARK

ROBERT A. WEBER

Editor

KODAK PARK OFFICE PICNIC

About one hundred and fifty members of the Kodak Park Main Office attended the annual picnic held on Saturday, May 22nd, at East Maplewood.

The opening number on the sports program was a baseball game between two girls' teams, captained by Marion Burns and Marguerite Ellis, resulting in a victory for Marion's team. This was followed by a glorious defeat for the "Married Men" at the hands of Jack Grinnan's "Youngsters." The married men had a perfectly good alibi for losing—Ed. Hogestyn, who pitched against them. Following are the winners of the other events: 100-yd. dash for men, Don. McMaster; three-legged race for men, P. Walley and F. Wood; 50-yd. dash for girls, Anna Wittman; backward race for girls, Marion Burns; ball throwing contest for girls, Marion Burns; ball throwing contest for men, Ed. Hogestyn. Table prizes won by Marie Hendricks, Ed. Goodridge, and Milton Ernisse.

An excellent dinner was served at 6:30, for which everyone was in good condition. Between courses entertainment was furnished by Jack Free, who introduced several new and witty numbers. Jack is becoming more and more popular as time goes on, and no affair is considered complete without some contribution from this versatile young artist.



MILDRED SHELDON and MARY MAHAN
at the Office Picnic

AMERICAN LEGION NOTES

Since merging with the former "Kodak Post," the "Frank L. 'Ace' Guilloid Post" has rapidly forged to the front, as one of the largest, most prominent and progressive Posts in Monroe County. Hiokattoo Hall, 123 Reynolds Arcade, has been secured for headquarters, and regular meetings will be held there the second Friday of each month. Every ex-service man is invited to be present at the meetings. Those who do not as yet belong to the Legion are particularly urged to attend.

On Memorial Day over a hundred members of the Post were in uniform for the parade, and they made a fine impression under the capable guidance of P. H. Case and "Jerry" Welles.

At the last meeting two new vice-presidents were elected: C. A. Kneer, Kodak Park, and H. Irwin, Main Office; and P. H. Case and H. Mumby, Kodak Park; P. J. Nolan, Camera Works, and H. Irwin, Main Office, were elected to the County Committee.

There are still a few ex-service men in the various plants who have not yet joined the Legion. Most of these men are merely putting it off for a time, but there are still a few who fail to grasp the essential points of the Legion's aims, that it is an organization for ex-service men, run by ex-service men for the ex-service men, and that it is the greatest potentiality for good, for the promotion of real live Americanism this country has ever had.

It is every ex-service man's privilege; even more, it is his duty to join the Legion, and if he has no other choice of Posts, sign up with "Guilloid Post," and help to put this Post on a real Kodak basis, first and foremost in the country. Let's go!

FUR AND FEATHER CLUB

The Kodak Park Fur and Feather Club is progressing very nicely, and it is at present making a campaign, the object being to interest the employees who are not at present members of the association to join them.

There is a proposition under consideration at the present time to buy feed in carload lots for the members of the Club, which should result in considerable saving for the members.

The new bulletin boards have been placed in the entrance of the Dining Hall in Building No. 28 and in the archway, Building No. 5. These boards are to be used by the members to advertise stock, which they may have for sale or exchange, and for other news relative to the Association.

OVER 1,300 NEW MEMBERS SECURED DURING CAMPAIGN

On Monday, May 17th, a membership campaign was launched by the Kodak Park Athletic Association which resulted in the addition of over 1,300 new names to the membership list. The Plant was divided into seven sections, one of which was assigned to each of the following captains: Frank Henchen, Plate; Albert Armstrong, Chemical; Jack Schaeffer, Branch Shipping; William Zimmerli, Velox; William Connors, Film; "Bob" Reid, Electrical; and Dave Babcock, Emulsion Coating. The team led by Frank Henchen secured the greatest number of applications, while Armstrong's team was second. Prizes were awarded for the best individual work as follows: First prize, men, won by A. Armstrong, 95 new members; second prize, men, Emmett Lott, Emulsion Coating, 94 new members. First prize, girls, won by Susan Jeffreys, Department No. 50, who also secured 95 new names, and the second prize, girls, won by Carrie Smith, Film Department. The Association now has over 5,100 members. An expression of appreciation is extended to the members of the different teams for their excellent work during the campaign.



SUSAN JEFFREYS
SUSAN JEFFREYS WINS PRIZE

Susan Jeffreys of Department No. 50 won the first prize for the girl doing the best individual work in the recent membership drive held by the K. P. A. A. She secured a total number of 95 new members for the Association. Susan has also been very active in the sale of Thrift Stamps and did much to help her department obtain its excellent standing in the Community Chest Campaign.

ELWOOD LOVERIDGE

Elwood Loveridge of Department No. 50 severed his connections with Kodak Park on Saturday, June 12th. He has accepted a position with the Commercial Camera Company. Mr. Loveridge will be located with the New York Branch of this concern, where he is to be in charge of the sales division.

Having been with us since June, 1915, all of which time was spent in Department No. 50, it is with regret that we received news of his decision to enter other fields. He leaves with our best wishes for much success in this new enterprise.

PERMANENT COMMITTEE FOR COMMUNITY CHEST

June 10, 1920.

To the Executive Committee, to the General Committee, and to the workers I extend my thanks for the efficient and enthusiastic manner in which they worked for the Community Chest campaign at Kodak Park. But any expression of thanks on my part would be incomplete without saying how much I appreciate the hearty and generous response from the employees. By the splendid co-operation of all, we were able to make a fine showing.

It has been decided to make the Executive Committee a permanent one for the purpose of taking care of questions which may arise during the year. The Committee will meet the first Friday of each month at 3 P. M. It will be pleased to answer as far as possible any questions relative to the Community Chest and to entertain any suggestions which may be of benefit in future campaigns. The party may communicate in writing or appear before the Committee.

The Committee will place before the Community Chest any complaint against any of the institutions aided by the Community Chest, provided that the complaint is in writing and is signed by the party making the complaint.

HARRY LEB. GRAY,
Chairman, Executive Committee.

ALBERT JOHNSON

On Thursday, May 27th, Albert Johnson, one of the popular employees of the D. O. P. Packing Department, passed away after an illness which had kept him at home since October 17, 1919. Mr. Johnson had been employed at Kodak Park since June 10, 1912. He was very well known, well liked and will be greatly missed. To his relatives we extend our sympathy.

Genevieve Noble left on Saturday, June 26th, to be married. On Friday evening, June 4th, Mary Brass of 16 Keehl Street gave a luncheon. On Saturday evening, June 5th, Ada McBride gave a theatre party at the Temple Theatre. On Saturday afternoon and evening, June 19th, Marie Powers and Louise Dellas gave a towel shower at the summer home of Miss Powers, Rustic Cottage, Manitou Beach.

We understand that Dr. Reid, Paul Seel, Nelse Bruce and Jerry Lane are exhibiting rare form on the course this year. Safety first, Bruce; stick to the emergency brake. It would have been a sad thing if you had mused up that trolley car, even though you did break your rear axle.

The engagement of M. Porter Walley, of the Payroll Department, Building No. 26, and Marvel Sherman of the Payroll Department, Building No. 34, has been announced. You've heard of "cementing ties," of course. Our heartiest congratulations!

It is with pleasure we announce that Edward Hennessey is once more back at work in Building No. 34 after four weeks in the hospital, where he underwent an operation.

LEGION TEAM LEADS NOON- HOUR PLAYERS

The end of the first lap of the Noon-Hour Indoor Baseball League shows the American Legion team leading by a scant margin. Each year the interest in this popular sport has increased since its introduction at Kodak Park, and 1920 is by far the best we have ever had from every standpoint. The grounds are in excellent condition, having been filled in and rolled; a score board has been installed, and the teams are stronger, and playing better ball. It seems to be inevitable that some one team shall have all the hard luck of the League. This year this team seems to be the "Crabs," who are at the tail end of the list. A few changes are being made, however, in hopes that the jinx can be sidetracked and a few more games may change the standing considerably.

STANDING OF THE TEAMS

| | Won | Lost | Per Cent |
|----------------------|-----|------|----------|
| American Legion..... | 7 | 2 | .777 |
| Colts..... | 6 | 3 | .666 |
| Outlaws..... | 4 | 4 | .500 |
| Pets..... | 4 | 4 | .500 |
| Cubs..... | 2 | 5 | .286 |
| Crabs..... | 1 | 6 | .143 |

TENNIS

The work of re-surfacing the tennis courts has been completed, and the K. P. A. A. now boasts of seven of the best courts to be found in this part of the country.

As usual, the interest in this sport is very keen and a great number of the members are taking advantage of our excellent facilities. The increased demand has necessitated the making of a new ruling affecting the use of these courts. Singles are not allowed during the noon hour, in order to enable a greater number to play, and the time limit rule is also being enforced, which requires persons who take the courts at twelve o'clock to relinquish them at twelve-thirty o'clock to those who are waiting. As yet no one has been appointed to manage the men's tennis teams for this year, neither has a team been picked, due to the fact that the courts have only recently been in condition for playing. The plan of forming a tennis club is being considered, which should have many advantages over the past method of conducting this activity. Matches will be arranged with the other tennis teams in this vicinity as usual.

Much interest is being shown by the girls in tennis.

Three of our courts have been assigned for the exclusive use of the girl members of the Association, together with a section of the Club House, which includes showers and locker room.

A great many new players have taken up tennis this season, and are being coached by Marie Forbes, manager of the teams, assisted by James Jenkinson. At the present time a class of twelve is being taught the correct way to play the game. Monday and Tuesday are beginning nights. Anyone desiring to obtain instruction is invited to be present on either of these nights.

GIRLS ORGANIZE TWILIGHT BASEBALL LEAGUE

A Twilight Baseball League has been organized among the girl members of the Association. Five teams have been formed with the following girls in charge: Carrie Smith, Film Department; C. Van De Malle, Box Department; Marion Burns, Building No. 26; Ilazel Decker, Building No. 40; and Julia Cushing, Building No. 48.

The members of the teams have been faithfully practicing for several weeks under the direction of Coach Manhold.

A schedule has been prepared, which calls for games to be played on Monday, Wednesday and Friday evenings at 5:30 P. M. on the Athletic Field, the opening game being played on Monday, June 14th.

The players for the outdoor baseball team have practically all been picked. Games are being arranged with the other Industrial Girls' Teams of Rochester.

POPULAR GIRL BASKETBALL PLAYER MARRIED

On Wednesday, June 9, Helen and Tyna Pattison entertained the members of the Girls' Basketball team at the home of their mother, in honor of Florence Emrich, who on Tuesday, June 15th, was married to John A. Nickel. Florence was presented with a set of silver spoons and a picture of the 1919-1920 basketball team, of which she had been such a valuable member. Best wishes.

KODAK PARK TEAM LOOKS GOOD

As part of the opening day exercises of the Eastman Kodak Baseball League, Kodak Park defeated the Main Office team. The team looked fairly good in their first attempt, although they were weak in batting, a point which we are working hard to overcome, and it is expected that within another week or so, as a result of hard practice and a few changes in the line-up, our aggregation will look more like a finished product.

"Walt" Metcalf is at present laid up with an injured hand, which makes a very bad hole in the infield, although it is expected that he will soon be back playing his position.

Out of the 35 men who tried out for the team, 17 have been picked to start the season. The pitching will be done by "Chuck" Forstbaeur, "Rube" Weathers, "Jimmie" Gallagher, William Terharr, "Whip" Gobel, Earl Jones, and Harold Jones, with Roy Kolb and Leo Shepanski at the receiving end. In the infield will be seen "Walt" Metcalf, "Walt" Keenan, John Coogan, Joe Minilla, and H. Bircher, while the outfield will be covered by Geo. Wallace, "Art" Young, and H. Flack. At the present time we have one of the best teams in the League, and with the support of the Kodak fans will bring home the pennant.

Any baseball player around the Plant, who has not been out and who can help the team in any way, is invited to get in touch with Manager Bircher, or report for practice on Wednesday evening.

KODAK PARK EMPLOYEES

AWARDS FOR SUGGESTIONS ADOPTED FROM MAY 1st TO JUNE 1st, 1920

| Name | Dept. | Suggestion No. | Name | Dept. | Suggestion No. |
|----------------------|-----------------|----------------|---------------------|------------------|----------------|
| Bahr, Paul O. | Testing | 40857 | Kramer, Eva M. | Box | 56374 |
| Barrett, W. T. | D. O. P. Ctg. | 54298-55975 | Lascell, Ray | Dept. No. 50 | 49863 |
| Belisle, Chas. | Power | 49892 | Manchester, H. C. | Millwright | 58762 |
| Besna, Robert | Dept. No. 50 | 59644 | Manly, H. H. | Bldg. No. 30 | 39333 |
| Bird, A. G. | Recovery | 44376 | Marion, James | Pipe | 54133 |
| Birdsey, Wm. | Machine | 53900 | Matthews, E. L. | Dept. No. 50 | 49860 |
| Breary, Ralph | Carbon | 56487 | McCoord, Augusta | Bldg. No. 40 | 49112 |
| Butler, Ray H. | Bldg. No. 30 | 80003 | Miller, Fred H. | Velox | 59529 |
| Butterfield, W. | Dept. No. 50 | 49833 | Oughterson, Jos. L. | Velox | 53414 |
| Clark, J. F. | Dept. No. 50 | 49427 | Perry, F. DeL. | Machine | 49682 |
| Cohen, S. | E. C. & P. | 49147-58561 | Pitcher, P. P. | Chemical Lab. | 56918 |
| Cook, R. W. | Chemical | 51551 | Purell, P. | Velox | 59648 |
| Coppee, L. | Sheet Metal | 53254 | Quicke, W. C. | Dept. No. 50 | 49402-49805 |
| Cowles, F. B. | Bldg. No. 30 | 55256 | Ringland, M. A. | Office | 54141 |
| Davis, H. R. | E. & M. Dft. | 54583 | Rooksby, Gladys | Laundry | 49242 |
| DeRosier, Geo. L. | Sheet Metal | 53244 | Schauble, Paul E. | Tool | 61238 |
| Dolce, Jos. S. | Bldg. No. 40 | 55522 | | | 53651 |
| Dorschell, F. | Film Boxing | 34377 | Schuth, Henry U. | Bldg. No. 40 | 38507 |
| Doyle, M. E. | Velox | 57618 | | | 80092 |
| Fisher, Louis | Bldg. No. 40 | 60072 | Smart, L. | Carbon Paper | 49384 |
| Fisher, Theo. G. | Pipe Shop | 80296 | Smith, Charlotte | Office | 60931 |
| Ford, J. O. | Machine | 49835 | Stoddard, Chas. | Steel Lab. | 53429 |
| Gideonse, John | Box | 56632 | Tesch, Fred H. | Cotton Nitrating | 48969 |
| Grant, Frank L. | Bldg. No. 40 | 59803 | Timm, H. C. | Dept. No. 50 | 49425 |
| Graupman, Geo. A. | Dept. No. 50 | 49794 | Walch, Frank H. | Bldg. No. 30 | 39332 |
| Green, F. W. | Dept. No. 50 | 49399 | Walker, Sidney | Dept. No. 50 | 49833 |
| Grego, M. | Bldg. No. 40 | 59822 | Walley, Jeanette | Office | 58632 |
| Hall, Robert | Roll Ctg. | 56320 | Watson, Jas. A. | E. & M. Drftg. | 54586 |
| Herman, W. W. | Dept. No. 50 | 49903 | Wheeler, Harry E. | Bldg. No. 40 | 80090 |
| Harris, L. P. | Branch Shipping | 58617 | Wilde, Wm. | Dept. No. 50 | 49387 |
| Jones, C. O. | Dept. No. 50 | 59511 | Yost, Harry E. | Dept. No. 50 | 49432 |
| Kingston, G. G., Jr. | E. & M. Dftg. | 49585 | Zander, R. | D. O. P. Ctg. | 54261 |



KODAK PARK GENERAL SAFETY COMMITTEE

Top row, left to right—Walter Johnson, Arthur T. Welles, Safety Engineer; Robert A. Weber, Secretary
 Bottom row, left to right—Robert M. Adams; Robert C. Ruckholdt, Chairman; William Doane



PART OF THE BIG KODAK PARK FAMILY

Left—Jack E. and Helen L. Baybutt, and Richard Judson

Center—Mary Rose, daughter of Bertrand L. Twinn

Right—Victor and Arthur, sons of Frank Morrell

We express our sympathy to E. A. Crane of the Emulsion Coating Department, whose mother died on Sunday, May 30th.

On Wednesday, June 2nd, Mr. Shaw, father of J. Shaw of the Emulsion Coating Department, died. Sincere sympathy is extended.

Boy born to Mr. and Mrs. Keeling, Emulsion Coating Department, Decoration Day, May 31st.

Born, to Mr. and Mrs. L. Pearsall, June 5th, a son. Congratulations. Mr. Pearsall is an employee of the Black Paper Coating Department.

Berger Johnson and Eliell McDonald embarked for a trip on the matrimonial sea, June 11th. Bon voyage, boys.

We are pleased to announce that Marion Burns of the Telephone Exchange, who has been ill for some time, is now on the road to recovery and is taking a much needed rest.

On Tuesday, May 25th, Theresa Merkel, of the Inside Pasting, was married to Rudolph Vay. We extend our heartiest congratulations.

Ruth Wisler, of the Film Spooling, was married to Frank Collister Thursday, June 10th. The couple motored to New York and Atlantic City on their honeymoon. Lots of good luck to Ruth and Frank.

Betty Cooney Burt, of Film Spooling, left on June 12th for Denver, Colorado. The girls in the Spooling will certainly miss Betty and wish her all sorts of good luck in her Rocky Mountain home.

Daisy Kleiner of the Film Shipping Department was married to Harold Miller on May 25th. Congratulations.

What a surprise—Carolyn Calhoun of the N. C. Slitting and Charles Root of the same department, were married on May 27th. Lots of good luck to Carolyn and Charles.

On May 15th the girls of the Cine Slitting pleasantly surprised Muriel Sweetman. The event being Muriel's _____th birthday. The girls certainly enjoyed themselves and expect to have parties more often in the future.

Mamie Driscoll, of the Carbon Paper, and George O'Brien, of the N. C. Slitting, were married June 1st. We extend our heartiest congratulations to both. After June 15th Mr. and Mrs. O'Brien will be at home at Ponds, New York, Grand View Beach.

Miss Edna Mack, of the Emulsion Melting Department, is spending a month at her former home in Amherst, Nova Scotia.

A son was born to Mr. and Mrs. Gordon Leeson on May 30th. Mr. Leeson is an employee of the Mounting Tissue Department.

On Sunday, May 9th, Edith Hauck of the D. O. P. Assorting Department, passed away. To her sister, Minnie, also employed in this department, and other surviving relatives, we extend our sincere sympathy.

On Friday, June 4th, a son was born to Mr. and Mrs. Arthur Maupin of the Yard Department.

A. Campbell, Night Watchman, is visiting his brother in Michigan.

Clair Erbe, of the Film Pack Department, has returned to work after an absence of ten weeks, due to a dislocated shoulder. We are glad to see her back once more.

On Tuesday, June 1st, Mamie Driscoll of the Carbon Paper Department was married to George O'Brien of Building No. 12.

We extend to Edward Graef of the Nitrating Department our sincere sympathy in his recent trouble, the loss of his infant son on Sunday, June 6th.

Coffee in Building No. 17

Eddie Bohrer buys it—Eddie Huber makes it—George Tozier drinks it.

A big husky colored laborer employed on one of the construction jobs at Kodak Park, who had recently been on a strike, returned to work on Tuesday morning. As he placed his time card in the clock he remarked: "Ring loud, clock, I'se busted."

Clara Hewitt of the Plate Department was recently married to Frederick Bowers. A variety shower was given for Miss Hewitt by the girls of the Plate Department at the home of her sister, Mrs. T. O'Keefe.

Amelia Schwartz, of the Plate Department, was married to Frederick T. Hare on Tuesday, June 15th.

On Tuesday, June 8th, Florence Wegner, of the Plate Department, was married to Frederick Curran. A variety shower was given for the bride by Mrs. B. Curran.

Eleanor Franc, of the Plate Department, was married to Frederick Franz, Wednesday, June 23rd.

Married, May 18th, Mabel Rosine, of the Plate Department, and Oliver Hardy. Among the pre-nuptial events were a variety shower given by Marguerite Christians, and a dinner by Mrs. Wm. Heisal.

Mary Cooper, of the Plate Department, was married to Wm. Gargan, June 1st.

Leon E. Braley, of the Emulsion Melting Department, Building No. 29, was married to Miss Ruth Van Wuyekhuyse on Thursday, May 27th. We enjoyed the cigars very much.

The "Do-It-Club" of Building No. 29, Emulsion Melting Department, held their annual picnic at Grand View Beach on Sunday, June 6th. The dinner was served in good style and consisted of everything that was necessary to make a genuine party. The ball game went along nicely until Charlie Bauer started introducing his "friend" to all the boys. They had to call an intermission then.

Rodger Gordon Swarts, born Monday, May 31st. Weight, 9 lbs. 6 oz., son of Mr. and Mrs. L. E. Swarts, Chemical Plant.

Another future chemist. Son born on Tuesday, June 1st. The proud father, Richard Gales, Nitrating Department.

Died: Cora May Smith, age 23, Thursday, May 20th, sister of Wm. R. Smith, of the Roll Coating Department.

It is rumored that our well-known representative, "Bob" Reid, is taking vocal lessons. Well, Grand Opera isn't so bad if you can sleep days.

Frederick W. Bowers, of Department No. 50, and Clara Hewett, formerly of the Plate Department, were married on Wednesday, June 9th. After an extended trip, which included a visit to New York, they will be at home at 1496 Dewey Avenue.

Arthur Knowles of the Roll Coating Department recently purchased a home on Meech Park.

June 7th at 3:30 P. M. the boys of Buildings No. 20 and No. 21 staged a battle on the Kodak Park Athletic Field, that in fierceness might be compared to A. Mitchell Palmer's onslaught against the profiteers. However, when the smoke cleared it was discovered that the "Babe Ruth's," "Ty Cobb's," and "Tris Speaker's" of Building No. 20 had suffered ignominious defeat under the masterful gunning of Geo. Fien of Building No. 21. Score—but why dig up sad memories?

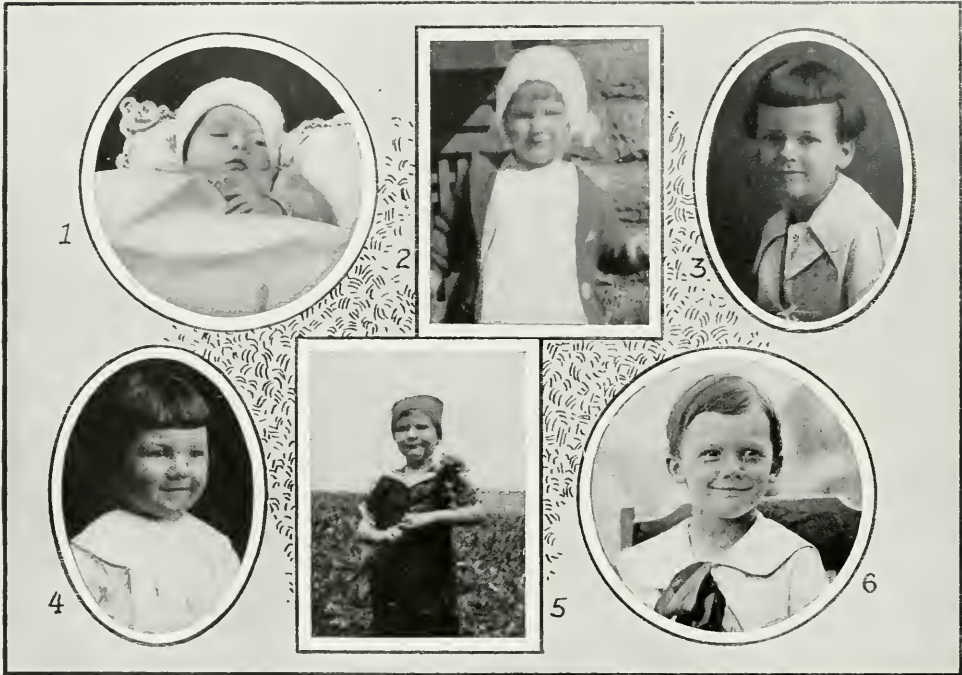
Born, June 3rd, to Mr. and Mrs. Paul C. Seel of the Chemical Plant, a baby girl. Congratulations.

WATCH THE
KODAK PARK TEAM
WIN THE BASEBALL PENNANT!



FOLMER-CENTURY

CLARENCE H. HARPER
Editor



FOLMER-CENTURY JUVENILES

1. Roland Howell, son of Frank L. Howell
2. Margery E. Tacy, daughter of Peter Tacy
3. Anthony W. Knittle, Jr., son of Anthony Knittle
4. James Ryan, son of Alexander Ryan
5. Emma Lou Reiss, daughter of Joseph G. Reiss
6. Everett Howard Forber, son of Howard Forber

Little Eleanor Roche, daughter of George Roche, paid a visit to the office a few days ago. Eleanor is only half past six, but she took a keen interest in office doings. She is one of our coming business women.

At a meeting of the Folmer-Century Baseball Team held June 4, 1920, Otto (Pat) Petroske was elected Captain for season of 1920.

Louis Kraft of the Assembling Department has been promoted to Fireman.

James M. Kirvan of the Assembling Department is in the General Hospital recovering from an operation. We hope to see you with us soon, Jim.

TO
EVERYONE IN FOLMER-CENTURY!

Help Harper make this the best section in the magazine

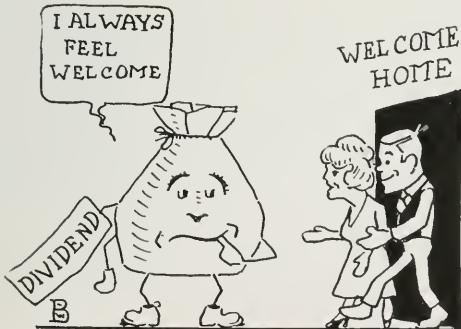


ORA E. FEARY

Ora E. Feary, holding the first place in rank as to seniority in service of the Folmer-Century Works employees, entered the employ of the Century Camera Company, March 3, 1900, in the capacity of a leather worker. Diligence and efficiency in her work advanced her to the position of forewoman of her department August 9, 1906, and she presides over her department today with that same ability and personal good nature so characteristic of her during the entire growth of her department and the increasing demands upon it.

No wonder Frank Dannenberg came in smiling on May 19th. It was his tenth wedding anniversary and the stork arrived and left an eight-pound boy. They named him Frank Burton Dannenberg. Congratulations.

A letter was received recently from Arthur Thoman of the Assembling Department, who is spending a few months in the Adirondacks. We were very glad to learn that Mr. Thoman is improving in health and expects to be back with us again in the near future.



Graflex News

Blackstock

CONELLY SAYS THAT TH' SAYING OF, WHAT YOU SOWETH, SO SHALL YOU REAPETH," IS ALL WRONG, CONELLY SAYS HE PLANTED VEGETABLES AND REAPED NOTHING BUT BURDOCK'S

JUST A FEW OF TH' THING'S OTTO WENDLY RAISED IN HIS GARDEN

IT HAS BEEN STATED THAT DANNENBERG HAS BEEN KEEPING LATE HOUR'S, BETTER WATCH OUT FRANK

CHARLY JEWETT ISNT TAKING ANY CHANCES ON LOSING HIS FORD

SILLIMAN HAS MADE A GREAT BEGINING TO BEAT BILL MARCEAU IN THE WEIGHT CONTEST

BURKHART SAYS THAT BY TH'LOOK OF THE AURRABOREALIS WE SHOULD HAVE A GOOD APPLE CROP THIS YEAR



GLIMPSSES OF OPENING DAY

The girls of the Covering Department gave a variety shower for Carrie Ernest May 27th, at the home of Katherine Darcy. About twenty of the girls attended, and she was the recipient of many beautiful gifts. Jennie Bradley rendered several piano selections and a very delightful evening was spent.

On Tuesday, June 1st, Edward Langham, Assistant Foreman of the Assembling Department, and Carrie Ernest of the Covering Department were united in matrimony. After an eastern trip Mr. and Mrs. Langham will reside at 286 Brown Street.

Ernest Vuillier of the Experimental Department was married Saturday, May 29th, to Fernanda M. Chartron.

If anyone finds a dark blue Georgette waist, notify Evelyn Schuyler of the office.

Arthur Taylor of the Case Department was married June 17th to Estelle Bach.

Margaret McMullen of the Covering Department was married June 12th to Ralph West.

Freda Smith of the office was married Friday, May 21st, to Albert Robinson.

Charles Clark from the Assembling Department was married June 9th to Mary Keck.

Fred Curran of the Tool Department was married June 8th to Florence Wetner.

We are glad to hear that Fred Norter of the Metal Press Department who has been ill for some time will soon be back at work again.

We extend our sincere sympathy to Fred Lintz of the Shipping Department on the death of his sister.



N. A. VAN DE CARR *Editor*

FIRE DRILLS

QUOITS

Do you realize the importance of Fire Drills? Have you ever been in a large building where hundreds of people are employed, when it was on fire? If so, you know the importance of conducting our fire drills as efficiently as possible. We have been a little slow, perhaps—let's see if we can't speed up a little. Take the training seriously, for some day it may stand you in good stead.

RECORD OF FIRE DRILLS HELD DURING MONTH OF MAY

| Level | Captain | Time Seconds |
|--------------------------------------|-----------|-----------------|
| 1st Floor, Buildings Nos. 5 and 7 | Handy | 40 |
| 14th Floor, Building No. 7 | Strowger | 40 |
| Bsmts., Buildings Nos. 5, 6 and 7 | Granger | 41 |
| 1st Floor, Building No. 6 | Johnson | 45 |
| 3rd Floor, Buildings Nos. 6 and 7 | Fosekott | 47 |
| 15th Floor, Building No. 7 | Seaman | 49 |
| 9th Floor, Building No. 7 | Corbin | 51 |
| 8th Floor, Building No. 7 | Wood | 52 |
| 2nd Floor, Buildings Nos. 6 and 7 | Strobel | 54 |
| 4th Floor, Buildings Nos. 6 and 7 | Miller | 55 |
| 6th Floor and Studio, Building No. 6 | Behrens | 56 |
| 13th Floor, Building No. 7 | Rayton | 58 |
| 12th Floor, Building No. 7 | Lounsbury | 59 |
| 7th Floor, Building No. 7 | LaPalma | 59 |
| 10th Floor, Building No. 7 | Wilcox | 61 |
| 6th Floor, Building No. 7 | Flanigan | 62 |
| 5th Floor, Buildings Nos. 6 and 7 | Thurston | 63 |
| 11th Floor, Building No. 7 | Nolin | 64 |
| Building No. 8—Entire Building | Harding | 87 |

NOTE: Allowance should be made for Mr. Harding in that his Company polices entire Building No. 8.

Genial Ed. King from the Credit Department strolled in yesterday and unburdened himself as follows: "There is one thing this Company ought to have if they are to keep in line with the other industrial plants of this city, and that's a Quoit League. Yes, I know pitching quoits down by the blacksmith's shop with horseshoes for quoits and a piece of broom handle for a stake is considered the one purely bucolic sport. Try it once with the regulation four-pound circular quoit at a distance of from sixty to seventy-five feet, and you'll change your tune. Played according to the league rules, the modern quoit game is a splendid exercise, and to play well requires a combination of skill and muscle of no mean order."

Cross questioned, Ed. admitted that he is somewhat of an artist at the game himself and related some reminiscences of games where ringers were piled over the top of the stake and a micrometer called into play to settle disputed distances.

Here is the nucleus for a new branch of athletics. A league is already in existence in the city, and it is up to the E. K. Co. to uphold their reputation as a leader in this branch of sport as well as in all others.

THE MAIN OFFICE REPORTERS FOR THE KODAK MAGAZINE

We want news items, pictures, cartoons, etc., from every department. This is your magazine, and if the reporter from your department happens to miss any article that you believe will be of interest, we will appreciate it if you will call the matter to his attention or send the material directly to Main Office Editor, N. A. Van De Carr.



MAIN OFFICE REPORTERS



OFFICERS OF RECREATION CLUB

MAIN OFFICE RECREATION CLUB

Do you remember that we were talking about a Main Office Recreation Club in the last issue of the KODAK MAGAZINE? Ever since then the Promotion Committee has been very much on the jump.

At the last meeting of the Kodak Office Representatives, a constitution, which was drawn up by a committee consisting of N. A. Van De Carr, Chairman, Jack Leysenaar, Elizabeth Euler, Sally Keefe, Charlie Johnson, Charlie Howard and Freeman Allen, was unanimously adopted.

The Nominating Committee, consisting of Harry Seaman, Chairman, Grace Nolan, Muriel Handy, Arthur Bartholomew, and Bert Hayter, submitted prepared ballots, and the following officers were elected by majority vote:

- George Blair.....President
- Harry Seaman.....Vice-President
- Gus Seyfried.....Treasurer
- Florence McAnaney.....Secretary

With George Blair as President, and with the support of the other officers, the organization cannot help being a winner.

George "Fleet Foot" Weiss, or better known as "George," Miss Locke's sunny, freckled-faced aid with the very broad smile, says that Jack Scott of the Development is OK to go to the circus with, and they had some time when the Big Show was in town.

Jack and George started out at 5.30 and first took in the side shows, then by 8.30 were ready for the main event. George reports that the show was "Awful Good" and that the "Acrobaters" were the best he ever saw.

Mr. E. L. Shuford is recovering from an operation for appendicitis performed at St. Mary's Hospital. His trip to Rio de Janeiro, Brazil, has therefore been postponed, but he will leave on the SS. *Vauban*, arriving at Rio in July, where he will take up his duties as Manager of our new house in that city. We wish him every success in this undertaking.

Our "Freddy Dewart" is to sail on the SS. *Vauban* the latter part of June for Buenos Aires, Argentine, S. A., to be absent some time, to gain a knowledge of Spanish and customs of the people.

The girls of the Finishing Department held a handkerchief shower for Celeste Cady, June 5th, in her office. She was very much surprised, and so were we, when we heard that Celeste was leaving us to become the bride of Mr. Paul Smith of Yonkers, N. Y. We're glad Celeste's dreams have come true.



"DADDY" IRWIN

Harry Irwin is the father of a bouncing baby boy, born June 10th.



\$100.00

This is Rosalia Cirotzki, one of our girls in the Testing and Packing Department. Part of her work is to transfer the serial numbers from the cameras to the cartons in which they are packed. She packs 400 cameras a day, and in some instances she found it difficult to determine with ease the serial number on the vertical Bed Support of the Folding Autographic Brownies.

The supports are stamped with an automatic numbering machine at the Camera Works, with the serial numbers of the cameras of which they are a part. They are then nickel-plated and buffed—oftentimes to such an extent that the numbers are made illegible. When the camera is closed, the supports form a latch which locks the bed in place and the side on which the number is stamped is invisible.

Miss Cirotzki believed that it would be easier to read the numbers if the polish were eliminated on that side of the support, and also that time and labor would be saved. Here was a chance for a suggestion and she secured a blank and submitted the idea. A careful investigation was made, and it was found that the buffing operation which was causing the difficulty was unnecessary and could be profitably eliminated. The idea was adopted and Miss Cirotzki received an initial award of \$100.00.

This is a worth while suggestion and one where the saving can be figured down to dollars and cents, and we are only too glad to pay for such ideas and to award them proportionately.

On the contrary, such ideas as moving a telephone from wall to desk or changing the location of an electric fan are hardly suggestions worthy of any great award, even though a certain amount of benefit might be derived.

A good suggestion is a good investment. Make your suggestions worth while.

LOST—FOUND?

For the benefit of the newcomers in our midst—say those who haven't been around long enough to buy Eastman Kodak Co. stock yet—just a little reminder of the way we try to handle the "Lost and Found" problem.

Burt Mohlar's Office, Maintenance Department, first floor, Building 5, has been designated as Headquarters for Lost and Found articles; so if you find anything that doesn't belong to you, please turn it in there; if you lose something, tell them about it.

"JOE"

When we at the State Street Office attained the dignity of a six-story office building, with a really, truly elevator in it, we thought we had indeed arrived.

After the first elevator was installed, and after a short series of other pilots, Joe happened along in September, 1907, and has been on the job ever since. Ask for Mr. Wilson, and you might find a whole lot of folks in the building who wouldn't know; but ask if they know "Joe," and they will say "Sure."



"JOE"

Up to date, no one has ever been able to catch Joe without a smile on his face and a pleasant word for all comers.

Joe no longer shoots a car skyward in person, except in cases of emergency, as he is now the official starter for the cars in the sixteen-story office building.

C. L. Swingley, of the Sales Department, leaves the employ of the Company on July third.

Mr. Swingley has been with us since 1910, coming from the Artura Company.

"Swing" plans to motor to his grapefruit grove near Leesburg, Florida, where he will make his home. Our best wishes go with him

KODAK OFFICE EMPLOYEES

AWARDS FOR SUGGESTIONS ADOPTED FROM MARCH TO JUNE 1

| | | | |
|---------------------|-------------|-----------------------|-------------------------|
| F. Hodgson..... | Advertising | A. Renaud..... | Shipping |
| R. E. Evans..... | Auditing | W. Schlotzhauer..... | Shipping |
| H. J. Wilcox..... | Billing | J. G. Schroeder..... | Shipping |
| J. J. Kick..... | Billing | M. Lambert..... | Shipping |
| C. W. Gurth..... | Finishing | G. W. Greenfield..... | Shipping |
| A. E. Italy..... | Finishing | F. J. Kerner..... | Shipping |
| M. H. Sweeney..... | Finishing | J. A. Marcello..... | Shipping |
| M. Gummier..... | Finishing | F. O. Herbert..... | Stock |
| G. M. Nolan..... | Mail | C. A. Sunblad..... | Stock |
| O. Breehl..... | Mail | W. J. Brennan..... | Stock |
| L. LaBelle..... | Repair | F. W. Foskett..... | Stock |
| A. Bode..... | Repair | E. A. Dunn..... | Stock |
| M. E. Herr..... | Repair | F. M. Gray..... | Testing and Packing |
| O. Doehn..... | Sales | R. Cirotzki..... | Testing and Packing |
| H. D. Ruesel..... | Shipping | E. A. Wall..... | Welfare |
| R. Kriner..... | Shipping | L. E. Owen..... | American Aristo Company |
| A. F. Lawrence..... | Shipping | F. McArthur..... | Chicago Branch |
| E. Ross..... | Shipping | H. H. Shed..... | San Francisco Branch |
| G. S. Rogers..... | | Zimmerman Brothers | |

SALES DEPARTMENT OUTING

On Saturday afternoon, June 12th, the Sales Department held their third annual picnic at Grand View Beach—and it was *some picnic*.

The day was perfect, eats and service ditto, and with over one hundred picnic enthusiasts and a long program of "athletic" events, no one reporter could hope to give an accurate account of the doings.

Only one accident marred the occasion; this occurring during the Maggie Jiggs contest, when a certain affable gentleman was struck on the ankle with a rolling pin. The wrecking crew promptly removed him to the hospital in Room No. 3, where first aid was administered.

An "industrious" guest attempted to teach one of the export men how to really play African golf, with the usual disastrous result.

Just what hour the picnic was really over will never be known, because a goodly number proceeded to Manitou Beach for the evening. Anyhow, the event was a great success and the vote was unanimous for a repeat.

Here follows a list of the officials for the day:
Grand Master of Ceremonies.....Cap. Seaman
Special Deputy.....Prof. Hodgson
Extra Police.....{Walt Pierce, Doc Martin,
 Old Man Fisher

ATHLETIC COMMITTEE

Announcer.....Cap. Seaman
Starter.....C. F. Hutchison
Judges.....F. S. Noble, A. H. Paul, L. B. Jones
Clerk of Course.....I. F. Hoyt
Cheer Leaders.....F. O. Strowger, Miss Sheridan
Grand Arbitrator of Disputes.....C. F. Anfes



SALES DEPARTMENT PICNIC
 One of the "Official" Photographers at Work

A SILVER ANNIVERSARY



FRANK O. STROWGER

"Something doing around the Office? Bet Frank Strowger's got a hand in it."

Frank Strowger doesn't quite make the "born-under-the-boiler" class; nevertheless, he's been around here for a to'ble long spell, at that, going on twenty-five years now. He started in as a book-keeper, but shifted soon to the Sales Department. About once a year, Frank used to make a sales trip to the Long Island and New Jersey districts, calling on what is known as the "resort trade." Now he is correspondent in the Sales Department, dealing with Government work and aerial work.

The old saying, "Once a baseball player, always a fan," holds good in this case. In the Company's first baseball league, which was organized in 1906, the pitching of Frank Strowger was a big factor in keeping the Main Office team in the race. He still maintains his baseball interest, serving last year as Assistant Treasurer, and this year as Treasurer of the Eastman Kodak Baseball League. Frank is not a one-sport man, either. He has a "rep" as one of the best bowlers in the city, and represented the Main Office in this sport as well.

A farewell dinner was tendered to Mr. Young Wei Lee, Frederick W. Dewart and E. C. Osten, by Mr. D. E. Delgado. Mr. Lee, who has been in our employ for several years is leaving the country on the S.S. *Kaiserin Augusta Victoria*, sailing the 12th of this month for London, England, where he is to remain for a period of two or three months with Kodak, Limited, after which he will go to China in the interests of the company.

ENGAGEMENTS

Florence Belding of the Stock Department to Sam Slade of the Stock Department.

Leaheabelle Wright of the Stock Department to Henry Long of Chicago.

Ceil Perdue of the Export Department to Joseph Vay.

Born to Mr. and Mrs. S. M. Furnald a daughter, Marcea, Saturday, May 29, 1920.

The stork visited the home of Albert J. Cook recently, and left a bouncing baby boy, official weight—eight pounds and nine ounces. They were good cigars, Doc.

All her Kodak friends take this opportunity to express to Ethel Williamson their sympathy for her in the very sudden loss of her father, Mr. J. Emory Williamson, who died at the Hahnemann Hospital on May 23rd, after an illness of only one week.

We wish to express to Miss Jessie Wilkinson our sincere sympathy. Her father, Mr. Joseph Wilkinson, of 115 Hampton Road, died on May 26th, after an illness of considerable duration.

The news of Margaret Geraghty's death was received with sorrow by those who knew her in Kodak Office, although with a deep sense of relief that her long period of suffering was ended.

We believe that her death leaves each of us with a new consciousness of the value of life and the beauty of living for God and for others.

We wish to extend our deepest sympathy to her mother and her sisters.

HER FORMER ASSOCIATES.

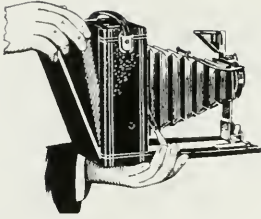
Mrs. Margaret Creary, mother of Miss M. M. Creary, Sales Department, died at the family home in Rochester on June 6th. We all extend to Miss Creary our heartfelt sympathy.

Married Monday, June 21, 1920, F. M. Bishop of the Development Department to Miss Grace Common of Lowell, Mass.

The Sales Department buzzed with excitement over the wedding, on May 28th, of Carrie A. Siebold and Arthur E. Oriol. It was not announced at the office until June 7th, and we are all wondering how Carrie kept the great secret for a whole week. Everyone wishes them the very best of success.

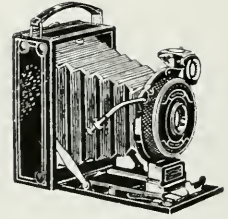
Ruth DeBrott, one of our popular telephone girls, was married to Oliver Clements of the Camera Works on June 26th. Mabel Dakin of the Telephone Booth attended the bride, while the best man was Arthur DeBrott, brother of the bride.

Eugene M. Corbin of the Stationery Department and Mildred Van Saun were married Saturday, June 12th—spending honeymoon at Thousand Islands.



P R E M O

L. C. WHEELER
Editor



MAY WALKS

We just could not wait, was how the girls of the Accessory and Cabinet Departments put it, when asked about their May walk to East Maplewood on May 2nd. These young huskies had no concern for the street railway strike; this was a May walk, and with the assistance of Dorothy Stubbe's Pa and his Reo 6, experienced no difficulty in arriving at their destination, where they were amply refreshed by cream donated by George Rake. Some of the girls thought Julia Adams was straining hers, as she ate it with a fork, after which everything happened. This included swinging, teetering and tottering. Some property damage was done when the Misses Perrin and Stubbe broke the teeter which was constructed for moderately heavy children. Only once was Nurse Cunningham's official presence missed; that was when Grace Sampson and Merceda Maurer who sat on a stump tried to vamp two hornets and got stung. There was a nest in the stump. At 5:00 P. M. festivities ended, in which every one had had a swell time. They are now looking forward to other gatherings which are proving such great factors in promoting good fellowship among the employees.

On Saturday, May 15th, a number of girls, with their friends, from the Covering Department hiked it to Durand-Eastman Park. It being the first May walk of the season, every one was in fine shape to withstand the hike. The air was so refreshing that all had a tremendous appetite and the lunch carried by each one readily disappeared. After spending a glorious afternoon, the return trip via the railroad ties was made to Sea Breeze and home by trolley. The committee in charge was Belle Steimer and Carrie Basch.

Another May walk—This time the girls and boys of the Box Camera Department on Sunday, May 23rd, journeyed to Durand-Eastman Park. In arranging for this outing it was unanimously voted to include the boys. Arriving at the Park, Mrs. Kate Titus wanted to pose for a picture, Mrs. Alice Greene started dinner and Anna Kehoe, with the assistance of the boys, started a ball game. Joe Epstein, mistaking Anna Kehoe's eye for a ball club, knocked her out in the first inning; this naturally stopped all activities until Anna was brought to. By this time dinner was ready and all having tremendous appetites, the rest of the day was pretty well taken up in eating lunch. At 6:00 P. M. they made the trip home, all tired but happy.



MAY WALKERS AT DURAND-EASTMAN PARK



CARL A. SCHULTZ

LONGEST IN SERVICE

Carl A. Schultz of the Wood-working Department started making cameras in 1887 for W. F. Carlton when located in one room of the Bee Hive building on Aqueduct Street, and soon outgrowing this place they moved on North Water Street; in 1895 they moved into the present building. Mr. Schultz has established a record which few employees can equal and of which he is justly proud, losing only four and one-half hours and coming late once in two years.

If you get up in the wee small hours of the morning and see a man strolling around on your front lawn, do not shoot him up, as "Bob" Wetzel of the Assembly Department says it is wonderful how mushrooms spring up over night, and Bob is an expert in selecting them.

John May of the Assembly Department has some fine garden. Jack came in the other morning all smiles and of course we wondered if it was a boy or girl, but it was neither. A few days ago Jack planted some beans and said they were up four feet in three days.

Evidently Walter Van Sanford has found the right spot for fishing and now he is going to cut on the high cost of living. You should have seen his bathtub filled with fish; it looked like a pond at the State Fish Hatchery and Walter says he caught them with a hook and line.

When out some evening in your "flivver" for a quiet spin with your wife or best girl, and you hear a noise like Barnum & Bailey's steam calliope, just pull to one side and let her go by, as this is a part of the equipment of our Buick which has been missing from in front of the building for the past four months and has just returned with a new coat of paint and cream colored wheels. Mr. Ruttan says she is some baby since she had her overhauling and rest.

Don't think it for one minute, Harold Fleischer is not that kind of a boy. The "Shiner" he had the other morning when he came to work, Harold said he obtained in an auto accident.

Yes, we agree with you; Wray De Garmo our Baseball coach did look as though he was anchored to the spot at the opening Baseball game. Wray says we do not need any coach. O-? ? ?

We extend to Joe Isaac of the Inspection Department our sympathy on the death of his sister, Mrs. Frank Berry, who passed away Wednesday, June 9th.

Again the Premo Works did its share in helping to overflow the Community Chest which was done with good measure. Ninety-nine and seven-tenths shows the Premo second place of the Eastman Plants.

The Premo Works boast of two good rifle shots, Frank C. Sherman and John H. McKenny. Frank Sherman's percentage was 99.6 and John McKenny's percentage was 91.2. Both these men are members of the Citizens Rifle and Revolver Club of Rochester. These matches are held each winter, 90% or better entitling them to a medal issued by the National Rifle Association.

Charles Gauch of the View Camera Department sent in the first correct guess of our ten-year-old chap whose latest photo appears in this issue. Out of the seventy odd guesses, only eight guessed correctly, Jack Stanton getting the majority of guesses.



CLYDE FOSTER

"The ten-year-old chap"

We have it on good authority that Norman Huyck of the Purchasing Department is not only beautiful, but is a victim of habit. We saw he "huycked" it above the audience at the Victoria Theater in an airplane when Mlle. Theo and her dandies were playing there. Now the report is that he is in a moving picture production which was staged at the same theater a few weeks ago.

Virginia Wright of the Covering Department is back with us. Virginia says there is no place like the Premo. We are glad you like us so well.

"Mike" Strebler of the Receiving Department says Kodak Park is all wrong in saying that they are pioneers in introducing the overalls idea. "Mike" says he has worn them all his life and he is no baby.

Charles Young of the Assembly Department says if you want to get your name in the Kodak Magazine just buy a Ford. Charles, what's the name of the one we saw you pushing down Gregory Street.

Concentration of thought is often difficult of attainment; but Nicholas Decker has adopted a unique method of accomplishing this feat. He recently appeared at work with his head tied to his shoulders by means of a thick cloth, thus enabling him to keep his head straight to the front. Here's hoping, Nick, that you have recovered from your stiff neck before this issue goes to print.

John H. McKenny, Assistant Superintendent, has opened a new department within his office which is known as the Floral Department, and it is in charge of Alice Garrett, who, having pursued the study of Botany, is eminently qualified to answer any questions concerning the petals, leaves and stems. There will be found on display only the choicest flowers in season, sometimes even varieties out of season, such as snowballs in midsummer.

Charles Look of the Assembly Department says he is through with the rent profiteers. Charles bought a house at 18 Chase Street, Lincoln Park.

The Green sisters of the Lacquering Department, Ethel and Marguerite, say they are going to help produce the girls to challenge the "Flying Squadron" of the Main Office. Good! We have the photographer waiting.

Jack Lyons of the Plant Maintenance Department will enter into a life contract with Tessie Rickard of the Cost and Pay Roll Department. Now listen, folks, we hear the big day is coming off some time in September, so get ready for a treat and for goodness' sake keep it a secret!

Florence Walker (Irene Castle) of the Box Camera Department in announcing her engagement to Frederick Kronsbein, Jr., showed us her sparkler. It is quite evident Florence will not find it necessary to learn to write left-handed to show up the ring.

Will some one please apply to the Common Council for the broadening of South Street adjoining our property so that Charles Young of the Tool Department may be able to swing his seven-passenger Hupmobile into the yard without the necessity of backing around and taking a part of the curb with him.

The "Jolly Eleven," consisting of a number of Premo girls, held a dance in the Union League Hall, May 7th. This was one of the most successful dances the "Jolly Eleven" ever held, over two hundred attending, and all arrangements being made and carried out by the girls. After paying all bills a snug little sum was left, which they say will help them to buy their summer bathing suits.

No! It is not the blasting in the river for the harbor that you hear every morning out on Capron Street. It is the Whincup Brothers of the Tool Department, Edward and Harry, coming in on their motorcycle and sidecar.



A FEW OF OUR FOURTH FLOOR GIRLS

WEDDING BELLS

The marriage of Frances Dullea to Hubert Erdle took place Tuesday, May 18th, at SS. Peter and Paul's Church. The bride is employed in the Assembly Department and is well known throughout the plant. We extend to them our hearty congratulations and wish them a happy journey through life.

Beatrice Glassick of the Covering Department says that showers of rice and confetti did not appeal to her. Beatrice was quietly married Saturday, May 8th, to Albert Hartung. May their life be one grand sweet song.

A very pretty wedding was celebrated Saturday, May 29th, when Reata Davis of the Metal Department became the bride of August Reulbach of 138 Friederich Park. After a short trip east in their Dodge car they will reside at 6 Raymond Street.

Grace Stacklyn of the Assembly Department was united in the bonds of matrimony, Tuesday, May 18th, to Richard Howell. Congratulations.

Ethel Mestler of the Inspecting Department was married Thursday, June 10th, to Carl Hunt. After a short honeymoon they will reside at Ithaca, N. Y.

Alfred Sales of the Cabinet Department is the proud father of Herbert Stanley, born Sunday, May 16th. Congratulations, Alfred.

Another Premo Daddy; Charles Look of the Assembly Department is the happy Dad of an eight-pound girl, Leona Clara, born Sunday, May the 23rd.

The concerts held in the Dining Room Tuesdays and Thursdays by our own Premo Club Orchestra are enjoyed by all the employees. They play as though they were entertaining Victor Herbert's patronizers and with the addition of Foster Crane and his saxophone, no mistaking, they are some entertainers.

RECOGNITION AND AWARDS FOR SUGGESTIONS ADOPTED AND PUT IN FORCE FROM MAY 1 TO JUNE 1, 1920

- REDUCTION IN COSTS
 Homer Ransom Louis Klambacher
 Emma Kraftschik
- IMPROVEMENT IN MANUFACTURING METHODS
 John Friesman Edwin West
- REDUCTION IN ACCIDENT OR FIRE HAZARD
 John Lyons
- GENERAL MAINTENANCE OR CONVENIENCES
 Linda Schwing Edward Gibbons
 George Ritter

CHATTERS HEARD AFTER THE FIRST ISSUE OF THE KODAK MAGAZINE WAS OUT

- Wray De Garmo—"It is a good idea."
 Justine Cunningham—"Have you an extra copy?"
 Mary Dafner (next day)—"It is Clyde Foster."
 Charles Vayo (over the phone)—"It is Jack Stanton."
 Mac Irwin—"Is the magazine coming out each month?"
 William Russell—"I win the dollar. It is Jack Stanton."
 William Halpin—"Foster is all puffed up over his picture."
 Jessie Wright—"Isn't this the dandy picture of Mr. Eastman?"
 Charles Sunblad—"Why don't you put in a picture of the editor?"
 Nicholas Decker—"What is this, a catalogue for each employee?"
 Marie Phillippen—"Why did you leave out the picture of us girls?"
 John McKenny (speaking to Miss Garrett)—"Wait until next issue."
 Philip Voelckel—"It is about time the Premo did something like this."
 Leora Youngmans—"I could hardly wait for the first issue to come out."
 Mrs. Eva Thorn—"Is the picture on the front cover Blanche Gerstner?"
 Alfred Ruttan—"You do not see any of the magazines flying around the street."



OUR NEW BRIDE, FRANCES DULLEA ERDLE, AND HER HUSBAND

A T H L E T I C S



KODAK LEAGUE LAUNCHED ON SECOND SEASON



H. D. HAIGHT
President

Announcer, Master of Ceremonies and Marshall, the parade started. The Kodak Park Band led off, followed by the Plant Managers, officers of the League, members of the Opening Day Committee, and the players.



F. M. CROUCH at bat
A. A. RUTTAN, catching

FANFARE of trumpets, brass bands, parades, and all the paraphernalia of formality appeared at Kodak Park on Saturday, June 5th, to usher in the second season of the Eastman Kodak Baseball League. Under the direction of Wilbur G. Woodams, Hawk-Eye, Chairman of the Opening Day Committee, the players of the League, numbering about seventy-five, obeyed the command to "fall in" in front of Fred Brehm, while he took the Cirkut picture shown on pages 24 and 25. Then, with Frank M. Crouch acting as Chief

To open up the season, Harry D. Haight, President of the League, took the mound, with Jack Robertson at the bat, and A. A. Ruttan catching. F. L. Higgins held down first base, with P. S. Wilcox at second, W. F. Folmer at third, and J. S. Haste at short-stop. After a number of wild pitches and vain swings, Jack Robertson finally drove one through short, and galloped all the way around while the infield was playing acrobat with the horsehide. Then, Frank Crouch almost knocked the cover off the ball



with a drive which quite upset Mr. Folmer's equilibrium and the season was on.

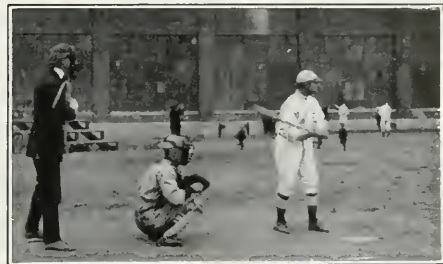
Five-inning games cannot, of course, be taken as an accurate criterion, but the brand of ball put up Opening Day seems to guarantee some mighty fast battles in the League this season. Hawk-Eye registered the first shut-out of the season, bunching hits in the fourth inning to beat Premo 3—0. Kodak Park and the Main Office put on a beautiful pitching duel, with mound-work which would have looked good in a midsummer game. Errors lost the game for the Main Office, the score being 2—1. The final battle between Camera Works and Folmer-Century was a little looser, Camera Works winning 6—2.

In spite of the raw, cold day, and very threatening clouds, about 1000 fans came out for one or another of the three games.

were unable to connect with Diehl when men were on the bases.

STANDING OF THE TEAMS
JUNE 15, 1920

| | Won | Lost | Pct. |
|---------------------|-----|------|------|
| Hawk-Eye..... | 2 | 0 | 1000 |
| Kodak Park..... | 2 | 0 | 1000 |
| Camera Works..... | 1 | 1 | .500 |
| Main Office..... | 1 | 1 | .500 |
| Folmer-Century..... | 0 | 2 | .000 |
| Premo..... | 0 | 2 | .000 |



OPENING THE SEASON



THE FIRST ARGUMENT

SATURDAY, JUNE 12TH

| | | | |
|------------------|----|---------------------|---|
| Hawk-Eye..... | 11 | Camera Works..... | 4 |
| Kodak Park..... | 9 | Folmer-Century..... | 8 |
| Main Office..... | 4 | Premo..... | 2 |

Saturday, June 12th, saw a slight shake-up in the standing of the teams, when Hawk-Eye trimmed Camera Works 11 to 4 in a slow game at West High. Kodak Park managed to stay tied for first place by nosing out Folmer-Century 9—8 in a nip-and-tuck ten-inning session. The Main Office broke into the "Won" column, scoring a 4—2 victory over Premo, chiefly because the Premo batters

SCHEDULE FOR JULY

JULY 3

- Premo Works vs. Folmer-Century at West High.
- Hawk-Eye vs. Main Office at Maplewood Park.
- Kodak Park vs. Camera Works at Kodak Park.

JULY 10

- Premo Works vs. Hawk-Eye at Kodak Park.
- Kodak Park vs. Main Office at West High.
- Camera Works vs. Folmer-Century at Maplewood Park.

JULY 17

- Main Office vs. Premo Works at Kodak Park.
- Folmer-Century vs. Kodak Park at West High.
- Camera Works vs. Hawk-Eye at Maplewood Park.

JULY 24

- Folmer-Century vs. Main Office at Kodak Park.
- Hawk-Eye vs. Kodak Park at West High.
- Camera Works vs. Premo Works at Maplewood Park.

JULY 31

- Main Office vs. Camera Works at West High.
- Hawk-Eye vs. Folmer-Century at Kodak Park.
- Premo Works vs. Kodak Park at Maplewood Park.

There is no higher rank than that of worker. No title can ever make a nobleman of a loafer.



FORE!

Someone remarked the other day that the Golf Championship of the Eastman Kodak Company has never been settled, and one of his listeners suggested that a tournament be run off to decide it.

The Editor is "willin'," so if you are a golfer or even play at the game, send in your name and departmental location to the Editor sometime between now and July 10th, and we will see what can be done about fixing up a tournament.

KODAK ALL-STAR TEAM GETS STARTED

The Kodak's first season in the semi-pro baseball realm was scheduled to open Sunday, June 20th, with Fred Blum's strong K. of C. Team opposing the cream of the Kodak League on the Kodak Park diamond.

For the second game of the season, Manager Ed. Goodridge had booked the Norwich Clothes Team which lost its opening game 5—4 to the K. of C. outfit.

Later games arranged by Business Manager Goodridge include a holiday trip over July 3rd, 4th and 5th, a game in Syracuse on July 3rd and games on July 4th and 5th against the St. Regis Athletic Club at Deferiet. On July 11th the Hewitts, Champions of Buffalo, are coming here for a game at Kodak Park, while on August 27th the Kodak Team will play the Ingersoll-Rand Co. at Painted Post.

As this issue goes to press the definite line-up of the Team has not been decided. According to Manager Harry Murphy, however, it will probably include "Chubby" Forstbauer and Manager Harold Bircher of the Kodak Park Team; Yoder, Kivell, Kennedy and Pressley of the Camera Works; Harry "Dutch" Irwin, Main Office; George Wiedeman, Hawk-Eye; Otto "Pat" Petroske, Folmer-Century, and Leo Schlicht of Premo Works.



TENNIS TOURNAMENT

Tennis players throughout the Company are putting up their holler, too. They see no reason why, if there is going to be a Kodak Golf Champion, there ought not to be a Tennis Champion as well. In fact, some of them think they can turn in a longer list of entries for such a tournament than can followers of the little white pill.

If this hits you, send your entry in to the Editor any time before July 10th.

COMING GAMES

FOR

THE BIG TEAM

AT KODAK PARK

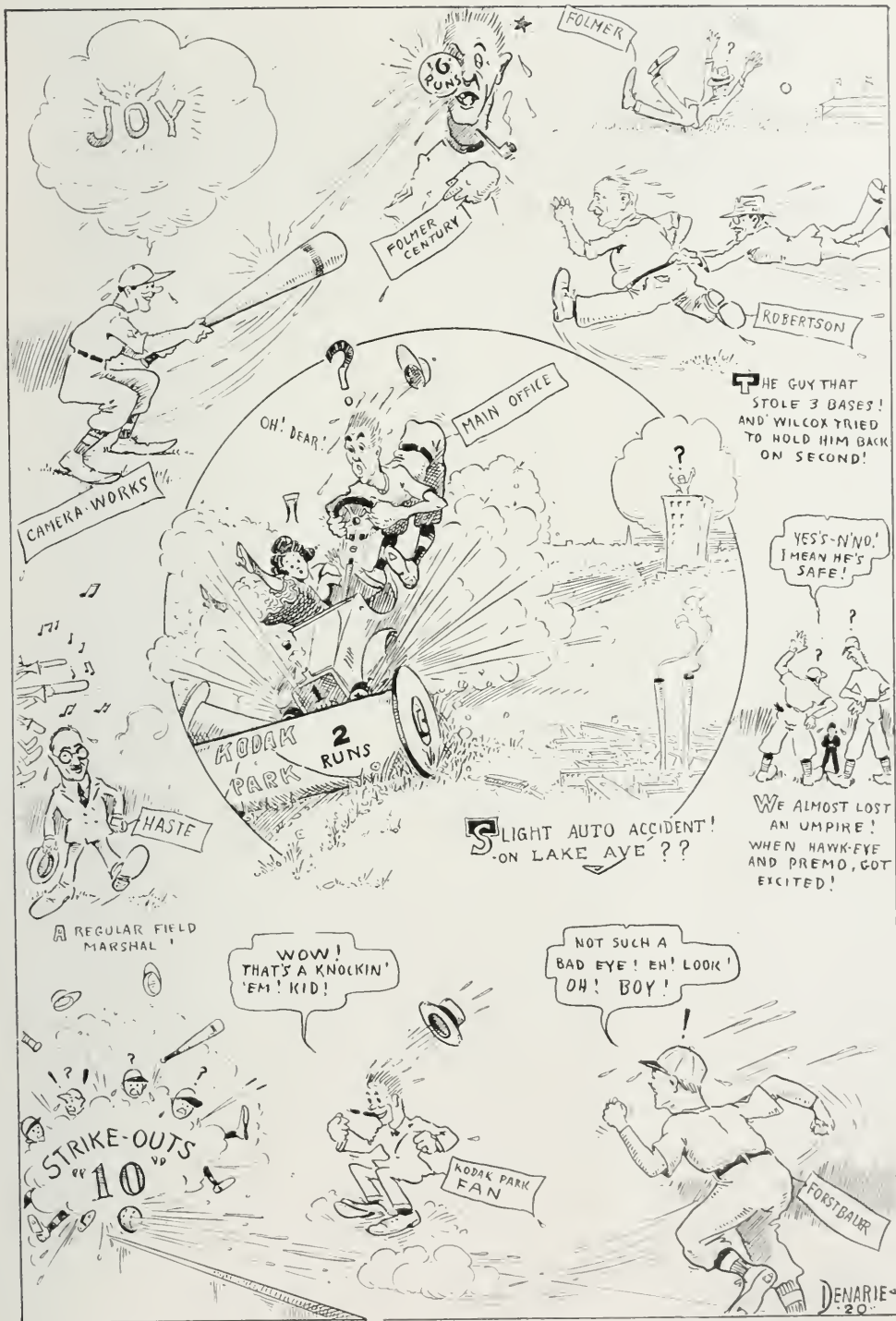
July 11th

HEWITTS of BUFFALO

July 18th

BROWN-LIPE-CHAPIN CO.

of SYRACUSE



KODAK PARK'S IMPRESSIONS OF THE OPENING GAMES OF THE E. K. B. B. LEAGUE



Kodak as you go.

Then you can go back at any time,
without even leaving your arm chair.

The autographic feature tells you when
and where each picture was taken.

Eastman Kodak Company, Rochester, N. Y., *The Kodak City*

The

KODAK

Magazine



August 1920

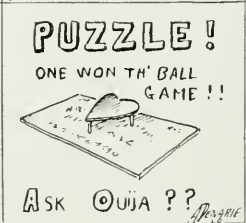
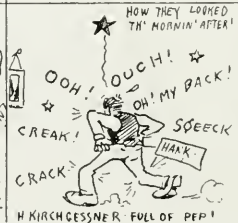
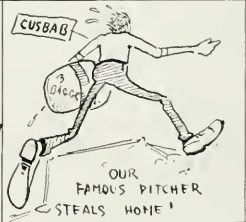
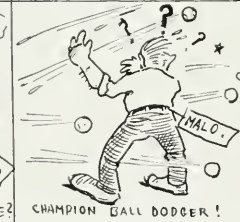
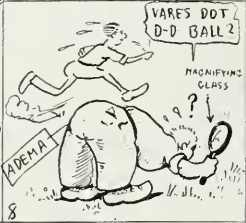
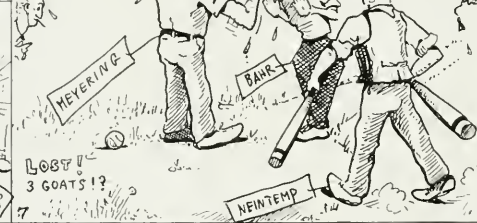
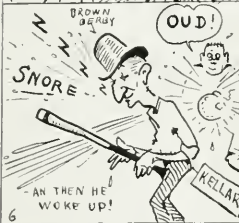
Published in the interests of the men and women of the Kodak organization. 2. 2.

MOVIE of the Undejected All-Stars?

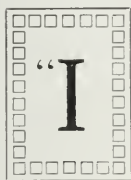
Defeating The Golts! By "DENARIE '20"

THE TESTING DEPT'S
"ANNUAL AGONY"
WRITTEN BY
A MEMBER OF THE
"AGONY QUARTETTE"

ALL RIGHTS RESERVED!



DENARIE



IT so happens in this world that a great many people have had ideas, knowledge of how to do things and a possibility to do, but they have not taken action. They have thought of schemes; have worked out plans, roughly; have considered that this or that was the way to accomplish certain things; but they have not tried them out. They have put them off until tomorrow. A great element in any success, therefore, is the doing of that thing promptly which seems to be worth while. Some of the things carried out will prove successful, others may not; but the very doing of them will suggest better schemes, will animate everybody around to make suggestions and to do things. It is not enough to think that a thing ought to be done; the thinking is only valuable when the thing is done. Turn your thoughts into actions."—*B. A. F.*



ASSOCIATES OF DR. W. A. SAWYER, KODAK MEDICAL DIRECTOR

DR. R. B. CRAIN
DR. A. D. KAISER

DR. GEORGE P. THOMAS

DR. BENJAMIN J. SLATER
DR. R. W. ANGEVINE

WHERE THE KODAKS AND BROWNIES ARE MADE

TO almost everyone there is a certain fascination in the working of any well made machine or instrument, and likewise it is equally interesting to watch the working of the machines which help in producing them.

When you examine a Kodak you cannot help but admire the precision with which each part works and how each part fits accurately into the other parts.

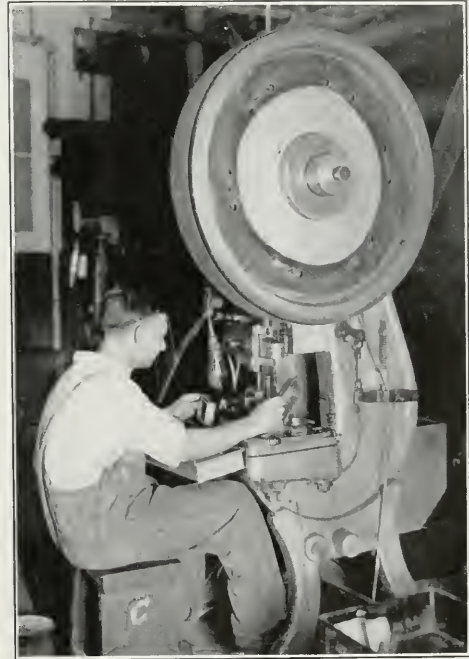
In the Camera Works where are produced hundreds of thousands of Kodaks and Brownies each year, to say nothing of the many other things there manufactured, will be found many interesting stories. Manufacturing in such large quantities requires the aid of many special machines, most of which have been invented and built in the Camera Works by our own engineers and workmen.

Just to afford you some idea as to the hugeness of the operations in the Camera Works, let us give you a few figures as to the amount of raw material used during the past year: Aluminum, 477,771 pounds; brass, 1,918,967 pounds; steel, 1,312,029 pounds; leather, 2,229,240 square feet, and lumber, 1,500,000 board feet.

Now before any device can be produced it has to be invented and designed, and accurate plans for its manufacture put into the hands of the workmen. So, if you are to take a trip through the Camera Works it will be well to start in the experimental department.

We don't believe in standing still or in travelling on past performances, so we have a large staff of inventors and expert designers who are continually on the lookout for new wrinkles and ideas. The heads of all the operating

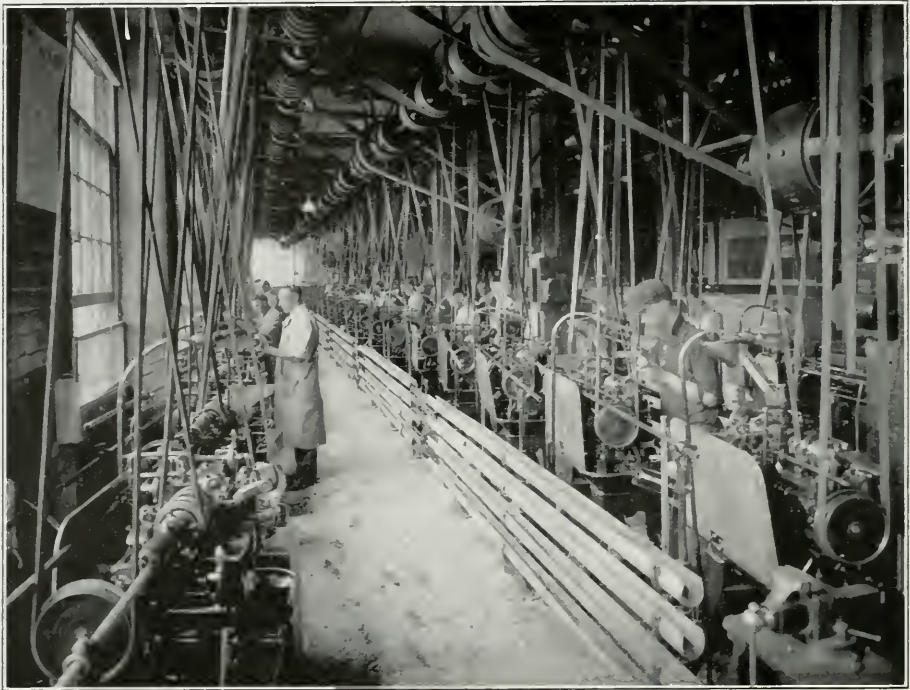
departments work hand in hand with the experimental staff so any improvements, or new models, can speedily and efficiently be produced.



STAMPING CAMERA FRAMES
Illustration No. 1

Our suggestion system plays an important part as we receive many new and excellent ideas from the employees themselves. All ideas from department heads and other employees are given a thorough tryout in the experimental department. If favorably passed upon the estimating department takes a hand, and if the idea is found practicable the models and plans go back to the experimental department for the final planning.

Next come the plans and the manufacture of the various tools and dies, which are frequently quite an item.



BATTERY OF AUTOMATIC SCREW MACHINES
Illustration No. 2

The handling of raw stock in such large amounts requires some planning, and all flat stock, such as sheets of steel, aluminum, brass, and leather, is cut in sizes that will give the least weight and size for ease in stamping.

Several batteries of huge punch presses are required to stamp out the various metal parts. The largest battery, 133 machines, is in one of the basements, and is used for stamping the larger parts, while another battery of twenty-five machines turns out the small parts for shutters; another series of punch presses is used for stamping out leather.

Illustration No. 1 shows one of the large presses for punching camera frames.

For the Autographic Brownies the frames, fronts and bed plates are of steel, while in the better and larger models of Kodaks they are of aluminum.

To protect the workmen on these presses a special guard is provided as shown, which automatically passes at

right angles to the workman's arm and pushes it away from the die when the punch is placed in operation. This



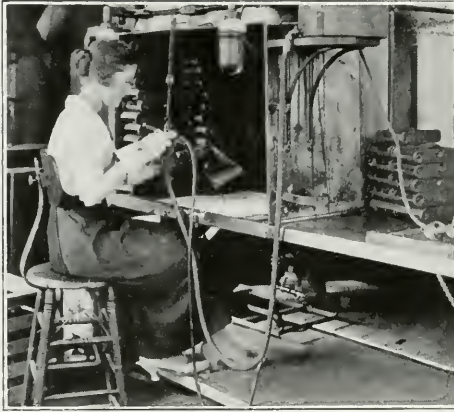
NICKELING METAL PARTS
Illustration No. 3



BELLOWS ROOM
Illustration No. 4



A PORTION OF AN ASSEMBLY ROOM
Illustration No. 5



SPRAYING JAPAN
Illustration No. 6

guard was devised in the Camera Works, and is but one of the many safety devices in use. Besides the parts stamped out by the punch presses, many round parts, such as small screws, rivets, bushings, etc., are turned out by automatic screw machines (a part of a battery of 135 of these machines is shown in illustration No. 2).

These machines are intricate affairs, each equipped with special attachments so that it can automatically thread and accurately turn to correct dimensions any part desired in large quantities. The raw stock in the form of rods is fed through long pipes as shown and



JAPANNING OVENS
Illustration No. 7

turned into the numerous parts, with but little attention from the attendants. The normal weekly output of these machines is one million parts, and this quantity is frequently increased to a million and a half parts.

In addition there is a large battery of milling and drilling machines on which the final operations on the flat and round parts are performed. Many of the exposed metal parts on the cameras are nicked. The parts to be nicked are placed in large tanks as shown in illustration No. 3. These tanks contain a special solution, together with bars of nickel. Electric energy is made to pass through



SHAPING WOOD PARTS
Illustration No. 8

this solution which deposits the nickel on the metal parts suspended in the tanks. Before being placed in the nickel solution, the parts are dipped in a pickling bath, as it is called, to remove oil and other foreign matter. After being nicked the parts are buffed and polished with rouge.

Those metal parts which are a part of the interior of the camera and are not nicked are given a coating of japan. One of the latest methods of japanning is employed, as shown in illustration No. 6, the japan being sprayed on in special hoods. This method is far more efficient than coating by hand, and is much healthier for the employees. After the parts are japanned they are placed in large ovens, (see illustration No. 7,) and baked for a definite period.



FINAL INSPECTION
Illustration No. 9



GENERAL OFFICE, CAMERA WORKS
Illustration No. 10



GLUING BELLOWS
Illustration No. 11

One of the most interesting processes is the making of the bellows; illustration No. 4 shows one of the bellows-making rooms.

A number of specially devised automatic machines are used in bellows making, which not only increases the output but provides absolute uniformity.

The woodworking department is much the same as any other woodshop; illustration No. 8 shows one of the shaping machines where the wooden top and bottom parts of the Kodak are made. On the Special Kodaks these tops and bottoms are made of Bakelite composition.

Shutter making demands a high degree of skill, as it is easily on a par with watch making. One of the shutter assembling rooms is shown in illustration No. 5.

In the assembling rooms the Kodak frames go from bench to bench, and down one aisle and up another, picking up the various parts as they go until at last they become the finished article.

From the assembling rooms the cameras go to the inspection department where each one is carefully examined and tested. See illustration No. 9.

From the inspection department, the cameras go to the packing and shipping department where they are again inspected before being packed in a carton for delivery.

Besides these final inspections, every department has what is called an incoming and outgoing inspection. By means of these repeated inspections and by the most careful selection of every bit of raw material we are assured of a uniformly high class product; good workmanship is a habit with us.

Before leaving the Camera Works, let us have a look at the general offices located on the top floor of the new addition on the Platt Street side; see illustration No. 10.

All through, the Camera Works is a pretty good place to work, don't you think?

FALL IN!

Here's a chance for any of you fellows who want to get back into the "Squads East and West" atmosphere once in a while for a little diversion. There are still a few vacancies in the ranks of the Second Ambulance Company of the National Guard. Headquarters of this organization are in the New York State Armory, Main Street East. Drills (foot and mounted) are held one night each week, and training also includes a course of lectures on first aid.

The term of enlistment is three years except for Veterans of the World War, who may sign up for a twelve-month period.

FRANCE, THE THRIFTIEST OF NATIONS

There is scarcely a person—man, woman or child—in France who is not an *owner* of something. And these days a nation of OWNERS is in a mighty enviable position. Fifty-seven per cent of the depositors in Savings Banks are women. In our own Postal Savings System only 41% are American born, and they own but 28% of the money on deposit. The rest belongs to foreigners.

Of the 39,000,000 people in France more than 15,000,000 have Savings Banks accounts. Of the 100,000,000 people in America there are perhaps 9,000,000 with savings accounts.

The Kodak Magazine

Published monthly in the interests of men and women of the Kodak Organization.

SPENCER HORD, *Editor*

| | |
|---------------------------------|-------------------------|
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| NORMAN A. VAN DE CARR | <i>Assistant Editor</i> |
| Main Office | |
| ROBERT A. WEBER | <i>Assistant Editor</i> |
| Kodak Park Works | |
| HERBERT S. THORPE | <i>Assistant Editor</i> |
| Camera Works | |
| CLARENCE H. HARPER | <i>Assistant Editor</i> |
| Folmer-Century Works | |
| WILBUR G. WOODAMS | <i>Assistant Editor</i> |
| Hawk-Eye Works | |
| L. C. WHEELER | <i>Assistant Editor</i> |
| Premo Works | |

Address all communications to Editor, KODAK MAGAZINE, Main Office, Eastman Kodak Co., Rochester, N. Y.

We publish sixteen thousand copies of the Kodak Magazine each month, so you see the editor thus has sixteen thousand and one bosses; each individual who reads it, and the company taken as a unit.

So, to make the publication worth while to the company which pays for it, it must be worth while to the majority of its readers.

Now you will find a good many different tastes, ideas and opinions—to say nothing of widely varying degrees of experience, with this number of readers, so you see the editor has to carefully weigh the contents of each issue to provide a well balanced and palatable ration.

Forty years ago, and perhaps even less, the editor was supposed to be, and was in many instances, a moulder of opinion, and the publications of that day held their readers largely through the interest in the editorial pages. Today, it is more the mission of the editor to collect and present in pleasing shape such items of interest, or food for thought, as will have the greatest appeal to his readers. Quite possibly, and rightly too,

an editorial can be made to lead its readers into a new and beneficial train of thought, but it must be deftly accomplished.

So, in our editorial pages we are going to keep away from the “be good and you’ll be happy” stuff; there will be, on occasion, a serious thought but it will be a constructive one, showing you how you can accomplish something of benefit to yourself, but *not* how you might have been this or that if you had only done so and so.

Athletic and recreational prospects are pretty bright all through the Kodak organization.

Baseball is going strong, tennis likewise, and swimming ditto. The telephone of the Athletic Editor rings constantly.

The Editor-in-chief has been challenged for three golf matches, has attended two department picnics and accepted invitations for two more. It’s a great life!

“THE LINE IS BUSY”

We have no exact figures at hand, but you can well imagine how many hundreds of calls are put through our various plant telephone exchanges every day. The majority of these calls are business calls; but on the other hand a certain percentage is purely personal.

Between the hours of ten in the morning and twelve o’clock noon, and from three-thirty to five-thirty in the afternoon are the rush hours in our exchanges.

Saturday, *all morning*, is a particularly busy time, as very many “rush” orders are received for immediate shipment.

In the interest of good service, won’t you please make *all* your telephone conversation as brief as is consistent with courtesy, and avoid, as much as possible, using the phones for personal messages during the rush hours.

OUR MEDICAL STAFF

In the June issue we afforded you a pretty clear idea of how Dr. Sawyer, our Medical Director, believes our Medical Department should be conducted.

Selecting a staff of doctors for an organization such as ours is no small task. Not only must every member be thoroughly up in everything that pertains to his profession, but in addition he must be a human being—a "regular fellow"—in order to work in harmony with our ideas, and make his work worth while in its fullest sense.

We feel that our staff comes up to these requirements fully, so allow us to introduce to you first, Dr. B. J. Slater, a graduate of the Army Medical School, who was in service for two years. He was Chief Examiner of the Chief of Engineers Office, Washington, and Medical Examiner for the Engineers Examining Board.

Dr. R. B. Crain comes to us from a course in Industrial Hygiene at Harvard

School. Dr. Crain was in Belgium and France and experienced very active service in the fighting area. He was discharged with the rank of Captain.

Dr. A. D. Kaiser also saw military service, as he was on duty with Base Hospital 19 in France and later at Bordeaux. He has charge of the Children's Department, Rochester General Hospital.

Dr. G. P. Thomas will have been with us three years this fall. He graduated from the University of Pennsylvania Medical School in 1901; is Medical Officer of Troop H.

Dr. Robert W. Angevine has had a very wide experience in chemistry, hospital service, and surgery. He enlisted as a private in November, 1917, commissioned a Captain in the U. S. Medical Department and discharged from service in February, 1919.

We know you are going to like all of these men, and we are glad to introduce them to you. (See page 2.)



EXECUTIVE SAFETY COMMITTEE

W. G. Woodams
Hawk-Eye
A. T. Welles
Kodak Park

R. H. Jennings
Camera Works
C. H. Thompson
General Safety Supervisor

Harry W. Dawe
Folmer-Century

L. C. Wheeler
Premo Works

B. Mohlar
Main Office

The function of this committee is to co-ordinate the safety work in each plant so that the best accident prevention ideas may be utilized in all. Your representative on this committee will appreciate your co-operation in making safe the corner where you work.

FOR DISTINGUISHED SERVICE



THE WAR DEPARTMENT OF THE UNITED STATES OF AMERICA

RECOGNIZES IN THIS AWARD FOR DISTINGUISHED SERVICE
THE LOYALTY ENERGY AND EFFICIENCY IN THE PERFORMANCE
OF THE WAR WORK BY WHICH
Eastman Kodak Company

AIDED MATERIALLY IN OBTAINING VICTORY FOR THE ARMS
OF THE UNITED STATES OF AMERICA IN THE WAR WITH
THE IMPERIAL GERMAN GOVERNMENT AND THE IMPERIAL
AND ROYAL AUSTRO-HUNGARIAN GOVERNMENT

Woodrow Wilson
SECRETARY OF WAR.



W. C. Cress
ASSISTANT SECRETARY OF WAR,
DIRECTOR OF MUNITIONS

MOST of us would rather not talk about the war, or even think about it—except to find some means of solving some of its many after-problems. But there are exceptions; we took an immense pride in our service flags at the different plants and in the knowledge that so many of our boys were doing their part, and we did our individual best to help win the war.

We knew, in a vague sort of a way, that the company was engaged in various war activities, but few realized to what extent and just what was accomplished.

So it is with a feeling of just pride in our organization that we reproduce the citation for distinguished service awarded the company by the War Department, and recount in a brief way what we were able to accomplish.

We remember the United States School of Aerial Photography at Kodak Park, and how we placed at the Government's disposal buildings and facilities for the accommodation of one thousand students, and supplied a corps of our experts to act as instructors. A part of the Research Laboratory was also turned over to the Government for the study of problems connected with aerial photography, marine camouflage and the like. The work of the laboratory also included many other problems, such as the designing of non-dimming eye pieces for use with gas masks, filters for signalling systems, and the compounding of special emulsions. A fuel solving the problem of intense heat without smoke was another of our laboratory discoveries.

We also produced cellulose acetate for the varnishing of aeroplane wings

in immense quantity, we being the only concern in the country with the necessary skill and equipment.

We also designed and manufactured telescopic sights for aeroplane guns, and special lenses for air photography. The hand and automatic models of aeroplane cameras designed by our experts opened a new era for air photography.

One of the most interesting things we produced was the gun camera. In this invention the camera was attached to the air man's gun and instead of recording the hits on a target the target itself was recorded on the air man's film. With each "shot" a picture was made showing the exact position of the opponent's plane in the field; this was of immense value in training aerial gunners. This camera was likewise provided with a watch attachment which showed the precise moment of firing within a fraction of a second, and so avoiding any question as to who made the first hit.

Our manufacturing resources were likewise equal to the extraordinary demands created by the war for films, plates, chemicals, dyes, photographic papers, cameras and other products. For many of these things the Government was absolutely dependent upon us.

DO UNTO OTHERS

"Ugh! you sputtery, scratchy thing," and with a tug you yank out the offending pen point and toss it into the convenient waste basket.

"Waste" basket is right, for it is the receptacle not only for things no longer useful, but when improperly used becomes a time waster as well.

In go worn out pen points, a bunch of old papers pinned together, perhaps the broken pieces of a pocket mirror, or a jagged piece of tin or other sharp metal.

Not so long ago, over on one of the desks in the Premo factory, there reposed

a vase; somehow it got broken, and into a waste basket the pieces went.



THESE ARE THE PIECES

All the dangerous things in a waste basket usually succeed in successfully concealing themselves underneath and between the waste paper, and other lawful contents of the basket.

After working hours, when the light is none too good, in comes some one of the cleaning force. Perhaps a hand comes in contact with a corroded pen-point or a bit of broken glass, examination shows a cut or a scratch, but no time to stop now, the nurse has gone home anyway, so the hand has to take a chance.

Possibly no harm beyond a temporary inconvenience results, but quite possibly the next morning the hand is swollen and painful.

Severe cases of blood poisoning have resulted from such causes—and due directly to someone's thoughtlessness.

Now it hurts Tom, or Pete, or Mary of the cleaning force just as much as it would any of the rest of us to be injured. Lost time or illness is a serious misfortune to them, even if of short duration, and a calamity if the injury proves severe.

Just put yourself in the place of these workers who come in after you have gone home—and keep *out* of the waste baskets any and everything that might possibly do them harm.

IS THE HEALTH OF YOUR CHILD WORTH FIVE DOLLARS?

IF YOU HAVE CHILDREN UNDER THE AGE OF SIXTEEN, READ THIS

EVERY child is entitled to the firmest possible foundation of good health.

Without this foundation, the child remains handicapped throughout life; his education is retarded and when the working period is reached, he suffers losses through absence from duty.

Has *your* child the proper foundation?

Many children suffer from nose and throat afflictions, seemingly of little consequence at the time, but which later develop into serious maladies such as tonsillitis, quinsy, tuberculosis, diphtheria, rheumatism, pneumonia, etc.

Has the child a healthy throat? Is the nose free and unobstructed and able to perform the full duty, which is of the utmost importance to both mental and physical health and vigor?

Only an expert can determine, unless the diseased condition is extreme.

Your interest in your child is your greatest interest, and you naturally would want only the most expert opinion and attention.

Perhaps you do not feel able just now to pay for such service.

Here is your opportunity to know: It will cost you nothing to find out whether or not your child has such a handicap. And if he has, the cost for an operation will be but \$5.00.

The Rochester Dental Dispensary rea-

lizes the great need for this service to the children of Rochester. The Trustees of the Dispensary have arranged to have a staff of the best surgeons and nurses in attendance during this month for the purpose of examining and, when necessary, performing operations for the removal of tonsils and adenoids.

If, upon examination at the Dispensary, the child's throat is found to be in a healthy condition, there will be no charge whatsoever, and if an operation is necessary, the charge will be but five dollars, which is about half the cost to the Dispensary.

Do not neglect this opportunity. Adenoids are quite common, and are the cause of more discomfort and more ailments than any other diseased condition of childhood. Diseased tonsils are almost certain to lead to serious future ailments.

If an operation is necessary, now is the best time of the year to have it performed, as there is much less risk of catching cold and, in addition, your child can return to school in shape to make the best of his opportunities.

The nurse in the Medical Department of your plant will afford full particulars; see her at the earliest opportunity.

Remember, the charge for the operation, if an operation is necessary, is but five dollars. The examination is free.

INCREASE IN SAVINGS

Former U. S. Secretary of Commerce Wm. C. Redfield says: "A nation of people that is increasing its savings at the rate of a million dollars a day is not a nation in which there is serious widespread economic distress."

The very habit of expecting that the future is full of good things for you, that you are going to be prosperous and happy, that you are going to have a fine family, a beautiful home, and are going to stand for something, is the best kind of capital with which to start life.

There's more lying about money than about any other one thing in the world. Money isn't half the curse it's often painted—nor half the blessing. It all depends on who owns it.

THE PHOTOGRAPHIC COMPETITION



ILLUSTRATION NO. 1

There is a decided interest in our Photographic Print Competition, and we have received a goodly number of inquiries regarding it—all of which is mighty encouraging.

There are many very clever amateur photographers in the Kodak organization, and we hope through these competitions to develop many more.

The awards are well worth your while, and the opportunities for good pictures are everywhere in the vicinity of Rochester, as it is one of the beauty spots of America.

In the first issue of the Kodak Magazine we made mention of our amateur photographic text book, "How to Make

Good Pictures." You will find this book a whole lot of help in picture making as it is the standard work of its kind, and over four hundred thousand copies have been sold; the price of this book to employees is twenty-four cents.

Just a word further regarding photographs showing a person or persons. When you take a picture such as is shown in illustration No. 1, obtain the name and address of the persons, so that in case the picture is selected for an award you can obtain, on one of the forms we provide, the consent of the persons for its use by us. No awards will be paid until such a release is in our hands.

For a picture like the one shown in



ILLUSTRATION NO. 2

illustration No. 2, no consent of the person will be necessary as the figure is not of sufficient prominence.

Of course, if your picture happened to be of some scene on, say, a bathing beach with hundreds of people in it you would not be expected to get the consent of each one, but if you singled out any one person or group such consent would be necessary. Wherever the person is recognizable the written consent must be obtained.

Get your camera working right away so as to have a good number from which to make selection for entry for the first contest.

THE SITUATION

MOST of us are receiving more in wages than before the war; some of us very much more, but with this increase in wage has come an increase in everything that pertains to living, and so it will pay us to analyze conditions as they are at the present moment.

Generally speaking, conditions are favorable, but very many adjustments have yet to be made before we can expect a return to what can be called *normal* conditions.

Here is what the National City Bank of New York in its July report has to say on the situation:

"The prevailing opinion about prices is that an effective stop has been put to the upward movement.

"The endless round of rising wages and prices could not go on indefinitely."

All authorities agree that there has been no over-production, except along a few lines and in a limited number of industries.

The world is still understocked with necessities. It needs an enormous amount of railway equipment. An enormous amount of construction work remains to be done, and it may be years before the building of homes meets the

requirements of the people. All the world is suffering from a shortage of fuel, both coal and oil.

At the same time and in the face of these conditions, prices on some things have been lessened.

Shoes, clothing, hides and leather, wool and silk, as well as cotton goods, are well below the levels current earlier in the year.

The general crop situation has improved steadily and is very encouraging.

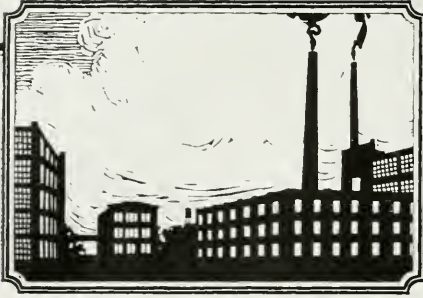
It is reasonable to suppose that the crops of Europe will be larger than in any year since the war began, and reports so indicate, but until Russia is again in position to export foodstuffs and raw materials, Western Europe will necessarily depend largely upon the United States and Canada. The crop outlook for Canada is on a par with this country.

The sugar situation is becoming easier; about 21,000 tons have been purchased in Argentina, which will come along later in the season, and the expectations are for larger productions in all the sugar countries.

While the foregoing facts are comforting, the truth is that the wants of the country are in excess of the industrial capacity of the country, and so for the present we cannot hope for any general, all-around reduction in the cost of living.

The thing to do is to make every working day count in the way of producing the goods for which the country is clamoring; you to supply the goods some other man wants, and the men in other lines to do the same, that you may have the things you need.

Avoid extravagant purchases; live well, but wisely; make your garden produce to the limit; put away every cent you can in the bank or in Liberty Bonds, and then when old Mr. Ironman dollar again attains his former purchasing power you will practically have made two for every one you have saved or invested.



KODAK PARK

ROBERT A. WEBER

Editor

CARRIE SMITH'S TEAM WINS OPENER IN GIRLS' TWILIGHT LEAGUE

The Girls' Twilight League was officially opened on Wednesday, June 23rd. The game was played on the Athletic Field and resulted in a victory for Carrie Smith's team over that of A. McCarthy. Only outdoor baseball is now being played. The reason for discontinuing the indoor was to enable the girls to become more familiar with the hard ball, thereby improving their game. Games are played every Monday, Wednesday and Friday evenings at 5:30 P. M. Stay down some night and see a real go.

REEL AND TIN CAN DEPARTMENTS ENJOY PICNIC

About 110 employees of the Reel Manufacturing, Reel Gauging and Tin Can Departments attended their annual outing, which was held at Island Cottage. Automobiles were used to transport the crowd to the lake, where dinner was served. During the afternoon the usual picnic sports were indulged in. The baseball game between the first and second floor girls was a very spirited affair and resulted in a victory for the second floor. Teams representing the Reel and Tin Can Departments also played a baseball game, which after a very tight struggle was won by the Can Shop. J. S. Harmon acted as General Chairman and Toastmaster at the dinner, and Frank Kane was Manager of Sports and Chairman of the Arrangement Committee. During the dinner speeches were made by Frank Kane, J. Bergen, W. Maynard and Anna Cushing. The evening was devoted to dancing.

AMERICAN LEGION

The attention of the members of the old Guillod Post is called to the fact that their dues for the last half of this year should now be paid. By paying for six months they will be even with the new Legion fiscal year, beginning January 1st.

The Post is still out after the ex-service men who are not yet Legionnaires, and urges these men to get in touch with members, or come out to the regular Post meetings, which are held every second Friday of each month in Hiokattoo Hall. Fall in!

TENNIS

At a recent meeting of those who are interested in tennis, held in the Assembly Hall, a committee was elected to handle the affairs of the Men's Tennis Club for the season of 1920. This committee is composed of Dr. F. E. Ross, Chairman; F. Willis, J. Jenkinson, H. Wilson and O. Sprague. Fred Willis has been elected Captain of the first team. The courts have all been resurfaced and are now in excellent condition. Lockers have been assigned to the players and everything is ready for a banner year. We have again affiliated with the Rochester Tennis League and had up to July 1st played two matches. The first against the Rochester Tennis Club resulted in a defeat, due particularly to the fact that our team was not fully organized at the time and lacked practice. In the second match, however, our boys scored a shut out against the Bausch & Lomb team, winning 6-0.

Plans are being considered for a tournament although final arrangements have not as yet been made. From the interest displayed, however, it would undoubtedly be a great success.



REEL, TIN CAN AND REEL GAUGING DEPARTMENTS, ISLAND COTTAGE



PRIZE WINNERS, E. & M. PICNIC

DRAFTING DEPARTMENT OUTING

The E. & M. Drafting Department held its third annual picnic at Island Cottage.

About 100 motored to the grounds where a chicken and fish dinner was served at one o'clock. During the dinner H. G. Dewey, Toastmaster, read telegrams from Senator Harding, Marion, Ohio, U. S. A., and John Barleycorn, Santiago, Cuba, expressing their regret at not being able to attend, owing to circumstances beyond their control. A musical program was rendered during the dinner by a quintet under the direction of Howard O. Snyder, assisted by O. V. Sprague at the piano. Special features were the singing of popular choruses by everybody and the piano solos by Mr. Flint, who when announced by Mr. Dewey, gracefully arose and gave a demonstration of technique, execution and musical interpretation seldom equalled—by depositing a nickel in the player piano. Three hearty encores were responded to with the same grace, regardless of car fare.

The ball game between the Engineers and Draftsmen was won by the drafting team with a score of 13 to 10. Mutt and Jeff (see page 22) umpired and were obliged to banish several of the engineering team to the side lines for disputing

decisions. The outstanding features of the game were the hitting of A. E. Schell and pitching of Oscar Sprague and Julius Voss.

The sports which followed the ball game were capably handled by Millard Comstock. Jerry Welles and J. G. Jones, and the following winners were awarded prizes by George Diemer: 100-yard dash (open)—1st, F. Brownell; 2nd, Tom Wright; 3rd, C. H. Hart. Fat Men's Race—1st, F. J. Crouden; 2nd, A. S. Hadley. Dog Race—1st, C. R. Hauser; 2nd, W. C. Rinehart; 3rd, D. L. Davies. Obstacle Race—1st, F. Brownell; 2nd, C. R. Hauser. Chariot Race—1st, H. W. Dirksen and H. Sonderman; 2nd, Tom Wright and M. Comstock.

On the whole it was the largest and most enjoyable picnic ever held by the Engineering and Drafting Department, and they are already looking forward to the clam bake which will be held in the fall, for as the girls of this department are to attend this bake, a big time is expected.

The "How" Club of Department No. 40 was entertained at the homes of Harold Von Bramer on July 2, and George Weltzer on July 9. A very good time was had by all present.



E. & M. OUTING, ISLAND COTTAGE

GIRLS FORM TENNIS CLUB

There are already 43 members enrolled in the Girls' Tennis Club, and a scratch tournament is being run to determine the rating of each player so that the best may be selected to represent the Association against the other teams in the city. Marie Forbes, who is in charge of the Girls' team, is available practically every evening for those who desire instruction, and Anne Dalzell is assisting her by taking charge of the advanced players. It is very gratifying to note the interest which is being taken in this sport by our girls. Three courts have been set aside for their exclusive use which are busy most of the time. After the present tournament is finished the team will be picked and the matches which have been scheduled played off.



MARIE FORBES AND ANNE DALZELL
Manager and Captain K. P. Girls' Tennis Team

KODAK PARK HONOR ROLL

WINNERS OF SUGGESTION AWARDS OF \$25.00 OR OVER
DURING THE YEAR OF 1919

| | |
|--------------------|----------------------|
| A. R. Bathrick | J. J. Moynihan |
| Adelbert Blood | Alfred Martens |
| P. O. Bahr | C. W. Marrison |
| Samuel Cohen | John E. MacArthur |
| G. F. Coveney | J. Wilbert Morris |
| Edwin G. Doan | E. Maurer |
| George Doering | P. McPhillips |
| Herbert Dean | Tom Norton |
| Henry J. England | W. E. Page |
| John W. Ebbs | A. J. Page |
| Louis L. Faulkner | Jacob Roeland |
| G. J. Gray | A. Randtke |
| Frank L. Grant | M. F. Russell |
| Udell G. Hawkins | A. H. Shepler |
| E. F. Hogan | J. H. Shannon |
| E. C. Haskin | Wm. L. Singleton |
| L. Porter Harris | F. Stenglein |
| D. R. Hawley | Walter C. Thomson |
| George Izard | Sidney Treen |
| Charles S. Kellogg | George H. Tozier |
| Charles C. Light | F. A. Vahue |
| Henry Lais | Ed. W. Vragel |
| E. P. Lott | James E. Ward |
| Joseph R. Lowry | William R. Whitfield |

SOCCER NOTES

The Kodak Park Soccer Team is progressing quite satisfactorily under the restriction recently imposed on the teams affiliated with the National Association, reducing the number of players carried by any team to eighteen. Several changes have been made from time to time in our line-up, which we feel confident have strengthened our playing. E. Langridge, who has had considerable experience with R. & D. Clubs, has recently been signed on with the Park; Ed. Allardice, who last year was with the MacNaughton Rangers, has also returned to our club. He is helping "Doc" Yates with the training and first aid work for the team. On the other hand we have lost one of our old stand-bys, Jack Connelly, who has secured his release and will be in the Celtic line-up.

In the first round of the North Western Cup, the game ended 1-0 in favor of the City Moose. It was a very hard game and the club management is well satisfied with the efforts of the players and confident of future victory. Much credit for the success of our team is due Leigh Rife and "Doc" Yates.

If there is a good "goalie" in the plant who wishes to play with the Kodak Park team, we request that he send his name to the K. P. A. A. Office.

The regular meetings of the Soccer Club are held Wednesday evenings at 8:00 P. M. in the Assembly Hall. An invitation is extended to all interested persons to attend.

INDUSTRIAL ECONOMY PICNIC

The first annual picnic of the members of the Industrial Economy Department and their families was held at Maplewood Inn. The party arrived at the Inn at 1 P. M. and at 1:30 sat down to a big chicken dinner. "Oh, Boy," how that man Schulz can eat chicken legs! Susan La Dine said she would rather have the wings, as she will stand a better show of getting to Heaven.

After dinner a ball game was played between two teams, with Case and Hart as captains. Just a Case of Harts being trump—score 8 to 10.

Following the game there was a three-legged race for men, 100-yd. dash for men, 50-yd. dash for ladies, and a potato race for ladies, which was run off in great shape; also a game called "swat the Kaiser." Gosh! how some of those ladies can swat. Maggie of the "Bringing up Father" fame has nothing on those ladies for using the club.



ROBERT CHESTER KLIPPEL
Son of Chester H. Klippel, Kodak Park Main Office

Irene Rothenberg and Leo Waring were married at the Church of the Sacred Heart at 9 A. M. Tuesday, June 29th. A variety shower was given on Friday evening, June 25th, at the home of Mrs. Edwin Rothenberg. A handsome cut glass water set was presented from the girls on half size assorting.

Arch Hayes, of the Assorting Room, and Miss Olive Sherlock of London, Ontario, Canada, were married June 30th at Marysville, Ontario. After two weeks' trip Mr. and Mrs. Hayes will be at home at 53 Lapham Street, Rochester, New York.

August Berle, of the Cutting Room, and Miss C. Josephine Hippe were married Thursday, July 1st.

Sympathy of the Velox Department is extended to Seward Lay, whose wife died June 23rd.

The many friends of Joseph Nothnagle, of the D. O. P. Pkg. Department, will be pleased to hear that he is slowly but surely regaining his health.

The Velox picnic held June 26th was the most successful picnic they ever held and that is saying much. The men numbering 125 left the Park at twelve o'clock sharp, going by auto to Rifle Range, where a fish and chicken dinner was served, after which a ball game was played between the married and single men, the single men being the winners. The usual other sports were indulged in. A buffet lunch was served all afternoon.



A GROUP OF FILM PACK INSPECTORS

Left to Right—H. McCabe, V. Brown, M. Carroll, M. Barber, R. Ahlin, E. Cooper and B. Krap

Sometime in the future V. M. Palmer is going to give an exhibition of diving at Charlotte. From the way he dove through the grass after the ball at the Industrial Economy picnic you can look for some show.

Miss La Dine, Miss Fowler and Miss Crafts are some sprinters. (Look out, men, this is Leap Year.)

Carl Forbes has purchased a home on Eastman Avenue. That's right, Carl, stick to Eastman.

Walter Metcalf has been laid up with blood poisoning in his left hand, but is now much better.

Willard Pryor is at home ill. His co-workers wish him speedy recovery.

Augusta McCoord, of Department No. 40 Laboratory, is studying at Cornell during the summer months, but will return again in September.

Joseph Dolce, of Department No. 40 (Pyro), was married on July 10th to Marie Grego. Good luck, Joe.

The mother of Cecilia Biegler, of the Box Department, passed away on July 4th after a long illness. We extend our sympathy.

The chemists of Building No. 40 Laboratory laid down their test tubes and retorts on Saturday, July 10th, forgot their researches on photographic developers, and journeyed to Sodus Point for a picnic. They left the Park in autos shortly before one o'clock and, after a delightful ride, reached their destination at about 2:30 P. M.

Immediately after their arrival a ball game was played in which the Dichlorhydrochinonsulphonic acids defeated the Monomethylparaminophenolsulphates to the tune of 11-6. A feature of the game was the head-on slide home of J. D. Schubeck, who wore sun goggles throughout the game.

At six o'clock a very tempting chicken and fish dinner was served at the Harris House, to which the chemists did full justice.

In a fishing contest which was held after dinner, F. A. Gillice and John J. Schmitt, still fishing with worms, took the laurels from H. B. Keegan, M. B. Punnett and J. D. Schubeck, who were casting with artificial bait, by landing a 2 $\frac{3}{4}$ lb. pickerel and several small fish while their competitors got nothing. Mr. Gillice hooked the big fish while angling from a pier and Schmitt landed it with his hands after climbing down the piles to the water's edge. The luck of the winner so piqued the inveterate fishermen, H. B. Keegan and George Weltzer, that they remained over night to fish and returned Sunday afternoon with a good string, although the largest pickerel which they caught, a gamy fish weighing 14 lbs., cut their line and got away while they were trying to land it.

The party reached the city on their return journey at midnight. Those attending wish to give a vote of thanks to Thos. Murray, Jr., for the splendid arrangements.

KODAK PARK EMPLOYEES

AWARDS FOR SUGGESTIONS ADOPTED FROM JUNE 1st TO JULY 1st, 1920

| Name | Department | Suggestion No. | Name | Department | Suggestion No. |
|----------------------|------------------------|----------------|-----------------------|------------------------|----------------|
| Alofs, J. P. | Black Paper Lab. | 44281 | Lowe, Harold | Job Print | 80208 |
| Anderson, A. | Nitric Acid | 80158 | MacFarland, A. L. | Engineers & Inspectors | 58872 |
| Baker, Charles W. | Roll Coating | 56198 | Marion, James | Pipefitting | 54132 |
| Barrows, Wiley G. | Cotton Washing | 54052 | McGough, J. J. | Roll Coating | 56305 |
| Bates, Harris G. | Machine | 61259 | McPhillips, P. | Tin Can | 41455 |
| Battersby, E. | Chem. Plant Lab. | 53593 | Midavaine, C. | Main Office | 80474 |
| Beck, W. H. | Chem. Plant Lab. | 29312 | Moore, E. J. | D. O. P. Packing | 53422 |
| Bemish, Ward | Payroll, No. 34 | 59677 | Mosley, Wm. E. | Black Paper Winding | 57688 |
| Benski, R. F. | Dept. No. 50 | 80415 | Murphy, Chas. F., Jr. | Black Paper Winding | 57687 |
| Bonehill, Louis H. | Black Paper Wdg. | 58704 | Murphy, Francis E. | Roll Coating | 56192 |
| Brearey, Ralph | Carbon Paper | 54006 | Newton, J. W. | Distilling | 49818 |
| Brewster, C. C. | Film Emul. Ctg. | 80330 | Nolan, W. J. | Roll Coating | 59792 |
| Bruce, H. R. | Main Office | 47960 | Nothnagle, A. | Job Print | 60803 |
| Buhlman, J. | Power | 80379 | Orford, G. | Dining Hall | 58692 |
| Burling, Chester J. | Emul. Ctg. | 43495 | Osborn, George G. | Machine | 52175 |
| Carpenter, Edw. L. | Office | 54093 | Pattison, Tyena | D. O. P. Packing | 53569 |
| Chaddock, Evelyn | Carbon Paper | 80566 | Perry, Frank H. | Film Emul. Coating | 80011 |
| Christians, Margaret | Plate | 60881 | Pike, Milton A. | Distilling | 56364 |
| Clark, C. H. | Roll Coating | 80674 | Post, Miss F. | Inside Cleaning | 51564 |
| Closser, Frederic J. | Chem. Plant Lab. | 31981 | Pryer, Thos. J. | Roll Coating | 56188 |
| Clouston, Fred E. | Envelope & Carton | 54728 | Pusey, A. M. | D. O. P. Packing | 53422 |
| Cookson, Walter | Power | 49188 | Rawlings, H. | Roll Coating | 4989 |
| Courneen, Florence | Lumber Cutting | 43323 | Rebasz, W. M. | Chem. Plant Lab. | 55475 |
| Cowles, Frank B. | Film Emulsion | 41678 | Robbins, Elwin | Roll Ctg. Finishing | 42821 |
| Cushing, Thos. J. | Dept. No. 50 | 39334 | Rogers, Frank E. | Tool Room | 49092 |
| Dengler, Harold | Main Office | 53769 | Sage, Charles | Machine | 80460 |
| De Young, Augusta | Waste | 49490 | Saurbier, C. J. | D. O. P. Packing | 59535 |
| Dobson, Geo. G. | Engineers & Inspectors | 59638 | Schueler, Frank | Roll Coating | 57229 |
| Doyle, M. E. | D. O. P. Pkg. | 52022 | Scudamore, Alice B. | Film Cine Slitting | 41052 |
| Draper, H. B. | Roll Coating | 53567 | Seymour, Ida M. | Office | 80388 |
| Ellsworth, R. J. | Silver Nitrate | 53652 | Shaw, Wm. A. | Power | 43495 |
| England, H. | Dept. No. 50 | 49871 | Smart, L. | Carbon Paper | 80358 |
| Entwisle, J. | Millwright | 58724 | Standing, Walter S. | Dope | 57094 |
| Eppinger, C. L. | Dept. No. 50 | 58727 | Steele, Purcell | Garage | 57616 |
| Farnan, J. V. | Sheet Film | 58938 | Thurber, Tressie | Envelope & Carton | 58657 |
| Friedler, John | Distilling | 53728 | Tucker, A. J. | D. O. P. Packing | 53006 |
| Gales, Richard C. | Chemical | 59574 | Turner, William E. | Branch Shipping | 60647 |
| Graef, Gustav | D. O. P. Pkg. | 80354 | Van Kesteren, John | Sludge Acid Recovery | 51511 |
| Gramlich, B. | Silver Nitrate | 53575 | Von Beenen, T. | Envelope & Carton | 60804 |
| Groves, Frank | Pipe Shop | 27696 | Walley, M. L. | Dept. No. 50 | 49494 |
| Haight, Alonzo | Dope | 80470 | Walley, M. Porter | Payroll, No. 34 | 60365 |
| Hauser, F. X. | Cotton Washing | 57120 | Watson, Jas. A. | Drafting | 52011 |
| Hawkins, U. G. | Millwright | 48982 | Wegner, Wm. T. | Film Emul. Coating | 55811 |
| Herdfelder, Wm. | Tool Room | 80106 | Jas. A. Weigand | Dept. No. 50 | 57532 |
| Horswell, A. W. | Envelope & Carton | 80448 | Weis, Elmer J. | Main Office | 80349 |
| Izard, C. | Envelope & Carton | 53593 | Wilson, Gertrude C. | E. & M. Office | 52020 |
| Jenkinson, W. W. | Engineers & Inspectors | 56624 | Yates, Joseph | Black Paper Winding | 56781 |
| Lascell, Ray S. | Dept. No. 50 | 38236 | Zick, Alice | Film Boxing | 60392 |
| Loveridge, E. W. | Dept. No. 50 | 53336 | | | |
| | | 58749 | | | |
| | | 54325 | | | |

Tommie Kirk, Jr., of the Emulsion Melting Department, was passing out cigars on June 23rd in honor of a visit of the stork which left him a 9½ pound baby boy.

Arline Miner, daughter of Charles Miner, Emulsion Coating Department, participated last month in the "Dance of the Bim Bims," given at the Hotel Seneca by the Peter Rabbit Club and directed by Florence Colebrook Wetmore.

Thurlow Southwick, son of Richard Southwick, of the Emulsion Coating Department, was graduated from the Albany Law School on June 10th. Thurlow Southwick for a time was employed in Building No. 35.

Henry Miller, of the E. & M. Office, was married on Saturday, July 3rd, to Vera Murtha of the Camera Works. Good luck.

KODAK PARK CAMERA CLUB

At a recent meeting of the Camera Club the Beginners' Class in photography was given a very interesting talk on the making of good negatives, by Harrison Tuttle.

The talk covered facts in practical photography starting with the making of sensitive material, correct exposure, selection of developer, taking in consideration the ingredients of developing solution, concentration of developer, temperature of developer and time of development, fixing, washing and drying.

Examples of under, correct, and over development, each being applied to under, correct, and over exposure, were given, and many other interesting examples of freak negatives, such as double exposures, air bells, light and development fog, hypo spots on negative and many others which every amateur photographer will get.

Demonstrations in tank and tray development were given, and the advantage and disadvantage of each discussed.

More talks have been planned and the club urges every member interested in photography to be present, as the fundamentals of chemistry are important, even to the amateur.



POET'S CORNER

Harrison Tuttle, K. P. Camera Club

Camera Club members are watching the large bulletin board for announcements of the next hike. Every club member should plan to attend.

Boost for the Camera Club at the K. P. A. A. picnic on August 14th.

EMPLOYEES TRAINING CLASSES

MANY VALUABLE SUBJECTS TO BE TAUGHT
AT KODAK PARK

There seems to be a desire on the part of many interested people at Kodak Park for an opportunity to increase their store of knowledge by means of evening school classes held at the Park.

Arrangements are being made to provide for instruction in a number of subjects during the coming fall and winter months. It is possible to conduct these classes at such hours that all employees on shifts, or day work, may avail themselves of the opportunity with the minimum of inconvenience. Classes are to be immediately before or immediately following the working hours.

For the convenience of those working shifts, classes will be held in the afternoon at the following periods: 1:30 to 2:15; 2:45 to 3:30; 3:30 to 4:15 and 4:15 to 5:00. Day workers' classes will be held from 6:00 to 6:45 P. M., thus allowing time to get supper before going to class. By closing the period at 6:45 the evening is left free so that there will be no conflict between the studies and your social engagements and recreation.

The organization of a class will depend entirely upon the number of employees who register, a registration of twenty being necessary to form a class. Enrollment blanks will be furnished at a later date.

The list of subjects includes: Citizenship, Health, Arithmetic (Fundamental processes and rapid calculation), General Mathematics (including work in Algebra, Geometry and Trigonometry), Business English, Blue Print Reading, Principles of Mechanical Drawing, Factory Cost Keeping Principles, Spelling, Chemistry, Physics, History (Industrial).

The classes will be under the supervision of the Industrial Economy Department and will be handled by competent and experienced instructors.

Why not avail yourself of this exceptional opportunity to refresh your mind, or to study a new subject?



MARY E. LITTLE

Velox Department, Kodak Park

The Velox Office lost an old and esteemed employee in the person of Mary E. Little on Saturday, July 3rd, when she severed her connection with the company. Her jovial disposition and pleasing manner won her a large circle of friends at Kodak Park.

"You are what you think, and not what you think you are."

DON'T FORGET THE 14th

Arrangements have practically been completed for the K. P. A. A. picnic to be held at Ontario Beach Park on Saturday, August 14th. This will be a regular old-fashioned basket picnic and it is expected that all the members of the Association will be there together with their families, their friends, and particularly the children.

The General Committee in charge of the picnic will be composed of the following persons: James H. Haste, General Chairman; P. S. Wilcox and D. E. Reid, Vice-Chairmen; H. E. Van Derhoef, Transportation; R. A. Weber, Publicity; J. H. Evanoff, Photographic; F. Gardner, Checking; H. H. Tozier, Sports; P. C. Seel, Entertainment; W. A. Sawyer, M.D., First Aid, and R. C. Ruckoldt, Director of Events.

Adequate checking facilities will be provided so that you will be able to dispose of your luggage in a place where it will be well taken care of until you need it, avoiding the necessity of having your lunch basket on your arm all day. During the afternoon there will be a band concert and a long list of sport events will be run off for which many valuable prizes will be awarded. A certain section of the bath houses will be set aside for the exclusive use of our people and there will be music for dancing all afternoon and evening.

A photographic contest will be run under the auspices of the Kodak Park Camera Club. Any member of the K. P. A. A. is eligible to compete in this contest and prizes will be awarded for the best pictures submitted as follows: First prize, \$10.00; second prize, \$7.50; third prize, \$5.00; fourth prize, \$2.50. There will be no limit to the number of pictures you may submit, nor must they be on any definite subject. Any individual, group or view will be satisfactory. Write your name and the name of your department plainly on the back of each picture and send them in to R. A. Weber, Building No. 26, before Wednesday noon, August 18th. Take your Kodak along, and use it.

Have the family get away to an early start in the morning and you can meet them at the beach immediately after noon, for lunch. There will be extra cars leaving the Park at this hour for our accommodation. Don't forget the date, August 14th.



MUTT AND JEFF PERSONIFIED
by Dewey and Jones, umpires, at the E. & M. Drafting Dept. Picnic. See page 17.

SPRING SEASON NEARLY OVER

With the Spring schedule of the Noon Hour Baseball League nearly completed the Legion team is still in the lead, having won ten of the thirteen games played up to the first of July. The season just being finished is remarkable for the enthusiasm of both the players and fans. Games have been started on time and a most excellent brand of ball has been played. An expression of appreciation is extended to the players, managers and umpires for the sport they provide each noon. The hitting of "Chuck" Forstbauer and "Art" Toung has been exceptionally good, and they have broken up almost every game in which they have played. Toung, who plays with John Shepherd's "Pets," has the distinction of having made two home runs in one inning.

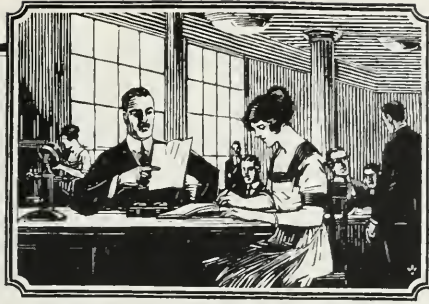


"CHUCK" FORSTBAUER AND MANAGER BIRCHIER
The Mainstays of the K. P. Team

STANDING OF THE TEAMS JULY 1st

| Team | Won | Lost | Per cent |
|----------------------|-----|------|----------|
| American Legion..... | 10 | 3 | .769 |
| Colts..... | 9 | 4 | .692 |
| Outlaws..... | 7 | 5 | .583 |
| Pets..... | 6 | 6 | .500 |
| Cubs..... | 3 | 7 | .300 |
| Crabs..... | 1 | 11 | .083 |

MAIN



OFFICE

N. A. VAN DE CARR *Editor*

Have you signed up with the Kodak Office Recreation Club?

We are going to have some good parties, and if you are a member, the company stands half the cost.

Pictured below is the General Committee which will direct the Club's activities.

Morley Reid is Chairman of the Membership Committee. If you have not already joined, sign up with him or one of his committee.

Norman Van De Carr, Chairman of the Publication Committee, will have charge of advertising the club and its various activities.

Cornelius J. VanNiel, Chairman of the Budget Committee, will take charge of properly apportioning the fund. He will be assisted by

| | |
|-----------------|---------------|
| Jessie Natt | Henry Brinker |
| Lorraine Wilson | Fred. LeClare |

Watch out for the First Big Event:

"MAIN OFFICE PICNIC"

"HATS OFF" TO THE MAIN OFFICE TEAM

After "Toddy" Diehl, the M. O. twirler, threw his arm out against the Hawk-Eye squad, he came right back to revenge his 2-1 defeat in the opening game at the hands of Kodak Park, by giving the Film makers their first taste of being in the lost column, the score being 8-1. Toddy sent ten of the Parkers back to the bench via the "Whiff" route. He also registered the first home run of the 1920 season in the game against Folmer-Century. Our Manager, Gus Seyfried, has made several changes recently and feels quite confident of winning the pennant. He has added the clever Ogden boys, Ned and Ted, who always smile and astonish the crowd by their brilliant playing. The balance of the team is composed of such good players as Dutch Irwin, the veteran catcher, "Sunny" Wagner, "Al" Wadsworth, "Gob" Ness, "Hank" Rohrer, "Johnny" Marcello, "Airplane" Hardy, Culhane, Hill, Caccamise and Gill.

"Girls come out and Root for your Team."



GENERAL COMMITTEE KODAK OFFICE RECREATION CLUB

*Standing, Left to Right—Chas. Johnson, N. Van De Carr, Katherine Sheridan, Morley Reid.
Seated—Marie Mattern, Win. J. German, Chairman; Grace Nolan.*



SERVICE DEPARTMENT

SERVICE DEPARTMENT PICNIC

On Saturday afternoon, July 10, the Service Department held their first annual picnic at Grand View Beach. You would naturally expect this department to provide a most complete program and they surely lived up to expectations.

The day was made to order, and the "collation" (see program) was cooked ditto and served in first-class shape.

Many picnics have been held by different departments and plants of this organization, and all have been voted a success, but when it comes to a real picnic we will have to take off our hats to the Service Department, for from the minute they started there was something doing all the time, and variety enough for anybody.

If the Kodak Parkers, or any of the other plants, think that they have a cinch on all the grand opera talent, they have another think coming because the Service Department had a flock of song birds that could sure warble some—and they did.

An invited guest demonstrated his ability on the piano, but failed to respond to a second encore because he only had two nickels.

The ball game between the married and the single men furnished many thrills, and no one dared to kick at any of the decisions of the umpire—"there was a reason."

A full complement of other "athletic" events was run off in record time, and only a movie camera could have recorded some of them.

As a diplomatic measure we refrain from publishing the name of the umpire of the ball game. The other officials were: General Chairman, M. Reid; Song Leader, Ken. Williams; Announcer, Ben Harris; Judges, Perrin and Fenn; Starters, Morris Rothschild, Bill Shewman; Timer, Charlie Robertson.

'Twas some picnic!

The prohibitionists who attended the Service Department picnic were rather hard hit when Professor Deceivo (Rothschild) performed a miracle of changing water into wine.

Edward Connolly, of the Testing and Packing Department, is rejoicing over the arrival of a little son, Gerald—June 19th, 1920—weighing eight pounds.

Elmer Ferguson, of the Repair Department, has a new baby girl born July 4th. Elmer, you should call her Georgiana.

MILLER-HOGESTYN

A strictly company marriage took place on June 29th, when Clement R. Miller, Main Office bookkeeper, married Florence K. Hogestyn, of the Spooling Department at Kodak Park. The wedding took place at the home of the bride and the ceremony was performed by the Rev. P. Ritter, the groom's uncle.

Good luck to you both.

Several young ladies in the Tabulating Department gave a variety shower on July 9th in honor of May Rhodes, who became the bride of Mr. Filon Jones on the 26th. The shower was given at the home of Miss Maude Betts, Shelter Street. A very pleasant evening was enjoyed and Miss Rhodes was the recipient of many useful gifts. The best wishes of the entire 13th floor are extended to Mrs. Jones.

Married: Thomas H. Butler, of the Cine Film Department, and Mildred Wilbur.

Robert Young, of Maintenance Department, has sailed for Ireland to get a bride.

We will soon hear more wedding bells! For further particulars ask our friend, Dan Branagan, of the Traffic Department.

The Order Department takes pleasure in announcing the engagement of Marguerite Luckett to Mr. Edward Thomas of Avenue D.



OFFICE—PICNIC

Luella Thompson, Hattie Stone, Clara Donsbach, Minnie Glover, Joe Zierer, Ben Harris and Fred Vogler are seven old employees of the Finishing Department who have been with the company since the old Solio days. Their years of service total 174; they are still going strong and are on the job.

The girls of the Finishing Department were much in evidence in the races at the Service Department picnic held at Grand View Beach. They were good sports and took away several prizes.

Just to let you boys in the Shipping Department know that Jack Merchant has been appointed your reporter for the magazine to carry on the work of William Knight.

Elmer E. Ferguson, of the Repair Department, who lives in Gates next door to Joel Baggs, is the proud owner of a steed of uncertain age which he claims no one can ride. But Paul O. Yanke, also of the Repair Department, says that no horse that travels on four legs can unseat him; consequently, a party of ex-cow punchers consisting of Mr. Yanke, Mr. Hondorf and Mr. Marcille have arranged to visit Mr. Ferguson at his farm, when Mr. Yanke will attempt to subdue the animal. Side bets of considerable amounts are said to have been placed on both the horse and the man. The outcome will be reported later.

A. D. Parker has returned from Japan, after an enjoyable and interesting trip of about two months' duration.

Walter W. Gaites, our traveling representative, recently returned from Mexico and Central America.

Amelia Worley has been transferred from the 15th floor and is taking up the duties of Mr. Allen's secretary.

Did you attend the dinner given for Miss Hazel Ward at the Odenbach, June 22nd? Not one of

the twenty-five girls who did will soon forget the good "eats," nor the theatre party afterwards. In recognition of Miss Ward's faithful service and of the good will which we of the Mail Department feel toward her, she was presented with a ring, and our best wishes go with her as she leaves to again take up her career as a school teacher.

It was with very real regret that we saw Edna Henry leave the Order Department on July 14th, but we can't blame her husband for wanting to keep her at home.

Lois Greenwood returned to her old place in the Order Department on July 6th, after a rest cure of five months. The only nice thing about having her out was the feeling we had when she came in.

Ted Dunlavey, of the Maintenance Department, has returned from Steubenville, Ohio, where he spent several weeks on account of ill health. Glad to see you back, Ted.

The employees of the Sixth Floor are missing the company of Lucy Shoemaker, who is at the mountains for her health. We all wish her a speedy return.

We welcome a new member to the Finishing Department staff in Charles Robinson, who is in charge of the Velox Printing Room.

H. J. Potter has been for two months in Berkshire for his health. He has now returned and is looking fine.

We welcome back to the Auditing Department Mary "Gloria" Swanson, who has been in the Industrial Relations Department for the past few months.

We are glad to welcome Edwin Fritz to our Development Department for the summer months. Mr. Fritz is an instructor of physics in the University of Illinois.



BURT MOHLAR

Glance up and behold the likeness of Burt Mohlar, whom you may find most any time (if you're lucky) at his desk on the first floor of the Main Office Building No. 5. And he has been with the company for quite a little period too, for June 11th last saw the completion of the 24th year of his services with the company.

When a man stops learning he stops growing—and Burt Mohlar realized this from the start. In order to fit himself for a bigger job later on he attended a night class in electrical engineering at Mechanics Institute.

But he didn't stop at this. He signed up with the International Correspondence Schools for a "direct-by-mail" course in building construction and burned many a quart of midnight oil when his friends were either enjoying themselves or resting after a day's work. But Burt obtained the results that always come from the persistency in studying to learn to grow.

Burt now has charge of the Main Office Maintenance Department, and when there's a partition to be torn down or a building to be erected, it's Burt's job to get things going and finish the work the proper way. Some say that if you're dissatisfied with the way the wind is blowing, or if the sun is shining too brightly, the best thing to do in either case is to see Burt Mohlar, immediately. He'll change the conditions to suit everyone.

The Maintenance Department is also headquarters for all lost and found articles, so whenever you find an article that doesn't belong to you, or you lose something that's dear to your heart, ask Burt to lend you his assistance.

The man who lets his enthusiasm awake him in the morning instead of an alarm clock will never fail in business.—*Seaton.*

STOCK DEPARTMENT PICNIC

The members of the Stock Department Office force held their first annual picnic at Island Cottage, Saturday, July 10th. The afternoon was well taken up with swimming, handball, boating, etc., and in the evening a sausage roast was held.

From the way everyone attacked the eats, it looked as if they had been fasting for a week.

It was agreed that this was the best picnic ever, and everyone is looking forward to the next one.



AT STOCK DEPARTMENT PICNIC

The Managers of the Olympic Games are overlooking some real material for the running events. You should have seen Christine Barker and Bill German in the 100-yd. dash. Some speed!

What did "Dad" Howard get at the picnic that he could not find the road home? Maybe he thinks that all roads end at Island Cottage Hotel.

UP AND DOWN CLUB

A surprise party was given by the "Up and Down Club" for Earl Answorth at his home in Spencerport. All the faces in the pictures are familiar to those who work in Kodak Office, and an efficient organization we know it is.

Ben Knight, George Answorth, Fred Hornby, Albion Knight, David Gillan, Jos Wilson, Earl Answorth, Raymond Barton and the wives and families of the married men were there. We can't find out about the girls of the single fellows. We do know, however, that there were 35 quarts of ice cream and 14 quarts of fresh strawberries consumed during the day.



UP AND DOWN CLUB



LUNCH HOUR, TESTING AND PACKING DEPARTMENT

BILLING DEPARTMENT PICNIC

The Billing Department picnic held at Newport, on Saturday afternoon, July 17th, was a wonderful success.

Dinner was served at the Newport House, at which time Arminnia Kyle Fleming rendered a few excellent recitations. Place cards, on which were written short verses, intended, no doubt, to test the picnickers' good nature, were ingeniously prepared by Anna M. Brady.

After the dinner two ball games were played. The first game was played by two teams of girls, and say, my fellow workers, the most calm and dignified individual in the world, would have become convulsed with mirth if he had seen the vigorous enthusiasm displayed by these girls. The second game played by the men was also one of great enthusiasm. The feature plays of this game were made by Joe Kick and Guiseppi Ronca. Both

games were umpired by Bill Croft, who has umpired games for Kodak picnickers for the last thirty years.

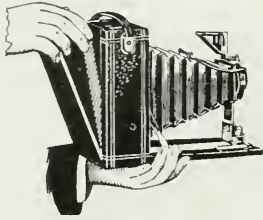
Following the ball game, came the following races:
 100 yard dash for girls..... Martha Schultheiss
 100 yard dash for men..... Maxwell Goebel
 Wheelbarrow race for men..... Charlie Wulf and Eddie Hilbert
 Three-legged race for girls.....
Annette White and Ruth Lloyd
 Peanutt race for girls..... Anna Valentas
 Peanutt race for men..... Sergio Betancourt

After the races came the dancing. Music was furnished by Charles Hersey, Grover Lloyd, Horace Lloyd, Carl Graves, Ernest Miles and George Whitcomb.

We wish to thank Grover Lloyd for his efforts in making the picnic such a success.

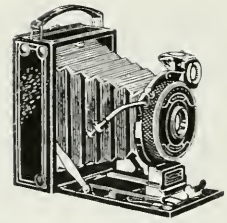


AT THE BILLING DEPARTMENT OUTING



P R E M O

L. C. WHEELER
Editor



PREMO CLUB RE-ORGANIZED

The re-organization of the Premo Club was effected and the new Constitution adopted by a vote of its members taken June 16, 1920. Under the new regime, all social and athletic activities of our employees will be financed by the Club. The dues, which were formerly \$2.00 per year, have been reduced to \$1.50. The Company will allow the Club an amount of money equal to that paid in by the members, but not to exceed \$1.00 per employee appearing upon the pay roll.

On June 29th, the following members were elected to serve on the Executive Committee:

- Production-Tool—George Ritter
- Metal—Homer Ransom
- Cabinet—Peter Quinn
- Finishing—John Ward
- Stock Cutting—John Vogt
- General—J. Harold Johnson
- Plating—Ralph Hutchings,
Frank Seelman

- Assembly—John Renner
George Franklin
Jennie Walzer
Vernie Osborn
- Accessory—Walter Martin
- Materials—John Stanton
- Employment and Service—Wm. Gerstner
- Cost and Payroll—Etta Hurvitz
- Experimental—Clarence Owen
- Plant—Allie Yahn



On June 30th, the Executive Committee met and Homer Ransom was made temporary chairman. The resignations of the retiring officers of the Club were then tendered and accepted, and the Executive Committee elected the following officers for the ensuing year:

- John H. McKenny..... *President*
- Clarence Owen..... *Vice-President*
- Etta Hurvitz..... *Secretary*
- Albert Wilcox..... *Treasurer*
- Homer Ransom..... *Chairman, Executive Committee*



PREMO'S CHALLENGE TO THE MAIN OFFICE "FLYING SQUADRON"

The Editor tells us the reason you did not see some of your items in the last issue of the *Kodak Magazine*, was due to lack of space and also for other reasons connected with the general make-up of the Magazine. We are holding over many contributions which we are planning to use in future issues.

Study the new traffic law and parking regulations for automobiles and help to make them effective.

Have you spoken to the employce who started to work in your department this morning? Come on now, let us acquire the spirit of good-fellowship and make every one feel welcome.

Your own reward if some one will prescribe a positive cure for absence.

Did you see Ralph Hutchings' likeness in the Rochester daily papers the other day? Yes, it was Ralph, we identified him by the curls.

We wish to introduce to you our new electrician, Charles Wallace Sova. He is a graduate of the Rochester Shop School.

We have on our Shop Safety Committee, three new members, John Renner, William Russell and Wray de Garmo. Now you had better watch out for the safety and sanitary conditions in your Department or they will get you sure.

If you want a copy of the Safety or other bulletins which you see posted, call at the E. & S. Department.

Speaking of newly married life, have you noticed the smile that won't come off on Carl Kraftschik?

Practice, preach and boost for safety, it may save some one's life.

I wish to express my appreciation through the *Kodak Magazine* to Dr. Sawyer and his staff for the treatment received by me after my hand was injured. Surgical treatment was necessary and the results therefrom are so satisfactory that I can not say enough in behalf of our Medical Department both here and at State Street.

MARVIN POTTER.



MR. AND MRS. A. REULBACH

Girls, don't forget that some of the men are in just as big a hurry for lunch as you; just step in line and punch the clock when it is your turn.

RECOGNITION AND AWARDS FOR SUGGESTIONS ADOPTED AND PUT IN FORCE FROM JUNE 1 TO JULY 1, 1920

- REDUCTION IN COSTS
 John Friesman Adelbert MacNally
- IMPROVEMENT IN MANUFACTURING METHODS
 Louis Kalmbacher
- GENERAL MAINTENANCE OR CONVENIENCES
 Jessie Wright Philip Voelckel (2)
- HONORABLE MENTION
 Charles Hutchings

Boost for the Premo Club.

Another new member in the "Flivver" club. Joseph Isaac of the Inspection Department now has a Ford. Welcome, brother.



Left to Right—Dugald, age 12; Dorothy, age 11; Florence, age 9; Richard, age 8; Allen, age 5; Betty, age 1.

Ralph K. Hutchings, foreman of our Plating Department, is the proud father of this happy family—three boys and three girls—all healthy, strong and happy. No wonder Ralph is always smiling!



ALLIE YAHN AND FRANK GRACE
With "Myrtle," the temporary boiler

How do you like our concerts held in the dining room by the Premo Club Orchestra? Now fellow employees, let us all get together, push, pull and jam, and use sufficient "pep" to have one of the best orchestras that can be had. This ought to be easy under such leadership as that of Norbert Lucas and Ralph Hutchings. Don't forget the applause and notice how it inspires the players. Whoop-er-up some more and if you play any instrument from a jew's harp to a tin whistle, join the orchestra.

Mae Irwin had her troubles when she was taking an order over the telephone for Co-operative groceries, and the other party thought that Mae was talking about soup instead of soap. "No, not S-O-U-P, S-O-A-P."

Charles Gauch of the View Camera Department has bought a house at 17 Immel Street. When are you going to have the house warming, Charles?

The new "Swiss" girl you see in the dining room is Martha Christians, who has a smile that seems to be permanent. Martha, we hope you will stay with us.

It is better to lose a minute in avoiding a possible accident than a month nursing an injury. Practice safety.

Fred Boeff of the Cabinet Department announces that the "leap year" girl got him and that August the 7th is the date. Don't forget the cigars, Fred.

We have with us in the Purchasing Department a newcomer in the person of Charles J. Sullivan. We do not know what relation you are to John L. and we do not care, but you are welcome to our family.

"Winter Sport in the Summer Time."—Mrs. Henry Winter has lots of sport with hubby Henry, getting his goat by rooting for the opposing team at the Kodak Baseball League games. Never mind, Henry, she wants us to win nevertheless.

Gertie Young of the Leather Case Department says if you want to get married, just apply for a job in the Accessory Department. Do you want to transfer?

"We just hated to see Mabel Dolson leave the Assembly Department," is the way it was put. Mabel was chuck full of fun and always had a kind word and smile for us all.

Edith Hollenbeck, one of our popular dining room girls, has been very ill, but is now reported as improving. We are glad to hear this and hope she will be fully recovered in the near future.

Don't lose your first copies of the *Kodak Magazine* as we can not supply back numbers.

Join the Premo Club, dues \$1.50 per year.

George Rake says for us to hire old maids and widows for his department and perhaps he could keep a few of them. Never mind George, leap year is going fast.

Now there is no excuse for you not finding the suggestion box. How do you like the color? The "boss" says he never did like black. Send in a suggestion and do it today.

Charles Gauch of the Assembly Department is already inquiring about elderberries and where they can be found. Can you give him any advice!

Mabel Dolson, the belle of our Lacquer Department, came in to pass around the cigars and bid us good bye. She left us and will start making pillow slips and everything. Mabel was married July 10th to Frank Hoffmeier, and will reside in Cleveland, Ohio. Congratulations.

Born to Mr. and Mrs. John Blekken of 777½ South Avenue on June 15th, a daughter. John says she is an eight pounder and he has named her June (the first).

We extend to Emerson Eckler of the Cabinet Department our sympathy on the death of his sister, Oneita Eckler, who passed away June 29th.

Mrs. Theresa Schupp, mother of Theresa A. Schupp of the Assembly Department, passed away at the family residence, 106 Fulton Avenue, Tuesday, July 13th. We all extend to the family our heartfelt sympathy.

Our sympathy is extended to Stacy Bachman, of the Plating Department, and his family, on the death of his father which occurred Sunday, July 3rd.

OUR OUTING

Saturday afternoon, July 10th, proved to be very eventful to employees of the Premo Works, when their picnic, conducted by the Premo Club, was held at East Maplewood. A large number of the employees were carried to the grounds in cars owned by individuals, others going by means of a Kodak truck, enlisted for the occasion.

Dinner was served in the pavilion and no one had to be sent for when it was announced. After the final course had been served, Homer Ransom, Chairman of the Executive Board, introduced John H. McKenny, President, who briefly outlined the policy of the newly-organized Premo Club. He called upon A. A. Ruttan, past President, who made an appropriate response.



ONE OF OUR GUESTS

That the Premo Works is well supplied with musical talent was again demonstrated by vocal selections rendered by Florence Florack, Marshall Lampen and Percy Brown. Two baseball games were played, in which the Renners defeated the Winters 18 to 2, and the married men defeated the single men, 14 to 8. There were other athletic events with prize winners as follows:

100-yard dash for men.....Charles Sullivan
 50-yard dash for women.....Jennie Walzer
 Frog race for men.....Raymond Schultz
 Ball throwing into barrel—women, Jennie Walzer

Ball throwing into barrel—men.....Louis Blake
 Clothes-pin race.....Pauline Schwartz
 Standing broad jump.....Arthur Fleisch
 Frog race for women.....Jennie Walzer

Arrangements were in the hands of the following committees:

- PICNIC COMMITTEE**
 Homer Ransom, *Chairman*
 Henry Winter William Gerstner
 Ralph Hutchings Philip Voelckel
 Alice Garrett Justine Cunningham
 Olive Fagan
- TRANSPORTATION COMMITTEE**
 Ralph Hutchings, *Chairman*
 Alice Garrett Joseph Isaac
- RECREATION COMMITTEE**
 Albert Wilcox, *Chairman*
 Vernie Osborn Frank Heier
 Joseph Isaac Frank Seelman
 John Renner Arthur Fleisch
 Harold Fleischer
- REFRESHMENT COMMITTEE**
 Frank Seelman, *Chairman*
 Arthur Fleisch Philip Voelckel
- SPORTS COMMITTEE**
 Vernie Osborn, *Chairman*
 Albert Wilcox Harold Fleischer
 John Renner Olive Fagan
 Henry Winter

Much credit is due to the live executive board of the Club, of which Homer Ransom is chairman, for the successful manner in which the picnic was put over, and the signs are auspicious for big things next winter.

AFTERMATH OF THE PICNIC

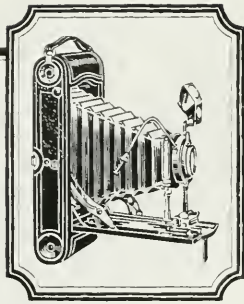
The most popular saying, "When do we eat?" Linda Schwing did a toe dance and soon had John McKenny up a tree. The act was directed by Louis C. Wheeler.

Perhaps Pauline Schwartz would repeat some of her centerfield somersaults at Premo Club meetings next winter, if we provide a soft board on which she could place her head.

Did you notice how like a fan Irene Carey held her club when at bat? She was quite put out, too when Belle Fuller caught her pop-up fly at second base.



PREMO PICNIC



CAMERA WORKS

HERBERT S. THORPE
Editor



A GIRLS BASEBALL TEAM FOR CAMERA WORKS

No! The male Camera Workers aren't going to take all the baseball honors—not if Blanche Wing has a say in the matter! The girls team she has organized bids fair to become a large item on the list of Recreation Club activities. With George Pressley as Coach, and Harry Lambert as Manager, we are looking forward to a team worthy of the Camera Works organization.

This is the line-up: Mrs. H. Lambert, p.; Violet Wing, c.; Blanche Wing, 1st b.; Beatrice Lord, 2nd b.; Helen Stone, 3rd b.; Adele Bentley, s. s.; Julia Siveur, r. f.; Ruth Merkel, l. f.; Harriet Miller, c. f.

The team is anxious to meet any other industrial girls nine.

Mary Redman, of the Kodak Assembling Department, was the recipient of a shower of useful gifts a few days before her marriage, which occurred on June 30th. Among the many things was a handsome mantel clock and a beautiful cut glass water set.

It is with pleasure that we welcome Harry Dengel back in the Woodworking Department. He has had a pretty rough time, having been five weeks on the sick list.

The Stock Record Department has been the target for Cupid's arrows this month. Up to the time of writing there are four events in the matrimonial race. They are: Albert A. Moshier (6th floor vault) to Miss Jessie Fuller. Ray Johnson (4th floor vault) to Miss Helen Jones. Leo Morey (5th floor vault) to Miss Hazel Perkins. Edmond Groeben (5th floor vault) to Miss Martha Watts. The male quartet have returned to the fold and are still at the old stand. Our congratulations are extended to all parties concerned.

THE FOREIGN SHIPPING DEPARTMENT held a picnic in the town of Irondequoit on July 10th. The feature of the picnic was a ball game in which Capt. Duffy's team, "The Married Men," suffered defeat at the hands of "The Single Men" to the extent of 7-4.

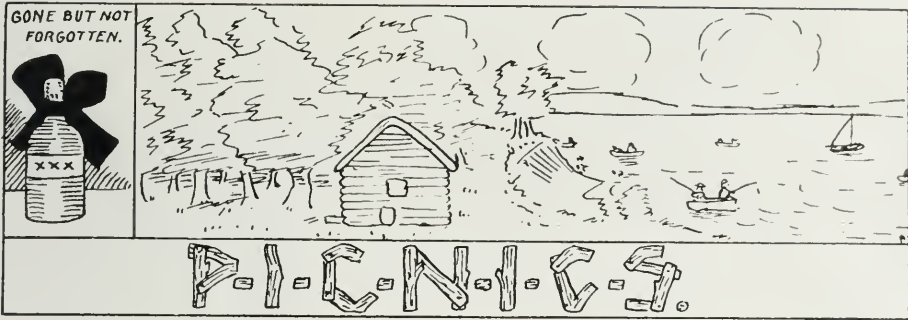
Among the people who visited the Camera Works last month was Dr. Jacob Gould Schurman, former president of Cornell University. Dr. Schurman's visit is particularly interesting to us, as he was associated with Mr. Eastman on the famous Japan trip of last March. The Doctor is touring the country, giving his impressions of Japan and advocating the necessity for better understanding between America and the Far East.



CAMERA WORKS GRADUATES OF SAFETY SCHOOL, LOCAL NO. 9, CHAMBER OF COMMERCE, MAY, 1920.

Top Row, left to right—W. J. May, E. Carson, D. H. Snyder, R. McDonald, T. R. Allen, A. M. Wygant, E. Freislich, G. O. Helbing, M. Simons.

Bottom Row, left to right—W. Watts, W. L. Meyers, J. McGary, R. H. Jennings, S. J. Barons, A. J. Spangler, H. J. Fry.



THE SCREW MACHINE DEPARTMENT girls had a hunch that it was cooler at Charlotte than in Rochester, so on Saturday, July 10th, they took their bathing suits and hopped a street car to the lake shore. After much splashing and ducking they consumed sandwiches, pickles, etc.—not forgetting the pop—and then hied over to Manitou to the dancing pavilion, leaving their baggage in the check room at Charlotte. Dancing was fine, and they were loathe to leave. Finally, however, they returned for their baggage, which, alas, was safe under lock and key, and not obtainable until the following morning. A little thing as this would not disturb such a merry bunch of girls and they returned home after a real holiday.

THREE DEPARTMENTS — STOCK RECORD, PLANNING AND PRODUCTION DETAIL — combined in a picnic, which according to the program, was A-1. Durand-Eastman Park was the scene of the activities, with Messrs. Wilson, Sullivan and Stiffer heading up the Committees. A street car was chartered, and dinner was served on arrival.

THE BRASS DEPARTMENT held its annual picnic at Rifle Range. A chicken and fish dinner was served, followed by a ball game which was won by the Press Department from the Screw Machine. Score—7 to 6. Various sports were on the program. The standing jump was won by Chamberlin, Screw Machine; 100-yd. dash and also the hop, skip and jump by Goldring, Press Department. Three-legged race won by Goldring and Graus.

George Goldring appears to be quite an athlete, for he took the championship away from Will Mostyn, who has been the top-notch runner of the Brass Department for many years.

Most of the boys missed their pie, as the cook sheared the blanking die when the order was about half completed. However, Mr. Love gave instructions to run the pie-press, as the boys would not mind the burr!

A thorough good time was spent, in spite of the fact that "Champion" Charlie was heard to remark, "A picnic, like the 'Old Gray Mare', ain't what it used to be!" See page 34.



STOCK RECORD, PLANNING AND PRODUCTION DETAIL PICNIC



TOOL ROOM AND ENGINEERING DEPARTMENTS PICNIC



CAMERA WORKS INDUSTRIAL RELATIONS DEPARTMENT PICNIC



BRASS DEPARTMENT PICNIC



INVENTORY DEPARTMENT PICNIC



DETAIL AND ESTIMATE DEPARTMENT PICNIC



BELLOWS DEPARTMENT OUTING

THE INDUSTRIAL RELATIONS DEPARTMENT enjoyed a good time at Durand-Eastman Park on Saturday, July 3rd, when 26 of the staff and friends did all the usual stunts of picnic making. An excellent lunch was served and races were run for handsome rewards. The crowd had lots of fun being transported in one of the large E. K. Co. trucks, and H. Asbrand conducted a repetition of his famous Glee Club tactics. Owing to the overcast clouds, the ball game was omitted, but the folks found plenty of enjoyment in swimming. Fred Brehm presented the prizes, and Miss Hondorf headed the Eats Committee. See page 34.

THE PAYROLL DEPARTMENT had a bully afternoon at Summerville, where the "Cameko" Boys offered their cottage as headquarters for the annual picnic. A committee comprised of Jack Walsh, Martha Yanneck and Aletha Van Keuren looked after the commissary and better judges of "eats" could not have been procured. After a splendid dinner the usual line of sports and a ball game helped to get everyone in trim for supper. An impromptu wrestling match caused great excitement. Ban-nister's life was undoubtedly saved by the fact that Wilson was not bald-headed!



ALTHOUGH JIM OUT
OF THE TCOL ROOM
IS 74 HE CERTAINLY
CAN DO THE JIG.



THE INVENTORY DEPARTMENT motored down to that Mecca of merry-makers, Durand-Eastman Park, and at least one participant had a regular "picnic," incidental to the swimming feature. After dinner the company adjourned to the lake shore, and, the natural surroundings appealing to the men more than the bathing pavilion, several males disappeared behind rocks and boulders to reappear equipped in "Annette Kellermans." Imagine the consternation of Bill Stark when, having disported in the waters to his entire satisfaction, danced over the sands to his rocky dressing room—in order to don his street attire—only to discover that someone had taken his trousers! Wild was the excitement, and the cry went forth—"A barrel, a barrel, my kingdom for a barrel!" The trousers not only originally contained the lower limbs of Bill, but also a considerable sum of money. After beads of perspiration had reduced the weight of Bill to almost a negligible quantity, one of the ladies admitted that she had "inventoried" the garment. After antidotes were administered, Bill was again able to breathe as of yore and join in the remainder of the picnic events. See page 35.

THE BUFFING DEPARTMENT held their picnic on July 10th, at Johnson's Grove, where the principal events were a buffet lunch and a ball game. Everybody had a good time and the committee earned for themselves a reputation as picnic specialists. John Heaphy was Chairman, and was assisted by George Miles, Max Nowack, Gabriel Costanzo and Charles Price. See page 37.

Has anyone in the Folding Brownie Department noticed a worried look on Harry Keyes' face? Well, the fact is that Harry is going to get married in September. Courage, Harry, courage.

A FAMOUS GARDEN LECTURE

Those members of the Gardening Association who failed to hear Mr. James A. Wiebens give his talk on Bug Funerals, missed a very comprehensive lecture, and many good points on how to keep the pests away from the crops. Mr. Wiebens told us that the first lesson to learn was cleanliness, and good housekeeping was as essential in the garden as in the home. Sweet ground, well-spaded soil, and freedom from weeds would do much to keep the grubs and insects from breeding.

Owing to the large number of remedies, cures, and poisons which the gardener sees advertised or hears about, he is likely to get the idea that nothing short of a qualified chemist had any right to even try to kill garden pests. As a matter of fact, it is by no means as complicated as it first appears, for, while the number of plant enemies are legion, they can be classified in four groups.

Here are the articles you will need:

One good spray (preferably a brass compressed air spray).

One pound of Arsenate of Lead paste.

One pound of Bordeaux Arsenate.

One bottle Nicotine or Black Leaf 40.

One to five pounds tobacco dust.

(All standard sprays have complete instructions for using on the label.)

The first thing to do is to find out what your enemy is—a fungus, a chewing insect, a sucking insect, or a grub that attacks underground.

FUNGUS usually attacks the foliage during wet weather or in damp, shady places. The only remedy is Bordeaux.

CHEWING INSECTS eat up the leaves. Remedy: Arsenate of Lead.

SUCKING INSECTS puncture the leaf. Remedy: Nicotine.

GRUBS, Cut-worms, or root lice can be controlled by spraying with strong tobacco.

Mr. Wiebens answered several interesting problems, and we hope at some future date to have the opportunity of hearing him again.

THE DETAIL & ESTIMATE DEPARTMENT is noted for the picnics it has, and the one on Saturday, July 10, was no exception to the rule. An exciting ball game of the "Hams vs. Clams" followed an excellent repast prepared by Lucy Diesel and Gene Klink. Probably the most exciting event was the item on the program entitled "The best looking woman and the best looking man." The judges, consisting of Grace Kester, "Bill" Zimmer and Herb. Spoor, almost came to blows over the decision, but finally chose Dorothy Goldstein and Oscar Thorpe as their choice of a Venus and an Adonis. No complaints have as yet reached the Camera Works from the Department of Public Nuisances as to the effect of the Gazoo Band, led by "Frizzie" performing on a Jews-harp. See page 35.

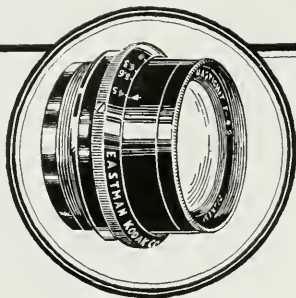
THE BELLOWS DEPARTMENT held an "Old Employees" picnic at Durand-Eastman Park, and, although it was strictly a feminine affair, the girls had a swell time. After a basket luncheon they walked to Sea Breeze and had supper in the Hawaiian Tea Rooms. No record is obtainable as to the costumes worn, so we are forced to believe in the prosaic pose and the Puritan costumes as shown in the picture on page 35.

Only one more month to the famous vegetable exhibition of the Camera Works Home Garden Association. Get ready to choose your weapons for we expect a large number of entries, and the fight for first prize will be a regular battle.

Since the last issue of this magazine went to press, the Camera Works has lost an old and faithful employee in George P. White, who passed away on June 22, at his home at 197 Averill Ave. Mr. White had worked in the Tool and Engineering Departments since 1905, and his many friends extend sincere sympathy to the widow and relatives.



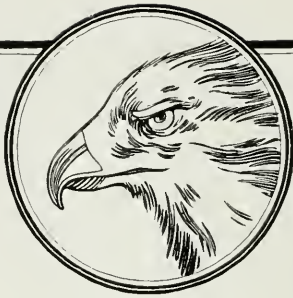
BUFFING DEPARTMENT OUTING



HAWK-EYE

WILBURG. WOODAMS

Editor



BE SURE TO BE THERE

As announced in the Hawk-Eye section of the July issue, our second annual picnic will be held on Saturday, August 7th, at Manitou Beach. Good weather is the only requirement needed to make this day one long to be remembered in the hearts of all loyal H. E. A. A. boosters.

Starting with the strains of the 54th Regimental Band at 10:30 A. M., the picnickers will march from the plant across Driving Park Avenue bridge to Maplewood Park. Here the transportation committee will have chartered cars waiting to take the throng to Charlotte, where a transfer will be made to the Manitou line. With plenty of jazz music on board and the singing of Frank A. Newman's parodies on popular songs, it is needless to say that the famous Hawk-Eye "pep" will be working overtime when Manitou Beach is reached.

Upon arrival everyone will be served with good substantial food, selected by the special committee on refreshments and of sufficient variety to suit the most particular taste. Our band will render a program of delightful music during the serving of the "eats." Cafeteria style of service will be in vogue and you are requested to present the refreshment coupon attached to the outing tags.

From feeding, the scene of action will shift to the staging of the field events arranged under the direction of John Vass. This part of the day's recreation is as necessary to the success of an outing as it is for all of us to ring in on the time clock to show "em we are there." Surely everyone will find an event equal to his or her speed, and while we do not look for records to be broken, we feel that the spectators will be enthusiastically entertained and our track efforts brought to the fore.

For those who prefer dancing to athletic contests, permission has been secured from the Manitou management to use their large dancing pavilion.

This arrangement, together with the services of a popular dance orchestra, will provide the necessary means of enjoyment in the dancing line.

Lunch in the form of sandwiches and coffee will be served during the progress of the afternoon to appease appetites whetted by the breezes of Lake Ontario. The children, of course, will be remembered with the usual "hand outs" of all-day suckers and peanuts.

Immediately following the races, the athletic field will be cleared and the regular scheduled Eastman Kodak League game between the Main Office and our own aspiring champions will be played. We surely want to bring home the bacon this year. The boys are trying hard to regain the honors lost last year, and with everybody pulling hard for the team on picnic day, they should produce a win. But our "regulars" will not be in it with our girls' team coached by "Bill" Schlegel. They will show against a local team of girls and furnish loads of amusement to young and old.

The committee in charge has arranged a series of events truly to be enjoyed by every employee of the Hawk-Eye Works. The charges to cover the cost of refreshments, transportation, etc., have been placed at the lowest figures possible to enable not only our employees to attend, but that they may invite family and friends to share their enjoyment.

The prices are as follows:

1. Children between the ages of 10 to 16 years, 50 cents. All boys and girls over 16 years, full fare as adults.
2. Adult ticket, full fare to Manitou and return to Charlotte, \$1.25.
3. Auto owners ticket to allow for transportation charge exemption, \$1.00.

The day is not far off. Make arrangements for yourself, your folks, and your friends, and be sure to be there, at Manitou, on August 7th.



GENERAL COMMITTEE HAWK-EYE PICNIC

Left to Right—C. F. Haus, Ray Wall, John Vass, Wilbur Woodams, Howard Werner, George Brennan F. H. Von Deb

Hawk-Eye Baseball, the big picnic, and the "Moonlight" are getting so much attention these warm days that someone is liable to think we are doing nothing else in the line of sport. But listen, Hawk-Eye, do you play tennis, golf, or even pitch the lowly quoit? Tennis is raging, sputtering and boiling getting ready to blow up in a tournament. We have an eighth of a ton (or thereabouts) of tennis agility and sylph-like grace in the person of William Roach, our Purchasing Agent. Then there are Lawrence Tarnow, Donald Seitz, Harvey Putnam, Fred Helbing, John Meerdink, Hyman Rosenthal, William Springer, Elmer Ingleby, and Clifford Johnson, all of whom are busy trying to keep the ball on the opposite side of the net.

The girls as well are using the courts at noon and in the evening. Alice Gears, Josephine Van Lare, Helen Loughlin and Olive Kellett are enthusiasts and may be counted on for some good tennis, provided enough interest is aroused to run a tournament for girls.

All Hawk-Eyes interested in the game are urged to notify Harvey Putnam and arrangements will be made for entry in the tournament.

Pitching quoits at noon has become popular with a large number of Hawk-Eye men. At present there is no organization of the ringers but a Quoit League is being formed, and it is hoped that each department may be represented. Any of the men may play by merely asking John Button of the Power Department for the necessary quoits.

Hawk-Eye is to be well represented in the Kodak Golf Tournament, provided the promised pounding of the pesky little pill materializes. James Weldon, of the Office, is among the choicest sod-busters in the city and will lead the Hawk-Eye forces. William Springer, Paul Lyddon, Clifford Johnson, and Fred Von Deben may also be counted on for a hole now and then when necessary.

There was no moon for the first annual Hawk-Eye Moonlight Excursion, nevertheless Wednesday, July 14th, will be remembered as one of the most enjoyable H. E. A. events of the year.

We have since learned that Rochester's own weather man was on his vacation at the time and we believe he overlooked the arrangements for hanging out the moon prior to his leaving.

The committee was indeed gratified to see the large crowd of employees, relatives and friends turn out for the moonless moonlight. Every available seat on board being taken by at least one Hawk-Eye.

A jazz orchestra and the Rochester City Quartette entertained with musical numbers.

Lillian Wilson has been transferred from the office to take up the direction of girls' activities. Miss Wilson, who is perhaps better known as "Billie," has a fortunate personality for this type of work. She has been cordially welcomed and will have the assistance of all Hawk-Eye in her work.

The Hawk-Eye Girls' Baseball Team has been going great guns, having two wins out of three starts to their credit. Bastian Brothers' team has twice bowed before the prowess of Coach William Schlegel's charges. The team representing the Wollensak Optical Company proved that practice and experience is what wins games even in girls baseball.

The record to date is as follows:

| | | | |
|------------------|----|----------|----|
| Bastian Brothers | 12 | Hawk-Eye | 22 |
| Wollensak | 32 | Hawk-Eye | 14 |
| Bastian Brothers | 2 | Hawk-Eye | 11 |



HAWK-EYE GIRLS' BASEBALL TEAM

Left to Right: Standing—Pauline Kryzwick, Elizabeth Meerdink, Grace Wiemer, Marion De Burgomaster, Alice Gears.
Seated—Caroline Cooligan, Ethel Reinhardt, Ruth Kurtz, Wm. Schlegel, Jennie De Graff, Lois Kurtz, Frieda Topel.

AWARDS FOR SUGGESTIONS ADOPTED FROM JANUARY 1st TO JULY 1st, 1920

| Name | Department | Suggestion No. | Name | Department | Suggestion No. |
|----------------------|----------------------|----------------|-------------------|-----------------|----------------|
| Albert Crawford | Brass | 585 | George West | Anastigmatic | 666 |
| Andrew Lettau | Mounting | 586 | Wm. Rauber | Centering | 661 |
| Michael Gusst | Mounting | 534 | Matthew Doser | Assembling | 685 |
| Wm. Bark | Assembling | 533 | Fred Ruckdeschel | Mounting | 654 |
| Wm. Freitag | Assembling | 596 | Adolph Nolte | M. & C. | 699 |
| Wm. Freitag | Assembling | 597 | Howard Werner | Shipping | 719 |
| Walter Pye | Single Achromatic | 593 | Martin Birmingham | Anastigmatic | 686 |
| Mrs. Nora Weleh | Centering | 538 | Prescott Lunt | Computing | 675 |
| Wm. Loomis | Brass | 525 | Jennie De Graff | Blocking | 714 |
| Benj. Wiemer | M. & C. | 608 | Wm. Schlegel | Brass | 718 |
| R. H. Reynolds | Mounting | 621 | Wm. Burgess | Buff and Plate | 690 |
| Maurice Crouse | Assembling | 544 | Edward McLean | Centering | 662 |
| George Handford | Single Achromatic | 620 | Fred Lutz | M. & C. | 706 |
| F. Torel & G. Assman | Single Achromatic | 610 | Joseph Huberth | Shipping | 703 |
| Frank Torel | Single Achromatic | 576 | Fred Ruckdeschel | Mounting | 649 |
| John Placek | Mounting | 611 | Harrie Price | Wood | 700 |
| Arthur Rapp | Mounting | 628 | Wm. Bark | Assembling | 702 |
| Fred Ruckdeschel | Mounting | 201 | Wm. Bark | Assembling | 601 |
| Thomas Frisch | Wood | 652 | Laurence Tarnow | Production | 517 |
| Overton Burley | Blocking | 575 | John Weissend | Brass | 573 |
| Thomas Proud | Stock | 638 | Edward McLean | Centering | 405 |
| Marcus Jennings | Blocking | 590 | Wm. Rauber | Centering | 405 |
| Robert Bowen | Mounting | 615 | Frank M. Hanse | Production | 687 |
| Michael Klos | Mounting | 607 | John A. Falconer | Production | 734 |
| Martin Birmingham | Anastigmatic | 482 | Chas. C. Ehrstein | Wood | 753 |
| John Placek | Mounting | 641 | Chas. Klos | Assembling | 673 |
| Lillian Wilson | Industrial Relations | 657 | Geo. W. Phillips | Tool | 736 |
| John DeWitte | Sanitary | 679 | Prescott Lunt | Computing | 734 |
| Rose Keehn | Single Achromatic | 637 | Rose Keehnc | Achromatic Lens | 723 |
| Grace Sherman | Mounting | 667 | Stanley Sharpe | Drafting | 755 |
| Robert Bowen | Mounting | 647 | John Weissend | Brass | 728 |
| Henry J. Wagner | Instrument | 678 | William Raab | Sanitary | 697 |
| Frank J. Van Buren | Lens | 554 | Marcus Jennings | Blocking | 748 |



MISS JEAN PRENTICE

Miss Jean Prentice, heir to fifty-four years Kodak Service. Granddaughter of A. P. Prentice, for years foreman of the Assembling Department. Daughter of Charles M. Prentice. Sister of Mabel Prentice of Kodak Park Office, of Inez Prentice of Hawk-Eye Office and of Charles Prentice of the Mounting Department.

Olga Behnke, of Stock Room Office, represented the Rochester Turn Verein in classic and aesthetic dances at the Turner's meet in Syracuse during the first week of July.

Several changes of importance took place at Hawk-Eye during July. Joseph T. O'Neill resigned as Office Manager, which position he has held for many years, to take charge of production. Mr. O'Neill is eminently fitted for his new work and begins it with the co-operation and good wishes of the entire plant.

Raymond Farnen has taken up the work in the office, in Mr. O'Neill's old position. Management of office work is not a new experience to Mr. Farnen, and he is taking up his new work with the solid backing of those with whom he will be associated.

Ruth K. Gliddon, who for more than a year has had charge of girls' work at Hawk-Eye, resigned July 15th. Miss Gliddon has made a host of friends throughout the plant and her leaving has caused sincere regret. The best wishes of every good Hawk-Eyte go with her in whatever course she follows in the future.

RECOLLECT?

When you went to
 The Hawk-Eye Picnic
 Last August
 'N rode out to
 Island Cottage
 In the open trolley cars,
 'N had a band
 Playing real jazz;
 'N when you arrived
 You ate "hot dogs"
 'N drank cold drinks,
 'N right on top of that
 You sang Newman's songs
 'N everybody laughed
 When the fellow grew tall
 'N threaded the needles;
 'N how you danced!
 'N then you saw the races
 'N none of the
 World's records were broken;
 'N prizes were given
 'N Tipple umpired
 A ball game,
 'N Hawk-Eye beat Kodak Park
 'N you thought the game
 Would last a week,
 'N finally they lost
 All the balls
 'N had to quit.
 R - E - C - O - L - L - E - C - T ?
 We'll say you do!

Well, folks, we are going to have just such a time. Yes, even better, at our Second Annual Picnic to be held at Manitou Beach, August 14, 1920.

Reserve this date and give your family or your friend a real outing.

The sympathy of all the employees is extended to Joseph Moffet of the Tool Department over the death of his mother, and also for the bad accident that befell him July 3rd, when he was seriously burned by the explosion of a gas stove. He is gradually improving.

Marion Hergenrother, of the Tool Department, is recovering from an injury to one of her hands.

Esther Meyer has recovered from her recent illness and we are glad to have her with us again.

Mike Gusst, Mounting Department, who underwent an operation for tonsillitis, is progressing favorably.

George Diehl, Mounting Department, is now comfortably settled in his new home on Kansas Street.

We wish to express the sincere sympathy of all Hawk-Eye to Harry Althoff, foreman of the Stock Room, whose father died Saturday, July 3rd.

George Kernis is back again, after being laid up for two weeks as the result of a fall.

SIDELIGHTS ON THE BALL GAMES

A win over the Camera Works to the tune of 11-4 made us feel like World's Champions, but the feeling didn't stay with us very long. The following week we fell back into second place after the 7-6 defeat at the hands of Kodak Park. However, the team is far from being discouraged and intends to not only reach the top of the ladder, but to stay there.

The final in the Kodak Park game was a fine exhibition of poor fielding and a grand attempt at a "come-back," but the Folmer-Century game was far superior. After giving the F. C. boys the game in the second by ragged support of Marcille's efforts, the team came back in the eighth and put the game on ice, turning in a count of nine runs. Final score, 15 to 8.

Kozlowski resigned from the team after the Kodak Park defeat. Manager Brennan at once picked "Douber" Marcille to become his hurling ace. "Douber's" arm is coming back strong, and with Hawk-Eye fielding in the old Hawk-Eye style, Marcille ought to show to advantage against our opponents. His pitching against the Main Office was all that could be asked, allowing five hits and no runs.

Peterson is a big asset to the team as one can readily see from the percentages compiled for the first five games played. At the bat he shows class at .514, while he picks them up at a .978 clip.

Moore replaced Marcille at first and in the Folmer-Century and Main Office games displayed his baseball goods to advantage. Moore needs no introduction to the majority of Rochester ball fans.

Felerski continues his strong game at second. Leo is a batter to be feared by all pitchers for, like Babe Ruth, the ball travels when he meets it with the willow. It may be added that Leo is also some base runner. He bats .313 and fields .923 for the first third of the schedule.

Ingleby gave a most favorable impression in the Main Office game. His fielding was glorious and his hitting timely. "Ing" is pasting them out as far as .316.

Wiedeman can always be counted upon as being reliable. His percentages speak for themselves. Batting .333, fielding 1000. When the opposing players lift the ball into the left field heavens they run to first either from force of habit or just for practice.

Levine in center is another perfect fielder. He's so good Harry Murphy has him playing on the Kodak All-Stars. Benny should "hit them harder," and we know he will when he learns more about the optical business and finds his batting eye.

Boehm, our right bower in the gardens, shows up well at the bat, hitting .412. With more experience he will develop into the dependability of our other gardeners.



FOLMER - CENTURY

CLARENCE H. HARPER
Editor



James M. Kirvan, the "Grand Old Man" of the Assembling Department, returned to work July 12, 1920, after a long illness, and from the noise on the fifth floor, it was evident that the boys were glad to have him back again.

A daughter was born to Mr. and Mrs. Frank Weining on June 30, 1920. Mr. Weining is employed in the Assembling Department.

The constantly increasing demand for Graflex Cameras so taxed our factory facilities that it became imperative that we should have more floor space. It was decided several months ago to build an addition on the South side adjoining the present building. Ground was broken early in the spring. The addition consists of five stories and a basement, providing about 50% more floor space, which, with up-to-date machinery, will give us an ideal factory and enable us to meet the demand. The cut below shows our factory in its present stage of completion. We expect to occupy it within the next few weeks.

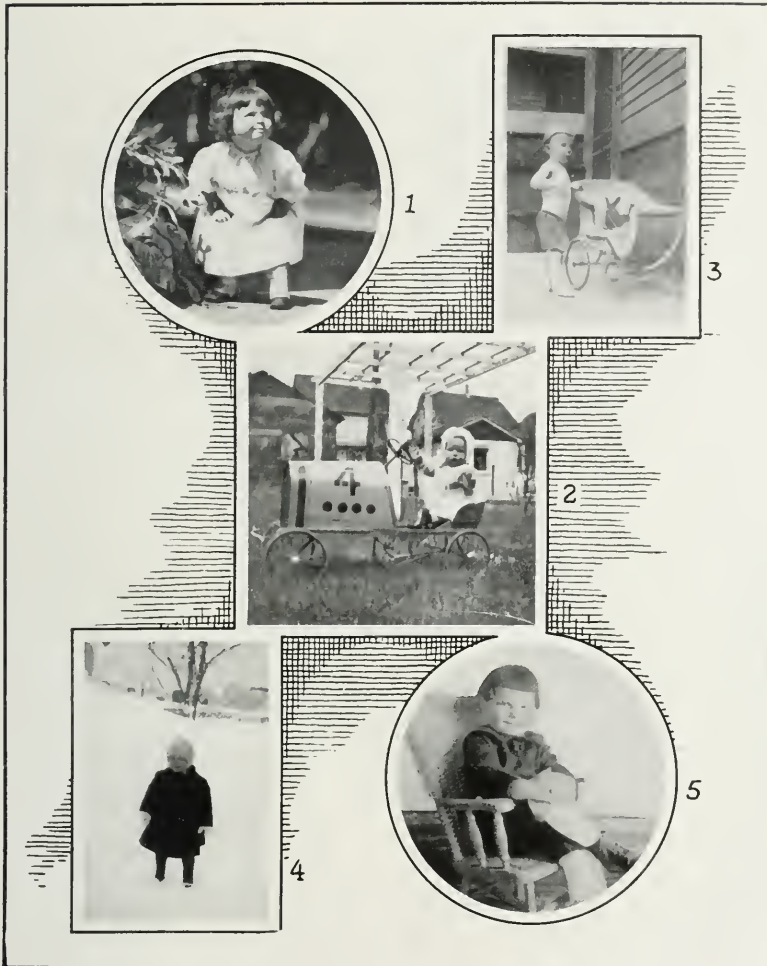


A FEW OF THE COVERING DEPARTMENT GIRLS

Louis Johnroe of the Assembling Department was married June 29, 1920, to Susie LeFevre. After an Eastern trip, Mr. and Mrs. Johnroe will reside at 240 Wilkins Street.



FOLMER-CENTURY FACTORY AND ADDITION ABOUT COMPLETED



FUTURE GRAFLEX MAKERS

1. Jeannette Rose Dorsey, daughter of Chas. Dorsey
2. Norma Crittenden, daughter of A. W. Crittenden
3. Vincent J. Burroughs, son of Vincent Burroughs
4. Mildred Wolter, daughter of John A. Wolter
5. Donald Tyler, son of A. T. Tyler

Richard Krieke of the Assembling Department has been very ill at the General Hospital. We wish him a very speedy recovery.

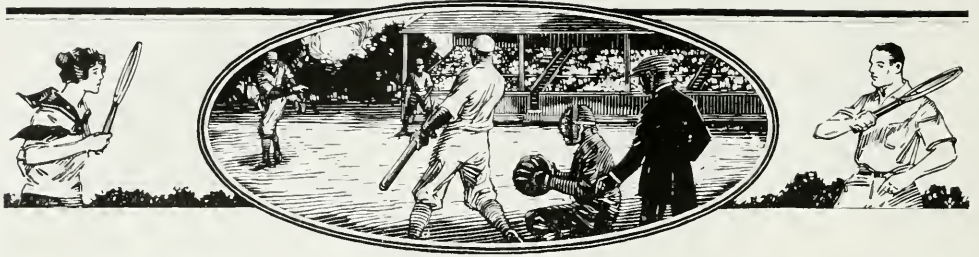
Otto Wendley of the Metal Department has purchased a new home on Fulton Avenue.

A good record is shown by William H. Hindle, our elevator man, who came to work at the Folmer-Century Works, January 16, 1908. He has been working here continuously since that time and hasn't been late in coming to his work once during this period. This is an exceptionally fine record.



WILLIAM HENRY HINDLE

A T H L E T I C S



HAWK-EYE LEADING KODAK LEAGUE BY HALF-GAME MARGIN

DEFEAT BY MAIN OFFICE TEAM CROWDS
KODAK PARK OFF TOP ROUND OF LADDER

ON July 15th, with six of the fifteen weeks of play concluded, Hawk-Eye's slugging team was leading the Eastman Kodak Baseball League, just a half game ahead of Kodak Park. A 7 to 6 defeat by Kodak Park on the Maplewood diamond on June 19th is the only blot on Hawk-Eye's otherwise perfect record. Bircher's Kodak Park nine sailed smoothly along for four straight victories, but struck a snag on July 10th at West High, when the Main Office players walked off with the long end of an 8 to 1 score.

Camera Works is behind the schedule, having a tie game with the Main Office, and a postponed game with Kodak Park yet to work off. These two battles may cause quite a change in the percentage list, for, as yet, no team except Hawk-Eye has been able to whip the Camera outfit. With the exception of an 18 to 0 slaughter

at the hands of Hawk-Eye, the Main Office team has been coming fast. The addition of the Ogden brothers and Rohrer has finished out a speedy infield, while Diehl's pitching continues to baffle opposing hitters. These four teams, at present, look due to fight it out for the championship, with the odds just a bit in favor of Hawk-Eye, because of its consistent playing in every game.

At Folmer-Century and Premo, the prospects have not been so bright. In several games the Caledonia Avenue team has piled up a good lead, only to have a weak defense toss the game away again. Petroske and Perrin have been showing the brand of ball which made Folmer-Century pennant contenders last year, but the balance of the team has failed to hold steady in the pinches. Premo has put up a stiff scrap in every start but one, but was able to win only from



OUT AT HOME!

Folmer-Century in an abbreviated evening game at West High Field. They have been fielding as well as any club in the League, but weak hitting has prevented their winning games.

At a meeting of the Executive Committee of the League, held Wednesday, June 23, a change in the schedule was made, under which all games originally scheduled for Maplewood Park are to be transferred to Kodak Park and played at 2.00 p. m. Other games will be played at 4.00 p. m. at West High and Kodak Park in accordance with the original program.

Results of games played, June 15 to July 15:

SATURDAY, JUNE 19

| | | | |
|------------------|----|-------------------|---|
| Main Office..... | 10 | Folmer-Century... | 7 |
| Kodak Park..... | 7 | Hawk-Eye..... | 6 |
| Camera Works.... | 9 | Premo..... | 6 |

SATURDAY, JUNE 26

| | | | |
|------------------|----|-------------------|---|
| Camera Works.... | 6 | Main Office..... | 6 |
| Hawk-Eye..... | 15 | Folmer-Century... | 8 |
| Kodak Park..... | 13 | Premo..... | 1 |

TUESDAY, JUNE 29

| | | | |
|------------|----|-------------------|---|
| Premo..... | 11 | Folmer-Century... | 7 |
|------------|----|-------------------|---|

THURSDAY, JULY 1

| | | | |
|---------------|----|------------------|---|
| Hawk-Eye..... | 18 | Main Office..... | 0 |
|---------------|----|------------------|---|

SATURDAY, JULY 10

| | | | |
|------------------|----|-------------------|---|
| Main Office..... | 8 | Kodak Park..... | 1 |
| Camera Works.... | 12 | Folmer-Century... | 4 |
| | | (protested) | |

TUESDAY, JULY 13

| | | | |
|---------------|----|------------|---|
| Hawk-Eye..... | 12 | Premo..... | 7 |
|---------------|----|------------|---|

STANDING OF THE TEAMS

JULY 15

| | Won | Lost | Tied | Pct. |
|-------------------|-----|------|------|------|
| Hawk-Eye..... | 5 | 1 | 0 | .833 |
| Kodak Park..... | 4 | 1 | 0 | .800 |
| Camera Works.... | 3 | 1 | 1 | .750 |
| Main Office..... | 3 | 2 | 1 | .600 |
| Premo..... | 1 | 5 | 0 | .167 |
| Folmer-Century... | 0 | 6 | 0 | .000 |

STUNG!

That most virulent and infectious of all the multitudinous family of microbes—the Baseball Bug, has made a rabid attack in a new and entirely unexpected quarter, that is, the girls of the Eastman Kodak Company. They are all at it, and if you don't believe that a middy and a pair of bloomers make the best-looking uniform yet invented, come around some night and look over one of these new-style twilight games.

The Hawk-Eye girls claim to have been the first to get started on this latest invasion of man's sphere, but Kodak Park and the Camera Works are close on their heels. The Main Office baseball girls have the honor of launching the first activity of the newly-formed Kodak Office Recreation Club. The season is still young and about all that's needed to start a lively girls' league is some guiding spirit to get and keep the scrappers together.

However, for the benefit of any would-be opponents, here are the names of the Manager-esses of the four teams already organized.

Kodak Park.....Marguerite Ellis
 Camera Works.....Blanche Wing
 Hawk-Eye Works.....Lillian Wilson
 Kodak Office.....M. Ruth Gill

Coming—Premo and Folmer?

NOTHING DOING IN TENNIS

Apparently, Kodak workers are not losing any sleep over the question of the company tennis title. At any rate, only four of them were sufficiently interested to enter up for the proposed tournament. Since this number seems hardly adequate, the tournament will be allowed to remain in the well-known "status quo" for the present, at least.

P. S.—If those four hardy entrants want to get together and frame a friendly set of doubles some time, the Editor will be glad to play the part of "Mr. Fix-It."



KIVELL HITS ONE!

ALL-KODAKS TRIMMED BY FAST OUT-OF-TOWN TEAMS

DROPPING five out of their first six games, Manager Harry Murphy's All-Kodaks made a discouraging start in their first season in the semi-pro. field. After a smashing win over the Knights of Columbus team to start off the year,



"MURPHY"

the local players have dropped home games to the Norwich Clothes and the Hewitt's, Buffalo City champions, while their holiday road trip over July 4th, 5th and 6th, cost them three more—one at the hands of the Brown-Lipe-Chapin Company, industrial champions of Syracuse, and two from the St. Regis Athletic Club, at Deferiet, N. Y.

A couple of new players have strengthened the Big Team line-up considerably, and a fair proportion of the coming games ought to be reported as victories. All the pitchers—Forstbauer, Rohrer and Pressley—have shown good stuff, and with a little tighter defense and hitting in the pinches, the All-Kodaks will be able to hold their own against the best in the section.

Business Manager Goodridge had two hard return games booked at Kodak Park for the final two Sundays of July with the Brown-Lipe-Chapin Company of Syracuse and the Knights of Columbus. The August schedule calls for a game with the Norwich Clothes on August 1st at Kodak Park, and a trip to Painted Post on August 22nd to play the Ingersoll-Rand Company team.

Results of games to date:

SUNDAY, JUNE 20TH, AT KODAK PARK

| | | | |
|---------------------|-------------------|----|------|
| Knights of Columbus | 0 0 2 0 0 0 1 0 0 | —3 | 9 2 |
| All-Kodaks | 0 2 0 1 1 3 0 2 0 | —9 | 14 0 |

Batteries: For K. of C., Doyle and Smith.
For Kodak: Forstbauer and Irwin.

SUNDAY, JUNE 27TH, AT NATIONAL PARK

| | | | |
|-----------------|-------------------|-----|------|
| All-Kodaks | 0 0 5 0 0 1 0 0 0 | —6 | 9 7 |
| Norwich Clothes | 5 3 0 2 1 1 1 0 0 | —13 | 12 3 |

Batteries: For Norwich, Kozlowski, Brodie, Shepanski and Felerski.
For Kodak: Forstbauer, Rohrer and Irwin.

SATURDAY, JULY 3RD, AT SYRACUSE

| | | | |
|------------|-------------------|----|-----|
| All-Kodaks | 0 0 0 0 0 0 0 0 0 | —0 | 2 4 |
|------------|-------------------|----|-----|

Brown-Lipe-Chapin
Co. 3 0 0 0 0 2 0 0 0—5 6 2

Batteries: For Kodak, Pressley and Irwin.
For Syracuse, Baker and Lane.

SUNDAY, JULY 4TH, AT DEFERIET

| | | | |
|-----------------|-------------------|----|------|
| All-Kodaks | 0 0 0 0 0 0 2 1 0 | —3 | 6 2 |
| St. Regis A. C. | 3 0 2 1 0 0 1 0 0 | —7 | 11 4 |

Batteries: For Kodak, Forstbauer and Shepanski.
For St. Regis, Davis and Wadsworth.

MONDAY, JULY 5TH, AT DEFERIET

| | | | |
|-----------------|-------------------|----|-----|
| All-Kodaks | 0 0 1 0 0 0 0 0 1 | —2 | 8 6 |
| St. Regis A. C. | 0 0 0 0 3 0 0 0 0 | —3 | 6 4 |

Batteries: For Kodak, Rohrer and Irwin.
For St. Regis, Stringer and Wadsworth.

SUNDAY, JULY 11TH, AT KODAK PARK

| | | | |
|------------|-------------------|----|------|
| Hewitt's | 0 0 2 0 0 0 0 3 1 | —6 | 11 2 |
| All-Kodaks | 0 0 0 0 0 0 0 1 | —1 | 9 3 |

Batteries: For Kodak, Rohrer and Irwin.
For Hewitt's, Lansil and Lang.

ANOTHER CHALLENGE

Singles in the Camera Works tennis tournament have just been completed, and have brought to light several fast players. These winners have been picked for the Camera Works Tennis Team which challenges any of the other branches for matches. Harold Marson is Manager of the team, with Joseph Dineen, Ralph Welch, William Fitzgerald, Orville Gilman, George Goldring, and Charles Perrine as players. Substitutes are Jack White, Al Weltzer and James Burdett.

THE WATER'S FINE

The baseball and soccer players and golf and tennis enthusiasts may fight it out for whatever laurels there be. It remains for Camera Works to produce an entirely different athletic team—swimming, which boldly flings its challenge in the face of the other plants, hankering, as it were, for a chance to show its prowess.

The Camera Works has a "nifty" bunch of plungers, divers and speed men. They would like to meet similar teams from the other plants, in both individual events and relays. The lead-off man is evidently too good to reveal. The Camera Workers choose to designate him by that "meaningless" or "meaningful" title "John Doe." They call him a dark horse and they mean to keep him dark until some other plant puts up a competing team. The other Camera Works fish are:

| | |
|---------------|-----------------|
| E. Imo, | D. Dodson, |
| E. Chambers, | J. Hungerford, |
| K. C. Brooks, | R. Pemberton, |
| W. Miller, | J. Dineen, |
| P. Petrin, | E. J. Sullivan. |

(Note for Picnic Committees. Does this offer you any help on that entertainment program that's been worrying you?)

AT THE NINETEENTH HOLE

A goodly number of aspirants are out after that Kodak golf crown. Some twenty devotees of the Scotch pastime have entered for the tournament suggested in the July number of the Kodak Magazine. The Editor even went so far as to unearth his long lost clubs and to invest in some new balls, getting all set for Sunday—and then it rained.

If the length of the entry list is any criterion, the Camera Works ought to stand a good chance to walk off with the prize. Headed by "Jack" Robertson, the Camera Works squad includes seven contestants: R. Heaphy, A. Heaphy, J. Heaphy, J. Campbell, G. Millspaugh, G. Henry, G. McMurray. Hawk-Eye has the next largest squad with James Weldon, William Springer, Clifford Johnson, F. H. Von Deben, Paul Lyddon and Wilbur Woodams. Main Office entries include F. O. Strowger, S. B. Hord, Wm. E. Silsby and John W. Newton. Premo is represented by Ralph K. Hutchings and Robert Broxholm. Ed. Goodridge is carrying the whole weight of the Kodak Park reputation on his shoulders, being the only entrant for that plant. Folmer-Century failed to show any golf enthusiasts.

The tournament will be played off in the course of the next week or two, the results being announced in the September number of the Magazine.

LEAGUE SCHEDULE FOR AUGUST

AUGUST 7

Camera Works vs. Kodak Park
Folmer-Century vs. Premo Works
Main Office vs. Hawk-Eye

AUGUST 14

Premo Works vs. Hawk-Eye
Main Office vs. Kodak Park
Camera Works vs. Folmer-Century

AUGUST 21

Kodak Park vs. Folmer-Century
Hawk-Eye vs. Camera Works
Premo vs. Main Office

AUGUST 28

Main Office vs. Folmer-Century
Kodak Park vs. Hawk-Eye
Premo vs. Camera Works



A CLOSE PLAY AT THE PLATE

THROUGH THE UMP'S MASK

By "MURPH"

TRAVELLING WITH THE ALL-KODAKS

The team made a fine showing at Syracuse, losing 5 to 0, through lack of hitting.

In the evening, the boys took a trip to Long Branch, a summer resort, but Manager Murphy ordered them all to return at dusk, as it was getting near Schlicht's bed-time.

A large number of fouls went over into the street. When Kivell didn't appear until 6.30—and with a good appetite—well, we all know how "Charlie" likes baseballs. Not long ago, he dropped one while boarding a train at Batavia, and missed the train. They had to bring him into Perry on a hand-car. He calls them apples. Charles, kindly let us know when the apple-sauce will be ready.

The boys dropped two hard-fought contests at Deferiet, 7 to 3 and 3 to 2. Forstbauer pitched the Sunday game, during which constant rain made proper handling of the ball out of the question. Levine's hard-hit ball to right went for a homer.

The following day, with Rohrer pitching beautiful ball, the Kodak's led, 1 to 0, up to the seventh. Levine made the circuit on another clout to right. The fans began yelling at the home team for action, telling them to "Kodak As You Go." The St Regis boys responded nobly, pushing over three runs to sew up the game.

Kodak had filled the bases in the ninth with two out, when six Kodak players started to leave the field. The Umpire stopped play, called them back to the bench, and asked them if they didn't want to win. One of them replied: "How can we? Look who's batting!"

Yoder claimed that if he hadn't lost the handle on his club, making it hard to reach a curve ball with a short stick, things would have been different.

Boys, page Pat Hurley!

Pat Hurley is the real baseball fan of Deferiet. He backed the Kodaks to the extent of \$2. He asked Yoder if he was a Camera Worker. When Lee said: "Yes," Pat replied: "From the way you reach, I thought you worked on a mail-train."

Bircher started some comedy, whereupon Pat remarked: "If your team is anything like the Cameras they make, it's a dandy."

Keep your eye on Hawk-Eye. Those boys are playing ball. With Mort Fox in the line-up, they look like winners.

Manager Yoder's Champions are putting up a strong game. This team is particularly well supplied with good players. As we all know, they're strong finishers.

Kodak Park has been a big surprise. Manager Bircher has built a fast club out of last year's tail-enders. This team, like Camera Works, is well supplied with good material.

Gus Seyfried's Main Office bunch is looking much better than at the start of the season. With the pitching "Toddy" Diehl has been serving up, and the good all-around work of "Ned" Ogden and "Speed" Wagner, this gang is a mighty hard team to beat.

Premo has a well-balanced club, and with the pitching of "Lefty" Serth is capable of causing the leaders a lot of trouble.

Folmer-Century got away to a bad start. However, if they can add a good pitcher, they ought to come fast, for "Pat" Petroske and his mates swing a wicked stick.

"Get a hit for 'Little Dutch'" is the Main Office war-ery these days. And "Dutch" is hitting 'em, too, to the tune of .316.

PITCHERS' RECORDS

EASTMAN KODAK BASEBALL LEAGUE, JULY 15th, 1920

| NAME | TEAM | No. Games Pitched | No. Innings Pitched | Games Won | Games Lost | Per Cent. Won | Batsmen Facing Pitcher | Base Hits | Bases on Balls | Strike-outs | Total Runs |
|------------|----------------|-------------------|---------------------|-----------|------------|---------------|------------------------|-----------|----------------|-------------|------------|
| Marcille | 1 Hawk-Eye | 2 | 18 | 2 | 0 | 1.000 | 54 | 17 | 6 | 13 | 8 |
| Terhaar | 2 Kodak Park | 2 | 16 | 2 | 0 | 1.000 | 48 | 11 | 3 | 15 | 9 |
| Forstbauer | 3 Kodak Park | 1 | 5 | 1 | 0 | 1.000 | 12 | 4 | 1 | 10 | 1 |
| Graham | 4 Hawk-Eye | 1 | 7 | 1 | 0 | 1.000 | 21 | 7 | 5 | 7 | 7 |
| Roller | 5 Camera Works | 1 | 9 | 1 | 0 | 1.000 | 27 | 7 | 2 | 9 | 6 |
| Kozlowski | 6 Hawk-Eye | 3 | 23 | 2 | 1 | .666 | 69 | 21 | 11 | 29 | 11 |
| Diehl | 8 Main Office | 6* | 50 | 3 | 2 | .600 | 146 | 57 | 15 | 50 | 34 |
| Goebel | 9 Kodak Park | 2 | 18 | 1 | 1 | .500 | 51 | 26 | 6 | 15 | 14 |
| Sheridan | 7 Camera Works | 4* | 25 | 2 | 1 | .666 | 77 | 35 | 11 | 36 | 23 |
| Serth | 10 Premo | 6 | 43 | 1 | 5 | .166 | 126 | 58 | 13 | 39 | 48 |
| Grief | 11 F. Century | 1 | 9 | 0 | 1 | .000 | 27 | 11 | 5 | 8 | 15 |
| Jones | 12 F. Century | 1 | 6 | 0 | 1 | .000 | 15 | 8 | 5 | 2 | 12 |
| MacCormick | 13 F. Century | 2 | 14 | 0 | 2 | .000 | 42 | 17 | 2 | 4 | 16 |
| Olson | 14 F. Century | 2 | 15 | 0 | 2 | .000 | 47 | 21 | 14 | 9 | 20 |

*Tie Score in One Game.

HOW THEY RANK—AND WHY!

BATTING AND FIELDING AVERAGES OF EASTMAN KODAK BASEBALL LEAGUE
COVERING SIX GAMES PLAYED TO AND
INCLUDING JULY 15, 1920

(Table shows averages of players who have played in at least two games)

HAWK-EYE

| | BATTING | FIELDING |
|-------------------------|---------|----------|
| Peterson, c. | .480 | .948 |
| Boehm, r. f. | .400 | .800 |
| Kozlowski, p. | .333 | 1000 |
| Ingleby, s. s. | .318 | .791 |
| Felerski, 2. b. | .315 | .933 |
| Wiedeman, l. f. | .296 | 1000 |
| Moore, 2. b. | .272 | 1000 |
| Levine, c. f. | .250 | 1000 |
| Prentice, 3. b. | .227 | .833 |
| Marcille, 1. b. | .217 | .971 |

Team Batting Average, .346

Team Fielding Average, .933

CAMERA WORKS

| | BATTING | FIELDING |
|-------------------------|---------|----------|
| Kivell, c. f. | .500 | .900 |
| McKague, 2. b. | .428 | 1000 |
| Yoder, 3. b. | .416 | .600 |
| Gordon, 2. b. | .384 | .833 |
| Rutan, s. s. | .333 | .875 |
| Millsbaugh, c. | .333 | .940 |
| Sheridan, p. | .272 | .570 |
| Roller, r. f. | .250 | .500 |
| Pressley, 1. b. | .230 | .909 |
| Kennedy, l. f. | .142 | 1000 |
| Kline, r. f. | .000 | 1000 |

Team Batting Average, .315

Team Fielding Average, .863

FOLMER-CENTURY

| | BATTING | FIELDING |
|-----------------------------|---------|----------|
| Petroske, c. | .611 | .823 |
| Gawer, l. f. | .428 | .727 |
| McCormick, p. | .400 | 1000 |
| Olson, p. | .400 | .250 |
| W. Drabinski, c. f. | .363 | .916 |
| Fleming, p. | .250 | .727 |
| Grief, p. | .250 | 1000 |
| Lustyk, 3. b. | .200 | .800 |
| Willar, 2. b. | .176 | .880 |
| Cooper, c. f. | .166 | .750 |
| Perrin, 1. b. | .133 | .975 |
| Roman, s. s. | .133 | .737 |
| Jost, r. f. | .100 | .769 |
| C. Drabinski, l. f. | .000 | .666 |

Team Batting Average, .263

Team Fielding Average, .777

KODAK PARK

| | BATTING | FIELDING |
|---------------------------|---------|----------|
| Bircher, 3. b. | .666 | .888 |
| Wallace, l. f. | .454 | 1000 |
| Minella, 1. b. | .450 | .978 |
| Toung, c. f. | .400 | 1000 |
| Shepanski, c. | .333 | .965 |
| H. Jones, r. f. | .307 | .000 |
| Terhaar, p. | .250 | 1000 |
| Goebel, 2. b., p. | .230 | .909 |
| Forstbauer, p. | .166 | 1000 |
| Keenan, s. s. | .166 | .935 |
| Coogan, 2. b. | .166 | .888 |
| Gallagher, c. f. | .099 | .833 |

Team Batting Average, .317

Team Fielding Average, .937

MAIN OFFICE

| | BATTING | FIELDING |
|--------------------------|---------|----------|
| Ogden, E., s. s. | .583 | 1000 |
| Marcello, r. f. | .438 | .842 |
| Curtis, c. f. | .412 | .818 |
| Diehl, p. | .350 | .916 |
| Wadsworth, l. f. | .348 | 1000 |
| Rohrer, 1. b. | .333 | 1000 |
| Ogden, T., 2. b. | .333 | 1000 |
| Irwin, c. | .316 | .910 |
| Wagner, r. f. | .231 | 1000 |
| Ness, c. f. | .214 | .800 |
| Culhane, 2. b. | .091 | .900 |
| Collins, 3. b. | .000 | 1000 |
| Hill, 1. b. | .000 | .800 |

Team Batting Average, .301

Team Fielding Average, .955

PREMO

| | BATTING | FIELDING |
|-------------------------|---------|----------|
| Besigel, r. f. | .600 | 1000 |
| Texter, 2. b. | .500 | .857 |
| Fennell, 3. b. | .500 | 1000 |
| Schlicht, 1. b. | .312 | .872 |
| Mura, c. f. | .312 | 1000 |
| Serth, p. | .250 | .846 |
| Fleisch, 2. b. | .250 | 1000 |
| Young, r. f. | .222 | .750 |
| Britt, c. | .143 | .950 |
| Sullivan, l. f. | .134 | .960 |
| Walz, s. s. | .071 | .800 |
| Clifton, l. f. | .000 | 1000 |

Team Batting Average, .261

Team Fielding Average, .922



MADE WITH A VEST POCKET KODAK

*You don't carry it;
you wear it—
like a watch.*

The Vest Pocket KODAK

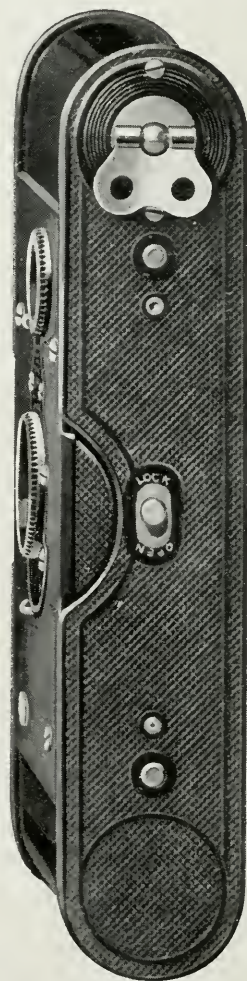
With a "Vest Pocket" you're always ready for the unexpected that is sure to happen.

Your larger camera you carry when you *plan* to take pictures. The Vest Pocket Kodak you have constantly with you to capture the charms of the unusual. It is small in size but lacks nothing in quality.

The price is \$9.49. Film for 8 exposures is 25 cents. Both prices include the war tax.

All Dealers'.

Eastman Kodak Company
Rochester, N. Y., *The Kodak City*



ACTUAL SIZE

The KODAK
Magazine



September 1920

Published in the interests of the men and women of the Kodak organization. 2. 2.

Safeguards to be Painted Green

THE Executive Safety Committee, with the approval of the Managers, has adopted green, the universal safety color, for all machine and other guards. Red, which has been used heretofore, will be retained exclusively for fire fighting apparatus.

This change will be made gradually, new guards being painted green and also the old ones as they require re-painting.

The Yes and No Man

“**A**RE you a Yes and No man, or do you beat about the bush—take a long time to come to a decision, and then undecisively?”

The man who acquires the habit of deciding quickly, of taking the responsibility of his decisions, and who shuns all unnecessary explanations, is on the road to bigger things. It is no small compliment to be known as a Yes and No man.”

—*Three Partners*



MR. EASTMAN GREETING MR. R. KONISHI, ONE OF THE LARGEST DEALERS IN JAPAN

Mr. Eastman, in company with a number of other representative American business men, recently paid a visit to Japan.

They went by invitation from a number of Japanese associations to discuss informally the many questions affecting the business relations of the two countries.

The KODAK Magazine

VOL. I

SEPTEMBER, 1920

No. 4

MR. EASTMAN IN JAPAN

MR. EASTMAN has returned from Japan with many interesting impressions of that country. He made the visit as a member of a small party of representative American financiers, bankers and business men, invited by Japanese associations to cross the pond and discuss informally many questions affecting the business relations of the two countries.

The party was given every opportunity, through open discussion in conference and travel, to study at first hand many phases of Japanese life—industrial, commercial, social and official. Their hosts, too, men of prominence in Japan, many of them educated in American colleges, for the most part spoke English quite fluently, so that they were able to converse freely with their guests on a multitude of topics and impart a great deal of valuable information. Much of this information Mr. Eastman has already imparted to the daily papers in a number of interviews, and his sound views on political, social, economic and general trade conditions there have no doubt already been read with interest by readers of the *Kodak Magazine*.

That the door of opportunity is open wide for a rich trade between this country and Japan, Mr. Eastman is firmly convinced. Japan needs the American market—what would we do without her silks, for instance?—needs American capital, needs machinery and even American inventive genius for her own industrial development. Just as we, on our side, need the Japanese market,

which, as Mr. Eastman points out, is a very large and important one.

As a basis for closer reciprocal business relations, Japan wants American friendship; wants above all things to allay that suspicion with which we sometimes regard her. And her object in inviting into friendly conference representative business and financial men of both countries, was to clear up, if possible, the atmosphere of misunderstanding and open the way for the continuance of the ancient friendly relations. The Japanese who sat at the conference were men of keen understanding and vision, interested only in the legitimate development of their country and thoroughly alive to the direction in which Japanese development lies.

Of the friendly sentiment of Japan toward this country, the American party were never left in doubt. Nothing could have exceeded the welcome extended to them wherever they went. From the moment the party embarked at Seattle on April 10, until its return to San Francisco on May 31, every want seemed to be anticipated. If the morning hours of their stay were devoted, with characteristic Japanese thoroughness, to the serious business of the conference, the rest of the day was, with equal thoroughness, devoted to sight seeing and social entertainment.

Mr. Eastman was himself the guest of Baron Mitsui (a sort of Japanese Pierpont Morgan—with extensive financial and business interests in his country), at a villa, built in European style, and



A group of our Japanese brethren grouped about Mr. Eastman on the occasion of his recent visit to Japan. This picture was taken just before the banquet tendered Mr. Eastman by Messrs. Asanuma and Messrs. Kuwada, to which all dealers were invited. Mr. Asanuma, in European clothes, is on Mr. Eastman's left, and Mr. Kuwada immediately in front of him.

kept exclusively for the entertainment of distinguished foreign guests.

Of all the hospitality which Mr. Eastman experienced in Japan, however, none delighted him more than the personal hospitality extended to him by the photographic dealers. That the dealers were keenly interested in the visit of the Kodak inventor and head of the world's greatest photographic industry, was shown in every way. Every courtesy they could show a distinguished guest was extended. They looked on the visit as an honor and honored it as such. Mr. Eastman, on his side, was equally delighted in meeting his photographic kinsmen of the Orient.

Time permitted him to accept only two banquets at their hands, but both these were thoroughly congenial and brilliant affairs. One of these was tendered by Messrs. Konishi, of Tokio, the other jointly by Messrs. Asanuma, of Tokio, and Messrs. Kuwada, of Osaka. To both banquets, however, all other dealers were thoughtfully invited. Our

photographs are incidents of these occasions. The distinguished courteous Japanese gentleman in the act of shaking hands with Mr. Eastman is Mr. Konishi, head of the firm of R. Konishi & Sons, one of the leading dealers in Japan.

In the group picture, on Mr. Eastman's left, is Mr. Asanuma, the oldest dealer there, who began business in 1875, five years before Mr. Eastman himself. In front of him is Mr. Kuwada, of Osaka, the leading dealer in that city, and also one of the largest in Japan. The other gentlemen in European clothes, Mr. Howard Small and Mr. A. D. Parker, need no introduction to Kodak readers.

The photographic situation in Japan naturally interested Mr. Eastman very keenly. What time he could snatch from the set-piece program arranged for the party, was spent in visiting dealers' shops and photographers' studios. Not all, of course, for in Tokio and vicinity alone there are between six and seven hundred studios. This will give some idea of the extent to which pro-

fessional photography is practiced in that country.

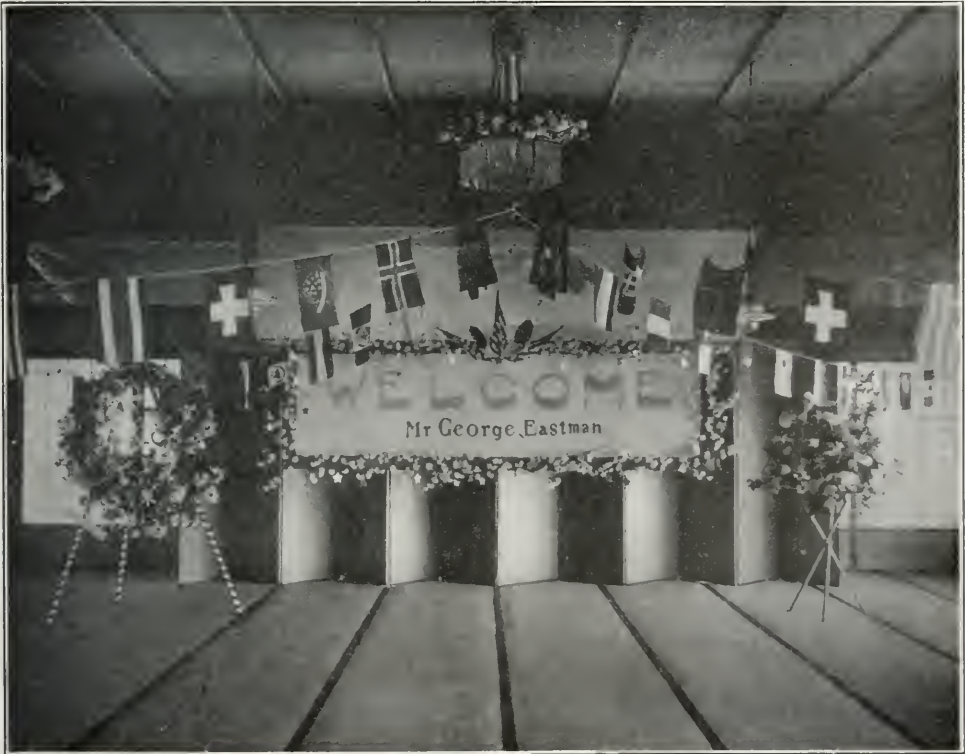
The story of the amateur trade is told in the busy shops of the dealers there, in the Kodak habit to which, Mr. Eastman observed, the Japanese are almost as addicted as ourselves, and in the figures in one of Mr. Ames' big books. These figures show that the Japanese trade is twenty-five times in volume what it was ten years ago. It could be written in five figures then—now it takes seven—fairly sturdy ones, at that. They also show that the demand for amateur supplies has increased faster in Japan than in any other country in the world for the same period.

Another peculiarity about the Japanese is that they want the best of everything; the better grades of Kodaks, the best lenses money can buy, and one order we saw called for 200 Graflex cameras of one type.

Somebody has said that the next best thing to originality is the ability to assimilate the ideas of others. The Japanese, in Mr. Eastman's opinion, have this ability to the point of genius. Perhaps it is this ability to recognize and adopt the best the Western World has to offer, that has made her the powerful nation she is today. Her army she patterned after Germany, her navy after England, and along the lines of industrial development she is taking her pattern from America.

As an example of her progressiveness along photographic lines, before and during the war, Seed and Stanley Plates were used extensively. Mr. Eastman, however, found them very enthusiastic over Portrait Film, both for its relief from transportation difficulties, and for its superior quality.

In the studios, Artura has no competition, and is used exclusively by all the



How Japan honored the inventor of the Kodak and the head of the world's greatest photographic industry.

leading photographers for their high grade work. It's the same story there, best materials, best equipment, and very often orders for special equipment, regardless of additional cost.

Japanese business is handled entirely from Rochester, shipments being made via San Francisco, Seattle, Tacoma and Vancouver. Shipments are also made from New York via Panama, especially large and bulky shipments of amateur supplies.

The ports of entry in Japan are Yoko-

hama and Kobe, the former for Tokio and the latter for Osaka. Tokio and Osaka are the great commercial cities of Japan, Osaka being also the great manufacturing center.

The dealers already mentioned, Asanuma & Co., Tokio; S. Kuwada & Sons, Osaka, and R. Konishi & Sons, Tokio, not only do a very large retail trade in their respective cities, but act as distributing houses for smaller dealers throughout the country.

WHICH PLANT WILL WIN?

FOR some months the company, through our Advertising Department, has been conducting a series of monthly photographic competitions.

These competitions are open to all amateur photographers, *except employees of the Eastman Kodak Company.*

In some instances, employees have confused these competitions with the one the *Kodak Magazine* is running for employees.

Please bear in mind that these competitions are entirely separate and distinct, and have no connection with each other.

The First Quarterly Competition (for employees) will close September 30th.

Subjects: Landscapes and Marines; Vacation "Good Time" pictures; Hunting and Fishing scenes.

Awards: \$100.00 cash.

| | |
|-------------------|---------|
| First Prize..... | \$50.00 |
| Second Prize..... | 25.00 |
| Third Prize..... | 15.00 |
| Fourth Prize..... | 10.00 |

Full particulars regarding the terms governing this competition were given in the July number of the *Kodak Magazine*

No entry blanks will be necessary.

Simply write your name and address (with name of your plant) on the back of the prints, together with the camera used, and send them in marked "Photographic Competition, Kodak Magazine, Eastman Kodak Company, State St. Office."

Permit blanks, giving the consent of any persons included in your pictures, will be supplied by the editor upon request.

The entries are coming in in good shape, and the competition promises to be decidedly interesting.

Send in *your* entries. Remember you can send in as many as you like, all together, or at different times, up to the closing date, September 30th.

Which plant will win the First Prize?

IMPORTANT!

Do you realize the importance of Fire Drills? Have you ever been in a large building where hundreds of people are employed when it was on fire? If so, you know the importance of conducting our fire drills as efficiently as possible. We have been a little slow, perhaps—let's see if we can't speed up a little. Take the training seriously, for some day it may stand you in good stead.

The Kodak Magazine

Published monthly in the interests of men and women of the Kodak Organization.

SPENCER HORD, *Editor*

| | |
|---------------------------------|-------------------------|
| GLENN C. MORROW | <i>Associate Editor</i> |
| NORMAN A. VAN DE CARR | <i>Assistant Editor</i> |
| Main Office | |
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| WILBUR G. WOODAMS | <i>Assistant Editor</i> |
| Hawk-Eye Works | |
| L. C. WHEELER | <i>Assistant Editor</i> |
| Premo Works | |

Address all communications to Editor, KODAK MAGAZINE, Main Office, Eastman Kodak Co., Rochester, N. Y.

ISN'T IT THE RIGHT IDEA?

THE machinery in the large factory was still. The men, after finishing their midday meal, had formed into little groups in the factory lunch room to gossip, or to dispose of the problems of the day according to their own particular ideas.

The superintendent was sitting at one of the tables idly watching the smoke rise from his pipe. Nearby two men were talking earnestly, and, as their conversation waxed warmer their raised voices brought these words plainly to the superintendent's ears:

"It's no use trying to get ahead," said one. "There's no chance for a man these days. Just think where I would be now if I had been treated fair. I've been here four years and the other day when they wanted a foreman to fill Jim's shoes they picked Foster. Ain't I just as good as he? Sure, I've been here twice as long and ought to have the job."

The superintendent walked over to the men slowly and stopped in front of them.

"Boys," he said, "I couldn't help hearing what you've been discussing and while I don't want to deliver any sermon, I'm going to tell you briefly about something that happened to me."

"I came to these works ten years ago as a machine hand. I learned the ropes a little by keeping my eyes and ears on the job every minute for three years. Then the foreman left and seeing a chance I applied for the job. And did I get it? No. Another man went over my head and got the job. But, this particular disappointment was much better for me than the foreman's job ever could have been. I made up my mind that I'd have to do something worth while to make myself worthy of promotion.

"Then, I buckled down to work. Five nights a week I went to school where I learned about electrical and steam engineering, shop practice and drafting and things that I needed to know in my line. Many a time I was tempted to give it up, for it was hard going after working all day in the shop, but I still had my eye on the foreman's job, so I kept on. Often the boys would call me a "fool" for devoting all my evenings a week to study as I did.

"After two years had passed the foreman's job was again open. I didn't ask for it this time. They gave it to me. I'm not telling you this as a boast, but I'm superintendent now just because I was "fool" enough to buckle down—study and learn.

"Now, boys, I want to ask your pardon for having butted in on your little discussion, but you well know that I couldn't refrain from telling you about myself, after I heard what you were talking about."

Just then the whistle blew and the two men "buckled down" to their jobs with a "can't keep me from gettin' ahead" determination to do as the superintendent and many other men higher up around them did—to apply themselves to their jobs—nothing else.

LOOKING AHEAD

To get ahead you have to plan ahead, so it pays us to keep as well posted as possible on future conditions.

The general business situation has undergone but little change in the last month and there is no immediate prospect of lower prices, although there is a tendency in that direction.

Crops generally have been good; the wheat crop in the aggregate will probably exceed 850,000,000 bushels; corn is coming along in fine shape; and the potato yield promises to be larger than last year.

Cotton promises the largest yield since the record crop of 1914. The price of sugar is on the down grade and the crop prospect is good. Grain, coal, and many other commodities would be lower if the transportation facilities were better, but this hindrance is being gradually overcome.

The Liberty Bond market is showing improvement and there has been a strong buying by individuals for investment.

The National City Bank, to whom we are indebted for this statement, remarks in its last review: "We have pointed out the fallacy of the argument that everybody should have his income increased in time of scarcity in order to enable him to buy as much of everything as he was accustomed to buy when no scarcity existed. The thing cannot be done because the increase of income does not increase the supply of goods. There is no hope of relief from the shortage of goods, or from high prices, or the chatter about profiteering until the people understand that the only remedy is in producing goods enough to go around."

To sum up the situation: prospects all around are brighter; workers now realize that increased production is the only remedy, and in our case you are responding nobly.

Don't expect a return to pre-war prices, but don't worry about shortages; put away every dollar you can for the

day when it will have greater purchasing power; avoid extravagant purchases; that is the solution of the problem.

AN IMPORTANT DUTY

If the personal items in the *Kodak Magazine* are a basis upon which to judge, the next census will show a material increase in the population of Rochester.

Now just 'sposing there was a most welcome new arrival in your family recently, there is one highly important duty you owe to him, or her, or them, as the case may be—that is, make sure that the birth is properly recorded with the local health authorities.

Has your doctor registered your baby?

Here are some of the reasons why births should be recorded:

To establish identity; to prove nationality; to prove legitimacy; to show when the child has the right to enter school; to show when the child has the right to seek employment under the child-labor law; to establish the right of inheritance to property; to establish liability to military duty, as well as exemption therefrom; to establish the right to vote; to qualify to hold title to, and to buy or sell real estate; to establish the right to hold public office; to prove the age at which the marriage contract may be entered into; to make possible statistical studies of health conditions.

Fill out this memorandum and preserve it for your baby. It may save him much time, money and inconvenience.

Baby's name

Date of birth: Day.....

Month..... Year.....

Sex.....
(If twin or triplet give No. in order of birth)

Birthplace..... Birth registration No.....

Father's name

Birthplace.....

Mother's maiden name.....

Birthplace.....

Attending physician

Home Address.....

THE FULL CORN IN THE EAR*

Mister Cam'ra, Mister Cam'ra,
 How did your garden grow?
 Were yours prize onions, beans, and corn?
 Did the judges tell you so?

ONCE more the judges of the Camera Works Home Gardeners Association have made their annual rounds of inspection, and, for the third successive time, two of the old stand-bys, Frank O'Grady and Elbert VanDuser, came through with prizes. O'Grady, whose record shows first prize in 1918, and a Special Cup for perfect lay-out and upkeep in 1919, repeated his achievement of two years ago and took top honors.

*This story belongs, by rights, in the Camera Works section, but the efforts of the Camera Works Home Gardeners Association have been so successful and their work so important that we are featuring it here.

THE EDITOR.

Elbert VanDuser, last year's "champ," equalled his 1918 record and pulled through in third place. The second prize for 1920 was won by Frank Holman, whose large garden, although heavily shaded and largely on virgin soil, showed remarkable production.

Perhaps you've thought that the life of a garden inspector was one continuous round of Sybarite ease and luxury. If so, you're wrong—dead wrong. To see them setting off in a nifty gas-buggy with nothing to do but ride around the city and look at potatoes and bugs and cabbages and rocks *looked* like a cinch—but, you should have heard the argu-



FIRST PRIZE GARDEN—OWNER FRANK O'GRADY



SECOND PRIZE GARDEN—OWNER, FRANK HOLMAN

ments! To begin with, right off the bat, the inspection committee included "Charlie" Rogers, "Hal" Baldwin, Harry Russell, "Herb" Thorpe, Horace Blackwell, Elbert VanDuser, "Ernie" Leroux, "Bill" Ryan, and C. W. Reid. Now, if you know these inspectors, you don't need to be told that none of them are exactly in the pacifist class. Consequently, when it came to figuring out just how many points Mr. So-and-So's garden deserved, there was considerable difference of opinion.

Add to all this the fact that there were fifty-nine gardens entered in the contest, and you will understand why it took five days and a half for the judges to make the entire rounds and pick the winners. They finally narrowed it down to eight of the best, and went over these eight again before making the decision. While they were at it, too, they covered about 150 miles of city pavement.

Each judge was supplied with a computation sheet on which to rate the gardens he inspected. These gardens were numbered, and the inspector knew the garden by its number rather than by the name of the owner. This is the way the record looked:

COMPUTATION SHEET

| | |
|-------------------------------------|-------------|
| Grade..... | Max. Points |
| Freedom from bugs and insects..... | 25 |
| Thorough cultivation..... | 20 |
| Maximum production..... | 20 |
| Spacing for proper growth..... | 15 |
| General neatness and layout..... | 15 |
| Assortment (Max. of 6) | |
| Allowances: | |
| Natural difficulties..... | 5 |
| Virgin soil..... | 5 |
| Which are the best vegetables?..... | |
| Why not 100%?..... | |
| Number..... | |

To make the judging still more accurate, every garden was classified and compared with others in the same grade. This grade was recorded in the space provided



THIRD PRIZE GARDEN—OWNER, ELBERT VAN DUSER

in the upper left hand corner of the Computation Sheet. The basis for grading was:

- Grade A—Back-yard garden worked by man only.
- Grade B—Back-yard garden worked by man and wife.
- Grade C—Vacant lot garden worked by one man.
- Grade D—Vacant lot garden worked by two men.

In the final analysis, when the best gardens had been visited and re-visited, the top-notchers showed these scores:

| | | |
|----------------------|----|------|
| Frank O'Grady..... | 98 | plus |
| Frank Holman..... | 95 | |
| Elbert VanDuser..... | 94 | plus |
| James Brown..... | 89 | plus |
| William Benter..... | 83 | plus |
| James Shaffer..... | 82 | |
| Charles Lemmon..... | 80 | |
| Joseph Camillio..... | 79 | |

On the basis of their first-hand observation of all these gardens, the inspectors are firm in their conviction that the Rochester Industrial Exposition pennant for Garden Exhibits is going to rest for the third successive time with Camera Works in 1920.

For next year, they offer one suggestion: that the gardeners give more attention to cultivation and lay-out. Plan your garden on paper first; then, stick to the plan!

One sunshiny morning not long ago, we saw a young man leaning far out from the window of an adjoining building.

As he stood a good chance of taking a tumble, we watched him to find the reason for the risk.

In one hand he had a printing frame which he placed on a small projection over the entrance to the building, where the sun could strike it.

The slightest jar or bit of wind might have swept the printing frame from its position, and possibly have landed it upon the head of some employee below.

Two needless and thoughtless risks. Safety First.

A WORD OF CAUTION

THE attention of the writer has been called several times recently to the experiences of friends in alleged x-ray laboratories.

It is, of course, understood that in the hands of competent, trained medical experts or "roentgenologists," x-rays are rapidly becoming of indispensable value in the diagnosis of diseases, but it is, alas, also true that the lack of knowledge on the part of the average person of the possibilities of x-ray science has been played upon by certain conscienceless organizations.

X-rays, since their discovery by Roentgen in 1895, have been enclosed in an atmosphere of mystery to the average layman; therefore it might be of interest to some, and a protection to a few, to know some of the possibilities of their use.

X-rays are merely a form of radiation, very similar to light. They differ from light in that they are not visible and in that they will penetrate substances which are not at all transparent to ordinary light. This does not mean, however, that the substances penetrated are seen by the observer in their natural perspective and colors. Far from it. X-rays penetrate substances in proportion to the density of the materials or "elements" in them; hence they rather easily penetrate flesh, which is made up of light elements like carbon, hydrogen and oxygen, but do not so readily penetrate bones, which include in their composition heavy elements such as potassium and calcium.

In making an x-ray picture of the hand, then, a photographic plate, in a light-tight holder, is put just under the hand. X-rays affect a plate—through the holder—quite like light, and when the negative is developed an outline of the bones is obtained.

By x-ray photography, then, we can only show "shadow" pictures of the parts penetrated by x-rays. We are concerned with interpreting results, which are displayed as outlines. By no system of present-day x-ray application can the entire

structure of the human body be seen as such. It is logical to reason, then, that the study of the shadow pictures obtained in x-ray photography is a very special phase of medical practice, requiring considerable x-ray experience and a knowledge of anatomy to intelligently handle, and in such difficult cases as stomach or intestinal disturbances helpful diagnosis can only come after a thorough examination of a series of shadow negatives.

Many sick people have been led to believe that x-ray specialists could actually see into their bodily structure and watch the organs function the same as though they were laid open on an operating table. This is absolutely wrong. Visual examination by x-rays is made in this way:—X-rays cause certain chemicals to emit light, or fluoresce. Calcium tungstate is such a chemical compound. What is known in medical science as a "fluoroscopic screen" is made by coating a layer of this compound on a piece of cardboard. When this sheet is put in place of a photographic plate, it lights up visually in proportion to the quantity of x-rays striking it; hence when the hand, for example, is held between the x-ray tube and the screen the rays going through the bones are stopped more than those going through the flesh, and the bones appear dark on a bright background. The image seen is merely a projection of x-rays through the hand and is in no sense a picture of the hand. When a patient stands before such a screen, the part examined, if covered at all, must be clothed only in some thin material free from buttons or other dense materials which would stop the x-rays. To attempt a visual examination of a man's chest covered with a woolen coat and vest would be absurd. It would be almost equally as absurd to attempt to diagnose diseases by merely standing a patient before a fluoroscopic screen without an added examination using plates or films; that is, of course, except in cases like broken bones or where metallic bodies

are embedded. In these cases the shadows are usually very distinct and certain.

It is refreshing to know, however, that the section of the medical profession which is specializing in x-ray diagnosis is indeed making wonderful strides in applying these principles. These specialists have developed a science for interpreting the "shadow" negatives which is daily becoming more exact, and hence more helpful to the public. Furthermore, manufacturers have made x-ray apparatus so simple that more and more physicians are studying their usefulness and bringing their benefits in wider measure to the general public. It is to such a specialist that one should go when in need of x-ray diagnosis. It won't cost any more in dollars and cents in the end, and if x-rays can give any help you will get it.

In conclusion, it is my own personal opinion that it is best to be very careful about patronizing any of the physicians or "commercial clinics" who advertise in the newspapers as being competent to make diagnoses with x-rays. I am assured by Dr. Sawyer that our own Medical Department will be glad at all times to furnish to us names of both competent x-ray examiners and medical specialists.

WILLARD B. HODGSON

Aug. 18, 1920

A "C. Q. D."

If you had to hunt for a house or a flat last spring you discovered that they were just about as scarce as hen's teeth.

The housing situation has not improved; meanwhile we have many new employees, and some old ones seeking quarters for the winter.

You can help relieve the situation; if you hear that any house or flat is likely to be for rent, please telephone Miss Crafts or Miss Gill, Industrial Relations Department, Main Office. If you wait until the house is placarded, or advertised, it will, in most cases, be too late.

IN WHAT CLASS ARE YOU?

Business experts, after studying employees in relation to efficiency, claim that in most firms of any size there are three kinds of men: ten per cent. who help, eighty per cent. who are a habit, and ten per cent. who are a hindrance.

First, the man who helps. He is the employee who takes a keen interest in the whole concern. He is glad when the company has lots of business. He really feels that he is part of the firm. He often does more than is expected of him. He tries to help. He puts in his spare time qualifying for a better job. When he is given a job to do, he does not enlarge on the difficulty or impossibility of it, but goes ahead and puts it over in a real satisfactory manner, for that which satisfies him usually satisfies his employer.

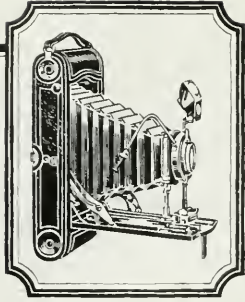
Second, the man who is a habit. He is a good worker, takes more or less interest in his job, but seldom worries himself in the least about the company generally. He knows no other job than his own, for he has made it a habit. He hates to be shifted from one job to another. Altogether he is a good, useful man, but keeps himself from promotion—he has nailed himself to a routine.

And now for the third man—the man who is a hindrance. This fellow hates his job and dislikes his foreman. He does not want to work and almost feels he has a grievance against the company for giving him a chance to earn his living. He is strong on objecting; great on refusing. He is against every new change and improvement. He hinders. He is a man who can never be promoted and sometimes has to be discharged, no matter where he may work.

Has this classification of workers ever struck you in this light, fellow Kodaker? If so, in what class would you place yourself? In what class do you think our employers place us?

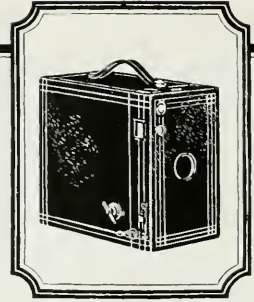
Tack yourself on the analysis sheet!

Where do you land?



CAMERA WORKS

HERBERT S. THORPE
Editor



CAMERA WORKS GARDEN INSPECTION

It might have been the city assessors or a group of real estate buyers, but it was not. It was the Garden Inspection Committee.

"Oh, Mother-r-r, here's some men who want to see daddy's garden." Mother comes running to the door, and, sure enough, the committee was there with big books and long pencils, and the expectancy of a 100 per cent. garden floating before their eyes.

"Go right back of the house, gentlemen. You'll find that my husband (or son) has worked very hard, and he's done every bit of it himself." First went the children, then the committee, and then Mother, all anxious to find out the result of father's labor.

We usually made a bee line for the cabbage. The prevailing conditions affecting this vegetable were certainly not 100 per cent. The cabbage worms have spoiled every garden! There is always something of a mystery about destructive bugs, and it seems illogical that nature should produce wholesome things, only to be made unwholesome by another of her products. However, don't get the

impression that the bugs and worms were all we saw. There were some mighty fine vegetables of some sort in almost every garden. It really makes hard work of judging when one has to look at rows of succulent carrots and juicy beets, to say nothing of tomatoes and beans, just crying to be eaten.

This year we had a little different arrangement regarding the Inspection Committee. Instead of a permanent committee of three—as in previous years—there was an alternating one of six. The idea was to get an entirely fresh view point from each committeeman—and we got it! Several gardens required great precision of judgment. Ask E. Van Duser, or Clarence Reid, or Horace Blackwell, or Chas. Russell, and then, if you don't get an idea as to what we run up against, ask Charlie Rogers. Charles was with us, and believe me, he is some cute little inspector.

There were 59 gardens entered in the contest, and the judging consumed five and one-half days of time and about 150 miles of travel. After carefully figuring up the points, and comparing one entry with another in the four distinct classes



THE GARDEN INSPECTION COMMITTEE AT WORK

of the contest, we were undecided as to whom to award prizes. In consequence of this, we called in the expert opinion of Hal Baldwin and rejudged the eight highest in points. Talk about splitting hairs! We had the Athletic Editor of the *Kodak Magazine* with us to umpire any fights that might occur. It is presumed that the garden inspection will be "written up" in the general section. Whatever the writer says about the gardens, he will convey only an *idea* of the beauty which really exists in a well laid out and well kept productive vegetable yard.

The final eight competitors, arranged in order of point of merit, are as follows:

| Reg. No. | Name | Points |
|----------|--------------|---------|
| 42011 | F. O'Grady | 98 plus |
| 32021 | F. Holman | 95 |
| 29011 | E. Van Duser | 94 plus |
| 16019 | J. Brown | 89 plus |
| 66090 | W. Beuter | 83 plus |
| 32018 | J. Shaffer | 82 |
| 45016 | C. Lemmon | 80 |
| 66013 | J. Camillio | 79 |

The contest would have run even closer had the competitors paid more attention to cultivation and lay-out. Most of the missing points were lost because of these two omissions. *Next year plan your garden on paper first; also make your rows continuous, running north and south. Don't be discouraged because you were not in the final number of competitors. Figure on being there next year, and plan ahead—it pays.*



FRANK O'GRADY
Winner First Prize in Garden Competition

"Jack" Robertson, our General Manager, is always interested in employees' activities and particularly so in the Gardening Association. He spent one morning with the Secretary visiting the Prize Winning Gardens, and don't run away with the thought that because "Jack" is a General Manager he is no gardener. Why, we almost think of commanding him on the Judging Committee next year.



ELBERT VAN DUSER
Winner of Third Prize in Garden Competition



FRANK HOLMAN
Winner Second Prize in Garden Inspection

COMPLETE STANDINGS OF COMPETITORS IN CAMERA WORKS' GARDEN INSPECTION, 1920

| Reg. No. | Name | Points Awarded | Reg. No. | Name | Points Awarded |
|----------|----------------|-------------------|----------|--------------|-------------------|
| 42011 | F. O'Grady | 98 plus | 32001 | A. Horton | 77 |
| 32021 | F. Holman | 95 | 66089 | P. Lynch | 77 |
| 29011 | E. Van Duser | 94 plus | 52009 | C. Schenk | 76 |
| 16019 | J. Brown | 89 plus | 63017 | H. Baldwin | 76 |
| 66090 | W. Beuter | 83 plus | 64017 | A. Walker | 76 |
| 32018 | J. Shaffer | 82 | 66028 | A. Wallace | 76 |
| 45016 | C. Lemmon | 80 | 7074 | J. Holoka | 76 |
| 66013 | J. Camillio | 79 | 22025 | E. Jewsbury | 76 |
| 66109 | C. Ford | 79 | 99004 | J. Goodbody | 76 |
| 12003 | H. Wandtke | 79 | 64078 | E. Kuhn | 76 |
| 55022 | F. Fisher | 79 | 32010 | J. Hept | 76 |
| 32017 | J. Vogt | 79 | 64028 | A. Haschman | 75 |
| 62004 | H. Blackwell | 79 | 24020 | V. Torrelli | 75 |
| 60 | Ehrman—Harroun | 79 | 23081 | C. Tillman | 75 |
| 70024 | W. Myers | 79 | 25009 | L. Nowack | 75 |
| 11026 | S. McConnell | 79 | 66079 | G. Lauth | 75 |
| 66036 | J. Kuhn | 78 | 23047 | A. Fleeman | 75 |
| 20014 | P. Camp | 78 | 64023 | J. Schriever | 75 |
| 52047 | H. Gosnell | 78 | 54006 | J. Miller | 75 |
| 66125 | W. Coon | 78 | 92507 | I. Kress | 75 |
| 45001 | E. Clarke | 78 | 57055 | N. Izzo | 75 |
| 52023 | L. Root | 77 | 64010 | L. Grant | 75 |
| 20058 | B. Roncinski | 77 | 64003 | A. Schuler | 75 |
| 90510 | C. Warren | 77 | 57028 | W. St. John | 75 |
| 65109 | R. Chamberlain | 77 | 64015 | A. Bender | 75 |
| 33047 | A. Fetzner | 77 | 20057 | C. Stewart | 75 |
| 64016 | W. Giblin | 77 | 63011 | G. Brooks | 75 |
| 66136 | J. Keehn | 77 | 66122 | F. Emerick | 75 |



MOST PRODUCTIVE GARDEN—OWNER, F. W. BREHM

FIRST PRIZE IN ESSAY COMPETITION
 "WHY I AM A GARDENER"

By GEORGE POWERS

Looking back to the days of my childhood I think I was always a sort of a gardener. I know I always helped in the garden then. Still, it was not until later years when the garden was my own that my real interest was awakened, and each year that interest has grown stronger and stronger until now my garden is as much a part of my life as each returning season.

I consider the time spent in my garden as my most profitable investment. Those first early spring days when I scan the drying earth and decide about how soon I can begin to work the ground, are days spent out in the fresh air and sunshine. Each moment so spent returns double interest.



GEORGE POWERS

The hours I spend in the evening in my garden are my tonic for the long days spent in the shop, and the benefits I have gained from having fresh gathered vegetables to place on my table cannot be counted. My garden is always a wonder to me educationally. Each year nature has surprises in store for me, and, never until my last crop is in, do I know just what she has been doing. She has taught me lessons in patience, faithfulness, and vigilance. My garden is also a benefit to me financially. I raise nearly all my winter vegetables, and, together with my orchard, my fruit and vegetable cellar, is a goodly thing to look at about Christmas time. I have also captured a couple of prizes on my vegetables in the Camera Works Garden Exhibit, which has been a stimulant for me to try and do a little better next year.

I hope in my declining years I shall always have a garden, and feel that as long as I can make things grow I am still of some use in the world.

SECOND PRIZE IN ESSAY COMPETITION
 "WHY I AM A GARDENER"

By FRANK FISHER

Gardening is my favorite occupation. To describe the enjoyments and benefits that I receive from my garden would be an impossible feat. I will attempt to say only the principal reasons.

Especially in these trying times when food is so scarce, and the cost of living is sky high, the home garden is a necessity. We must at least supply ourselves with all the vegetables we need summer and winter. We must have a garden, and do something extra besides our regular routine to make up for the loss that we incurred to secure our great victory in the World War. By increasing the supply we will satisfy the demand, and doing so, things will go back to normal conditions with greater speed. Not counting these patriotic obligations, think of the improvement for our health and community! The energy spent in working our garden will be fully replenished with red blood in our veins. It is hard work, we all know, and we may get tired—but not sick or lazy.

Eight hours of sound sleep will put us in excellent condition for the next day, and, believe me, the work I put in my garden brings peace and happiness to my soul. After I have spent an hour or two in my garden every evening I feel contented, knowing that I have done a little more.

I enjoy with keen interest planting things and watching them grow, and gathering them when they are at their best, for I know they are fresh, clean, more appetizing, full of natural flavor and goodness.

It pays to have a garden, no matter how small, and it promotes health and wealth. Let all of us have a garden next year.

AN APPRECIATION

The following letter was mailed to the Editor, and is being printed as a token of appreciation for services rendered by the company:

Rochester, N. Y.,

Mr. H. S. Thorpe,

August 8, 1920.

Dear Sir:

Through you, as Editor of the Camera Works Section of the *Kodak Magazine*, I wish to congratulate the Eastman Kodak Company and Mr. George Eastman—as the Main Spring—for the splendid system for the employees.

Had the misfortune to have my foot badly crushed while moving machinery in the factory, and had three bones broken, and a cut three inches long across the joint of my great toe. Great praise is due to Drs. Slater and Sawyer for the skill and attention they gave my foot, which is now as good as ever. The nurses were very kind and attentive.

The heads of the different departments are good-natured and the employees sociable. Most everyone has a smile.

It is a pleasure to work in a factory of that kind.

Yours very truly,

DAVID O'CONNOR

Several inquiries regarding the future of the Story Tellers' Class have elicited the information that the coming autumn and winter sessions will hold many surprises in the shape of competitions and general photographic work. Developing tanks and dark room apparatus will be at the service of the members, and there is no question that for interest and general education the Story Tellers' Class will rank ace high in our winter activities.

Leslie Jackson is wearing "the smile that won't come off" and we don't blame him. Just a little idea applied to his job netted him \$25.00 as an award for a suggestion. Don't say "It's luck," or "Pretty soft;" just figure out what the Good Book means by saying "Go thou and do likewise."

Sam Harvey and George Brooks are deadly rivals in tomatoes. They compare notes, and bring samples, and it's hard to choose the winner. Sam says he thought the Daylight Saving Law would shorten up the growing season, but he can't see where it has harmed the garden any.

Helen Englert, V. P. Assembling Department, was married to Henry Van Gemert on August 5th at St. Michael's Church. Best wishes.

John McGovern and Ed Colgrove are raising potatoes on a large scale. The trouble is now that they are worrying for fear of a large scale being raised on the potatoes!

"Visit your Gardening Exhibit at the Exposition."



PAYROLL DEPARTMENT PICNIC AT CAMEKO CLUB COTTAGE, SUMMERVILLE

McMurray and Campbell sure can swing a wicked club. Those \$8 clubs from Spaulding's are mighty tough and hard to break. Ask A. Heaphy. He knows. Millspaugh's golf is good, but his counting is not. Jack Heaphy's idea of "the end of a perfect day"—the ninth hole with the green in the center of the river.

On the date of this publication the Camera Works Gardening Association will have held its fifth annual exhibition. Several interesting photographs will be reproduced in the October number of the *Kodak Magazine*, and also pictures of the Industrial Gardening Exhibit at the Exposition.

"Visit your Gardening Exhibit at the Rochester Exposition."

Barney Alstad, our engraver in the Tool Room, took a trip to Washington and Philadelphia to visit the Bureau of Engraving and Printing, and also the U. S. Mint. On his return Barney said: "If you had seen all the money that they were making so easily, you would have felt the same way that I did—dizzy!"

Chas. Roller, of the Milling Department, had a slight accident with his new Ford the other day. The wires got crossed some way and caught fire. Charles grasped the burning wire and cut it in two with his knife. He burned his fingers, but saved the car. Quite a hero, say we!

Bill Lawrence, that genial soul from the Offices wishes to state that if there are any more weddings, from the 7th floor he will have to send out an S. O. S. for old shoes.

Joe Di Biase, of Department 11, turned in one of those "come back suggestions;" that is, a suggestion whereby the saving in material is figured each year, and a reward is made at different periods from the original suggestion. Joe has just received another "dividend" of \$25 from a suggestion turned in last year. One of this type is really worth while, and the additional awards should be an incentive to try hard for suggestions relating to saving in cost of production.

Sympathy is extended to Betty Johnstone, of the Office, on the death of her father.

WHO CAN BEAT THIS?

The Inspection Department is far from prominent in location, being tucked away in a corner on the 6th floor, but something extraordinary, or worthy of mention, cannot be "hid under a bushel" very long, and the fame of the department will be prominent from now on.

Here's the secret!

Charles Honck—better known as Charlie—has not been late for 26 years.

It seems hardly credible, but the records we have go to prove this fact. Furthermore, Charlie has not lost any time in all those years except in cases of absolute sickness. We have on file several men and women who have a perfect attendance of 1 to 5 years, but a record of 26 years was a new one. Charlie didn't boast of the fact either, but he had to acknowledge it was right. Whether Charlie has a special dispensation from the Gods of Luck, or whether he carries a rabbit's foot, or how he does it—we can't tell. Anyway, it's a proven fact, and it should be an incentive to try it out for at least one year, and then, to use Charlie's own words. "The rest is easy."

THE IRISH VS. THE GERMANS

No, this is not a history of the World's War, but just an Indoor Baseball game, and in spite of the opposing factions, a pretty friendly one at that.

The Shutter Room contains a live bunch of people who are very interested in sporting rivalry, and the idea of two "international" baseball teams created much interest. The line-up was as follows:

| IRISH | | GERMAN | |
|-------------------------|--------|-------------------------|--------|
| Rube Lynch | r. f. | A. Yahn | r. f. |
| G. Sullivan | 3rd b. | J. Miller | 3rd b. |
| A. Burchard | 2nd b. | W. Radtke, <i>Capt.</i> | 2nd b. |
| E. Burns | 1st b. | E. Henricus | 1st b. |
| H. Dennis, <i>Capt.</i> | c. | J. Zimmerman | c. |
| B. McGuire | l. f. | C. Eisenburg | l. f. |
| W. McFarland | s. s. | J. Fisher | s. s. |
| J. Maloney | c. s. | J. Zonneville | c. f. |
| R. Delaney | p. | A. Gressens | p. |

Exposition Park was the stage of the sham battle, and the real exciting point of the game was when the two battalions came to a close skirmish—much to the consternation of *Empire Ritz*—regarding a foul tip in the 7th inning. The Germans declared that the umpire had ear muffs on, but the Irish won that decision, and also the game, which ended in a score of 9 to 6.

Frank O'Brien, of the Tool Supervision Department, is wearing an extra smile these days. His wife presented him with a baby boy, and Frank will now have another subject to pose for his Kodak pictures, for which he is justly famous.

John Lowater, that popular figure of the Tool Room, is by test a first class tool maker, but he evidently is not as good a celery grower. John—so the story goes—planted seeds in July, and expected to eat celery in September. John should consult the Secretary of the Gardening Association, or else install electric current in his yard to hurry things along.

OBSERVATIONS

By "Z"

The other night
As I was at the Movies,
I saw a picture
Of a walking
Race.
You know
It has to be heel
And toe, and not running.
It struck me that it
Was a pretty
Fast way
Of
Locomotion
At that, and at
The same time I
Thought of the
Folks who
Come
Pell-mell down
The hall at noon.
I don't doubt that we
Have in our midst,
Especially the
Crowd
Referred to,
Any number of heel
And toe speed-artists who
Could give the men
I saw in the
Picture
A darn good
"Run" for their money at it.
There is no doubt
That there are
Some
Who don't touch
Both heel and toe and
Therefore would not qualify.
The guy that
Runs to
Beat
The conscientious
Heel and toe man, who
Is in a hurry also, is
Cheating and like
All who don't
Play fair,
Some
Darn thing
Or other happens
To him in
The end,
Such
As bumping
Into someone else
And cracking his "koko"
'N everything.
Adios.

Thirty-five girls from the office gave a farewell party to Florence Zimmerman, of the Inventory Department, who is leaving to be married. The girls congregated at Kane's Hotel, where a chicken dinner was served. Florence was presented with a beautiful table lamp as a token of good wishes from her many friends.



FOLMER - CENTURY

CLARENCE H. HARPER
Editor



ANNUAL PICNIC

On Saturday, August 28, 1920, the employees of the Folmer-Century Works held their annual picnic at Sea Breeze.

Joseph J. Dreschler, Jr., chairman of the picnic committee, worked very hard to make this picnic the best ever, and he surely succeeded.

The committee on sports and entertainment consisted of Albert Doering, Frank O. Perrin, Edw. McCormack and George J. Jost, who arranged a very attractive list of games and sports.

The committee on food and transportation consisted of Lester Silliman, A. W. Crittenden, Ambrose Smith, Frank Mathis, Edw. Langham and John Walz.

The illustration below shows the following committee members: Standing, left to right, L. Silliman, J. Dreschler, A. Smith, F. Perrin, A. Crittenden, F. Mathis, A. Doering, Edw. Langham, J. Kirvan,

John Walz. Front row, Edw. McCormack, George J. Jost.

Christian Fleischer, of the Metal Department, returned to work August 9, 1920, after a long illness. We are very glad to have him with us again.

We recently heard from Charles Akey, of the Metal Department, who has been laid up with a serious illness. Mr. Akey is recovering very rapidly and we hope to have him with us in the near future.

We express our sympathy to Henry Kunkel, of the Assembly Department, whose sister died August 12, 1920.

Richard Krieke, of the Assembly Department, who was on the sick list for some time, has returned to work.



OUTING COMMITTEE

NEW FOREMAN OF LACQUERING DEPARTMENT

Louis Deihl, who has recently been promoted to foreman of the Lacquering Department, began employment with the Folmer-Century Works September 7, 1909, in the capacity of an assembler, and through diligence in his work he advanced himself to his present position. Mr. Deihl is well fitted for this work and we wish him much success in his new undertaking.



LOUIS DEIHL

ELEVEN YEARS ON THE JOB

Richard Hoare, familiarly known as "Chief" at the Folmer-Century Works, began employment with the Company May 1, 1909. During the past eleven years Dick has been at his work every day. He is one of our Athletic Association's best boosters.



RICHARD HOARE

Careless handling of materials produces perhaps more accidents than any other single cause. The right way is just as easy as the wrong way, and takes no more time. Remember this when you are moving or handling materials.

OFF FOR CALIFORNIA

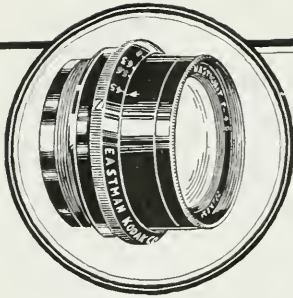


HARRY W. DAWE

Harry W. Dawe, one of the most popular employees of the Folmer-Century Works, left the employ of the Company August 21st, 1920, on account of ill health. This was an occasion of mutual regret, as Mr. Dawe was held in high esteem by his fellow employees, and nothing but ill health would take him from those with whom he has served so many years, and whose best wishes go with him. Mr. Dawe leaves immediately for San Diego, Cal.

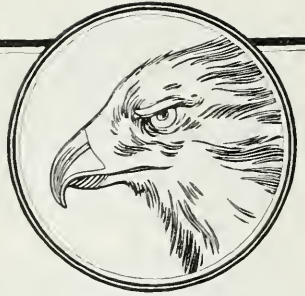
Charles Arthman, of the Case Department, and Helen Burpee were united in matrimony Aug. 11, 1920. Mr. and Mrs. Arthman left for a Western trip, after which they will reside at No. 3 Henion Street.

Don't be one of the smart guys who say: "Nothing ever happened to me and I've been on this job for ten years," and he expects you to believe that no accident can befall him. It only takes one accident, if it is serious, to make a cripple of any perfect man. An accident is like lightning—it may strike anywhere. But you can always be safe from accidents if you are careful and see to it that others are careful too.



HAWK-EYE

WILBUR G. WOODAMS
Editor



THE GIRLS' TEAM

If, in our enthusiasm over the work of the Hawk-Eye team in the Eastman Kodak Baseball League, we have forgotten to say enough about our girls, it is not because they are not playing winning ball. To date the Main Office has been twice defeated and Bastian Brothers lady tossers have been beaten three times. Two defeats have been suffered, one at the hands of the Wollensak Optical Company, and the other from Kodak Park.

Captain Lois Kurtz is not only playing big league ball herself, but is handling the team capably on the field. Captain Kurtz and Magdalen Hettel are our first string pitchers and are both dependable mound artists.

Jane (Babe Ruth) DeGraff, Queen of Swat-smithesses, is perhaps the find of the season. The two three-baggers and a home run that Jane poled out in the Main Office game, are samples of what she does with regularity.

Elizabeth Meerdink, who works behind the bat, handles herself like a veteran and is as steady as a rock in a pinch.

Alice Gears works like a Trojan wherever she is placed, and is especially valuable because she seems to be capable in any position.

Then there is Grace Wiemer, who fields her position like a star, and Ruth Kurtz, Ethel Reinhardt, Pauline Krzywick, Marion DeBurgomaster, Elsie Albers, Freda Topel and Caroline Cooligan, a galaxy of the baseball talent of which Hawk-Eye may well be proud.

William Schlegel, alias Bill, who is he? We couldn't very well talk girls' baseball and leave him out. He is the mentor, so to speak, the spiritual adviser and coach extraordinary. Bill has brought the team from a crowd of green aspirants up to one of the smoothest working girls' teams in the city and deserves all the credit that Hawk-Eye can bestow.



RUTH KURTZ
Lens Department

Baseball Star.
Trustee Hawk-Eye Athletic Association.
Champion Girl Sprinter.



MILDRED ZACKMAN

Cleaning and Inspecting Department

THE TRACK TEAM

Hawk-Eye's all star track team showed its worth Wednesday, August 11th, by winning the All-Scholastics open meet on the University track by 40 points over the nearest competitor. Clayton Schnarr, of the Lens Department, and Sam Marzulo, of the Mounting Department, walked off with 14 and 10 points respectively. It was a great evening for Hawk-Eye with seven men counting in the scoring. Captain Vass ran a pretty race in the half-mile event, but was nosed out at the finish by Kellogg of the All-Scholastics. Alfred Lovesky, of the Mounting Department, counted for 5 points. Johnny Authaler, of the Centering Department, added 8 more with a first place in the 220 and second in the 100-yard dash. The one-mile relay race was Hawk-Eye's event from the start.

Summaries:

100-yard Dash—Won by A. Fratter, Hawk-Eye; J. Arthaler, Hawk-Eye, second; L. Holden, All-Scholastics, third; time, 10 4-5 seconds.

High Jump—Won by C. Schnarr, Hawk-Eye (5 feet, 3 inches); tie for second between E. Angevine and L. Beers, both Maplewoods (5 feet, 2 inches).

Mile Run—Won by S. Marzulo, Hawk-Eye; G. Milliman, All-Scholastics, second; E. Underwood, Maplewoods, third; time, 5 minutes, 2 seconds.

Pole Vault—Won by E. Angevine, Maplewoods; tie for second between M. Hatch, All-Scholastics and C. Schnarr, Hawk-Eye; height, 10 feet.

220-yard Dash—Won by J. Arthaler, Hawk-Eye; A. Fratter, Hawk-Eye, second; L. Holden, All-Scholastics, third; time, 24 3-5 seconds.

120-yard Hurdles—Won by W. Pestke, Hawk-Eye; E. Angevine, Maplewoods, second; W. Gucker, All-Scholastics, third; time 16 3-5 seconds.

880-yard Run—Won by C. Kellogg, All-Scholastics; J. Vaas, Hawk-Eye, second; G. Milliman, All-Scholastics, third; time, 2 minutes, 12 seconds.

Broad Jump—Won by A. Lovesky, Hawk-Eye; C. Schnarr, Hawk-Eye, second; E. Angevine, Maplewoods, third; distance, 18 feet, 1 inch.

220-yard Low Hurdles—Tie for first between J. Caccamise, All-Scholastics and C. Schnarr, Hawk Eye; W. Pestke, Hawk-Eye, third; time, 27 2-5 seconds.

One Mile Relay Race—Won by Hawk-Eye; All-Scholastics, second; Maplewoods, third.

Team Score—Hawk-Eye, 61; All-Scholastics, 21; Maplewoods, 17

Best Individual Results—C. Schnarr, 14; E. Angevine, 11; S. Marzulo, 10; A. Fratter, 8; J. Arthaler, 8; J. Vass, 6; W. Pestke, 6; A. Lovesky 5; C. Kellogg, 5; J. Caccamise, 4; G. Milliman, 4; E. Underwood, 3; L. Beers, 2; M. Hatch, 2; L. Holden, 2; W. Gucker, 1.

The Hawk-Eye track team is scheduled to run in the Moose open meet and the City Championship meet, both of which are to be run off in September.

On August 11 William G. Eyer was elected a director of the Kodak Employees' Association to fill the vacancy caused by the resignation of Edward Thiem.

TENNIS

Hyman Rosenthal, of the Single Achromatic Lens Department, and Alice Gears, of the Production Department, won the two championships in the Hawk-Eye Tennis Tournament. Rosenthal matched with Donald Seitz in the first series, with Harvey Putnam in the second; in the third he eliminated Elmer Ingleby and won the finals by defeating Charles Hoffmeier of the Production Department.

In the Girls' Tournament, Alice Gears was forced to overcome Dorothy Morse and Josephine Van Lare to play in the finals, where she defeated Gladys Von Deben.

Both the winners are to receive a small individual cup, suitably engraved, from the Hawk-Eye Athletic Association.

MEN

| 1st Series | 2nd Series | 3rd Series | Final |
|-------------|-------------|-------------|-----------------|
| Weldon 6 | Dewey 6 | Rosenthal 6 | Rosenthal 6 5 6 |
| Springer 1 | Weldon 4 | Ingleby 0 | Hoffmeier 2 7 1 |
| Putnam 7 | Ingleby 6 | | |
| Johnson 5 | Tishler 3 | | |
| Gliddon 6 | Hoffmeier 6 | Hoffmeier 6 | |
| Altman 0 | Gliddon 0 | Dewey 3 | |
| Dewey 6 | Rosenthal 6 | | |
| Kempf 2 | Putnam 3 | | |
| Tishler 6 | | | |
| Sondheim 3 | | | |
| Rosenthal 6 | | | |
| Seitz 3 | | | |
| Hoffmeier 6 | | | |
| Klein 1 | | | |
| Ingleby 6 | | | |
| Tarnow 4 | | | |
| Fox 12 | | | |
| Roach 10 | | | |

GIRLS

| 1st Series | 2nd Series | Final |
|-------------|-------------|-----------------|
| Van Lare 6 | Gears 6 | Gears 6 6 0 |
| Ereth 4 | Van Lare 3 | Von Deben 1 1 0 |
| Kellett 6 | Von Deben 7 | |
| Henn 1 | Kellett 5 | |
| Gears 6 | | |
| Morse 1 | | |
| Von Deben 6 | | |
| Earl 0 | | |

We have a very strong competitor for the war garden championship in the person of Joe Bauerschmidt, who in partnership with the remainder of the Bauerschmidt family owns the Sunnyside farm at Canandaigua. Joe has 12,000 head of cabbage coming along in good shape. Joe hopes to get enough kraut out of the patch to carry his family through the entire season.

On Saturday, August 7th, Sam Marzulo, of the Mounting Department, went up to Buffalo and took third place in the Buffalo Courier Annual Derby in a field of over 50 entries.

Joseph Brady, of the Anastigmat Lens Department, was married Wednesday, September 1st. As a honeymoon Joe is taking an extended automobile tour through the South.



HAWK-EYE'S SECOND ANNUAL PICNIC

F. L. HIGGINS, J. T. O'NEILL, H. D. HAIGHT,
JOHN DINEEN

THE PICNIC

The Second Annual Picnic of the Hawk-Eye Athletic Association, which started Manitou Beach on Saturday, August 7th, was all that had been promised, from the first gurgle of the band outside the factory in the morning, to that "tired but happy" feeling which every one is supposed to pack home from any regular outing. It was an affair ground so that all hands were in focus. Hawk-Eytes, Hawk-Eyettes and Hawk-Eyelets were there in force, and each found a share in the fun and goodies. For the tiny tots in rompers, for those who could remember how it was done twenty years ago, for those who wandered off in pairs, for those who danced, or ran, or played—it was a memorable day in Hawk-Eye sport.

Mr. Weather Man must have felt the importance of the affair from the way he handled his end of the arrangements. Except for a shower, during the year and a half the punctured grub wagon made us wait, the day was made to order. The events ran off with a smoothness that was a tribute to the Committee.

And those ball games! If they were the whole picnic a man-size volume wouldn't cover the subject. Ask a fine-ground and wax-polished Hawk-Eyte about it and he gets 'em all muddled up. Can't tell whether it was Benny Levine or Ruth Kurtz who lined that one out in left. Was it Elizabeth Meerdink or Pete who caught that man off second? No, you're right; it couldn't have been Elizabeth. In the meantime, Bill Schlegel and George Brennan just sat there and grinned and egged 'em on. Oh, those were some Hawk-Eye games and we are glad the Main Office was there. We must give them credit for the best of sportsmanship.

Hawk-Eye has made a reputation for itself in the picnic line, and we had lots of visitors—some who thought it couldn't be done and some who



Y, AUGUST 7TH MANITOU BEACH

just wanted to see how it is done. Mr. Robertson was there from the Camera Works. Mr. Haight, Manager of Industrial Relations; Mr. Hord, Editor of the *Kodak Magazine*, and Mr. Thompson, General Safety Supervisor, came from the Main Office. We are glad to have had them with us because we are proud of our achievements.

Then those races! Did you see that pie disappear when Ezra Myers stuck his face into it? And that row of poplar trees looked like the teeth of a fine tooth comb to Ruth Kurtz as she won the girls' championship. And Leo Mason wore button shoes in the shoe race, and Loretta Ereth glided along with that egg in the spoon. It was one grand round of talent.

The feature of the Hawk-Eye picnic? The Kid-dies—the Hawk-Eyelets.

What would a picnic be without them? It was worth twice the effort for them alone. Pink and white, big and little, tow-heads, black-tops, and red-thatched roofs, they were all there, glad of it and ready to tell you so in a four-county voice. It was their day from peanuts to lollipops, with a couple of brass bands and lots of sport thrown in.

So we leave the picnic to memory for another year, but it is a memory of one of the finest exhibitions of Hawk-Eye spirit, or any other spirit for that matter, that could be expected this side of perfection. To Mr. F. H. Von Deben, General Chairman; to his Committees; to Mr. F. L. Higgins, Plant Manager; and to the officers of the Athletic Association, we can only say "thanks—we had the time of our lives."

The Tool Department had a large number at our picnic at Manitou, and everyone reports the best kind of a time.

Karl Manhold, of the Tool Department, has recently bought a new home and is comfortably settled in it.

JENNIE DE GRAFF, NORMAN CARROLL,
ELIZABETH MEERDINK

WILBUR G. WOODAMS

Not unlike the rest of us, Wilbur got his start when he was very young—going to school and playing around as is the custom. From the grammar school he entered West High School, where, aside from his studies, he gained recognition as a basketball player. Graduating in 1911, he entered the coal business and labored earnestly to help “keep the home fires burning.”



WILBUR G. WOODAMS

A high school education and the coal business did not appeal to young Woodams as the limit of his personal fitness to go on in the struggle of life. His ambition was to have a college education, so with this in mind he entered the University of Rochester in the fall of 1913 for a four-year course, graduating as of the class of 1917.

Mr. Woodams heard the call of his country in the late World War and was among the first to leave this city. He enlisted at Newport, R. I., on April 11, 1917, as a seaman in the U. S. Navy. Thirty months of duty is the period of his enlistment, and in that short time he rose to the grade of Lieutenant (Junior Grade).

As a returned service man Mr. Woodams came to us to take charge of our Department of Industrial Relations, a position for which he is well qualified. His work at the Hawk-Eye Works is not of the “cut and dried” variety, for he must be ready to meet the requirements of every new phase of work that comes within the scope of employment and personnel work. As Employment Manager he directs the hiring of new employees, the transfer of employees from one department to another, etc.,

and as Safety Inspector he guards the safety and well being of all our employees. As editor of the Hawk-Eye section of the *Kodak Magazine* he places before its readers all the newsy items of plant activities, and as manager of the Hawk-Eye Athletic Association his chief duties are to maintain interest and build up Hawk-Eye spirit.

Life in the Navy during a time such as the late war gives one a new and better view of the various types of men. The contact with these men as an officer gave Mr. Woodams the very best foundation possible, and coupled with his college training he is eminently fitted to direct our employment work. Editing a magazine is nothing new to Wilbur, as he did likewise as one of the producers of the U. of R. weekly, “The Campus.” Nor is athletic manager out of “Woodie’s” line, as he was manager of the 1910-11 West High basketball team.

Thus do we find our Industrial Relations Department at the Hawk-Eye Works in the hands of a very capable director.

THE TEAM

The Hawk-Eye team is going at a championship gait this season and deserves all the support the employees of the plant can give. We want to see every loyal baseball fan parked up in the grandstand at each of the remaining games with a chatter of good cheer that will make our boys play like Connie Mack’s 1913 World Champions.

Seven victories and two defeats give us a .777 percentage and the lead in the Eastman Kodak League. When we say defeats let us add that both were by a one run margin, a fact not to be overlooked.

Much of our success can be credited to the good pitching served up by Kozlowski, Marcille and Graham. Kozlowski, while he was with us, won two games and lost one; Graham is credited with one in his favor, while Marcille, our first string pitcher, has a present record of three victories and one defeat. Marcille pitches fast ball, works hard, fields his position well, and is dangerous at the bat.

Peterson is a tower of strength behind the bat. As field captain he directs the team. He receives and throws well, but shines as a swatter of the first order. His famous crouch over the plate gives the opposing hurler something to worry about. “Pete” hits the ball hard.

Moore at first, Felerski at second, Ingleby at short, and Prentice at third, give us a combination of fast fielders and good stickers. Moore’s past experience in fast baseball company is a big help to the younger players on the team. Leo Felerski’s playing at second and third is all that could be asked for. Ingleby is gaining attention both for his clever fielding and his stick work. Prentice, the youngest member in our infield, improves with every game played. “Charlie” Hoffmeier is our utility infielder, and fits in well with the Hawk-Eye system when needed.

Hawk-Eye lays claim to the fastest fielding outfield in the league. Levine, Wiedeman, Boehm and Van Lare are noted for their speed and they perform their task at the bat in true hard-hitting Hawk-Eye style.



KODAK PARK

ROBERT A. WEBER
Editor

KODAK PARK ATHLETIC ASSOCIATION PICNIC A SUCCESS

Despite the fact that Ontario Beach was visited by quite a heavy rain storm during the early part of the afternoon, the picnic of the Kodak Park Athletic Association, held Saturday, August 14th, was on the whole considered a great success. Over five thousand persons were in attendance and enjoyed every minute from the time they arrived until the orchestra put away their instruments and called off the dancing for the evening. The day was warm and ideal for bathing, many of the people spending the entire afternoon in the water.

A most unusual program of sports was prepared by the Entertainment Committee, and every number was greatly enjoyed, both by the participants and the spectators. The baseball game between the "old-timers" under Jim Ward, and Harvey Shannon's "Colts," was called off on account of the rain. The first real attraction was the Obstacle Race. After overcoming numerous difficulties distributed along the course, this race was won by Wm. Amering, of the Pipe Shop, with Charles Ratzel, also of the Pipe Shop, second. The Radish race for the girls was won by Catherine Skinner, Film Pack Department, and Harriet Hyde of the Film Rewinding. Much amusement was furnished by the Blind Hurdle Race. The contestants were shown the hurdles they were to jump and then blindfolded after being assigned a leader whose duty it was to tell them when they reached one of the hurdles. The men were lined up and the hurdles removed, after which the word was given to start. Most of the runners did not rely on the advice of their leaders but took no chances, making each step a jump, with the result that Wm. Amering and Charles Ratzel were again awarded the prizes by the judges as the result of their amusing antics. The Shoe Race was as usual a most interesting event, it being won by Hazel Mader, Black Paper Winding, with Anna McGurn, of the Film Shipping, second. George Tiffany, of the Box Department, set the pace all the way in the Cracker Race, followed closely by Ted McCrossen, of the Main Office. What they did with their crackers is still a mystery to many, as the majority of the contestants were still on their second and third cracker when the winners finished the latest version of "Yankee Doodle."

Due to the large number of entries it was necessary to run the Nail-driving contest in relays. In the finals of this event Edith Lee, Film Pack,

finished first, and Bessie Withers, Cine Packing Department, second.

Very few elopements are carried through without considerable trouble. This precedent applied to the Elopement Race, which, after the first attempt, had to be run over, due to the fact that there was some misunderstanding relative to the instructions, the choice of men by some of the girls, or some other perfectly good reason. However, the second attempt was successful, and Chas. Ratzel, of the Pipe Shop, and Bessie Withers, of the Cine Packing, won first prize, while second place went to Robert Eastman, Chemical Plant, and Veronica Cuhans, Film Spooling. Walter Grunst, of the Roll Coating Department, won first prize in the Water Race and H. Hudson, Research Lab., second.

Due to the late start, it was impossible to carry out the entire program, so the baseball game between the Kodak Park girls and the Alderman-Fairchild team, was staged at this time. This proved to be a real ball game. It was the first real test our girls have had against a team of experience, and during the early part of the game they exhibited a touch of stage fright, the large crowd also having its effect. The pitching of the opposing twirler was excellent, her delivery and speed puzzling the girls at the start. In the fifth inning, however, their old-time confidence in a measure returned, resulting in several hits, although no runs were secured in this inning. However, in the sixth a series of well-placed hits resulted in two runs which, although not enough to win, prevented a shut-out and the game ended four and two for the visitors. The features of the game were the strong, steady pitching by Laura Duby, her confidence and ability in the pinches, and the excellent fielding game played by Mabel Remillard at first, although it is hard to discriminate among the players, as everyone did her best and played good baseball all during the game.

The First Aid Hospital, under the direction of Dr. W. A. Sawyer and Miss M. Gaylord, proved to be a preventive rather than a remedy, as very few cases were treated, none of which were serious. An expression of appreciation is extended to B. William Carlin and the R. J. Strassenburgh Company for the use of the hospital equipment on this occasion.

The music furnished by R. Ives was excellent and proved mighty popular during the entire afternoon and evening.

Officials of the day were: Judges, Mrs. J. H. Haste, Mrs. P. S. Wilcox, Mrs. D. E. Reid, Mrs. P. C. Seel, Mrs. H. E. Van Derhoef, Mrs. H. H. Tozier, Mrs. A. Thompson, Miss K. Waldron, Miss M. Gaylord, J. H. Haste, C. K. Flint, P. S. Wilcox, L. Burrows, D. E. Reid, C. F. Hutchison, H. G. Dewey, A. F. Sulzer, R. C. Hands, H. E. Van Derhoef and H. H. Tozier. Starter, R. A. Weber; Scorer, D. McMaster; Announcer, R. C. Ruckoldt; Clerk, A. T. Welles.

Committee in Charge: General Chairman, James H. Haste; Vice-Chairmen, P. S. Wilcox, D. E. Reid; Transportation, H. E. Van Derhoef; Photography, J. Evanoff; Publicity, R. A. Weber; Cheeking, F. H. Gardner; General Detail, Arrangements, etc., A. Welles and Marguerite Ellis; Sports, H. H. Tozier; Entertainment, P. C. Seel; First Aid, Dr. W. A. Sawyer.

Men's Committee on Sports: Frank Henchen, Charles Suter, James Doran, Wm. Russell, Jack Brightman, E. W. Kintz, H. Hudson, Wm. Doane, Delmar Burrell and Albert Armstrong.

Girls' Committee on Sports: Marion Burns, Lillian Hoxie, Mrs. Collins, Hazel Decker, Carrie Vandermalle, Carrie Smith, Frances Fox, Florence Doescher, Maude McCann, May Goery, Josephine Rigney, Anna Walsh, Mrs. English, Mary Heliyh, Louise Roth, Susan LaDine.

To those who attended, "nuff said." To those of you who could not come, we express our sympathy for you sure missed one great time.

ASTRONOMY

Due to the fact that Mr. Harriet, who has been conducting the class in Astronomy, is leaving Kodak Park, the instructions for the present must be discontinued. This is greatly regretted by the members of the class, who are greatly interested in this study. The class presented Mr. Harriet with a thermos bottle and case, in testimony of its high regard.

A little suffragette arrived at the home of Carl Motzer of the P. & S. Department. Weighed 9 pounds. The boys and girls of the department enjoyed the cigars and chocolates.

NOON HOUR CONCERTS RESUMED

After several weeks of conscientious practice Kodak Park Band has resumed the noon hour concerts on the front lawn.

A very decided improvement is shown, not only in the class of music being played, but also the unity in which the members are working.

Much credit for the spirit of harmony which exists is due to the efforts of Manager Dierdorf, whose principal aim is to have the Kodak Park Band rank among the best in the city.

A farewell party for Ann and Kathleen Stelmack was given at the home of L. Smart, 47 Keehl Street, July 16th. Ann is leaving for Niagara Falls and Kathleen for Pittsburgh.

BLACK PAPER DEPARTMENT PICNIC

The annual picnic of the Black Paper Winding Department of Kodak Park was held at Troutburg. An excellent dinner, dancing and sports were enjoyed by all.

The following persons won prizes in the different events:

Auto Drivers' Race—C. McMann.

Fifty-yard Race for Girls—F. Hutchinson, 1st; Helen Reid, 2nd.

One Hundred-yard Race for Men—H. Hudson, 1st; R. Lehman, 2nd.

Potato Race for Girls—M. Grow, 1st; W. Clark, 2nd.

Older Men's Race—A. Davies, 1st; D. Burrell, 2nd.

Nail-driving Contest—Mrs. Burrows, 1st; M. Durham, 2nd.

Wheelbarrow Race for Men—T. Quigley, R. Lehman, 1st; C. McMann, L. Wadsworth, 2nd.

Sack Race for Girls—K. Jutsum. For Men—C. Comella.

Three-legged Race for Men—J. Kiernan, R. Lehman, 1st; A. Davies, L. Wadsworth, 2nd.

Time Race—C. Murphy, 1st; H. Hudson, 2nd.

Swimming Race for Girls—M. Ginther.

Swimming Race for Men—T. Quigley.

Ball Game—Married Men vs. Single Men—13 to 7 in favor of married men.



BLACK PAPER DEPARTMENT PICNIC

KODAK PARK EMPLOYEES

AWARDS FOR SUGGESTIONS ADOPTED FROM JULY 1ST TO AUGUST 1ST, 1920

| Name | Department | Suggestion No. | Name | Department | Suggestion No. |
|----------------------|----------------------|----------------|---------------------|---------------------|----------------|
| Ainsworth, C. H. | Film Pack | 48550 | Hincher, Lloyd W. | Box Shook | 49652 |
| Bach, Ed. J. | Carpenter | 59552 | Kenyon, Joseph D. | Drafting | 49179 |
| Baker, Charles | Roll Coating | 56281 | Larkin, Edward J. | E. C. & P. | 56729 |
| Banninger, A. | Sludge Acid Recovery | 80649 | Loveridge, E. W. | Dept. No. 50 | 54322 |
| Baybutt, R. | Sulphuric Acid | 51523 | MacArthur, John E. | E. C. & P. | 58419 |
| Behnke, Frank C. | Garage | 59020 | | | 58557 |
| Bracht, Frederick P. | Yard | 59132 | Markham, S. W. | Roll Coating | 32364 |
| Brearey, Ralph | Carbon Paper | 60854 | Martin, F. E. | F. P. S. S. | 49909 |
| Burns, Robert | Garage | 80184 | Marrison, C. W. | E. & C. | 84360 |
| Butler, H. R. | Emulsion Melting | 80007 | Masters, Julius | E. C. & P. | 58560 |
| Carr, Joseph W. | Emulsion Coating | 80380 | McCarty, John J. | E. C. & P. | 58568 |
| Clarke, Arthur | Garage | 49788 | McDevitt, J. A. | Drafting | 52045 |
| Closser, Frederic J. | Chemical Laboratory | 54743 | Miller, Charles | Sheet Film | 49920 |
| | | 54745 | | | 49932 |
| | | 54737 | | | 49824 |
| Cowles, Frank B. | Film Emulsion | 48402 | Moore, Wm. T. | Millwright | 80143 |
| Crane, W. | Waste | 56002 | Mullen, K. E. | E. C. & P. | 58654 |
| Davies, D. L. | Drafting | 84565 | O'Neill, Wm. | Machine | 48671 |
| Davis, Roy | Machine Shop | 41061 | Reynolds, S. G. | Roll Coating | 52258 |
| Doran, James P. | Drafting | 52052 | Roggie, W. J. | E. C. & P. | 58566 |
| Doyle, Frank E. | E. C. & P. | 84364 | Schuldes, F. | W. & W. Plate Emul. | 53026 |
| Entwisle, J. | Millwright | 58553 | Sexton, James | Yard | 80929 |
| | | 58554 | Slover, Clarence | E. C. & P. | 56731 |
| | | 58555 | Smith, Bert | Spooling | 84278 |
| | | 84365 | Spafford, M. V. | Silver Nitrate | 53709 |
| | | 84366 | Steele, Purcell | Garage | 80482 |
| Field, C. A. | Emulsion Coating | 80577 | Thomson, W. C. | Payroll | 60325 |
| Friedler, Martha | Dining Hall | 58648 | Van Huben, Lewis C. | Power | 85120 |
| Hauser, C. R. | Drafting | 52060 | Watson, James A. | Drafting | 54591 |
| Hawken, E. | Film Emul. Coating | 88074 | Williams, Frank | Drafting | 54555 |
| Herdfelder, Wm. | Tool Room | 52119 | Yates, Arthur | Emulsion Coating | 80573 |
| | | 54743 | | | |



CAMERA CLUB HIKE IN MAPLEWOOD PARK

THERESA ZICK WINNER IN GIRLS' TENNIS TOURNAMENT

First honors in the Girls' Tennis Tournament, recently held at Kodak Park, were won by Theresa Zick, of the Payroll Department, who defeated Ann Dalzell, of Building No. 35, in the finals.

Forty-three girls participated in the Annual Tournament, which was by far the most popular and successful ever held.

In the final match between Miss Zick and Miss Dalzell, an excellent brand of tennis was displayed, the score being 6-4, 6-4, 6-2. Miss Zick won in three straight sets, although each game went to deuce before it was decided.

The effort on the part of the management of the Association to stimulate interest among the girls, resulting in the assigning of a certain portion of the athletic field and tennis courts to them, is evidently being appreciated from the interest which has been displayed so far this season. An effort is being made to arrange matches with other girls' teams in Rochester, which should prove very interesting.



THERESA ZICK
Winner Girls' Tennis Tournament

Violet Taillie, of the D. O. P. Packing Department, and Elmer Kirchgessner, of the Drafting Department, were married August 17th by Rev. Hermenter, after which Mr. and Mrs. Kirchgessner left for Detroit. A shower was given on Friday, July 30th, by Miss Ellen Greely and Miss Leah Schultz, about 35 being present.

GIRLS' BASEBALL TEAM 100%

Early in April the Girls' Baseball Club was organized at Kodak Park, under the direction of the K. P. A. A. After several weeks' practice, during which numerous games were played by teams picked from among the girls who were interested in this activity, a representative team was picked with the view of meeting other girls' teams from the different firms in this vicinity.

Up to the present time they have not lost a game, having defeated the teams of the other Eastman plants as well as several of those affiliating with the I. A. R. A.

A contest has been arranged with the North East Electric team, champions of the I. A. R. A. League, and it is expected that Kodak Park will also compete in other series before the end of the baseball season.

Much of the team's success is due to the sterling pitching of Captain Laura Duby.

Results of the games played to date are as follows:

| | |
|---------------------|-------------------------------|
| Kodak Park . . . 33 | Hawk-Eye . . . 7 |
| Kodak Park . . . 19 | Bastians 3 |
| Kodak Park . . . 16 | Camera 0 |
| Kodak Park . . . 28 | Art-in-Buttons 5 |
| Kodak Park . . . 9 | Main Office . . . 0 (forfeit) |

EMULSION COATING DEPARTMENT PICNIC

About 80 members of Trick I, Emulsion Coating Department, Building No. 29, journeyed down to Point Pleasant on Monday, August 9. The trip was made by automobiles.

Upon arrival the feature event of the day was set. This was an indoor baseball game between Trick I and the visiting team, Trick III. C. Eysaman captained Trick I and T. Schubmehl Trick III. From the start Trick III gained a decided lead and continued to maintain it throughout the whole game despite the great effort made by Clint's men. The result was:

Trick III—15. Pitcher, Eckerson
Trick I — 9. Pitcher, Eysaman

J. Young officiated as umpire and he did it with grace and rare judgment, while "Doc" Yates capably assisted him at the bases.

Next an excellent chicken and fish dinner was served at the hotel and was thoroughly enjoyed by all. Mr. Blackwood gave the toast to the visitors. J. Lee, in reply, thanked the members for their cordiality and appreciated the fine sportsmanship evidenced, and expressed a wish that the same spirit would always continue. J. Young said he would vouch for its continuance, and tactfully assured them that after a few more work outs Trick I would more than win back their lost laurels.

The Olympiad then followed:

Fat Man's Race—J. Humphries.

100-yard Dash—C. Eysaman, 1st; E. Blinco, 2nd.

Ball Throwing—C. Wadt.

Quoits—E. Hawkens, W. Lambert.

Broad Jump—C. Eysaman.

Most Popular Man—J. Young.

Messrs. Blackwood, Miller and Yeoman were the committee in charge.

BUILDING NO. 33 PICNIC

On Saturday, July 31st, the employees of the F. F. S. Department journeyed to Point Pleasant via automobiles for a picnic. "Bill" Eddon took his Ford, and Harry Mostyn is still pale from riding with him.

At 1:15 the sports began. The first number on the program was an excellent chicken and fish dinner. Taber wanted to know what kind of fish it was without any bones (he had the tail). "Bill" Fauth spoke nary a word while dinner was served, and Fred Dorschell sure does care for rye bread. While waiting for Porey to finish his dinner, the toastmaster, Mr. Eddon, had everyone give a toast. Mr. Martin told several stories and recited a poem. Some of the fellows got nervous watching Brownie eat so we all went outside and let him finish, and on the way out Bullen tried to cop the cigars which were left. Everyone then went over to the ball game, except Percy Considine. He had his own sport putting on a tire from 2:30 to 5:00.

Forstbauer and Smith picked out teams to play Indoor Ball. Mr. Robinson *umpired* (?) (for "Chuck's" team). Swanson played first on "Chuck's" team, and with his long arms nothing got by unless it went between his legs. Baehr, on Smith's team, made a run home as the result of the catcher dropping the ball. Some reasons why Smith's team lost the game were that "Joe" Werner hollered too much and "Chuck" played between pitcher and catcher at short.

After the game we had a 100-yd. dash; some of the boys didn't like the start so they were left behind. Sherman was first and Swanson second. "Vic" would have been first, but he couldn't make his feet behave. In the Sack race Henderson and Baehr won. They are some hoppers. Mostyn was in this race, too. In the Three-legged race "Chuck" carried Green into first place and Brightman and Hietzler were second. The Cracker Eating contest was won by Kuhn. In the Wheelbarrow race, Kuhn and Bullen won by wiggling

home. The Time race was won by Helgler and Eddon. Brown and Brightman won the Potato race and in the Tug-of-War Smith's team pulled "Chuck's" team off their feet two out of three times.

About this time Dorschell, who, as the result of an accident, could only see out of one eye, thought it was getting dark, so he started the homeward glide, but Mostyn didn't ride with Eddon.

SOCCER TEAMS HOLD OUTING

The Kodak Park and Camera Works Soccer Teams held a joint picnic at East Maplewood on Sunday, August 8th. About 60 persons, including members of the two organizations with families and friends, together with numerous well-filled lunch baskets were transported to the picnic grounds in automobiles. A long list of sports was run off, the following persons winning prizes in the different events:

Relay Race—Won by Kodak Park Team composed of C. Kelly, R. Kelly, R. Rife and E. Allardice.

Wheelbarrow Race—Won by F. Gallagher of Kodak Park and A. Ackeroyd of State Street.

Distance Kick—J. Connelly, Kodak Park.

Place Kick—M. Rowe, Kodak Park.

Three-legged Race—J. Connelly and N. O'Connor, Kodak Park.

Baseball Game won by Camera Works.

Married Ladies' Race—Won by Mrs. Gallagher.

Time Race—Mrs. Eddon.

Ball Throwing—Dolly Kelly.

Race for Single Ladies—Miss Mahan.

Children's Race for Girls under 6—Naney Rife and Francis Connelly.

Boys' Race—C. Farrell and B. Rife.

Excellent prizes were given for each of the above events, and at the end of the day everyone voted the outing a complete success.

A vote of thanks is extended to Leigh Rife and Frank Gordon, who were in charge of arrangements



TWO MINUTES AFTER THE KNOT WAS TIED
GEORGE CANNAN, Plate Department

CAMERA CLUB

1st SEMI-ANNUAL CONTEST AND EXHIBITION

OCTOBER 1st TO 31st

PRIZES

The prizes will be in cash or photographic goods of the equivalent value, to be chosen by the winners.

1st Prize in each class \$10.00

2nd Prize in each class 5.00

3rd Prize in each class 1.00

6 Honorable Mentions in each class

CLASSIFICATION

All prints or enlargements entered in the contest, except those as stated below, will be grouped under five classes, as follows:

1. *Portraiture.*

The picture may be taken outdoors or inside, but is considered as a portrait only when the person or group of persons is the subject of interest, the background and surroundings being entirely subordinate.

2. *Landscape.*

This class includes out-of-door pictures taken in the Spring, Summer, Fall or Winter, which represent land scenery as the principal subject. They may include, however, people or animals, or small bodies of water when these are purely subordinate.

Sunsets over the land are classed as landscapes.

3. *Marine.*

Any water picture where the interest is not centered in some important persons or objects in the foreground which claim the greater portion of the attention are considered marines. Sunsets over the water are classed as marines.

4. *Architectural and Interiors.*

This class includes pictures where buildings or their interiors claim the most of the attention. People, if present, must be entirely subordinate. Doorways and porticos are included.

If there are no pictures entered in this class and there are some which cannot well be classified under the other four classes, this will be called the "Miscellaneous Class."

5. *Genre.*

Here will be classed all pictures of street or country life, or pictures in which figures are associated with surroundings or express an idea or thing.

In addition to the above five classes in which prizes are offered, there will also be a class to include freak photographs, photographs of athletic events, and other photographs which as such may be very good photographs, but could not be judged on the basis of artistic merit. Six Honorable Mentions will be awarded in this class, but no cash prizes.

RULES AND REGULATIONS

1. All members of the Kodak Park Camera Club, except the strictly professional photographers, may enter the contest for prizes. The latter are requested to help the Exhibition by entering pictures in it.

A professional is defined for this contest as anyone who has made photographic prints or enlargements of an artistic nature for money, or for the Eastman Kodak Company or other photographic concerns. Because, for instance, a person has run tests on developers or some such work, it does not bar him from the contest, since such work does not imply

that he can make prints or enlargements better than someone else.

2. Both contact prints and enlargements may be entered, and all prints or enlargements must be mounted individually, but not framed.

3. Anything in size up to 8 x 10 will be accepted.

4. Any number of prints may be entered in any class (or all classes), but not more than one prize can be won by a competitor in any one class. He (or she) is not barred from additional prizes in other classes. Not more than three prizes in all can be won by one competitor.

5. On the back of each entry must appear the following:

The title of the picture.

The competitor's name.

The Kodak or Camera used.

The lens used.

Stop and time of exposure.

Place where picture was taken.

6. The picture must have been taken by the competitor, but the print or enlargement may have been made by someone else.

7. The pictures will be judged on the basis of

(a) Artistic merit of the picture itself.

(b) Photographic technique.

(c) Mounting and general appearance.

8. All pictures winning prizes and Honorable Mentions will be considered at the disposal of the Camera Club. If published by a magazine other than *Kodak Magazine*, money received in payment of them will be turned over to the winners. Such money received by the winners will not cause them to be classed in future competitions as professionals.

OBJECT AND VALUE OF THE CONTEST

The object of the semi-annual contest is to stimulate a lively interest in artistic photography and to encourage the beginners as well as the more experienced photographers to do better work.

The beginners should take a special interest in submitting prints, since in later contests prizes will probably be offered for improvement in work. *Save the prints which are returned to you after the contest for this purpose.* The data on the back will be their identification in the future.

Every member of the Camera Club should do his or her part to make this, the first contest, a real success. By so doing he or she will not only help himself or herself photographically, and get an immense amount of pleasure out of it, but will also become a booster for the Camera Club.

If others see that the club is a live organization they will want to join it, too, and be able to enjoy its privileges. Any Kodak Park employee may become a member of the Kodak Park Camera Club by signing application for membership and upon payment of \$5.00, the yearly dues. Applications may be obtained from E. Goodridge, K. P. A. A. Office, Building No. 28.

E. P. WIGHTMAN,

H. HUDSON,

H. TUTTLE,

Contest Committee.

TENNIS PLAYERS ACTIVE

Under the new rating system, which has been adopted this year, some very good tennis is being played. Only thirty names are placed on the rating list, which constitutes the "Tennis Honor Roll." Any player whose name is not included in the list is entitled to challenge any of the last five players, and if he is successful in defeating his opponent, his name is placed before the defeated player and the thirtieth man automatically is dropped off.

The committee in charge of this activity realizes that there are many players on the Park concerning whom sufficient information is not obtainable for properly rating them. Perhaps some of these are entitled to be placed on this list.

If your name does not appear on this list, and you are desirous to be given recognition, the above mentioned means afford you this opportunity.

Following is the standing of the players on July 14:

- 1. H. Smith..... Building No. 26
- 2. H. Wilson..... Building No. 3
- 3. F. Willis..... Building No. 35
- 4. C. Thompson..... Building No. 50
- 5. C. Meulendyke..... Building No. 35
- 6. O. Sprague..... Building No. 23
- 7. W. Farley..... Building No. 12
- 8. G. Willis..... Building No. 3
- 9. L. Thomey..... Building No. 33
- 10. E. Huse..... Building No. 3
- 11. M. Hodgson..... Building No. 3
- 12. E. Gibbs..... Building No. 3
- 13. E. Craft..... Building No. 23
- 14. R. Wilsey..... Building No. 3
- 15. A. Bahr..... Black Paper Ctg.
- 16. J. McMaster..... Building No. 46
- 17. R. Stockton..... Building No. 42
- 18. W. Kerner..... Building No. 30
- 19. A. Welles..... Building No. 28
- 20. H. Sauer..... Building No. 12
- 21. H. Babcock..... Building No. 29
- 22. D. McMaster..... Building No. 29
- 23. E. Billings..... Building No. 3
- 24. L. Eberlin..... Building No. 3
- 25. H. Dunlap..... Building No. 12
- 26. A. Ballard..... Building No. 3
- 27. J. McGhee..... Building No. 3
- 28. F. Righter..... Building No. 3
- 29. B. Bush..... Building No. 3
- 30. D. Mungillo..... Building No. 3

Elsie Gray and Bernard Cliequemor were married August 18th at the home of the bride, 40 Malvern Street. On Monday, July 19th, a shower was given at the home of Irene Taillie by Clara Buckley and Violet Taillie, over forty girls being present. Needless to say that the gifts were many and beautiful.

Martin De Oude, of the Black Paper Winding Department, is the happy father of a new son, born July 15th, 1920.

Floyd, of the Cine Slitting Department, had a son born to him Sunday, August 8th. Name—Lealend Eugene. Congratulations.

Hazel Rolfe, of the F. P. S. Department, left Saturday, August 7th, to be married. She will make her home in Chicago. Hazel will be greatly missed by her friends in the F. P. S. Department.

DINING HALL OUTING

The first annual picnic of the Dining Hall employees was held on Sunday, August 15th, at "Coddington cottage," at Sea Breeze. The families and friends of the employees were invited, making a most congenial gathering. An excellent dinner was served, after which a number of sport events, under the direction of James Ives and Ray Thorpe, were run off. Prizes were awarded the winners, the women receiving candy and the men smokes. A baseball game was played between the "Kitchen" and the "Dining Hall." Due to the exceptionally large number of heavy hitters the game was called in the fourth inning as the ball was no longer fit for use. After the game came the water sports, in which nearly everyone participated. The most interesting event was the water race, which was won by none other than our famous chef of the Dining Hall, Fred G. Packard. Everyone was now ready for the supper, which, thanks to Ed., was some meal. Music, songs and dancing occupied the early evening, after which we cranked up "Henry," loaded in the family and proceeded homeward with that feeling of satisfaction which is brought about only by good fellowship, good eats and good smokes. A year will be a long time to wait for the second annual, but it is worth it.

Kate Douglass, of the Velox Department, and Albert Brighton were married August 4th by Rev. George Burns, Rector of Sacred Heart Church. On July 9th a shower was given at the home of Ruth and Gladys Meehan, about forty girls being present. Many beautiful and useful gifts were received.

On June 22nd Mrs. Cogger presented her husband, Sidney Cogger, of the Cotton Washing Department, with a 7-pound baby boy—name, Sidney Willard



ROBERT HAROLD HUDSON
6 months old. Son of H. Hudson, Research Laboratory.

PLANS RELATIVE TO EVENING SCHOOL CLASSES FAST MATURING

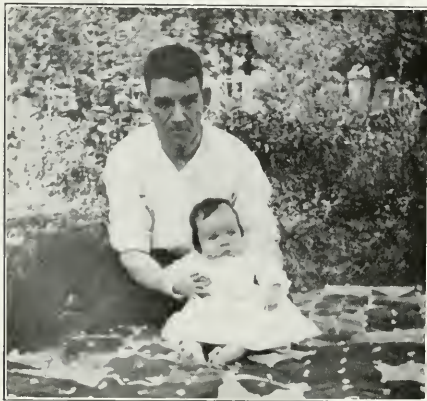
The details for the Evening School Classes to be held at Kodak Park during the coming fall and winter are being carefully studied, and as a result the difficulties in connection with the planning are daily being removed.

It seems best to begin the active class work the week beginning Monday, October 11th, and conduct classes for ten weeks, closing Saturday, December 18th, for the holiday season; reopen the week beginning Monday, January 2nd, 1921, continue for fifteen weeks, closing the week ending Saturday, April 9th, 1921. This program gives an evening school year of twenty-five weeks, which, according to the schedule published in the *Kodak Magazine* of August, permits of twenty-five lessons in subjects reporting once a week, and fifty lessons in subjects reporting twice a week.

It is the purpose of those planning the course of study to so divide the subjects that the completing of the twenty-five weeks' evening school work in a subject will mean the completing of one phase of that subject, for example—the course in Blue Print Reading is being arranged so that it will enable a student to become familiar with the principles underlying all drawings, and further enable him to read intelligently the drawings which apply to his particular trade.

In such courses as Chemistry, Mechanical Drawing, or Physics, which require years to master, the student when registering should plan to continue his study over a period of evening school terms that he may dig deep enough into the subject to realize its beauty and worth. It is planned, however, that the completing of one evening school term's work in either of these subjects will result in the covering of a definite portion of the subject. For example, it would be necessary to divide Physics into Course I, Mechanics; Course II, Electricity; Course III, Light and Heat.

Registration for classes will occur the latter part of September. Bulletin Board Announcements will keep all informed as to definite dates, the necessary blanks to fill, and such other facts as are needed. Keep the subject in mind. We want this school to give you just the help in your work that you feel you need.



The 5-months-old son of Arthur Murphy, D. O. P. Pkg. Dept.

G. Fenton, of the Industrial Economy Department, has accepted a position as Planning Expert with the American Wringer Company of Woonsocket, Rhode Island. His many friends at the Park wish him great success in his new position.

Florence Van Hoesen has returned to her work much improved after her long illness. Florence, we are glad to have you with us again.

P. H. Case has reached the top in professional golf. Other golf players on the Park will do well to keep shy of Percy.

Gertrude Cason, of the Velox Packing and Sealing Department, and Ernest Wager were married July 31st at the Holy Cross Rectory, by Rev. Father McCabe. A shower was given at the home of Dorothy Sheard on Monday, July 26th. Good luck!

The Roll Coating Department mourns the loss of Frank H. Whitney, whose death occurred very suddenly Sunday morning, July 19, 1920, at his home, 53 Miller Street. Mr. Whitney came to this Department, May 28, 1913, and has been a faithful and efficient worker, also a "booster" for the K. P. A. A., of which he was a member. We extend our sympathy to the family in their sad bereavement.

It's true it costs a lot more to live these days. It's worth more. There never was a time when it was possible to get as much out of life as at the present time.

An epidemic has appeared in the families of several employees of the Carbon Paper Department. It first showed its appearance at the home of Mr. Charles Carroll; shortly afterwards it appeared at the home of "Petey" Richter, and shortly afterwards "Jerry" Moynihan's home was visited.

No, dear readers, not a contagious disease, but larger families. Carroll and Richter were both blessed with girls and "Jerry" with a fine big Irishman.

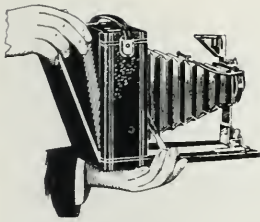
A fast game of ball was played July 23rd, when "Yates'" bunch of sluggers stacked up against "Smith's" Colts. Both teams were composed of employees of the Roll Coating Department.

The real outstanding features of the game were: the pitching of Albom, who struck out 8 men; a throw from center field by Nelson; a catch by Reithel of Chamberlin's foul; a slide to 3rd base through the mud, after failing to touch 2nd and fielding honors for Hedges, McSweeney, Van Valkenburg, Wake and Murphy.

Batteries: Wake and Swan, Albom and Reithel.

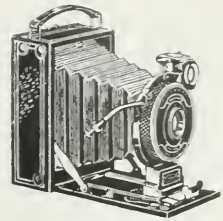
SCORE

| | | |
|------------|---------------|----------|
| | | R. H. E. |
| Yates..... | 0 0 0 0 0 0—0 | 13 3 |
| Smith..... | 0 0 0 1 7 x—8 | 9 3 |



P R E M O

L. C. WHEELER
Editor



PREMO CLUB NOTES

Join the Premo Club, dues \$1.50 per year.

We are glad to announce the marriage of Walter Martin, of the Accessory Department, to Mary Kathryn Kreuzer of 21 Rugraff Street. The wedding took place August 10th at the Holy Family Church. We wish them a full measure of happiness. Mr. and Mrs. Martin will reside at 21 Rugraff Street.

The marriage of Miss N. Winniver Foster, of 140 Adams Street, to Frederick C. Boeff, of the Cabinet Department, took place Saturday, August 7th, at the home of the bride. We extend to them our best wishes.

Margaret Black, of the Assembly Department, has been transferred to the Purchasing Department. We wish her good luck in her new work.

In tendering his resignation to us Elmer Krapp, of the Production Department, has this to say: "I have accepted a position in Detroit, Michigan, part time inside and part time outside, just what I need due to my run down condition from a recent operation, but I must say that the Eastman Kodak Company has always used me white." Elmer started to work at the Premo in 1913 in our wood-working department, and later was transferred to the Production Department. We wish him the best of luck in his new position.

Dorothy Wenzel, of the Box Camera Department, has hit on a scheme to cut down the high cost of living. Dorothy has started keeping chickens and is now supplying some Premo employees with fresh eggs.

John Butler, our young carpenter, whom you have seen around the Plant with his left arm in a sling, says that he doesn't know how he did it but he will never try the same stunt again around moving machinery.



CLARENCE OWEN
Vice-President Premo Club

Jennie Walzer had to visit the Medical Department the next morning after purchasing her new car because it made her so nervous when it balked.

Oh, boy! just look at "Mike" Schwan with his new "Tin Elizabeth," self-starter and everything; take it from us, he is going to make some smoke on the country roads this fall; so give him a wide berth.



SOME OF THE BOX CAMERA DEPARTMENT GIRLS



MARIAN HARRIS
Purchasing Department

No, Cupid doesn't care into what department he sends one of his darts; this time the Employment & Service Department being hit. Justine Cunningham, Premo's nurse, accepted another position in which she has taken a life partner. William McNulty is the fortunate man.

Cecil M. Clifton, of the Wood-working Department, is now in Oklahoma. His father is ill and needs him at home. Clifton has our best wishes and we hope to see him back with us soon.

Thanks to my friends of the third floor for the beautiful flowers they sent me during my recent illness.
Harold Fleischer.

When things do not go right, grit your teeth, dig in and straighten the thing out. In a great many cases we are wrong ourselves, but will not admit it. The man or woman with a steady job is a happy person and has much to be thankful for.

May Bell Rannie, of the Leather Case Department, was married to Louis Frenz on July 22nd. They will reside at 506 South Avenue. Best wishes from us all.

The employees of the Premo extend to Frank Sherman and family their sincere sympathy on the death of his father-in-law.

We extend to Robert Wetzel, of the View Camera Department, and his family, our sincere sympathy on the death of his beloved mother.

Get the safety habit—give safety advice. It is better to lose several minutes avoiding accidents than to lose several weeks from an injury. If you see a man acting carelessly tell him about it; don't be afraid to hurt his feelings.

RECOGNITION AND AWARDS FOR
SUGGESTIONS ADOPTED AND
PUT IN FORCE FROM JULY
1 TO AUGUST 1, 1920

IMPROVEMENT IN PRODUCT
Mrs. Kate Titus

REDUCTION IN COSTS
William Travis

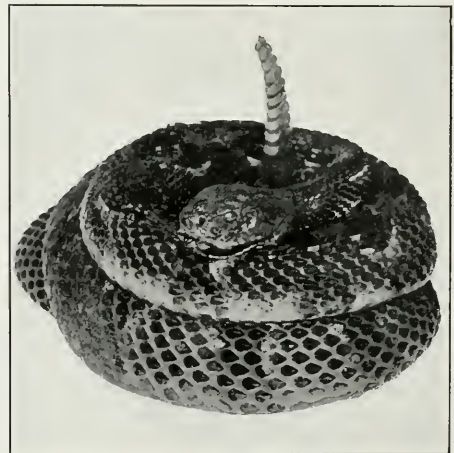
IMPROVEMENT IN MANUFACTURING METHODS
Charles Werder Anthony Aman

REDUCTION IN ACCIDENT OR FIRE HAZARD
Reata Davis Allie Yahn Carl Schultz

GENERAL MAINTENANCE OR CONVENIENCES
John Stanton

ONE WHO BELIEVES IN THE SAFETY
OF OTHERS AS WELL AS HIMSELF

When Frank Sherman, of the Experimental Department, was spending a day in the country photographing, he saw a sign which read "Picture Ahead. Kodak as you go." Frank pulled up by the side of the road and when he stepped out of his car he thought he heard one of his children's rattles drop, but on closer observation soon found that it was a rattler, but not of the kind the children play with. Having previously taken a course in Safety First through the Rochester Safety Council, Frank knew just what to do. He seized his Premo Combination Tripod and the battle was on. After killing the snake he brought it home just to show us that this was a real *snake*. It measured three feet three inches in length and had nine rattles, one of which Frank carries for a pocket piece. "Pete" Gruber tanned the skin, out of which Frank has had some very pretty pocketbooks made.



FRANK SHERMAN'S SNAKE

We do love fresh air. That is why you see our windows go up each morning. Our young country school ma'am in the Employment Office, Irene Wilt, wants to know why some of you punch press operators, who take your morning smoke outside the windows, don't buy tobacco.



Alice Garrett
Of Assistant Superintendent's Office

ASSISTANT EDITOR'S NOTES

If employees of the Premo think we can make this Department interesting for all of you without you sending in the happenings of your Departments and families, you are mistaken. Why not send in a snap shot of the big fish Vernie Osborn caught, Charlie Young's girl, William Young's fine bulldog or a view of the only Essex car? All these make interesting stories; bring them in, any snap shots that you have. None of us can write so well, as you can see by this, but because you are not a college professor, should not keep you from getting out a pencil stub and jotting down a few notes. Send them in, we will tell you if they are accepted. Let us try!

Is it a scarcity of paper, or the shortage of pencils, or lack of enthusiasm, or are you going to spring a surprise on us? What we want is more news from the fourth and fifth floors.

Turn to the Athletic Section for your baseball and other athletic news.

Premo baseball news: Five games played—one whitewash—one rough dry, and at last a clean sweep, 5th place. Atta boys! MORE PEP.

Save your money and buy a home.

Practice, preach and boost for safety. It may save someone's life.

"Bobby" Bond has made a great start toward becoming a successful tool maker in the purchase of a tool box, very generous in size and a nice bright color. This tool box would be the pride of the tool room only for the fact that some of the tool makers are jealous (their tool boxes won't hold half as many tools as Bobby's will). Quite recently he found a large size spike protruding from the cover of his tool box, and upon trying to remove same with a nail puller, found the spike was only a dummy fastened on with wax. "Bobby" says it beats all how jealous some people are.

Mrs. Richard Grady, of the Lacquer Department, has been confined to her home on account of sickness, but is reported as improving. We are glad to hear this and hope to see her back with us soon.

When Archie Cox, of the Press Department, saw the errand boy come in driving a "Ford," he said he was going to apply for a transfer and become an errand boy.

Have you seen the dandy new diamond Esther Levy of the Focusing Department is wearing? Tell us, Esther, is it really and truly?

You men fishermen can all take off your hats to Myrtle Williams, of the Bellows Department. You see, Myrtle spends her week ends at Conesus Lake and if the basket of fish we saw is a sample (she says they were), apparently she knows what kind of bait to use.

Do you wear one of our three-color buttons, red, white and royal blue? It is the official recognition of membership in the Premo Club. You can procure yours from "Bert" Wilcox for twenty-five cents.

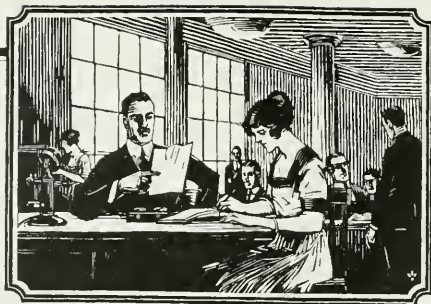
Apparently Hilda Hinkson and Bertha McDowell, of the Covering Department, have no fear for vehicle traffic when they take their daily short cut across South Street. Don't let us see you again, girls, reading the *Kodak Magazine* while crossing this way or we will give you a write-up.

Walter Martin, of the Accessory Department, who left us September 23, 1919, to accept another job, is back with us again. He says he is cured, as he finds the Premo is a pretty good place to work. Welcome.

Dear Mr. Wheeler:

I want to thank the Premo Works for the kind assistance they gave me in the time of my trouble when my beloved mother passed away. Having no relatives and being alone, I do not know what I would have done if it had not been for Dolly Cody, the Visiting Nurse, Walter Van Sanford and you. It certainly is the most wonderful Company that I have ever heard of, and even in my sad state of mind it makes me feel happy to think that I work for a firm like the Eastman Kodak Company.

(Signed) THERESA SCHUPP.



N. A. VANDE CARR Editor

K. O. R. C. Outing

Over four hundred members attended the cruise of the K. O. R. C. As the first big event in the history of the club, this outing was a success far beyond expectation.

The picnickers were carried by train from the B. R. & P. station to the Genesee dock, where the Ontario No. 2 was waiting to carry them to Cobourg.

Harry Seaman and his committee were already on the job when the picnickers reached the boat, and had enough food prepared for an army. "Hot's," sandwiches, pop, peanuts, ice cream and lollipops were very much in evidence.

As soon as Harry had the crowd filled up, Willard Hodgson had charge, and started the ball rolling with the afternoon's entertainment.

His committee consisted of the following members:

| | |
|--|---|
| <p>STUNTS R. A. Robertson Ed. King Ed. Penney Miss Sheridan F. X. Bartlett W. B. Hodgson</p> <p>DANCING Walter Pierce Miss F. Wright R. A. Robertson Miss H. Storr</p> | <p>ATHLETICS Harry Seaman Miss Keefe F. C. Martin Miss Sheridan</p> <p>SINGING Miss M. Mattern Fred LeClare Ken Williams Miss Storr</p> |
|--|---|

The following list of events were run off and prizes awarded to the winners by Bill German:

| | |
|-------------------------------------|--------------------|
| EVENTS | |
| Shot Put—Men and Girls | |
| Mildred Warren, Drinking Cup | Sales Dept. |
| Gumdrop Race—Girls | |
| Florence Homan, Silver Tape Measure | Shipping Dept. |
| Obstacle Race—Men | |
| Walker Fielding, Thermos Bottle | Shipping Dept. |
| Shoe Race—Girls | |
| Lois Greenwood, Gold Pins | Order Dept. |
| Valet Contest | |
| Christine Barket, Daisy Pin | Stock Dept. |
| Kiddie Kar Race—Men | |
| Ignatius Houley, Flash Light | Stock Dept. |
| Kiddie Kar Race—Girls | |
| Christine Barker | Stock Dept. |
| Teams of 3—1 girl, 2 men, each | |
| B. German, Cigars | Order & Mail Dept. |
| GRAND PRIZE | |
| Christine Barker, Kodak | Stock Dept. |
| Ignatius Houley, Kodak | Stock Dept. |

It was not long after the athletics were over before the orchestra jazzed up and a goodly crowd was tripping the light fantastic over some other fellow's toes. Some one hit upon the bright idea of dancing on the forward deck as well, for it would have taken more than windows to conceal the strains. The jazz kept up a steady stream until the boat pulled inside the pier at Cobourg, where the orchestra went ashore with numerous others to get refreshed. They did and the music was even better coming home.

Everyone got back on time, which was remarkable in that so large a company went to inspect a wave house over on a neighboring pier.

Lunch boxes were unwrapped again and as soon as the orchestra untied their nose bags they jazzed up again.

Carl and Marie Mattern filled in the musical program with several pleasing songs. Carl also led singing *en masse* on the top deck.

We did get home a wee bit late, but what's a couple of hours among friends?

We will all be able to live the picnic over again, for Jimmie Evanoff, of Kodak Park, was on the job with his movie camera and those who did not go can perhaps see the pictures and see what we saw.

OUTING COMMITTEE

| | |
|-------------------|-------------------------------|
| Wm. J. German | Grand Chairman |
| N. A. Van De Carr | Chairman of Music & Publicity |
| Harry Seaman | Chairman "Eats" |
| Chas. Johnson | Chairman Transportation |
| W. B. Hodgson | Chairman Entertainment |

ENTERTAINMENT COMMITTEE

| | | |
|---------------------|------------------|--------------------|
| <i>Supervisors</i> | | |
| Geo. Blair | Spencer Hord | Mrs. Armstrong |
| | Miss Williams | |
| <i>Safety First</i> | | |
| Chas. Howard & Co. | <i>First Aid</i> | <i>Photography</i> |
| | (No snake bites) | Morley Reid |
| | Dr. R. B. Crain | John Henn |
| | | Edwin Fritts |
| | | Mr. Tirston |

THE PARCEL POST DEPARTMENT PARTY

On Friday evening of July 31 eighteen girls in the Parcel Post Department gave a party for Ruth Campbell, in honor of her birthday.

Everybody enjoyed dancing, as well as other activities of the evening.

Piano solos were given by Ruth Kriner and Florence Homan, and a violin solo by Esther Lusk.

A quartet consisting of Florence Homan, Geraldine Hall, Ruth Kriner and Kathryn Gaylord sang several selections.

Ruth received a beautiful gift of a silk mesh bag from the guests.

BOOSTING THE BATTING AVERAGE

"Our team?" replied the middle bloomer girl to the reporter's query. "Oh, they're comin' fine! Say—why don't you come around to the games and see for yourself?"

"Why, we haven't been going very long, you know—but, just give us time. That was a great Moonlight Dance we had—but, you were there, weren't you? Sure, we had a dance together. Must 'a been about three hundred Kodakers on the good ship 'Glenn' that night, I'd say, wouldn't you? Well, anyway, we got enough out of it to get our uniforms. And had a good time, too."

"Say, you don't know any good players around the building, do you? Tell 'em to look up our manager, Ruth Gill, in the Industrial Relations Department. We need 'em."

"What's that? Going to put our picture in the Magazine this month? On page 45? We'll be looking for it. G'bye!"

HYPNOTISM—BESSIE?

The twelfth floor takes a lot of pride in its round representative on the Girls' Baseball team. According to the "dope" gathered from the best sport critics, our little Bessie Leonard is about the most efficient shortstop that ever wore bloomers. Of course, girl-like, she has her share of the little vanities. Witness: this little incident which occurred in one of the recent practice games.

Bessie was holding down her position and absent-mindedly powdering her nose during a lull in the hostilities. Suddenly a grounder came bounding over into her territory. This she promptly stopped by sitting down on it. Regaining her feet quickly, she hurled her powder puff accurately to first base, at the same time slipping the ball into her pocket. The "Ump" awarded the batter a home run on the ground that the ball had disappeared from sight and Bessie was credited with an assist. Everybody happy? Let's go!

MAIN OFFICE EMPLOYEES

AWARDS FOR SUGGESTIONS ADOPTED JUNE 25 TO JULY 21, 1920

| | |
|------------------|------------------------|
| W. Bailie, Jr. | N. Y. Branch |
| A. Bragg | S. F. Branch |
| M. M. Coan | Engraving Department |
| A. W. Collins | Shipping Department |
| L. Elliott | Shipping Department |
| C. L. Gragg | Stock Department |
| M. W. Handy | Welfare Department |
| E. L. Heberger | Bookkeeping Department |
| F. O. Herbert | Stock Department |
| C. J. Howard | Stock Department |
| M. L. McLaughlin | Billing Department |
| C. Mattern | Engraving Department |
| R. A. Miller | Stock Department |
| G. M. Nolan | Mail Department |
| G. A. Pemberton | Maintenance Department |
| L. Perrand | S. F. Branch |
| C. H. Ruffner | Advertising Department |
| B. A. Smith | Maintenance Department |
| I. Stape | Order Department |
| C. M. Stedman | Stock Department |
| D. H. Stewart | Patent Department |
| A. S. Stillson | Advertising Department |
| C. A. Sunblad | Stock Department |
| W. B. Udart | Shipping Department |
| C. J. Van Allen | Sales Department |
| K. W. Williams | Service Department |

Mary Anderson's sunny smile has gone from Desks No. 2 and No. 2A, R. O. Department. All the girls miss her cheery face. Mary is now in Chicago visiting relatives and from all reports is enjoying herself immensely.

It took Ceil Devaney 'most a month to convince us that she really caught a batch of fish while summering at Manitow. However, a "snap" of Ceil taken with the fish proved to unbelievers that it was no camouflage. Tell us how you baited the hook, Ceil!

Cherries, oodles of them, big and luscious, from W. C. Hieby's own farm, were eaten with gusto by the "R. O." girls. Mr. Hieby sent a box to Mr. Fisher, who suddenly became a very popular man. Oh, but they were good! Many thanks, W. C.

We congratulate Ben. Harris on his new position as assistant to Mr. Lansing, and wish him all kinds of good luck.

We extend a glad welcome to Nellie Cummings, of the Testing and Packing Department, who has returned with improved health after an absence of several months.

Catherine Kennedy spent a delightful vacation in Pittsfield, Mass., and Schenectady, N. Y.

Jacques Roberts left August 11th for Camp Upton, Long Island, with the Machine Gun Company for two whole weeks. Some "Rookie," eh, what?

The K. O. R. C. is still swelling its membership. Among the new members enrolled are: George Eastman, Frank W. Lovejoy, Frank S. Noble.

Bertha Mischler, one of our visiting nurses, has gone to Berne, Switzerland, to visit her parents. Miss Mischler is on a six months' leave of absence. We hope she will return to us after her trip. Miss Mary Harriman will act in Miss Mischler's place during her absence.

We wish to congratulate Donald Stewart, of the Patent Department. He is the father of a bouncing baby boy of 7½ pounds, born August 7, 1920. Donald Holt Stewart, Jr.

Jean Gaffney is at "Glenmore," Big Moose Lake.



K. O. R. C. OUTING

1. The Start. 2 and 4. "Eats." 3. Jimmie. 5. On our way. 6. Harry Seaman, Eats Committee. 7. Bill German, General Chairman. 8. Robbie spots his friend. 9. Committee group. 10. Gum Drop race.



K. O. R. C. OUTING

1. First Aid bunch. 2. The Ark. 3. "Wild Willard." 4. Valet contest. 5. Obstacle race. 6. The College gang. 7. Winner of Shoe race. 8. Rounding the turn. 9. On the Bridge—not at midnight. 10. "Jazz."

The V. P. K. girls of the Testing and Packing Department held their annual picnic supper at Ontario Beach, August 3, 1920. There was fun in abundance for themselves and their guests, and all reported having spent an enjoyable time.

Oh, how the mail girls of the 15th floor enjoyed themselves at the farewell party tendered Ebba Bahrman. Theatre, Coffee Shoppe, 'n everything! Ebba has gone to Michigan to visit relatives and we will all miss her sunny smile.



V. P. GIRLS, TESTING AND PACKING DEPARTMENT OUTING

Married—Hazel Hudson and James J. Regan. Good luck, Hazel.

Grace Bowers, of the Service Department, and Lyman Bailey were married July 31st. Mr. and Mrs. Bailey reside at 30 Wilmington Street.

Married—Walter Peer, of Shipping Department, and Miss Anna Deisinger.

Esther and Helen Hudson spent a two weeks' vacation in New York.

Irene Mauer, of the Credit Department, had a very successful vacation at Owasco Lake. She brought back a fine coat of tan and five fresh scalps. As soon as Irene can get the Bradstreet reports back congratulations will be in order.

A very much enjoyed reunion took place in Detroit a few weeks ago, when Ella Huek, Mayme Sweeney and Neva Potts, together with some of their friends, journeyed to that city and were met there by our old friend and associate, Julia Jowett, now Mrs. Harry Eckerson.

Evelyn Montgomery and Marion Allen, of the Advertising Department, spent two weeks' vacation on the Boardwalk at Atlantic City. They probably need new shoes by this time.

Hilda Bramer, of the Advertising Department, spent her vacation with her *eighty* cousins at Fairchild, Wis. She was very welcome there on account of the scarcity of farm help, but nevertheless we are glad to have her back again.

Russel Goodwin, of the Stock Department, and Alice Schenkel of this city were married August 25th. Good luck, Rus!

Our Artist, George Langenbacher, is the proud father of a daughter. She is his masterpiece, he'll tell the world.

The many friends of Elizabeth Teall, of the Credit Department, extend to her their sympathy and condolence on the death of her mother, which occurred July 29th.

We extend our sincere sympathy to Conrad Baumann, of the Repair Department, whose mother died August 9th.

Two others of our number have had sorrow in their homes this month. Mrs. Albrecht, wife of Otto Albrecht, affectionately known as "Cap," died July 31st, after a long illness; and Mrs. Sullivan, mother of Gertrude Sullivan, our Kodak reporter, died August 9th. The sympathy of all is with these friends in their sorrow.

The sympathy of the Testing and Packing Department is extended to Helen Boyle, whose mother passed away July 30th, 1920, after a long illness. Helen is at home ill and her many friends hope for her speedy recovery.

Adelaide Meise spent her vacation at Old Forge, New York, and wrote of the beautiful moonlight on the lakes. Be careful, Adelaide! We don't want to lose you yet.

Mrs. Maud Scott, of the Maintenance Department, enjoyed a vacation in Canada. We warned her against "blowing bubbles" during her absence.

Frank Strowger tells us that while at Sodus Bay on a vacation he landed some of the largest black bass ever drawn out of the water there. Good for you, Frank. Wonder what Quinlin caught?

Mary Dissett spent a week at Sodus.

SPECIAL BILLING DEPARTMENT PICNIC

Two other night the members of the Special Billing Department held a sausage roast on the sands of Lake Ontario, which caused quite a stir in the leading mosquito circles. In the event that you were unfamiliar with the fact that such a department existed, we'll forgive you, for we are very young, in that we didn't see the light of day as a department until a very few months previous to this writing. To return to the sausage roast: when it was known by the mosquitoes that one was to be held, a meeting was called for the same night which was remarkable for its size considering the short notice. However, they were out in full force to greet us and their welcome was not lacking in warmth; in fact, it seemed as if Dad and Ma Mosquito and innumerable youngsters vied with each other in their attempts to make us feel perfectly at home. We all can

vouch for the fact that they fared well enough to repay them for their efforts. We have since learned that the excitement caused in the insect world was the main topic of conversation for many days and as for "us victims"—we bore the marks for some time, and in fact, some of them still remain. Our party was made doubly interesting by the presence of the boss and his wife, who added greatly to the enjoyment of the evening by the singing of several duets which were highly appreciated. As they both possess unusually fine voices and are in great demand in local musical circles, we felt very fortunate indeed in being privileged to listen to them, if but for a very few minutes. Taking it as a whole, the roast will remain in our memories for many a weary day when the earkin' cares of business would otherwise prove too great a strain.



SPECIAL BILLING DEPARTMENT OUTING

Mr. Potter, of the Advertising Department, has returned from sick leave, looking hale and hearty. He went 418 miles on 15 gallons of gasoline, and was arrested only once for speeding. (The speed limit in that town was 3 miles per hour.)

Gladys Welch, who graduated in June from the University of Rochester, is a new member of the Advertising Department. Inasmuch as she compressed the regular four years college course into three years successfully, she may be viewed in the light of a phenomenon—one of many in that department.

SUCKERS—one each—were the termination of an enjoyable party of Sales Department girls at the home of Adelaide Meise. There were lots of games, music, dancing and eats. The girls had planned a beach-party but it rained, of course, so everyone found "Ad" a very hospitable hostess.

W. F. Spurling sailed for Japan on the S. S. "Empress of Asia" from Vancouver, August 26th, to demonstrate our goods, working in connection with Mr. Small, our salesman there at the present time.

Clarence Wheeler, of the Stationery Department, received a check for \$2.00 a short time ago for a short story. We wish to congratulate you, Clarence, as a writer—but where is the check?

Victor Marcille, of Repair Department, has just bought a new house on Sawyer Street.

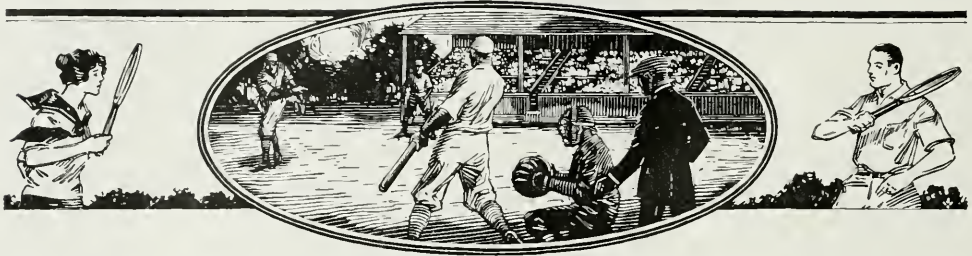
Elizabeth Brearley is a new member of the Advertising Department. We welcome you among us, Elizabeth.

Agnes Rickert has left Miss McGrath's protecting wing and is established with the Western Union. Telegrams always did appeal to her.

Eleanor Kimball is a newcomer to the Export Department. We welcome you, Eleanor, and hope you'll like us.

We welcome Norman L. Ferris, successor to C. T. Swingley, Sales Department. Mr. Ferris has been with the Company for about ten years as Paper Demonstrator on the Minneapolis territory.

A T H L E T I C S



ALL-KODAKS HIT THEIR STRIDE

STARS OF KODAK LEAGUE BRING HOME BACON IN TWO OF THREE BATTLES

DURING the last month the All-Kodaks, bolstered by the addition of two new players, and showing team work of the first order, have recorded two wins out of three games. During this period two contests have gone by the board on account of rain or wet grounds. On July 18th, the Brown-Lipe-Chapin Company, Syracuse industrial champions, came to Rochester for a return game with the local team, but a heavy downpour just before game time made the Kodak Park field unfit for play.

One week later "Freddy" Blum, peerless matchmaker and power behind the throne for the Knights of Columbus, reaped a huge crop of joy when his team pushed over a 7 to 2 tally against the All-Kodaks, thus avenging the opening day score between these two teams. Loose work in the field was responsible for the defeat of our team. The invading Knights collected only six hits off the local pitching staff, but four of these went for two sacks.

| | | | | | | | | | | | | |
|---|-------|---|---|---|---|---|---|---|---|----|---|---|
| | SCORE | | | | | | | | | | | |
| K. of C..... | 0 | 1 | 1 | 0 | 5 | 0 | 0 | 0 | 0 | —7 | 6 | 3 |
| All-Kodaks..... | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | —2 | 7 | 6 |
| Batteries: For K. of C., Finnegan and Cuff. | | | | | | | | | | | | |
| For All-Kodaks, Pressley and Irwin. | | | | | | | | | | | | |

On August 1st the All-Kodaks took their turn at playing the role of avenging angel, nosing out the Norwich Clothes on the Kodak Park field by a 6 to 5 score. Luk, who started in the box for the clothing makers, played the part of Santa Claus. Brodie was rushed to the rescue,

but the five-run lead snatched by the Kodak team in the first two innings proved just enough to win.

| | | | | | | | | | | | | |
|---|-------|---|---|---|---|---|---|---|---|----|---|---|
| | SCORE | | | | | | | | | | | |
| Norwich Clothes.. | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 1 | 0 | —5 | 6 | 2 |
| All-Kodaks..... | 3 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | * | —6 | 8 | 1 |
| Batteries: For Norwich Clothes, Luk, Brodie and Felerski. | | | | | | | | | | | | |
| For All-Kodaks, Forstbauer and Irwin. | | | | | | | | | | | | |

August 8th proved another disappointment to Kodak fans when the almost habitual Sunday rain storm spiked the scheduled game with the Big Brothers.

The following week, Sunday, August 15th, Irwin's boys batted out another victory, this time over the North East Electrics. Pressley had the Electrics guessing, while McGrady's timely hitting pushed over the necessary tallies for the locals.

| | | | | | | | | | | | | |
|---|-------|---|---|---|---|---|---|---|----|----|----|---|
| | SCORE | | | | | | | | | | | |
| North East Electric | 1 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | —3 | 7 | 2 | |
| All-Kodaks..... | 0 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | * | —4 | 11 | 5 |
| Batteries: For North East Electric, King and Kircher. | | | | | | | | | | | | |
| For All-Kodaks, Pressley and Irwin. | | | | | | | | | | | | |

For the last three games Harry ("Dutch") Irwin, popular catcher of the Main Office team, has been managing the field work of the All-Kodaks, replacing Harry Murphy, whose resignation was reluctantly accepted by the Executive Committee of the League. "Joe" Minella at first base and "Mac" McGrady at third have proved valuable in bolstering the All-Kodak infield. The outfielders are hitting better than at the start of the season and Manager Goodridge is looking for great work from his boys the rest of the season.



MAIN OFFICE BASEBALL GIRLS

- 1. Agnes Wright, pitcher
- 2. Helen Bladergroen, 1st base
- 3. Mildred Lambert, catcher, and Ruth Gill, manager and second base

4. Upper Row, left to right—Christine Barker, s. s.; Mildred Lambert, c.; "Vic" Harding, coach; Antoinette Hoefel, c. f.; Agnes Wright, p.

Lower Row—Marcelle Vuillier, l. f.; Evelyn Close, 3 b.; Helen Bladergroen, 1 b.; Isabelle Koch, r. f.; Ruth Gill, 2 b.

BITS AND HITS OF THE ALL-KODAKS

By MANAGER HARRY S. IRWIN

Have you taken a slant at our new third baseman, Earl MacGrady? "Mac" eats 'em up around the hot corner. At the bat, he's the original clean-up man. Just put three men on the sacks, and watch MacGrady connect. Usually good for two or three sacks, too!

Kivell is covering a world of territory out there in center. "Charlie" pulled down a hard drive in the Norwich Clothes battle. When he came in to the bench he found a scout waiting who tried to sign him up for the big show.

Joe Minella at first base is coming along fast, both in fielding and with the big stick.

We're glad to see Lee Schlicht back from his two weeks' vacation up in the mountains. He ought to be good for several more wallops before the season ends.

"Bennie" Levine is the boy who delivers in the Comedy League.

Our pitching staff is living up to its "rep." Forstbauer achieved his desired revenge against the clothing-makers, while Pressley held the team from the North East in the hollow of his hand.

Bircher and Ingleby are working together in fine shape around short and second. Both of these men are fast fielders, and it takes a smart elout to get through the center of the infield.

Lee Yoder has been coming through in the pinches with his trusty old Newark-made willow, and also pulling down the hard drives that come his way. Lee was late in arriving for the North East game. He had been on a trip to Erie, Pa., to take in the Oriental I. O. O. F. Convention. The story he tells is that he went to sleep on the train, and woke up at Syracuse. How does it listen, boys?

Business Manager "Ed" Goodridge is looking after the men in fine shape. He has planned an attractive trip for

Labor Day. A more popular manager would be hard to find.

"Hank" Rohrer, our southpaw, is going to enter up at the University of Pennsylvania. Good luck, "Hank"! Penn is fortunate to have you on the rolls.

Rubber games with the Norwich Clothes and Knights of Columbus are on the card for the last two Sundays in August. The September schedule will undoubtedly include a Labor Day trip and two or three more games with the best of the local semi-pros. A three-game series with Bausch & Lomb is the most attractive proposition which has yet appeared.

THEY'RE HITTIN' 'EM HIGHER IN—

Who? The Kodak Girls. What? The ball, of course.

Have you seen them? Four teams of girls playing the grand old national game, right here in Kodak-town, too. Hawk-Eye and Kodak Park got off first, but the Main Office and Camera Works lassies are coming along.

The Kodak Park girls have run up a great record, winning all their games except one to date. Hawk-Eye, Bastian Brothers, Camera Works, and Art-in-Buttons fell before their prowess until finally the Alderman-Fairchild girls came over and took the long end of a 4 to 2 score.

At Hawk-Eye the girls took three games from Bastian Brothers and two from Main Office, losing to Wollensaks and Kodak Park.

The Main Office and Camera Works girls are still not far from the practice-game stage, but they expect to teach the big fellows a thing or two before snow flies. This is the life—why wait for winter? Just take a slant at the Main Office lassies on the preceding page.

HAWK-EYE STILL SETTING PACE IN KODAK LEAGUE

CAMERA WORKS AND KODAK PARK CLOSE BEHIND

AUGUST 15. With the season better than two-thirds gone, George Brennan's Hawk-Eye team is still setting the pace in the Kodak League, leading the Camera Works outfit by three games. Since the August issue of *The Kodak Magazine* went to press, the St. Paul Street team has notched four victories and lost but one battle.

Kodak Park and Camera Works are staging a merry fight for second place, with Camera Works slightly ahead, because of the fact that the Parkers have played and lost one more game than the State Street team. With from four to seven games yet to play, any one of these three teams still has a beautiful chance to nail the 1920 pennant to the factory flag pole some time this month. Down below, Premo and the Main Office are having a great scrap to determine the occupancy of fourth place. Premo has been picking up, while the Main Office has hit a slump and lost three games.

An unfortunate combination of luck and erratic playing has served to keep the Graflex team still in the "no win" class. Time after time the Folmer boys have been nosed out by a single run. McCormick and Fleming have shown some very good pitching, but errors around the infield have lost several games which should have been chalked up on the right side of the ledger.

Unfavorable weather conditions during the past month have compelled the postponement of a number of games, with the result that the League is now six games behind the schedule. The team managers are making every effort to work off these postponed games at night or as double headers so that the Kodak League champions will be all set for the city title series with the winners of the Industrial League crown. This series is booked for the latter part of September and will probably be a three-

game affair. Our boys are out to avenge last year's beating at the hands of the North East Electrics and it is a pretty safe bet that any one of the three leading teams of the Kodak League will be able to give the Industrial winners a tough time of it in the series.

Results of games played July 15th to August 15th:

| SATURDAY, JULY 17 | | | |
|-------------------|---|-------------------|---|
| Premo..... | 9 | Main Office..... | 6 |
| Kodak Park..... | 5 | Folmer-Century... | 4 |
| Camera Works.... | 4 | Hawk-Eye..... | 3 |

| TUESDAY, AUGUST 3 | | | |
|-------------------|---|-----------------|---|
| Hawk-Eye..... | 5 | Kodak Park..... | 4 |

| SATURDAY, AUGUST 7 | | | |
|--------------------|---|-------------------|---|
| Camera Works.... | 5 | Kodak Park..... | 1 |
| (1st game) | | | |
| Kodak Park..... | 4 | Camera Works.... | 3 |
| (2nd game) | | | |
| Premo..... | 8 | Folmer-Century... | 7 |
| Hawk-Eye..... | 6 | Main Office..... | 2 |

| WEDNESDAY, AUGUST 11 | | | |
|----------------------|----|-------------------|---|
| Hawk-Eye..... | 10 | Folmer-Century... | 3 |
| Camera Works.... | 6 | Main Office..... | 1 |

| SATURDAY, AUGUST 14 | | | |
|---------------------|---|-------------------|---|
| Hawk-Eye..... | 9 | Premo..... | 0 |
| (Forfeited) | | | |
| Camera Works.... | 9 | Folmer-Century... | 0 |
| (Forfeited) | | | |

STANDING OF THE TEAMS

| AUGUST 15- | | | |
|-------------------|-----|------|------|
| | Won | Lost | Pct. |
| Hawk-Eye..... | 9 | 2 | .818 |
| Camera Works.... | 6 | 2 | .750 |
| Kodak Park..... | 6 | 3 | .667 |
| Main Office..... | 3 | 5 | .375 |
| Premo..... | 3 | 6 | .333 |
| Folmer-Century... | 0 | 9 | .000 |

SCHEDULE FOR SEPTEMBER

| SEPTEMBER 4 | | |
|-------------------------------|--|---------|
| At Kodak Park | | |
| Hawk-Eye vs. Folmer-Century. | | 2 P. M. |
| Camera Works vs. Main Office. | | 4 P. M. |
| At West High | | |
| Premo vs. Kodak Park. | | 4 P. M. |

| SEPTEMBER 11 | | |
|------------------------------|--|---------|
| At Kodak Park | | |
| Premo vs. Folmer-Century. | | 2 P. M. |
| Hawk-Eye vs. Main Office. | | 4 P. M. |
| At West High | | |
| Camera Works vs. Kodak Park. | | 4 P. M. |

THROUGH THE UMP'S MASK

By "MURPH"

It is only natural that fans and teams alike should like to see the leaders trounced. The race in the Kodak League is so close, with Hawk-Eye leading by a single game, and Camera Works and Kodak Park following right behind, that no doubt the Kodak fans will be treated to some bitter and hard-fought contests before the end of the season.

Manager Brennan, of Hawk-Eye, has selected one of the best-balanced teams in the League. The team record up to date speaks for itself. In Marcelle and Peterson he has one of the hardest working and most reliable batteries. Harry Moore at first base, Felerski at second, Ingleby for short, and Fox on third round out a smooth-working infield. All these boys are now playing a hard, consistent game. In the outfield, Hawk-Eye has three classy performers in Wiedeman, Boehm, and Levine. Wiedeman's work, especially, has been little short of brilliant.

Manager Yoder, of the Camera Works, claims that the team that wins the pennant will have to beat his outfit. We agree with Yoder. He has a large number of players of more than average ability from which to make his selections, and battery material of the highest order. With Kline, Pressley, Roller, Kivell, Miller, and Millspaugh, the Camera Works team is certainly well fixed.

Kodak Park, despite a couple of severe set-backs, is still in there with the old fight. This club has made the most remarkable showing of the season, considering that it was a tail-ender last year. Manager Bircher has worked hard in building up his team. Shepanski as catcher and Forstbauer, Gallagher, and Terhaar as pitchers present strong battery material, while the infield, showing Joe Minella, "Red" Hindt, Keenan and Manager Bircher, is the equal of any in the League. A trio of hard-hitting outfielders would make this team just about invincible.

Main Office and Premo are having an interesting struggle for fourth place, with the odds slightly in favor of Seyfried's crowd, because they have a larger squad of players.

Folmer-Century has yet to win a game, but from the way these boys have been crowding the leaders, they ought to break through soon. Against Hawk-Eye on August 11 the Graflex boys got away to a good start, scoring in the first inning. McCormick, as pitcher, has everything but support. "Pat" Petroske slapped one all the way to the bushes in Eastman Avenue for a home run in the third inning. Some hit, Pat! Let's hear from you again.

Harry Moore tossed in a smart play in this game. Playing a deep first base, he snared a hard-hit ground ball in short right, and threw to Felerski at first for the out. This is a play that is seldom seen even in the big leagues—a second baseman getting credit for a put-out at first, and the first baseman getting an assist on a ground ball.

GOLF TOURNAMENT THIS MONTH

Delay on the part of some of the entrants in sending in their last three scores has forced the postponement of the Kodak golf tournament until this month. The Committee is working out handicaps for all the contestants, based on their last three scores.

An entry fee of \$1.00 is being charged, which will be used to provide prizes for the entrants turning in the lowest gross score and lowest net score, as well as for the second lowest gross and second lowest net.

Since the last issue of the Magazine, a whole flock of would-be title holders have rushed to the entry-line, and it looks now as though quite a field would be in the running when the whistle blows.

Well, just a few weeks more and we'll be hearing the well-known shouts: "All down!" or "Set 'em up in the other alley!" The old-timers are beginning to think longingly about dusting off the pins, and getting that old "hook" working again. And, the "rookies" will soon learn that strikes don't grow in the sewer. Pick the spares, boys; they boost the little of' total.

Another month and the All-Kodaks will have hung up their suits and gone home, after their first season. And, then, unless some of the boys decide to form an All-Kodak football team, the name will pass into oblivion—until another summer. How about it, "Dutch" Irwin, "Charlie" Kivell, "Ned" Ogden, and the rest of you gridiron kings?

Last winter four of the plants had girls' basketball teams, while the men at Kodak Park and Camera Works played the game. The Eastman Kodak Baseball League has weathered two successful seasons, while the Camera Bowling League has almost reached man's estate. Isn't it getting about time for the Kodak Basketball League—one for the girls and another for men?

THE "DOPE" SHEET

The following players were hitting .300 or better in the Eastman Kodak Baseball League up to August 15, 1920:

| Names | Plant | A.B. | R. | II. | T.B. | 2 B. | 3 B. | II.R. | S.H. | S.B. | Pct. |
|-----------------|-------|------|----|-----|------|------|------|-------|------|------|------|
| Petroske..... | F. C. | 23 | 9 | 14 | 30 | - | 5 | 2 | 1 | 3 | .608 |
| Peterson..... | H. E. | 35 | 14 | 19 | 27 | 4 | 2 | - | - | 7 | .543 |
| Ogden, N..... | M. O. | 17 | 2 | 9 | 11 | 2 | - | - | - | 3 | .529 |
| Gordon..... | C. W. | 26 | 6 | 13 | 16 | 3 | - | - | 2 | 5 | .500 |
| Bircher..... | K. P. | 25 | 7 | 11 | 13 | 2 | - | - | 1 | 1 | .444 |
| Fennell..... | P. | 22 | 5 | 9 | 13 | 4 | - | - | 4 | 7 | .409 |
| Kivell..... | C. W. | 22 | 7 | 9 | 11 | 2 | - | - | 1 | 2 | .409 |
| Manilla..... | K. P. | 37 | 6 | 15 | 24 | 5 | 2 | - | - | 1 | .405 |
| Yoder..... | C. W. | 28 | 5 | 11 | 15 | 4 | - | - | - | 4 | .393 |
| Marcello..... | M. O. | 26 | 4 | 10 | 10 | - | - | - | 1 | 2 | .384 |
| Fleisch..... | P. | 21 | 4 | 8 | 9 | 1 | - | - | - | 3 | .380 |
| Boehm..... | H. E. | 27 | 5 | 10 | 14 | 2 | 1 | - | 1 | 4 | .370 |
| Texter..... | P. | 19 | 8 | 7 | 9 | 2 | - | - | 1 | 5 | .368 |
| Rohrer..... | M. O. | 17 | 2 | 6 | 8 | 2 | - | - | 1 | 3 | .353 |
| Rutan..... | C. W. | 34 | 11 | 12 | 19 | 7 | - | - | - | 2 | .353 |
| Gawer..... | F. C. | 23 | 5 | 8 | 11 | 1 | 1 | - | - | 2 | .347 |
| Millsbaugh..... | C. W. | 6 | - | 2 | 2 | - | - | - | - | - | .333 |
| Sheplich..... | P. | 24 | 9 | 8 | 8 | - | - | - | - | 8 | .333 |
| Shepanski..... | K. P. | 30 | 3 | 10 | 12 | 2 | - | - | - | 1 | .333 |
| Toung..... | K. P. | 19 | 4 | 6 | 8 | - | 1 | - | - | 3 | .315 |
| Hindt..... | K. P. | 19 | 3 | 6 | 10 | - | 2 | - | - | 4 | .315 |
| Wiedemann..... | H. E. | 39 | 9 | 12 | 16 | 4 | - | - | 2 | 4 | .307 |
| Diehl..... | M. O. | 30 | 7 | 9 | 14 | 2 | - | 1 | - | 1 | .300 |
| Irwin..... | M. O. | 30 | 4 | 9 | 12 | 1 | 1 | - | 2 | 1 | .300 |

EASTMAN KODAK BASEBALL LEAGUE

TEAM BATTING

Aug. 15, 1920

| | A.B. | R. | II. | T.B. | 2 B. | 3 B. | H.R. | S.H. | S.B. | Pct. |
|---------------------|------|----|-----|------|------|------|------|------|------|------|
| Hawk-Eye..... | 301 | 78 | 88 | 118 | 18 | 6 | | 6 | 31 | .292 |
| Kodak Park..... | 277 | 47 | 80 | 106 | 14 | 6 | | 8 | 19 | .289 |
| Camera Works..... | 240 | 41 | 68 | 89 | 19 | 1 | | 3 | 17 | .283 |
| Main Office..... | 276 | 38 | 77 | 101 | 15 | 3 | 1 | 8 | 21 | .275 |
| Premo..... | 215 | 44 | 59 | 80 | 16 | 1 | | 9 | 31 | .274 |
| Folmer-Century..... | 208 | 40 | 54 | 78 | 6 | 6 | 2 | 2 | 22 | .250 |

TEAM FIELDING

Aug. 15, 1920

| | P.O. | A. | E. | T.C. | Pct. |
|---------------------|------|----|----|------|------|
| Kodak Park..... | 211 | 84 | 20 | 315 | .936 |
| Hawk-Eye..... | 220 | 79 | 21 | 320 | .934 |
| Camera Works..... | 205 | 76 | 21 | 302 | .930 |
| Premo..... | 177 | 71 | 26 | 274 | .905 |
| Main Office..... | 215 | 51 | 29 | 295 | .902 |
| Folmer-Century..... | 163 | 69 | 38 | 280 | .864 |



*If it isn't
an Eastman,
it isn't a
Kodak.*

Make *your* KODAK Story *Autographic*

Keep on every negative the date and title; make your Kodak story not merely a picture story but also a record story; a story that will take you back to the year, the month, the very spot—will bring those outing days freshly before you even when time has played sad tricks with memory.

Making the autographic record is the work of but a moment—and autographic film costs you no more than the other kind.

Eastman Kodak Company, Rochester, N. Y., *The Kodak City*

The KODAK
Magazine



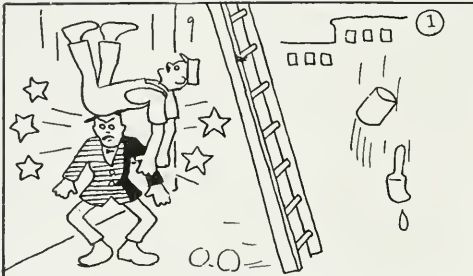
October 1920

Published in the interests of the men and women of the Kodak organization. K. K.

No Accident Week

October 11-16

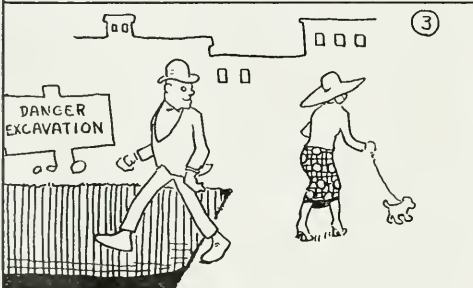
WATCH YOUR STEP AND HELP KODAK
MAKE A PERFECT SCORE



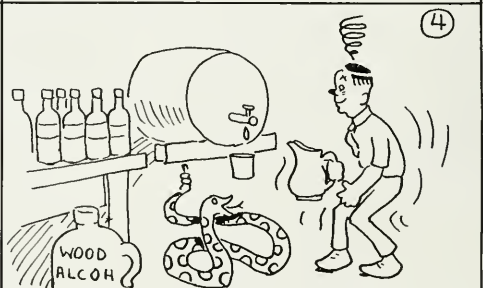
1 NEVER WALK UNDER A LADDER ON FRIDAY THE 13TH OR WEEK DAYS



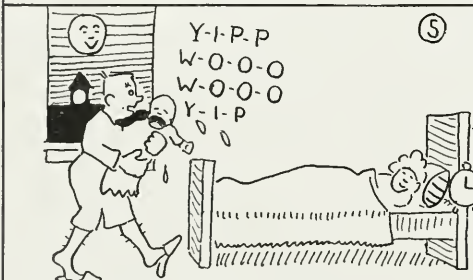
2 AVOID ARGUMENTS THEY'RE HARD ON THE EYES



3 ALWAYS WATCH YOUR STEP



4 HOME BREW SHOULD BE SEEN, BUT NOT SAMPLED



5 AND ABOVE ALL GET EIGHT HOURS REST EACH NIGHT



6 IF YOU OBSERVE THESE RULES THE GRIM REAPER WILL NO DOUBT SEEK OTHER EMPLOYMENT

Blackstock 20

ACCIDENT RECORD

JULY, 1920*

| Order of Merit | PLANT | No. of Employees | | No. of Accidents | | Approximate Wage Loss | | Accidents per 1000 Employees | | | |
|----------------|------------------|------------------|---------------|------------------|-----------|-----------------------|-------------------|------------------------------|-------------|--------------|------------|
| | | 1919 | 1920 July | 1919 | 1920 July | 1919 | 1920 July | 1919 | 1920 July | Increase | Decrease |
| | Main Office | 1,143 | 1,324 | 2 | 3 | \$ 21.83 | \$ 90.33 | 1.75 | 2.26 | .51 | ..... |
| 1st | Folmer-Century | 364 | 352 | 2 | .. | 15.57 | ..... | 5.49 | ..... | ..... | 5.49 |
| 2nd | Hawk-Eye Works | 603 | 767 | 3 | 2 | 50.60 | 185.37 | 4.98 | 2.61 | ..... | 2.37 |
| 3rd | Kodak Park Works | 7,072 | 7,475 | 17 | 11 | 458.72 | 855.50 | 2.40 | 1.47 | ..... | .93 |
| 4th | Camera Works | 3,045 | 2,794 | 3 | 9 | 795.58 | 630.18 | .99 | 3.22 | 2.23 | ..... |
| 5th | Premo Works | 380 | 405 | .. | 1 | ..... | 145.50 | ..... | 2.47 | ..... | 2.47 |
| | TOTALS | 12,607 | 13,117 | 27 | 26 | \$1,342.30 | \$1,906.88 | 2.14 | 1.98 | ..... | .16 |

Order of Merit based on Decrease per 1000 Employees.

Main Office omitted from Order of Merit owing to comparative absence of machine hazard.

* Latest available statistics.



NIEPCE

DAGUERRE

ARTOTYPE COPY OF ONE OF THE EARLIEST
SUNLIGHT PICTURES OF A HUMAN FACE

Miss Dorothy Catherine Draper, taken by her brother, Professor John William Draper, M.D., LL.D., of the University of the City of New York, early in 1840. The original daguerreotype is the property of Sir William John Herschel, of England. (See Page 3.)

The KODAK Magazine

VOL. I

OCTOBER, 1920

No. 5

LOOKING BACKWARD

OR IN PRE-KODAK DAYS

Being a Short Account of the Beginnings of Photography

WHO the actual father of photography is, historians do not agree. The Germans claim Schultze, the French Niepce, the English Wedgewood and Davy. All, however, are agreed that photography, as a practical art, dates from the daguerreotype and the paper processes of Fox Talbot.

SCHULTZE. The Schultze claim is based on his observation of the sensitiveness of silver to light, and the fact that he actually obtained copies of writing on surfaces of chalk and silver nitrate. This was in 1727. Silver nitrate, however, was known as early as the Eighth Century, and the alchemists of the Sixteenth Century, in their search for a means of transmuting baser metals to gold, had observed the sensitiveness to light of various silver compounds. The difference is that Schultze brought to these observations, probably for the first time, scientific methods of orderly inquiry and careful experiment.

WEDGEWOOD. The Schultze clue was not followed up for the purpose of picture making until 1802, when Wedgewood thought to find a short cut to silhouette making—then a popular form of portraiture—by printing the profiles of sitters on a surface prepared with silver nitrate. He also tried to take photographs in a “camera obscura”—the original of our photographic camera, and consisting of a box with a lens at one end and a ground glass at the other.

The “camera obscura” was an early discovery, and was at first nothing more than a darkened room into which light was admitted through a hole and images thrown on the wall opposite. Portable types, fitted with a lens, followed and for years became the showman’s stock in trade, crowds flocking to see the beautiful images thrown on the ground glass.

DAVY. Wedgewood’s experiment consisted in substituting a prepared paper for the ground glass, but silver nitrate which he used was not sensitive enough to yield very satisfactory results.

Sir Humphrey Davy, who continued Wedgewood’s experiments, tried chloride of silver instead of nitrate, and was more successful. These pictures have the interest of being the first made by means of a lens on photographic material, but in the absence of a “fixing” process had little or no practical value. Davy notes this fact in his account of the experiments, lamenting that: “Nothing but a method of preventing the unshaded parts from being colored by exposure to the day is wanting to render this process as useful as it is elegant.”

HYPO. The problem of “fixing” was not solved until 1839 when Sir John Herschel recommended to Daguerre his own discovery of twenty years earlier, hyposulphite, since familiar to all the photographic world as “hypos.”

THIS is the first of a series of articles on the history of photography in general, and of our company in particular.

The series will be as non-technical as possible and will deal in a most entertaining manner with the growth of photography and with the highly important part our company has had in its development.

NIEPCE. With Daguerre photography began in earnest. Daguerre was a celebrated scene painter, and like many other artists of his day, used the "camera obscura" for sketching purposes. The desire to fix permanently these camera images—probably with the idea that their production would open a profitable business, for Daguerre was a capable business man as well as an artist—led him to experiment in photographic processes. Niepce, with whom he formed a partnership, had, as early as 1815, begun photographic experiments to find a method of automatically copying designs upon lithographic stones, to save the tedious work of the draughtsmen. From stone he passed eventually to tin, pewter, silver and even glass. The sensitive substance that he was most successful with was bitumen, which he dissolved to form a varnish and applied as a film on the surface to be treated. The parts acted upon by light were less soluble, he found, and on applying a weak solvent these remained on the plate, and with due care a picture was obtained, the film left corresponding to the light or white parts of the subject; the white metal, in the pictures produced on silver, to the dark portions or shadows. Iodine was then used to darken the silver, and when the remaining film was dissolved away the white silver underneath would represent the lights. Niepce not only got his pictures but succeeded in fixing them, and those still in existence show little or no deterioration.

DAGUERRE. Daguerre, on the other hand, used the silver, darkened on its surface by iodine fumes, as the sensitive surface. His process consisted in exposing the polished surface of a silvered copper plate to the fumes of iodine until it was coated with a compound of silver and iodine. The plate was then exposed in the camera and developed over a dish of gently warmed mercury. The mercury vapor was deposited on these parts where the light had acted in a graduating scale, the amount deposited varying according

to the extent to which the part had been affected. In this way lights and shades were well reproduced. The silver iodide was then dissolved away by "hypo" just as negatives and silver prints are fixed today.

The plates were eventually made more sensitive by the use of bromine in addition to iodine, and a portrait lens devised by Petzval still further reduced the very long exposure necessary. But the process was still slow—the first portrait made in America for instance—that of Miss Catherine Draper, was exposed for six minutes in strong daylight with the face thickly powdered to facilitate exposure. With a single plate for each picture the process was also costly, but in spite of these handicaps the new art was popular and daguerreotypists multiplied and plied their trade successfully until 1851, when the collodion process was introduced.

FOX TALBOT. In the process of Fox Talbot, an English contemporary of Daguerre, called "calotype," paper was impregnated with silver iodide, and shortly before exposure washed over with a mixed solution of silver nitrate and gallic acid. The image was developed by washing the paper with more of the gallic acid and silver solution and warming it before the fire. From the negatives produced, prints were made in much the same way as now.

Up to this time the sensitive silver compounds, it will be noticed, were used either on a metal plate or on paper. Negatives on glass plates were not made practicable until 1848, when Niepce de Saint Victor, nephew of the first Niepce, worked out a method of using a film of albumen to support the sensitive compound on glass. In 1851 Frederick Archer Scott introduced collodion in place of albumen. This collodion process, popularly known as the "wet plate," superseded all others and made possible and practicable the profession of photography as we understand it today.

(To be continued)

ANOTHER PHOTOGRAPHIC COMPETITION

FOR KODAK EMPLOYEES

FIRST PRIZE, \$50.00; SECOND PRIZE, \$25.00; THIRD PRIZE, \$15.00; FOURTH PRIZE, \$10.00

WE are well satisfied with the interest shown in our First Quarterly Amateur Photographic Competition, and so are very glad to announce a continuance of these events.

The Second Quarterly Amateur Photographic Competition will begin October first and close on December thirty-first.

Subjects: Home Portraiture,
Architecture and Interiors,
Flashlight Pictures.

Awards \$100.00 cash.

| | |
|--------------|---------|
| First Prize | \$50.00 |
| Second Prize | 25.00 |
| Third Prize | 15.00 |
| Fourth Prize | 10.00 |

CONDITIONS

These competitions will be open to all employees of the Eastman Kodak Company, except demonstrators, those who have been professional photographers, and those, the nature of whose employment with the company would class them as professional photographers.

The exposures must be the work of the contestant, but the developing and printing can be done by someone else.

The negatives of the prize winning prints shall become the property of the Eastman Kodak Company, and the negatives delivered to the Editor of the Kodak Magazine before the awards are paid. Prints from such negatives will be used in the *Kodak Magazine*, for advertising or sample print purposes, or for any other purpose the Company may elect. All prints must be mounted but not framed.

The name and address of the contestant and the designation of the camera used must be legibly written on the back of each print. Contestants who are awarded prizes for photographs which include a person or persons must furnish to us the

written consent of the subject or subjects (in case of a minor, the written consent of a parent or guardian) to the use of the picture in such manner as we may see fit.

Blanks for this purpose will be supplied by the Editor upon request.

Contestants may enter any number of prints, either contact prints or enlargements (but no contestant will be awarded more than one prize), and send them in at different times, up to the closing date of each competition. Prints submitted will not be returned unless specially requested.

The package containing prints should be addressed:

PHOTOGRAPHIC COMPETITION
KODAK MAGAZINE

Eastman Kodak Company
State Street Office

In the November issue we will announce the winners in the first contest, and reproduce the prize winning pictures.

Come out strong for the second contest; the awards are well worth while—and you never can tell just how good your work really is unless you place it in competition.

When you change your address it is highly important *to you* that you notify the Employment Office in your plant of such change, or if employed at Kodak Park, to note change of address on back of pay receipt slip.

When you are reported as absent, your name and address are given to one of the visiting nurses; if you have moved without giving your new address, the nurse, in many cases, will be unable to locate you, and the payments due you cannot be made.

So, in the interest of good service, be sure and notify your plant whenever you change your address.

The Kodak Magazine

Published monthly in the interests of men and women of the Kodak Organization.

SPENCER HORD, *Editor*

GLENN C. MORROW *Associate Editor*

NORMAN A. VAN DE CARR *Assistant Editor*
Main Office

ROBERT A. WEBER *Assistant Editor*
Kodak Park Works

HERBERT S. THORPE *Assistant Editor*
Camera Works

CLARENCE H. HARPER *Assistant Editor*
Folmer-Century Works

WILBUR G. WOODAMS *Assistant Editor*
Hawk-Eye Works

L. C. WHEELER *Assistant Editor*
Premo Works

Address all communications to Editor, KODAK MAGAZINE, Main Office, Eastman Kodak Co., Rochester, N. Y.

IT appears that our philanthropic friend, over in the land of the cod and the home of the bean, didn't have any new scheme at all, at all, but just worked the old "come on" game, and the ever present crop of suckers fell for it to the tune of millions of dollars.

We, so far, haven't heard of any of the Rochester folks "investing" with this gentleman, but almost any time you can walk up or down our main thoroughfare and find a crowd in some temporarily rented store paying good money, hard earned, or harder saved, money for shares in a glass suspender company, or something else of an equally questionable future.

You cannot get something for nothing; the only successful case on record is the one where Willie Jones got a licking for something his twin brother did—dad couldn't tell 'em apart, so he licked them both.

If you feel an impulse to go into some of these things, don't just take the word of some promoter for it; look into it carefully—and then the chances are you will stay out.

Our legal department can help you on this. If you should happen to be a bit timid about asking them, ask the editor (nobody is afraid of an editor) and he will ask them for you.

The vicious circle of unthrift: did you ever stop to follow it around? It is stated that two-thirds of the world's supply of diamonds is owned in the United States. About one-fourth of this two-thirds is in the possession of persons who work for a living with their own hands.

A very large percentage came into the possession of their present owners during or since the war—from the proceeds from the sale of Liberty Bonds.

You heard "diamonds are a good investment, they are going up and up in price." But they carry no coupons. Sure they went up in price and probably will continue to do so, but when you want to sell you find a different story. The dealer in very few instances will buy them back from you; if he does, it will be at a big discount, so the usual recourse is to the pawnshop. The pawnshop will cheerfully advance you a hundred dollars per carat, and your dream of the permanent value of portable property is over.

Hang on to your bonds; they are an anchor of safety; they are backed by the strongest and richest nation on the earth.

The temporary slump in the price of bonds has been largely due to the flooding of the market by improvident and unwise owners.

The crest of the wave of foolish extravagance has passed—the bonds will come into their own—and soon.

HOW IS YOUR LIGHT?

A telephone is like a shot gun. When you shoot, aim straight at the mark. When talking over a telephone, speak directly into it—your lips close to the mouthpiece. Give the number to the operator slowly and distinctly.

HOW KODAK FILM IS MADE

YOU have journeyed through the Camera Works, and the Hawk-Eye plant, and so are now quite familiar with the manufacture of Kodaks, Brownies, and the lenses that produce the picture image.

Of equal importance is the substance or thing that will catch and retain the image produced by the lens.

So let us journey to Kodak Park and find out a bit how the film, the Kodak ammunition, is produced, as well as the thousands and thousands of miles of motion picture film.

Many different raw products enter into the manufacture of Kodak film and every process demands the highest skill and most exacting care.

Bales and bales of cotton are required for the making of the thin, transparent backing on which the light-sensitive picture-making coating is spread. A ducky in the cotton field today may be, for all he knows, pulling the cotton for his next season's shirt, or for a motion picture film he will later see produced when he goes to town.

And did you know that the image you see when you hold a Kodak negative to the light is composed of silver—the real stuff?

At Kodak Park some two tons of silver bullion are used each week for making the sensitive coating. Two tons a week—close to four million troy ounces a year—almost the total output of silver from Arizona, one of the largest silver-producing States in the Union.

We are the largest consumers of silver in the United States, aside from the United States Mint.

Besides the silver and cotton, various acids are required for treating the cotton and silver, all of which are manufactured in huge quantities at the Park. Organic solvents, including alcohol and other liquids, are required for converting the nitrated cotton into a honey-like fluid,

from which the thin film base is produced, and lastly the gelatine and compounds for making the sensitive coating.

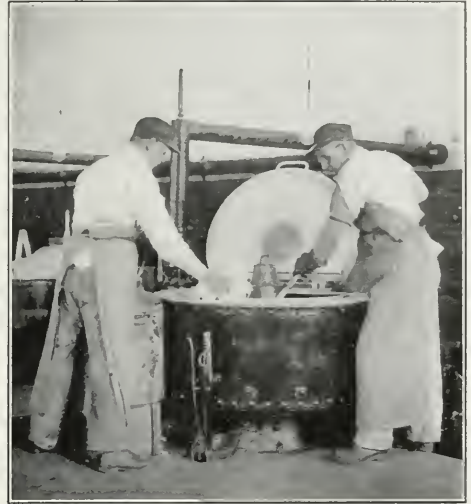


Illustration No. 1
COTTON NITRATING CENTRIFUGAL

For convenience in following the process of manufacture, let us divide it into four parts: First, the chemical preparation of raw materials such as the cotton and silver. Second, spreading of the support or cellulose backing for the sensitive emulsion. Third, spreading the emulsion on the support. Fourth, the slitting of the large film rolls into stock sizes, inspection and packing for shipment.

Everywhere at Kodak Park absolute orderliness and cleanliness is evident and this is absolutely necessary for the production of high quality sensitized products such as Kodak film.

High average quality—uniformity—is another absolute requisite.

The greatest of care is exercised in the selection of the raw material. It is all subjected to repeated tests and examinations, and if it cannot come up to our high standard it is rejected.

Let us follow a bale of cotton in its journey. After being carefully cleansed



Illustration No. 2—WASHING COTTON

and prepared to render it soluble, it is passed through a huge drying machine to remove moisture.

The cotton after being dried is then placed in special machines called nitrating centrifugals, when the cotton is mixed with the nitrating acids.

The acids act upon the cotton so that later it is dissolved into a honey-like

substance called "dope" at the Park. This is then formed into a transparent sheet which is the film base upon which the sensitive emulsion is coated.

After being treated with the acids, such cotton, when washed and dried, is called nitrated cotton. One of the nitrating machines is shown in Illustration No. 1.



Illustration No. 3—DISSOLVING BARS OF SILVER TO FORM SILVER NITRATE

After removal from the nitrating machine the cotton is taken to a large tank, where it undergoes a thorough washing. The cotton is again placed in one of the centrifugals and washed, and then taken to another tank and thoroughly washed so as to remove every trace of acid.

The cotton is now ready to be taken into solution by the organic solvents when it changes into a thick fluid like honey or "dope."

This "dope" is passed through an elaborate system of filters and is finally spread in thin layers on highly polished wheels which form parts of immense machines several stories high and weighing approximately 150 tons. When dried it has become the familiar transparent backing upon which the sensitive material is later coated.

In designing these huge dope spreading machines our engineers achieved a distinct triumph.

In spite of their mammoth size, the accuracy is such that in a roll of film base as it comes from the machine $3\frac{1}{2}$ feet wide by 2,000 feet long, the variation in thickness is not more than one-quarter of a thousandth of an inch from end to end.

Two thicknesses of this support are made, one being .003 inch thick for the ordinary N. C. or Kodak film, and the other .005 inch thick for motion picture film.

The silver which we use in such immense quantities is the purest that can be obtained. The silver comes to us in bars weighing about 500 troy ounces. As needed the bars of silver are placed in large porcelain crocks containing dilute nitric acid. Silver nitrate in solution is thus formed, which in the following step is evaporated to crystallization. The silver solution is poured into evaporating dishes and placed on steam tables to hasten evaporation. After a certain amount of the silver nitrate has been crystallized, the crystals and the liquid remaining,

which is called the mother liquor, are poured off into draining dishes, which allow the mother liquor to drain off. The crystals are redissolved and recrystallized until all impurities are removed, in order to have the final run a one hundred per cent pure product.



Illustration No. 4

CONTAINER OF SILVER NITRATE CRYSTALS

The pure white crystals are now placed in draining baskets, and then are placed in shallow glass trays and allowed to dry, at first on open racks and then in drying closets. They are finally placed in covered jars and stored until needed.

Next comes the production of the light sensitive emulsion. To make this emulsion a silver nitrate solution is mixed with a solution of potassium bromide and gelatine dissolved in hot water, thus forming insoluble silver bromide in the solution, which is the compound that is sensitive to light.



Illustration No. 5—MOTION PICTURE FILM SHIPPING ROOM

This warm solution of gelatine containing the silver bromide is coated on the transparent backing we have described.

After the emulsion has been applied the film can only be handled in dark rooms which are kept at a constant temperature and humidity.

The large rolls of sensitized film are then packed in long tin cans and stored in a special room until the slitting and inspection departments are ready for them.

Every bit of raw material, every step in every process, is the subject of increasing vigilance, test and retest. The entire surface of every roll before being cut up is closely examined by special inspectors. That is why the amateur the world over demands "the film in the yellow carton," and why our motion picture film is used by all leading producers.

The making of the duplex paper backing, the separating tissue for the Autographic Film, and the spooling and packing are stories by themselves.

GETTING AHEAD

In every business concern, large or small, there is on the part of every individual, a natural eagerness and desire to get ahead and more or less rivalry ensues as a result. It is a great mistake, however, to have uppermost in the mind, the idea of beating the other fellow to it, some particular friend, associate or neighbor. Such rivalry easily breeds animosity and trouble.

The surer way is to get ahead of yourself each day—never mind the other fellow. Get ahead of yourself each day by improving on the day before, by surpassing that day's record, by being more eager, more cheerful, more attentive to your work and being more of a man.

Each of us has his own idea of the goal, little or big, which he wishes to attain. It's up to every individual one of us, not the other fellow, to reach that goal.

Talk about reasoning in a circle. Did you ever notice that a mouse is afraid of a man, a man is afraid of a woman, and a woman is afraid of a mouse?

PRESENT CONDITIONS

THE large financial institutions dealing with the investing class have to have absolutely accurate knowledge of conditions in general, and to be able to forecast, as far as is humanly possible, how present conditions will affect the future. This knowledge must be based on facts, and absolutely uncolored by political or other bias.

It is in a way unfortunate that many of us do not have access to this information, and so must depend for guidance upon information not always so reliable.

It so happens that we receive the monthly news letter of the National City Bank of New York, and from their September issue we quote the following:

"The general business situation in our opinion has been developing in a satisfactory manner during the past month, although this does not mean that present conditions are all that could be desired. It means that the general trend is toward normal and permanent conditions, and that existing disorders are no greater than might be expected in accomplishing the adjustments that are necessary. The crops are fine, which is a good foundation for domestic business and for international relations. The railroad situation has improved decidedly during the past month, and although far from satisfactory gives promise of gradual betterment. There is a better feeling in banking circles as to the credit situation, although money will remain tight. The recession of industrial activity which is under way is not severe enough to be alarming, but is incidental to finding a lower level of prices. The abundant crops have accomplished a general price reduction in food-stuffs and the raw materials of clothing. With the exception of sugar, which has declined about 10 cents per pound in the last two months, the important food staples are either as low as or lower than a year ago. Meat products are lower, flour and vegetables about the same,

fruits lower, coffee less than one-half the price of a year ago. Raw cotton has declined about 10 cents per pound in the last two months, wool even more, hides and leather more, raw silk about 70 per cent in six months. The markets for textile goods have been paralyzed by these declines in raw materials, but declines have taken place in many important staples.

"Over the industrial field the general trend of prices is downward, and the pressure is slackening, with an increase of unemployment. An abundance of labor was available for the harvest, and it is probable that some of the labor which has been attracted from the farms during the last five years will now return and remain. The period of acute scarcity both for goods and for labor appears to be over and a competitive situation is developing. It is well that there shall be general recognition of the fact that the upward movement has run its course and that further wage and price advances are untimely.

"It was a mistake when the war ended to think that an immediate readjustment upon a lower level of values would be effected; there was a great shortage of goods and a backed up demand for labor which promptly absorbed all that was released from the armies and war industries. Hence the quick revival of business and the rise of wages and prices in 1919. That situation was as abnormal and as temporary in character as the industrial situation of the war time.

"As in the case of house-building, this work may be checked by the rising costs, but that only means that costs must come down, with the assurance that as they decline activity will revive.

"There is a slackening in the demand for our products abroad and an increase in our own importations, both of which changes have an influence for lower prices in our markets.

"It must be remembered that the highest prosperity for every interest is to be found in a state of balanced industry, in which everybody is employed and buying freely of the products of others. Idleness anywhere in the industrial circle affects everybody in that circle unfavorably, and full employment everywhere means that products must be exchangeable on the normal, accustomed, basis. If one class of products falls, the producers of that group will be able to buy less of the products of others unless the latter come down also. The resolution of this or that group as to what they will have for their services amounts to little when the buying power of the other groups decline. A wage-earner who is working only half the time at the old rate may assure himself for a while that his wages have not been reduced, but the truth will eventually find its way home.

"At this time, when the industries and exchanges of the whole world are out of balance, and there is great need for patience and co-operation among all classes, ill-feeling is constantly stimulated by hasty and uninformed comment. People write and talk loosely, often without knowledge of the facts they discuss and still more often without intelligent comprehension of the economic laws which are involved. The natural economic law is always working to restore normal conditions, but time is required for its operations, and meanwhile the impatient people are wanting to adopt arbitrary measures, which usually have all sorts of results not anticipated and which interfere with the natural processes of recovery.

"The public does not like to pay high prices, particularly when it believes that they yield large profits, and yet, as already indicated, profits afford the most certain means by which prices are reduced. The real social problem of the present time is how to bring home to the average man the fact that an abundant supply of all things that he is wanting is dependent upon the accumulation of capital, not

necessarily in his own hands, but in any hands that will use it effectively in production.

"The fundamental reason for the high prices, and that increasing wages do not overtake rising prices, is that there is a scarcity of capital, or in other words a scarcity of the means of production and distribution. It is well understood that the limiting condition upon industry in this country today is the state of the railroads. They have not been kept up to the growth of the country. This means that thousands of men must work for years, building cars, locomotives and switch tracks to get the railroads into shape to handle the traffic that is offered. These men must be paid for this work, the money amounting to billions of dollars must be ready as they do their work, and must come from an available surplus, accumulated by somebody. So also billions of capital are wanted for the building of houses, and for other construction work, needed to provide for the comfort of the population. Of all the many proposals offered for improving the living conditions of the people, there is not one which does not require capital; they are all conditioned upon somebody having a surplus which can be obtained either by inducing him to give or invest, or by taxation. Not everybody recognizes that even taxation requires that somebody shall have acquired a surplus, but that is evidently the case."

BONFIRES

It is great sport, indeed, for the children to rake up the fallen leaves and make bonfires. Hardly an autumn season goes by but what some Rochester children are seriously burned as a result of their clothing catching fire from bonfires.

Warn your children against this hazard. If there are leaves to be done away with, better rake them into a little pile and have the street cleaner cart them away, than have your child bearing a life marked evidence of someone's carelessness.

CAMERA WORKS GARDEN EXHIBIT AT THE EXPOSITION

FIRST it was one, then along came another, then there were two. Now the Camera Works Gardeners Association has added a third successive win to its well started series of first prize premiums. Yes, the Camera Workers will always have one thing to speak of boastfully—their prize winning gardens.

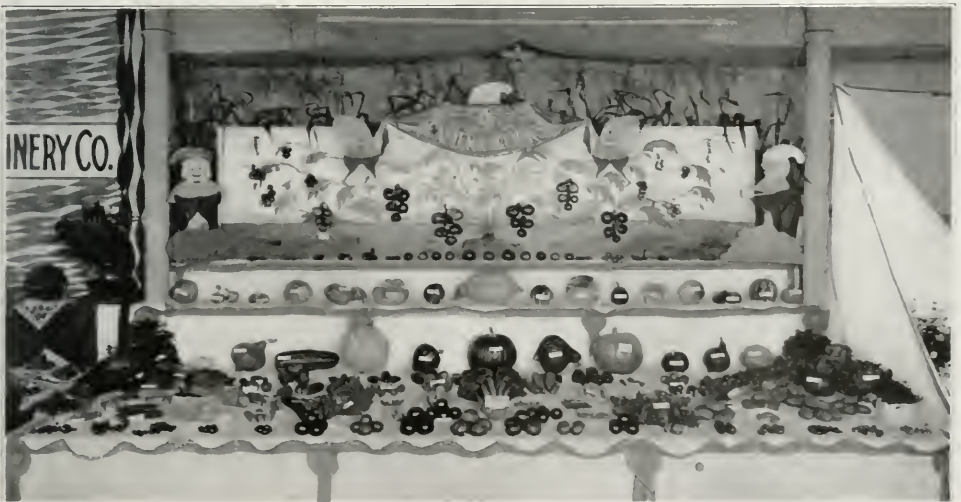
If you have ever grown anything in your two by four back yard or on your acre farm, you know that the quality, as a whole, of the vegetables grown this year was on a higher plane than that of last year. And when such concerns as Bausch & Lomb, General Railway Signal Company, Art-In-Buttons, American Woodworking Machinery, National Brass Company and our colleague, Hawk-Eye, gather together the best types and varieties from their many gardens, you can easily imagine how meritorious the Camera Works Garden exhibit had to be in order to land on top of all competitors.

“Some ‘ternips’ and lookit them squash—I mean them over there with the long necks. But what are these? Oh yes, tomatoes,” were some of the remarks made about the perfect display of the Camera Works quality-through-and-through vegetables.



LATEST ADDITION TO CAMERA WORKS COLLECTION OF GARDEN TROPHIES

Much credit is due the Camera Works Home Gardeners Association for the manner in which they planned and put across a prize winning exhibit. High Class is the best term that could be used to denote the quality of the garden specialties displayed.





BIGGER AND BETTER THAN EVER

152,750. That's the official attendance record for the Rochester Industrial Exposition, 1920. Every other person in the city—and it's a pretty safe bet that all but about fifty of 'em spent at least a moment giving the Kodak booth the o. o. According to "Doc" Haskell and H. J. Potter, of the Advertising Department, who had charge of the exhibit, this throng of visitors volleyed about a million questions, ranging all the way from youngsters who wanted to see a Brownie, to the ultra-ambitious amateurs who started arguments about the relative merits of a No. 9 Premo and a Speed Graphic.

But the job was not devoid of human interest features either. Early in the week, "Doc" was trying to entertain a couple of winsome lasses who seemed particularly interested in his booth. One of them was shown half a dozen different Kodaks before she found the one she wanted. And, then, turning to her com-

panion, she said: "Look, Betty! See that name-plate? Well, I punch the holes in those!" And, satisfied with this proof of craftsmanship, the pair sauntered away—perhaps to the Horse Show—or the Midway—or to follow the jazz lure of the peristyle. Who knows? Perhaps, even, they went to see the Camera Works and Hawk-Eye garden exhibits.

Perchance the next caller would be a lens-grinder from Hawk-Eye or a maker of aerial cameras. At any rate, Kodak workers, one and all stopped for a glance at the exhibit. It lacked the spectacular and somewhat martial appeal of last year's aerial display, but it showed Kodaks of every size and for every purpose, supported by advertising pictures, representing the highest quality of photographic art. The Kodak exhibit occupied the same section which has been allotted to it in former years, and proved once more a Mecca for Kodak workers.

PREVENTING COLDS

A CENTURY ago Benjamin Franklin said that "people who live in the forest, in open barns or with open windows do not catch cold, and that the disease called a cold is generally caused by impure air, lack of exercise or over-eating." What he set forth then is a proven fact today.

In a very large measure, colds are due to a state of low resistance brought about either by fatigue, eating too much, constipation or lack of exercise and fresh air.

There are always present in the mucous membrane of the nose and throat, germs which if given a chance will cause an inflammation or infection of this membrane. This is called a cold in the head, or throat or chest. So long as our bodies remain in a healthy condition, these germs will not attack us. Now what gives these bugs the chance they need to set up an infection or a cold? Anything which injures or irritates the mucous membrane. There are two causes, internal or external. The external, such as gases, air that is stale, too hot or too dry, dust, or exposure to another bad cold. (Yes, colds are always contagious; so watch out when your neighbor coughs or sneezes.)

The internal causes, or lack of proper body function, consist of insufficient elimination of waste matter, too much food, being over fatigued and not getting sufficient rest and exercise. All these things have a direct effect on the delicate membranes and lowers their resistance.

Exposure to cold air and drafts is not nearly so harmful as is usually thought. Drafts against some exposed part of the body causing a local chill may be harmful, but a gentle draft if one is moving about or not over-heated, such as in good ventilation, is extremely desirable. Those who become friends with moving air and keep their body toned up to pitch soon become immune to colds. It is a

well-known fact and often spoken of that those who live out in the open never experience colds, but as soon as these same people return to civilization, crowded cities, congested gathering places and public conveyances with dust and gases and the all-too-frequent lack of pure air and sufficient exercise to eliminate waste, they often get inflammation of the nose and throat and sometimes severe colds. This is at least one good argument in favor of fresh air.

If you are living carefully and still have frequent colds, you should have your doctor look for nasal obstruction or growths which are sometimes the cause of recurrent colds.

Nobody wants a cold, so why not begin now by building up a defense against such an evil. It can be done if you will "watch your step."

First, keep the digestion good by never over-eating. Proper diet, plenty of water between meals and careful attention to the bowels are most helpful. Intestinal contents become dangerous by being retained too long. Putrifying fecal matter contains poisons which are harmful to the body. Abnormal conditions of the intestines are largely responsible for the common headache, general lowered resistance resulting in colds and other more serious ailments. And remember, it is better to control this body function by proper habit than by resorting to drugs.

Second, keep the whole body surface clean and accustomed to cool water so that it will not be shocked by cold air. If you can stand it, you should gradually discard all woolen underwear. Half-wool or all cotton is best. Never sleep in the same clothes worn during the day. These should be hung up to air at night and the night clothes aired during the day. Use fresh air in every possible way.

Third, avoid too much heat. Sixty-five degrees is sufficient when moving about and sixty-eight to seventy for those

who are sitting down. Avoid sudden changes in temperature, demand good ventilation, cultivate an appetite for pure air. You wouldn't care to bathe in another's bath, why bathe your lungs in another's soiled air? Practice deep breathing and try to increase your lung capacity. "One hundred deep breaths a day," is one physician's prescription for avoiding tuberculosis. Is it worth the trial? It may prevent simple colds too.

Fourth, of late, vaccines have been used for the prevention of colds and to a certain extent have been successful. These are given in the same manner as the vaccine against typhoid fever which was

used so extensively in the Army, and gives an immunity against the common cold for a period of about one winter. The Medical Department stands ready at all times to give advice concerning such things and wishes to co-operate in every way possible to reduce the number of colds per capita.

And lastly, you know the particular father who was careful to instruct his son, "Now, Jackie don't shteat whatefer you do, don't shteat. But, Jackie, if you must shteat, don't get caught." So don't catch cold, but if you must catch cold, or should—well, perhaps the Medical Department might help you.

WARNING TO HOME PURCHASERS

IN the July number of *The Kodak Magazine* appeared an article concerning the loans offered by the Kodak Employees Association (Incorporated) to employees who are contemplating the purchase of homes. That article contained a warning against signing any purchase offer which does not contain a statement that the offer is conditional upon the employee being able to secure a loan from the Kodak Employees Association (Incorporated) in a named amount.

In spite of that warning, several employees who were expecting to obtain loans from the Association have signed offers without such a statement. Later when through over valuation of the property the Association refused to grant the loan, those employees discovered that they could not get back the money they had deposited with the real estate broker. In one instance in addition to his deposit the employee had to pay the seller a considerable sum to recompense him (the seller) for legitimate expenses to which he had been put relying on the sale.

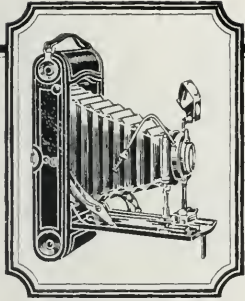
This is a very regrettable state of affairs and in order to correct it as much as possible a bulletin was recently issued stating that employees expecting to obtain loans for the purchase of homes should

sign no papers until they had been approved by the Legal Department. Therefore, when you decide on the house you wish to buy, and the real estate agent or the owner asks you to sign an offer or to make a deposit, do neither until you have brought the paper to the Legal Department. This may take a little longer but it is the only safe way.

It appears to be a regrettable but common trait in human nature that people who work hard and long to get together savings with which to invest in some worthy object often seem almost anxious to part with some of those savings without proper protection to themselves.

Incidentally it should be borne in mind that the only reason why the Kodak Employees Association has refused to grant any application for a loan which comes within the terms of its plan of making loans is that the property is not worth the price asked. In other words, the Association is working for the protection of the individual employee as well as for the safeguarding of the funds committed to its care.

Employees purchasing homes relying on loans *from any source* should not sign a purchase offer or make a deposit without *first* consulting the Legal Department.



CAMERA WORKS

HERBERT S. THORPE
Editor



THE FIFTH ANNUAL EXHIBIT OF THE EMPLOYEES HOME GARDENING ASSOCIATION

Well, what did you think of it? Wasn't it the best exhibit we have ever staged? This was the opinion of people outside of the Camera Works, and also the verdict of Mr. Metcalfe, the famous judge from Irondequoit. Many of us can remember the first exhibit the Association staged in 1915 in the now obsolete dining room, and it seems almost a joke when we compare the quality of the exhibits now to those on show "in the good old days." Then a carrot was a carrot, but *now* it has to be an aristocrat and then some, before the boys will even attempt to enter in competition! Of course, some people were heard to remark, "If I had shown mine, I could have won easy," but all of that surmise is up to them to prove, and, as a visitor told us, it was almost impossible to imagine more perfect specimens than those on display.

There were one hundred fifty-three entries in the single classes, and seven entries in the collective display, the latter display totaling one hundred forty vegetables. The exhibits included native vegetables from European Countries, and a very interesting assortment of dried beans peculiar to

Italy. Possibly the most striking feature of the exhibit was the collection of Fred Brehm, President of the Association, whose display caused great comment. With forty-nine distinct and different types of vegetables, and all of them prize winning stock, no wonder the 1920 Show was a record!

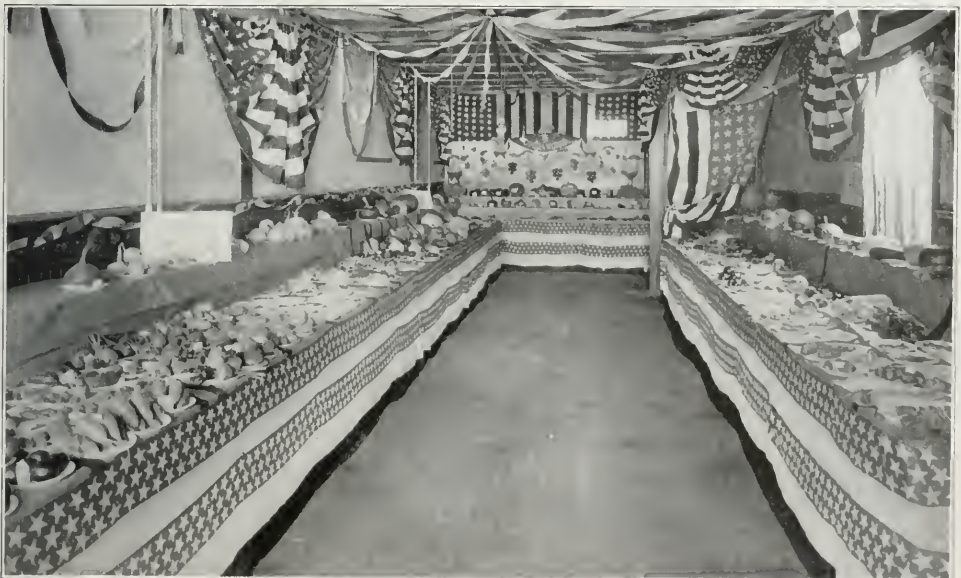
The following is the complete list of prize winners, together with the amounts won and the entries made:

COLLECTIVE DISPLAY

- F. Fisher, with 18 varieties.....1st prize
- Van Duser, with 26 varieties.....2nd prize
- Kuhn, with 20 varieties.....3rd prize

INDIVIDUAL DISPLAY OF VEGETABLES

- | | |
|--------------------|-------------------|
| BEETS | RADISH |
| Calkins.....1st | J. Kuhn.....1st |
| J. Kuhn.....2nd | |
| F. Greeder.....3rd | TOMATOES |
| KOHL RABI | F. Fisher.....1st |
| H. Gosnell.....1st | L. Clarke.....2nd |
| J. Lowater.....2nd | C. Ford.....3rd |



| | |
|-------------------|-----|
| RHUBARB | |
| C. Ford..... | 1st |
| PEPPERS | |
| F. Fisher..... | 1st |
| A. Richards..... | 2nd |
| D. Sine..... | 3rd |
| DRIED BEANS | |
| N. Izzo..... | 1st |
| N. Izzo..... | 2nd |
| J. Kuhn..... | 3rd |
| CAULIFLOWER | |
| E. Van Duser..... | 1st |

| | |
|-------------------|-----|
| ONIONS | |
| C. Russell..... | 1st |
| D. Sine..... | 2nd |
| E. Van Duser..... | 3rd |
| STRING BEANS | |
| J. Hennop..... | 1st |
| J. Kuhn..... | 2nd |
| F. Fisher..... | 3rd |
| VEGETABLE MARROW | |
| J. Brown..... | 1st |
| A. Richards..... | 2nd |
| O. Thorpe..... | 3rd |

| | |
|-------------------|-----|
| TURNIPS | |
| J. Shaffer..... | 1st |
| H. Thorpe..... | 2nd |
| A. Richards..... | 3rd |
| SALSIFY | |
| E. Van Duser..... | 1st |
| C. Ford..... | 2nd |
| J. Morey..... | 3rd |
| RUDABAGAS | |
| J. Kuhn..... | 1st |
| A. Richards..... | 2nd |
| PEAS | |
| A. Richards..... | 1st |
| MUSK MELON | |
| J. Kuhn..... | 1st |
| J. Morey..... | 2nd |
| E. Van Duser..... | 3rd |
| CARROTS | |
| E. Van Duser..... | 1st |
| W. Wandtke..... | 2nd |
| F. Fisher..... | 3rd |

| | |
|-------------------|-----|
| CORN | |
| E. Van Duser..... | 1st |
| A. Richards..... | 2nd |
| D. Sine..... | 3rd |
| CABBAGE | |
| D. Sine..... | 1st |
| J. Brown..... | 2nd |
| C. Russell..... | 3rd |
| CELERY | |
| F. Fisher..... | 1st |
| PARSNIPS | |
| A. Richards..... | 1st |
| C. Ford..... | 2nd |
| J. Morey..... | 3rd |
| CUCUMBERS | |
| L. Clark..... | 1st |
| F. O'Brien..... | 1st |
| J. Shaffer..... | 2nd |
| CHARD | |
| E. Van Duser..... | 1st |
| L. Clarke..... | 2nd |
| J. Morey..... | 3rd |



GARDEN CUPS AND PENNANTS
WON BY CAMERA WORKERS

| | |
|-------------------|-----|
| POTATOES | |
| E. Van Duser..... | 1st |
| J. Hennop..... | 2nd |
| F. O'Brien..... | 3rd |
| LETTUCE | |
| J. Morey..... | 1st |
| HUBBARD SQUASH | |
| E. Van Duser..... | 1st |
| J. Noble..... | 2nd |
| J. Noble..... | 3rd |

| | |
|-------------------|-----|
| CROOKNECK SQUASH | |
| H. Blackwell..... | 1st |
| E. Van Duser..... | 2nd |
| J. Kuhn..... | 3rd |
| SUGAR PUMPKIN | |
| L. Clark..... | 1st |
| E. Van Duser..... | 2nd |
| H. Thorpe..... | 3rd |
| FIELD PUMPKIN | |
| C. Russell..... | 1st |
| A. Richards..... | 2nd |

"NOTHING SUCCEEDS LIKE SUCCESS"

ATTENTION: DEPARTMENT REPORTERS

The *Kodak Magazine* has established a reputation in the industrial world, and we are proud to know that it is *ours*, and that each article and "squib" is contributed by an employee.

The idea of department reporters is another phase of democratic management, as far as it tends to give expression to the individual man or woman who, in big business, would be otherwise merged into a one-man opinion.

For the benefit of employees having interesting items or articles for publication, a list of reporters is appended. Get in touch with the one on your level, or else send your contribution direct to the Editor, Industrial Relations Department.

| | |
|--------------------|----------------------------|
| Office | { George Frizelle |
| | { William Lawrence |
| Tool | { Joe Fisher |
| Engineering | { Rose Knobles |
| Bellows, etc. | { Viola Eldridge |
| Stock Record | { Walter May |
| | { William Gardner. |
| Inspection | { Anthony Strogen |
| Shutter Machining | { Otto Protz |
| Shutter Assembling | { William Giblin |
| | { Ernest Le Roux |
| Brownie Department | { Grace Wright |
| Crease and Cover | { Glenn Webster |
| Lacquer | { H. Murphy |
| Photostat | { Edward Jewsbury |
| | { William Hartell |
| Woodworking | { Harry Norter |
| | { Leo La Palm, Wm. Lambert |
| Kodak Assembling | { Dey Mather, Harry Wignal |
| | { Earl Carson |
| Buffing | { Jack Heaphy, Jr. |
| Milling | { Anthony Payne |
| Lathe | { Charles Perrine |
| Riveting | { Tom Allen |
| Die Casting | { E. Van Duser |
| Press | { Roland McDonald |
| Carpenters | { Lenard Masterman |
| Tinshop | { Edward Frank |
| Stock | { Charles Snyder |
| Foreign Shipping | { Dan McCulloch |
| Plumbing, etc. | { A. Miller |

“KNOWLEDGE IS POWER”

We are fortunate in having so many opportunities in this city for self-advancement, through the medium of education as given in Evening Schools. The Mechanics Institute is widely famous for its extended curriculum, and it is particularly noted for classes in Mechanical Drawing and Machine Shop Practice. Last year 62 Camera Workers enrolled at the Mechanics school, and most of those who really tried, and attended punctually, gained their diplomas. This coming season should be a record by way of enrollment, and you are urged to give your immediate attention to this matter, as the accommodation for evening students is limited.

The Public Schools offer a varied list of studies, and full information can be obtained in the Industrial Relations Department on any matter pertaining to education for men or women.

The fees range from “gratis” to twenty dollars, but the knowledge gained is of inestimable value. The fallacy of a man or woman “having a drag” has long been exploded, and, to succeed, it is vital that we must have knowledge. No truer phrase has ever been coined than “knowledge is power,” and the long winter evenings can be made a splendid investment by attending school.

In last month’s issue of the *Kodak Magazine* we missed “Bob” Weber’s famous slogan of “Watch the Kodak Park team win the Baseball Pennant.” We suggest that Bob consult an Ouija Board before coining any more “prophecies.”

AN EXCITING CONTEST

If the Managers of the big Leagues missed attending the baseball game between the Kodak Assemblies and the Brownies, they are “out of luck” for first-class new material. According to veterans of the game, a finer match was never played, and judging by the score, both sides were balanced to a hair—until the ninth inning. The game was fought at Bausch & Lomb Athletic Field, the line-up being as follows:

| Kodaks | Brownies |
|-----------------------------|----------------|
| F. Kline.....P..... | J. Rutan |
| B. Clark.....C..... | C. Freudenvoll |
| H. Verstrung.....1st B..... | W. Powell |
| F. Gordon.....2nd B..... | W. Ring |
| H. McKague.....3rd B..... | D. La Palm |
| W. Sharkey.....S.S..... | W. Korhumel |
| K. Naramore.....C..... | B. Ford |
| F. Dugan.....L.F..... | J. Meyers |
| R. Bach.....R.F..... | W. Rice |

The excitement was great, there being a crowd of rooters numbering seven hundred and fifty.

There was no score until the ninth inning, when McKague scored a three bagger, and then the grandstand threatened to give way under the wild tumult of the Kodaks. Their ardor, however, was damped by the Brownies, who, scoring a run in the last half of the ninth, won the game by a margin of 1-0.



CAMERA WORKS SOCCER TEAM

THE REWARD OF CO-OPERATION
CAMERA WORKS ONCE AGAIN THE
WINNER

For the third consecutive year the Employees Gardening Association has won the challenge cup in the Industrial Competition at the Rochester Exposition. This splendid line of successes points to the fact that the individual members of the Association take a personal interest in maintaining the Camera Works reputation of "doing things right!"

The challenge cup is in open competition. Any Industrial Garden Club in Monroe County is eligible to enter their exhibit, and those concerns which enter the race try hard for the honors. It is by no means an easy contest to win, for not only must there be perfect quality, but there must also be as much variety as possible. When we boast of twenty-six named varieties of tomatoes alone, folks begin to realize that we have to be "Johnnie on the spot" to get one hundred per cent. Three expert judges—supplied by the Committee of Agriculture—minutely inspected the exhibits, and after an almost all day session finally tagged the coveted blue ticket on our display.

There were eight Garden Clubs competing this year for the magnificent cup donated by Mr. Delos Wray, and all of them were good ones. The following firms were represented:

Hawk-Eye Works, E. K. Co.
Camera Works, E. K. Co.
Vacuum Oil Co.
National Brass Co.
American Woodworking Machine Co.
Art-In-Buttons, Inc.
Bausch & Lomb Optical Co.
General Railway Signal Co.

After the exhibit was closed at the Camera Works the choicest specimens were carefully preserved for the Exposition. Almost everyone's vegetables entered for the exhibit went to make up the Exposition display. One beet from this entry, and one from that entry, etc. Therefore, you can see that when the trophy is quoted as belonging to the Camera Works it really belongs to the Association, individually and collectively.

Several members brought specimens to the Committee as gifts and did not enter them in competition. To these men all of us are indebted for their thoughtful service. We might mention several names such as Horace Blackwell, who brought us Brussels Sprouts and red cabbage, James Noble for his collection of squash and pumpkins, Joseph Izzo for his varied specimens of dried beans, Leon Morey for his lettuce, Fred Brehm for his tomatoes, etc.

All this proves that although individually we can not get very far ahead in big competition, yet collectively we can carry away the trophy, and really deserve first prize because of our co-operative spirit.

Did you ever hear the story of the black and brown sock? Well, it's a sad one, and it happened in the dark, and on "blue" Monday at that! We always considered Dick Jennings a perfect model of Safety, but he even risks dressing without a light, and, not practicing Safety First, he lost out! Any way, now we know that Dick wears tan shoes on Sunday, and has at least one tan sock to match!

WHO'LL BE FIRST?
By Z.

Some
Time ago, a
Well-meaning (?) but
Rather misguided gentleman
Advocated that when folks
Arrived at very old
Age, they should
Be chloroformed!
We hasten
To disagree
In
This case,
As some of the
Best folks we know
Have become very old, but
Are just as useful
As ever.
While
We are on
The subject, however,
Just notice what the
Busy Bee does.
He is
Noted for his
Industry, and incidentally
His production.
He realizes
That
The drone
Not only is a nuisance
To himself, but
Also a hindrance
To the others.
So he ups
And steps
On him with
His hind feet,
And the drone is no more!
Now, I wouldn't
Go so far as
To advocate
Any such
Rude
Procedure in
The case of the human
Drone (who lives but
For himself and
Gives no benefit
To Society).
But
If anybody
Has to be eliminated
In order to make the world
Better, the ginks that I
Just referred to
Are the
Ones that ought
To be picked out for
The festival!
SALAAM.

Well! Vacation days are over now, and, although we long for them to come, we are somehow glad to get back on the job again, and get into our regular routine. Let's knuckle right down now, and make up our mind to do more and better work than in any previous "closed" season.

We all know that "KODAK" has a world-wide fame, but most of us did *not* know that the actual "makings" of a camera have been viewed by natives from thirty-three different Republics and Monarchies.

During the past few years we have had visitors from the following countries:

- | | | |
|-------------|---------------------|---------------------|
| Australia | Argentina | Sweden |
| Turkey | Spain | Cuba |
| Germany | Alaska | Porto Rico |
| New Zealand | Columbia, S. A. | Mexico |
| England | Peru | Buenos Aires |
| Canada | Denmark | Italy |
| Hawaii | Switzerland | Norway |
| Siam | Belgium | British West Indies |
| China | Uruguay | Chile |
| Japan | British East Africa | France |
| Nova Scotia | Jamaica | Panama |

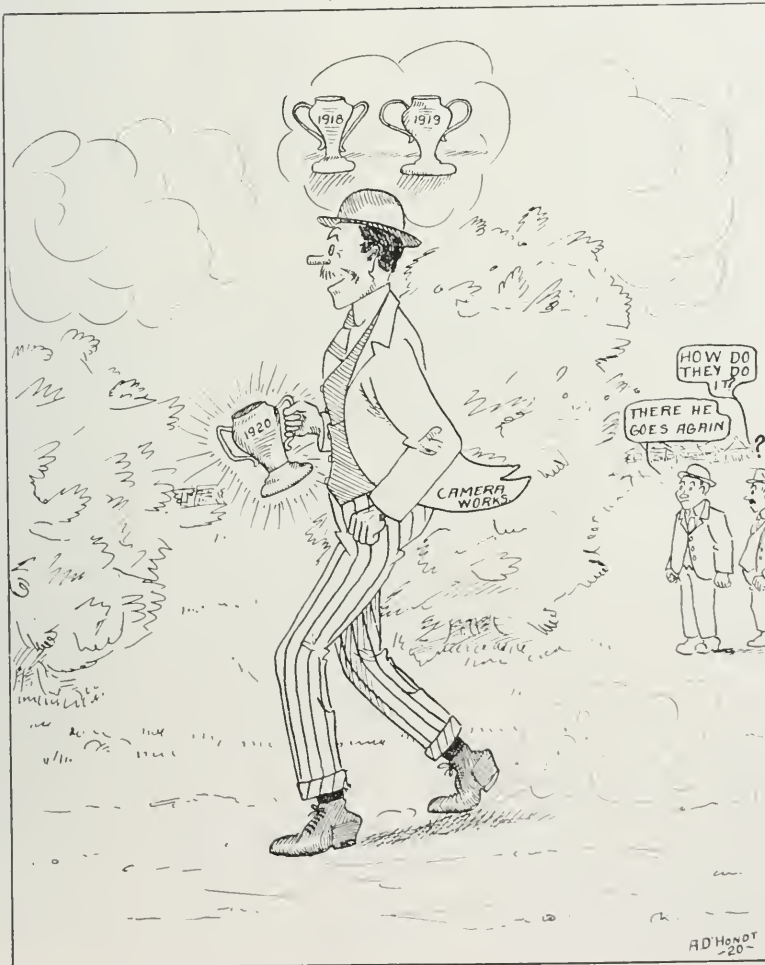
OBITUARY

We have lost a very familiar figure in Arthur Little, who passed away last month. He started at the Camera Works just twenty-three years ago, and has seen the company grow up from infancy. The company and employees extend sincere sympathy to the widow and relatives.

We regret to announce the sudden death of Florence Kohler, who passed away in the City Hospital on September 3rd. Florence has worked in the Crease and Cover Department for two years, and her many friends extend their sympathy

The sudden death of John Franc came as a shock to his fellow workmen. John had been ill and depressed for a long time. His record of twenty-four years is an admirable one, and we shall miss John from the group of old employees. Sincere expressions of sympathy are extended to his family.

ONCE AGAIN!





SHUTTER DEPARTMENT PICNIC AT ISLAND COTTAGE

This picnic is almost comparative to "The last rose of summer," but its lateness did not prevent its success. One hundred and five Shutter Room Employees journeyed down to Island Cottage on Saturday, September 11, and a well-served chicken dinner was the reward. The rain managed to hide until after the ball game between the married and single men, but the ambitious sports program had to be changed from outdoor contests to inside amusements. The dance hall was commandeered for the purpose, and lots of fun was caused by shoe races, peanut races, etc. In the evening a dance was held and a three-piece orchestra rendered appropriate music. Elmer Ritz was Chairman, and the whole crowd voted the picnic as a complete success.

The Camera Works almost looks as if it runs a matrimonial bureau. There are quite a number of our boys and girls who tie the nuptial knot. Anna Batte, of the Stock Record Department, married Ed. De Fraime, of the Etched Plate Department. Anna has left us but we still retain Ed., and we wish them all kinds of future happiness. Flora Thorne, of the Milling and Assembling Department, married Elmer Stubbs, of the Woodworking Department. Sincere good wishes from us all.

Two more weddings from the Bellows Department. Mary Flaig to George Oulac. Cecil Usdane to Jack Carter. Splendid! All kinds of good wishes.

We congratulate Minnie Minkau, of the Bellows Department, on the completion of her twenty years of good and faithful service. We tried to get a photograph of Minnie, but failed. Anyhow, everyone knows her and we all hope that we shall see her for many more years.

Thirteen girls of the Bellows Department held a sausage and corn roast at Bay View. Evidently thirteen is not an unlucky number as it is supposed to be, for the girls had a grand and glorious time.

Monica Gartland—Detail and Estimate Department—has changed her name to Mrs. Crissy. She has been with us so long that if we still call her Monica she mustn't mind. Congratulations!

Everyone in the Shutter room knows Minnie Richter and Walter Marcille, and their friends are

almost as happy as they are. The news leaked out that they were to be married on September 21st, at the Holy Redeemer Church. All the boys and girls working with them wish them a long and happy life.

William Radtke is the proud father of an eleven pound boy—Donald—born on Labor Day.

Mable Wesley—an Assembler in the Shutter room—was united in marriage to John McKekey on September 1st at the rectory of the Sacred Heart Church. Best Wishes, Mable.

The second floor takes pleasure in announcing the engagement of Helen Sullivan to William Schwartz, of this city.

Everyone has noticed the smile on the countenance of David Hughey of the Woodworking Department. The solution is not hard to find when we look at the picture of David and Belle Gray who were married on September 18. They spent their honeymoon at Lake Champlain.



MR. AND MRS. DAVID HUGHEY



FOLMER - CENTURY

CLARENCE H. HARPER
Editor



After passing through a very disastrous season of baseball, members of the Folmer-Century Athletic Association have turned their thoughts to bowling. Starting last season with the first eight-team Bowling League that had ever been undertaken and carrying it through to a very successful finish, members of the Folmer-Century Works Athletic Association met on Tuesday evening, September 7, 1920, and organized another Bowling League for the coming season. William Melvin, who has captained the team for the past few seasons in the Camera Bowling League, was elected President and C. H. Harper Secretary and Treasurer.

The opening night is October 20, 1920, at the Grand Central Alleys, and a large turn-out of members of the Association and plant officials will be on hand to give the League a good start for the coming season.

Ernest Vuillier of the Experimental Department left the Folmer-Century Works, September 4, 1920, for Victoria, Texas, where he will engage in the automobile business. His many friends wish him much success in his new undertaking.

We are glad to learn that Annabelle Kane of the Purchasing Department who has been on the sick list for some time is recovering.

And the whole idea of prevention of accidents is each one's regard for SAFETY—and the thought to warn others of danger. Better hurt a fellow's feelings and keep him well and strong, than to chip in a quarter for his poor mother or wife and kiddies after he is killed.

Talk and think Safety at work and at home.

Harold E. Dunning of the Wood Machine Department was married September 8, 1920, to Edith M. Dutton. Congratulations.

John Sgambaty of the Tool Department was married September 1, 1920, to Mary J. Passroe. Mr. and Mrs. Sgambaty have left for a two weeks' trip to New York, Philadelphia, and Washington.

We don't want careless men around our plant—no, siree; a careless man endangers the life of everyone in his vicinity.



THE OFFICE FORCE



FOLMER-CENTURY

The Folmer-Century Works Annual Picnic which was held Saturday, August 28, 1920, at Sea Breeze, was a hummer from the start to the finish in spite of the threatening weather. From the time our happy and jovial bunch left the plant accompanied by Hebing's Band till the last one left for home at night there was one continuous round of entertainment.

Upon arrival at the grounds we made our way to the Pavilion where we disposed of the "eats." Immediately after the repast the band led to the ball grounds where one of the big events of the day was staged, a nine inning game between married and

single men. After a hard fight the married men lost to the tune of 10 to 7.

Upon returning from the ball grounds we were all lined up for the Cirkuts and Graflexes and had our pictures taken, which of course made us "look pleasant."

After this races were run off and in the evening dancing was enjoyed by all. The following were the prize winners:

- Spot Race for Ladies..... Hazel Bailey
- Ladies Ball Throwing Contest... Edna Johnson and Mildred Janeck
- 50 yd. dash for boys..... Donald Silliman
- Spot Race for Girls..... Ada Gerew
- Ball Throwing for Men..... Carl Muller
- 50 yd. dash for Men..... William Willer
- Ladies Shoe Race..... Irene Jost
- Cracker-eating Contest—Girls..... Cora Thacker
- Boys three-legged race..... Joseph Jones and John Lohrman, Jr.
- Time race for men over 50 yrs., William McCormack
- Doughnut Race for Men..... Alfred Janeck
- Three-legged Race for Men.... Harry Barnard and Harold Rotmans
- 25 yd. dash for ladies..... Marcelle Vuillier
- 25 yd. dash for girls..... Ruth Kraft
- Time Race for Ladies..... Irene Henderson and Lucille Neir
- Pie-eating Contest for Boys..... Jack McKie
- Elephant Race..... Albert Flaming and George Puddington
- Judges:—Joseph Reiss, George Roche, Frank Moniot, John Lohrman.



Winner of first prize, handsomest gentleman at Folmer-Century Outing

Look out for unsafe conditions. It is your duty to watch for unsafe or defective tools or machinery, breaking of safety rules, and to report such things at once. You owe it to yourself and others who may be in danger.



AL OUTING

John Gordon, for the past year employed at the Camera Works working along Production lines, has been transferred to the Folmer-Century Works. Mr. Gordon is a graduate of Massachusetts Institute of Technology, and during the recent War spent two years in the Air Service in France and England. He is well fitted for his new duties and we offer him our co-operation in his work here.

Keep the ragged burrs broken off your hand tools.

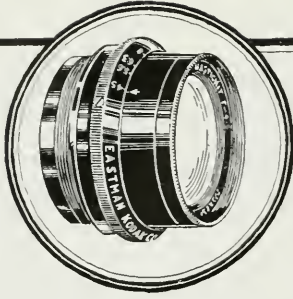
Don't touch the electrical equipment.

Don't wear loose clothing around your machine.

Whatever it is, if it isn't safe, don't do it—for what would the wife and kiddies at home do without your help?

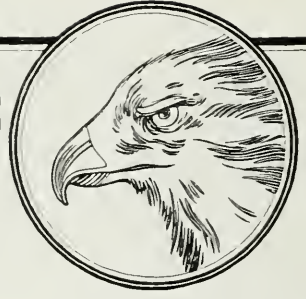


SOME OF THE PRIZE-WINNERS AT THE PICNIC



HAWK-EYE

WILBUR G. WOODAMS
Editor



OUTDOOR-INDOOR BASEBALL

With the grand finale of the regular Eastman Kodak League in sight, Hawk-Eye Athletic Association officials are planning an extension of the ball season by the foundation of two leagues of four teams each. These teams play the outdoor game with the regulation indoor baseball. Last year in scrub games much pleasure was afforded the boys who participated in the sport, so that the introduction of league games should further Hawk-Eye Athletic Association spirit and create inter-department rivalry.

A nine-game schedule for each team has been arranged, and with its completion the winners in each league will meet in a "world series" of best two out of three games for the Hawk-Eye Athletic Association Championship.

The teams with their respective managers making up the leagues are as follows:

EASTERN LEAGUE

Anastigmat Lens..... Carl Fischer
Achromatic Lens..... John Kowalski
Lens Mounting..... Charles Prentice
Lens Centering..... John Lehle

WESTERN LEAGUE

Tool Department..... Leo Felerski
Brass Department..... John Farrell
Stock Department..... J. Russell Craib
Office-Production..... Raymond Wall

The league season opened on September 7th, so come out in force; if you cannot play, you can cheer for your own particular team.

Results of games played during the week of September 11th in the Outdoor-Indoor League.

EASTERN LEAGUE

| | |
|------------------------|-----------------------|
| Achromatic Lens..... 8 | Anastigmat Lens.... 1 |
| Lens Centering..... 9 | Anastigmat Lens.... 8 |
| Achromatic Lens..... 8 | Lens Mounting..... 3 |
| Lens Mounting..... 7 | Lens Centering..... 3 |

WESTERN LEAGUE

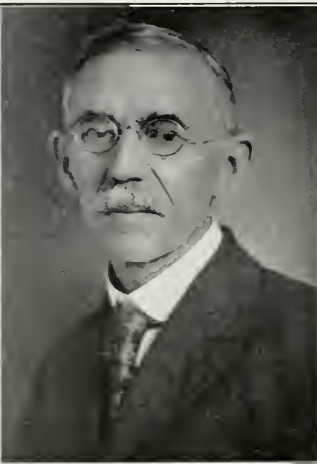
| | |
|--------------------------|-----------------------|
| Tool Department..... 8 | Brass Department... 4 |
| Office-Production.... 5 | Stock Department... 4 |
| Tool Department..... 6 | Stock Department... 2 |
| Office-Production.... 10 | Brass Department... 6 |

EMPLOYEES LONGEST IN SERVICE

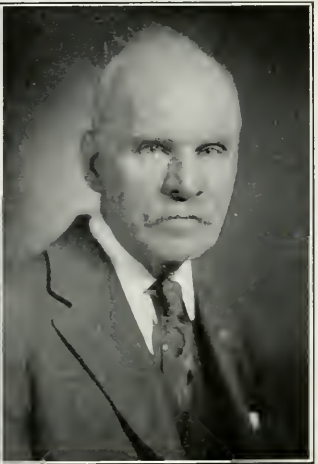
Mr. Rearson was the first employee hired by Mr. T. H. Blair at Boston when the Blair Camera Company started. Previous to the forming of the Company, Mr. Blair had cameras made by different concerns, one of them being the wood working shop of Mr. Rearson. Mr. Rearson had completed a lot of cameras for Mr. Blair when the factory was destroyed by fire. Shortly after this Mr. Blair decided to form a company to manufacture cameras, and thus in 1882 the Blair Camera Company came into existence. Mr. Rearson equipped the factory with the necessary machinery and turned out the first camera for Mr. Blair. John Dineen was the second person employed. James Watts joined the organization in 1895. The Eastman Kodak Company acquired the Blair Camera Company in April, 1899, and moved the plant to Rochester.



JOHN DINEEN



HENRY REARSON



JAMES WATTS



CHRISTIAN F. HAUS

Foreman Brass Department—Twenty-one years Service

The call for greater production has caused several changes in the Plating Department during the past few weeks. Two new nickel plating tanks, three cleaning kettles, a large drying oven, and a new motor and generator set have been installed.

Well, now that we've seen what the Hawk-Eye Girls can do, we can hardly wait until next year. The girls themselves were wishing some Florida weather could be sent up to Ole Noo York for use during the next six months, if it were not for the fun they're going to have this winter in basketball at the club, and some other stunts not yet fully planned.

Leave it to them for pure, unadulterated pep, winter or summer.

The seed of girls baseball enthusiasm was planted early and results eagerly looked forward to by Bill Schlegel, father of Hawk-Eye Girls Baseball, for quite some time. Finally green sprouts began to appear all over the field and with great joy Bill went to work to train them in the right direction, for future use. He cultivated and smoothed, dug up and replanted. Often he feared for the survival of the fruits of his labors. But "patience and perseverance will move mountains" and in this case it turned out a team of girls as fine and sportsmanlike as can be found, wholly worth the admiration shown by the Hawk-Eye people and the interested crowds that gathered to see the games.

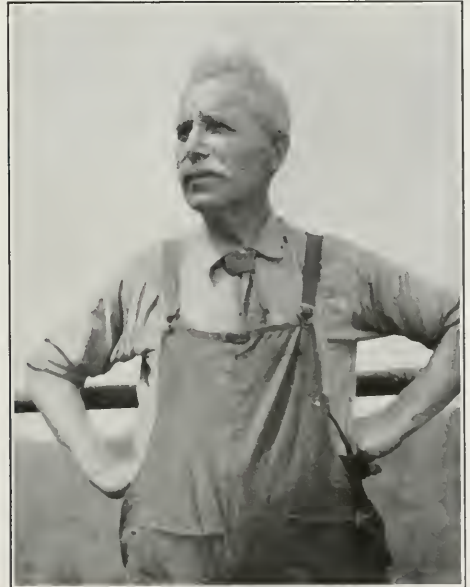
So, wishing them all the good luck in the world, we bid a reluctant farewell to their first baseball season, and urge them to accept our good wishes and support when they again appear on the field.

Three Hawk-Eytes were graduated from No. 5 School, August Class in Civics, and received certificates of qualification for their final citizenship papers. They were Mr. Larter of the Anastigmat Lens Department, Mr. Casper of the Instrument Department, and Mr. Patsey Paleschi, of the Glass Moulding Department. A cordial invitation is extended to other eligible employees to follow their example.

A night shift has been put on in the Glass Moulding Department until more machines can be installed for this growing department. The night shift is in charge of Ernest Robbins, and consists of Wayne Mead, Charles Dnbelbeiss, James Wittman and Harold Foote.

The employees of the Hawk-Eye Works wish to extend their sympathy to Peter Brassier of the Assembling Department, to Albert Winslow of the Wood Department and to Ralph Hackett of the Stock Department. Mr. Brassier lost his wife, while Mr. Hackett and Mr. Winslow each lost a son during the month of August.

The Girls Baseball team wishes to take this occasion to thank Mr. and Mrs. "Bill" Schlegel for the wonderful spread tendered them as a windup to the baseball season. They are firmly convinced that the team will never break up now, and that "Bill" will have to supply another feed sometime in the years to come if he wishes them to consider any suggestion of his regarding the breaking up of the girls' team which he moulded together into such a smooth working machine.



NICK HOFFEND

Sanitary Department

Hawk-Eye is to have a Soccer team—the best team ever put into the field. An enthusiastic lot of players are out practicing twice a week in preparation for a strenuous season. Goal posts are to be set up at once and the Hawk-Eye Athletic Association has promised to have jerseys ready in a short time.

“Mac” Harding has been elected Captain and George Ansell is to manage the team. Plans are under way to have the team entered in the Rochester District Soccer League and to compete with other Kodak teams. Watch this latest addition to the Hawk-Eye athletic activities.



FRED LUTZ

Maintenance and Construction Department

Norman Carroll, of the Maintenance and Construction Department, is visiting in Canada for a few days.

Alois Groell, of the Rough Grinding Department, has recently purchased a home on Michigan Street.

Peter Born, of the Rough Grinding Department, has recently purchased a home on Coleman Street.



Left to Right:

John Button, of Power Department
Wm. Harrison, Foreman, Power Department
Charles F. Brown, Lunch Room Manager
Riley Sprague, of Maintenance and Const. Department

Old Doctor Stork visited the home of Ed. Reis, of the Anastigmat Lens Department, on August 26th, and left a bouncing 7-pound baby boy, Raymond Edward. Congratulations.

Leap Year has made deep inroads on Mr. Newman's Department. Loretta Alvard and Evelyn Haug have signed life contracts while Florence Henn and Edith Campbell have displayed diamonds during the past month. Our best wishes to you girls—our sincerest sympathy to you Mr. Newman.

Marcus Jennings recently paid a visit to the Big Town, leaving Rochester as he said without a relative in the wide world. On his return he boasted of uncles, aunts, cousins and even a mother-in-law. It seems that Cupid has finally landed him.



HAWK-EYE GARDEN EXHIBIT AT ROCHESTER EXPOSITION



“HAWK-EYE-LETS”

1—Elizabeth Quetchenback ; 2—Jane Mufford ; 3—Cecelia Marie Fink ; 4—Joan Harding ; 5—Anna and Ruth Tafel ;
6—Olga and Eugene Melch ; 7—Mildred and Edwin Larter ; 8—Frederik Fink



KODAK PARK

ROBERT A. WEBER
Editor

GIRLS' BASEBALL TEAM LOSES SERIES TO "ALL STARS"

Before a crowd of 5,000 people the Girls' All Star Baseball Team, composed of some of the best talent in the city, defeated our team by the score of 10 to 3. Again later, in the second encounter our girls lost to this same team by the score of 16 to 5.

The result of our games with the faster teams in the city has in no way disheartened our players or fans.

Girls' Baseball at Kodak Park is something new, and the results which have been obtained through the efforts extended by the girls participating, "Pete" Manhold, James Ward and the others who have assisted, are very gratifying.

The playing of each member is worthy of praise, particularly that of Laura Duby, who has proven to be a pitcher of much ability.

This sport has gained a firm foothold in industrial athletics, and another season great things may be expected.

The results of the games played up to September 1st are as follows:

| | | | |
|-----------------|----|-----------------------|----|
| Kodak Park..... | 33 | Hawk-Eye Works..... | 7 |
| Kodak Park..... | 19 | Bastians..... | 3 |
| Kodak Park..... | 16 | Camera Works..... | 0 |
| Kodak Park..... | 28 | Art-In-Buttons..... | 5 |
| Kodak Park..... | 9 | Main Office..... | *0 |
| Kodak Park..... | 2 | Alderman-Fairchild... | 4 |
| Kodak Park..... | 3 | All Stars..... | 10 |
| Kodak Park..... | 9 | Hawk-Eye Works..... | 4 |
| Kodak Park..... | 5 | All Stars..... | 16 |

*Forteit.

Here's a striking example of what a little bit of carelessness may do to a man. The living example is blind now and sells shoe strings on the main street in one of our busy cities. He used to be an expert machinist. He lost both eyes because he was careless and failed to use his goggles on an operation that required these eye protectors. He has three children who have to work and neglect their education because he can't support them. In this man's dark life don't you think the darkest thing is the thought that the loss of his eyes was unnecessary and no one is to blame but himself? How would you like to be in his place feeling your way through the mazes of life with a cane or having someone to lead you about from place to place?



KODAK PARK GIRLS' BASEBALL TEAM

SUMMER SEASON IN NOON HOUR LEAGUE
A HUMMER

The summer season in the Noon Hour Baseball League, just finished, was the most closely contested race we have ever had. Four teams picked from the cream of the spring league played such exceptional baseball that when the last game of the schedule had been played, the Legion, Colts and Outlaws were in a triple tie for first place, each team having won 6 games and lost 3. The Crabs had evidently had all the hard luck during the season, they having lost every game played. After playing another round, these 3 teams were still tied on September 2nd, each having won 7 and lost 4 games. Lots were then drawn for the first play off, the Outlaws and Colts playing the first game which resulted in a victory for the Colts by the score of 6 to 3. Following this game the Legion team was defeated, 5 to 3, leaving the Colts the undisputed champions.

The opening game of the Fall series was played on Wednesday, September 8th, by the Hustlers and the Cubs.

Following is a schedule for the final series of the year.

| | | | |
|-------------------|----------|----|---------|
| October 1st..... | Colts | vs | Bandits |
| October 4th..... | Hustlers | vs | Legion |
| October 5th..... | Cubs | vs | Bandits |
| October 6th..... | Outlaws | vs | Colts |
| October 7th..... | Legion | vs | Bandits |
| October 8th..... | Hustlers | vs | Outlaws |
| October 11th..... | Cubs | vs | Colts |
| October 12th..... | Outlaws | vs | Bandits |
| October 13th..... | Hustlers | vs | Colts |
| October 14th..... | Cubs | vs | Legion |
| October 15th..... | Hustlers | vs | Bandits |
| October 18th..... | Legion | vs | Colts |
| October 19th..... | Cubs | vs | Outlaws |

FIRST CALL FOR CANDIDATES

With the first tinge of fall in the air, our thoughts naturally turn to the "king" of winter sports—basketball

Kodak Park has always been represented on the court by one of the leading teams in this vicinity it having been the policy to give our followers an opportunity to see the better teams in action. This plan will again be followed out during the season of 1920 and 1921, negotiations already being underway for games with a number of first class teams.

The team this year will be coached by Herbert "Rip" Benzoni. The success which he had in handling the team a few years past guarantees a fast aggregation with the ability to play good basketball.

The first practice will be called sometime this month, the exact date to be designated later.

It is planned to have, not only Kodak Park, but the other Eastman branches in the city represented on the team this season, and an invitation is extended to players in any of the plants to report for practice, and an opportunity will be given them to play.

With such men available as Wilbur Woodams, of the Hawk-Eye Works, George Willis, of Kodak Park, and many others, our prospects for a city championship seem very bright.

CORRECTING A MISUNDERSTANDING

The "Hospital Happiness" movement inaugurated in the city in August has apparently come in for some undeserved criticisms.

The Kodak Park Executive Committee of the Community Chest investigated and found that while the project was in every way worthy of support, no provision had been made in the Community Chest budget for work of this nature.

In consequence it was agreed that no personal solicitation should be made, and that contributions to support the project should be purely voluntary.

The "Hospital Happiness" cause is a most worthy one, but please understand that its promoters do not desire contributions except from those perfectly willing to aid in this work.



FILM BOXING DEPARTMENT OUTING—POINT PLEASANT

KODAK PARK EMPLOYEES

RECEIVING AWARDS FOR SUGGESTIONS ADOPTED FROM AUGUST 1, 1920,
TO SEPTEMBER 1, 1920

| Name | Department | Suggestion No. | Name | Department | Suggestion No. |
|-----------------------|-------------------|----------------|----------------------|---------------------|----------------|
| Agness, Bernard | Mail | 85137 | Koepke, Frank | Emul. Melting | 80322 |
| Aitken, Thos. | Electrical | 84179 | Kornet, Melcior | Projection Lab. | {84680 |
| Allen, Edward G. | Roll Coating | 80418 | | | {84678 |
| Baker, Charles W. | Building No. 21 | 60994 | Kowski, Leo | Main Office | 84670 |
| | | {84198 | Lincoln, Edwin | F. P. S. S. | 49942 |
| Bates, Harris G. | Machine Shop | 80615 | Lindhurst, H. J. | Plate Emul. | 59720 |
| Barrows, Wiley G. | Chemical | 54025 | | | {84467 |
| Bohrer, R. J. | Garage | 54114 | Manchester, H. | Millwright | {84468 |
| Braggins, Geo. F. | Film Boxing | 48417 | Master, Julius | E. C. & P. | 84203 |
| Bruce, H. R. | Order | 88161 | Maynard, F. H. | Baryta | 58706 |
| Burns, George V. | Main Office | 53945 | Maynard, Frank J. | Roll Ctg. | 59794 |
| | | {46409 | McCarthy, John J. | Carpenter Shop | 57675 |
| Burns, Thos. | E. & M. Stock | 58569 | McMaster, John | Chemical Plant | 52432 |
| Butler, H. Ray | Emul. Melt. | 80321 | Merrill, Ralph E. | Millwright | 58972 |
| Butler, Walton N. | Millwright | 84456 | Moore, William T. | Millwright | 80145 |
| Camfield, Arthur D. | Garage | 84849 | Morrison, Hugh | Millwright | 56257 |
| Carpenter, E. L. | Office | 84698 | Nix, George | Pipe Shop | 84134 |
| Champaigne, Mary | Folding | 85180 | Norman, Minnie | N. C. Slitting | 80467 |
| | | {54749 | Oakes, James | Film Emul. | 28615 |
| Closser, Frederick J. | Projection Lab. | 54753 | O'Connor, James M. | E. C. & P. | 58570 |
| Cohen, Samuel | F. C. & P. | 84361 | Page, A. J. | Distilling | 57394 |
| | | {40771 | Parker, Chas. L. | Tool Room | 53132 |
| Connaway, H. W. | Finished Film | 84810 | Perry, Geo. W. | E. C. & P. | 84358 |
| | | {84809 | Pitcher, F. L. | Chemical No. 9 | 52428 |
| Croston, F. G. | Roll Ctg. | 56154 | Pitcher, P. P. | Chemical Lab. | 52345 |
| Damaske, John | Inside Cleaning | 58691 | Pritchard, Gerard W. | E. & M. Stores | 88126 |
| DeBrine, James J. | F. P. S. S. | 49946 | Schueler, F. | Roll Ctg. | 52284 |
| Decker, George W. | Powder & Solution | 59880 | Seabury, John | Roll Ctg. | 57261 |
| Domke, Miss Minnie | Rewinding | 41043 | | | {84373 |
| Dorschell, Fred | Film Boxing | 49542 | Shafer, C. E. | Building No. 22 | {84374 |
| Entwisle, J. | Millwright | 58556 | Smith, Harry O. | Machine Shop | 80606 |
| Falardeau, Elizabeth | Building No. 50 | 49481 | Spooner, J. | Film Emul. | 88374 |
| Fancher, Genevieve | Pay Roll | 52371 | Starwald, A. | Branch Shipping | 85215 |
| Francis, F. R. | Carpenter Shop | 85222 | Strutz, Henry C. | Roll Ctg. | 56340 |
| Gates, Bertha M. | Main Office | 88424 | Sullivan, G. A. | Roll Ctg. | 56272 |
| Gerster, John A. | Recovery | 56029 | Sweeney, A. C. | Power No. 1 | 2105 |
| Giebel, August F. | E. C. & P. | 84369 | Thomson, Walter C. | Pay Roll | 60328 |
| Granger, Ed. A. | Garage | 80424 | Turgon, Fred H. | Film Pack | 85012 |
| Happ, Arthur | Cotton Nitrate | 80459 | Vragel, Ed. W. | Film Emul. | 28603 |
| Hauser, C. R. | E. & M. Drafting | 52127 | Wadick, A. | Garage | 84860 |
| Heiligenman, Otto | Machine Shop | 49336 | Walley, M. Porter | Pay Roll | 88257 |
| Herring, John | Machine Shop | 80076 | Ward, E. | Mr. Sulzer's Office | 58589 |
| Hincher, Lloyd W. | Lumber Cutting | 49652 | Wells, George G. | Machine Shop | 80458 |
| | | {60841 | | | {59590 |
| Holt, Carl N. | Sheet Metal | 60631 | Wilde, Frank A. | Recovery | {88034 |
| | | {61262 | | | {88263 |
| Hume, James | Millwright | 59206 | Wilmot, F. D. | Pay Roll | 88259 |
| Hunger, Rose | Spooling | 49202 | Wood, Franklin M. | Main Office | 88003 |
| Johnson, Chas. | Millwright | 49202 | Wright, Thos. | E. & M. Eng. | 80407 |
| Kaucher, Robert F. | Baryta | 59513 | | | |

Anna Holtz, who was on the sick list for two months, has returned to work.

Hazel Faker was married on September 17, 1920, to Thomas Holshue.

Mildred Minard a short time ago went through an operation. She had about recovered, when it was found necessary to have another operation performed. She is now improving steadily.

RECENT BIRTHS

Al. Starwald, Branch Shipping Department, July 25th—daughter.

Frank Donovan, Branch Shipping Department, July 14th—son.

T. F. Parker, Emul. Ctg. Department, August 28th—son.

Alex. Crane, Emul. Ctg. Department, August 24th—daughter.

Paul Bahr, Testing Department—son.

L. Agness, Box Department, August 16th—daughter.

PLATE DEPARTMENT EMPLOYEE COMPLETES 30th YEAR OF SERVICE

H. E. Van Hoesen has been in the employ of the Eastman Kodak Company for 30 years, beginning at State Street on September 12, 1890. In August, 1894, he began work at Kodak Park, where he coated, by hand, all the plates that were sold by the company.



"VAN"

For 26 years "Van" has been working in the Plate Department where he is held high in the esteem of his fellow employees, as he has a kind word and smile for all. We wish to congratulate Mr. Van Hoesen on his long period of faithful service with the company.

PAY ROLL BOYS HOLD ROAST

On Tuesday evening, August 31st, the men of the Pay Roll Department, Building No. 26, held a sausage and corn roast at "Herb" Shaw's place on Irondequoit Bay. Everybody had a ripping time and, for once, the "too many cooks" adage didn't hold good, which no doubt accounted for our ravenous appetites—you know, everyone having had a hand in the pie none had an excuse to pass it up! The special feature on the program was a promised sail in "Herb's" boat, but the breeze failed long before Thomson speared the last sausage. Nevertheless we couldn't entirely escape some excitement, for a certain car hailing from Spencerport was in the party, and refused to climb the "Birds and Worms" hill on the way home, and it required the united efforts of the whole crowd to push the recalcitrant "gas buggy" up to level ground, where its "inners" again functioned normally and the party sped homeward. We are sure that the evening will always remain a pleasant remembrance.

Genevieve Shirley, of the Film Rewinding Department, left August 30th, to be married. We wish Genevieve much happiness.

Charlotte Smith, of the Branch Shipping Office, Building No. 33, and P. H. Case, of the Industrial Economy Department, were united in marriage Saturday, September 11, 1920. Best of luck to both, from their friends.

On Wednesday evening, September 8th, the members of the Industrial Economy Department spent a pleasant evening at the home of Walter Metcalf, Magee Avenue, in honor of P. H. Case. The bunch started in at once to tell "P. H." what he did not know about married life. They also put him through some stunts that will long be remembered. Cheer up Percy, it only comes once in a lifetime.

Bethuel Colburn, of the Industrial Economy Department, has purchased a home on Electric Avenue. Colburn believes in being well electrified.

Adelaide Kalmbacher, of the Inside Pasting Department, was married to Allie Radke on September 4th. We extend our heartiest congratulations.

On Saturday, August 21st, the girls of the Film Order Office had a very enjoyable time at a sausage roast, given at the home of Miss Grace VanVechten, Britton Road, Greece. Dancing and games followed which were enjoyed by all.

Why is it that some employees are "laying off" every few days? Why not stay on the job, get acquainted with your work and get it fixed in your mind that you are a part of the organization. Think it over.

On September 6th, L. Cherry lost her brother through death.

Ethel Kalsbeck, aged twenty-one, daughter of Albert Kalsbeck, Inside Cleaning Department, died August 20th.

P. Versluys, Laundry, and S. Sedore were married on August 27, 1920. The Department presented them with an aluminum percolator.

Ask "Vic" Ayette why "Cannan's Crabs" were changed to "Hustlers." Can't beat 'em? Why not accept the challenge of the girls' team, "Vic?"

Franklin Wood and Jennette Walley, both of the Main Office, were married on August 17th. We extend our congratulations and best wishes!

C. Fleming, on September 8, 1920, was married to Norris Fordham.

Ruth Norman, of the Inside Pasting Department, and Walter Gaffield were married on September 8th. All sorts of good luck to Ruth and Walter.

On August 16th, Eleanor H. Oldfield, of the Film Pack Department, was married to John Aldred, of the Rochester Gas & Electric Corporation.

ARTHUR T. "JERRY" WELLES

"Jerry" Welles, Safety Engineer and Manager of Sports of the Kodak Park Athletic Association, first saw the light of day in Hartford, Connecticut. After passing through the usual eventful period of youth he entered Yale University, where he was prominent in athletics, particularly track work.



"JERRY"

"Jerry" first came to Kodak Park on July 8, 1901, as assistant superintendent of the Emulsion Coating Department. Later on he was placed in charge of the Industrial Laboratory, going from there to the Electroplating Department now known as the Roll Coating Finishing. Some time later he was placed in charge of the estimating for the E. & M. Department, which position he held when called into service on the Mexican border with Troop H in June, 1916. He returned to the Park, in March, 1917, and was again called out on July 15th of the same year, to participate in the World's War, going to Brooklyn, from which place he was later sent to the camp at Spartanburg, South Carolina. He left for overseas on June 30th, 1918, as Lieutenant in charge of Service Park Units 402 and 367, and later participated in the Somme offensive, being discharged in August, 1919. He again returned to Kodak Park, assuming the position of Safety Engineer and Manager of Sports of the K. P. A. A.

Mr. Welles has given much serious consideration to the safety first movement at Kodak Park. In a recent statement he explained that the maximum results cannot be obtained without the earnest and whole-hearted co-operation of the employees, in whose interest he is vitally concerned, and wishes to take this opportunity of requesting everyone to be on the lookout for conditions which can be improved. Dangerous places, hazards of one kind or another, the need of guards where not already installed, should be brought to his attention. It will be appreciated by him, and you will have the satisfaction of knowing that you are taking some part in the universal movement to protect yourself and your fellow workmen.

Tag! you're it. If you do not obey the new traffic regulations, you are sure to find one of the green tags on your steering wheel and then a trip to Exchange Street. Obey the laws and help to make them effective.

SOCCER TEAM IN SHAPE FOR HARD SEASON

On August 28th, Kodak Park Soccer Team played the first game of its Fall schedule when they met the Rochester City Moose in what was considered the best exhibition of Soccer Football seen in Rochester for some time.

Two new players, Clegg and Pears, have been added to the team. Both of these men have demonstrated that they are capable of playing against the best Rochester talent.

The first game of the R. & D. series was played on September 12th, against the Camera Works team.

An effort is being made to secure suitable ground somewhere in the vicinity of Kodak Park, and indications are quite encouraging.

BOWLERS ORGANIZE

Bowling did a come-back at Kodak Park last season when the Thursday night and Saturday afternoon leagues, composed of members of the K. P. A. A. completed a very successful schedule.

James Hart, of the Industrial Economy Department, president of the K. P. A. A. League for this year, is busy perfecting arrangements for a 16-team league representing the Association.

\$80.00 IN CASH PRIZES

The Kodak Park Camera Club will hold its first semi-annual contest from October 1st to 31st, during which time any Camera Club member may enter prints. All pictures must be mounted but not framed. Contact prints and enlargements up to 8 x 10 will be accepted. Pictures will be divided into five classes, Portraiture, Landscape, Marine, Genre, Architectural or Interiors. Any number of pictures may be entered in any or all classes, but not more than one prize will be awarded a person in any one class, and not more than three prizes in all.

There will be a first prize in each class of \$10.00. A second prize in each class of \$5.00. A third prize in each class of \$1.00, and six honorable mentions in each class.

The contest closes to entries on October 31st. The pictures will be judged on November 1st and 2nd by three professional photographers selected from the State Street and Kodak Park Branches.

Let's get busy, Camera Club members; see who can take the most prizes. Send your prints to the K. P. A. A. Office, care of Camera Club, during this month.

For all the rules and conditions governing contest, see September number of *Kodak Magazine*.

Watch for the announcement of the schedule of lectures on the various phases of Photography to be given this winter.

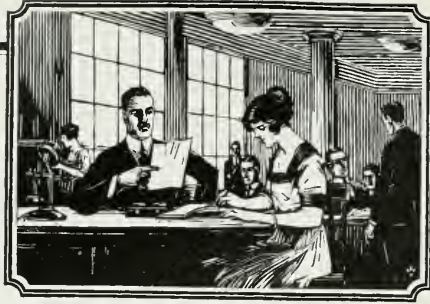
Join the Camera Club! Dues \$.50 per year. Applications may be obtained from E. Goodridge, K. P. A. A. Office, Building No. 28.



PRIZE-WINNING PICTURES

K. P. A. A. PICNIC—PHOTOGRAPHIC CONTEST

- | | |
|--|---|
| 1. First Prize—E. P. Wightman, Research Laboratory. | 4. Fourth Prize—J. M. Trayhearn, Electrical Department. |
| 2. Second Prize—Frank X. Nientimp, Testing Department. | 5. Honorable Mention—Archie Tucker, Velox Department. |
| 3. Third Prize—W. E. Andri, Main Office. | 6. Honorable Mention—H. Hudson, Research Laboratory. |



N. A. VAN DE CARR *Editor*

K. O. R. C.

Just because the K. O. R. C. Picnic has passed into history, don't believe for one minute that the activities of the club are going to slack up. Something in which you are interested will be going on during the fall and winter months.

Glenn Morrow, Athletic Chairman, reports that there will be something stirring in the athletic line, bowling, basketball, skating, snowshoeing, or any other form of activity in which a sufficient number of members are interested.

We haven't forgotten the members who find pleasure in tripping the light fantastic. Arrangements have already been made for a series of dances. They will be held at the Masonic Hall.

There will be jazz unsurpassed and you all know that there is no better crowd for a rousing good time than the K. O. R. C. Let's have every member out for the first dance.

If you are interested in dancing, keep your eyes on the Bulletin Boards for a notice of the first dance—and—BE THERE.

Remember that when you're in the right you can afford to keep your temper, and that when you're in the wrong you can't afford to lose it.

TELEPHONE DIRECTORY

Did you know that way back in '99, the first telephone switchboard in the City of Rochester other than the Telephone Company's main board was installed by the Eastman Kodak Company?

We had one outside line and a board with ten extensions, and in order to call outside, it was necessary to go to the booth. Today with over two hundred and seventy phones, more than four thousand calls are handled each day. This increase in business over our wires has made the Main Office Telephone Directory necessary.

Please do your part—co-operate—use the book and call by number.

WEDDING BELLS ON THE ELEVENTH

The marriage of Ellen Dalton to Mr. Michael Darby, of Brockport, took place on Tuesday, September 7th, at nine o'clock, in Lady Chapel. The ceremony was performed by Father Kennan. Mr. and Mrs. Darby left immediately for a motor trip through New England. Upon their return they will reside in Brockport. Mrs. Darby has been with the Company three years.

How do you like this fine little home of Ken Williams? It's new, and Ken says it's a grand and glorious feeling—no more rent.



NEW HOME OF "KEN" WILLIAMS



W. H. DURFEE

When it comes to old timers in the Kodak organization, W. H. (Pop) Durfee claims a seat in the front row.

When "Pop" entered the organization April 1, 1887, as a sort of general all-around man, he was adorned with the set of whiskers you see in his picture herewith. Because people constantly took him for Beeman, the chewing-gum man, and also because some of the irreverent youths in the factory imitated the cry of a goat calling its mate when he passed by, he soon removed them, and from then on took a chance with his face as you see it at the head of this little story.

It wasn't long after his arrival that the desire to learn and grow netted him results in the way of a better job—that of coating bromide paper and American film, on the third floor of the old building.

And in the fall of 1888, when the manufacture of the No. 1 Kodak was begun, the most capable and dependable men were put on the new work and "Pop" Durfee was one of them. At first, the output of the Kodaks was between five and ten daily, delivered to us in a handcart from a small room on the corner of Furnace and State Streets.

"Pop" has seen many changes and developments during his stay with the Company. Ninety-four different kinds of Kodaks have been manufactured by the Company, and from a delivery of five a day in a handcart in 1888, "Pop" and his assistants now handle as many as 9,100 a day.

Then, too, the work of thirty years ago was not eight hours per day, with Saturday afternoons off or anything of the sort. Many a time Mr. Durfee

worked until nine or ten o'clock and often midnight, planning ahead or getting his accounts straight for the day.

"Pop" has charge of the inspection of all Kodaks and Brownies that are sent through the shipping room to lovers of photography all over the world.



HELEN DURFEE

Daughter of W. H. Durfee, Testing and Packing Department

"But for all this," Mr. Durfee said recently when speaking of his early privations, "I'm mighty glad I'm here today. I want to thank my many friends for all they have done for me. Also, I want to congratulate everyone in the employ of the Eastman Kodak Company today. The future is purchased by the present and my advice to all of you is to keep your eyes on the job ahead, to prepare for the big job ahead and stick till it comes."



This is the way "Pop" looked in 1887

Florence Hunt and Maude Gregory were the surprised and happy recipients, September 9, 1920, of many pretty gifts from their friends in the Testing and Packing Department. This being the occasion of their joint birthdays.

The Testing and Packing Department is pleased to announce the engagement of Mabelle Williams to John Unger.

When Ben Brown of the Auditing Department was passing the cigars around recently, somebody inquired if it were a girl or boy. Neither one. B. B. left for the Company's new plant in Kingsport, Tennessee, where he is to be Assistant Treasurer. The best wishes of your associates go with you, Ben.

A mysterious party took place at Ciel Devaney's cottage at Manitou. The D. N. Club held its first annual picnic and in spite of the fact that "mere man" was left out in the cold, the party was a huge success. Hazel McLain sang a solo and it is rumored that Schumann-Heink is bringing suit for damages. We don't know what the others did, but our own Jennie of the 15th made Irene Castle look like a clog-dancer. Come on, girls, tell us what D. N. stands for!

"Mickey" otherwise known as Hazel McLain has deserted the 15th Floor for foreign lands, having moved desk and paraphernalia to 14. The "D. N.'s" miss her just loads.

Emma Rocktaschel has been promoted to the numerous duties of order clerk in the ranks of the R. O. Good luck, Emma.

Word has been received from Bertha Mischler, our visiting nurse, who has arrived safely in Cherbourg, France.

"Dad" Fulton who presides over the Repair Box Department says he is some fisherman and has the pictures to prove it. When questioned as to where he caught them, he seems somewhat hazy, but promises us a picture of a deer he is going to shoot soon.

Has anyone seen Ed. Surrey's garden? They say it's a "Beaut," and, judging from the produce he brings in some mornings, it must be true.

Grace Hallifax of the Billing Department, on account of ill health, has been granted leave of absence and sailed for England on the steamship "Imperator," September 9th.

Ernest Ward, Frank Pethick and "Ted" Ogden, all of the Billing Department, have left us to resume their studies in New York, Cornell, and DePauw Universities, respectively. Good luck, boys!

Ralph Johnson and Jack Brinkin, of the Service Department, attempted to enter an ice cream parlor the other day in a Ford through the front window. Pretty risky, boys—all for an ice cream soda?

We are glad to welcome John Holmes and Craig Cochrane as new attaches to the Industrial Relations Department.

Clayton Brown, formerly of the Premo Stock Department, has left the Company to accept a position as principal of the Erin High School of Pennsylvania. We wish him the best of luck.

Did you see the September Suggestion Bulletin? Eight hundred and eighty-one dollars paid to employees for their ideas. Did you get your share? Everyone has an equal chance. Suggestions are awarded according to merit. We want your ideas and are willing to pay for them.

We are planning to have a Main Office Baby Number of the Kodak Magazine in the near future. We already have a number of pictures on hand. Your youngest son or daughter will want to be among the rest, so send in a snapshot so that we can get the crowd lined up and see who the officers of E. K. Company will be in 1950. Do this now.

Recreation is not our main pastime in Kodak. The fall months seem to have instilled vim and vigor into one, and a large number have enrolled in the evening classes of study in the various schools.



"DAD" FULTON



Hersey (not Casey) at the Bat—Billing Department Corn Roast

BILLING DEPARTMENT ITEMS OF INTEREST

Boom-a-lacka, Boom-a-lacka,
Bow, Wow, Wow,
Ching-a-lacka, Ching-a-lacka,
Chow, Chow, Chow,
Boom-a-lacka, Ching-a-lacka
Who are we?

We're from the Billing, E. K. C.

Yep, we had one grand time at our sausage and corn roast on Saturday, September 25th. Perhaps some think that the "eats" is everything, but then, they have never danced to the music furnished by our orchestra. Eph. Hawes evidently wished to test our voices so he composed the above "yell"; however, no one was arrested.

Walter Capell, formerly of the Maintenance Department, has returned from Folmer-Century Works where he has been learning the stock game, to accept a position under Mr. German. Glad to see you back again, Walt.

Congratulations to Guy Markham in the Repair Department! *It is a girl.*

Beatrice Hugh, who has been in the employ of the company for nine years, left the Advertising Department on Saturday to accept a position in the Rochester Savings Bank. Before she left the girls presented her with a silk handbag. Our best wishes go with you, Beatrice.

The engagement of Olive Little, of the Finishing Department, and Walter Lambe, of the Advertising Department, has been announced.

Did you all hear that Mrs. Andrew W. Sturock, formerly Miss Hilda Coulman, of the Advertising Department is the proud mother of a baby boy?

Ray Oakes of the Shipping Department believes in working fast. On Thursday night he quit to work for his brother, and on Saturday morning he was back again on the old job. Ray declares that Kodak is a pretty good place to work after all.

We are glad to see Martha Pogue of the Stock Department back, after an illness of six weeks.

We want every employee in Kodak Office to feel that this is his magazine, and consequently ask each and every one of you to take an interest in the publication, and hand in anything that you think will be of interest to the rest of us.

George Copeland of the Shipping Department went on a fishing trip to Canada. "One fish was so big" says George, "that I tied it to a bridge while I went to get something to carry it in, and when I got back the bridge was gone." That's why the boys didn't get their fish dinner.

Mildred Mayer, Mr. Fenn's stenographer, is wearing a new and mighty pretty diamond ring on the third finger of her left hand. Engaged? Sure—to Stanley Arend.

Six of the college men who are to remain here in Kodak office permanently gave a farewell banquet on Friday evening, September 3rd, at Irondequoit Canoe Club for the boys who are going back to school.

Joe Bladergroen of the Shipping Department was married on September 1st to Miss G. Bosschoart, from Rotterdam, Holland. Best o' luck, Joe.

We were very glad to receive a long newsy letter from Mr. Swingley last week. "Swing," as previously reported in our columns, left some weeks ago to take up farming "somewhere in Florida." He reports crop conditions good. The rainy season must be on; at any rate it rains every day and between the oranges and frequent showers orangeade should be plentiful.

Paul Fogelman of the Advertising Department has left the employ of Kodak and is now attending the University of New York. Paul is going to take a course in scientific farming.



SEVEN COUSINS
All Main Office Employees

| | | |
|---------------|-------------------|-----------------|
| Mrs. McFadden | Mayme Sweeney | Anna McDonald |
| Ella McDonald | Katherine Sweeney | Stella McDonald |
| | Gertrude Sullivan | |

A YOUNG OLD TIMER

"Bill" Croft is one of the oldest Kodak employees. He has been in continuous employ of the Company since 1886—except when he served in the Army during the Spanish-American war.

In his present capacity he performs a very important task, that of determining the correctness of the prices on all invoices rendered to customers by the Main Office. His "W. C." (Will Croft), when it appears on an office record, implies certification of absolute correctness, and when we stop to consider the number of invoices rendered each day by the Main Office, we must agree that he accomplishes quite a task.



"BILL" CROFT

We hear that Miss Harriman, our new nurse, has mastered the art of driving the flivver through Main Street.

Bob Harkins, in the Repair Department, attended the Spanish War Veterans' Convention at Washington, D. C. Yes, Bob "fit" in the Spanish-American war, serving three years in the Philippines. He was a representative at the Convention from Rochester.

Twelve girls of the Advertising Department held a sausage roast and variety shower at Manitoa Beach for Edna Thrasher. Edna received many useful gifts and the girls report that the "dogs" were great.

We wish to extend our sincere sympathy to Willard Anger on the loss of his mother, who died on Sunday, September 5th.

SUGGESTIONS RECEIVED FROM BRANCHES AND STOCK HOUSES

Following is a report of the suggestions which have been received from the Branches and Stock Houses during the months of April, May, June, July and August:

| | |
|----------------------------------|----|
| American Aristotype Company..... | 3 |
| Chicago Branch..... | 11 |
| Denver Photo Supply..... | 1 |
| Des Moines Photo Supply..... | 2 |
| John Haworth Company..... | 1 |
| Howland & Dewey..... | 8 |
| D. H. Hogg & Company..... | 2 |
| Northwestern Photo Supply..... | 2 |
| New York Branch..... | 24 |
| O. H. Peck Company..... | 3 |
| J. G. Ramsey & Company..... | 3 |
| Robert Dempster & Company..... | 5 |
| Robey French..... | 8 |
| San Francisco Branch..... | 35 |
| Standard Photo Supply..... | 8 |
| Sweet Wallach & Company..... | 6 |
| Zimmerman Brothers..... | 9 |

Total.....131

You folks of the Branches and Stock Houses—we need your co-operation in the Suggestion Program. You are on the firing line so hear the comments of our customers. If you have an idea which you believe will be of benefit to the company or its employees, make it a Suggestion.

BIG AWARDS FOR BIG THOUGHTS

ALL OUT

Every one who went to the K. O. R. C. picnic had a good time. Did you miss it? Look what's next! First Dance of the K. O. R. C., Masonic Hall. Be there. 'Nuff said.

Due to an accident, Mr. Arthur Little, father of Olive Little, died at the family residence, 23 Woodlawn Street, August 28th. She receives the sympathy of all her friends.

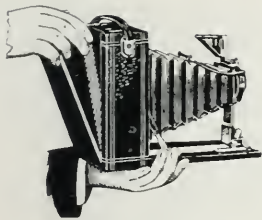
Edna Thrasher of the Advertising Department was married on September 28th, to Joseph Kaiser, of Kodak Park. Our best wishes, Edna.

On September 9, 1920, Tom Craig completed twenty-five years service with the Company. While Tom is getting baldheaded, he doesn't look any the worse for wear. The first hundred years are the hardest, Tom.

We are glad to welcome to our Medical Department, Marcia Jefferson, who will carry on the work of Elizabeth Oviatt. Elizabeth has been with us during the summer months, but has left to continue her studies at the University of Rochester.

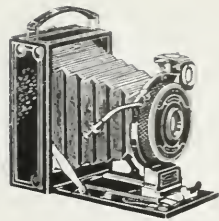
John Albertson of the Shipping Department, assistant to George Copeland, left the employ to attend the University of Rochester. We hope we'll see you again at Kodak later on.

The man who spends his time sitting on a nail keg at the grocery store ranks as a producer along with the hen that sits on a door knob—except that the hen is honest in her intentions.



P R E M O

L. C. WHEELER
Editor



On a recent Saturday afternoon, Homer Ransom, manager of the Premo basketball team, entertained all members of the team as his guests at his cottage at Sea Breeze. Leaving the factory at twelve o'clock in autos, they arrived at the cottage in a short time, where dinner had been prepared by Mrs. Ransom, the tables being set on the front lawn waiting for their arrival.

After dinner the girls decided to don their bloomers and middies and take in some of the sights. After strolling around riding on the jack rabbit, merry-go-round, the whip and the dear little ponies which are mostly for children, by this time the news had gotten to the "Copper" that there was a bunch of the fair sex running loose in the park with a new fangled bathing suit on. As it is against the rule to leave the beach in bathing togs "by request" the bunch decided to go back to the cottage where a number of games were played and prizes given as follows:

Ostrich race won by Margaret Schwartz; mount race, Mary Dafner and Edith Beal; frog race, Edith Beal; standing broad jump, Jennie Walzer; first girl dressed in bathing suit, Marie Phillippsen.

The girls wish to thank Mr. and Mrs. Ransom for the splendid way in which they were entertained.

If you have not been to the building bee, you are missing something. The boys are sure doing fine and the eats, well just send your name to the E. & S. Department and you will find out. Mr. Russell says that he still has quite a bit of work to do. Will you join us?

The right way to get money is to work for it.

If any Kodak employee living in the Nineteenth Ward has a finer variety of fruit, shrubs, vegetables, etc., Charles Werder of our tool department challenges you to produce it. With a lot 117 x 133, he has a full sized house, cement walk, garage, driveway, chicken-coop, 19 chickens, dog-house, Airedale dog, 22 fruit trees, 151 different kinds of shrubs, 27 varieties of vegetables, 36 gooseberry and currant bushes and 6 grape vines. He produces enough fruit from the trees for all winter's use, and enough seasonable vegetables to feed a good sized family. Of course, marrying a "florist's daughter" helps some in taking care of a garden like this.

DANGEROUS PLAYTHINGS

The guns and bow and arrow you see here are not relics of the Indian days or of the late wars. These 20th Century play toys were in the hands of a boy who had not reached his 17th birthday. By saving his spare money which was earned at odd jobs, he was able to purchase these at different times, without the consent of his parents. His father, after reading our safety bulletins and other propaganda on safety, and seeing the boys around at different times with the guns, decided that there might be something to all this safety *bunk* which he had heard so much about. Having in mind the harm that might be done to his or some other man's children with such deadly weapons in the hands of children, he took possession of same, knowing that perhaps this action might save the suffering or perhaps the life of some person.



WHAT IS YOUR BOY PLAYING WITH?

RECOGNITION AND AWARDS FOR SUGGESTIONS ADOPTED AND PUT IN FORCE FROM AUGUST 1 TO SEPTEMBER 1, 1920.

| | |
|--------------------------------------|---------------------|
| IMPROVEMENT IN PRODUCT | |
| Harry Gonn | Vernie Osborn |
| REDUCTION IN COSTS | |
| Henry Ruckdeschel (2) | |
| IMPROVEMENT IN MANUFACTURING METHODS | |
| Herman Morris | Walter Martin |
| REDUCTION IN ACCIDENT OR FIRE HAZARD | |
| John Friesman | Allie Yahn |
| GENERAL MAINTENANCE OR CONVENIENCES | |
| Philip Voelckel | Margaret Parkes |
| Harold Fleischer | Mrs. Mary Veley (2) |

Etta Hurwitz of the Cost and Pay Roll Department has tendered her resignation as Secretary of the Premo Club, and Alice Garrett of the Production Department has been elected to take her place.

We are looking for all the tennis stars of the Premo. Now if you are one of these ball bouncers send your name to the E. & S. Department and let's have one of the best tennis teams in Rochester.

Elsie Hubright, of the Assembly Department, left us September 10th, and was married to Earl Bavis, of Ontario, N. Y., on September 22nd. We extend to them our best wishes.

"Jack" Stanton has a good way of answering the phone. Have you noticed his polite "Hello-Stanton-Premo?"

Three Cheers! the Orchestra is back with us again. They say that absence makes the heart grow fonder and it surely proved out in this case. At each concert, during the past few weeks, the applause was great, and every one seemed to enjoy the music since its return. Ralph K. Hutchings personally expressed his appreciation in behalf of the members of the Orchestra for the attention and applause given them, and says that they like to please the employees who appreciate the music.

George Rake issues a challenge to all departments of the Eastman Kodak Company to beat the marriage record of his department. To make sure of the victory, George added another name to the list in August. Come on now, let us see your records.

Mary Dafner, Marie Phillippsen, Pauline Schwartz, and Florence Florack rented a cottage at McPherson's Point, Conesus Lake, and spent their vacation there. Now if you want to hear some real astounding fish stories, just ask any of these girls.

Ida Irving, one of the Covering Room belles, says she enjoys the concerts given noon-hours by the Premo Club Orchestra, but says that it is a long time between selections. Yes, Ida, we will have to agree with you this time, but they have to come up for air.

The foreman is human, treat him right and he will treat you right.

Carl Kraftschik, of the Production Department, bought a lot out South Avenue near the County Buildings, and expects to build in the near future. Carl entered the service of our country as Corporal, June 27, 1918, and was sent to Camp Upton and later to Camp Dix, being assigned to Co. E, 87th Division, going overseas August 24th, 1918, and serving with that outfit until December 20th, 1918. At that time he was transferred to the 266th M. P. Co., doing duty at Nantes, France, until July 27th, 1919, and was discharged at Camp Upton, August 2, 1919.



MRS. ALICE GREEN
Box Camera Department

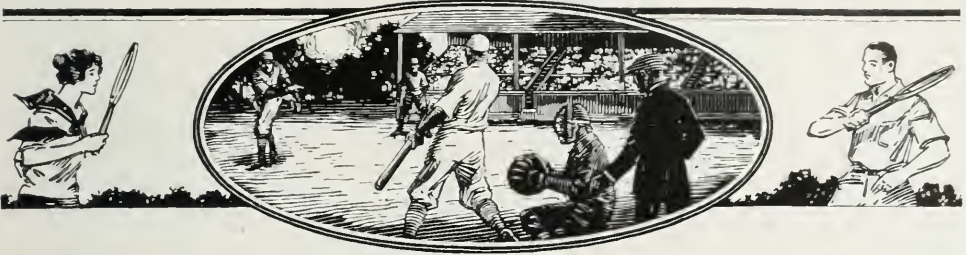
Walter Van Sanford has installed an exhaust whistle on his Ford. "Van" says when passing a car on the road he likes to make them think it is a big car coming so they will pull to one side quick. "Van," we thought when we heard it that we had just passed a frog pond.

Wray De Garmo waits for time or no man when driving his "Flyver." If you don't believe us, ask some one who rides with him. He is some artist in slipping between cars.

Edith Heinrich of the Cost Department is quite worried for fear that reporter by the name of J. Harold Johnson will put her name in the Kodak Magazine. Edith says that you can't even look at him without getting a write-up. Harold, we are proud of you, and only hope some of the others will see this in print and take the hint.

Who is right? "Lem" Hosford has quit riding up on the front elevator. "Allie" Yahn says he thinks the reason for it is because we have a new elevator man and "Jack" Lyons says it is because they have changed the capacity that can be carried at one time. "Lem" what's the answer?

A T H L E T I C S



ALL-KODAKS ENTERTAIN HOUSE OF DAVID

WHISKERED WONDERS PLAY TO RECORD CROWD AT CHAPIN BALL YARD

ON September 4th, "Dutch" Irwin's All-Kodaks brought to Rochester the sensation par excellence, the prize attraction of the 1920 season, when they entertained at Baseball Park the famous bearded ball-players of the House of David, from Benton Harbor, Michigan. The visitors added another to their long winning streak, by nosing out a 9 to 8 victory over the Kodak warriors.

This game attracted wide attention in Rochester and vicinity, and nearly 7,000 people crowded the home of the Colts for a glimpse of the hairy handlers of the horsehide. One enormous heave by "Dutch" himself in the eighth session spelled defeat for the home talent. As one of the loyal rooters commented:

"He threw that pill farther than anybody on the team could hit it!" Three runs came home on the Kodak leader's error, just enough to give the visitors the long end of the decision.

"Chuck" Forstbauer hurled first-rate ball, and with better support, should have notched the victory. The husky pitcher struck out fourteen of the invading batters, and allowed them only eight scattered singles. The All-Kodaks meanwhile were doing some real hitting. "Chuck" himself notched a double and a triple, while Floyd Gordon, holding down left field, bounced a four-sacker off the terrace. Five errors marred the work of the Kodak fielders.



WERE YOU ONE OF THE 7000
Who Saw these Boys at Baseball Park?

| SUMMARY: | ALL-KODAK | | | | | |
|----------------|-----------|---|---|----|---|---|
| | ab | r | h | po | a | e |
| Shepanski, rf. | 2 | 1 | 0 | 0 | 0 | 0 |
| Bircher, ss. | 5 | 1 | 0 | 0 | 3 | 0 |
| Hindt, 2b. | 5 | 0 | 3 | 2 | 1 | 1 |
| McGrady, 3b. | 5 | 2 | 1 | 2 | 1 | 0 |
| Kivell, cf. | 4 | 0 | 0 | 1 | 0 | 0 |
| Forstbauer, p. | 4 | 1 | 2 | 0 | 2 | 0 |
| Manilla, lb. | 2 | 0 | 1 | 4 | 0 | 2 |
| Pressley, lb. | 2 | 0 | 0 | 3 | 0 | 0 |
| Yoder, rf. | 1 | 1 | 0 | 0 | 0 | 0 |
| Gordon, lf. | 4 | 2 | 1 | 1 | 0 | 1 |
| Irwin, c. | 3 | 0 | 1 | 14 | 2 | 1 |
| | 37 | 8 | 9 | 27 | 9 | 5 |

| HOUSE OF DAVID | ALL-KODAK | | | | | |
|-----------------|-----------|---|---|----|----|---|
| | ab | r | h | po | a | e |
| Williams, rf. | 3 | 3 | 0 | 2 | 0 | 0 |
| Klein, cf. | 3 | 0 | 0 | 1 | 0 | 0 |
| Tully, p, lf. | 5 | 1 | 2 | 0 | 1 | 0 |
| Lantzes, lf, p. | 5 | 1 | 1 | 1 | 1 | 0 |
| Vieritz, ss. | 5 | 1 | 0 | 2 | 2 | 1 |
| Falkenstein, c. | 4 | 0 | 0 | 4 | 1 | 0 |
| Faust, 2b. | 2 | 1 | 1 | 1 | 3 | 0 |
| Hannaford, 3b. | 4 | 1 | 1 | 2 | 6 | 0 |
| Hannaford, lb. | 4 | 1 | 3 | 15 | 2 | 1 |
| Mooney, p. | 0 | 0 | 0 | 0 | 0 | 0 |
| | 34 | 9 | 8 | 27 | 16 | 2 |

House of David, 4 0 0 0 0 1 4 0—9
 All-Kodaks, 0 0 0 1 2 4 0 0 1—8

Two-base hit: Forstbauer. Three-base hit: Forstbauer. Home Run: Gordon. Sacrifice Hit: Kivell. Stolen Base: Manilla. Double Play: H. Hannaford to E. Hannaford, to Falkenstein. Bases on Balls: Off Tulle 1, Off Lantzes 1, Off Forstbauer 7. Hit by Pitched Ball: By Tully 1 (Gordon). Struck Out: By Lantzes 1, by Forstbauer 14. Left on Bases: All-Kodaks 5, House of David 5. Umpires: Courneen and Murphy.

The All-Kodaks carried home the w. k. bacon in the third and deciding battle of the Norwich Clothes series on Sunday, August 22, annexing a 5 to 4 game. "Toddy" Diehl occupied the mound for Our Boys, and, although the tailoring outfit nicked his delivery for eight safe

bingles, the youngster kept them well scattered. The All-Kodaks on the other hand bunched their hits to win.

| SCORE | |
|-----------------|-------------------------|
| Norwich Clothes | 0 0 2 0 0 1 0 0 1—4 8 5 |
| All-Kodaks | 0 4 0 1 0 0 0 0 x—5 6 2 |

Batteries: For Norwich Clothes: Woodward and Felerski. For All-Kodaks: Diehl and Irwin.



THE BEARDED BATTERY

On August 29th, Fred Blum and his Knights walked away with the rubber battle of their three-game series with the All-Kodaks by a 9 to 1 score. For six innings the struggle was nip and tuck with both Rohrer and Finnegan displaying gilt-edged pitching wares. In the seventh "Hank" suddenly enlisted in the aviation. Before he got his "bob-tail" the Knights had pushed eight counters across the pan. Diehl finished the game and held the Kaysees in check.

| SCORE | |
|------------|--------------------------|
| K. of C. | 0 0 0 1 0 0 8 0 0—9 10 3 |
| All-Kodaks | 0 0 1 0 0 0 0 0 0—1 5 1 |

Batteries: For K. of C.: Finnegan and Cuff. For All-Kodaks: Rohrer and Diehl and Irwin.

The Labor Day holiday was a busy season for the locals. Following the House of David game on Saturday, September 4th, Irwin's men cleaned up the Crystals on Sunday, September 5th; score 7 to 3. This game was tight except for the fifth session when the Kodak team bunched their hits with errors by the invaders for five runs. Rohrer was hit hard but kept the Crystals' bingles well scattered.

| SCORE | |
|------------|--------------------------|
| Crystals | 2 0 0 0 0 1 0 0 0—3 11 0 |
| All-Kodaks | 0 1 1 0 5 0 0 0 x—7 8 2 |



AROUND THE SACKS IN NOTHING FLAT!

The following day, Business Manager Goodridge took nine players up to Leroy and dropped a 9 to 4 game to the town team at that place. Marcille occupied the mound for our team and was quite as effective as his opponent, but eight errors behind him spoiled all chances for victory.

| | | | | | | | | | | | |
|-----------------|-------|---|---|---|---|---|---|---|-----|---|---|
| | SCORE | | | | | | | | | | |
| Leroy..... | 0 | 0 | 4 | 2 | 2 | 0 | 1 | 0 | x—9 | 8 | 3 |
| All-Kodaks..... | 0 | 3 | 0 | 0 | 0 | 0 | 1 | 0 | 0—4 | 8 | 8 |

The Big Brothers, conquerors of the Elks, journeyed to Kodak Park on Sun-

day, September 12th, and won from a patched-up Kodak line-up 11 to 8. Diehl who started in the box was ineffective, being unable to get the ball across, and was relieved by Rohrer whose offerings proved quite to the liking of the Big Brothers. The All-Kodaks likewise hit hard getting 14 safeties off "Smoke" Thompson but they were unable to hit in the pinches.

| | | | | | | | | | | | |
|-------------------|-------|---|---|---|---|---|---|---|------|----|---|
| | SCORE | | | | | | | | | | |
| Big Brothers..... | 0 | 5 | 0 | 0 | 1 | 0 | 0 | 3 | 2—11 | 14 | 1 |
| All-Kodaks..... | 2 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 3—8 | 14 | 1 |

HAWK-EYE WINS 1920 PENNANT IN KODAK LEAGUE

BRENNAN'S MEN DEFEAT CAMERA WORKS IN PLAY-OFF GAME AT UNIVERSITY FIELD

AFTER another nip and tuck race, which grew tighter as the season progressed, the Hawk-Eye tossers annexed the 1920 championship of the Eastman Kodak Baseball League, by beating out the Camera Works nine in the play-off game at University Field on Saturday, September 18th.

Hawk-Eye was out to win in this contest, particularly as it gave them a chance to avenge last year's beating in a similar play-off game with the State Street team. Supporters of both teams appeared in force, and a crowd of about 1,200 fans lined the University diamond. Marcille was in splendid form, and held Yoder's men to six bingles, but eleven errors behind him kept him in hot water for a good share of the contest. Most of these were apparently due to over-anxiety, for after the early innings, the Hawk-Eye fielders settled down, and started to play snappy ball.

Felerski's lucky homer, and doubles by Rutan and Peterson, were the hitting features of the struggle. Kline struck out nine batters, but was wild, walking seven.

Summary:

| | | | | | | | | | | |
|--------------------|----------|---|----|----|----|----|--|--|--|--|
| | HAWK-EYE | | | | | | | | | |
| | ab | r | h | po | a | e | | | | |
| Fox, 3b..... | 3 | 0 | 1 | 2 | 2 | 0 | | | | |
| Levine, cf..... | 5 | 0 | 1 | 2 | 0 | 0 | | | | |
| Wiedemann, lf..... | 5 | 0 | 0 | 2 | 0 | 1 | | | | |
| Moore, 1b..... | 3 | 1 | 1 | 7 | 1 | 1 | | | | |
| Peterson, c..... | 3 | 2 | 1 | 9 | 1 | 0 | | | | |
| Ingleby, ss..... | 5 | 1 | 1 | 2 | 1 | 4 | | | | |
| Felerski, 2b..... | 4 | 1 | 2 | 1 | 3 | 2 | | | | |
| Van Lare, rf..... | 5 | 2 | 2 | 2 | 2 | 1 | | | | |
| Mareille, p..... | 4 | 2 | 2 | 0 | 2 | 2 | | | | |
| | 37 | 9 | 11 | 27 | 11 | 11 | | | | |

| | | | | | | | | | | |
|---------------------|--------------|---|---|----|---|---|--|--|--|--|
| | CAMERA WORKS | | | | | | | | | |
| | ab | r | h | po | a | e | | | | |
| Kivell, cf..... | 4 | 2 | 2 | 3 | 0 | 0 | | | | |
| Pressley, 1b..... | 3 | 1 | 0 | 4 | 0 | 1 | | | | |
| Ross, 2b..... | 5 | 0 | 0 | 4 | 0 | 0 | | | | |
| Rutan, ss..... | 5 | 2 | 2 | 1 | 3 | 0 | | | | |
| Yoder, lf..... | 4 | 1 | 2 | 2 | 0 | 0 | | | | |
| Millspaugh, rf..... | 5 | 0 | 0 | 1 | 0 | 0 | | | | |
| Miller, c..... | 4 | 0 | 0 | 9 | 2 | 1 | | | | |
| McKague, 3b..... | 2 | 1 | 0 | 3 | 1 | 0 | | | | |
| Kline, p..... | 3 | 0 | 0 | 0 | 1 | 1 | | | | |
| | 35 | 7 | 6 | 27 | 7 | 3 | | | | |

| | | | | | | | | | |
|-------------------|---|---|---|---|---|---|---|---|----|
| Hawk-Eye..... | 0 | 4 | 0 | 2 | 0 | 3 | 0 | 0 | —9 |
| Camera Works..... | 4 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | —7 |

Two-base hits: Rutan, Peterson. Home run, Felerski. Sacrifice flies: Marcille, McKague. Sacrifice hits: Pressley 2, Yoder, Kline. Stolen bases, Fox, Moore, Peterson, Ingleby, Kivell, Yoder. Double play, Van Lare to Felerski to Peterson. First base on balls: Off Marcille 2, Off Kline 7. Struck out: By Marcille 6, by Kline 9. Left on bases: Camera Works 7, Hawk-Eye 8.

One week before the scheduled close of the league season, at a meeting of the Executive Committee, the second division teams, Main Office, Premo, and Folmer-Century, voted to withdraw from the



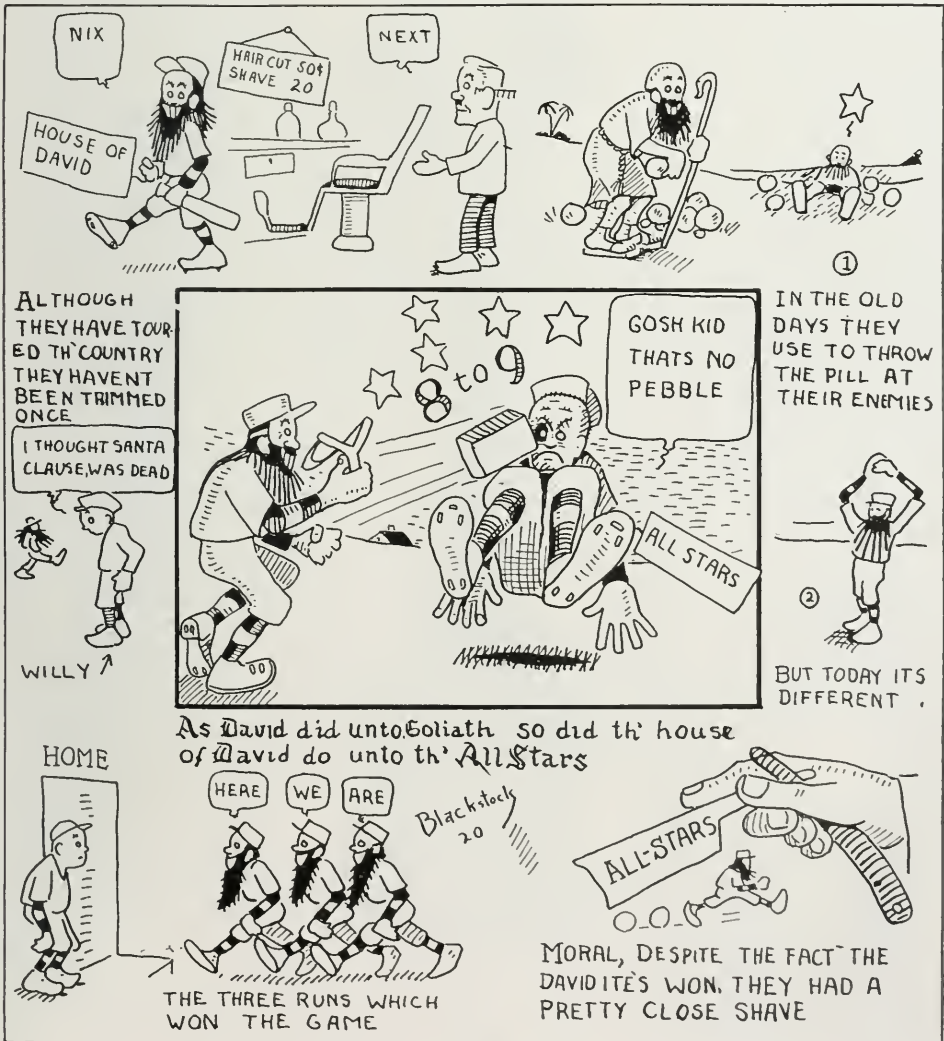
HAWK-EYE, CHAMPIONS—1920
 EASTMAN KODAK BASEBALL LEAGUE

1—Peterson, Captain and catcher; 2—Ingleby, s.s.; 3—Feterski, 2b; 4—Hoffmaier, utility; 5—Fox, 3b; 6—Marcille, p.;
 7—George Brennan, Manager; 8—Wiedemann, l.f.; 9—Moore, 1b.; 10—Levine c.f.; 11—VanLare, r.f.

League and forfeit to the leading teams, Hawk-Eye, Kodak Park, and Camera Works, the balance of their games with these leaders. This action put the Hawk-Eye team alone in first place with 12 games won and 3 lost, and Kodak Park and Camera Works in a tie for second place, each team having won 11 games and lost 3. The final game of the regular League schedule, played at Kodak Park on Saturday, September 11th, proved a big upset to the dopsters. The game was started in the midst of a drizzling rain and forced play to be called in the first half of the sixth.

Thanks largely to the superb pitching of "Lefty" Kline and the timely hitting of "Pinky" Rutan, the State Street team surprised the spectators with a 6 to 1 victory, thereby entering the play-off for the title. Kline allowed but one scratch hit and received splendid support from his team-mates. Rutan, with a clean homer into the hedge in left field, and a single over second, was responsible for four of the six tallies.

As this number of the magazine goes to press, rumor is rife about a city title series between Hawk-Eye and the winners of the Industrial League title.



DON'T SLIDE OVER THE FOUL LINE!

TAKE a good look at your calendar, run your finger over the dates on the October sheet until you come across the figure sixteen. Stop right here. Now pick up a pencil and make a heavy circle around the date to remind you of a most important event that is going to take place on that day, one in which every Eastman employee is interested.

Yes—the Camera Bowling League is going to shove off on that date at Genesee Hall at exactly half-past three o'clock. At a meeting held on Friday evening, September 18th, members of the League present re-elected the officers of last year, for under their leadership the League enjoyed a most successful season. The League decided to adopt no new rules, following those used last year.

This is the twentieth season for the Camera Bowling League, in which every Eastman plant in the city is represented. The League numbers among its participants and supporters many old-timers who have not missed a season of "hookin 'em down the alley" since 1901.

All the teams report stronger and improved line-ups and a lively race is expected. Kodak Park is planning to retain the large trophy which is now in their possession as a result of their win over the Camera Works last year. Camera Workers predict that their

team will land on top with ease, but Folmer-Century declares that nobody will be able to put it over on the team that is going to represent the Graflex makers in the League.

Make up your mind to be on hand at the opening, Saturday afternoon, October the sixteenth. The season consists of twenty weeks of bowling, ten before Christmas and the balance after the holiday season. Come out, you rooters, and back up your teams! Be one of those behind the firing line. Help the boys who are "rollin 'em" for your plant!



PERPETUAL CHALLENGE
TROPHY

EASTMAN KODAK BASEBALL LEAGUE

FINAL STANDING OF THE TEAMS

| | Won | Lost | Pct. |
|-------------------|-----|------|------|
| Hawk-Eye..... | 13 | 3 | .812 |
| Camera Works..... | 12 | 4 | .750 |
| Kodak Park..... | 11 | 4 | .733 |
| Main Office..... | 4 | 10 | .286 |
| Premo..... | 3 | 11 | .214 |
| Folmer-Century.. | 1 | 12 | .077 |

Results of games played August 15th to September 20th:

AUGUST 19TH

F.-C.....13 Main Office.. 5

AUGUST 21ST

Kodak Park.. 8 F.-C..... 4
Main Office..18 Premo..... 14
Hawk-Eye...17 Camera W... 5

AUGUST 28TH

Kodak Park.. 7 Hawk-Eye.. 3
Camera W...15 Premo..... 1
Camera W...15 Premo..... 5

SEPTEMBER 11TH

Camera W... 6 Kodak Park.. 1

SEPTEMBER 18TH

Hawk-Eye... 9 Camera W... 7



KODAK PARK'S IMPRESSIONS OF THE "ALL-KODAK" AND HOUSE OF DAVID GAME 1



MADE WITH A 24 KODAK CRACK SIZE.



MADE WITH A 24 KODAK AND KODAK PORTRAIT ATTACHMENT CRACK SIZE.

At home with a *KODAK*

After all, Kodak means most in the home—because home pictures mean the most.

The vacation album, the pictures of the summer outing, the travel pictures, our pet hobby pictures—Great! All of them! But the pictures of the children—just as they are every day about the home—these are the ones of which we never tire.

The two pictures shown here were both made with the same Kodak. In the lower one the Portrait Attachment was used. This attachment is simply an extra lens, costing but 75 cents, that slips on over the other lens and so alters the focus that sharp pictures can be made of a “close up”.

There are Portrait Attachments to fit Kodaks and Brownies of every size—and their use is very simple.

All Dealers’.

Eastman Kodak Company, Rochester, N. Y.

The

KODAK

Magazine



November 1920

Published in the interests of the men and women of the Kodak organization. 2. 2.

*TWO-thirds of "promotion"
consists of "motion."*

ACCIDENT RECORD

AUGUST, 1920*

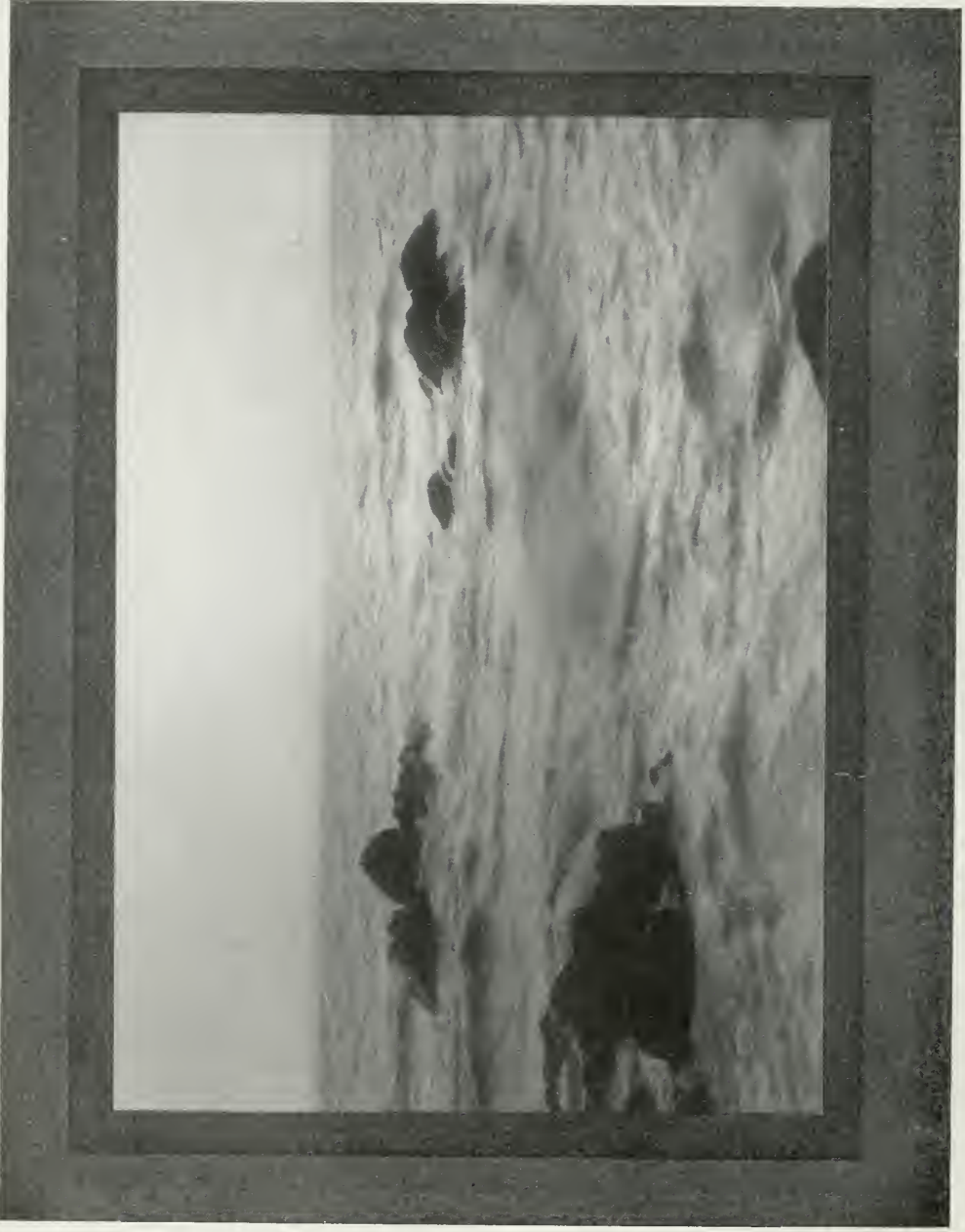
| Order of Merit | PLANT | No. of Employees | | No. of Accidents | | Approximate Wage Loss | | Accidents per 1000 Employees | | | |
|----------------|---------------------|------------------|-------------|------------------|-------------|-----------------------|-------------|------------------------------|-------------|----------|----------|
| | | 1919 | 1920 August | 1919 | 1920 August | 1919 | 1920 August | 1919 | 1920 August | Increase | Decrease |
| | Main Office | 1,152 | 1,312 | 2 | 2 | \$ 25.66 | \$ 20.18 | 1.74 | 1.52 | ..... | .22 |
| 1 | Premo Works | 405 | 409 | 4 | .. | 201.33 | ..... | 9.84 | ..... | ..... | 9.84 |
| 2 | Folmer-Century Wks. | 369 | 346 | 1 | .. | 76.49 | ..... | 2.71 | ..... | ..... | 2.71 |
| 3 | Kodak Park Works | 7,145 | 7,471 | 11 | 14 | 1,048.43 | 2,207.90 | 1.54 | 1.88 | .34 | ..... |
| 4 | Camera Works | 2,769 | 3,055 | 5 | 9 | 302.55 | 1,054.37 | 1.80 | 2.95 | 1.15 | ..... |
| 5 | Hawk-Eye Works | 648 | 785 | .. | 1 | † 84.99 | 22.15 | ..... | 1.27 | 1.27 | ..... |
| | TOTALS | 12,488 | 13,378 | 23 | 26 | \$1,739.45 | \$3,304.60 | 1.84 | 1.94 | .10 | ..... |

Order of Merit based on Decrease per 1000 Employees.

Main Office omitted from Order of Merit owing to comparative absence of machine hazard.

* Latest available statistics.

† July accident; additional time lost in August.



FIRST PRIZE, \$50.00—QUARTERLY AMATEUR PHOTOGRAPHIC COMPETITION—L. A. JONES, KODAK PARK (See Page 6)

LOOKING BACKWARD

OR IN PRE-KODAK DAYS

Being a Short Account of the Beginnings of Photography

CHAPTER II

THE collodion or "wet plate" process which so revolutionized photography is fairly well known. It was in universal use until the advent of dry plates "Wet Plates" in the eighties, and is still used extensively by engravers and for map printing. It even survived dry plates in many studios for several years—bringing its use within the recollection, if not the actual experience, of many readers. Photographers who had perfected themselves in the collodion method and knew to a certainty its results, were sometimes reluctant to change the known for the unknown, just as a few were reluctant to change from the tedious Daguerre process to the collodion and will, in turn, cling to dry plates long after portrait film has even more firmly established itself.

The preparation of one's own plates too was looked upon as part of the photographic art, and many were influenced by these traditions.

In the collodion method, a glass plate was coated with a film of collodion (a solution of nitrated cotton in ether and alcohol) in which had been dissolved certain iodides and bromides. Just as the fluid had set, the plate was immersed in a silver nitrate bath. The iodides in the collodion mixture combined with the silver to form an emulsion or suspension of silver iodide in the film. Both exposure and development were made while the plate was still wet.

Troublesome as this method seems from modern standpoints, it marked the beginning of modern photography as we understand it, and permanently established photography as a profession. A perfectly transparent negative from which any number of prints could be made was realized, in contrast to its great forerunner, the Daguerre process, which yielded a single picture for each exposure. The albumen printing process which made its appearance about the same time made the studio equipment fairly complete.

These were giant strides in photographic processes, but giant strides made up of infinite, painstaking, experimental steps of which this brief historical narrative can take no account. Daguerre,

for instance, is said to have shut himself in his laboratory for nearly two years, living almost continuously in the midst of books, crucibles, retorts and melting pots. And every step of the way toward the discovery and simplification of photographic methods before and since has been gained at the same cost of infinite, painstaking research and experiment.

Photographic processes, however well adapted to the studio, were still too involved and tedious for outdoor work, professional or amateur. The traveling outfit for instance at that time included a bulky view camera, heavy



A VIEW OUTFIT
IN PRE-KODAK DAYS

tripod, equally heavy and burdensome plates, a dark tent for loading and sensitizing the plates before exposure, a nitrate bath and a water carrier. Having chosen his subject and set up his camera, the photographer had to creep under the dark tent to sensitize and load his plates, clap them dripping into the camera, and having made his exposure, creep under the tent again to unload and develop.

Under such conditions, amateur photography was virtually unknown; its practice confined to a handful of devotees whose enthusiasm was equal to its difficulties, physical and technical. There were only two such amateurs in Rochester at the time and one of these was Mr. Eastman.

This was back in 1878. Mr. Eastman was a clerk at the time in the Rochester Savings Bank and took up amateur photography as a hobby. From a local *Eastman* photographer, he learned how to make pictures, at a cost of \$5.00 for the lessons, read all he could on the subject and practiced the art on every possible occasion. But he was not enthusiastic either over the load the amateur had to carry or over the "elaborate and painstaking ordeal" that outdoor photography was in those days.

The direction in which simplicity might lie was first suggested to Mr. Eastman by an article in an English magazine, in which "Dry" the possibilities of a gelatine "dry" *Plates* plate to replace the "wet" were discussed. In his spare time he began to experiment along these lines and eventually "came upon a coating of gelatine and silver bromide emulsion that had all the necessary photographic qualities." His achievement was practically contemporary with their commercial production in England. And in 1880, under the firm name of George Eastman, he began their manufacture and sale.

Dry plates "scrapped" the dark tent, the nitrate bath and other burdens of the field equipment. Results also were less

dependent upon skill. And to this extent, amateur photography had been greatly simplified and relieved of much of its arduous labor.

But plates, whether wet or dry are heavy. They are also breakable and the combination was still a great handicap to the amateur. So that professional photographers remained by far the largest customers of the new dry plate industry. Further simplification was necessary if photography was to be made the everyday affair which even at that time was in Mr. Eastman's mind.

The real solution of the amateur problem pointed to a "rollable" film that would do away with glass plates *Roll Film and* together. The first step in *Roll Holder* this direction was a roll film of coated paper to which the sensitized emulsion was applied. A roll holder, the joint invention of Mr. Eastman and a co-worker, the late Mr. William H. Walker, adapted it to the ordinary view cameras then in use.

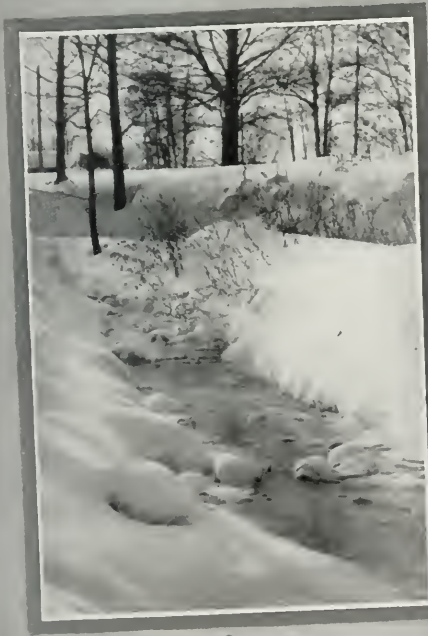
Paper film, however, had serious disadvantages. The paper was selected with utmost care and the negatives greased to make them transparent, but in spite of these precautions, the grain of the paper would now and then show in the print.

The Eastman "stripping" film was then devised. This consisted of a temporary paper base coated with soluble gelatine, "Stripping" which in turn was coated with *Film* the gelatine emulsion. When the negative was immersed in water the image could be stripped or "floated" off and transferred to a transparent gelatine skin. A perfectly transparent negative was realized, but the process was intricate and had to be handled by expert hands.

The mechanical end of the problem had, however, been solved to the inventor's satisfaction—it was now a question of film—and along these lines, as we shall see, the whole problem of amateur photography was ultimately worked out.



1



2



3

OUR AMATEUR PHOTOGRAPHIC COMPETITION

1. 2nd Prize, \$25.00. Frances Ditchburn, Main Office.
2. 3rd Prize, \$15.00. James M. Trayhern, Kodak Park.
3. 4th Prize, \$10.00. Lillian M. Lewis, Kodak Park.

OUR FIRST AMATEUR PHOTOGRAPHIC COMPETITION

EVERY PLANT REPRESENTED—KODAK PARK CAPTURES THE FIRST AWARD

Our first quarterly Amateur Photographic Competition was a most decided success; every plant, including the Main Office, was represented, with a total of five hundred and twenty-three pictures.

It is with satisfaction that we record the fact that the pictures submitted were of an unusually high order, and demonstrate that there are many high-class technical and artistic amateur photographers within our organization.

Kodak Park carried off the honors, capturing the first, third and fourth awards; Main Office coming in for second place. The awards are as follows:

First Prize \$50.00. L. A. Jones, Kodak Park
Second Prize \$25.00 Frances Ditchburn, Main Office
Third Prize \$15.00 James M. Trayhern, Kodak Park
Fourth Prize \$10.00. Lillian M. Lewis, Kodak Park

Honorable mention was also awarded to the following:

E. P. Wightman. Kodak Park
 B. C. Edgett. Camera Works
 Sarah E. Plain. Main Office
 Harriet M. Stone. Main Office

The winning pictures are shown herewith. (See pages 2 and 5)

We hope you will come out strong for the Second Competition, which closes December 31st. The awards will be the same as for the first competition and the subjects are as follows:

Home Portraiture
Architecture and Interiors
Flashlight Pictures

The terms governing the competition were given in full in the October issue.

Please do not send hand colored pictures, nor pictures toned in red or blue, as they are practically impossible to reproduce successfully.

Be sure and write your name distinctly on the back of each print, together with the name of your plant, and the camera with which the negative was made.

CAPTURED AT KODAK PARK

THE DIMETHYLANINOPHENOL AND THE NITROPHENYLHYDRAZINE

No, ladies and gentlemen, the above heading was not taken from the billboards advertising the last three ring (count-'em) circus that visited our fair city.

If you live near Kodak Park, you need have no fear of finding either one of these strange beasts scratching on your back door or conducting themselves in any other unseemly manner; they are far too well trained for that.

Practically all of us are familiar in a general way with the various products we manufacture; cameras, film, plates, paper and all the other things photographic, and we also know that our company is the largest in the world, and that its products have been used, and are known, from pole to pole. The constantly increasing range of usefulness of photography in both

the industries and in the scientific world has involved us in many unusual problems. To aid us in solving these problems, and to maintain our lead in the industry, we maintain at Kodak Park our Research Laboratory. (Some other time we are going to tell you more of its work.)

During, and immediately after the war, many manufacturers and scientific institutions found themselves cut off from a supply of the unusual chemicals necessary to their work.

Our Research Laboratory, more through a feeling of patriotism than with a thought of gain, undertook to manufacture and supply these much-needed products, and so you see these two fearsome names were simply taken from a recent list of chemicals we are in position to supply.

DOES ADVERTISING INCREASE COST?

A FRIEND of ours asked us not so long ago to step into a hardware store with him to examine a kitchen range. Now what we don't know about ranges would fill quite some volume, but having nothing much else to do we consented. The dealer showed off the range; it was a nice shiny affair, with the usual number of doors, dampers, and other "dew dads." After explaining its various points the dealer added, "I can make you a good price on this range because the manufacturers don't advertise it, and save all the money that would be spent that way, and so can make a lower price to me."

The friend looked inquiringly at us and we had to laugh because the idea that unadvertised goods could be sold for less money because no money had been spent for advertising was fully and completely exploded as far back as the Chicago Fair.

If you have a good product, and that is the only kind worth advertising, the amount spent for advertising will be an investment, not an expense, and here's to prove it.

Let us take our own Kodak; what has made it known and sold in every country in the world, and why does it take acres and acres of floor space and thousands of employees to produce it, and the other goods of our manufacture? Could all this have been accomplished without advertising, and could our products be sold at as low a price if they were not advertised? They could not.

The first Kodak, invented by Mr. Eastman, was a new idea; amateur photographers were not, and for the sale of Kodaks there was no market waiting; it had to be created. He personally could have sold a certain number in his own city; he could have employed a small army of salesmen to cover the country, but the cost would have been all out of proportion. How then could

he and did he create this market, and increase the sale of his goods? By advertising. And did this expenditure of money for advertising increase or lower the cost to the purchaser? It lowered it.

In any factory, large or small, the same force that can produce twenty-five items can with but little more effort produce thirty; a shipping clerk can with practically no extra effort ship this extra amount; the bookkeeper can bill these extra items in a few moments, and the cashier can handle the extra money with as little effort; so to produce this added amount requires but little more than the necessary extra supply of raw material.

Of course, as any business grows beyond a certain point, more help and more of everything else is required, but the fixed charges or overhead expense, as it is termed, do not keep pace at the same rate, and so the bigger your production the less per item it costs.

As the market widens, and production increases, the demand for material grows, and the buyer in large quantities can usually obtain the quantity price; another saving in the cost to produce. The only way to increase production and to lower its costs is to increase the market for the goods, and the *only* economical way to do this is by advertising.

When anybody tries to tell you that goods can be sold for less money because they are not advertised, just laugh at him; you know better.

HAVE YOU ANY?

The Kodak Park Library is in need of back numbers of the Kodak Park "Monthly Abstract Bulletin." The January, April and June issues of 1919 are particularly wanted. If you have any copies you do not wish to preserve, please send them to Miss Reismann, Librarian, Kodak Park.

The Kodak Magazine

Published monthly in the interests of men and women of the Kodak Organization.

SPENCER HORD, *Editor*

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Main Office

ROBERT A. WEBER *Assistant Editor*
Kodak Park Works

HERBERT S. THORPE *Assistant Editor*
Camera Works

CLARENCE H. HARPER *Assistant Editor*
Folmer-Century Works

WILBUR G. WOODAMS *Assistant Editor*
Hawk-Eye Works

L. C. WHEELER *Assistant Editor*
Premo Works

Address all communications to Editor, KODAK MAGAZINE, Main Office, Eastman Kodak Co., Rochester, N. Y.

"IF YOU DON'T WATCH OUT!"

"**A**N' the bugga man will getchya if you don't watch out"—and this according to one of our best beloved poets and carefully compiled statistics, is true.

When you are but twenty-one, the age of forty seems so far in the future that its head doesn't even stick up over the horizon.

Protection for your old age, and for any future dependents on you, does not enter into your calculations because you have oodles and oodles of time in which to attend to such matters.

"Tempus fugit," as we used to say in dear old Rome, or in plain English, "Time flies," and the bugga man is just around the corner.

Here is what statistics disclose:

Eighty-seven per cent. of those who have money today will lose it by the time they reach age 65.

Take 100 average healthy men, starting at age 25, and on reaching age 65 thirty-six will be dead, one rich, four wealthy, five obliged to work for a living,

fifty-four "down and out," dependent on private or public charity.

The accident companies report that about 2,000,000 persons are killed or injured every year in the United States.

Probate Court records all over the United States show that of all estates probated, 85 per cent. have nothing; 11 per cent. small amounts, \$300.00 to \$10,000, and only 4 per cent. have \$10,000 or more.

Eight million women in the United States must work to live. Of 3,000,000 widows in the United States over age 65, ninety per cent. are without the comforts of life.

These are facts, derived from the most authentic sources—the U. S. Government Census, Probate Courts, the American Bankers' Association, the Carnegie Institute, and others.

Each succeeding year seems to roll around a bit faster than its predecessors, and the time remaining to protect yourself and those dependent upon you soon becomes all too brief, and the bugga man of old age, poverty, shows up all too plainly.

The best and most easily acquired protection is life insurance. There are many good companies and varying forms of policies to meet different conditions. The younger you are, the less it will cost you to carry insurance, and if you continue in good health you can add to the amount carried as your earning power increases.

When a man assumes the responsibility of caring for a family, his duty does not end when he supplies them with food, clothing and shelter from day to day.

He must make provision for their needs in the future.

"Life insurance is bread money, and the man who needlessly denies it to his family is unworthy to have a family," so remarks a famous minister.

Protect yourself and yours from future want—don't wait for the "bugga man to get you."



"CHIEF" THOMPSON AT CANADIAN KODAK

SAFETY AT KODAK HEIGHTS

The folks over in Toronto believe in up-to-date safety methods just as much as we do here.

The accompanying picture shows our General Safety Supervisor, Charles H. Thompson, addressing the employees of the Canadian Kodak Company, Ltd., at Kodak Heights during a recent visit.

RECREATION AT KODAK, LTD.

Just because we have good, live athletic and recreation associations here in the Rochester organization, we must not get the idea that Kodak Limited, across the pond, is in any way behind.

The Kodak Recreation Society of Kodak, Ltd., recently held their annual sports and garden fete at the Kodak Sports Ground in Wealdstone.

A long program of events was run off; the events were open to other local athletic associations, with the entries totalling over five hundred.

A crowd of about four thousand followed all events with great interest.

Numerous other good time devices were provided for those not participating in the athletic events, and the day was closed with dancing during the evening.

THOUSANDS HURT IN THE STREETS

During the last twelve months, 25,000 people were injured and Nearly 900 were killed in street Accidents in the city of New York. The street record is indeed A big one, because the streets are Used by people going to and from Their work and by hundreds of Pleasure-seekers and shoppers. It is Interesting to note from the street Record of last year, that automobiles Killed 696 and injured 16,288. Other Vehicles killed 163 and injured 6,191. Accidents from other causes than Vehicles resulted in 33 deaths and in 1,962 injuries.

Be careful in the street in front of Your home and in going to work. Here Annually in Rochester, scores of People are killed and injured simply Because they do not take care when Crossing the streets.

Don't merely think it over; put it over. God has given every man equally twenty-four hours of time each day. The difference is in the use of that time.—*Safety Hints.*

THE HELPING HAND

JOHN SMITH, his wife and five children, were routed from their beds one night last summer by a fire that completely gutted the house they lived in. Awakened by the smell of smoke, the crackling of flames and the shouts of neighbors, they barely had time to snatch a few articles of clothing and escape to the street. Everything they possessed in the way of household furniture, bedding and extra clothing was destroyed by the fire.

Neighbors took them in for the night, and bright and early next morning the little family gathered at the fire-wrecked structure that had been their home to take counsel and see how much, if anything, had been spared by the flames. It did not take them long to realize that their loss had been complete. The contents of the house, comprising all the family's cherished possessions, were charred and blackened beyond the hope of salvage, and with the blackened, scorched and dripping walls presented a scene of desolation that caused their hearts to sink.

The Smiths were comparative strangers in Rochester, having moved to the city recently; they had no relatives to whom they could appeal, and their circle of friends was limited to the immediate neighborhood. Since moving to Rochester, Smith had earned just enough to maintain his family; he had not been able to lay by anything for the rainy day. As he stood with his wife and five children ruefully looking at the ruins of their home, he had exactly \$15 in his pocket, and that was all the money he had anywhere. Only a few days previously the family outlook had appeared so bright, for the two eldest children, one 15 and the other 16, had finished school and taken positions, and the prospect of the enlarged family income had given them all a vision of better living conditions—a few comforts, perhaps. Then the fire came.

Sympathetic neighbors invited the Smiths to breakfast, and Father and Mother decided afterwards that Eva and Bob had better go to their jobs, first giving them money from the scanty store to buy lunches, Father in the meantime notifying his employer that he would not report for duty that day as he had to find some place, no matter how humble, that would serve as a shelter. Mrs. Smith was made welcome by a hospitable neighbor, while Smith went about his urgent errand.

The plight of the Smith family excited the sympathy of all in the neighborhood who knew them and their circumstances. A few of the neighbors talked it over and canvassed the possibility of doing something for them. It was not an affluent neighborhood and none of its residents were in a position to do very much. But all of them had the heart to do a great deal. One of the group finally announced: "I'm going to call up the Community Chest. We'll wait and see what they have to say."

When John Smith returned a few hours later from his quest pretty much discouraged by the fact that he had had to pay down eight of his few remaining dollars to cover one week's rent in advance for an upper flat, he found a young woman talking to his wife, a very business-like young woman, who somehow or other in the few minutes she had been conversing with Mrs. Smith, had been able not only to grasp the entire situation but to give sensible advice and offer practical assistance. This young woman, representing one of the philanthropic organizations in the Community Chest budget, took full charge of establishing the Smith family in their new flat, supplying furniture, beds, bedding and cooking utensils, and food and clothing.

John Smith was not the type of man to let pride stand in the way of accepting the aid his family needed so sorely;

neither was he of the type that is prone to "lay down" and let charitable organizations bear all the burden, as is shown by the following paragraph from the organization's report to the Community Chest:

"This morning they told us that they did not wish any more aid; that they would go slowly and buy as they went along, as they now have sufficient to keep

house with. We shall merely send in groceries until pay checks come in, unless something unforeseen happens."

This is a true story with the exception of the names used. The misfortune that befell "John Smith" may easily happen to any family. There are very few persons in the world who do not need a helping hand at some stage along life's journey.

STIMULATING THE IMAGINATION

ITS PRACTICAL VALUE

PRACTICALLY without exception you will find that the man who has achieved success has been a reader. This does not mean that he has confined himself solely to musty tomes, and to the study of text books relating to his tasks in hand. On the contrary, the majority of successful men and women are readers of fiction; not trash of course, but fiction of the better class, because such reading stimulates the imagination, and imagination is essential to success.

Imagination combined with vision is accountable for most big things in life. Now there is a difference between imagination and vision, though they may be said to be interlocking.

One good definition of imagination is this: "The art or power of combining the products of past experience in modified, new, or ideal forms; the creative or constructive power of the mind." Vision: "The representation of absent or remote (as in the future) things as present."

The success of Edison, Westinghouse, Eastman, Schwab, Morgan, Carnegie, and others of our big men has lain in this combination of imagination and vision.

Vision is perhaps not so easy of stimulation as is imagination, but we should by all means cultivate the imagination if only for its value to us in a practical way.

We will venture to say that ninety-nine per cent of the successful suggestions submitted to us are from employees who read much.

Now this brings us down to what do you read, or what can you or should you read, in the way of fiction, to stimulate this faculty of imagination.

There are many other reasons for the reading of good books, most of which are self-evident, but let us afford here a short list of books which may be read with both interest and profit, and all of which may be found in any public library.

Lorna Doone, Don Quixote, Huckleberry Finn, Tom Sawyer, all of Charles Dickens's stories, Count of Monte Cristo, Three Musketeers, Luck of Roaring Camp, Les Miserables, Charles O'Malley, Last Days of Pompeii, Bob, Son of Battle, The Right of Way, Ivanhoe, Dr. Jekyll and Mr. Hyde, Treasure Island, Gulliver's Travels, Gentleman from Indiana, Vanity Fair, Round the World in Eighty Days, The Virginian.

This is just a list selected at random, and it does not include any of the many excellent works of the last few seasons. Undoubtedly many of you have read every book in the above list, but if not you can spend a pleasant evening or so with any one of them.

Courtesy is like the air on the inside of a tire. There may be nothing to it, but still it eases many a jolt and saves many a rupture.

PROMOTE SAFETY BY PREVENTING ACCIDENTS

WHAT YOU CAN DO TO HELP

By A. A. RUTTAN, President Rochester Safety Council

SAFETY First—we believe in it, we are strong for it. But do we always practice it? Do we unfailingly remember that personal caution is the only means of insuring constant safety? Do we allow the constant warnings of the day to become trite in our minds?

Thirteen per cent. of the fatal accidents of last year occurred in industry, the remaining eighty-seven per cent. in other phases of life.

Precautions—we need them, and if we are to reduce accidents to an absolute minimum, we must heed them. Let me remind you of a few. First, *in our work*, we should always have respect for safeguards, they are put there for our benefit. If we have suggestions, we should make them. Furthermore, the use of common sense ought to prevent the commoner mistakes, such as running up and down stairs and taking chances in getting in and out of elevators. So, in the course of our employment, to be careful all the time of what we are doing with our bodies, is the best safety rule.

In the home safety should be the watchword, especially with the children. Dangerous playgrounds—the street, shops or places near machines, electric currents, or on high walls, and playing with things that are likely to cause injury—such as matches, glass, and poisons, are to be scrupulously avoided. Make a safe place for the youngsters to play, or see that they get safely to the playgrounds where they can come under the direction of our City Playground Supervisors.

Again, *on the street*, or in public places, we must always remember that the safety of others as well as our own security depends upon our thoughtfulness. Therefore, if we drive, let us go slowly enough to have perfect control of our machines, and obey the law as to signals and the rights of others. If we walk, we should

cross the streets only at crossings and take care in heavy traffic or congested places.

To summarize, if we believe in safety, we must always act with a clear mind and a steady hand, and be prepared in case of emergency. "Safety First is a life saving disease—be sure you catch it."

THE GLAD GIRL

When a telephone operator sits down to her work in the morning she probably faces a greater number of people than a worker in any other industry.

An operator might think of herself as a blind person sitting at the beginning of a long procession, each individual of which asks her something.

Here comes somebody with a fresh, rested voice; here someone in a hurry, and the operator endeavors to be quick to help him to what he wants. Here is the voice of an old person who seems afraid of making a mistake; there a child who speaks much too loud or waits too long to tell what he wants. There are pleasant voices, voices too loud, voices too weak, and each one gives you a very distinct impression.

We feel you at our end of the wire; we feel your anxiety; we feel your hurry; we are sensitive to your impatience, and **WE LOVE YOUR COURTESY.**

We get to know what most of you think of us; your confidence of our gladness to serve you makes the day glad for us, for who can come nearer to all of your needs than an operator?

People plus service! We work with all the ability, patience, wit, skill, speed and love that an operator can cram in to make a big world glad and a busy world content.



FOLMER-CENTURY



CLARENCE H. HARPER
Editor



BOYD G. ROLLINS



WILLIAM MELVIN
President, Folmer-Century Bowling League

Boyd G. Rollins, recently appointed engineer, comes to us with a wide experience in his line of work. Mr. Rollins received his education in the schools of Rochester and for the past fifteen years has been engaged with various manufacturing concerns in the city.

Alfred Dick of the Shipping Department was married to Mrs. C. Weaver, Saturday, September 25, 1920. Mr. and Mrs. Dick left for a western trip after which they will reside at No. 169 Curtiss Street. We extend to them our best wishes.

A new safety organization has been formed at this plant and a committee has been appointed to serve as follows:

Boyd G. Rollins, *Chairman*

Albert Doering, appointed for three months.

Stanley Bird, appointed for two months.

William Melvin, appointed for one month.

A weekly inspection of the plant will be made by each member of this committee until his time of service expires when a new member will be appointed.



FOLMER-CENTURY SAFETY COMMITTEE

Left to right: A. Doering, B. Rollins, S. Bird, W. Melvin

The annual election of officers of the Folmer-Century Athletic Association resulted in the choice of Alexander Ryan of the Metal Department who has always taken an active interest in all our social and athletic activities as President. Joseph Dreschler, Jr., of the Plate Holder Department and Peter Breemes of the Assembling Department were elected first and second Vice-President respectively. The members of the Association were well satisfied with the way George T. Roche had handled the finances of the Association for the past year and he was unanimously re-elected Treasurer for another year; Clarence H. Harper was also re-elected Secretary.



ALFRED WOOD AND CHARLES WAHL, Stock-keepers

Bowling enthusiasts at the Folmer-Century Works were greatly disappointed to learn that the opening night of the Bowling League had to be postponed until October 20, 1920, due to repairs on the alleys. The teams appear to be much more evenly matched than last year and there promises to be a lively race for the pennant.

We are sorry to learn that Louis Kraft, our fireman is quite ill, but it is hoped that he will soon be able to be with us again.





JOHN GORDON

The members of the Folmer-Century Athletic Association opened their fall season of social and athletic activities, Tuesday evening, October 12, 1920, with a reception and dance given in our new building which has just been completed.

The dance was very successful, approximately five hundred persons attending, and much credit is given to the committee composed of Oscar Beyer, Chairman; James Kirvan, Charles V. Connolly, John Walz, Albert Doering, Mildred Bailey and Agnes Lynch for the excellent way everything was conducted.

Arthur Thoman of the Assembling Department who has been ill and has been spending some time in the Adirondack Mountains has returned to work feeling greatly improved in health. The men on the fifth floor were very glad to welcome him back again.

J. Elmer Roland who has been employed at the Folmer-Century Works for the past five years in charge of all repair work, has been promoted to Cost Accountant. Mr. Roland assumed his new duties on October 1, 1920.

Captain John Gordon is still making good use of his knowledge of Aerial Photography. He is now testing Aerial Cameras with Captain Albert W. Stevens of the U. S. Flying Corps. Captain Gordon will continue to do this for the Folmer-Century Plant.





OFFICERS OF FOLMER-CENTURY ATHLETIC ASSOCIATION

Top, Left—Joseph Dreschler, 1st Vice President *Right*—Peter Breemes, 2nd Vice President
Center—Alexander Ryan, President
Bottom, Left—George T. Roche, Treasurer *Right*—Oscar Beyer, Chairman Dance Committee

MAIN



OFFICE

N. A. VANDE CARR *Editor*

The Kodak Office Men's Bowling Team, shoved off at Elm Hall on Saturday, October 16th, at 2 o'clock. The boys are showing a lot of interest and are displaying good form. We are not only going to have a whole heap of fun out of this, but watch us develop some future greats for the Big League.

The following teams comprise the League:

| <i>Team</i> | <i>Captain</i> |
|-------------------------|----------------|
| Sales..... | J. Gunderson |
| Accounting..... | J. Gordier |
| Bookkeeping..... | E. Schug |
| Billing..... | J. Van Dusen |
| Stock..... | C. Howard |
| Repair..... | J. Berl |
| Shipping, Domestic..... | J. Schoenwitz |
| Shipping, Export..... | A. Lawrence |

Practice will be held Saturday afternoons at 2 o'clock at the Elm Club, and Tuesday nights at 8 o'clock at the Eagles' Club on North Washington Street.

Basketball practice is being held every Thursday night at Stratford Roller Rink. There are about twenty recruits out and with an occasional practice being pinched in at noon time, the team will soon be chosen and whipped into shape for the winter season.

Here are social and athletic managers of the K. O. R. C.:

Arthur Bartholomew, Mgr., Men's Bowling League
 Glenn Morrow..... General Athletic Chairman
 Fred Fogarty..... Mgr., Men's Basketball Team
 Laura Cramer..... Mgr., Girls' Bowling League
 Alice Upton..... Chairman, Dance Committee
 Adelaide Meise..... Mgr., Girls' Basketball Team

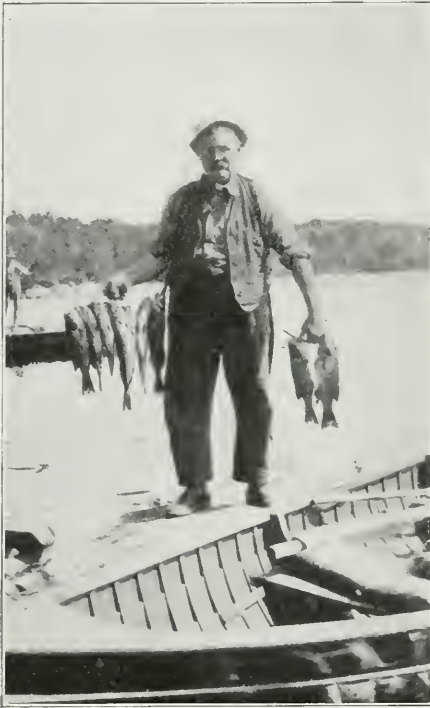
The first work-out of the Girls' Basketball Team was held at the Stratford Roller Skating Rink on Monday, October 11, and since that time they have been holding practices regularly. Toddy Diehl has the team in hand and it is expected that they will become the stars of Rochester before long. If anyone plays who hasn't already signed up, see Adelaide Meise and report for practice—every Monday at 6 p. m.

This branch of the K. O. R. C. activities bids fair to be a howling success. On Wednesday evening, October 6, about fifty girls assembled at Elm Hall for preliminary practice, and a great deal of enthusiasm was shown. Some of the girls had never bowled before; so a corps of instructors in the persons of Messrs. Strowger, Bartholomew and Van Dusen was present. Frank gave the demonstrations and the girls all voted that he was very graceful.

We are unable to state definitely as to the future bowling dates for the girls, but the time and place will be announced just as soon as possible.



K. O. R. C. SOCIAL AND ATHLETIC MANAGERS



Charles Rowe of the Testing and Packing Department, spent an enjoyable vacation camping on the shore of Bobs Lake, Canada.

Because of the high wind, which prevailed on the lake, his party was forced to fish in Crows Bay, one of the numerous bays which skirt this beautiful lake. His story of the large catch of black bass, and yellow pike, is authentic. He proves it by the picture.

BOOKS MISSING FROM THE LIBRARY

| | |
|----------------------------------|------------------|
| The Jack-Knife Man..... | E. P. Butler |
| Loves of Pelleas and Etarre..... | Zona Gale |
| Miss Philura's Wedding Gown..... | F. M. Kingsley |
| Mr. Achilles..... | J. B. P. Lee |
| Simple Souls..... | J. H. Turner |
| The Lilac Sunbonnet..... | S. R. Crockett |
| Great K. & A. Train Robbery..... | P. L. Ford |
| The Poor Little Rich Girl..... | Eleanor Gates |
| Grandma..... | E. L. Gould |
| A Circuit Rider's Wife..... | C. M. Harris |
| One Summer..... | B. W. Howard |
| The Penny Philanthropist..... | C. E. Laughlin |
| The Innocents..... | Sinclair Lewis |
| The Red One..... | Jack London |
| Training for Efficiency..... | O. S. Marden |
| The Godparents..... | G. S. Mason |
| Lady Betty Across the Water..... | C. N. Williamson |

ACCOUNTING DEPARTMENT SAUSAGE ROAST

On a recent Saturday afternoon about twenty-five people from the Accounting Department went to Sunset Point, near Durand-Eastman Park, for a sausage and corn roast. The weather was ideal, the water just right for a swim, but—the bath houses were all closed for the season.

Athletic sports were run off during the afternoon, and Olive Wallace won the first prize in the girls' football contest. A mixed ball game by teams chosen by R. Kron and H. Bakker ended in a victory (?) for the Bakker outfit, and not all the runs were made by the fellows either.

Mr. Kron, in charge of the entertainment, kept everybody smiling. He is surely full of "pep." Much singing was enjoyed, as well as the games and a Moonlight Virginia Reel. Altogether, it was a very successful party and we all went home happy.



SOME OF THE SIXTH FLOOR PRINTING ROOM GIRLS



JAMES HUDLASS

"JIMMIE" HUDLASS LEAVES US

James Hudlass, who has been employed by the company for upwards of eighteen years, and for the past eight years connected with the Welfare Department, left the employ of the company on Thursday, September 30th. On Monday, October 4th, he and his family started for Avon Park, Florida, where they own an orange grove. Mr. Hudlass was in the employ of the Seed Dry Plate Company at St. Louis at the time it was purchased by the Eastman Kodak Company. He remained in St. Louis until 1911, when the plant was transferred to Rochester.

Before Mr. Hudlass left he was presented with a gold watch and chain by Mr. P. W. Turner, on behalf of the department and friends. A large number of his fellow employees and friends were at the station to bid him and his family good-bye. The best wishes for health and prosperity go with them in this new venture.

Gladys Mitchel, of the Sample Print Department, has been away from the Department for some time, due to the illness of her mother.

Earl Jones, of the Enlarging Department, has left the company to enter Boston Tech.

Olive Little, of the Finishing Department, and Walter Lambe, of the Advertising Department, were united in marriage Sept. 18th at the parsonage of the Lake Avenue Baptist Church, by Dr. A. W. Beaven. Miss Mabel Gummier, a friend of the bride, was bridesmaid, and Eldin Lambe, brother of the groom, was best man.

Clara Donsbach, of the Finishing Department, was absent for five weeks on account of illness, but is now able to be with us again.

OPEN SEASON

November is a good month for hunting. It's a fine season for Suggestions, too! Everyone is back from his vacation and feeling good and peppy. Look around for you will probably see things in a different light and possibly see some easier way in which some task can be accomplished. Suggestion blanks are handy. Just put your suggestion in one of the printed Suggestion Envelopes and we will take care of it. A good chance for you to make money. Write down that idea and send it in now—one Suggestion a month.

The sympathy of the Finishing Department is extended to Myrtle Randall in the recent loss of her mother.

Moving day doesn't always come May 1st.

November will see the Tabulating Department transfer its activities from the 13th to the 9th floor.

This isn't because of rent profiteering, as we have the same landlord. It's because we are offered more elbow room.

The girls of the K. O. R. C. wish to thank Messrs. Strowger, Bartholomew and Van Dusen for coaching their bowling party October 6th.

Flossie Mann and Pearl Lyons, of the Sales Department, 15th floor, have taken advantage of Leap Year and left the Kodak Office, as well as The Kodak City. Pearl was married October 6th to Mr. James Bogan of Brooklyn, New York, where she will take up her domestic duties, while Flossie will make her future home in Saginaw, Michigan, with her husband, Mr. William Moore. We certainly wish them loads of happiness and miss them just heaps.

HELEN HASKINS
Sales Department



This garden is of the "57 Variety" kind. M. H. Latta, who is employed in the Testing and Packing Department, resides at 3839 Lake Avenue Boulevard. His residence is surrounded with flowers, and a well kept lawn. With a lot frontage of 87 feet, depth 225 feet, a plot 50 x 60 is devoted to the cultivation of vegetables and fruit.

Vegetables, 21 varieties; berries, 4 varieties; 25 grape vines, 5 varieties; 6 pear trees, 3 varieties; 6 apple trees, 3 varieties.

The Advertising Shipping mourns the loss of little Willie Bircher and Hank Rohrer, star package pitchers, who have returned to college.

Arthur Harber, of the Sample Print Department, has solved the renting problem by building his own home. He did the planning and building in his spare time, with the assistance of some friends.

John Beal, of the Repair Department, has returned to work after a severe illness.

Phillip (Kid) Hupp, of the Repair Department, who has been with the company for 22 years, has returned from a vacation in West Virginia.

Bill Granger—Plate King of Shipping Department—did not report for work September 25th. Unusual for Bill, but mighty good cause: Helen Kathleen—10 lbs.

Born to Mr. and Mrs. Harry Murphy, a daughter, on October 10th. Congratulations, Harry. Too bad it wasn't an "Ump."

Helen Bladergroen, who has been employed with Mr. Johnson, Traffic Department, has left to accept a position in Chicago.

George Amsbuoy is back in the Shipping Department after a serious illness of over six months. Glad you're back, George.

"Judge" Hodgson, of the Advertising Department, is away on sick leave. Court is in session as usual but the smile that has warmed in the neighborhood of 1,576,428 hearts is sorely missed.

Incidentally, not only is "Judge" Hodgson, of the Advertising Department, a brother of M. B. Hodgson, of the Sales Department, but M. B. Hodgson, of the Sales Department, is a brother of "Judge" Hodgson, of the Advertising Department. The thing is uncanny.

A variety shower was given on October 15th by Vera Franklin, of the Advertising Department, in honor of Dora Goldman, whose marriage will soon take place.

The Export Department Shipping Room Corn Roast Sunday, October 3rd, was a great success and enjoyed by many from this department who were invited. It rained quite badly for awhile, but there were fortune tellers and everything to divert one's mind. Then, too, there were some good snapshots taken in the pouring rain, which we believe some "feat."

The Finishing Department is glad to welcome Miss Fitch, a new employee, who is the official retoucher for the Department.

We welcome into our midst the quiet little Miss Hendricks, who has taken up the never-ending duties of "supply" on the 15th floor.

Lois Manly Haines has exchanged her duties in the Testing and Packing Department, where she has been continuously employed since August, 1909, for the joys of housekeeping.



AT THE STOCK DEPARTMENT CLAMBAKE

THE STOCK DEPARTMENT'S CLAMBAKE

Saturday, October 2nd, was a big day for the people of the Stock Department Office, and the honorable wives of the fortunate ones, which included the bride, Mrs. John R. Goodwin.

Upon the sound of the 12 o'clock whistle everybody was ready to journey lakeward to David Solmes' summer home at Summerville, where our most able chef, Charlie Howard, had a clam bake in the making. Talk about your eats—everything that you could wish for, and more than fourteen could take care of. This can be proven by the fact that it took us until 4:00 p. m. to do away with what was set before us. After everything had been cleaned up the remainder of the afternoon was enjoyed in dancing to the music furnished by one of the guests.

Did we have a good time? Look at the picture—that tells the story. Many thanks to Charlie Howard.

Justin McCarthy held a get-together party for some of the boys in the Shipping Department. It's an annual affair and everyone had a mighty good time.

Among the recent engagements is that of Ruth Spinning, Welfare Department, to I. C. Larzelers.

Catherine Sweeney made us all sit up and take notice the other day when she printed over 600 prints.

Who said prunes?
Fred Vogler had a fine crop this year. Those who received samples said they were fine.

Mrs. Marian Oswald is a welcome addition to the Enlarging Department force.

The election of "Jack" Gunderson as captain of the Sales Department bowling team has rejuvenated interest in bowling on the 14th and 15th levels.

K. O. R. C. DANCES

General Committee

- Chairman..... Alice Upton
- Tickets..... Will German
- Decorations..... Morley Reid
- Stunts..... Mortimer Hodgson
- Refreshments..... Harry Seaman
- Music..... Norman Van De Carr

Place—Masonic Hall

Time

- Second Dance..... November 26, 1920
- Third Dance..... January 28, 1921
- Fourth Dance..... February 25, 1921
- Fifth Dance..... March 25, 1921

If you were unable to be at the first dance, don't miss the rest.

Something special every time.
Come and bring your best girl.
Come and bring your best fellow.

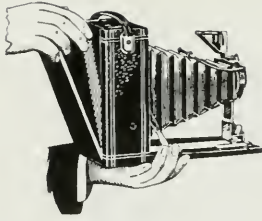
Music—SKULTETE'S—Eight-piece Orchestra

Henry Brinker just came back from his vacation. He reports a pleasant time, with the skies and the ladies both smiling.

Henry stopped off at Saranac long enough to see Branch Kinney and motor with him over to call on Leon Hill. Both the boys seemed to be doing well and Leon has put on thirty pounds weight. That's pretty nearly double isn't it, Rusty?

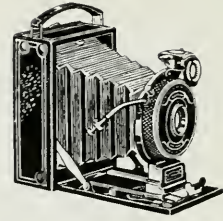
Bertha Brewer left for Hollywood, California, to spend the winter. The girls of the Sales Department gave Bertha a chicken dinner out at Maplewood as a "Farewell" Saturday, October 2nd, and everyone enjoyed the party. Who knows? Perhaps Bertha will come back as a "Star."

Helen Boyle has recovered from her recent illness and is again in her old place in the Testing and Packing Department.



P R E M O

L. C. WHEELER
Editor



PREMO CLUB NOTES

John H. McKenny, President of the Premo Club, has appointed the following Committees for the different activities of the Premo Club for the season 1920-1921.

ADVANCED MEETINGS

Ralph Hutchings, *Chairman*

William Gerstner
Frank Seelman
A. A. Ruttan

Olive Fagan
Alice Garrett
Edith Beal

ATHLETICS

Homer Ransom, *Chairman*

Verne Osborne
Charles Sullivan

Jennie Walzer
Pauline Schwartz

Emily Repp

CARD PARTIES

Louis C. Wheeler, *Chairman*

Philip Voelckel
Margaret Schwartz

Ethel Green

FINANCE

Harry Johnson
John Stanton

Homer Ransom

FORMAL DANCES WITH ORCHESTRAL MUSIC

George Rake, *Chairman*

George Topel
Linda Schwing

Mary Dafner

One glance at the names is sufficient to know that we are going to have some real entertainment this winter. If you are not a club member, now is the time to join (do it today) dues \$1.50 per year.



WILLIBALD ZINK

No wonder "Willie" smiles, he has worked at the Premo since 1903, and has never been late. He says that he has to wait outside about ten minutes each morning before the door is opened. With a record like this, one has reason to smile.

RECOGNITION AND AWARDS FOR SUGGESTIONS ADOPTED AND PUT IN FORCE FROM SEPTEMBER 1 TO OCTOBER 1, 1920

REDUCTION IN COSTS

Albert Besigel

IMPROVEMENT IN MANUFACTURING METHODS

Harry Foster
Walter Martin

REDUCTION IN ACCIDENT OR FIRE HAZARD

Mrs. Louise McIlroy
Linda Schwing (2)

Arthur Bailey
George Emerick

GENERAL MAINTENANCE OR CONVENIENCES

Mrs. Lottie Leddy
Mrs. Mary Veley

Ethel French
Anthony Aman

John Betlem

FIRST OUTING OF THE NEWLY ORGANIZED CLUB OF THE THIRD FLOOR

This outing was a Sausage and Corn Roast held on Wednesday evening, September 29th, at the home of Mr. and Mrs. Charles Gauch, at No. 17 Immel Place, by the "We Don't Monkey Club" which is made up of real lively employees from the third floor. While lunch was being prepared by Mrs. Gauch and Homer Ransom, the "bunch" was working up an appetite doing aerobic stunts. After the big feed, the following vaudeville numbers were run off:

Address by Worthy President Charles Gauch
Song by Entire Club "Oh You Pretty Monkey"
Suffragette Speech Florence Florack
Clog Dance Emma Kraftschik
Song, "Mary Went Out Walking" Harold Fleischer
Recitation by Worthy Vice-President John Blekken
Dancing "Babe" Cahill
Song, "You Didn't Want Me When You Had Me"
One Act Drama, "The Lovers" "Maggie" Schwartz
"Lill" Epp
Mutt and Jeff Pauline Schwartz and Olive Fagan
Bass Solo "Ray" Schultz
Song, "The Little Ford Rambled Right Along"
Jennie Walzer
The Swirl Burg Glide Elizabeth Franklin and Mary Dafner
"Do You Think That Is a Nice Thing To Do?" Fannie Northrup
Song, "Fido is a Hot Dog Now" Homer Ransom
Closing song, "How Dry I Am" Entire Club

The Premo reporters for the Kodak Magazine are as follows:

Harry Johnston, General; Frank Sherman, 2nd floor; Mary Dafner-Emma Kraftschik, 3rd floor; Lillian Aulenbacher, 4th floor; Homer Ransom, 5th floor. Just so you can get better acquainted, we want you to know who your floor reporter is; tell them if you know of any items of interest and they will do the rest.

Robert C. Bond and John M. Schaefer, "chums" both from the Tool Department, gave us some surprise when they came in all smiles and full of enthusiasm, saying, "Well, we have joined the Navy and leave for Buffalo at once, sorry to give you such short notice, but can not help it now as they want us to go at once." Boys, we wish you the best of luck in your new adventure.

Dear Friends at the Premo—Just a few lines to let you know that I received a clipping from the Kodak Magazine in regard to my leaving, and I want to thank all who wish me good luck. As I said before, I will always have a good word for the Kodak Company, as I have always been treated fine by them. I am feeling fine and can't kick, and I like my work first rate. Detroit is a wonderful city and both myself and my wife like it here. I give all my friends and acquaintances at the Premo my kindest regards, and a line from any of you would be greatly appreciated. I remain as ever, Elmer L. Krapp, 1342 East Canfield, Detroit, Michigan.

John Hogestyn of the Cabinet Department, Lauretta O'Neil and Reata Reulbach, of the Metal Department, Flora Butcher, of the Accessory Department, Edith Hollenbeck of the E. & S. Department, Lottie Grady, of the Plating Department, Arthur Hartleben of the Leather Stock Department, Fred Tyler, Caroline Latal, Mrs. Eva Thorn and Dorothy Conley, of the Assembly Department, are all confined home or in the Hospital on account of illness. All are reported doing nicely and are well on the road to recovery, with the exception of Miss Hollenbeck who has to undergo another operation. Any employee who would like to call on any one of them, can get the address in the E. and S. Department.

Leora Youngmans of the Purchasing Department, who underwent an operation for appendicitis is back with us. Leora, we are glad to see your smiling face again.

Charles Klee and family have the sincere sympathy of all the employees of the Works on the death of their beloved son, Harold J., age 20. Harold died in France from wounds received in the defense of our country, his body having been sent home for burial, September 27th.

We extend to Mrs. Wm. McNulty of the Employment and Service Department, our sympathy on the death of her brother Fred L. Cunningham, who died suddenly, Thursday morning, September 30th.

Premo has some good live wires on the Bowling team for this season, and by the looks of things they will give a good account of themselves. Starting out with such names as Florian Mura, Charles Sullivan, George Texter, George Topel, Vincent Theno and Ernest Thomas, you can see that the pins are going to fly.

All employees who are taking a special educational course at the Mechanics Institute, University of Rochester, or the R. B. I., and have not filled out one of our application blanks should do so at once. Ask your foreman.

The season's first Progressive Pedro Party and Dance was held in the club rooms, Friday evening, October 29, with over 60 members, their wives and friends present. After eight games of cards were played, prizes were given out and refreshments served. Then all chairs and tables were moved and victrola dancing was enjoyed until a late hour. The season's schedule for Pedro Parties with victrola dancing, as laid out by the committee, is the second Friday evening of each month, November 12, December 10, January 14, and February 11. The committee in charge is L. C. Wheeler, chairman, Philip Voelckel, Jr., Margaret Swartz, and Ethel Greene.

George Franklin of the Focusing Department wishes to thank the Medical Department, Dr. Sawyer, and his staff for the splendid service he received during the eleven weeks he was laid up from an injury to his back.

We extend our welcome to Laura Christopher, a new member of the Employment and Service Department.



EMMA A. BELL

Emma A. Bell has been employed at the Premo for ten years in the capacity as inspector, and is now working in the Assembly Department with a splendid record, not coming late once in the past two years.

Edwin West of the Tool Department has tendered his resignation to go back to his old vocation as teacher of music. Edwin, we hope to see you back of our footlights once in a while, at our entertainments.



LOUIS C. WHEELER

Do you ever wonder why some men get ahead? Why are they selected for the better jobs? Did you ever hear of a man landing a good job in life without preparing the way by persistent study to learn just a bit more about his job each day?

If you want a living example of the truth of this, consider Louis C. Wheeler, Premo Employment Manager and Safety Supervisor. As one of a family of ten children, it was necessary that he "chip in and help;" so at the age of ten, he was sent by his parents to the country to work for his board, clothing and the privilege of attending school. Wheeler, however, saw very little of school during the two years he worked on this farm, because of the great distance from the farm to the schoolhouse.

But fate decreed that young Wheeler was not to become a farmer. One of his older brothers, then working in the camera factory of Frank A. Brownell (now the Camera Works, Eastman Kodak Company), wrote him that Rochester offered an excellent opportunity for an ambitious boy to get ahead; so being of the ambitious type, Louis spent many hours a day running errands, selling papers and doing little odd jobs to enable him to come from his home in Ohio to Rochester. In early May, 1895, he first saw The Kodak City.

Louis had little trouble getting a job at the Brownell factory as errand boy at \$2.50 a week. Later on a better chance was offered him in the Leather Case department, under Vincent Ziek, who is still at the Camera Works. At this work he learned to make cases, stitching them by hand. On the adoption of machinery to replace the handwork on cases, he was transferred to the Assembling Department where he assembled cameras and also kept record of the time cards on his floor.

In 1900, Frank Boughton, Superintendent of the Rochester Optical Company (now the Premo Works)

offered him a position at shutter making and he was on this job when the plant was taken over by the Eastman Kodak Company in 1903. When a new man was needed to take charge of the focusing and fitting department, Wheeler was chosen for the position, not only because of his complete knowledge of the work, but also for his evidenced desire to "get there" by hard work and study.

It is the man who has grown and is still learning who is asked to shoulder responsibility; so when the Employment and Service Department here at Premo was in need of a reliable and competent man, Louis was again asked to advance to a better position. He is also chairman of our Shop Safety Committee as well as Editor of the Premo section of the Kodak Magazine. Other work, such as sanitary inspection, packing, shipping, stock records and management of the lunch room, comes under his jurisdiction.

And now you may ask, "How did Wheeler work his way up without an education?" There is only one answer to such a question, but one secret to success in this world, and the whole idea is summed up in these few words:

When a man stops learning, he stops growing.

PREMO'S WOMAN EMPLOYEE LONGEST IN SERVICE

Polly Hamlin, of the Leather Case Department was adopted by the Eastman Kodak Company in 1903, when the Rochester Optical Works was taken over. Miss Hamlin started to work at camera covering in 1895 and has been continuously employed at the one line of work, covering cameras and case making. She has a splendid record.



POLLY HAMLIN

LOUIS KALMBACHER

Louis Kalmbacher, Assistant Foreman of the Covering Department, is an expert when it comes to spreading glue. He got his start at camera covering as a youngster way back in 1888 when he worked in the old Bee Hive Building on Aqueduct Street. Louis has stuck to glue ever since, and is hanging up a splendid record.

Louis takes no chances with the street cars. He lives in the extreme northern part of the city, but he always walks to work. This means starting a half hour earlier than he would have to if he came on a car, but Louis is glad to do it and he always gets here on time.



Don't forget that all Premo Works news must reach the Plant Editor by the 10th of the month in order to appear in the following month's issue.

The schedule of Premo Club dances for the season 1920-21, is the third Friday of the month; December 17th, Christmas; January 22nd, New Years; February 18th, Valentine; March 18th, St. Patrick's; April 10th, Easter; May 20th, May Party. The committee in charge is George Rake, chairman, Linda Schwing, Mary Daffner, and Fred Boeff.

Keaton W. Clark of the Cabinet Department left us October 9th, and entered the Rochester Shop School to take a course in chemistry. During the World War, Keaton was seriously injured while doing duty on the submarine C-257, and he has just been advised that the Government has made him an allowance of full disability so that he can enter school and learn a trade.

We received a picture post card a few days ago from one of our visiting nurses, Bertha Mischler, who is now in Keniz, Bern, Switzerland. She sends her best wishes to us all.

"Lem" Hosford of the Cabinet Department when asking to be excused for a few days so he could attend the Hemlock Fair, said, "By heck, I haven't missed one of those fairs in thirty years."

We are glad to have back with us Lena Latta, of the Box Camera Department, who has been away since June 9th on account of illness.

The first annual dance of the Premo Club was held Friday evening, October 22. Being a masquerade dance, many pretty and novel costumes were in evidence. Prizes were awarded ladies and gentlemen for the prettiest and most comic costumes. Refreshments were served and music was furnished by the Premo Club Orchestra, consisting of six pieces. About 70 couples were in the grand march and they were finally led to the witch camp where their fortunes were told.

Such a good time was had that the program was finished before they knew it and it was time to travel home. The common yell was "Don't forget the next dance on November 19."

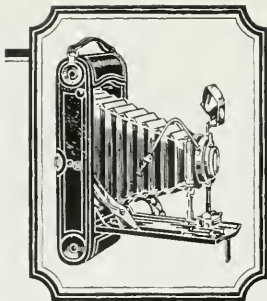
Michael Strebler has been promoted to take charge of the Receiving and Supply Department.

Willard Blackstock is a new comer in the E. and S. Department and is responsible for the splendid cartoons that we see in the *Kodak Magazine* under this title, "Blackstock-20." Willard, we welcome you.

A Coney Island Sausage and Corn Roast was held by the Employment and Service Department at the home of Mr. and Mrs. Wm. Gerstner, 146 Turpin Street. In spite of the continuous downpour of rain which lasted all day and evening, fourteen of the employees left the Works at 5:30 P. M., transportation being furnished by Jennie Walzer, Joseph Isaac and Louis Wheeler who loaned their time and autos to transport the crowd through the severe rainstorm. They were soon at the home of Mr. and Mrs. Gerstner where Margaret Kreckman, Mrs. C. Patterson and Mrs. A. MacNally prepared the roast. Mr. Gerstner anticipating that the affair would have to be held indoors had his cellar prettily decorated with flags and bunting and set up with a stove and table which made an ideal Rathskeller for just such an outing. After all had had enough to eat, games were played and fortunes told by Mrs. Rebecca Clair, after which all journeyed to the music room, where they were entertained until a late hour. They wish to thank Mr. and Mrs. Gerstner for their kindness in throwing their home open for this outing.

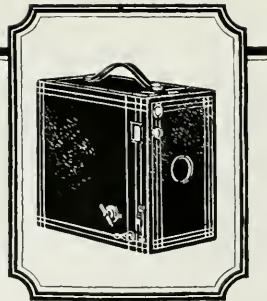
Philip Voelckel, Jr., who has had charge of the Receiving and Supply Department for the past five years, has been transferred to take charge of the Accessory Department. "Phil" is an old timer, having spent the last twenty-three years at camera making, and it will not take him long to adapt himself to his new work.

Walter Saxe of the Plant Maintenance Department has left the employ of the Premo Works and entered the Rochester Shop School as teacher of electricity. Good luck, "Walt."



CAMERA WORKS

HERBERT S. THORPE
Editor



ANOTHER FLAG NAILED TO THE MAST OF SUCCESS

It seems to be inevitable, that the things the Camera Works attempt go far beyond the expectations of the brightest optimist, whether it be work or pleasure. The recent drive for membership of the Recreation Club was no exception to the rule, and, while we are not boasting of our infallibility in any respect, nevertheless, we *are* proud of our record in drives, whether they are for Liberty Loans, Red Cross, Community Chest, Thrift Stamps, or Employees Clubs. It only proves that the co-operative spirit we possess is paying dividends in efficient organization for the material benefit of Managers and Employees.

The ruling last May issued by the company, regarding the matching of dollar for dollar raised by the employees for Athletic and Social Activities, did much to encourage and foster the idea of a permanent Recreation Club. The physical impossibilities of the Camera Works possessing outdoor tracks and diamonds can not be overcome as present conditions stand, and unlike Kodak Park, the possession of an assembly hall has been very vague. With the Recreation Club established, however, the future may hold in store something more tangible in the way of accommodation, and the more we pull together, the stronger and more efficient our Club will become.

The temporary organization formed for the purpose of encouraging athletics, has done wonders, and has had many an obstacle to surmount. We have got a good start, having a representative Baseball

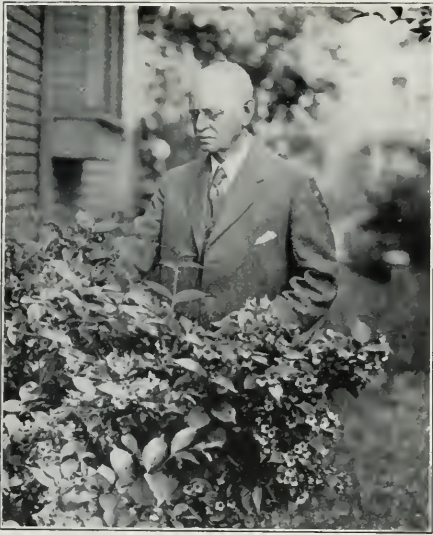
Team, several Department Teams, two Girls' Basketball Teams, an Indoor Baseball League, a main Bowling Team, a Bowling League, a Tennis Team, a Football squad and the nucleus of a Cricket Team. We have had dances and parties and tournaments, and all this, as before mentioned by a temporary organization! Now let's see how much better we can do things with an established Club, governed by a constitution and duly elected officers.

Art Burchard could have told the Office baseball team that Rutan's famous Brownies were fire eaters when it came to the diamond and baseball; Burchard's team put up a good fight, but the Brownies' team was too strong for them, scoring a victory of ten to eight.

The cycle of outdoor amusements relating to the social order of things has now turned to Sausage and Corn Roasts, and the girls in the Brownie Covering Department evidently started the ball rolling in that direction. Last month Isabel Waser invited several girls to the home of her sister, Mrs. Wells, on the Britton Road, where a goodly spread of sausages and corn awaited them. They chose for their environment the corn field. No record is available as to the frolics of uninvited mice, but several burned fingers resulted from "sausage snatching," which was part of the fun. Ed. King of the Main Office was chief cook, and Ed. Freher was commandeered as the Official Photographer. Everyone expressed their appreciation of the good time they had, and particularly to Isabel and her sister.



GIRLS' SAUSAGE ROAST, BROWNIE COVERING DEPARTMENT



JAMES LOVE

Here's to you, Jim, and may you be with us until the clock strikes thirteen, and then we'll all be out of luck.

Possibly the most familiar figure in the tool room—at least among the older employees in point of service—is James Love. Jim—as the boys call him—has just attained the age of 75 years “young,” and the word young is not a joke either. Those of us who have seen Jim do his famous Buck and Wing dance, have often coveted his remarkable energy and vitality.

Jim started on his career as a machinist and tool maker in a little old shanty—long since gone to oblivion—known by the name of Dillinghurst's Gun Shop, situated on the corner of Main and Water Streets. That was in the days of 1865, when Father Rochester was just growing into manhood. Jim's next move was to the N. Y. C. Railroad shop at Brown Street, where, by the way, he worked with his chum's father, Mr. Frank Watkey, Sr.

It was in 1892 that Jim first became acquainted with the Eastman Company. The Hawk-Eye factory has grown out of an old time building occupied by the Photo Materials Company which featured the manufacture of cameras and supplies. Here Jim worked with Charlie Speidel and Jack Robertson. Those were wild days according to all evidence—days before the onslaught of prohibitionists. Jim could tell some great stories of how the “gang” behaved in those days.

The older friends of Jim presented him with a box of cigars as a token of their regard, whereupon Jim told how, when he was a stripling, he always hoped to live to be seventy-five and now by golly, he hopes to be with us at ninety—and so say all of us.

An informal reception was given in honor of Mrs. Henrietta Aiken by the girls of the Lens Inspection Department at the home of Catherine Shoman.

After about nine years of service in the employ of the Camera Works, Mrs. Aiken leaves to make her home in Chicago. “Nettie” was a good pal and will be greatly missed by her host of friends.

BOWLING

The Bowling League of the Camera Works is well under way at this date of writing, and the season promises to be an enjoyable one. The eight teams comprising the League are pretty equally matched, and great interest is being displayed among the bowlers for high scores. The Captains are as follows:

| | |
|------------------------|----------------|
| Geo. Curtiss..... | Maintenance |
| Frank Bisnett..... | Basement Press |
| Fred Hinterleiter..... | Buffing |
| John Heaphy..... | 2nd Level |
| Wm. O'Neill..... | Woodworking |
| Clar. Van Duser..... | Shutter |
| Harry Stokes..... | Tool Room |
| Wm. Stark..... | Office |

The league meets at the Genesee Hall each Friday at eight o'clock practicing until 8:30, when the regular scheduled games start. Chas. Collins, Charlie Rogers and Herbert Thorpe comprise the advisory committee. Frank Bisnett is Secretary and Wm. Stark, Treasurer.

The eight captains of the league met to discuss the formation of the main team to play in the Eastman Kodak League. Fred Brehm explained that the team this year would be chosen on the recommendation of the eight captains of the Camera League. Ballots were cast to this effect, the results showing the following line-up for the big five.

| | |
|----------------------------|-------------------|
| Wm. O'Neil, <i>Captain</i> | |
| Wm. Vogler | Cosmino Tantilio |
| Anthony Barkey | Fred Hinterleiter |

The schedule calls for twenty games to be played at Genesee Hall on Saturday afternoons at 3:30 o'clock.



JULIA MEERDINK
Champion Tennis Player, Camera Works



MARGARET WILLIAMSON

We were just in time to see the decorations adorning the desk of Margaret Williamson, and, after a deal of persuasion we enticed Margaret to stand up and "be took." Billie Lawrence had better look to his laurels as a "desk decorator," for by all appearances, someone in the Purchasing Department has been taking a correspondence course in the art of kidding.

Never mind, Margaret, we noticed a very pretty electric lamp among the bric-a-brac, and you know how happy we are to be happy with you and the lucky fellow, whoever he may be.

Keep your eye on the Camera Works Soccer Team! Our team is captained by Jimmie Gordon of the Buffing Room and several native-born sons are making splendid progress in the game. The team has linked up with the New York North Western League and our boys hope to make a very creditable showing, in spite of the fact that Rochester has several first-class Elevens. We have, to our credit, victories over Kodak Park, and the game with Hawk-Eye resulted in a win of eight goals to three.

Get interested in this sport. It's fast and exciting. Jimmie or Bill Mostyn—Press room, will be glad to give you the dope.

The Covering Department held its fourth annual sausage roast at Gussie Bornkessel's summer home at Windsor Beach. The Committee in charge of the sports and arrangements provided a very complete program. Prizes were won by the following people:

- Time Race*..... Hazel Owens
- 50-Yard Dash*..... Leona Crandall
- Three Legged Race*.... Edna Rose and Nellie Stark
- Fast Walking Race*..... Nellie Stark
- Peanut Hunt*..... Anna Sailer
- Ball Throwing*..... Myrtle Foster
- Shoe Race*..... Eva McLaren



DOROTHY WHITCOMB
Age, 9 months

We haven't to date published any baby pictures in the Camera Works Section, principally owing to lack of space, but we positively couldn't pass up this one! George Whitcomb is the proud father (and also the photographer).

One of these days, when we are not pressed for space, we will run a Baby Competition, and then we'll show 'em "what's what!"

This baby's name is Dorothy, and for the age of just over nine months is a very fine "wee bairn."



KODAK ASSEMBLY PICNIC AT JOHNSON'S GROVE

We understand that Hal Baldwin is fast becoming a real musician and has astonished the other members of the band with his technique and expression. We see a possible leader of a Camera Works band in Hal—should such an organization ever be formed.

The Crease and Cover Department held their Seventh Annual Picnic at Manitou Beach, being conveyed there by automobiles. A practice ball game was played whilst awaiting dinner. At 2:00 o'clock the welcome sound of Odenbach's dinner bell was heard, and everybody won the "luncheon dash!" The weather man was evidently peeved at a picnic butting into the sausage roast season, and he let fall a considerable amount of rain. The boys and girls adjourned to the dance ball, and everything was as good as the efficient committee could arrange. Frank McCarthy was general chairman.

Fred Ruhe will go down in history as a first-class entertainer in the sausage roast line, if reports are true. Fred had "the bunch" from the Creasing Department down at his farm in Henrietta, and he showed the boys some real farm life. Of particular interest was his eight per cent. cellar! Fred's horse was also highly spirited, as it ran off on a five hundred yard dash while Fred was demonstrating how to dispose of cider!

John Braun passed out the dogs at the hot stand.

The Etched Plate combined with the Main Office Engraving Department in an outing at Point Pleasant last month. Dinner and supper were served at the hotel, and great excitement was caused by somebody donating two dozen bottles of real home brew! The Etched Plate played a ball game with the Engraving, resulting in the latter winning by a score of 12 to 8. Autos were provided for the bunch and the affair was voted a complete success. Bill Yax had charge of the arrangements.

Most fish stories are apt to be doubted, but the picture below proves that John Smith is a fisherman of the first water! John and his good wife spent their vacation at Newborrow Lake, Ontario, Canada, and, although John omitted to send the editor actual samples of his fish, nevertheless we must admit our jealousy at his remarkable catch.

BASEBALL

The baseball game between the Brownies and the Office was akin to the "last rose of summer," in-so-far as the game was the last before Indoor Baseball starts. It almost appeared as if the rooters had saved their enthusiasm all the season for this particular game, and the girls were especially demonstrative in their cheering.

The game was played on October 9th at Genesee Valley Park. Rutan pitched for the Brownies and Miles for the Office. Rutan gave five hits and struck out fourteen men. Miles allowed nine hits and struck out six of the Brownies. A fine example of fielding was displayed by Ernie White, and Freidenwald boosted the Brownie score by his splendid hitting. A remarkable feature of the game was that no bases on balls were given by either pitcher. The score, after a period of one hour and a half, was Brownie—eight, Office—two in the ninth. It was a good game and was attended by a large crowd.

The boys and girls in the Stock Record Office are indebted to Pauline Stockslader for her efficiency in keeping the office at an even temperature. Pauline seems to have a special job opening and closing the windows as the weather requires.

We have received the following letter, with a request that it be published in this magazine:

"I wish to extend my sincere thanks and gratitude to the Medical Department of the Eastman Kodak Co., and especially to Dr. Sawyer and the Visiting Nurses, for the kindness and attention given me during my recent illness."

Signed: MARGUERITE MATHEWS.

The Camera Works was well represented in the Company Golf Tournament, played at Genesee Valley Park, Saturday, October 9th, and several of our boys made good scores. It has been a common error to suppose that golf was a "past-time" especially designed by the Scotch for those in the "Autumn" of life. Some of our "Springers," however, such as John Henry and John Heaphy took exception to this fallacy. We guess they are right, for it's a man-sized job to putt the pill around an 18-hole golf course.



JOHN SMITH'S CATCH

AN OPEN LETTER TO OUR NEW KODAK WORKERS!

Hello there, Mr. or Miss New Employee!

How are things going?

A little strange!

Well, they're sure to be at first, but you'll soon get to know the job and the people working with you!

What! You haven't made many acquaintances here yet?

Why? Introduce yourself. There's a jolly good bunch of boys and girls at the Camera Works who'll be tickled skinny to help you know the ropes.

You know, Buddy, what you have heard about the Camera Works spirit? Well, it's true, all of it, and then some! You get acquainted with a bunch and you'll stick.

Ask your Foreman the whys and wherefores. He'll tell you—that's his job, and he is not a bit stuck on himself either. Just a regular guy and anxious to see you make good.

I'll tell you a good way to wedge into the sporting side of our Factory doings—join the Recreation Club. Costs you, Mary, fifty cents a year, and you, John, one dollar. About two thousand Kodak makers at State Street belong to it, and if you can't get your share of amusements out of a club with a membership of this size, you deserve to be lonely.

Oh! I almost forgot to put you wise to one important thing about us—although I guess you must have noticed it by now. What do you think the "man in the street" calls us? Listen! "Safety Bugs."

I've been here for ten years or more and have never heard anyone working here take exception to our title. Why, we boast of Safety as our middle name! It's almost as familiar to us as the word Kodak. We tried to impart it in all our actions, and believe me, it pays. Remember the little meeting you were called to, up on the seventh floor, where the swell offices are? That was our Safety Inspector who told you the rules of the Factory. Not a bit stand-offish was he? That's his job to make this factory safe for you to work in, and its up to you to come across fifty-fifty and then we'll feel that no accidents can haunt us.

I'll wager the Fire Drill had you guessing too! It almost seemed foolish at first, but after you got thinking what would happen if a real fire got under way—and you didn't know whether to run to the door, holler for help, or crawl under the bench, it doesn't appear as foolish as it looks. We are mighty proud of what the management has done for us in this particular line—and a good many more too, and we want you to feel the same way about things as we do.

It takes a little time before a fellow feels his feet and then there's—oh!—what do you think of the dining room? I guess it was a revelation to you.

You know how it digs into a dollar bill to get a bite up town. Here, it's everything served at cost and cleaner than a whistle.

Did you ever figure out the space such a dining-room takes up? Room enough there for a big manufacturing department, but it's given to us just to eat in. Remember when we had to duck around the corner to a saloon and scramble for a table, adorned with pewter spoons and crumbly piles of bread? Them were *not* the happy days.

Gee! I could go on and tell you so much dope

about what we do in this factory, but you know how editors are! Just because they've got a soft job—and nothing to do but stick their feet up on the desk and smoke cigarettes—they grab a pair of shears and cut out about half the good stuff just for the want of exercise. Scared some *good* writer will get their job, I suppose.

Well, see you at noon. If I don't see you first, come right up and get acquainted. I'll put you wise to a host of good things.

So long, Stick to it,

Yours to a cinder,

TOM.



"JACK" WALSH
One of our Live Wires

Those of us who have had the fortune to be at the Camera Works since 1895, will undoubtedly remember J. H. Moise, who at that time had charge of the Repair Department. Mr. Moise is the proprietor of stores in New York City and Brooklyn, known by the name of "Kodak Hospitals." He has for his motto, "In today—out tomorrow." He is one of the oldest employees who visits the Main Office twice a year, when he renews acquaintances, and leaves a substantial order for camera parts.

The Shutter Room is recording its full share of marriages, and we are pleased to announce that Alice Ovenberg was married on Monday, October 18th. Best wishes Alice.

Irene McGraw was married to Clarence Wick of the Crease and Cover Department on October the 19th. Congratulations to you both.



HORACE BLACKWELL
Vice-President, Rochester Cricket Team

Possibly the least known sport connected with our activities in this plant is Cricket. For some reason unknown, this form of amusement has never been popular in this part of the States, although Philadelphia and several southern cities boast of first-class Cricket teams. The one organization of its kind in the city has its field at Genesee Valley Park and the game is certainly interesting enough to spend a Saturday afternoon watching the boys play.

The game is somewhat similar to baseball only that there are eleven players, two batting, and two bowling in the same innings. Jimmie Fielding of the Tin Shop and Horace Blackwell of the Leather Cutting Department can tell you all the ins and outs of the game. Get in touch with them through the factory mail system.

OBITUARY

We regret to announce the death of George Armstrong, who has been with us quite a long time, working in the Press Department. Frankfort Lodge, No. 579 I. O. O. F. had charge of the funeral which was conducted from the Asbury Methodist Church. The following boys from the press room acted as bearers. William Thompson, Martin Ryan, Fred Ross, Frank Bisnett, Roy Scott, and Alfred Snyder.

Sympathy is extended to the relatives from his many friends.

THE RECREATION CLUB DRIVE

How do we stand on membership? Well, the Department quotas came in so fast that any attempt to advertise them before this date was beyond consideration.

The officers of the club were called together to discuss the ways and means of conducting a drive for members, and it was decided to appoint them as captains.

The following were the departments assigned to them.

Mrs. Kane—7th and 1st floor offices, Engineering, Inspection, Lacquer, Factory Stock Record, Lens Inspection.

Frank Reynolds—All Superintendents, Foremen and Specials.

Leslie Hammond—Janitors, Salvage, Press, Store, all Maintenance Departments, Foreign Shipping and Woodworking Departments.

Harold Marson—Tool, Lathe, Etched plate, Die Casting, Finishing, Photostat, Riveting, and all Buffing and Dipping Departments.

Wm. Stark—Bellows and Leather, all Brownie Departments, Shutter Machining and Assembling, Print and Paper Cutting.

Chas. Rogers—All Kodak Assembling Departments, Crease and Cover Department.

These Captains appointed in turn, a Lieutenant in each department. Fred W. Brehm acted as Advisor and Herbert S. Thorpe as Secretary and Manager. The drive started at 8:00 A. M. Thursday, September 30th and at noon of the same day, applications began to pour in to Industrial Relations Department. A banner was proposed for the first department or departments under one Superintendent reaching the 100 per cent. mark, and the Tool Room earned for Arthur Wallace the distinction of "going over the top." The Engineering, Kodak Assembling and Inspection Departments followed a very close second, and the S. O. S. for "more applications" kept the telephone girls busy switching the Captains on to the Secretary.

The following are the total figures up to the date of writing this article (October 12). Men 1,573; women, 652. Grand total 2,225.

Membership is open at all times to all employees of the Camera Works. The cost—including the official badge of the Recreation Club—is one dollar for men and fifty cents for women. The year ends on September 30th of each year.

Applications can be obtained from Secretary pro tem H. S. Thorpe, Industrial Relations Department.

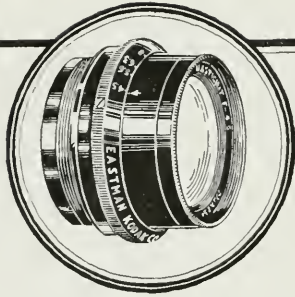
Congratulations to George Simpson of the Woodworking Department on the occasion of his marriage to Francis Kruse, late of the Shutter Room. The wedding took place at the home of the bride's mother on Phelps Avenue, and the happy couple left for a short honeymoon, after which they will reside at Genesee Park Boulevard. The boys of the Woodworking Department presented George with a very handsome fifty-four piece set of silver, and all of us wish the bride and groom many long years of happiness.

INDOOR BASEBALL

The winter season of indoor athletics has an auspicious beginning in the fact of a ten-team league devoted to Indoor Baseball. S. J. O'Conner, Suggestion—is Manager, and Exposition Park has been secured for practice and match games. The league will run on regular schedule which is being prepared at this time of writing. An all-star team, representative of the Camera Works, will be chosen, and this organization will challenge other teams in the industrial world. The following are the Managers of the teams.

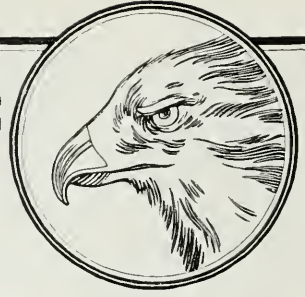
| | |
|-------------|-------------|
| H. Marson | C. Hohman |
| F. Walsh | J. Sullivan |
| J. Gleisle | H. Dennis |
| A. Burchard | A. Weltzer |
| G. Rapp | P. Petrin |

Last year we had a very successful six-team league, and this year the enthusiasm should run high as the captains have proven their worth in managing departmental teams. We will publish from month to month the standing of the teams and important events as they occur.



HAWK-EYE

WILBUR G. WOODAMS
Editor



At the Monroe County Championship meet held at University Field on Saturday, October 2nd, the Hawk-Eye track team carried off the two relay races and, incidentally, the two large cups given the winners of these events. A team composed of Fratter, Authaler, Vass and Lovesky won the half-mile relay in the fast time of 1 min. 40 1-5 sec., which is 3-5 sec. faster than that made by the crack Y. M. C. A. team in the City Championship meet of 1915. In the Medley Relay, the same Hawk-Eye team made a wonderful showing, after having had only a few minutes rest between the two relay races. Vass, the last runner for Hawk-Eye, nosed out the University runner by 7 yards and won the Medley Relay for Hawk-Eye. Time, 5 min. 29 2-5 sec.

Fratter took first place in the 100-yard and 220-yard dashes, winning the former in 10 2-5 sec., and the latter in 23 4-5 sec.

Authaler took fourth place in the 100-yard dash.

Vass and Lovesky took second and third places in the 440-yard dash.

The Hawk-Eye team took fourth place in the meet with a six-man team against the Old Timers A. C., who, with a team of 39 men, took first place; the Y. M. C. A. with 19 men took second place, and the All-Collegiates with 37 men took third place. Ten teams were entered in the meet.

Results of the Hawk-Eye Open Meet held at the University Field on September 18, 1920:

100-yard Dash—1st, A. Fratter, Hawk-Eye; 2nd, J. Authaler, Hawk-Eye; 3rd, C. Dalton, O. T. A. C. Time—10 3-5 sec.

One-half Mile Run—1st, W. Cox, Rochester Shop School; 2nd, G. Milliman, All-Scholastics; 3rd, J. Vass, Hawk-Eye. Time—2.13.

220 Low Hurdles—1st, C. Dalton, O. T. A. C.; 2nd, W. Babcock, Hawk-Eye; 3rd, G. Cacamise, All-Scholastics. Time—27 1-5 sec.

Pole Vault—1st, tie between E. Angevine, Hawk-Eye, and G. Fleckenstein, O. T. A. C.; 3rd, B. Harris, O. T. A. C. Height—9 ft., 10 in.

440-yard Dash—1st, J. Vass, Hawk-Eye; 2nd, C. Kellog, All-Scholastics; 3rd, W. Cox, R. S. S. Time—57 sec.

120-yard High Hurdles—1st, C. Dalton, O. T. A. C.; 2nd, W. Pestke, Hawk-Eye; 3rd, E. Angevine, Hawk-Eye. Time—16 1-5 sec.

220-yard Dash—1st, A. Fratter, Hawk-Eye; 2nd, J. Authaler, Hawk-Eye; 3rd, H. Childs, O. T. A. C. Time—23 sec.

High Jump—1st, G. Fleckenstein, O. T. A. C., 5 ft., 4 in.; 2nd, C. Mull, Turn Verein, 5 ft., 3 in.; 3rd, tie between C. Schnarr, Hawk-Eye, and W. Garlick, R. S. S., 5 ft., 2 in.



HAWK-EYE TRACK TEAM

Front Row, Left to Right—John Vass, Capt., Alfred Fratter
Second Row—John Authaler, Alfred Lovesky

Shot Put—1st, O. Loeser, O. T. A. C.; 2nd, D. Hummel, O. T. A. C.; 3rd, G. Warnoek, R. S. S.

Mile Run—1st, W. Hirsch, unattached; 2nd, G. Milliman, All-Scholastics; 2nd, L. Reynolds, Hawk-Eye. Time—5 min. 1 2-5 sec.

Running Broad Jump—1st, H. Childs, O. T. A. C., 19 ft. 7 1/2 in.; 2nd, C. Morgan, O. T. A. C., 19 ft. 5 in.; 3rd, J. Rearson, Hawk-Eye, 18 ft. 6 in.

880-yard Relay—Won by Hawk-Eye (Fratter, Pestke, Authaler, Vass); 2nd, Rochester Shop School; 3rd, All-Scholastics. Time—1 min. 41 1-5 sec.

High Individuals—Fratter, 11 1/2 points; Dalton, 11 points; Fleckenstein, 9 points; Vass, 7 1/2 points; Authaler, 7 1/2 points; Milliman, 6 points; Cox, 6 points.

ANOTHER CHAMPIONSHIP FOR HAWK-EYE

Kodak supremacy in Rochester industrial athletic circles rose to another higher level in the play-off for the city industrial championship. Not content with securing the "muslin" in the Kodak League, the Hawk-Eye management at once challenged the Art in Buttons team to play a series of best-two-out-of-three games for the title. The challenge was accepted, and the first game was staged at Ritter Field on Saturday, September 25th.

Art in Buttons, the champions of the I. A. R. A., had suffered but one defeat all season, while their win column totaled sixteen. Hawk-Eye finished its league season with a record of thirteen victories and three defeats. On paper, Art in Buttons appeared to be the stronger; however, the Hawk-Eye boys found little difficulty in taking two straight games from the button-makers.

"Beany" Graham, the sensation of the I. A. R. A., took the mound against "Douber" Marcille in the initial contest. Art in Buttons contributed nine costly errors behind their star pitcher, which fact coupled with the timely hitting of the Brenmanites produced the 9-5 win for the Hawk-Eye.

The same fighting spirit that carried the Hawk-Eye players to the top of the E. K. circuit was set in motion the first time they came to bat. Fox, leading off for the St. Paul St. branch, drew a pass, was sacrificed to second by Levine and came all the way home on the misplay of Weideman's tap. This run gave the Kodak Champs the desired confidence and in the second turn at bat our lens-makers collected a count of six.

Ingleby produced a single and advanced to third on Felerski's double. Van Lare singled, scoring Ingleby and Felerski. Three hits in a row were weakening to Graham, so much so that he "muzzled" "Douber's" bunt. Fox was again passed, filling the bases. Dodge was unable to get under Levine's sky offering and all three men on base counted. A sacrifice and a costly error manufactured the sixth run, Levine scoring on the plays.

The Hawks rested for the next two innings and then came back with their second wind. With two down in the fifth, Ingleby again singled; Felerski strolled to first. Both scored a little later when Van Lare came through with his second hit of the day, a slashing double. From then on Hawk-Eye shifted from attack to defense and accorded Marcille fine support.

The I. A. R. A. leaders scored a run in the third and one in the sixth by bunching hits. Their last stand in the ninth netted them three runs when "Douber," seeing victory in sight, eased up and gave the button boys four hits and two passes.

The hero for a day in the first engagement was Harry Moore. Harry was nearly put out of commission when "Jerry" Schiefen dove headlong into his dining room in reaching first. Bruised and badly shaken up, Moore continued the game, accepting fourteen chances with but one misplay.

The second game followed on October 2nd. Moore being unable to play, Manager Brennan brought Van Lare in from right field to first. Prentice filled the garden position. Dame Rumor had it that A. in B. was all set to knock Marcille



RAY WALL
Hawk-Eye Baseball Scribe

out of the box. If such was the case, Manager Brennan outguessed the Champeney Terrace crew. He selected his reserve pitcher, Norman Graham, to do mound duty against his namesake, "Beany."

The team gave "Norm" the best of support, only one misplay being registered in the error column. This came in the eighth and resulted in the only run allowed the button-makers.

Hawk-Eye scored her first runs in the fourth, registering two tallies. Felerski singled; Van Lare managed to reach first on a bone play; Prentice's infield line forced Felerski at third; Graham walked. Fox was an easy out, but Levine then came across with a hit and both runners crossed the plate in safety.

Hawk-Eye scored her final run in the fifth after one man was down. Petersen singled, Felerski strolled to first; Petersen scored when Van Lare hit for a double.

"Norm" Graham held the button-boys to seven hits, keeping them well scattered. On top of his good hurling he showed the world he was some "Graham Cracker" by cracking out two hits, a single and a double.

Mrs. R. L. Gilmore, of the Production Department, entertained at her home, 101 Fleetric Avenue, on Wednesday, October 6th. The other girls of the same department were the guests at what was scheduled to be quite a little "stag" affair. Mrs. Gilmore opened the evening with a dinner and everything looked rosy for a serene and quiet evening of gossip and chatter.

Trouble always has to "horn in." This time it came in the form of Raymond "Pat" Mengel and Claude "Paulia" Early, of the Production Department, with a pair of kindred spirits in tow. Unbidden, unannounced, uninvited, and unafraid they oozed into the party and out again, but not without leaving their footprints in the form of empty candy boxes and similar signs of devastation. They danced and sang (the crowing insult) and "Pat" lost his spats. The invaders were finally dispersed and retreated with the promise that they would never be so impolite as to waddle into another party without the necessary credentials.

HAWK-EYE SUGGESTIONS
ADOPTED JULY 1st TO OCTOBER 1st

| Name | Department | Suggestion No. |
|---------------------|-----------------|----------------|
| Edwin H. Meyer | Tool | 705 |
| William C. Schlegel | Brass | 718 |
| Charles C. Ehrstein | Wood | 759 |
| William Killip | Mounting | 761 |
| Leo J. Mason | Tool | 764 |
| Emil H. Keller | Production | 765 |
| Florence Kamb | Centering | 766 |
| William A. Twamsley | Tool | 771 |
| Joseph Bauerschmidt | Achromatic Lens | 772 |
| John A. Falconer | Production | 775 |
| Samuel Gosnell | Brass | 776 |
| George Stiewe | Shipping | 777 |
| Claude J. Early | Production | 778 |
| Fred Albers | Tool | 780 |
| Henry J. Wagner | Instrument | 783 |
| John P. Farrell | Tool | 791 |
| William Knapp | Brass | 795 |
| Herbert Neale | Brass | 799 |
| Sydney E. Clarke | Production | 800 |

You can't Bathe in the Lake—
It's too Cold in the Park—
Your Garden is Gone—
Your Flowers are all Picked—
You can't take in a Movie
Every night—
You Can't Dance all
The While—
But you can spend some pleasant evenings after
visiting the Library some Tuesday or Friday Noon.

The girls of the Pitch Buttoning Department
wish to express their sincere sympathy to Evelyn
Price, whose brother passed away recently.

Mrs. Matilda Cooper has been welcomed by the
Pitch Buttoning Department, after spending several
weeks visiting in Canada.

Lucy Tate and Dorothy Kucht have returned
from their trip to Holland, where they spent most
of the past summer. Both girls report a rare good
time and were not seasick once. No, not once!

GIRLS' BASEBALL PARTY

If you think that the good old game of baseball
does not renew youth, you should have seen the
collection of little girls and two stray boys at Bill
Schlegel's house on the night of October 8th. You
would hardly have associated the sleek-haired,
round-cheeked, silk-socked youth, with the dignified
1st baseman, until he beamed on you with that rare
smile, and everyone shouted "Oh, look at Chub,"
meaning Lois Kurtz, and Sister Ruth in a baby blue
dress and a beflowered hat was just too sweet for
anything. The other fellow who sported a pipe
and a jazz bow, was our friend, Alice Gears.

Two sweet dears in cunning white frocks proved
to be Grace Wiener and Ethel Reinhardt, and the
tall, serious-eyed, studious looking girl in the serge
dress says of course her right name is Pauline
Krzywick, but her best beau calls her Paulie.

A Scotch lassie in plaid, socks and a red bow, a
clown, and a sweet faced baby boy (the Mascot,
Marion Kurtz), also joined in the fun. Then there
was the dark stranger who must have been getting
some Library books—her outfit was topped off
with a Bow of Orange Ribbon. And last, but not
least, Magdalen Hettel—Student, Musician and
Pitcher—and the greatest of these is the pitcher.
The party was a medley of noise, eats, drinks, music,
and fun from beginning to end and whoso envieth
not the Baseball Girls knoweth not what she misses.



AT "BILL" SCHLEGEL'S PARTY

OUTDOOR-INDOOR BASEBALL

"Jack" Farrell's hard hitting Brass Department team came into its own when it defeated the clever playing Achromatic Lens team in the "world series" for the H. E. A. A. Championship. It took but two games of the scheduled three game series to show the superiority of the first floor men.

The "world series" was arranged to bring the winners of the Eastern League in conflict with the winners of the Western League. Both teams finished their schedules with seven wins and two defeats, and entered the finals seemingly on even terms, but the first game showed that hitting the ball square on the nose is what wins ball games.

Martin Tipple, the celebrated I. A. R. A. League umpire, handled the indicator behind the bat, while James Weldon, the Kodak Golf Champion, passed out the base decisions. The work of both officials was praiseworthy and added greatly in making the games interesting.

Bleier and Bleier performed the battery work for the Brass Room. In the first game the third floor boys were let down with two hits, and in the second they were able to secure but four. Doyle and Bryson did the twirling for the Eastern League champs and both were unable to baffle the Western League aggregation, who produced hits when hits counted for runs. The final scores in favor of the Brass men were 8-3 and 12-6.

Dwyer, of the Achromatic, and Kohlman, of the Brass, provided the fielding features of the exhibitions, while Burham and C. Bleier, of the Brass team, produced the heavy hitting.

The players taking part in the series follows:

Achromatic—Dwyer, Bryson, Marcille, Kowalski, Schench, McGarrity, Rosenthal and Witz.

Brass—Burham, Van Lare, Kohlman, R. Bleier, C. Bleier, Gears, Knapp, Durkin and Freitag.

Immediately after the second game, President Vass, in behalf of the H. E. A. A., presented the members of the winning team with classy watch fobs.

The final standings of the league are given herewith:

| EASTERN LEAGUE | | | |
|-----------------|-----|------|-------|
| | Won | Lost | P. C. |
| Achromatic..... | 7 | 2 | .777 |
| Anastigmat..... | 5 | 4 | .555 |
| Mounting..... | 4 | 5 | .444 |
| Centering..... | 2 | 7 | .222 |

| WESTERN LEAGUE | | | |
|----------------------------|-----|------|-------|
| | Won | Lost | P. C. |
| Brass..... | 7 | 2 | .777 |
| Office and Production..... | 5 | 4 | .555 |
| Tool..... | 4 | 5 | .444 |
| Stock..... | 2 | 7 | .222 |

Paul Witz, of the Single Achromatic Lens Department, has been appointed manager of the Hawk-Eye Bowling team for the coming season. The prospects for a successful team are good, with a nucleus of last year's rollers to build on.

Trials for the team were held on the Genesee Alleys on Friday, October 8th, and a team will be selected from the following:

George Kosel, Howard Werner, James Weldon, Robert Witz, Alexander Topel, Walter Stephany, Michael Becker.

HAWK-EYE COLONIAL MINSTRELS

For several weeks past the musical members of the Hawk-Eye Athletic Association have been rehearsing under the leadership of Frank A. Newman, foreman of the Cleaning and Inspecting Department, for one of the red letter events of the season—the Hawk-Eye Colonial Minstrels.

Mr. Newman has gathered about him an array of talent that promises an evening of real entertainment. There seem to be those among us, heretofore blooming unseen, who will make Frank Tinney seem out of place on the stage. Some voices of exceptional calibre have been found, some end men of experience and a mixed chorus, at least half of which will make the eyes of any audience bulge.

Mr. Newman, besides drilling the show, has done considerable original work in arranging the material. He has handled several minstrel shows in the past so that his experience in this line is bound to be of valuable assistance in Hawk-Eye's effort.

As yet neither the date nor the hall have been definitely chosen, but tentative arrangements call for Monday, December 6th, in the Exposition Park Auditorium.

After the show the floor will be cleared and the remainder of the evening given over to dancing.

FOREMEN'S CLUB CLAMBAKE

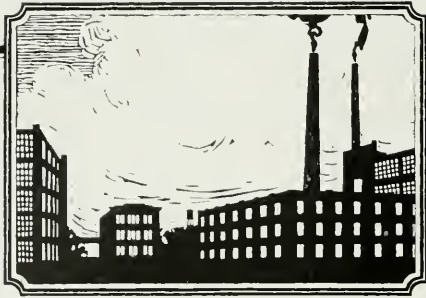
On October 2nd the Foremen's Club journeyed to Rifle Range to fill up on clams, lobster, and all the rest that goes to make a real clambake. Some forty-five people were corralled for the occasion and they did their best to put away all that was coming to them. Speeches were ruled "out of order" after the meal, and, consequently, a game of ball came into existence. "Bobbie" Guilford outshone all stars in this game—his spearing of the ball was magnificent—his errors numerous. The party broke up very early to allow those who wished to see the Hawk-Eye - Art in Buttons game to reach Ritter Field by 3:30 P. M.

George Aulenbacher, foreman of the Assembling Department, was chairman of the clambake and he surely "did himself noble." Thanks, George, we'll be with you again next year.

HAWK-EYE STUDENTS

Twenty-seven employees of the Hawk-Eye Works are taking advantage of the Company's offer to assist in bearing the expense of special courses taken in reputable educational institutions. The courses range from elementary courses in English and Arithmetic to Machine Design and Mechanical Engineering. The plan affords excellent opportunity for employees to increase their value to themselves and to the company.

More people should take advantage of the chance to better themselves. It is a fortunate sign for any employee to display the ambition for increased capacity in this manner.



KODAK PARK

ROBERT A. WEBER

Editor

YARD DEPARTMENT PICNIC

A recent Saturday afternoon found the Yard Department men all dressed up and headed for the Newport House. The trip down was made in private cars and two of the company's trucks. When everyone had arrived a group picture was taken. Then the Garage men lined up and were "mugged" by themselves. At 1:15 dinner was served, which consisted of nice broiled steaks with trimmings. A Kodak Park orchestra of four pieces played during the dinner. Ferre Marzluff sang and also lead the Every-one song specials. He was ably assisted, at times, by Singleton of the Garage. Immediately after dinner several of the guests from Monte Carlo retired to the upstairs, where there was quite a heated argument for the rest of the afternoon as to who should pay expenses. Several from Africa started a golf game on the Ball Room floor. It was learned they were playing for new fall hats, etc., so look for the dressed up gentlemen to determine the winners. It was noticed that Pitts, of the office force, had a two-pound box of candy tucked in under his arm; whether he was a winner or squaring himself with his recent bride couldn't be determined.

Someone suggested that we have some Irondequoit Bay water to drink. Everyone got away with it in good shape, excepting Jack Robb, who said he swallowed an eel.

After the dinners had become settled, the sports contests were run off, with the following results:

12-lb. Shot Put... Geo. Appleton. Eversharp pencil.
100-yd. Dash... H. Servise. Fountain pen.
Pipe Race... A. Caswell. Can of tobacco.
Std. Broad Jump... F. Behnke. Pipe.
Barrel Boxing... Wm. Sly, Jr. Carton of cigarettes.
Quoit Games... Joe Matteson. Carton of Chewing.

Then every one retired to the front lawn, where an old-time Dutch lunch was served. Immediately following this a championship wrestling match was staged between Bill Leistman and Sammie Moore, the stake being the famous old Brown Derby, which was destroyed before either could be crowned winner. This was followed by the ball game between the Garage and Yard.

During the preceding week there was considerable talk of \$100.00 side bet which must have been said by a stuttering man, because \$10.00 was all the Yard collected for trimming the Garage by a 7 to 0 score.

Harold Servise and G. Appleton won the points for the winners, only one man succeeding in passing first base. The hitting of Jake Scheible and Dan Dailey were features of the game. Westfall and Quackenbush acted as umpires and because of their tough appearance no arguments were encountered.

The committee in charge was composed of C. Darrow, E. Davis, E. Ades and A. R. White.



FOREMEN TRY THE WATER

Ever since its organization the Kodak Park Foremen's Club has been blessed with a flock of horseshoes. Everything it has undertaken has been a success, but the Cobourg outing was the one real winner. About 300 persons—members, their families and friends—boarded the train at Uptonville at 12:30 for the docks at Charlotte. The Ontario No. 2 made a record for a quick getaway and the fun started before the last line was cast off. Most everyone roamed about the boat or ate lunch until 2:00 o'clock, when "Jimmie" Hart called the crowd together on the top deck and the sport began.

In the nursing bottle race, nipples were placed on bottles of soft drinks and given to the eager contestants. Miss C. H. Welch came through a "clean" winner (as well as a wet one) and Mrs. Schaffer won the second prize. We had the girls on the string in the gum drop race. Laura Connaughton finished first in this event, with Anna Cosgrove second. Ida Lehr got away to a good start in the shoe race, winning by a shade over Beth St. Maurice, who received second prize, and Marion Burns, our sweet voiced telephone operator, added another article to her large collection of prizes won at Kodak Park entertainments, when she succeeded in destroying two large soda crackers and blowing them to the winds in an effort to whistle, in the cracker race. Esther Burton had some luck also, and came in second. The events for men were community affairs, in which Paul Seel's team scored a decisive win over that of "Jack" Shepherd. Five prizes were also awarded to the persons guessing nearest to the time the boat docked at Cobourg.

One hour and a quarter were spent in Cobourg "seeing the town" before starting for home. The first hour of the return trip was devoted to a concentrated attack on the "eats," after which the entertainers took the floor. Solos were sung by Mae La Rocher, Ben McMillan, Frank Wilnot and F. Marzluff, while several interesting numbers were given by the Bush entertainers. Dancing was enjoyed all during the trip, excellent music being furnished by an orchestra led by Charlie Weber.

To those who did not attend we express our sincere sympathy. We who made the trip unite in expressing a vote of appreciation to the committee



A HOT FINISH

who did things up in such an able manner. It is to the following we are indebted: W. G. McAuliffe, General Chairman; Transportation Committee, J. B. Castle, Chairman, A. I. MacFarland, F. J. Casey, Wm. Conners, R. C. Hands, E. P. Lott, A. Stalker; Finance and Tickets, J. Ward, Chairman, Chas. Suter, R. W. Cook, W. Doane, F. Parshall, A. White; Entertainment Committee, J. A. Hart, Chairman, J. Schaffer, J. Jenkinson, F. Henchen, A. Tenny, T. G. McCrossen, Susan La Dine, M. Ellis, Anna Beach, Mary Sullivan, M. Forbes, and C. Smith. Give "Jim" Hart a megaphone and success naturally is assured.



CRACKER RACE

NOON HOUR DANCING

Noon hour dancing was resumed in the Assembly Hall on Monday, October 18th. The plan of providing music for dancing during the winter months has met with the most enthusiastic approval by the many employees who take advantage of this type of recreation.

The orchestra this year will be under the direction of Russell Ives, who has secured the services of several very competent musicians.

Dancing will start at 12:15 and continue until 12:50 each noon until further notice. Come up some noon, if you are not a regular patron, and shake yourself around. You will feel better for the afternoon work.

KODAK PARK SOCCER TEAM HAS FIGHTING CHANCE

The month of October found the Kodak Park Soccer Team in the midst of its Fall Series. Although our team has not shown up very well of late, due to three of the best players being out because of injuries, we feel that a better showing will be made during the last half of the schedule.

Edward Allardice has been recently elected President to fill the vacancy caused by the resignation of R. W. Eddon.

At the meeting of the team held on September 9th, delegates from the Camera Works team were entertained and the expressions voiced by James Gordon and Neville O'Connor were thoroughly appreciated.

There is a movement on foot to organize an indoor Soccer League this winter, composed of teams representing Hawk-Eye Works, Camera Works and Kodak Park. We are sure that this new venture would receive the unanimous support of the Soccer fans.

YARD DEPARTMENT BOWLING LEAGUE

The Yard Department Bowling League, which has been very successful for the last three years, was recently organized for the 1920-1921 seasons. The following officers were elected: A. R. White, President; Jos. Matteson, Secretary; and Harold Servise, Treasurer. The League will have eight teams this year, namely:

| | |
|-----------------------|----------------|
| | <i>Captain</i> |
| The Yard Riggers..... | Bracht |
| The Yard Office..... | Servise |
| Gas Trucks..... | McGregor |
| Electric Trucks..... | Nelson |
| Drafting Room..... | Dirkson |
| Steel Fab..... | DeBerger |
| Receiving..... | Jeffers |
| Stores Dept..... | Zecker |

Alleys 9 to 16 have been secured at the Genesee Amusement Company on South Avenue, for Tuesday nights from 8:00 to 12:00. The games to start promptly at 8:30. Fred Wagner has been appointed official referee.

POPULAR EMPLOYEE LEAVES KODAK PARK

After thirteen years of almost continuous service at Kodak Park, Mamie Driscoll, of the Carbon Paper Department, left on October 2nd to assume a new position, that of keeping house, as Mamie was married recently, returning for a few weeks after her honeymoon. First coming to Kodak Park in October of 1906, she was employed in the Box Department, where she worked until August, 1907, at which time she left, returning again to this department in December of the same year. Since then she has been employed in the Film Pack, Pay Roll and Carbon Paper Departments. Her many friends will miss her kindly disposition and sunny smile, but all unite in wishing her continued success in her new "job."



KODAK PARK GIRLS' TENNIS TEAM

Left to Right—Louise Murphy, Monica Leahy, Teresa Zick, Anne Dalzell, Marie Forbes, Mary Herlihy, Alice Kelly

THE RESEARCH LABORATORY OUTING

The Second Annual Outing of the Research Laboratory was held at East Maplewood Park.

The members of the research staff, their families, and friends began to arrive at the park at 2:30 p. m. The first event was a baseball game, starting shortly after 2:30, between the two rival teams—the Chemistry Department vs. the Physics and Photography Departments. Before the first inning was over the game was stopped by Umpires Billings and K. Huse on account of rain. After several starts the game went three innings between drops and then was called off, with the score standing six all. The features of the game were a Babe Ruth wallop for four sacks by Pitcher Emery Huse of the Physicists and Photographers, and the effective pitching of Pitcher Charles Brightman of the Chemists. As the contest was a bitter one, Umpires Billings and K. Huse are to be congratulated on escaping with their lives. Mr. Capstaff was on hand with the motion picture camera, searching for the famous wile through swing, but all that were registered were strike-outs.

As the program committee, headed by Mr. Bush, had a program that provided for many indoor events in case of rain, everyone went to the summer house and the fun continued. The first indoor event, the famous Guzzle race for men and women, was won by Miss La Bar and Mr. Hodgson, after a thrilling contest. Then there was a tug-of-war for women, the two teams being captained by Miss Sullivan and Miss Schmitt. After several minutes of pulling, during which time we all thought the rope would break, the event was called a draw. Next was the tug-of-war for men, and as the two ball teams had played a tie game, it was decided that they should line up. After two pulls inside, each team winning one, it was decided to have the final pull on the ground, rain or no rain. A mighty conflict took place, and the Physicists and Photographers finally won by inches, due to the able coaching of L. A. Jones. Then there was the coat race, in which Dr. Silberstein took a very active part; and also the International Balloon race—that for women being won by Miss Benedict, and that for men by Mr. Mungillo. Indoor tennis for the championship was next, Dr. Mees and Miss Schmitt beating all comers, until Mr. Gray and Miss Benedict took the championship.

Everyone was then ready for the event called "eats," in which everyone took a most active part.

The part of the outing that most of us will remember longest was the after-dinner speeches, interspersed by songs, presided over by Dr. Mees as toastmaster. We were all delighted to hear of Mr. Wratten's experiences during his trip from England and through New York City.

Miss Davis then spoke for the Synthetic Laboratory, and said that she was glad to see the Synthetic Laboratory in its new home out on the "farm."

Several parodies were rendered by those present, the parodies having been written by members of the staff.

The big surprise of the evening was the presentation of a loving cup to H. LeB. Gray in appreciation of his twenty-one years of service with the company. Dr. Silberstein, our youngest member in years of service, made the presentation speech. Mr. Gray expressed his sincerest thanks and told

us that his idea of success was the goodwill of his fellow workmen.



H. LeB. GRAY

The tables were cleared away and the remainder of the evening was enjoyed in dancing.

Everyone had a good time in spite of the inclement weather, and as Dr. Mees said: "We always have a good time because we carry our fun with us."

"Joe" Cassard, of the Printing Department, is offering for sale a complete fishing outfit. Joe says: "For some reason or other, fishin' ain't what it used to be."

Fred Ellis, traffic man of the E. C. & P. Department, is not "in mourning." That black hat he wears is a prize which his granddad won some years ago.

T. C. Van Beenen, of the E. C. & P. Department, has returned to work after a three months' tour of Europe.

Ruth Bowie and John Schicker, of the E. C. & P. Department, were married on Thursday, September 23rd. Congratulations.

Harry Williams, of the E. C. & P. Department, has invested in a new house, and will be at home to his friends from now on if the coal man keeps his word.

Building No. 30 expects to make a good showing in the K. P. A. A. League this season, with its team of consistent bowlers. Sloat is captain, with Boyer, Hart, Griswold and Downs for regulars, and Welch and Abel for substitutes.

BUILDING NO. 29 MEN PICNIC AT MAPLEWOOD

A very delightful day was spent by the employees of the Emulsion Coating Department at their annual picnic held at Maplewood. The results of the many events follow:

Trick 3 defeated Trick 1 in a ball game by the score of 17 to 15.

100-yd. Dash—First, D. McMaster; second, C. Streb; third, C. De Young.

50-yd. Dash—First, C. Streb; second, C. Burt; third, F. Neary.

Fat Man's Race—First, E. Johnson; second, F. Bower.

Ball Throwing—First, F. Bower; second, D. McMaster.

Broad Jump—First, C. Burt; second, J. Guite, Leap Frog—First, F. Neary and F. Beuckman; second, D. McMaster and D. Babcock.

Wheelbarrow Race—First, A. B. Smith and B. M. Brown.

Relay Race—Won by team composed of C. Streb and E. Johnson; second, C. De Young and C. Burt.

Three-legged Race—Won by team composed of W. Newell and F. Listman; second, A. Smith and B. Brown.

Hop, Skip and Jump—First, A. B. Smith; second, J. Guite.

Fried Cake Contest—First, W. Starkins.

Door Prize—First, C. De Young; second, F. Brown.

KODAK PARK FUR AND FEATHER CLUB PREPARE FOR EXHIBIT

A very interesting meeting was held by the Kodak Park Fur and Feather Club on Tuesday, October 12, 1920. One of the subjects discussed was the coming "Show" to be held from November 30th to December 3rd, in the Assembly Hall.

The following entry fees are to be charged:

| | |
|----------------------|-----------------------------|
| Pigeons..... | 15c each |
| Ferrets..... | 15c each |
| Cavies..... | 15c each—brood 25c |
| Poultry..... | 25c each—pen 50c |
| Ducks..... | 25c each—pen 50c |
| Rabbits..... | 25c each—doe and litter 50c |
| Dogs..... | 50c each |
| Goats..... | 50c each |
| Cats..... | 50c each |
| Utility Poultry..... | 15c each—pen 25c |

The following rules will be enforced during the exhibit.

Any exhibitor wishing to take out any of his stock before the close of the exhibit will be required to deposit \$1.00 with the secretary, which will be refunded when they are returned.

Persons exhibiting cats or dogs will be expected to feed them.

All unhealthy specimens will be rejected.

Persons exhibiting canaries and ferrets will be expected to furnish their own cages.

No names are to appear on the stalls until after the stock has been judged.

All exhibits must be in stalls before 9 a. m. Tuesday morning.

Entries are closed at 8:30 p. m. Friday, November 26th.

The comparison method will be used in awarding prizes.

Three ribbons will be awarded.

Entries should be sent to the K. P. A. A. or to Fred Habel, Building No. 12.

All entries must be accompanied by the entrance fee.

The Flower City Show will be held from December 6, 1920, to December 11, 1920, and all members of our Club are urged to enter their stock. It is expected that Bausch & Lomb Co., North East Electric Co., Hubbard Eldredge and Miller Co., and Camera Works will compete in the Flower City Exhibit, the industrial concerns to have separate section apart from the professional show. There will be five ribbons awarded and the entrance fee will be 25 cents.

JOIN THE K. P. CAMERA CLUB

The Kodak Park Camera Club goes a step further in offering a Lecture Course on the various phases of Photography for the benefit of its members. The Club will meet on Tuesday nights at 6:00 p. m. in the Assembly Hall, 3rd floor of Building No. 28, at which time the lectures will be given.

Following is the program for the fall and winter:

| | |
|----------|---|
| 1920 | |
| Nov. 2— | Round-table talk for beginners |
| Nov. 9— | Photographic Chemistry.....Dr. Mees |
| Nov. 16— | Dark Room instruction |
| Nov. 23— | Making of the negative.....Mr. Capstaff |
| Nov. 30— | Making of the negative.....Mr. Capstaff |
| Dec. 7— | Round-table talk for beginners |
| Dec. 14— | Selection of Printing Paper and making prints.....Mr. K. Huse |
| Dec. 21— | Commercial Photography.....Mr. S. Furnald |

| | |
|-----------|--|
| 1921 | |
| Jan. 11— | How to use a Kodak.....Mr. Crabtree |
| Jan. 18— | Composition.....Mr. Harscher |
| Jan. 25— | Printing Papers |
| Feb. 1— | Motion Picture Photography.....Mr. Rupert |
| Feb. 8— | Dark Room instructions |
| Feb. 15— | Improvement of the Negative.....Mr. Crabtree |
| Feb. 22— | Lenses.....Dr. Chapman |
| March 1— | Dark Room instructions |
| March 8— | Photographing Colored Objects.....Mr. Capstaff |
| March 15— | Dark Room instructions |
| March 22— | X-Ray Photography.....Mr. Wilsea |
| March 29— | Toning Prints |
| April 5— | History of Photography.....Mr. Page |
| April 12— | Making Lantern Slides.....Mr. Crabtree |

All Camera Club members are urged to attend these lectures. Persons wishing to join the Club may obtain application from E. Goodridge, K. P. A. A. Office, or members of Program Committee.

H. B. Tuttle, *Chairman*
E. P. Wightman
E. J. Ward

Joseph Kenyon, promoted October 1st to take charge of all tracing in the Drafting Room, had a visit from the stork on Tuesday, October 5th, when a little girl arrived.

"Joe" says the promotion was opportune, coming just at this time, as a family of three children is considerable *overhead* in these days of high prices.

Best wishes to "Esther May," Joe.

TESTING DEPARTMENT ALL-STARS WIN SERIES

The annual series between the All-Stars and the Colts, of the Testing Department, again resulted in a victory for the Stars.

In 1919 with a score standing 14 to 12 against them the All-Stars batted in three runs in the last half of the 9th inning. Again in this series a final game was won in the same manner. With the score 20 to 15 in favor of the Colts, six runs were scored by the All-Stars, giving them the game and series by the score 21 to 20.

The Colts are advised to brush up on the Baseball rules so that they will be better prepared on plays that come up in the 1921 meet.



TESTING DEPARTMENT
Championship Team

Left to Right, Standing—Ingram, l. f.; Nelson, l b.; Leach, c. f.; Denarie, r. l.; Taylor, s.s.
Sitting—Malo, 2 b.; Kosbab, p.; Sheldon, c.; Bahr, 3 b.

K. P. A. LEAGUE UNDER WAY

On Thursday evening, October 7th, the K. P. A. A. Bowling League was formally opened at the Genesee Bowling Hall. Dr. Reid, President of the Association, made a short opening address, after which he rolled the first ball of the season (rather the first three balls, as it took that number before he succeeded in connecting with the pins).

The following prizes will be awarded at the end of the season: *Team Prizes:* First, \$25.00; second, \$15.00; third, \$10.00; fourth, \$9.00; fifth, \$8.00; sixth, \$7.00; seventh, \$6.00; eighth, \$5.00. High three games, \$5.00; high single game, \$5.00. *Individual Prizes:* High average, \$9.00; second, \$8.00; third, \$7.00; fourth, \$6.00; fifth, \$5.00; sixth, \$4.00; seventh, \$3.00; eighth, \$2.00; ninth, tenth, eleventh, twelfth, thirteenth, fourteenth, \$1.00 each. High three games, \$3.00; high single game, \$3.00.

Persons interested in bowling are invited to witness the matches which are rolled every Thursday evening and some good entertainment is promised them. Get out and support your favorite team, because nothing encourages as much as encouragement. Girls! Go up and help your steady cop one of the prizes.

GIRLS' BASKETBALL TEAM START PRACTICE

The first practice of the candidates for the Girls' Basketball was held on Friday evening, October 8th, in the Assembly Hall.

"Rip" Benzoni and Jack Brightman are coaching the girls and from all appearances we are going to have a first class team. Many new faces will be seen in the line-up this year. Among the most promising are Harriet Nobles, star of last season's Championship North East Electric team, and the Lee sisters, Edith and Ethel, who played on the Girls' Baseball team during the past summer.

It is planned to have the girls' team play preliminaries to the regular games at Kodak Park during the entire season, and their first appearance will be made on Thanksgiving Eve, when the Kodak Park team meets the fast Tuscarora Indians in the opening game.

We wish to express our sympathy to George Perry, of the Yard Department, in his recent bereavement—the death of his wife.

Marion Dalaska, of the Film Order Office, and Ralph Bemish, were married on September 14. Congratulations and best wishes.

Helen Cauley and Howard Sauer, both of the Finished Film Office, Building No. 12, were married on September 22nd. All sorts of good luck to Helen and Howard.

On Saturday, October 2nd, Maude McCann entertained the instructors of the Finished Film Training Department at a sausage roast at her country home, Hilton, New York. Everybody had a jolly good time. Maude certainly knows how to cook the sausages. After the eats, dancing was enjoyed by all.

After being absent from work for several weeks, due to sickness, J. Finucane and J. Dawson have returned to the Emulsion Coating Department.

BASKETBALL

Coach Benzoni is much pleased with the prospects of Kodak Park's 1920-21 Basketball Team. The first practice was held on Tuesday evening, October 12th, and some very good material was on hand. Among the veterans who reported are "Bob" Heaney, "Charlie" Thompson, Jack Brightman, and James Weigand. Among the new men are Wilbur Woodams, of the Hawk-Eye Works; George Willis, both former U. of R. stars; A. R. Reilly, of Cornell; Tichnor, of Springfield Training, and Arthur Young. With the addition of these men to our squad we may expect a most successful season and a strong bid will be made for the City Championship.

The opening game will be played on Thanksgiving eve against the fast Tuscarora Indians. A preliminary game will be played between two girls' teams, and dancing will follow, music to be furnished by Damon's Orchestra.

Join the Rooters' Club and follow our team this season. Your support will be a help to the players and you will have the best kind of a time. That's assured.

COMMITTEE VISITS SUMMER HOSPITAL

In the past it has been customary when the yearly drive for the Community Chest was over to let the matter drop entirely until it was time for the next campaign. The Kodak Park Executive Committee feels that much can be done during the year that will be of benefit during the actual campaign, and with this idea in mind the Visiting Committee plan has been inaugurated.

Committees are being organized from among the employees which will visit the different institutions affiliated with the Chest with the idea in mind of offering, if necessary, constructive criticism, and to give our employees an opportunity to see just what is being done. The first committee, which was composed of Mrs. A. Treen, D. Sidnam, A. Bathwick, Z. Dennis, H. LeB. Gray, and R. A. Weber visited the Infants' Summer Hospital on Friday, September 24th. Following is a report submitted and signed by this committee:

As a group of people interested in the affairs of the Community Chest we visited the Infants' Summer Hospital at Charlotte on Friday morning, September 24th, and were received very cordially by Miss Hastings, the superintendent of this institution. Miss Hastings seemed to be very glad to have the opportunity of showing us through her hospital, and the trip proved to be very interesting as well as enlightening. Our visit was made unexpectedly, and not during the regular visiting hours.

First of all we were conducted through the department where the food for the infants is prepared. This is a well managed department and each child has its own individual bottle which is marked with a tag. These bottles are sterilized as is everything used in connection with the preparation of the food.

We next visited the diet kitchen, regular kitchen and dining rooms, all of which we found up-to-date and very clean.

In the Main Building there are four wards, two on the first floor and two on the second. Each of these wards is light and airy and accommodates about 16 beds. On the third floor is an excellently

equipped Pathological Laboratory, where analyses are made to determine the correct diagnosis and proper treatment without delay. Many severe and baffling cases have been treated here during the past with wonderful success.

The hospital is closed on October 1st, at which time all patients who are not well enough to be discharged are sent to other hospitals, where their treatment is continued until they are recovered or until the Summer Hospital opens again the following year.

Absolutely no charge is made for any patient at this institution. All cases are taken without question, with the exception of contagious diseases. Patients are under the care of the resident doctor, he being assisted by two others who make their calls each day. Cases requiring special attention are cared for by the most able specialists.

During this year there were 142 patients treated at the hospital. Miss Hastings, as Superintendent, has two assistants. The staff of the Institution consists of the superintendent, 2 assistants, 3 doctors, 1 graduate dietitian, 1 assistant dietitian, 55 graduate nurses and 32 attendants.

We feel that this is one of Rochester's most worthy charities and entitled to all the help which is needed.

We were unable to find one thing which could be criticized in any way, but on the other hand found much to be commended and praised. Very few people are aware of the good being done by this institution and we advise that others take advantage of the first opportunity to visit it. There is, perhaps, no place where our charity and goodwill can be devoted to greater benefit than the Infants' Summer Hospital, and we appreciate immensely the opportunity given us to view with our own eyes the wonderful work being done.

Signed: Mrs. A. Treen, Laundry

D. Sidnam, Inside Cleaning

A. R. Bathwick, Yard

Z. Dennis, Garage

H. LeB. Gray, Chairman, K. P. Ex. Com.

R. A. Weber, Secretary, K. P. Ex. Com.



BOTTLE RACE—FOREMEN'S OUTING



GRANDFATHER EVANOFF

Margaret O'Connor, after a long absence, has returned to the Powder and Solution Department. We are all glad to have her with us again.

Gladys Jackson, of the Powder and Solution Department, is on an automobile honeymoon trip to Florida.

Arthur Taylor, of the Testing Department, has returned to work, after a three months' leave of absence. Due to the death of a relative Mr. Taylor was forced to make a trip to England to help settle an estate in which he was involved. While abroad he visited the Eastman Kodak Company's branch at Wealdstone and had the pleasure of seeing Walter Bent. The employees of the Testing Department are mighty glad to see him back again.

James Darrow, of the Inside Cleaning Department, died on Monday, September 20th. Our sympathy is extended to his surviving relatives.

Andrew J. Brown, of the Roll Coating Department, died Wednesday, September 15th, at the home of his brother-in-law, S. A. McCammon, 18 Broezel Street.

John H. Gorton, of the Roll Coating Department, recently underwent a severe operation by Dr. A. H. Paine at the Homeopathic Hospital.

We wish to extend to Mrs. Florice Raymond our sincere sympathy at the death of her husband.

A movement is afoot to start an inter-departmental bowling league composed of the trick men from Buildings No. 29 and No. 50.

KODAK PARK DANCE SERIES UNDER WAY

On Friday, October 29th, a masquerade, the first of the K. P. A. A. series of dances to be run during the winter months, was held in the Kodak Park Assembly Hall and proved to be a great success. The program for this season consists of six specialty dances. The first the masquerade held last month. Thanksgiving Party, November 26th; New Year's Eve Dance, December 31st; Moonlight Dance, January 28th; Danse Parisienne, February 25th; and Spring Dance, March 25th. Damon's orchestra has been engaged for the entire series, assuring the best of music, and prizes are to be given at each party.

A novel plan has been inaugurated which, it is believed, will meet with universal favor. Books of tickets have been printed containing twelve tickets, two for each date, which are being sold at \$6.00 each, making the price of tickets 50 cents each, including the tax. A number of half books have also been prepared containing six tickets, these to be sold at \$3.50. Single tickets as well as gate tickets are to be sold at 75 cents each. The book plan is recommended very strongly for our employees, as a considerable saving will be effected through the purchase of them. Books are on sale in the K. P. A. A. office and tickets for the different dances may be obtained at the Pay Roll, Dining Halls, K. P. A. A. Office, and in the different departments.

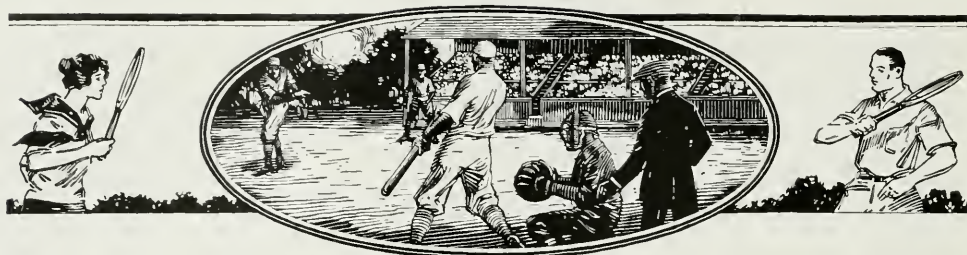
Margaret Galbraith, of Half Size Assorting, and Leo J. Houlihan were married September 16th at 9:30 at Sacred Heart Church by Rev. George V. Burns. On Monday evening, September 12th, a Variety Shower was given the bride by Miss Freda Megerle and Miss Marie Updaw, at the home of Miss Megerle. The bride received many useful and beautiful gifts.

Edna Coleman and Herbert Bullen, of Building No. 33, were married September 11th. On Wednesday evening, August 18th, a Variety Shower was given the bride-to-be by Miss Ethel Beamish, Miss Frances MacFarlin and Miss Carrie Ockenden at the home of Miss Ockenden at Summerville. Miss Coleman received many beautiful presents.

Minnie Engler, of the Powder and Solution Department, was married to Earl Grapes on September 22nd. Best wishes to Minnie.

We have all heard a great deal about THAT Coburg trip made by the Foremen's Club, but few know of "Bob" Hall's hard luck on that day. "Bob" works in the Chemical plant and is off during the day. Sauntering down Main Street Saturday morning it dawned on him all of a sudden that this was the day of the big trip. It was ten minutes to twelve when he thought of it and he immediately took a car and hurried to the B. R. & P. station, only to learn that the train had just left. Hurrying back to the Four Corners he took a Lake Avenue car, which, unfortunately, only went as far as the Cemetery, so "Bob" had to get off and wait for a Charlotte car, which he took as far as Elizabeth Street. Hurrying down toward the dock he was accosted by a person who inquired why he was running. When he told him that he wanted to catch the boat he was informed that it was just whistling for the bridge. Sorry. "Bob"!

A T H L E T I C S



HAWK-EYE CARRIES OFF BOTH PRIZES IN KODAK GOLF TOURNAMENT

Eighteen holes of medal play over the Genesee Valley course on Saturday, October 9th, returned two Hawk-Eyes as champions in the first Annual Kodak Golf Tournament.

James W. Weldon starting from scratch, turned in an 82 for low gross, while Wilbur G. Woodams, also from the St. Paul Street plant, finished with a 97 gross. His handicap of 35 gave Woodams a final score of 62 for low net.

Kodak Park placed men in second, third, and fourth places, when the Willis brothers, George and Fred, and P. H. Case finished with net scores of 63, 65 and 65, respectively. Jack Newton of the Main Office, and A. Heaphy of Camer Works came along in the next two places.

The Main Office, with 9 entries led the field in numbers. Camera Works was close behind with eight, while Hawk-Eye and Kodak Park had five each. G. Wilson was Premo's sole defender.

Much mystery attached to the sudden disappearance of two of the Main Office champions during the afternoon. Fred Rogers, and our genial Editor, "Spence" Hord, started off all right, but, neither was seen after the fourteenth hole. Opinions have been hazarded that Fred wore out all his clubs, while, as for "Spence," it is rumored that he broke his adding-machine, and had no way of keeping score.

Summary:

| KODAK GOLF TOURNAMENT | | | | | | |
|-----------------------|-------|------------|----------|-------------|----------|-----|
| Name | Plant | First Nine | 2nd Nine | Gross Total | Handicap | Net |
| W. G. Woodams..... | H. E. | 51 | 46 | 97 | 35 | 62 |
| George Willis..... | K. P. | 44 | 41 | 85 | 22 | 63 |
| Fred Willis..... | K. P. | 43 | 46 | 89 | 24 | 65 |
| P. H. Case..... | K. P. | 51 | 53 | 104 | 39 | 65 |
| J. N. Newton..... | M. O. | 50 | 46 | 96 | 30 | 66 |
| A. Heaphy..... | C. W. | 49 | 51 | 100 | 31 | 69 |
| E. Van Dusen..... | M. O. | 48 | 44 | 92 | 22 | 70 |
| Jack Leysenaar..... | M. O. | 50 | 50 | 100 | 30 | 70 |
| J. Campbell..... | C. W. | 53 | 49 | 102 | 31 | 71 |
| J. Heaphy..... | C. W. | 54 | 51 | 105 | 31 | 74 |
| Eric Hoard..... | M. O. | 49 | 52 | 101 | 27 | 74 |
| Jack Robertson..... | C. W. | 51 | 47 | 98 | 24 | 74 |
| Frank Strowger..... | M. O. | 49 | 43 | 92 | 17 | 75 |
| H. Quinlan..... | M. O. | 48 | 44 | 92 | 17 | 75 |
| G. Wilson..... | Premo | 46 | 53 | 99 | 23 | 76 |
| C. Wallace..... | C. W. | 56 | 56 | 112 | 35 | 77 |
| G. Millspangh..... | C. W. | 58 | 58 | 116 | 39 | 77 |
| G. Henry..... | C. W. | 53 | 51 | 104 | 26 | 78 |
| W. Springer..... | H. E. | 51 | 52 | 103 | 24 | 79 |
| W. S. Silsby..... | M. O. | 53 | 55 | 108 | 27 | 81 |
| R. A. Heaphy..... | C. W. | 57 | 55 | 112 | 31 | 81 |
| C. L. Johnson..... | H. E. | 61 | 61 | 122 | 40 | 82 |
| F. H. Von Deven..... | H. E. | 64 | 59 | 123 | 40 | 83 |
| E. F. Goodridge..... | K. P. | 59 | 66 | 125 | 40 | 85 |
| F. Schultz..... | K. P. | 72 | 69 | 141 | 40 | 101 |
| J. W. Weldon..... | H. E. | 44 | 38 | 82 | Scratch | 82 |
| F. Rogers..... | M. O. | .. | .. | .. | 32 | .. |
| S. B. Hord..... | M. O. | .. | .. | .. | 36 | .. |

CITY INDUSTRIAL CHAMPIONSHIP RESTS WITH HAWK-EYE

KODAK CHAMPIONS VANQUISH I. A. R. A. TITLE-HOLDERS IN TWO STRAIGHT GAMES

SATURDAY, October 2nd, saw the successful and triumphant culmination of two years of earnest baseball endeavor, when the Hawk-Eye team, already winners of the pennant in the Eastman Kodak Baseball League, handed their second straight beating to the Art in Buttons team, representing the I. A. R. A.

September 25th, Hawk-Eye...9 Art in Buttons...5
 October 2nd, Hawk-Eye...3 Art in Buttons...1

Brennan's men, after cleaning up thirteen of sixteen games in the Kodak circuit for the record percentage of .812, engaged the Art in Buttons nine, winners of the Blue Ribbon Series of the Industrial Athletic and Recreation Association, for a three-game series for the city industrial title, the same mythical honor lost last year in two straight games by Camera Works to the North-East Electrics.

The first game on September 25th, was more or less of a gift from the button-makers, who offset Graham's neat pitching by contributing nine defensive misplays. Against such porous opposition, Hawk-Eye quickly ran up a seven-run lead, while Marcelle gave the Industrial team but two tallies until the final session. In the ninth, they pushed over three tallies on four hits and two walks. Ten hits were garnered off "Duber" altogether. For Hawk-Eye, Ingleby and Van Lare led in the slugging. Ritter Field was packed for this contest, the crowd of a thousand fans filling the stands, and crowding the base lines.

Game No. 2 was much tighter, but the Hawk-Eye boys breezed through ahead after a hard struggle. The day was raw, typical football weather, and a sparse 300 crowd watched the battle. Manager Brennan sprang a surprise, starting his reserve hurler, "Norm" Graham. Graham pitched a pretty game of ball, with heady assistance from Peterson. Art in Buttons garnered four singles and three doubles off

his slants, but in only one session were they able to get more than one safety. The Hawk-Eye team gave their hurler beautiful support.

ALL-KODAKS END BASEBALL SEASON

The final games of the All-Kodak season were played at Kodak Park, one with the Moose and the other with the South Side Athletics. The Sunday that brought Jim Conover's All-Star Big Moose team to Kodak Park was shivering cold, but it was none too frigid for the Kodak boys. Diehl, on the mound for Irwin's proteges, struck out twelve of the heavy-hitting Moose nine and let them down with three scratch bingles and the short end of a 9 to 0 score. If the steady support that the team put up had been given all during the season, the All-Kodaks would probably have had a try at the city championship title.

SCORE

| | | |
|---|--------------------|--------|
| All-Kodaks..... | 3 0 0 1 5 0 0 0 0— | 9 11 2 |
| Moose..... | 0 0 0 0 0 0 0 0 0— | 0 3 2 |
| Batteries, All-Kodaks, Diehl and Irwin. Moose, Burns, Belmont and Lorey. | | |

Then along came another Jim's team—Sprague's Athletics from the sunny south end of Rochester. And they brought the most difficult puzzle for the Kodak nine when Jake Young appeared on the field to perform his usual feat of ten strikeouts. Diehl was no conundrum to the sturdy Athletic team and twelve safe blows were the result.

SCORE

| | | |
|--|--------------------|--------|
| Athletics..... | 3 0 0 2 0 0 0 2 0— | 7 12 0 |
| All-Kodaks..... | 0 0 0 0 1 0 0 2 0— | 3 6 1 |
| Batteries, Athletics, Young and Myers. All-Kodaks, Diehl and Irwin. | | |

Yes, Irwin's boys have hung up their uniforms until next year. They have gone into winter quarters to hibernate and make plans for the 1921 season. A little later, perhaps we'll hear what the team has in mind for next year.

Speak up, Dutch!

CANADIAN ATHLETICS

THE first officers of the Kodak Athletic Association, Toronto, little anticipated that the members would be as busy and participate in as many lines of sport as they have during the past few months.

There have been twelve representative teams playing during the season. The factory noon-hour Indoor Baseball League, which was started early in the spring with seven teams competing, has just closed a very successful and interesting season, with the Engineering and Maintenance team retaining the shield they won last year.

The footballers, who have been playing in the Canadian Industrial Athletic Association, Saturday afternoon section, were just nosed out of first place by the Harris Abattoir with 24 points against 23 for Kodak. The team had a little hard luck in losing Captain George Wright, who carried them through many winning games before he left the company.

The baseball team, also playing in the Industrial League, won out in their section, but, unfortunately, went down to defeat in the semi-final against the Canadian Northern Railway. Mention should be made here of the great team spirit that existed, and also of the splendid pitching of Archie Boucher, who certainly twirled the old ball in good form all summer. Archie hails from Rochester, but says that he has enjoyed playing baseball with the Canadian team.

The factory noon-hour Indoor Baseball League mentioned above, has been the nucleus of a strong representative team

playing in an Industrial League organized by the Y. M. C. A. There were five sections in a Western Division, with seven teams in each section, and the "Kodak 9" not only won their section, but, in the semi-final and final games, proved themselves Champions of the Division. On Saturday, September 25th, Kodak met Gourlay, Winter & Leeming, winners in the Eastern Division, on their home grounds, and, by a score of 11 to 8, won the first game of a series to decide the Industrial Championship honors of the city. As this article goes to press, they are working hard for their next game and feel confident of winning.

This year has also seen an unparalleled interest in Indoor Baseball for Ladies, and the girls have been playing in an Industrial League conducted by the Y. W. C. A. So far they have not lost a game, and, with only one more to play, we expect them to keep the record clean. From the brand of ball the girls are playing, it looks as if they might give some of the men's teams an argument. However, this remains to be seen.

Thursday, July 15th, was a memorable day in the history of the Association, when 800 people journeyed to Queenston Heights for the second annual picnic. Old Sol was on the job all day, and the trip on the boat, games, and many walks through that historic spot, all aided in the enjoyment of the picnickers. The Athletic Association was pleased to have as its guest, Mr. Charles H. Thompson, General Safety Supervisor, Eastman Kodak Company, Rochester, who assisted Mr. S. B.

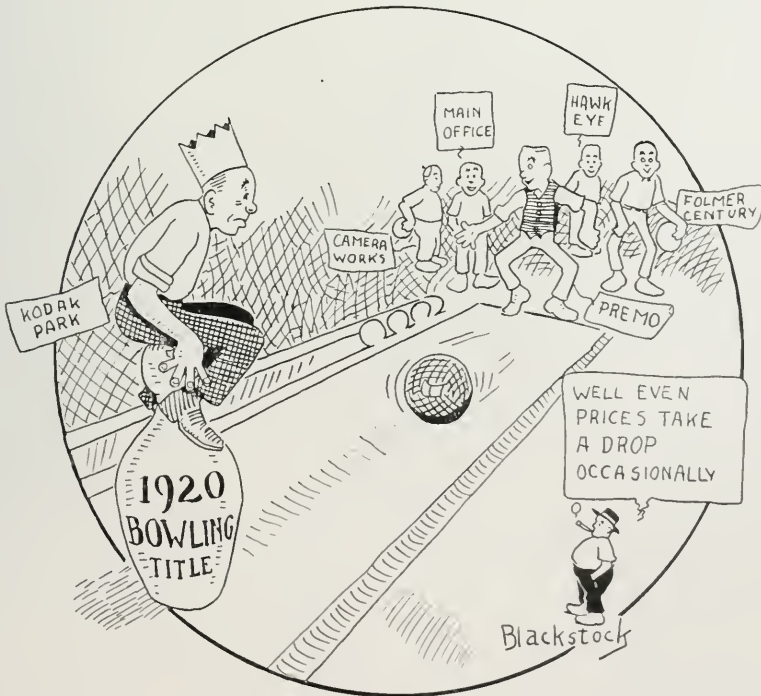




Cornell, in giving out the prizes at the athletic events.

Last, but not least, are the accompanying snapshots taken at the Second Annual Field Day of the Association, which was a marked success. Over fifteen hundred people journeyed to Kodak Athletic Field and took great interest in the events of the day. This year there were added to the closed events for factory employees some seven open events for registered athletes of the city. An exhibition of

javelin throwing was given by Mr. Alex Stewart, record-holder for Canada. The Queen's Own Band, under the leadership of C. Hubbard, provided the music. A Baby Show, with over forty-five entries, and a Ladies' Indoor Baseball game between Kodak and Canada Cloak followed the athletic events in the afternoon. From 8.00 to 11.30, outdoor dancing was enjoyed by a large crowd. The Association again had excellent weather for its Field Day.



CAMERA BOWLING LEAGUE STEPS OFF

SEASON No. 20, for the Camera Bowling League, was booked to get under way on Saturday, October 16th, on the Genesee Hall alleys. All six plants of the company are as usual in the race, and exceptional interest is being shown. There is a determined effort being made around the circuit to oust Kodak Park and Camera Works from the undisputed supremacy which, between them, they have held for the last ten years. Back in the winter of 1909-10, Folmer-Century grabbed off the trophy, but then the Parkers started, and held the flag for six straight years. Camera Works then leapt into the procession and took it for the next three seasons. Last year, Kodak Park came into its own again.

Since the organization of the League, the trophy has been held eight years by Kodak Park, five by Camera Works, three by Premo, and two by Folmer-Century. Hawk-Eye and Main Office have never yet finished on the top rung



JOHN S. STANTON, Secretary and Treasurer of the Camera Bowling League, has been associated with the League since its organization in 1903. He was secretary under President A. A. Ruttan in 1908 and again elected to the office he now holds in 1914. He has been elected each year since by the delegates from the various plants to the combined office of Secretary and Treasurer. The Camera Bowling League is the oldest organization of its kind in Rochester, and is also one of the best, due very largely to the efforts of Mr. Stanton and other officers for manly and good clean sport. Mr. Stanton has been continuously employed at the Premo Works from 1901 to the present date.

of the ladder, but they maintain that this is a year for setting precedents. Hawk-Eye had never won a baseball championship before, either, but they did it in 1920.

Last year's officers ran the League so successfully that the entire slate has been put right back on the job for another season.

Here's how they line up:

President
A. Chadwick, Camera Wks.
Vice-President
Charles Natt, Kodak Park
Secretary and Treas.
John S. Stanton, Premo

Line-ups for this season for each team include the following rollers:

Premo — Mura, Sullivan, Friesman, Theno, Texter, Thomas, Serth.

Folmer-Century—Melvin, Willar, Stockmeister, Weinnam, Breemes, Gawer, Roland, Bour.

Kodak Park—Knox, Servise, Thistle, Burns, Beuckman.

Kodak Office — LaDuque, Amey, Mattern, Neuflegise, Gall, Van Dusen, Geisman.

Hawk-Eye—Werner, P. Witz, Kosel, Gobel, R. Witz, Stephany, Becker.

Camera Works—O'Neill, Barkey, Hinterleiter, Vogler, Tantilio.

CAMERA BOWLING LEAGUE

EASTMAN KODAK COMPANY

SCHEDULE, 1920-1921

Headquarters—Genesee Hall

| | | | | | |
|----------------|--------------------|--------|----------------|--------------------|--------|
| October 16 | | Alleys | January 8 | | Alleys |
| Camera Works | vs. Hawk-Eye | 3-4 | Folmer-Century | vs. Premo | 3-4 |
| Folmer-Century | vs. Premo | 5-6 | Main Office | vs. Kodak Park | 5-6 |
| Main Office | vs. Kodak Park | 7-8 | Camera Works | vs. Hawk-Eye | 7-8 |
| October 23 | | | January 15 | | |
| Kodak Park | vs. Folmer-Century | 3-4 | Hawk-Eye | vs. Main Office | 3-4 |
| Hawk-Eye | vs. Main Office | 5-6 | Premo | vs. Camera Works | 5-6 |
| Premo | vs. Camera Works | 7-8 | Kodak Park | vs. Folmer-Century | 7-8 |
| October 30 | | | January 22 | | |
| Main Office | vs. Premo | 3-4 | Kodak Park | vs. Hawk-Eye | 3-4 |
| Kodak Park | vs. Hawk-Eye | 5-6 | Folmer-Century | vs. Camera Works | 5-6 |
| Folmer-Century | vs. Camera Works | 7-8 | Main Office | vs. Premo | 7-8 |
| November 6 | | | January 29 | | |
| Hawk-Eye | vs. Folmer-Century | 3-4 | Premo | vs. Kodak Park | 3-4 |
| Premo | vs. Kodak Park | 5-6 | Camera Works | vs. Main Office | 5-6 |
| Camera Works | vs. Main Office | 7-8 | Hawk-Eye | vs. Folmer-Century | 7-8 |
| November 13 | | | February 5 | | |
| Kodak Park | vs. Camera Works | 3-4 | Main Office | vs. Folmer-Century | 3-4 |
| Main Office | vs. Folmer-Century | 5-6 | Hawk-Eye | vs. Premo | 5-6 |
| Hawk-Eye | vs. Premo | 7-8 | Kodak Park | vs. Camera Works | 7-8 |
| November 20 | | | February 12 | | |
| Kodak Park | vs. Main Office | 3-4 | Hawk-Eye | vs. Camera Works | 3-4 |
| Hawk-Eye | vs. Camera Works | 5-6 | Premo | vs. Folmer-Century | 5-6 |
| Premo | vs. Folmer-Century | 7-8 | Kodak Park | vs. Main Office | 7-8 |
| November 27 | | | February 19 | | |
| Main Office | vs. Hawk-Eye | 3-4 | Camera Works | vs. Premo | 3-4 |
| Camera Works | vs. Premo | 5-6 | Folmer-Century | vs. Kodak Park | 5-6 |
| Folmer-Century | vs. Kodak Park | 7-8 | Main Office | vs. Hawk-Eye | 7-8 |
| December 4 | | | February 26 | | |
| Camera Works | vs. Folmer-Century | 3-4 | Hawk-Eye | vs. Kodak Park | 3-4 |
| Hawk-Eye | vs. Kodak Park | 5-6 | Premo | vs. Main Office | 5-6 |
| Premo | vs. Main Office | 7-8 | Camera Works | vs. Folmer-Century | 7-8 |
| December 11 | | | March 5 | | |
| Kodak Park | vs. Premo | 3-4 | Main Office | vs. Camera Works | 3-4 |
| Main Office | vs. Camera Works | 5-6 | Folmer-Century | vs. Hawk-Eye | 5-6 |
| Folmer-Century | vs. Hawk-Eye | 7-8 | Kodak Park | vs. Premo | 7-8 |
| December 18 | | | March 12 | | |
| Premo | vs. Hawk-Eye | 3-4 | Folmer-Century | vs. Main Office | 3-4 |
| Folmer-Century | vs. Main Office | 5-6 | Camera Works | vs. Kodak Park | 5-6 |
| Camera Works | vs. Kodak Park | 7-8 | Premo | vs. Hawk-Eye | 7-8 |

OFFICERS

| | | |
|---------------|-----------|-------------------------|
| A. CHADWICK | | President |
| CHARLES NATT | | Vice-President |
| J. S. STANTON | | Secretary and Treasurer |

*P*LENTY of folks have
a good aim in life—
but a lot of them don't
pull the trigger.

The KODAK

Magazine



December 1920

Published in the interests of the men and women of the Kodak organization. 2. 2.

ACCIDENT RECORD

SEPTEMBER, 1920

| PLANT | No. of Employees | | No. of Accidents | | Approximate Wage Loss | | Accidents per 1000 Employees | | |
|----------------------|-------------------|-------------------|-------------------|-------------------|-----------------------|-------------------|------------------------------|-------------------|----------------------|
| | 1919 September | 1920 September | 1919 September | 1920 September | 1919 September | 1920 September | 1919 September | 1920 September | Increase Decrease |
| Camera Works | 2,737 | 2,826 | 1 | 10 | \$ 338.65 | \$ 382.99 | .36 | 3.53 | 3.17 |
| Fohmer-Century Works | 379 | 353 | .. | .. | ..... | ..... | ..... | ..... | ..... |
| Hawk-Eye Works | 655 | 781 | 1 | 2 | 113.92 | 7.21 | 1.54 | 2.55 | 1.01 |
| Kodak Office | 1,126 | 1,276 | 2 | 2 | 43.00 | 5.38 | 1.77 | 1.56 | ..... |
| Kodak Park Works | 7,056 | 7,311 | 19 | 13 | 919.45 | 722.12 | 2.69 | 1.78 | .91 |
| Premo Works | 391 | 395 | 3 | .. | 165.74 | ..... | 7.67 | ..... | 7.67 |
| TOTALS | 12,364 | 12,945 | 26 | 27 | \$1,610.16 | \$1,117.70 | 2.10 | 2.09 | .01 |

Order of Merit has been discontinued. In future, plants will appear in this schedule in alphabetical order.

ACCIDENT RECORD

OCTOBER, 1920

| PLANT | No. of Employees | | No. of Accidents | | Approximate Wage Loss | | Accidents per 1000 Employees | | |
|----------------------|------------------|-----------------|------------------|-----------------|-----------------------|-----------------|------------------------------|-----------------|----------------------|
| | 1919 | 1920 October | 1919 | 1920 October | 1919 | 1920 October | 1919 | 1920 October | Increase Decrease |
| Camera Works | 2,074 | 2,807 | 5 | 7 | \$ 357.24 | \$579.83 | 1.87 | 2.49 | .62 |
| Folmer-Century Works | 377 | 356 | 2 | .. | ..... | ..... | 5.30 | ..... | 5.30 |
| Hawk-Eye Works | 658 | 810 | 2 | 2 | 56.48 | 17.84 | 3.04 | 2.47 | .57 |
| Kodak Park Works | 7,032 | 7,234 | 12 | 10 | 1,515.27 | 246.95 | 1.71 | 1.38 | .33 |
| Main Office | 1,127 | 1,270 | 2 | .. | 167.70 | ..... | 1.77 | ..... | 1.77 |
| Premo Works | 403 | 394 | 3 | 1 | 166.86 | ..... | 7.44 | 2.54 | 4.90 |
| TOTALS | 12,271 | 12,871 | 26 | 20 | \$2,263.55 | \$844.62 | 2.12 | 1.55 | .57 |



THE KODAK ON ITS FIRST TRIP ABROAD (1889)—*Courtesy Dr. Wilfred A. French*

LOOKING BACKWARD

THE INVENTION OF THE KODAK AND FILM PHOTOGRAPHY

CHAPTER III

THE roll film idea naturally evolved a new type of camera, and the Kodak was the result.

The first Kodak appeared in 1888. It was the invention of Mr. George Eastman, and the name "Kodak" was coined by him for a trade mark.

It was a simple box camera combining the roll holder and plate camera in a new, compact, simple, portable and easily manipulated form. It included an instantaneous shutter which could be wound up for a number of exposures by simply pulling a string.

The roller mechanism comprised exposure indicating, film perforating and film tensioning device, and was carried in a readily removable part of the case for loading and unloading.

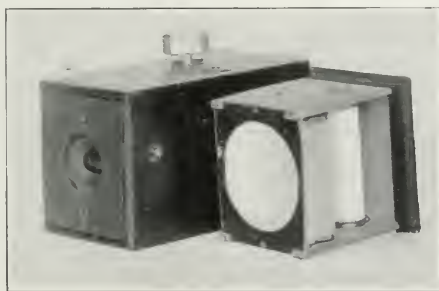
This first Kodak took round pictures $2\frac{1}{2}$ inches in diameter, and was loaded for 100 exposures. Compared to the folding pocket editions of today, it was a rather crude and clumsy affair, but compared to the burden of equipment, which only a few years before had confronted the amateur, it was a miracle of achievement. The wagon load of paraphernalia had been condensed into a complete photographic outfit which the amateur could tuck under his arm, and with it, go on a picture making tour of the world, as the accompanying

illustrations show. For the picture taking itself no technical skill whatever was required. "You press the button, we do the rest," put the simplicity of operation into a phrase.

The "rest," however, was still considerable, and included unloading the Kodak and developing the roll of film. The film of these early Kodak days, too, was the paper "stripping" film previously described, and which, as already noted, had to be handled by experts.

And so while the amateur went forth on his picture making expeditions re-

lieved of so much of his burden that photography had become a pleasure instead of a drudgery, the inventor continued his search to find a satisfactory substitute for paper film. Both the "stripping" film and the film with permanent paper support which preceded it, pointed to the necessity for a transparent flexible film base to which the image would remain affixed after developing, and through which prints could successfully be made. This was the ideal, but like most ideals it had long eluded capture. Finally, in 1889, after years of experiment and research, Mr. Eastman succeeded in making commercially practicable the present cellulose base. With this discovery the long search was over, the ideal realized, the dream come true.



THE ORIGINAL KODAK

It was found that by dissolving cotton previously nitrated in a solution of denatured alcohol, a viscous honey-like fluid was obtained. This, when converted into sheets and dried, became the thin, flexible, transparent film base with which every Kodaker has long been familiar. This important film discovery not only revolutionized photography for the Kodak amateur, but *made motion pictures possible*.

From this point on, the evolution of the Kodak and the Kodak system of photography proceeded rapidly and logically.

Daylight loading, the next important step, was realized in 1891. In the system first devised the spool of film was contained in a light-proof box with a strip of black cloth attached to each end. Another light-tight box contained the "take up" spool on which the film was wound after exposure. The cloth at the ends protected the film during loading and unloading. This device did away with the dark room, or in the absence of this, with the necessity for sending the Kodak to the factory for reloading. All that was necessary was to send the film there for development.

The cartridge system, practically as we now know it, followed a few years later. With the cartridge system were made possible further refinements of the Kodak, until the dainty, compact, folding models of today were realized.

Folding Kodaks appeared as early as 1890, but the first Folding Pocket Kodak appeared in 1898.

Daylight developing was introduced in 1902 and completed the Kodak system of photography. The first developing machine was a light-tight box made in two compartments. On one side was the spool of film, on the other the protecting apron. The film was rewound from the spool into the protecting apron and both rotated continuously in the developing solution. This method was later superseded by the present tank system in which the film, in its protecting apron, is

suspended in the developer.

With daylight developing the amateur was now forever independent of dark rooms and professional help. With the Autographic feature added in 1914, the final touch of convenience to the Kodak system would seem to have been given.

Kodak inventions have consequently placed the means of photography within reach of every man, woman and child on earth. Instead of the exclusive hobby of a few devotees, which Mr. Eastman found it forty odd years ago, it has, chiefly through his efforts, become the pastime of all, with fields of activity stretching to every horizon. This, on the play side.

On the side of utility the simplification of photography has enabled it to enter intimately into the thousand and one concerns of business, social, professional, agricultural, and even scientific life.

A chapter might be devoted to the commercial uses of photography alone, another to the scientific—including X-ray, micro-photography and telephotography—and still another to aerial photography, developed during the war to the point where daylight loading cartridge film could be used instead of plates and exposures made automatically.

These are remote from amateur pursuits, many of them. But the adaptation to professional uses of many of the methods by which photography has been simplified for the amateur has extended its scope far beyond the confines of the portrait studio. The same research work that has relieved the amateur of his burdens, has been at the service of the professional and wrought refinements of material and equipment for him that have heightened his art, freed him from fixed conditions of light and background, and left him at liberty to ply his trade in any chosen field.

But the great service to mankind is the extension of photography to the amateur through Kodak inventions.

EASTMAN SAVINGS AND LOAN ASSOCIATION

THERE is solid satisfaction in having money you have earned and saved working for you. When the "only girl" has said "Yes," it is a "grand and glorious feeling" to know that you have ready the means to provide the home in which to install her. And in the sunset years the fact that your home is all yours affords a feeling of security that nothing can shake.

In the last few years most of us have learned the importance of having money in reserve; we have learned the folly of extravagant spending, and we have learned how easy it is to save money through our patriotic investments in Liberty Bonds. And we have also learned that the money we have saved is lazy money if only hoarded and not put to work.

HERE IS YOUR OPPORTUNITY

The fact that we, you and I and the rest of us, are a part of a very large organization, makes it possible to do many things within our organization, and to have the benefit of trained minds to insure the success of our plans.

So to help us to save and to enjoy in the fullest measure the benefit of our savings, there has been organized the Eastman Savings and Loan Association, incorporated under the laws of the State of New York, and to be conducted in strict accordance with the banking laws of the State.

Only employees of the company and members of their families are eligible as shareholders, and it will be officered and conducted by capable employees of the company.

THE PLAN

Three plans of investment are offered the shareholders; the par value per share being \$100.00.

1. *Installment Shares*

Employees, or members of their families, may subscribe for as many shares as they

desire, and payments of \$1.00 per month are required to be made on each share.

When the payments, called dues, and dividends (which are credited quarterly) equal the par value, \$100.00, the amount will be paid in cash to the shareholder. It is expected that these shares will mature in about seven years.

Subscribers to these shares may, at any time before the shares mature, borrow from the Association on their personal note up to an amount reasonably secured by the amount paid on such shares and the dividends credited thereto. By continuing the regular monthly payments (dues) on such shares and making payments on the sum borrowed as may be agreed upon, the value and earnings of the shares are thus unimpaired and may be continued to maturity.

Shareholders may withdraw at any time, but should they do so before the shares mature, twenty per cent (one-fifth) of the dividends apportioned to the shares withdrawn are forfeited and such forfeited amounts revert to the Association.

2. *Savings Shares*

Employees, or members of their families, may subscribe for any number of these shares, par value \$100.00, and can pay any amount from time to time as they desire. The holders of savings shares have the privilege of drawing against the amount they have paid in at any time, the same as with any regular savings bank account, and dividends on balances at an annual rate of 4% will be credited quarterly. This rate is less than that paid on the Installment Shares, but it is eminently fair because with the Installment Shares, the Association knows approximately the amount it has coming in from that source, and is free to loan such funds to borrowing shareholders, and thus produce earnings for dividends.

3. *Income Shares*

Income Shares require the full payment,

\$100.00 per share, at the time of purchase. These shares are intended as an investment for such employees as have a bit of money laid by, where it can be assured of a good return coupled with absolute safety.

Dividends on these shares are credited quarterly and a portion (four per cent per annum) paid to the holder quarterly by check. The balance of the dividends credited will be held until maturity of the shares (five years), when the principal and accrued unpaid dividends are paid to the shareholder in full.

Holders of these shares may cash them in at any time before they mature, but by so doing all dividends credited thereto over and above the four per cent per annum which has been paid to the shareholder quarterly, are forfeited and such forfeited amounts revert to the Association.

Above you have had outlined three safe ways for saving and for the safe investment of your money.

If the purchase of a home as soon as possible, or the systematic saving of a definite weekly or monthly amount is desired, subscribe for the Installment Shares.

If you just want to save what you can, and at times most convenient, and where you can draw against your savings when necessary, subscribe for the Savings Shares.

If you have a bit of money tucked away in the old teapot, or lying idle in the bank, or a wage dividend check of generous amount, and you want an absolutely sound and paying investment, with dividends paid to you quarterly, subscribe for the Income Shares.

EMPLOYEES OUTSIDE OF ROCHESTER

Employees of any of the company's branches throughout the United States and Canada, or any members of their families, may subscribe for shares in this Association, and such shareholders will receive all benefits and privileges, excepting that they cannot borrow on mortgage

loans, as it is illegal for the Association to loan its funds upon mortgages covering property outside of a 50-mile radius from its home office. (Payments from Canada to be in New York exchange.)

BUYING THE HOME

When you have ten to fifteen per cent of the fair appraised value of the property you desire to purchase, to your credit on the books of the Association, or available from some other source, and are in position to make regular payments of one per cent per month on the amount you wish to borrow—(Example: \$1,000, \$10.00 per month; \$2,000, \$20.00 per month, etc., which is total payment on principal and interest)—the Association will lend you the money up to seventy per cent. of the appraised value, taking a mortgage in the usual form.

The Kodak Employees Association, which handles a fund in which all Kodak employees have an interest, is naturally on the lookout for safe investments, and will, when necessary, and after the security has been approved by its directors, loan you the difference between your ten to fifteen per cent and the amount loaned by the Eastman Savings and Loan Association, taking a second mortgage therefor. So you see that all you need in order to commence owning your own home is ten to fifteen per cent of its purchase price, an unusual and highly satisfactory situation, in view of the unsettled conditions during the past three years.

SAFEGUARDS

It is unnecessary to assure you that the affairs and management of the Association will be placed in the hands of skilled and competent officials. It will have at all times the full benefit and assistance of our Legal Department, and it will have the hearty good will of our company behind it.

To many of us the legal formalities necessary to the purchase of real estate are intricate and hard to understand, and we are not familiar with the care

necessary to make sure that we will hold a clear and unclouded equity in the property we purchase. Neither are we always sure that the purchase price of the property we desire to own is a fair one. On every one of these points you will be fully safeguarded and protected by the Association. For its own protection, it will not make the loan unless the title to the property is found to be unclouded upon examination by the Legal Department, and the price is a fair one, as determined by expert and disinterested appraisers.

CONVENIENCE

To participate in any one of the forms of investment offered by the Association, all you have to do is to fill out the proper forms which will be supplied you on application to the head of your department.

If you subscribe for the Installment Shares, all you have to do is to instruct the company to deduct from your wage the amount necessary to keep up the payments each week. If the Savings Shares appeal to you the most, hand the Cashier of your plant the amount you wish credited, and it will be done. With the Income Shares simply deposit the necessary amount for the purchase with your Cashier, or at the office of the Association, 343 State Street, and that is all there is to it.

There can be no finer plan evolved for helping us to help ourselves; the Association is ours, and its profits are ours, and it is going to be the biggest kind of a success.

The Eastman Savings and Loan Association will be ready for business on January 3, 1921, with headquarters at the Main Office, 343 State Street. Advance subscriptions will however be received. Ask your department head. Further particulars and literature for distribution will be furnished on request.

OTHER PLANS

The company is most heartily in accord with the aims of the Association,

and in the event of its acceptance—and we certainly will accept—plans to do many things towards the furtherance of home owning by us. This includes a wide variety of complete architects' plans, available to our home builders; the opening up of tracts of land in good locations for our homes, and the building of homes in quantity groups where by quantity purchasing of materials a great saving can be effected.

Does the plan sound good to you? It does.

HE NEEDED THE MONEY!

A few weeks ago, one of our Kodak Park workers hired a plumber to do some work for him. The job lasted several weeks. When it was nearly done, our friend rustled around and got together the money to pay for the work—about \$150. And, then, one day, somewhere around the plant—perhaps while he was buying his lunch, or perhaps around his machine, he lost his roll. Every effort to find the lost money has been in vain.

Mighty hard luck, wasn't it? But, this man's unfortunate experience carries a lesson for all of us. It is not only unnecessary, but foolish to carry around large sums of money on your person for several days at a time. If you have a large bill to meet, and have no checking account of your own, go to some friend around the plant who has, and exchange your money for his check. If that cannot be done, you can always buy a bank draft.

The old rule: "Don't Be a Chance-taker!" can apply just as aptly to your handling of money, as to your work in the plant, or around your machine.

Dad Hicks says—

"Them suspicious folks that are always expectin' something to happen to 'em sure do wish a lot of trouble on to themselves.

"They remind me of Sam Jones—Sam wears a belt and suspenders at the same time."—*The Starter*.

The Kodak Magazine

Published monthly in the interests of men and women of the Kodak Organization.

SPENCER HORD, *Editor*

GLENN C. MORROW *Associate Editor*

NORMAN A. VAN DE CARR *Assistant Editor*
Main Office

ROBERT A. WEBER *Assistant Editor*
Kodak Park Works

HERBERT S. THORPE *Assistant Editor*
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CLARENCE H. HARPER *Assistant Editor*
Folmer-Century Works

WILBUR G. WOODAMS *Assistant Editor*
Hawk-Eye Works

L. C. WHEELER *Assistant Editor*
Premo Works

Address all communications to Editor, KODAK MAGAZINE, Main Office, Eastman Kodak Co., Rochester, N. Y.

On page 5 of this issue appears the biggest story that it has been my privilege to write in a good many years.

It is the story of a sound and safe plan to help you, and me, and every one of us to acquire a protection for our later years, and to establish ourselves on a sound basis of thrift.

There are but few of us who have not, and who do not, spend a certain amount of money foolishly; money that we have often regretted having let slip through our fingers so easily, when confronted by some severe and unexpected emergency.

In telling you of this, I want to get away from the editorial "we" because I have always been a sort of a "happy-go-lucky" chap and have tossed away many a foolish dollar.

I want you young fellows, you boys and girls, in this big family of ours, to wake up a bit sooner than I did, and acquire the saving habit.

I do not want for a moment to suggest that you become miserly; that you cut out all the little pleasures and enjoyments to which you are justly entitled; "All work and no play makes Jack a dull boy"—but I do want you to read and

study this plan for our mutual benefit—carefully and thoughtfully; to ask yourself, is there a better time to start putting a bit by for showery weather than *right now*. To those of you who have found the incentive to save, whether for that long longed-for home of your own, or for any other reason, I recommend the plan in fullest measure.

I only wish that such a plan had been offered me—yes, forced on me, twenty years ago. Ever since I have known of the plan, I have thought of it constantly—yes, dreamed about it. I wish that I were a master painter with words so that I could fill you full of my own enthusiasm for this splendid plan. I am going in to the limit I can carry, and I want every one of you along with me.

The Eastman Savings and Loan Association is *our association*; let us make it as big a success as the company itself.

Most of the time I am a bit "hard boiled," and not much inclined to sentiment because I have lived quite a while and have experienced many bumps.

But just now, with Christmas right around the corner, that old and beautiful thought—"Peace on earth, goodwill towards men"—subconsciously comes to the fore. And it is a beautiful thought—"goodwill towards men." Just get that thought into your heart—forget your certain small and large dislikes.

Get the real spirit of Christmas into you; make as many people as happy as you can.

Oftentimes just a smile and a firm hand clasp will be valued far beyond any material gift. I remember a good many years ago, a young man with whom I had been very chummy suddenly quit speaking to me, and I hadn't the remotest idea as to the reason; it hurt.

A year later he came to my house on Christmas day and said, "I was wrong, please forgive me"—and that was just the best Christmas gift I ever had.

I wish you all a very Merry Christmas.

SPENCER HORD.

THE LANDLORD AND TENANT LAWS AGAIN

SEVERAL months ago an article appeared in *Kodak Magazine* summarizing the changes brought into the law governing the relationship of landlord and tenant by the new State statutes, which went into effect April 1, 1920.

At a special session of the State Legislature, held in September, several additional bills were passed which became laws on September 27th, and which to some extent again changed the law of landlord and tenant. There is, however, only one important change which affects the City of Rochester. That change may be described as follows: Under one of the laws of April 1st, a landlord could not evict a tenant on the ground of failure to pay the rent unless he, the landlord, could show one of two things—either that the rent had not been raised more than twenty-five per cent in excess of the rent one year previous to the time the eviction proceeding was instituted, or that the rent had not been increased at all over the amount actually paid for the preceding month. Now that law has been made even more stringent by making the landlord show, in order to put a tenant out for failure to pay the rent, that the rent has not been raised at all in excess of the amount for which the tenant was liable for the month preceding the time of the alleged failure to pay rent. This means that if your landlord attempts to raise your rent, if you do not wish to pay the increase, the landlord cannot avail himself of the short three-day notice in order to make you “pay up or get out.” It should, however, be borne in mind that both under the law of April 1 and under the present law, a landlord may, for any reason or for no reason at all, after he has given the proper notice (which is a month in the case of a tenancy by the month, and is a week in the case of a tenancy by the week), commence a proceeding in the City Court to oust a tenant. Then the only aid the tenant

has to rely upon is the “stay” or postponement which the judge has it within his discretion to grant in order to give the tenant time in which to find another suitable abode.

The net result of the rent raising problem from the tenant's point of view today, is as follows: If you receive notice that on a certain date your rent will be increased, you should consider whether that increase is reasonable. You ought also to consider whether or not you can get any other place of a similar nature at a price less than the increased rent asked. If you feel that the increased rent is reasonable, and that you cannot get any other suitable place in the city for less, then the wise thing to do is to pay the rent asked. If, on the other hand, you feel that the amount is unreasonable and that you would rather get out than pay it, then you should at once notify the landlord in writing that you absolutely refuse to pay the increase, and that you will move out of the house just as soon as you can find another suitable house, and that meanwhile you will go on paying the present amount of rent. If he then insists on serving you with notice to vacate, and commencing legal proceedings to oust you, you can probably get a “stay” from the judge which will allow you to remain in the premises for a reasonable time—probably for a month or so until you can find another place.

Quite a number of the employees are under the impression that the law makes it impossible for a landlord to put any tenant out in less than a year. That idea is entirely erroneous. It is probably based upon the provision that the judge may not grant the “stays” described above for a period longer than a year. This of course is a very different thing.

If an employee has a case involving any of these matters, his best course is to consult the Legal Department as quickly as possible.



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PICTURES RECEIVING HONORABLE MENTION—FIRST QUARTERLY AMATEUR PHOTOGRAPHIC COMPETITION

- 1. Sarah E. Plain, Main Office.
- 2. E. P. Wightman, Kodak Park
- 3. B. C. Edgett, Camera Works.
- 4. Harriet M. Stone, Main Office.

THE PHOTOGRAPHIC COMPETITION

From both the quality and the quantity standpoint, our first Quarterly Print Competition was a decided success, but we have every reason to believe that the next one will surpass it.

With so many of you enthusiastic amateurs, and now that you have had time to sort over and print up your summer pictures, we should be just flooded with entries—and there is already a good start in that direction.

You may submit prints of any size, or enlargements, but please do not send the negatives with the prints, nor submit hand-colored pictures, or those toned in blue or red, because such pictures are practically impossible to reproduce.

Be sure and write your name and the plant where you are employed, plainly on the back of each print, together with the name of the camera with which the picture was made.

The subjects for the present competition are:

- Home Portraiture
- Architecture and Interiors
- Flashlight Pictures

The awards are the same as for the first competition, and the terms were given in full in the October issue of the *Kodak Magazine*. On page 10 we reproduce the pictures receiving Honorable Mention in the first competition. Entries for the present competition close December 31st.

KODAK EMPLOYEES ASSOCIATION
(INCORPORATED)

The regular meeting of the Board of Directors of this Association was held at the Main Office Building on November 10th.

The Directors, Messrs. Eastman, Haste, Reid, Robertson, Rogers, Ruttan, Sherman, Higgins, Eyer, Folmer, Dorsey, Havens and Irwin, being all the members of the Board, were present.

Mr. Eastman presided and Mr. H. D. Haight, Manager of Industrial Relations, and Mr. P. W. Turner, Assistant Treasurer of the Association, were also present.

The Secretary reported that since the last meeting of the Board, eight mortgage loans to employees, aggregating \$4,820.00, had been closed and that the total mortgage loans made to employees prior to the date of the meeting aggregate thirty-two in number, and \$21,985.00 in amount.

Mr. Haight reported that all employees absent on account of illness were notified at least two weeks before the payments of allowances for sickness under the schedules adopted by the company expire, and such employees were at that time informed that if further assistance was needed in their cases, loans could be arranged from the Association. This is done so that there may be no period after the payments by the company cease and before loans by the Association begin, during which period the sick employee might suffer distress for lack of funds.

The Treasurer's report was received and filed, showing the Association's income and investments to be most satisfactory.

The Association approved the action of the Executive Committee taken at its meetings since the last meeting of the Board of Directors.

ON COURTESY

Courtesy is too often forgotten in business. There are too many of us who are prone to adopt an attitude of indifference; to dismiss the matter of courtesy as trivial. That attitude and idea is wrong, entirely wrong. Courtesy is an acquirement of cultivation and an asset almost priceless to possess. Everyone is entitled to courteous consideration and should never fail to extend it. Its effect will be most marked; its encouraging inspiration and heartfelt assurance will go far—so remember to be courteous, always.

Courtesy is like the air on the inside of a tire. There may be nothing to it, but still it eases many a jolt and saves many a rupture.

IN THE DAY'S WORK

SADNESS, timidity and anxiety were written on the face of the young woman who called at the Community Chest headquarters not so very long ago. She was plainly but neatly dressed, probably between 26 and 30 years of age, in appearance attractive and wholesome, and without question a foreigner. Her nationality easily was established when she spoke.

Seeking painfully hard to keep back the tears that welled up in her eyes, and to affect a composure she did not feel, she said:

"I die, unless I go to hospital, doctor he say."

Then in broken English, almost unintelligible, but spoken with earnestness, sincerity, she told her story and made her appeal:

She lived on ——— Street; her husband worked for ——— and earned ——— a week. For months she had been receiving medical treatment for a growth, the doctor at first holding out the hope that the medicine he was giving would check its development. Recently, however, the trouble had become worse, and the doctor that day had advised her that she would have to submit to an operation at once; delay would be dangerous. What was she to do? Her husband did not earn enough to pay even ward rates in the hospital, and they had not been able to save anything for a rainy day. The doctor had told her she would have to stay in the hospital four, perhaps six weeks, and during that time her husband would have to take care of the children, keep the house going, pay the rent; and the most they could pay the hospital would be eight dollars a week. Was there any hospital that would take care of her for eight dollars a week? Would the Community Chest tell her what she had to do to get into a hospital? She and her husband didn't speak nor understand English very well. Wouldn't the Community Chest help her get into a hospital?

The young woman was assured that

any one of the four public hospitals would care for her if her condition called for hospital treatment, provided all beds were not filled, and it would only be necessary for her to make application, relate the circumstances and submit to examination to determine the nature of her trouble and treatment necessary. She was given instructions as to where to go and to whom to apply, and the hospital was notified by telephone that she would call.

The young woman went from the Community Chest to the hospital, and, it being found upon examination and investigation that she needed the operation and had given a true account of her circumstances, arrangements were made to take care of her at the price she and her husband considered they were able to pay. A few hours later, very much relieved, the young woman called at the Community Chest and reported:

"Every ting all right. Hospital take me, eight dollars week."

The morning of the day the young woman was to go to the hospital she called at the Community Chest with her four-months-old baby, and made the astonishing announcement:

"I bring baby for you to keep. Go to hospital afternoon. You keep baby while I there."

The young mother was told to go home with her baby and assurance was given her that provision would be made for the care of the infant.

After she had departed, the case was reported to one of the philanthropies in the Community Chest budget, and the same afternoon Mister Baby was safely in the keeping of nurses at the Industrial School on Exchange Street. The Industrial School recently has established a night nursery in connection with its day nursery work, enabling it to care for children of sick mothers as well as the children of working mothers.

Despite the fact that the Community Chest does not distribute direct relief,

which is the work of the various philanthropies for which it raises money, scores of people bring their troubles direct to Chest headquarters. Since the close of the 1920 campaign, more than 100 such appeals, of which that of the young woman is typical, have been made. In all these cases the applicants were re-

ferred to the philanthropy best suited to help them, and the philanthropy made a report of its action to the Community Chest. Without exception, where it was shown that relief was necessary, it was given promptly. The exceptions were cases that did not justify assistance.

KEEP HIM AWAY FROM YOUR HOUSE!

THOSE of us who have had an encounter with that arch-villain "Flu," don't care for another visit. He is a decidedly disagreeable and dangerous visitor and we want to do all we possibly can to have him pass us by this winter.

At this writing, there is no seeming tendency towards another Spanish Influenza epidemic, but still there is no telling and we can well afford to observe every possible precaution.

It is positively known that influenza is contagious, which means that it is spread by the transfer of germs directly from one person to another, or indirectly by articles recently used by persons sick with the disease.

The particular germ responsible for the trouble has not yet been found, nor is there any specific cure. Much can be done to prevent the spread of grip, however, and also to insure the recovery of those who are taken sick.

The great danger of influenza lies in the pneumonia which often follows an attack as a complication. Much of this danger may be avoided if you recognize the trouble early, go to bed at once and call a physician.

All cases are not alike, but an attack of Spanish Influenza usually begins with

1. Headache.
2. Sneezing, coughing or cold in the head.
3. General tired feeling.
4. Aching muscles.
5. Chills.

If you have one or all of the above symptoms go at once to the Medical Department and find out if you have

fever or rapid pulse. The nurse or doctor will decide whether you ought to go home or remain at work.

PRECAUTIONS

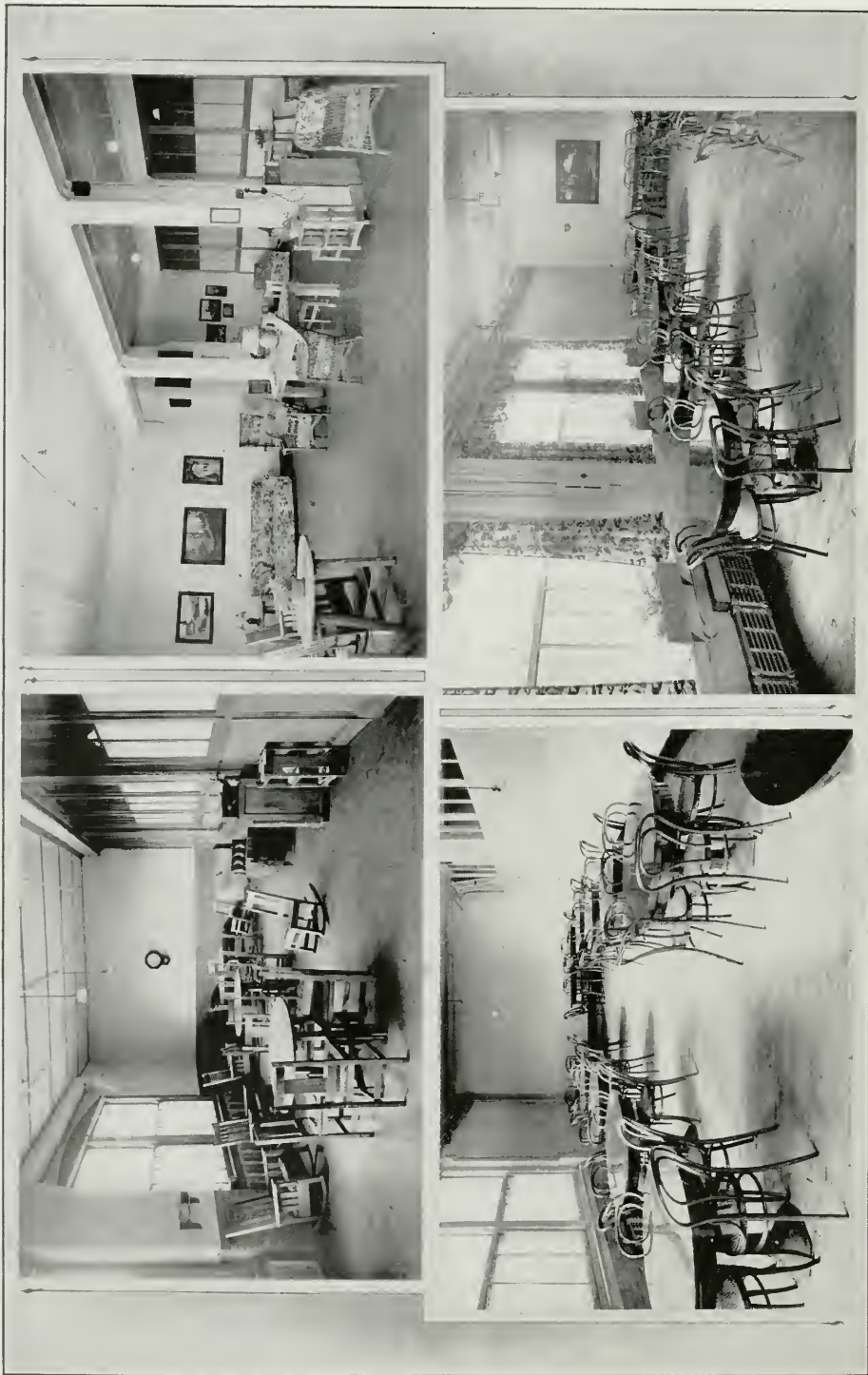
A. If you are well:

1. Avoid crowds. This means theatres, schools, churches and street cars. The Department of Public Safety orders all such places closed until the epidemic is under control. Keep at least six feet away from the cougher or sneezer, and better still avoid him entirely.
2. It is of the greatest importance to keep yourself in good physical condition. To accomplish this,
 - a. Get eight hours sleep every night.
 - b. Get as much fresh air as you can by walking to and from work whenever possible, and by sleeping with windows thrown wide open.
 - c. Eat plenty of good, nutritious food.
 - d. Brush teeth morning and night.
 - e. Use salt water (teaspoonful of salt to the pint of water) as a gargle in throat and as a douche in the nose four or five times daily.
 - f. Don't use any drinking cup, roller towel or handkerchief used by another person.

B. If you are sick:

1. Remain in one room and don't permit anyone but nurse or physician to come near you.
2. Cover your face with a handkerchief when you cough or sneeze.
3. See that your dishes and utensils are boiled for ten minutes after using.

Laff every time you feel tickled, and laff once in a while ennyhow.—*Josh Billings.*



BEFORE AND AFTER! See "The Honey Touch" on page 16.

THE "HOMEY" TOUCH

WHEN it comes to fixing things up right around the house, it takes a woman. If you don't believe it, ask any married man who has tried to keep house when his wife was away.

Some time ago it was decided that the "wimmen folks" in the Main Office ought to have a rest room and a lunch room, and space for the purpose was found.

The necessary furnishings were purchased and installed, and the two rooms appeared as shown in the left hand illustrations on page 14; all perfectly practical and well suited to the purpose,

but somehow lacking the "homey" touch. What more could you expect of a bunch of mere men anyhow?

So some of the girls got together and induced the powers that be to let them fix things up a bit.

Real fluffy ruffle curtains for the windows, some flowers, a few pictures on the walls and a piece or two of bright cretonne cushioned furniture to liven things up.

The lunch room really didn't need any more furniture, but how the window curtains and flower boxes do help out.

Takes the women, don't it?

THE LONG AND SHORT OF IT

IN all probability you have seen Dad or big brother build a chicken coop or construct something else equally fascinating—but have you ever seen an advertising man build an advertisement?

When you look through one of the popular magazines and see all the different advertisements it contains, you might get the idea that because there are so many of them that they must be very easy to write.

Because most of the Kodak advertisements are pictures and very little reading matter, you may think that our Advertising Department has an easy time of it.

Here is a true story of one of our advertisements: During the war most of our advertising energies were directed towards having the folks at home send Kodak pictures of home happenings to the boys in camps or overseas.

Our Advertising Department has on its staff quite a number of advertisement writers, but frequently Mr. Jones, the head of the department, likes to take a hand. Along came a photograph of an officer sitting in the door of his tent looking at a little Kodak picture, and Mr. Jones set himself down to write the "copy" necessary to go with it. He propped the picture up in front of him for inspection and inspiration and he wrote—and he wrote; at the end of four

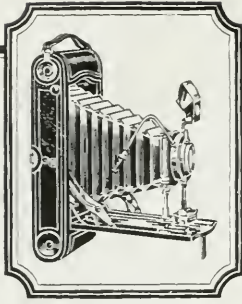
days he declared himself satisfied, and all there was to the advertisement was the picture and the words—"The Picture from Home," followed by the usual signature of the company.

Horace Greeley once upon a time was asked by a friend of his to write a short editorial or some topic of interest. At the time, H. G. replied that he didn't have time to write a *short* editorial.

You see very few people will take the time to read a long advertisement, so the shorter and more to the point you make your advertising message, the greater your chances will be of having it read. Almost without exception, the shorter the message is in one of our advertisements, the longer the time it has taken to write.

Sometimes, of course, but all too infrequently for the peace of mind of the advertising staff, just the right words will roll from the pencil point in a flash, but usually the advertisement will be written and re-written and re-written before it gets the final "O.K."

In the fall of 1888 in the *Scientific American* appeared the first Kodak advertisement; but a single column wide, and less than two and one-half inches in length and costing about seventy dollars; this was the commencement of the publicity that has carried the name "Kodak" around the world.



CAMERA WORKS

HERBERT S. THORPE
Editor



AND NOW—TO BUSINESS!

It has been said of us by a European statesman, that America knows what she wants, and what she wants she gets. This saying was clearly exemplified, not only by the national election of last month, but also by the enthusiasm manifested in the Camera Works during the Recreation Club nominations and elections.

It was deemed advisable, this first year of permanent organization, to "throw open" the nomination ticket in order that each employee might express his choice of a candidate. The result was a wide and varied selection of people. As an idea of the magnitude of the task of tabulating the votes, nominations for the office of President totaled forty-nine; for Vice-president, ninety-four; for the Board of Managers, three hundred and twenty, and for the Auditing Committee, four hundred and twenty-five. Truly we are a democratic crowd! The final analysis of the two thousand, one hundred and fifty-one votes resulted in the following organization:



President..... Charles Rogers
Vice-President..... Frank O'Brien
Secretary and Treasurer..... Herbert S. Thorpe

Board of Managers
Margaret Murphy Charles Kivell
Blanche Wing Joseph Sullivan
Kathlyn Westlake Frank Miller
Frank Reynolds

Sports Manager (To be Appointed)

Auditing Committee
Bert Williams William Stark
Sam Polokoff

At the time of writing the first meeting of the Executive Committee is being called to adopt a Constitution and By-laws, and also to ratify a budget for the coming season.

All teams and organizations of any kind and all meetings and articles of equipment must be indorsed by the Secretary. In this way we can make a real pull-together club, where all acts are recorded in the club's books, and where every phase of amusement gets a just share of the proceeds from the members and the company.

IN THE INTERESTS OF SERVICE

The installation of the new offices of the Industrial Relations Department has been completed and the now permanent location, in Bldg. 4, 1st level, is easily accessible for factory and outside business.

The Employment Section has waiting rooms for men and women, and private rooms for interviews regarding employment have been added. The Factory Fiction Library is established in the Information Room, and the period for the distribution of the books is from 12:00 to 1:15. All employees are welcome to take books from this branch of the Rochester Public Library. A reference library of the principal trade papers is kept on file for the benefit of superintendents and foremen, and a service is maintained to secure technical books from the Chamber of Commerce and the local libraries.

The Kodak Magazine—Camera Works Section—is edited from this Department, and employees are invited to contribute articles for publication. A

general Information Bureau is being established, where matters of employees' interest will be cared for as far as possible.

A regular schedule has been arranged for consultations with the staff of the Industrial Relations Department. Please note the following plan:

| | |
|-------------------------|----------------------|
| Wm. W. ZWEMER | HERBERT S. THORPE |
| Real Estate Loans | Recreation Club |
| Legal Advice | Kodak Magazine |
| Education | Naturalization |
| Income Tax—State & Fed. | Elections—Committees |
| Hours—10 to 12 | Hours—2 to 4 |

| | |
|--------------------------|--------------------|
| RAY W. WALDRON | JOHN GOODBODY |
| Transfers | Absenteeism |
| Compensation | Hours—4:30 to 5:30 |
| Sick Benefit | |
| Lost Time | |
| Military Training Infor. | |
| Hours—10 to 11; 3 to 5 | |

The office girls have formed what appears to be a real live Bowling League. Four teams are in the schedule, and Helen White has been elected Manager. The League has christened itself "The Ko-Da-Kams." Edith Waterstraat, Florence Waterstraat, Edna Joy and Gene Klink are Captains. The teams play each Friday at the Genesee Hall, from 6:00 to 8:00 o'clock, on alleys No. 13, 14, 15, 16. Here's a chance for you bowling fans to make a regular night of it, as the Men's Bowling League starts at 8:00 o'clock on each Friday.

The tragic death of Alex. Englert on November 14th caused a deep feeling of sympathy throughout the Camera Works. His long service with the company gained for him many friends. Alex. was a foreman in the Shutter Room during the pioneer days of Vest Pocket Shutters, and has been a special repair man since that time. Sincere condolence is extended to his family.

Jack Walsh suffered the loss of his baby last month. His many friends offer their sympathy.

The boys of the Foreign Shipping Department extend their sympathy to Edward Shearns on the death of his sister, who passed away at her home in Fairport.

Stella Sorg has left the Bellows Department to take a new job, that of housekeeping. Stella was married a short time ago, and the girls of the Bellows Department offer their congratulations.

In order to fill the vacancy of foreman in the Tin Shop, caused by F. Seiler being transferred to the Main Office, the management has appointed Ed. H. Frank. Everyone knows him. Ed. needs no introduction, having worked in the Tin Shop since 1913. The Foremen's Group is glad to welcome him into their organization, and we wish him success in his new position.

Our best wishes to Avis Whitbeck, of the Bellows Department, on the occasion of her marriage.

The fast Baker Brownies—under the leadership of Rutan—have proved to be a winning factor in our baseball activities. With a retiring victory of eight to two, scored from a picked office team, there are great prospects of a first-class aggregation for next season.

Irvin Briggs, Cost Department, is a mighty happy man these days, in spite of the fact that he now has an additional visitor at his house. Gentlemen, meet Betty J. Briggs; age, most one month.

Nine girls from the Office entertained a number of their friends at a masquerade party in the Martin barn, on the West Henrietta Road. It was a regular Hallowe'en affair, and the party was conveyed to and from the barn in a hay wagon. Plenty of dancing by the light of Jack-o-lanterns, games of all kinds, and lots of good things to eat made the evening a very enjoyable one. The party broke up in the wee small hours, winding up with a mock wedding. Cabbage heads were prominent as bridal bouquets and confetti.

James Baker and Agnes Repp, of the Buffing Department and Stock Record respectively, were married on October 12th. All of us wish them every happiness.

Jack Garliner is, among other activities, quite a famous dance promoter. We have discovered that he is one of the "Happy Two," under which non-deplume the dances are run. Leave a few open dates for our Recreation Club dances, Jack, and then we will give you a chance to sell some of *our* tickets.



CHARLES ROGERS
President, Camera Works Recreation Club

Rose Ford, of the Shutter and Inspection room, put over a nice surprise on the boys and girls of that department. The old adage that a woman cannot keep a secret has certainly been thrown to the winds in this case, for Rose was married on October 18th, and nobody in the Department knew of the fact for some days. Best wishes, Rose.

William Shubert, of the Shutter Department, is the proud father of a baby girl, born on October 24th. Good boy, Bill.

Russell Young has left his friends on the sixth floor to join the ranks of the Suggestion Department. Good luck to you, Rus.

The Folding Brownie Assembly Department wish to extend to Harry Keyes their heartiest congratulations on the occasion of his marriage.

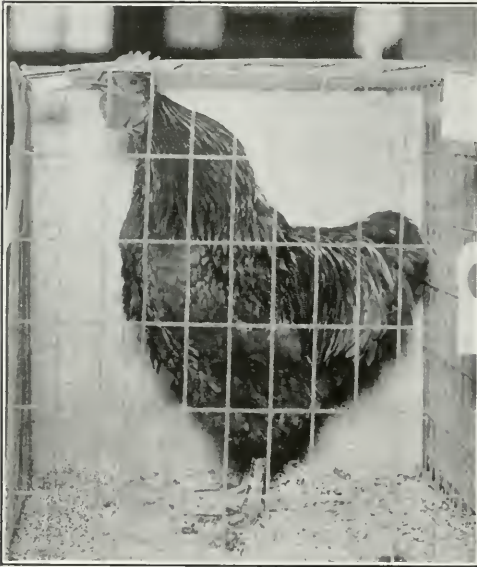
Are you signed up with the Camera Works Recreation Club? Hurry up! You surely don't want to miss some of the good times.

ATTENTION—POULTRY AND RABBIT FANCIERS

If you are a member of the Recreation Club you are welcome to join the Breeders' Association, and are urged to do so.

Our Association last year, although not particularly large in membership, was a great success, largely due to the fact of our affiliation with the Genesee Valley Poultry and Pet Stock Association. In consequence of this fact, we, as the Camera Works Breeders, show our fancy stock with the Genesee Show at Convention Hall, and are judged under American Poultry Rules by licensed judges.

In order to enlarge the appropriation granted to the Breeders' Association from the funds of the Recreation Club, all members joining this Poultry Section are asked to pay a fee of 25 cents, which, together with the appropriation, will be spent for prize money, premiums, and ribbons.



A PRIZE WINNER

The entry fees for showing poultry and rabbits are as follows:

| | |
|----------------------------------|--------|
| Single Birds..... | \$.75 |
| Exhibition and Utility Pens..... | 1.50 |
| Egg Laying Contest..... | 3.00 |
| Farm Flocks..... | 4.00 |
| Pigeons (single birds)..... | .50 |
| Rabbits (single entry)..... | .75 |
| Doe—with Litter..... | 1.50 |

Please take notice. All entries must reach the Secretary, H. S. Thorpe, Industrial Relations Department, not later than December 10th.

You, as a member of the Breeders' Association, compete for the Genesee Show Premiums, in addition to those offered by our Club.

Full particulars can be had from the Chairman, Al. Richards, Department 44, or from the Secretary.

“CEMENTING THE BLOCKS”

In passing the Cathedral, at the rear of our factory buildings, I noticed that the stone masons were chipping out the old mortar between the large stone blocks (of which the Cathedral is constructed) and replacing it with cement, the better to hold the blocks rigid and firm.

Why such a seemingly common thing as this should impress me was a puzzle at the time, but later the impression I retained was resurrected. The parallel of the stone masons' job and the theme of this article was, to my mind, very similar.

Most of us—yes, all of us—have subscribed to charity in some form or the other. As much as we may dislike to do it, it *has* to be done. There always will be old folks who have no means of earning a living, and orphans who are too young to earn their food and shelter, and cripples, sick folks, and all kinds and conditions of unfortunate persons whom we, healthy, independent, able-to-work-people *must* support.

Now—facing facts—how are we going to do it? Through organized charity or following the method of “each to his taste,” is your complete choice! Of course, you will agree to the former method, for organization is the only business-like method of doing business, and charity, whether we like it or not, is *everybody's* business. This is where my “stuck-away-in-the-corner” idea came to light again, relative to “Cementing the Blocks.” “Cementing Friendship” is a common expression, but “Cementing Charity” is a new one, yet just as necessary to our peace of mind.

This is how it works!

Can you imagine what our splendid city would be like if all the aged and infirm, cripples and unfortunates were all dependent on individually applied charity? Turkey has a “system” (?) based on the “individual idea.” No charitable homes or institutions, no orphan asylums! All the unfortunates, plus the worthless and lazy, infest every street corner and building crying and moaning, “Alms, alms.” No “Cementing Blocks” there! No attempt to weed out the undeserving from the legitimate poor and needy; no splendid organizations such as we boast of in this enlightened hemisphere, and yet—do we always appreciate how *our* charities are managed?

Most of us have neither the time nor opportunity to dive very deeply into the whys and wherefores of the institutions we support, but we believe that an efficient administration carries on and distributes our donations through the Community Chest Fund. In order to prove our belief, however, the management of the Camera Works has instructed 293 foremen and representatives to visit the 41 institutions supported by the Community Chest. The committees are divided into groups of four to six persons, with a chairman in each group, who reports the committee's findings as to the necessity of maintaining the institution visited and the conduct of its business.

To those persons who are apt to be skeptical as to the necessity of Community Charity, the reports are a revelation of the tremendous amount of good our small sacrifice accomplishes.

DON'T READ THIS

Have you a camera? Are you eager to learn all the mysteries of photography, as applied to the amateur end of the art? If so, you will have the opportunity, very shortly, to register in an instruction class for amateurs. This class will be under the direction of Fred W. Brehm, and the Photographic Section of the Industrial Relations Department has been specially equipped with developing tanks for the students' use. A schedule is being arranged for instruction in "seasonal" photography, and the possibilities of photography will be exemplified according to months of the year. The students' work will be criticised by the projection of lantern slides, and, if the Story Tellers' Class—of the Foremen's Group—is any criterion, the class will be very quickly filled.

Full particulars will be given, on request, at the Information Bureau, Industrial Relations Department.

COST DEPARTMENT CORN ROAST

The Frolics of Hallowe'en were outshone by the Frolics of the Cost Department Gang, when thirty girls and boys assembled at Bernice Martin's farm on West Henrietta Road, to do justice to sausages and roast corn, the moonlight, and all the accessories of country life.

All of this happened on a Saturday, so there was daylight enough for the usual ball game. The fun connected with our national sport, however, was totally eclipsed by an astronomical act evidently staged for Joe Kersner. A telescope was set up, purporting to be an instrument capable of reviewing the wonders of the heavens, and discovering Venus. According to all evidence the blamed thing played "Old Black Joe," for Kersner came out of the observation tower with one black eye. Next time Joe looks through a telescope he is going to close both eyes and play "safety first." No record is available as to the injury inflicted on the barnyard live stock, in consequence of Myron Hayes's speech.

Great praise is due to Bernice and to her father for their kindness in lending the farm and the horses and wagon. The bunch had a fine time, and when somebody in the crowd whistled Irving Berlin's popular song, "How are You Going to Keep Them Down on the Farm." Billy Lawrence was heard to remark, "It's easy, if it's Martin place!"

BOY! PAGE MR. DUFFY

The boys of the Foreign Shipping Department entered into a regular "plot" to deceive their foreman, Charles Duffy. This statement sounds like "mutiny," but the fact is that it was done by the boys, in collaboration with Mrs. and Miss Duffy, just to show Charles how much they thought of him. The plot took the form of a surprise party on November 10th. The supper was an admirable one and lots of fun happened afterwards. Possibly the favorite turn on the program was Joe Mullen's famous interpretation of that pathetic poem, "The Face on the Barroom Floor." The boys are still in doubt as to whether Joe had in mind any particular person during his narration of the poem, but they are all consoling themselves with the thought that prohibition has taken the kick out of everything.

FAMOUS FEET

We are introducing a new idea by running this "feet" puzzle in opposition to the usual "famous eyes" pictures, as featured in motion picture magazines. The picture below, however, was *not* posed by actresses, but by three well-known office girls. Here's a chance for some amateur Sherlock Holmes to do a little "deducing."



Fred Group, in charge of the elevators and pumps, in the basement of Bldg. 4, states that the climate on Sandford Street is the finest in the state and, to prove it, Fred brought into the factory on Friday, November 12th, quite an appreciable bunch of roses and red raspberries on the stems. All this happened on a morning when the snow was falling and the thermometer was registering twenty-eight to thirty-two degrees. Fred claims that he is the earliest to get started in his garden and the last gardener to harvest his crops.



COST DEPARTMENT CORN ROAST

ELWOOD J. MATHER

Here's a picture of the youngest baseball and football fan in Rochester! Those of us who attend the Ball Park, or the grid at University Field, will recognize this young sportsman. He is the son of Dey Mather, Inspection Department. Elwood has this year attended 34 baseball games, and every football game of the U. of R. We'll have to keep an eye on Elwood for a possible future Sports-Manager of the Recreation Club.



ELWOOD J. MATHER

The Kodak Park Foremen's Club has well earned a reputation for its monthly gatherings, and the Foremen's Group of this Plant wishes to go on record as appreciating the invitations to the meetings.

An average number of one hundred Camera Works Foremen journeys down to the "Park" each month, to enjoy the excellent food, listen to the entertainment, and hear a lecture on some interesting and educational topic.

Frank O'Brien, of the State Street Group, hopes to be able to return at least a part of the compliment by inviting the K. P. Club to share with some of the meetings of the Camera Works Foremen.

The Crease & Cover Department extends sympathy to Estella Curtiss, Betty Debert, Louise Neuwirth, Frank Webster, and Margaret Moen, who have all suffered recent bereavements.

Your plant editor depends largely upon the thoughtfulness of his readers to keep him in touch with the little happenings that occur within the plant. So, please, if you know of things of interest report them either to the reporters, or to the plant editor.

This way we can build a magazine which will be of interest to everyone.

Two more weddings from the Covering Department: Anna Boddery to John Vanderstyn, and Gussie Epp to Harry Meyer. The boys and girls of the Department wish the happy couples all kinds of good things.

"BUDDIES"

The employees of the Camera Works are always wide awake to current events, and seventy-five ex-service men celebrated Armistice Day to their heart's content. Willard J. Lambert (Kodak Assembling Department), Vice-President of the Guillod Post, was responsible for the arrangements for an excellent banquet and entertainment on Thursday, November 11, staged at Powers Hotel.

Mr. Robertson gave a splendid talk on "The Value of Ex-Service Men to the Community," as also did Mr. J. Farrell, Welfare Officer of the Legion, Monroe County, who took for his subject, "Welfare Legislature of the United States Congress."

The gathering was entirely unofficial, as regards the American Legion, and it proved that the "Buddy" spirit of the "Laddies who fought and won" was very much alive.

RE-ORGANIZATION OF FOREMEN'S GROUP

The Foremen's Group completed its first year of organization on September 30th, when an election was held to vote for the Executive Committee for the ensuing year.

It was largely through the Foremen's Group that the Story Tellers Class was formed, and to Frank O'Brien goes the credit of starting the ball rolling by an excellent presentation of his paper on "The Knowledge of Photography as an Asset to the Foremen."

The elected Committee for the present season, from October, 1920 to October, 1921, is as follows:

| | |
|---|-------------|
| Office..... | F. O'Brien |
| Tool..... | B. Williams |
| Engineering..... | J. Christie |
| Bellows, Lea. Case & Cutting, C. & C..... | G. Webster |
| Shutter..... | W. Wright |
| Brownie..... | N. Smith |
| Kodak Assembling..... | T. Downs |
| Woodworking and Photostat..... | M. Darling |
| Lacq. Finishing—Metal Fin., Et. Pl. | R. Haines |
| Maintenance..... | R. Gibson |
| Press..... | H. Williams |
| Stock Record and Stock Department.... | R. Rosner |
| Foreign Shipping, Insp., Lens Insp. | D. Mather |
| Riveting, Die Cstg., Milling & Assem.... | A. McLellan |
| Screw Machine and Lathe..... | E. Kessel |

Frank O'Brien as Chairman, Milton Darling, Vice-Chairman, and Bert Williams as Secretary. Rules have been adopted governing procedures, relative to Joint Committees, and the group has become a vital part of the Camera Works organization.

Jennie Hewitt, the popular representative of the Shutter Room, has been absent from the department for some weeks, on account of serious sickness. We are glad to welcome her back to work with us again.



KODAK PARK

ROBERT A. WEBER

Editor

KODAK PARK MONDAY BOWLING LEAGUE

On Monday, October 18th, was rolled the first series of the games in the new Kodak Park Monday League. This league was organized solely for trick workers and is composed of six teams, one team from each trick in Building No. 29 and Department No. 50.

At a meeting held October 18th, the following officers were elected for the present season:

George A. Clark, Bldg. No. 29—Sec.
Ivan H. Ball, Bldg. No. 50—Treas.
Albert E. Norton, Bldg. No. 29—Fin. Sec.

Team Captains for the various teams are as follows:

| | |
|----------|------------------|
| Team 501 | Clarence Ingalls |
| Team 502 | James Weigand |
| Team 503 | Ivan Ball |
| Team 291 | J. Burnett |
| Team 292 | J. Rodemerk |
| Team 293 | R. Scott |

K. P. A. A. ORCHESTRA REORGANIZED

The Kodak Park Athletic Association orchestra has been reorganized under the direction of Prof. Fred "Dossie" Dierdorf and will furnish music for dancing each noon in the Assembly Hall from 12:20 to 12:50.

This activity has been very popular in past years and was largely instrumental in the organization of a Kodak Park orchestra.

Get back of our boys and BOOST!

OUTLAWS WIN ANOTHER PENNANT

The completion of the fall series in the Noon Hour League shows the Outlaw team once more the winner. In the "World Series" against the All-Stars they were again successful, giving them the undisputed championship of the Park.

About 150 persons, players, fans and razzers, attended the banquet held in the Assembly Hall on Thursday evening, November 18th. The dinner was followed by the showing of a good motion picture and other entertainment. Music was furnished by the newly-organized Kodak Park orchestra.



THE OUTLAW TEAM—CHAMPIONS OF THE NOON HOUR LEAGUE

KODAK PARK GOLF TOURNAMENT

After numerous requests a golf tournament was held by the K. P. A. A. the last of October and the interest shown convinced Manager Welles that something along this line would be popular.

Fifteen entries were received and matches were played up to the finals.

Fred Willis of Building No. 35 and P. H. Case were to meet in this event to decide the Park championship, but due to the fact that the greens were closed before the match could be played it was necessary to postpone it until spring. Much speculation is being indulged in as to who will be the winner. Plans will be perfected during the winter for a real tournament next year. All persons wishing to compete must send in their names before June 1st. They will then be expected to submit their best score each month until September 1st, at which time a rating list will be prepared and suitable handicaps, based on these scores, allowed. The matches will then be played off during September and October and the winners will be awarded prizes of a suitable nature. If you play golf, keep this in mind.

TESTERS HOLD ANOTHER
BOWLING PARTY

If there is one thing that the Testing Department is noted for, it is their bowling parties. The most recent one was held on Friday, October 29th, which proved to be as successful and enjoyable as any.

Captain Lennon tried so hard for a 90 score that he had to have first aid treatment (to his clothes). Hushard and Thibault gave an interesting exhibit of fancy dancing and the "band" was a big hit.

The winter is young and it is expected that this party will be followed by others during the year.

HOW GOOD IS OUR TEAM?

The question which remains to be answered is—"What can our new basketball team do against the better class of teams we are to play this season?"

"Rip" Benzoni is again in charge of the team and will play at one of the guard positions. George Willis, a former University player of repute, Earl Jones, "Bob" Heaney and E. Bonhurst of last year's team are also available, which takes care of the defensive end in fine shape. Wilbur Woodams of the Hawk-Eye Works, another University of Rochester star, is playing one of the forward positions with Ralph Tichnor of Springfield Training School opposite him. Jack Brightman, captain of last season's team, is showing his usual speed and can be counted upon for a good season. In Johnson, another Hawk-Eye man, it is believed that we have secured a center who will be able to take care of any man he may be pitted against and with J. Rockcastle to relieve him, this position seems to be O. K.

Other industrial concerns in the city have been busy working up teams which, without an exception, will be first class. On paper the Kodak team looks like a winner, but our calculations are based largely on the performances in the past of the other teams we have met. These will be better this season and the fans are anxiously awaiting the opening of the season to determine just what we have. The teams on the schedule are all good ones and it will take a good team to defeat them.

The interest of the fans will be a large factor in bolstering up the spirit of the boys. Let them attend the games and through their moral support become part of this team which means so much to Kodak.

Games will be played every Saturday evening and will be followed by dancing, Damon's orchestra to furnish the music.



TESTING DEPARTMENT BOWLING PARTY

JOIN THE ROOTERS CLUB!

It has been decided to form a "Rooters" Club at Kodak Park to engage in consistent cheering at the basketball games during the coming winter. The cheering will be led by Jack Kennerson who has had considerable experience along this line and it is requested that all those who wish to become affiliated with this activity send their names to the K. P. A. A. Office at once.

In order to secure a number of appropriate "yells" it has been decided to offer a prize of one dollar for every one accepted. Get busy, write one out, and send it to Manager Goodridge!

The importance of this movement has been clearly demonstrated in connection with all scholastic athletics. The stimulation and encouragement which it gives the players is most valuable and also it will be a good legitimate way to let off steam.

KODAK PARK WINS AT SHERRILL, N. Y.

Only a few soccer games remain to be played in the 1920 fall series. Among these is the contest with the McNaughton Rangers in the third round of the National Cup Competition. The Loys scored a 1-0 victory over the Oneida Community at Sherrill.

Through the active interest of the officers of our team, new men are being signed from time to time, they recently having secured the services of T. Clegg, J. Simm and W. Mears and A. Norton.

Due to bad weather and injured players during the past season the record made by the team is not all that we might wish. However, President Allardice and Secretary Rife are already making plans

for the spring and promise to have a team of which Kodak Park can well be proud.

MONTHLY MEETINGS OF FOREMEN'S CLUB RESUMED

The Monthly Dinner Meetings of the Kodak Park Foremen's Club were resumed on Thursday, October 14th. Fred Grastorf started things off with one of his excellent "Party" feeds. About 425 men were present, which is the largest number ever entertained by the club.

Edwin M. Whitney of the famous Whitney quartette gave a reading of George M. Cohan's big hit, "Hit-the-Trail Holliday." The excellent manner in which it was rendered was thoroughly appreciated by those present and many expressions were heard approving the committee's selection. We are interested to learn that Mr. Whitney is a friend of Arthur L. Tenny, Foreman of the Film Pack Department.

Damon's Orchestra put the finishing touches on the entertainment by the wonderful music they provided.

Frank Jewell Raymond, the "Human Dynamo," entertained the club at the November meeting held Thursday, November 11th. At this meeting the following officers were elected for the coming year:

- President* John Schaeffer
Branch Shipping Dept.
- Vice-President* . . . John M. Shepherd
Dept. No. 50
- Secretary* James Ward
Steel Fabricating
- Treasurer* Charles Suter
Black Paper Winding



FILM TRAINING DEPARTMENT'S HALLOWEEN PARTY

BEST WISHES TO C. E. TIRRELL

The many friends of Charles E. Tirrell will be glad to know that both he and Mrs. Tirrell safely completed their journey across the Atlantic, and that he has already taken up his duties with Kodak Ltd., at the Works, Wealdstone, Middlesex, England.

Mr. Tirrell made many strong friends in the short time he was in the Engineering and Maintenance Department at Kodak Park, which is just another way of saying that a uniformly courteous manner, a disposition hard to ruffle, and a desire to understand the other fellow's point of view, help very materially in a man's business relationships.

The receipt at Kodak Park on the date he sailed from New York, September 15th, of the announcement of his marriage in St. Louis, was a surprise indeed, for he had not given his friends even a hint of his intentions.



CHARLES E. TIRRELL

A subscription list intended to be limited to some half dozen of those most closely associated with him at Kodak Park was raised by popular demand to forty-four names, and a draft forwarded to Mr. Walter G. Bent, Manager of the Works at Wealdstone, who was formerly Assistant Superintendent of Building No. 35 at Kodak Park and a strong personal friend of Mr. Tirrell. With Mrs. Bent's co-operation, a breakfast dish in Prince's plate and a pair of Louis solid handle "carvers," all appropriately engraved, have been presented to Mr. and Mrs. Tirrell, with the congratulations and best wishes of the E. and M. Department.

Mr. and Mrs. Tirrell have announced their home address as Harrow-on-the-Hill, Middlesex, England.

DEPARTMENTAL BASKETBALL

Following out the policy of other years, a departmental basketball league will be formed some time during this month, composed of teams representing the different departments at Kodak Park.

In past seasons some very good material has been developed through this activity, and a keen spirit of rivalry has been apparent.

The games will be played at a time most convenient for the greater majority and some good sport is assured. Employees of the different departments are urged to support their teams in this league.

THE BOWLERS HAVE THE FLOOR

Bowling is well under way at Kodak Park. With three leagues composed of our employees, the K. P. A. A. League, Yard League, Monday Shift Men's League, and a team in the Camera League, we are very well represented in this branch of sport.

The regular K. P. A. A. League games are rolled Thursday evening, the Yard on Tuesday evening, Camera League on Saturday afternoon and the Shift Men on Monday, some of the games being rolled in the morning at 10 A. M. and the others at 4:30 P. M. All matches are held at the Genesee Bowling Hall on South Avenue.

The usual interest is being shown by those who participate, but very few persons turn out to witness the games. Stop in at the Genesee occasionally if it is only for half an hour. Your interest will be encouraging.

HARRIET NOBLES TO CAPTAIN GIRLS' BASKETBALL TEAM

Election was held on Monday, November 8th, to decide on the person to captain the team this season and this honor went to Harriet Nobles of the Purchasing Department.

Charlie Thompson and Jack Brightman who are coaching the team report that splendid progress has been made and it is their opinion that little difficulty will be experienced in defeating any team they may meet. The loss of the city championship last year was a hard blow to the girls and they are starting out this season with a firm intention of winning this title.

Among those who are trying for positions are Elizabeth Fratter, Harriet Nobles, Julia Thayer, Betty Nobles, Ethel Stuck, Celia Korn, Gladys Bircher, Ethel Lush, Gertrude Bock, Leta Bidwell, Gertrude Skinner, Ethel Lee and Edith Lee.

Remember the good times you used to have when the girls' team played in past seasons? Well, this year will be a repetition. Start with the opening game and follow them through the winter. Your help will make a difference every time.

FRED W. McMILLAN LEAVES KODAK PARK

Kodak Park and the Kodak Park Athletic Association lost an ardent and sincere booster when Fred W. McMillan, foreman of the Black Paper Laboratory, left the employ of the company to take up his residence in Florida.

"Mac" has been at the Park for the past ten years, coming here from Columbus, Ohio, with the Artura Paper Company. From the start he has been a supporter of all things Kodak and has served on several Liberty Loan and Community Chest Committees.

It is "Mac's" plan to drive by automobile to Indiana where he at one time resided and from there to Florida, motoring through Kansas, Kentucky, Mississippi, Georgia and Tennessee en route.

His many friends at Kodak Park wish him the very best of fortune in the new country.

YOU EAT CANDY

and you will need quite an amount for the Holidays. The Kodak Employees' Co-operative Purchase Committee is prepared to fill orders for real old-fashioned Christmas Candy at 25% off the regular prices. Send in your order NOW!

KODAK PARK DANCE SERIES STARTS WITH BLAZE OF GLORY

Pretty girls in pretty costumes, jolly men, Hallowe'en decorations, excellent music and many, many gallons of real old-fashioned sweet cider were some of the reasons for the great success of the Hallowe'en Masquerade, the first of the 1920-21 dance series, held in the Kodak Park Assembly Hall on Friday evening, October 29th. The crowd was almost entirely composed of Kodak people and for this reason was doubly successful.

It was gratifying to note the number of company officials and their wives who attended, and Dr. Reid, President of the Association, is to be congratulated on the success of his efforts to have these people present.

The responsibilities of the Judges, Mrs. A. Thompson, Mrs. J. H. Haste, Mrs. P. S. Wilcox, Mrs. D. E. Reid, Mrs. C. K. Flint, Mrs. A. F. Sulzer, Mrs. L. Burrows, Mrs. F. W. Lovejoy and Mrs. H. E. Van Derhoef, were many and it was extremely difficult to arrive at a decision as to who should be awarded the prize, in view of the large variety of excellent designs in costumes. Some of these were very unique and after much time and consideration the winners were announced as follows: Girls' prettiest, Agnes Fisher, Main Office; Mildred Wade, E. & C. Dept.; Elizabeth Ferguson, Box Dept. Girls' most original: Julia Kolb, Inside Pasting Dept.; Jenny Wyman, Plate Dept.; Myrtle Reiber. Girls' most comical: Katherine Rapp, Film School; Ethel Lush, Lacquer & Mtg. Tissue Dept.; Lottie Wattell. Men's most elaborate: Fred J. Scherer; Wm. Carey, E. & C. Dept.; Harold Welner, Dept. No. 50. Men's most original: E. Hill, D. O. P. Ctg. Dept.; Geo. Crane, Tool Room; Erwin Miller. Men's most comical: Earl Hendrix; Sylvester Doyle, Mr. Gillan's Office; Joseph Meisch, Camera Works.

The sale of the season books has met with quite general approval and a good number of them have been purchased.

The second dance of the series was held on Friday evening, November 26th. Damon's Orchestra furnished the music and this party proved equally enjoyable.

Anna Polliden and James H. Shannon embarked on the sea of matrimony recently. "Harvey" is regularly located in the D. O. P. Ctg. Department and was the recipient of a beautiful clock from his numerous friends in the department who extend their best wishes to Mr. and Mrs. Shannon for a life of real happiness.

The stork visited the home of Ben Jones of the Power Department on October 6th. "Ben" is now the proud father of a bright and pretty little daughter.

We have reason to believe that the marriage bug is at work again in Building No. 36. The boys of the Plate Emulsion Department are carefully watching C. Fred Maggs, who has been making regular trips to Naples, N. Y., during the past summer and he was heard to remark with a sigh, not long ago, that he wished other things would come down in price besides autos.



PAYING A FRIENDLY ELECTION BET

Louise Kohler and John A. Peacock were married Tuesday, October 26th. On Wednesday evening, October 13th, the girls of the department gave the bride a variety shower at the home of Louise Keller at which she received many beautiful and useful gifts. A theatre party at the Temple Theatre and supper were given on October 23rd by Marie Powers.

Wednesday morning, November 3rd, a very pretty wedding took place at the Church of the Sacred Heart, when Viola Whitfield became the bride of Raymond Fetzner. The bride was given in marriage by her father. The girls of the Packing and Sealing Department gave the bride a variety shower. The gifts included cut glass and silver. Best of luck!

Teresa Scully has returned to work after absence of several months, fully restored to health.

On Tuesday, October 19th, Clara Faker and Leslie Schmanke entered upon the proverbial "sea of matrimony." Clara is one of the popular Velox girls and the expressions of good will of her fellow employees are most hearty.

Mildred Minard, one of the most popular employees of the Box Department, died on Saturday, October 23rd. The funeral was attended by Mr. Wignall and a delegate appointed from among the employees.

We extend to Anna Cosgrove of the Box Department our sincere sympathy in her recent bereavement, the death of her brother Patrick, which occurred on October 25th.

VISIT TO THE FRIENDLY HOME AND THE ROCHESTER ORPHAN ASYLUM

A committee of Kodak Park employees visited the Friendly Home for the Aged and the Rochester Orphan Asylum and express themselves as very much pleased, finding conditions even better than expected.

The Friendly Home was visited first. Mrs. Lee, the Superintendent, had to attend the annual meeting of the Directors of the Home, which was being held on this day, making it impossible for her to accompany us through the building; but we were shown about by one of the inmates who, by the way, was 83 years of age, and has been at the Home for over twenty years. We were invited to attend the meeting of the Board, and although able to stay only a short time, we were greatly impressed by the businesslike manner in which it was being conducted.

The rooms are very neat and clean, with plenty of light and air, also hot and cold water in each. Two doctors are available at all times, and three nurses are in attendance, working in eight-hour shifts, one being on duty all the time. At present there are 116 persons at the Home, this representing the capacity of the institution, although there are many on the waiting list. Among the number who are there at present are ten widowers and three couples. One of the persons with whom we talked was a gentleman 89 years old who has been in the Home one and one-half years. Up to a few days previous to our visit he had never been in need of a doctor's attention at any time. He expressed himself as perfectly satisfied with all conditions and stated that the institution was a Home in every sense of the word.

On our visit to the Rochester Orphan Asylum, Mr. William F. Van Dohlen, the superintendent, conducted us through the institution. The methods we found in use here are highly commendable.

Seven cottages were in use at this time, accommodating 162 children. Each cottage is in charge of a Mother and assistant, being an institution in itself. In each of these cottages are quartered between 20 and 25 children, either boys or girls. Meals are prepared and served for the occupants by the Mother, and each cottage has its dining room, baths, dormitory, and playroom.

A new cottage, the eighth in number, known as the William S. Ely cottage, was just finished and ready for occupancy. This cottage and the entire equipment is the gift of Mrs. Arthur D. Budd, formerly Mrs. Wm. S. Ely in memory of her son, Lieut. Wm. S. Ely, who gave his life in the late war. It is modern in every detail, and a valuable addition to the institution.

There are at present 26 children who by different means are earning a little money for work they are able to do. Ten children are in East High School, seven in Vocational School, and one in Junior High School, specializing in music. The children are happy, and every possible opportunity is afforded them with the view of making good men and women.

We appreciate this opportunity of seeing how these institutions are being conducted, and realize how well the money we have given to the Community Chest is being expended.

The people in charge are always ready and willing to entertain visitors, and we, in behalf of those in

charge, extend an invitation to you to pay them a visit.

Signed:

CHARLES E. MARTIN, Bldg. No. 26,
JAMES B. McDERMOTT, Baryta Dept.,
U. G. STATT, Film Emul. Melting Dept.,
L. E. HOLVERSON, Film Emul. Dept.,
ROBERT A. WEBER, Secretary, Bldg. No. 26.

VISIT TO THE GENERAL HOSPITAL

The committee from Kodak Park selected by the Community Chest Executive Committee visited the General Hospital on November 1st.

In the absence of Miss Keith, the superintendent, we met Miss Smith, the assistant superintendent, to whom we explained the object of our coming. Miss Smith told us that we were at liberty to see everything in the hospital and that she would gladly answer any questions which we might ask. Miss Smith stated that any complaints would be immediately investigated, but emphasized the importance of reporting complaints as soon as possible.

The tour of the hospital took us through the men's, women's and children's wards. These wards were clean, bright and orderly. In the last ward some patients are kept for months. For these children a miniature playground is maintained with swings, sandbox, etc., and indoors there is a school-room for general educational work.

The laundry, kitchen and dining room are modern and show the result of good housekeeping. All the food for the patients is cooked in the one kitchen, and then distributed to the various diet kitchens on the several floors that are provided with both steam tables and ice boxes for the proper care of the food. The nurses' dining room provides for one hundred and thirty people and is of the self-service type.

One of the best features brought to our attention was the "Department of Personal Relationship," in charge of Miss Northrup. Miss Northrup is ready at any time to explain to patient, relative or friend, anything which may not be clear. It is part of her duty to send telegrams, write letters, assist in arranging business or personal matters, and listen to complaints. A room is also provided her in which she may take, during an operation, the relatives or friends who may be anxiously waiting the outcome. This room is equipped for making tea and toast.

It also developed that at present it was costing between \$4.50 and \$5.00 per day to take care of each patient. Their lowest rate is now \$2.00 per day, so the difference is being partly supplied by the Community Chest.

We left this institution pleased with what we had seen and satisfied that an honest effort is being made in every case, either to explain their reason for action or to correct immediately any failure on their part to do their full duty.

Signed:

L. E. HOLVERSON, Film Emul. Dept.,
CHARLES LIGHT, Lacquer Dept.,
JOHN YOCKEL, Plate Dept.,
LESTER E. BLISS, Plate Dept.,
I. B. PALMER, D. O. P. Ctg. Dept.,
LINCOLN BURROWS, Film Emul. Ctg. Dept.,
ROBERT A. WEBER, Secretary, Bldg. No. 26.

KODAK PARK CAMERA CLUB

The committee in charge is very well satisfied with the success of the first semi-annual contest of the Kodak Park Camera Club, and wishes to thank its fellow members for the interest displayed. They wish also to thank those who, though not competing, entered their pictures to help the exhibition.

Looking forward to the next contest in April, 1921, the committee wishes to announce that certain important changes will be made. It has been decided to divide the contestants into two groups, one for beginners only, a beginner being classified as one who had never won a prize in any contest, and the other, a group of advanced photographers; in other words, the latter will be an open contest for any member of the Camera Club. Also a reclassification will be made of the pictures entered. The new arrangement of classes will be as follows:

- I. Portraiture
- II. Landscape
- III. Marine
- IV. Genre

There will likewise be some change in the rules and regulations which will be announced later.

The prize winners in the various classes are as follows: *Portraiture*: 1st Prize \$10.00—E. P. Wightman, Research Laboratory. 2nd Prize \$5.00—C. W. Gibbs, Research Laboratory. 3rd Prize \$1.00—H. Hudson, Research Laboratory. Honorable Mention—D. E. Acker, F. Sauer, H. A. Tucker, H. N. Wood. *Landscape*: 1st Prize \$10.00—L. A. Jones, Research Laboratory. 2nd Prize \$5.00—E. P. Wightman, Research Laboratory. 3rd Prize

\$1.00—H. Hudson, Research Laboratory. Honorable Mention—K. Gruppee, W. E. Evans, R. Leavitt and Frank L. Wadman. *Marine*: 1st Prize \$10.00—L. A. Jones, Research Laboratory. 2nd Prize \$5.00—E. P. Wightman, Research Laboratory. 3rd Prize \$1.00—H. Hudson, Research Laboratory. Honorable Mention—Herbert C. Wickenden. *Architecture*: 1st Prize \$10.00—F. L. Wadman, Bldg. No. 48. 2nd Prize \$5.00—H. E. Buck, Research Laboratory. 3rd Prize \$1.00—C. W. Gibbs, Research Laboratory. *Genre*: 1st Prize \$10.00—D. S. Mungillo, Research Laboratory. 2nd Prize \$5.00—C. W. Gibbs, Research Laboratory. 3rd Prize \$1.00—K. Gruppee—Testing Department.

All members who entered prints and did not win a prize are urged to work hard and try again.

Keep every Tuesday night open from 6:00 to 7:00 for the lecture course on photography. The lectures so far have been more than successful.

If you are a Camera Club member, attend these lectures; if you are not, by filling out an application blank you can become a member.

Application blanks are obtainable from E. Goodridge, K. P. A. A. Office; H. Sauer, Finished Film Office; H. B. Tuttle, Research Laboratory, and E. P. Wightman, Research Laboratory.

When you are taking pictures this winter, keep in mind the April contest and prepare for it.

Contest Committee,

E. P. WIGHTMAN, Chairman.
H. B. TUTTLE.
H. HUDSON.

KODAK PARK LAUNDRY
A BUSY DEPARTMENT

Rapid strides have been made in increasing the size and facilities of the Kodak Park Laundry since it was first organized in 1909. When first located in Building No. 14, only towels were washed, using a machine which handled 100 at a time. Due to the increase in demand for this work the department was moved to Building No. 30 and from there to Shed A-7, where a complete and up-to-date equipment was installed.

A. J. Brown, in charge of this work, has supplied us with some figures which will give an idea of the volume of work being turned out by his department, the following being a copy of his records for the month of August, 1920:

Department towels, 38,746; small individual towels, 101,775; large individual towels, 13,249; sheets, 101; pillow cases, 102; spreads, 20; napkins, 565; ladies' uniforms, 75; white aprons, 902; jumpers and overalls, 1,200; table cloths, 10; coats, 114.

Work is also being done for several of the other branches, as well as the Park.



AT THE EMULSION, COATING AND PACKING OUTING

K. P. A. A. Smoker and Entertainment

Friday, December 17th

Kodak Park Assembly Hall

Save this Date!

It is with regret that we learn of the death of Ernest D. Lloyd, a former employee of the Recovery Department. Previous to his coming to Kodak Park, Mr. Lloyd served in the Canadian Army during the entire period of the war, coming through without a scratch. Although he had been at the Park only a short time he had made many friends, due particularly to his genial disposition, all of whom extend to his surviving relatives most sincere sympathy.

Fred W. Wright, who has been connected with the Drafting Department for about a year, left Friday, September 24th, for Kingsport, Tenn. Mr. Wright, who is a graduate of Cornell University, 1917, in Mechanical Engineering, has the best wishes of the boys in his promotion and we are sure Mr. Wilcox will have an able and valuable addition to his engineering staff.

We at Kodak Park are pleased to learn that a daughter has been added to the "Walter G." branch of the Bent family and is to be called by the very attractive name of Betty Bent. The many friends made by Walter during the years he was at Kodak Park as Assistant Superintendent of Building No. 35 think of him often and extend to Mrs. Bent and himself their congratulations.

On Tuesday, November 2nd, a daughter was born to Mr. and Mrs. T. Dawson. Mr. Dawson is an employee of the Emulsion Coating Department.

The employees of the Emulsion Coating Department unite in expressing their sympathy to their fellow employee, Matthew Scanlon, in the event of his recent bereavement, the death of this mother.

Send in the children's photo and see if we can have a page of future Kodak Workers. Mark on back of each photo the child's name and age and all photos will be returned.

Elbow grease is warranted not to soil the hands.

Gertrude Wilson, who has been Mr. Hastings's stenographer for about two years, left Friday, October 21st, to be married to William Hogan.

The girls of the E. & M. Department gave Gertrude a variety shower and she has the best wishes of her many friends in the Engineering Department.

Congratulations to Harold Kykendall of the Roll Coating Department on the occasion of his marriage October 30th to Hazel Sanderson of Building No. 42. A short honeymoon was enjoyed and the happy couple will soon be in their new home. The boys of the department wish you and Hazel a long life of happiness.

Guy Vinton of the Chemical Plant has been out of town on business and was unable to get back in time for election. "Bob" Cook, in writing to him, offered his sympathy in the loss of his vote, which would according to the dope have gone to Cox. Guy in answering said that he didn't feel so badly about it, as he expected to be able to get Mr. Seel and George Tozier away before election day, and that this would offset matters.

A group of men in one of the departments at the plant was absorbing the contents of a bulletin board on which was posted a report showing that the percentage of tardiness during the past month had been 50 per cent. One of the men, being touched by the nature of this report, turned to his companions and said: "Fellows, can't we put this department on top? Let's make it 100 per cent!"

A deal of considerable importance from an international standpoint was consummated the other day when Jack Donahue transferred his 1918 straw hat to "Doc" Keegan, who is having it remodeled for next season. Beats all how the Irish stick together.

Did you notice the election returns from the State of Tennessee? If you didn't, it might interest you to know that the State went Republican, against all prediction, based on past results. Perhaps "Perly" Wilcox has had a good effect on this community already.

We regret to announce the death of Mrs. Leta J. Downes, wife of Wm. Downes of the Roll Coating Department. Mrs. Downes was on an extended visit to her girlhood home in Ireland and the sad news came unexpectedly. Our sympathy is extended to the family in their bereavement.

A wedding of unusual interest took place at the Holy Cross Church, Charlotte, on Tuesday morning, November 9th, when Frances M. McFarlin became the bride of Edward T. Christy of Building No. 33, both having been many years with the company. On Wednesday evening, November 3rd, a shower was given at the home of the bride, at which time she received a chest of flat silver, several pieces of cut glass and many other useful gifts. Best wishes!

KODAK PARK BREEDERS PLAN FIRST CLASS EXHIBIT

At the time this issue went to press, the finishing touches were being added to the plans for the Annual Exhibit of the Kodak Park Fur and Feather Club, held from November 30th to December 3rd.

Interest this year was very keen, and the number of entries greatly exceeded that of last year. This of course was to be expected, as the club was only just organized shortly before the last show, and the membership body was small.

As the result of a membership campaign which was held during the past few months, many new members were secured and at present a good substantial organization exists. The prize of 100 pounds of feed for the member who secured the greatest number of new applications was won by President Frank X. Hanser.

President Hauser is serving his second term and it is largely due to his efforts and interest that such good results have been obtained. The K. P. A. A. has offered two cups for the winners at the show and also several cash premiums will be awarded.

We are pleased to announce that through the efforts of some of the members, a special price has been obtained on feed from one of the mills. Persons desiring to take advantage of this are requested to get in touch with Secretary Charles Smith, Building No. 33.

If there are any employees who are interested in this activity and desire to become affiliated with the Club they may send their names to Secretary Smith, who will see that they are admitted at once.

MAIN



OFFICE

N. A. VANDE CARR *Editor*

Mae Thrasher and Mabel Carter have just returned from a week's stay at the Hotel Woodstock, New York City, where they had a most enjoyable time. In addition to the usual sights, they had the pleasure of inspecting one of the large ocean "Greyhounds." This was Mabel's first visit and they say the roof of her mouth is all sunburned.

W. Allen has just returned from a three weeks' trip in Canada where he enjoyed good fishing, "real fishing," hunting and boating

Mary Dissett has returned from a week's visit to New York City. Mary's first trip, and she was quite keen about the "Bus Line," especially the Fifth Avenue one.

We have just received word that Mary Leo has contracted pneumonia. Here's hoping she gets better soon, 'cause we miss her, we do.

Leen Hill, formerly of the Accounting Department, has returned from an eight months' stay in the Adirondack Mountains. He is greatly improved in health and we are glad to welcome him back, even if he has gone to work in the Advertising Department.

Oh Boy! but the girls of 15 (not age, but noor), did enjoy their Hallowe'en party. It was some surprise on Marion. Oh, yes, a great deal of vamping was done by Ebba Bahrman, so much so that Marion was just out of luck all evening. Dancing, eats and everything, even a solo by our Marie McKee.

A pair of glasses was found in Miss M. McIntyre's Department about two months ago, and owner can have same by calling at Mr. Mohlar's office and proving property.



FAREWELL PARTY FOR MARGARET McKELVEY, ORDER DEPARTMENT

John Thompson of the Engraving Department is the inventor of an automobile signal—a mirror and hand. By a touch on a small lever, the hand projects from behind the mirror and the horn sounds, leaving both hands free to control the car; the whole apparatus is attached to the windshield and in plain view. An automatic switch throws light on the hand at night. This invention is patented in the United States and Canada.

John Flanigan of the Testing and Packing Department has returned from his vacation. He did some hunting in the wilds of Western New York, but reports no large game. He did not stop to fish, but spent much time enjoying the beauties of nature, as evidenced by the large quantity of gasoline used.

D. E. Delgado, Manager of the Export Department, has just returned from a three months' trip to Rio de Janeiro, Montevideo and Buenos Aires, having made the trip to assist in the opening of our branch house in Brazil.

H. F. Hoeffle just returned from a three months' trip in the West.

Helen Gentry is spending part of her leave of absence in Perry, N. Y. We trust she is getting along O. K. and we shall soon see her smiling face again.

W. S. Silsby has returned to his duties in the Stock Distribution Department after a two weeks' vacation, during which time we understand he shot three golfs.

Bert Sellen wears the badge of the Co. A "Little Boys in Blue." It's one thing to wear the badge, and quite another to have blisters on one's feet.

A. M. Gareia has taken up the duties of Spanish stenographer in our Export Department.

Clarence Raysor purchased a new home out on Federal Street. We hope he will enjoy the new home.

William Coreoran was married on November 24th; can you imagine a nicer way of celebrating Thanksgiving, than to have it your "one day" wedding anniversary? We surely do congratulate "Bill," and we wish him and his bride years full of happiness.

John Beal of the Repair Department has returned to work after a severe illness.

The Billing Department wishes to extend Hearty Christmas Greetings to all "Kodakers."

Anna Ganey has not yet recovered from her illness, and we all wish her a speedy recovery so that she will be back with us soon.

Cupid has once more resumed his duties in the Billing Department. Recently Alma Price and Tom Harrison were united in matrimony. Alma left us Saturday, November 6th, and we surely were sorry to see her go.

We hear Mary Troy has moved and is giving us a party soon. How about it, Mary?

William Smith of Repair Department has bought a new home on Hart Street.

We will soon be able to publish a picture of Ken Williams' new home with storm windows. Ken is taking up storm window building at the night school.

That very pleasant new voice that you hear over the telephone is Louise Craft's, the new telephone operator who came here from Bastian Bros.

Katherine Line left the Order Department on November 6th to make her home in Cleveland. We will all miss her very much.



TESTING AND PACKING DEPARTMENT
Alice Burns, Maybelle Williams, Alice Wickes, Elizabeth Riely



1



2



5



4



3



6



7

UNDER THE KODAK WING
(Main Office Youngsters)

1—Marjorie Ruth Beckett, age 4 years and 6 months; 2—Donald Behrens, son of Richard Behrens; 3—Ken Williams, Jr.; 4—Lois Harriet Coan, daughter of Milton Coan; 5—Margaret Mary Lamphier, daughter of J. J. Lamphier; 6—Donald H. Stewart, Jr.; 7—Edward James and Vivian Ronette Cranch.



R. L. STINCHFIELD

THE ONLY SINGLE OR UNTAMED MALE MEMBER IN THE DEPARTMENT

On October 28th, the members of the Patent Department presented their genial boss with a cake (contents guaranteed not to produce a sleepless night) properly trimmed as a remembrance of his 7th birthday (count 'em), and wished him the usual amount of good luck.

A letter has been received from Mr. Hudlass, who is now in Florida, in which he states that he wishes to be remembered to all his Main Office friends. He also states that he has just bought a Ford, but hasn't broken any speed laws yet because he cannot make it go fast enough to warm up the carburetor.

FROM THE SHIPPING DEPARTMENT

The Bowling League is causing excitement in the Export Shipping Department. The competition among the members trying for the team is very keen. There are already two fives organized and the seconds have challenged the firsts with a good-sized purse for the winner.

Have you joined the K. O. R. C.? If not, why not? Has your membership expired? If it has, don't fail to renew it.

HALLOWE'EN PARTY FOR STOCK DEPARTMENT

The girls of the Stock Department Office were "tickled-to-death" when they were invited to a Hallowe'en party at Crick Barker's, for they all knew what was in store for them.

Should a stranger have entered the spooky, dimly-lighted room, immediately after the arrival of the girls, they would have seen among the masked marvels, two lost and lonely boys, one representing a drunken sailor who, with cornsilk for his goatee, and corncob pipe, took his part to perfection. Who wouldn't make a good sailor if they had a sailor beau like Don? The other boy, a regular goodie-goodie, was immediately vamped by the Hula Hula dancer — (?). Katherine Stopeck represented a regular old maid, with her high necked waist and long skirt, and hat decorated with feathers of every kind and description, arranged in every direction. (Can you imagine Katherine dressed in this manner?) As for originality, Helen Buggie dressed as Sis-Hopkins took the prize. Sunbonnet Nell and a simple little girl also took part in the fun.

The party was one continuous performance of games, *noise*, singing and last, but not least, eats. We certainly had one grand and glorious time, and much credit is given to Crick for her wonderful ability in decorating and the planning of a regular time.

Dora Winslow, who has been out sick eight months, is back with us again. We are glad to see you back, Dora.

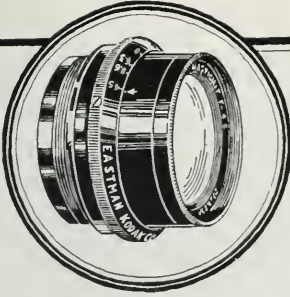
Cleanliness may be next to godliness, but it's bad business when a good stenographer like Janet Hickey slips on a freshly-mopped marble step and breaks her wrist. We all admire her philosophical remark, that "it might have been worse," and we are glad to welcome her back, damage repaired, after two months' absence from the fold.

We give a hearty welcome to Vera Franklin, who is taking Miss McKelvey's place in the Order Department. Vera is not a "New Comer" in the E. K. C., having spent five years in the Advertising Department and is fast adapting herself to her new work. We wish her success.

On Thanksgiving morning at 9 o'clock, Marie Vogt, of Mr. Mohlar's office, was married to Mr. George Michels. Best wishes go with you, Marie

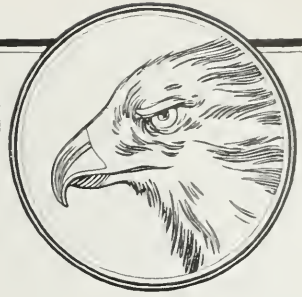
Several of Marie Vogt's friends attended a Hallowe'en shower, given by her sister, Helen Vogt, on October 29. Although we are sorry to see her go, we wish her all kinds of good luck.

Five officials of the Famous Players-Lasky Corporation spent a busy day recently visiting the Eastman Kodak Company plant at Rochester, where they were shown around by George A. Blair, Sales Manager of the Motion Picture Department. Those in the party were Arthur V. Smith, general manager of the Eastern Studios; George M. Spidell, general purchasing agent; E. C. King, assistant to the general manager of production; F. V. Chamberlain, general service manager, and Victor H. Clark, studio supervision.



HAWK-EYE

WILBUR G. WOODAMS
Editor



NEW PLANT SAFETY COMMITTEE ON THE JOB

The Plant Safety Committee of the Hawk-Eye Works was disbanded November 1st, after six months excellent service, and a new committee appointed. The retiring committee was the first upon which the foremen appointed their own representatives.

Judging from results attained, appointment by the foremen is the best method of securing our Safety Boosters. To have the foreman working with and backing his Safety Committeeman is half the battle—and that condition seems to have resulted.

The work of the Safety representative is one of constant vigilance and watchfulness to pick out the hazards before the damage is done. Naturally, there is more to the task than merely picking out the danger, for after reporting to the Safety Committee it must be followed up and persistently argued until adopted.

George Aulenbacher, foreman of the Assembling Department, was made Chairman of the Plant Safety Committee some two years ago while employed as toolmaker. His work in this regard, was marked from the start, so that he has been reappointed for term after term. Mr. Aulenbacher, not only has the faculty of keeping his own interest in safety at the boiling point, but also, he is able to stir up those who lag behind.

The Plant Safety Committee, recently appointed, is counted on to continue the good work of its predecessor. In spite of our excellent record in accident prevention, there is plenty of work ahead for the new committee. Running in the factory

must be stopped absolutely. Fire drills must be made more orderly by eliminating talking, laughing and skylarking. Guards must be kept in repair and in use. Aisles must be kept clear, and every employee reminded constantly of his obligation to keep the other fellow from getting hurt.

The Safety Committee appointed to serve for six months is made up as follows: George Aulenbacher, Assembling Department, Chairman; George Breslin, Drafting Department; Adolph Nolte, M. and C. Department; Peter Lelek and Fred Yaekel of the Moulding Department; Wm. Savage, Assembling Department; Oliver Nicol, Achromat Lens Department; Otto Westphal, Blocking Department; Wm. Klos, Tool Department; Raymond Wall, Office; Ralph Burhams, Brass Department; Ralph Goodberlet, Stock Department; Edward McGary, Buff and Plate Department; Walter Maurer, Wood Department; Joseph Frank, Wood Department; Louise Opperman, Shipping Department; Frank Del Monaco, Anastigmat Lens Department; Berton Tompkins, Anastigmat Lens Department; Arthur Rapp, Mounting Department; Florence Kamb, Centering Department; Lena McRae, Cleaning and Inspecting Department; Frances Mosher, Cementing Department.

Iva May Park, of the Cementing Department, was married on October 4th to Mr. Harold Baxter. The best wishes of her own Department and all the rest of Hawk-Eye go to her. A number of her girl friends gave her a shower previous to the wedding, at which she received many beautiful gifts.



GIRLS OF PITCH BUTTONING DEPARTMENT

Left to Right (Standing)—Sarah Bressett, Jennie Gardner, Catherine Welch, Sadie Lessner, Emma Solomon, Mildred Miller, Matilda Cooper, Lillian Kane, Minerva Wilder, Eliza Duffy, Hattie Mieters, Della Sauger.

(Seated)—Mary Schroeder, Edna Gross, Evelyn Price, Maude Young, Bella Nolin, Tina Drummond, Regina Clark, Leah Spencer, Celia Jazwick, Louise Meline.



1, James Howard Peachey, 3 years, brother of Adelaide Peachey of A-1 Stock Department; 2, Two sons of Mrs. Minnie Koester—Edward 4 years, John 5 years; 3, Carol Margaret Cooligan, 14 months old daughter of Frank Cooligan, Single Achromatic Lens Department; 4, Dorothy Verna Hughes, 14 year old daughter of Milton Hughes of the Centering Department; 5, Maurice Charles Crouse, Jr., 2 year old son of Maurice Crouse of the Assembly Department; 6, Grace Alice Hart, sister of Hazel Hart of the Centering Department; 7, Evelyn Mason, daughter of Leo Mason of the Tool Department; 8, Lucretia Lillian, 7 years, and Robert George, 4 years, daughter and son of George Aulenbacher, foreman of Assembly Department.

HAWK-EYE GIRLS' BASKETBALL

A squad of twenty girls is practicing twice a week in competition for places on the Hawk-Eye Girls' basketball team. Enthusiasm is running high, as a most successful season is predicted by the management. The girls are indeed fortunate in obtaining the services of Allan Petersen as head coach. "Pete," who was one of the stellar lights on the Hobart College five last year, is rather optimistic over the ability shown by his charges at their first few practice meetings. "Chuck" Prentice, Hawk-Eye's all-round athlete, will assist in teaching the girls the fine points of the game. The coaches contemplate picking ten girls to make up the team. Prominent among the girl athletes, who are working hard for the team's success, are Alice Gears, Grace Wiemer, Elizabeth Meerdink, Ethel Reinhardt, and Jane De Graff, of this year's Hawk-Eye Girls' Baseball Team, Loretta Ereth, Virginia Earl, Hattie Batzing and Olive Kellett. The wearers of the purple and white will play out-of-town teams as well as all local teams.

NOON HOUR PINOCHLE TOURNAMENT

Some eighty Hawk-Eye employees have signified their intention of participating in the good old game of pinochle. The schedule calls for a series of games to be played during the noon hour, and covering a period of about two months. Keen competition is expected before the winning six men carry off the prizes offered. Russell Craib has been appointed as chairman, and Dennis Dwyer as secretary of a committee which will draw up the rules of the tournament.



HILDA SPECHT—Hawk-Eye Office



HILDA SMARCZ MARKWITZ

Hilda Smarcz, of the Anastigmat Lens Department, was married to Mr. Arthur Markwitz, on Thanksgiving eve. Miss Smarcz came to us from Kodak Park.

SOCCER

The Hawk-Eye Soccer Team has won one game, tied one, and lost two to date, a very creditable showing for the first season. Manager Ansel promises to have a combination in the field by spring which will be worthy of the support of all Hawk-Eye. The team is now practicing in preparation for the indoor soccer season, which is soon to get under way. The teams which have been entered in this League are Kodak Park, Camera Works, Main Office, and Hawk-Eye. At the present time a noon hour league is being formed, which should help Manager Ansel to find any hidden talent around the plant.

Alice Gears is a newcomer in the Main Office, to which she was transferred from the Production Department. Miss Gears has nearly two years service to her credit, and is prominent in Hawk-Eye athletics.

When John Eiseman, foreman of the Moulding Department, needed a man to take charge of the night shift, he looked around just once, then promoted Ernest Robbins. Ernest hails from Ontario, N.Y. He is highly deserving of this new honor, and has the best wishes of the whole department.

Iyman Karchefsky has returned to the Brass Department, after spending several weeks work in the Mounting Department.



FRANK DELMONACO
Anastigmat Lens Department



JAMES J. ENGEL, FOREMAN
Anastigmat Fine Grinding Department

HAWK-EYE BOWLING

Of course Hawk-Eye wishes to be a champ in every line of sport. Records show that it has been a long time since we have had a first-class bowling team. Captain George Kosel, our old standby, is still toppling the pins with a general average of 187. The other boys are trying hard to steer clear of the splits, but somehow or other they get them marked on the score sheets. To be a success the bowling team must have the whole-hearted support of all Hawk-Eye employees. If you can bowl why not make yourself known to Manager "Speedy" Witz, or Captain Kosel, and arrange to get into the line-up. Those who cannot bowl, can do their share by dropping in at the Genesee Recreation Hall on South Avenue any Saturday afternoon at 3:30. Lend your encouragement to the players by cheering them on. Let's keep out of the cellar.

Lucy Tate and Dorothy Kucht have returned from their trip to Holland, where they spent most of the past summer. Both girls report a rare good time and were not seasick once. No, not once!

Harry Sanger, of the Moulding Department, wandered away for a short time, but finally came trooping back to Hawk-Eye. We are glad to welcome him back, because the large representation of Sangers we already have just seem to fit.

Allan Peterson who did a lot toward bringing two pennants to Hawk-Eye last summer, has given up his office work to go into the Centering Department.

We extend our hearty congratulations to Mr. and Mrs. Harold McKee, of the Anastigmat Lens Department, on the arrival of an eight-pound baby girl on October 20th.

Rumor has it that Edith Campbell, of the Inspecting and Cleaning Department, will be a bride on December 27th. The good wishes of a large number of Hawk-Eytes go with her.

The Leather Department wishes Laura Knoefel a speedy recovery.

Mrs. Bella Nolin has returned to the Pitch Buttoning Department after an illness of two weeks.



EDNA GROSS, HELEN KIEFER, FLORENCE BESS

WHO'S WHO AT HAWK-EYE

- A stands for Authaler,
a star on the track.
- B is for Brennan,
H. E.'s "Connie Mack."
- C is for Clarke,
of the new soccer team.
- D stands for "Doyle,"
who at tennis has steam.
- E is for Easterly,
a farmer of fame.
- F is for Felerski,
who plays well at the game.
- G stands for Graham,
at pitching a hummer.
- H is for Hoffmeier,
our little bench warmer.
- I is for Ingleby,
who can pick 'em up right.
- J stands for Johnson,
the boy with the height.
- K is for Kosel,
who knocks down the pins.
- L is for Levine,
who helps Hawk-Eye to win.
- M stands for Marcell,
a peach of a flinger.
- N is for Newman,
our wonderful singer.
- O is for Oehler,
a true friend indeed.
- P is for Prentice
who at fielding shows speed.
- Q stands for Quetchenback,
who knows how to center.
- R is for Rearson,
famed as a sprinter.
- S is for Schlegel,
whose girls beat them all.
- T stands for Tipple,
who knows "strike" from "ball."
- U is for all of us,
whom fame hasn't found.
- V is for Vass,
a president renowned.
- W stands for Weldon,
who loves golf, you can bet.
- X is for the raise,
we've been waiting to get.
- Y is for Young,
late A. A. money getter.
- Z stands for Zollweg,
a famous glass presser.

Robert Bowen, of the Mounting Department, was married to Miss Milly Frank, on Saturday, November 6, 1920. Congratulations, Bob, and success to you.

Anna Enders and Loretta Erath, of the Cleaning and Inspecting Department, recently entertained the inspectors at a hallowe'en masquerade party. They danced and frolicked until midnight.

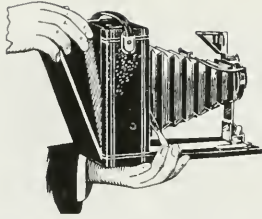


GRACE WALKER, Filter Department

The wedding of Ora Louise Hawkins, of the Cementing Department, and Mr. Damond Lewis took place on September 27th. Miss Hawkins has a large number of friends at Hawk-Eye who were pleased to offer congratulations and best wishes to the newlyweds.

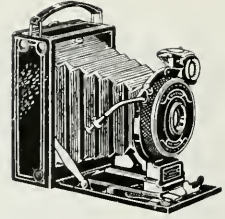


FRANK A. NEWMAN
Foreman, Inspection and Cleaning Department



P R E M O

L. C. WHEELER
Editor



PREMO CLUB NOTES

It would require the grand and glorious terms of the circus bill to describe adequately the array of talent displayed at the first Premo Club advance meeting held in the Premo Club Room. With the hall packed, the meeting was opened by President John H. McKenny, who made a few remarks, and asked for the co-operation of all in securing new members for the club. Jack Dempsey, the Irish comedian, in his act of jokes, songs and dancing, was good for a young chap. Margaret McDonald, as a rival of Ada Jones, is getting a good start toward the professional vaudeville stage. "Sam" Kelman, in his funny make-up, is some entertainer, and kept the audience in a roar all the time. Pearl Clark, the saxophone girl, with the assistance of the Premo Club Orchestra, played a number of popular selections, bringing out some good singing from the audience. "Hank" Adams, the juggler, sure did please the children with his funny antics. His work was cleverly done, and brought forth numerous bursts of applause. The program was concluded by showing several reels of moving pictures which were taken at the Premo Club clam bake. This splendid program was prepared by R. K. Hutchings, W. Gerstner, W. Van Sanford, J. Renner, F. Seelman and the Misses A. Garrett, E. Beal, and O. Fagan.

Girls, don't forget to wear your caps and remove your rings when working around machines. Safety first.

AFTERMATH OF THE CLAM BAKE

Did you notice how Emily Repp as catcher juggled the fowls, Alice Green never reaching first base, and Olive Fagan knocking a home run? And then ask why the girls lost.

It was some acrobatic stunt that Charles Sullivan pulled off in the obstacle race. Wonder if he will repeat it for us at some of our advance meetings?

When we were kids, we used to tie a grain of corn to a string, and feed it to the chickens in order to catch them, but this, we will admit, is the first time we have seen the stunt tried with marshmallow drops. It is a good thing that Mr. Wheeler came to Emma Kraftschick's rescue or she would have swallowed the string.

PREMO WORKS FIRE FIGHTERS

On each floor level there are three fire alarm stations, with a sign reading, "Pull hook down and then let go." This automatically sounds the proper signal on electric horns in all departments, at the same time notifying all employees of the location of the fire. The Mill Brigade responds to the first alarm and reaches any part of the building in 40 seconds. Frequent drills are held, which keep the boys well informed and in good practice, making it next to impossible for a serious fire to get a start during working hours. A sprinkling system throughout the plant and a Western Union Signal Station in each department, on which the night watchman registers every hour and can get prompt assistance, gives protection to the building and property outside of working hours.



PREMO'S FIRE FIGHTERS



CHILDREN OF MR. VOELCKEL
Foreman, Accessory Department



CHILDREN OF JOHN McKENNEY
Production Manager

PREMO CLUB NOTES

About ninety of the Premo Club Members, their wives and friends, left the Works on a recent Saturday in a chartered car for Rifle Range. This being a beautiful late autumn day, tables were set in the grove, and everything started off with a well prepared program, the dinner being the first number.

Burlesque Ball Game (Men right hand tied behind them vs. women), won by men, score 5-2.

Events for women: Ball throwing contest won by Margaret Schwartz; Marshmallow race won by Linda Schwing; Sack race won by Pauline Schwartz; Obstacle race won by "Babe" Cahill; Shoe race won by Olive Fagan.

Events for men: Ball Throwing contest won by William Halpin; Obstacle race won by Walter Rutan; Ostrich race won by Walter Martin; Marshmallow race won by John Roach.

The committee in charge was William Halpin, John Renner and Homer Ransom.

The boys of the Bowling Team are showing good form up to date, taking three games from Folmer-Century at the opening of the League; then came the Camera Works team, considered a very strong team, but the boys came through in good shape, annexing the second and third games, after getting away to a poor start by losing the first game. In the second game they rolled 999, and with better breaks the team would easily have bowled over the 1000 mark. The third game was a thriller, Premo taking it by a margin of one pin. After this showing, Homer Ransom, the manager of the team, thought the team ought to have a bit of encouragement, so he asked a number of the fans down to see our team roll. The girls of the third floor, led by Emma Kraftschlik, were much in evidence with their cheering. The boys are all in good shape, and are giving a good account of themselves, and hope to rest in first place before long.



PREMO CLUB CLAM BAKE

ALBERT KNITTER

Of course you've all noticed the stone-marker, 1895, in the front of the building, which reminds you of the year of the erection of our factory. But do you know who is directly responsible for that marker being where it is today? None other than Albert Knitter, the only Premo employee who is known to have had an active part in the erection of the building.

"Al's" trade in 1894 was that of a stone mason in the employ of Hiram H. Edgerton (our present Mayor), who had the contract for the erection of the Premo factory at that time. Mr. Knitter was the only man willing to remain on the job on January 1, 1895, a holiday, in order to place the marker. He completed the task unaided and as a result of his willingness to please the contractors and the owner, William F. Carlton, he was hired by the latter as night watchman and is still employed at Premo—a period of 25 years of service.

"Al" is now one of the maintenance men at Premo, and occasionally performs the duties of relief watchman.

How many can show such a record of long, faithful service as Albert Knitter?



THE MARKER AND ITS MAKER

A Hallowe'en frolic was held by the employees, their wives and sweethearts, of the Employment and Service Department, at the home of Mr. and Mrs. William J. Gerstner, 146 Turpin Street. The scene was decorated with flags, witches, black cats, pumpkins and oak leaves. A buffet lunch was served and an unusual lot of Hallowe'en pranks were pulled off. The committee in charge was Adelbert MacNally, Margaret Kreckman and Irene Wilt.

RECOGNITION AND AWARDS FOR SUGGESTIONS ADOPTED AND PUT IN FORCE FROM OCTOBER 1, 1920, TO NOVEMBER 1, 1920

REDUCTION IN COSTS

Ethel Green

IMPROVEMENT IN MANUFACTURING METHODS

Walter Martin

REDUCTION IN ACCIDENT OR FIRE HAZARD

Percy Brown

Walter Martin (2)

GENERAL MAINTENANCE OR CONVENIENCE

Linda Schwing

Leora Younghans

Emily Wheeler

Mrs. Kate Titus

In the spring of 1919, when the scarcity of homes became apparent, William J. Russell, of the Plating Department, bought a lot at 106 Fal Street, Gates, and immediately started to grade and put in a foundation. With the help of his fifteen-year-old son, this was accomplished in about two months, in spare time only, and by the time the snow began to fall, they had built a temporary house, laying plans and building with the intention of completing the following year. As soon as the weather permitted in the spring of 1920, he started to complete the house, but on account of his savings running low, after paying for material and supplies, he decided to place a bank mortgage on the house, to enable him to purchase more supplies. Upon making inquiries, he found that the banks do not make loans on property outside of the city, except on rare occasions. For this reason, he had to stop building until he could obtain a private loan. This was procured, and operations started again; then one trouble after another began to "pop" up. On Saturday afternoons, when he could work, it would rain, and with the evenings getting shorter, it looked like a hopeless task. About this time, Mr. Ruttan heard about the difficulties and said, "Russell, how would you like to have a bunch of us fellows come out there next Saturday afternoon and help you complete your house?" Russell thought this would be fine, so Mr. Ruttan asked for volunteers, and as a result every one at the Premo wanted to have a part in helping to build, even the girls. Premo-ers, representing each department of the Works were right there assisting in every way possible in order to make this a record worth while. After toiling for several evenings and Saturday afternoon, they concluded that they, as workers of the Premo, did something unusual, and went home happy in their minds that they could lighten the burdens of a fellow-worker. The result of their help is that Mr. and Mrs. Russell and family have a cozy, neat and attractive seven-room house which they now occupy. Surely the Premo can feel justly proud that they have such a complete line-up in their Works, as there is seemingly nothing which they call impossible, and whether the boys work overtime nights or day time as they did in this case, they are men worth while.

I want to take this opportunity to express my appreciation of the wonderful treatment I received from both the Sick Relief Association and the Medical Department during my long illness, to Bertha Mischler, our Visiting Nurse, and to the employees of the third floor for the beautiful flowers sent me. I am especially grateful to all for the extreme courtesy they have shown me.

(Signed) LENA LATTA.

Much credit must be given to all employees of the Premo on their splendid co-operation during "No Accident Week." Not one accident in the plant during this campaign speaks well for us, and we are proud of the results. Now let us keep the good record throughout the year. It can be done. Will you help?

The sincere sympathy of all the Premo Workers is extended to William Young, foreman of the Cabinet Department, and his family in the loss of his daughter Emma Estella, who passed away Monday, November 1, at the family residence, 3371 Lake Avenue.

The employees of the Premo extend their sincere sympathy to Florence Glasgow, of the Assembly Department, on the death of her mother.

We wish to extend our sincere sympathy to Charles Werder, of the Tool Department, whose father passed away recently.

On Friday, November 5th, the Premo Club room was crowded to the door, this being the second Advance Meeting of the season. It seemed to be the finest representative body of Premo-ites and their families and friends; mothers came with their babies; fathers and grandfathers turned out to see a splendid vaudeville show. The audience insisted on a number of encores, for some of the acts brought down the house. From first to last the program was punctuated with applause, the audience at frequent intervals manifesting its hearty approval of the performance. Opening the program with a selection by the Premo Club Orchestra, entitled "Let Us Chase the Squirrels," directed by Ralph Hutchings:

Act 1—Ruth Parker, a belle of the Assembly Department. Ruth is a sweet singer, and we will expect a return engagement.

Act 2—Fred Wagner. Some day Fred will be a real entertainer.

Act 3—Schultz Sisters in a highly appreciated piano and violin selection.

Act 4—William Doyle, Irish songs and jokes, was a constant delight.

Act 5—Miss Fishbaugh—the warmth of her voice just brought forth a burst of applause.

Act 6—Green-Cahill, of the Box Camera Department, must not be looked upon from the standpoint of their title; a command of varying styles, a poetic imagination, an inborn artistic sense, a superb vocal equipment, are a few of their qualifications from the "Plant Editor's" viewpoint. Their readings of the parodies from the latest issue of the *Kodak Magazine*, as the employees would like to have it printed, not as it is edited, was cleverly made up, and these "actresses" are to be commended on their cleverness along these lines.

Act 7—Brown Harmony-4, boys from the Assembly and Cabinet Departments. Their work showed fine intelligence and is beyond praise.

Act 8—Wagner & Company, playlet, entitled "A Happy Home," true to life in several respects, was cleverly acted.

These shows are given to all Club members and their friends. Why not join now, dues \$1.50 per year?

As a token of their appreciation to the company in looking out for their welfare and safety, a number of the girls sent a Round Robin, which was signed by all women employees who were supplied free with the Keep Kool Safety Caps, thanking the management for the same.

Herbert Brown, of the Plant Maintenance Department, has purchased a house at 336 Caroline Street, and says he is going to have a real house warming this winter.

Are you a booster for safety? If not, why not? You may save some one's life, is it worth while?

Etta Hurwitz has been advanced to take charge of the Statistical Department, and is now located in Mr. Ruttan's office.

An employee of the Accessory Department, with an inventive turn of mind, is working on an ingenious device which will enable him to throw a box of nails, a strip of brass and a piece of lumber in one end of his machine, and after a few moments, find a complete tripod at the other end of it.

The saving man has a piece of money for the rainy days, peace of mind for all the days and is fit at a fiddle every day.

We have a basketball team composed of Dorothy Stubbe, Ethel Green, Jennie Walzer, Olive Fagan (Cap't), Pauline Schwartz, Edith Heinrich; subs—Edith Beal, Margaret Schwartz, Mary Dafner, and Elizabeth Cahill, who from the looks of things now, will give a good account of themselves. Every worker should give their loyal support to this team, and our presence at the games will be important features in encouraging their efforts for a successful season. So all together every one, let us attend the games and cheer the players.





LORAIN SCHULER

Daughter of William Schuler, Foreman Metal Department

George Wilson, seventeen years old, of the Assembly Department, is to be congratulated for his nerve in defending the Premo alone in the golf tournament held recently at the Genesee Valley course. George gave a good account of himself, and we are proud of him.

The Brown Quartet, consisting of Percy Brown, Charles Ware, Ray Blackwell and Cyril Eve, employees of the Premo, surprised us when we saw them appear on the vaudeville stage at the Family Theatre recently. At the rate these boys are going, they will soon be in a class with the Lyric Quartet and then we can expect some good singing at our advance meetings.

We have with us in the Cost and Pay Roll Department Elmore Ingleby, who has been transferred from the Hawk-Eye Works. Elmore, you are welcome, so make yourself at home.

Estelle Blanche Steve, a former employee of the Premo, who was married recently to Lloyd V. Wood of East Rochester, called on us a few days ago, and wants to thank all who were responsible for the beautiful presents they received, and will welcome us any time at their home, 228 East Avenue West, East Rochester.

We are glad to have with us again Reata Davis Reulbach, Lauretta O'Neil and Caroline Latal, who have been confined to their homes for several weeks on account of illness. They all wish to thank the Medical Department for the kind attention they received during their illness.

Philip Voelckel, Jr., has been appointed chairman of the Progressive Pedro parties and dances, and John Roach as assistant. This action became necessary on account of L. C. Wheeler tendering his resignation, so as to be able to attend the Safety Council meetings which fall on the same evening.

We had a great time last night, was the way they all expressed themselves the morning after the night before, the event being the second Progressive Pedro party and dance of the season held in the Premo Club Room. After eight games of cards were played, prizes were awarded, and refreshments served. The floor was cleared, and dancing was enjoyed until a late hour, music being furnished by Mildred Stritzel at the piano, Harry Gomm, violinist and George Texter at the drums. Philip Voelckel, Jr., John Roach, Margaret Schwartz and Ethel Green constituted the committee in charge.

The Focusing Department just "ate 'em up" at their Sausage and Corn Roast, which was held at the home of George Franklin, 261 Sanford Street. The programme in charge of Jane Feinberg, included a song by Florence Frosdick, entitled "Nobody Loves Me," and other songs by Harold Fleischer. Leona Neuwirth and Gwendoline Brownell were marshalls of the eats, while Loretta Seeler, Eleanor Frazer and Mrs. Franklin acted as the Committee in charge.

A number of the Box Camera employees held an outing recently at the home of a former employee of this department—Hanna Fisher-Harter of Pittsford. Although there were thunder showers early in the day, by four o'clock the skies cleared and the sun began to shine. Mildred Stritzel added to the pleasure of the day by her piano selections. Lena Latta and little Kate Titus helped to make the programme complete by their antics and "Joe" Epstein gave a good account of himself at all times with the eats. The committee in charge was Elizabeth Franklin and John Renner.

Motor cars were humming down Titus Avenue, bound for a jolly Halloween party given by Fanny Northrup. Games were enjoyed, a vocal selection was given by "Joe" Epstein and John Renner led a quartette which would make "Al" Field green with envy. The swan dance given by Anna Johnson and Lenä Latta showed us the latest steps in ball room classics. Every one had a good time, and the motors returned at a wee small hour.

Due to the ill-health of his wife, Albert Wilcox, of the Cost and Pay Roll Department, found it necessary to sell out all his household goods and move his family to San Diego, California. Mr. Wilcox intends to leave at a later date.

Prize winners of the October Progressive Pedro parties held in the Premo Club Room were as follows: Ladies, first, Mrs. Wm. Halpin; second, Mrs. H. Ruckdeschel; consolation, Florence Smith. Gentlemen, first, Lawrence Bachman; second, William Farrell; consolation, Frank Heier.

Linda Schwing's name was not included in list of reporters published last month. Linda is reporter for the second floor offices, so send her items for the *Kodak Magazine*.

"Jack" Young and Erhart Hafner of the Cabinet Department, have been doing quite a bit of talking lately about chickens. It looks as though they were going into the chicken business. How about it, boys?



FOLMER-CENTURY



CLARENCE H. HARPER
Editor



CHARLES V. CONOLLY

Charles V. Conolly, of the Metal Department, has been appointed to fill the expired term of William Melvin on the Plant Safety Committee.

FOLMER-CENTURY WORKS

The Folmer-Century Men's Bowling League started their season on Wednesday evening, October 20, 1920, at the Grand Central Alleys. A large turnout of bowlers and rooters was on hand. Short speeches were given by Wm. F. Folmer, Manager of the plant, and George T. Roche, Works Accountant. Mr. Folmer put the first ball down the alley for a strike, and from then the race was on for the pennant. The boys seem to be in good form and are showing a lot of interest. The names the teams will roll under, and the captains of the teams are as follows:

| <i>Team</i> | <i>Captain</i> |
|--------------|----------------|
| Graflex..... | Stockmeister |
| Stereo..... | Burke |
| Cirkut..... | Kirvan |
| Aero..... | Willer |
| Auto Jr..... | Drabiniski |
| Studio..... | Perrin |
| Compact..... | Melvin |
| Graphic..... | Fenner |

SOCIAL COMMITTEE

Alexander Ryan, President of the Folmer-Century Athletic Association, has appointed a committee composed of one member from each floor of the plant to look after social activities for the coming

year. The members of the committee are: C. H. Harper, Chairman; Albert Fleming, Edward Stockmeister, Frank O. Perrin, Edward Burkhardt, Augustine F. Lintz, Leo Lynett. Plans are now under way for a card party and entertainment to be held about the middle of this month.

Born, to Mr. and Mrs. Alfred Freeman, a son, Stanley Carl, October 24, 1920. Mr. Freeman is employed in the Assembling Department.

Leon Spencer, of the Repair Department, who has been on the sick list for some time, has returned to work. We are glad to see you back again, Barney.

Walter E. Newman, of the Assembling Department, was married October 14, 1920, to Rose Radtke. Mr. and Mrs. Newman will reside at No. 28 Gordon Park.

Alfred Wood, of the Stock Department, has left for a few months' rest in Adirondack Mountains, on account of his health. His many friends at the plant wish him a speedy recovery.

Edward Langham, of the Assembling Department, has purchased a new home on Wilder Street.

John R. Barron, of the Experimental Department, has recovered from his operation, and is now back at work again.



J. C. ROLAND

A T H L E T I C S

BOWLING
BASKETBALL

SOCCER
SKATING

KODAK OFFICE BOWLING LEAGUE

ONE of the features of the Kodak Office Recreation Club that is arousing considerable interest and affording some ninety penpushers more than a little exercise, is the twelve-team bowling league, now well under way.

The league, due to a two-weeks late start, will roll 22 games instead of the usual string number of 24, but all are convinced that 22 games will show up the real winner just as well as the extra two. The rooters are enjoying the games even more so than the bowlers themselves, for they sit on the sidelines and witness their favorites roll any score between 74 and 250. "Charlie" Howard of the Stock Department team and Carl Mattern of the Engraving Department team hold the respected and respective honors, and Charlie even goes so far as to say that

he will hit the hundred mark before the season is over. "Just watch me."

The league has rented alleys at the Elm for Saturday afternoons, the Eagle alleys on North Washington Street for Tuesday nights, and Liederkrantz alleys on West Main Street for use on Friday nights.

CAMERA BOWLING LEAGUE

(Schedule for December)

DECEMBER 4

| | |
|--------------------------------------|-----|
| Camera Works vs. Folmer-Century..... | 3-4 |
| Hawk-Eye vs. Kodak Park..... | 5-6 |
| Premo vs. Main Office..... | 7-8 |

DECEMBER 11

| | |
|-----------------------------------|-----|
| Kodak Park vs. Premo..... | 3-4 |
| Main Office vs. Camera Works..... | 5-6 |
| Folmer-Century vs. Hawk-Eye..... | 7-8 |

DECEMBER 18

| | |
|-------------------------------------|-----|
| Premo vs. Hawk-Eye..... | 3-4 |
| Folmer-Century vs. Main Office..... | 5-6 |
| Camera Works vs. Kodak Park..... | 7-8 |



KODAK PARK'S FIRST BOWLING TEAM

(When 9-pins were in vogue)

*Left to Right, standing, C. Parry, Fred Oberst, F. Van Blarion, J. Rendland, H. H. Tozier, L. Rapp.
Seated, C. Benner, S. Bishop, J. Spitz, C. Albright.*

BASKETBALL

The basketball outlook for the season 1920-21 is the brightest ever. Kodak Park is in the field again this year with an exceptionally strong quint and there is little doubt but what they will uphold the fine reputation of superb basketball playing that their predecessors have built up. Manager Goodridge is booking games with all the big fives of the city who might be classed as contenders for the city championship title, and has much confidence in the fine aggregation of stars that is to represent Kodak Park on the floor.

The Kodak Office has also put a team in the field for the first time in history. A number of college men have entered the employ of the company since the close of last season, and not one of them has

showed lack of interest in the building up of a real team to represent the Kodak Office. Fred Fogarty is to manage the team and John Boeing, University of Wisconsin basketball man, has been engaged as coach. The Stratford Rink has been secured for a court on account of its fine floor, the easy access to Main Street, and also because of its size, for it can accommodate a very large crowd. The men constituting the squad are: McNeill, Morrow, Hardy, Culbertson, Diehl, Marcello, Sausage and Hutchins.

Kodak now stands a better chance of copping some kind of a title or pennant where it had but one before. Now, we're all eagerly awaiting a get-together of the two teams to decide which team deserves the honors in the organization. How about it, Goodridge and Fogarty?

 HAWK-EYE vs. KODAK OFFICE
 DECEMBER 7th

On December 7th, Hawk-Eye and Kodak Office Girls' and Men's Basketball Teams will meet at Stratford Roller Rink.

Preliminary game will start at 7:30.

Dancing after game—Damon's Orchestra.

If you turn to the third cover of the Magazine you will note the standings of the different aggregations of teams which enable some four hundred lovers of the pin game to show other organizations in Rochester that Kodak has some first class talent in the way of bowlers.

At the close of the bowling season, why not have a championship tournament of the winners in each of the six leagues, to decide which plant has the best league? Then, perhaps, a little match might be arranged with the winning team of the Camera Bowling League. How about it?

HOCKEY

Winter, shouldn't necessarily, drive sports to cover. There are any number of keen outdoor winter sports, snowshoeing, skiing, skating, etc. We perform a lot on the basketball court, more on the smooth dance hall floor, and a great number of us stroll into a bowling alley and fight with the pins. But say—why can't some of you men, lovers of the game of hockey, get the boys on skates on the slippery ice, with a view to forming a snappy hockey league.

The undertaking requires nothing but a little shove and a good push and the league is off. Hawk-Eye had an excellent track team last summer, and what's wrong with the idea of putting these men on the steel runners, giving them good hickory clubs and letting them go after the puck? Kodak Park, Camera Works and the Main Office will gather together their best men, to say nothing of the material that lays dormant in Folmer-Century and Premo.

Come on, fellows, its drawing near to "hockey weather."

STRIKES, SPLITS AND SPARES

(ALLEY DUST FROM THE CAMERA BOWLING LEAGUE)

YES, the bowling season is on with a slam-bang-rush. LaDuque, of the Kodak Office quint, says that the lusty crash of the maples brings sweet music to the bowlers' ears—that is, if—they hit 'em right.

The first five weeks of bowling shows some lofty averages. Servise, Kodak Park, leads the league with a 206.11 average, while O'Neill of the Camera Works team jogs along close behind with 201.

Everybody is waiting to see the last four teams do some tall pinning very soon. Come on, boys, get busy! Knock those first division teams for two or three!

Hinterleiter of the Camera Works, has high game to date—246. Freisman, Premo team, has a 241 game. O'Neill, Camera Works, has three 234 games and one 233. Some pretty good hitting, don't you think?

Premo started the season with some real bowling. They took three games from Folmer-Century and made a good showing against the championship Kodak Park team. And Sullivan wasn't in his real form either.

The Camera Works team is considered the noisiest in the league. When Captain O'Neill gets working on all twelve cylinders, the others might just as well quit. O'Neill says that Kodak Park is going to be a badly fooled team before the season is half over.

Stockmeister, Folmer-Century, has been accused by his team-mates of being a charter member of the Foresters. Yes, there are a number of others who seem to be right on the job when it comes to wood-chopping, Stockmeister.

When the old ball just won't hit the groove or the seemingly good hit results in a split, think all you speak, but speak not all you think.

Amey of the Kodak Office team remarked the other day that it takes years of good bowling to get a reputation, but it

only takes one bad loaded ball to lose it for you. And he's right, isn't he, LaDuque?

There's no use talking and sputtering over a bad break from what appears to be a strike hit. Things are seldom what they seem.

Kosel is the star hitter for the Hawk-Eyes this year, with an average of 188.

How about sending a five-man team of the best bowlers in the Camera Bowling League to Buffalo to the National Tournament at the close of the bowling season, to show the world what Kodak can do on the alleys? Get together, you bowlers, talk it over.

 INDOOR BASEBALL

After a long, hard, grinding business day, it is rather jolly now and then to have an evening game of indoor baseball. Baseball persons are such cheerful folks, and it is good fun trying your luck at the game, whether you are expert or not. After several days of practice, you'll find that your fielding and batting averages will gradually assume the normal pace, and then you'll wonder how you ever stayed away so long from such a fascinating game. Perhaps it will be more interesting to some than the outdoor variety of baseball; try it and see.

Plans are being completed for a number of Indoor Teams throughout the different plants, and undoubtedly a real old-time Indoor League will be in operation before many days. The girls have taken up this branch of sport also; so if you can't make a go with one of the big teams, men, perhaps the girls' team will give you a try-out.

For full particulars for an evening's fun, of last year's flavor, just ask a team member; you will probably be entertained for an hour and a half on the subject, "Indoor Baseball."



KODAK PARK SOCCER TEAM

1, Lee Rife; 2, Chris Kelley; 3, Richard Kelley; 4, William Griffiths; 5, Jack Brightman; 6, Percy Gunn; 7, Edwin Allardice; 8, David Allardice; 9, John Simms; 10, William Mears; 11, Jack Ackroyd; 12, Thomas Henry White; 13, James Canavan; 14, Thomas Clegg; 15, William McKnight; 16, Arthur ("Doc") Yates; 17, Charles Carter; 18, Johnny Walker.

WITH THE BOWLERS

STANDINGS OF TEAMS IN THE VARIOUS KODAK LEAGUES

—NOVEMBER 20th

CAMERA BOWLING LEAGUE

| | Won | Lost | Pct. |
|---------------------|-----|------|------|
| Kodak Park..... | 15 | 0 | 1000 |
| Camera Works..... | 10 | 5 | .667 |
| Premo Works..... | 9 | 6 | .600 |
| Kodak Office..... | 5 | 10 | .333 |
| Folmer-Century..... | 3 | 12 | .200 |
| Hawk-Eye..... | 3 | 12 | .200 |

K. P. A. A. MONDAY LEAGUE

| | Won | Lost | Pct. |
|----------|-----|------|------|
| 292..... | 14 | 1 | .933 |
| 293..... | 13 | 2 | .867 |
| 291..... | 8 | 7 | .533 |
| 501..... | 6 | 9 | .400 |
| 503..... | 1 | 11 | .083 |
| 502..... | 0 | 12 | .000 |

FOLMER-CENTURY LEAGUE

CAMERA WORKS BOWLING LEAGUE

| | Won | Lost | Pct. |
|-------------------|-----|------|------|
| Shutter..... | 16 | 5 | .761 |
| Woodworking..... | 15 | 6 | .714 |
| Buffers..... | 14 | 7 | .667 |
| Office..... | 12 | 9 | .571 |
| Construction..... | 10 | 11 | .476 |
| Tool..... | 8 | 13 | .381 |
| Polishers..... | 5 | 16 | .238 |
| Press..... | 4 | 17 | .190 |

| | Won | Lost | Pct. |
|---------------|-----|------|------|
| Cirkut..... | 11 | 4 | .736 |
| Studio..... | 11 | 4 | .736 |
| Graflex..... | 10 | 5 | .670 |
| Aero..... | 8 | 7 | .536 |
| Compact..... | 7 | 8 | .472 |
| Stereo..... | 7 | 8 | .472 |
| Graphic..... | 6 | 9 | .406 |
| Auto, Jr..... | 1 | 14 | .066 |

KODAK PARK YARD LEAGUE

| | Won | Lost | Pct. |
|-----------------|-----|------|------|
| Inspectors..... | 18 | 6 | .750 |
| Office..... | 18 | 6 | .750 |
| Garage..... | 13 | 11 | .541 |
| Steel Shed..... | 13 | 11 | .541 |
| Trucking..... | 13 | 11 | .541 |
| Stores..... | 12 | 12 | .500 |
| Receiving..... | 5 | 19 | .209 |
| Yard..... | 4 | 20 | .168 |

KODAK OFFICE BOWLING LEAGUE

| | Won | Lost | Pct. |
|---------------------------|-----|------|------|
| Service..... | 12 | 3 | .800 |
| Bookkeeping..... | 9 | 3 | .750 |
| Domestic Shipping..... | 13 | 5 | .722 |
| Export Shipping..... | 10 | 5 | .667 |
| Accounting..... | 8 | 4 | .667 |
| Engraving..... | 6 | 3 | .667 |
| Sales..... | 9 | 6 | .600 |
| Billing..... | 4 | 8 | .333 |
| Stock..... | 3 | 12 | .200 |
| Advertising..... | 2 | 10 | .167 |
| Industrial Relations..... | 1 | 8 | .111 |
| Maintenance..... | 1 | 11 | .083 |

KODAKAM LEAGUE

(Camera Works Girls)

| | Won | Lost | Pct. |
|---------------|-----|------|------|
| Brownies..... | 11 | 3 | .786 |
| Juniors..... | 11 | 3 | .786 |
| Panorams..... | 4 | 10 | .286 |
| Kodaks..... | 2 | 12 | .143 |

“No Accident” Days

for First Six Months, 1921

| | | |
|--------------------------|---------|--------|
| January 3 | - - - - | 1 day |
| February 1 and 2 | - - | 2 days |
| March 1, 2 and 3 | - - | 3 days |
| April 1, 2, 4 and 5 | - + | 4 days |
| May 2, 3, 4, 5 and 6 | - | 5 days |
| June 1, 2, 3, 4, 6 and 7 | | 6 days |

LET US MAKE EVERY DAY
A “NO ACCIDENT” DAY

*THE only way to find success quickly
without working for it, is to look it
up in the dictionary.—Business Language*

The KODAK
Magazine



January
1921

Published in the interests of the men and women of the Kodak organization. x. x.

ACCIDENT RECORD

NOVEMBER, 1920

| PLANT | No. of Employees | | No. of Accidents | | Approximate Wage Loss | | Accidents per 1000 Employees | |
|----------------------|------------------|------------------|------------------|------------------|-----------------------|------------------|------------------------------|------------------|
| | 1919 | 1920 November | 1919 | 1920 November | 1919 | 1920 November | 1919 | 1920 November |
| Camera Works | 2,636 | 2,749 | 4 | 5 | \$ 407.84 | \$344.60 | 1.52 | 1.82 |
| Pohmet-Century Works | 374 | 361 | .. | .. | *115.50 | ..... | ..... | ..... |
| Hawk-Eye Works | 690 | 828 | 2 | 1 | 66.23 | 219.31 | 2.90 | 1.21 |
| Kodak Park Works | 7,199 | 7,135 | 10 | 4 | 511.26 | 1204.48 | 1.39 | .56 |
| Kodak Office | 1,152 | 1,276 | 1 | 1 | 19.00 | 9.17 | .87 | .78 |
| Premo Works | 431 | 388 | .. | .. | *255.15 | *14.49 | ..... | ..... |
| TOTALS | 12,482 | 12,737 | 17 | 11 | \$1,434.98 | \$1792.05 | 1.36 | .81 |

*Additional Time Lost

Increase
Decrease

“**I**F the thought of the things you want and haven't got keeps you from thankfulness, turn yourself around and be thankful for the things you wouldn't want to have—and haven't got.”

—*The Co-Op-ers*



1



2



3



4



5



6

KODAK SAFETY COMMITTEES

1. NEW YORK BRANCH. Left to right: Martin King, John Thee, Thomas J. Shaughnessy, Chairman, and Joseph Drapkin.
2. TAPRELL, LOOMIS & CO., CHICAGO. John Jacobs, Chairman, August Biel and Ernest Pertl.
3. CANADIAN KODAK CO., TORONTO. K. A. Burgess, Chairman, Men's Committee; E. C. Riddell, Fire Chief; J. J. Hoffman and J. Bayliss; Miss L. Peck; Miss M. Peters; Miss E. Morrison, Chairwoman, Ladies' Committee, and Mrs. A. Dunster.
4. AMERICAN ARISTOTYPE CO., JAMESTOWN, N. Y. George H. Stuart.
5. CHICAGO BRANCH. J. W. Luke, Chairman; C. T. Bergerson and W. C. McArthur.
6. SAN FRANCISCO BRANCH. Roger Cleminson, Charles F. Harris, Chairman, and Arthur W. Cohan.

SAFEGUARDING IDEAS

THE MISSION OF OUR PATENT DEPARTMENT

ROCHESTER is the Mecca towards which the photographic inventor turns. If anyone in the country has a new idea regarding photographic apparatus, optics or chemistry, he is almost sure to present it to Rochester for consideration.

In our own organization we have a large force engaged in research and experimental work, and more often than once in a while our Suggestion System brings to light a new idea; all of which accounts for a quiet but very busy row of offices in Building Six at State Street, wherein is housed our Patent Department.

The Patent Department functions in a number of different ways. New ideas of every kind, improvements in cameras, lenses, film spools, carrying cases, tripods, developers, and papers are constantly coming to bright workers in our plants, as well as from the outside.

Duplication of effort is a thing to be avoided; no one wants to waste a lot of time working out something that someone else has already perfected, nor find out when a model is completed that there is a patent preventing its use by us.

The Patent Department keeps in as close touch as is possible with these activities and ascertains just what has been done affecting these ideas.

Among its various records the Patent Department has, properly classified, the patents relating to all our products; and it is *some file*—and also carefully indexed files and catalogues of the photographic concerns in many countries.

The museum of the department contains models of all kinds of photographic apparatus which is in itself a fairly complete history of photography. There

are also records of the numerous suggestions made by employees, and by our friends outside of the company. When something new is deemed worthy of consideration, or a change in model or formula is suggested, a search is made by the department to find out if the idea is new, or if possibly there is already a patent preventing its use by us; also to ascertain whether or not a similar product has ever been marketed and its success. After all this information has been obtained a report is prepared showing just what has been done along similar lines, to assist the designer in working out the finished product, or to prevent him wasting his time over an idea controlled elsewhere.

During the process of transforming idea into product, and its passing the merciless criticisms and severe tests demanded by our high standards, changes and improvements frequently alter the patent situation and so it is necessary for the Patent Department to keep in close touch with all development work.

Sometimes even after all this care and thought the idea does not pan out and, if so, into the discard it goes.

When the idea has passed all tests, and is ready for production, the department attends to the taking out of the necessary patents. After the idea child is born, it just naturally has to be christened; many times the proper name is self evident, but again much thought must be given as to the best possible name. In such case the services of the Advertising Department are requisitioned; Mr. Jones, or "L. B.," as he is better known, is usually prolific in ideas, but once in a while he finds himself

stumped; if so, he calls a conference from all up and down the long row of offices which house his idea men and gently "passes the buck."

After the name has been approved, the Patent Department again takes hold, and searches through its long list of trade marks used anywhere, any time,

by anybody and everybody, for things photographic and so makes sure that the name finally adopted can be used with full rights and protection.

Many problems come to the Patent Department regarding patents, trade marks, and questions of copyright which are anything but simple to solve.

THE MUNICIPAL BUSINESS LIBRARY—AND YOU

DO you ever wish to consult directories of other cities; need help in filing correspondence, storing tools, writing letters, making out your income tax returns? Perhaps you would like to make a budget, save some money, take out a patent, improve your memory, become a better salesman or accountant, travel, be naturalized.

The Business Library can help you. These questions have been answered for others through books and magazines, and your problem can be solved too.

It has books for the employment and office managers, housekeepers, advertising men, safety and industrial engineers, and executives. It is a special library that is collecting and circulating the literature of business and municipal government, named the Municipal and Business Branch of the Rochester Public Library, located at 13 South Fitzhugh Street in the Municipal Building.

The Business Library idea is a development of some thirteen years past, and the municipal reference branch of more recent growth. The combination of these two types of libraries is still newer and as yet few cities have established them—the most notable examples being in Minneapolis and Rochester.

The Business Library has 3,000 volumes of books and receives regularly 150 magazines. Both books and periodicals are circulated to all who make application at the library. Here one can find encyclopedias, dictionaries in English and foreign languages, almanacs and year books giv-

ing the latest statistical information, federal, state and municipal government reports, city and business directories, time tables, postal guides, atlases, maps and trade catalogs of Rochester firms.

There are both telephones at the Business Library, and you are invited to avail yourself of its resources through them, if you cannot come in person. Information is as carefully and cheerfully looked up for telephone requests as it is for those who make personal visits. Many people call concerning the subjects about which references are desired before starting for the Library, so that the material will be ready when they arrive. We will be glad to do this for you.

Think Business Library when you want information about such subjects as these: Production, Employment Management, Accounting, Foreign Trade, Health Insurance, Taxation, Housing, Industrial Relations, Office Methods, Dyes and Dyeing, Advertising, House Decoration, Government, Character Analysis, Prices, Safety, Labor, Graphic Presentation, Success, Americanization, Finance, Gardening, Automobiles, or a good story.

We will be glad to send our lists of books on these or any other subjects.

Our hours are 9 A. M. to 6 P. M. daily except Sunday. Our telephone numbers are Stone 8345 and Main 4542. We are on the first floor of the Municipal Building, 13 South Fitzhugh street, one block from "Four Corners." Come in and let us become acquainted.

READY FOR BUSINESS

EASTMAN SAVINGS AND LOAN ASSOCIATION OFF TO A FLYING START

THE Eastman Savings and Loan Association, *our* association—is now ready for, and doing business.

Subscriptions are coming in in a most gratifying manner and we have yet to find an employee who is not absolutely sold on the proposition; you have a lot to gain and you can't possibly lose; so let's go to it.

It is just about the most comfortable feeling there is, to know that you have a bit tucked away for showery weather, or that you are getting to own your own home, or that when your boy or girl is ready for college, that you have the money for the purpose ready and waiting.

Get the thrift habit; it is one of the few that won't get you.

Through our Association, the process of saving becomes almost automatic, particularly with the Installment Shares. Your department head will be only too glad to supply you with a prospectus, and the necessary subscription forms.

Do not for a single moment allow your interest or enthusiasm to cool—get in now and stay in.

Just think what it will mean to you in a few years to come, and the years roll around right speedily; think of the satisfaction of owning the place you call home, when you can snap your fingers at landlords and moving days. Think of the satisfaction of being able to put John or Mary through school when the time comes.

Perhaps some day you may wish to go into business for yourself; the fact that you are a shareholder in a savings and loan association will help a lot in establishing your business credit.

Subscribe for as many shares as you possibly can; but if you feel that you can only put aside a small amount each month don't let that scare you out, you will be just as welcome as the largest shareholder; remember the Eastman Savings and Loan Association is *your* association.

Study the prospectus thoughtfully. See how the Association can help you.

If you want to build your own home, see how the housing plan will help you in selecting a house of the right type for your needs.

Study the following table and see how easy it becomes to pay off a loan.

All loans would be paid off in the same length of time, as the monthly installments are 1% of the mortgage. For example, the payments on a \$2,400 loan would be \$24 a month, and a \$3,000 loan, \$30 a month.

EXAMPLES FOR PAYMENT OF A \$1,000 LOAN

| Year | Total Payments | Amount of Payment Applied for Interest | Amount of Payment Applied on Principal | New Principal |
|----------|----------------|--|--|---------------|
| 1 | \$ 120 | \$ 58.32 | \$ 61.68 | \$938.32 |
| 2 | 120 | 54.52 | 65.48 | 872.84 |
| 3 | 120 | 50.48 | 69.52 | 803.32 |
| 4 | 120 | 46.19 | 73.81 | 729.51 |
| 5 | 120 | 41.64 | 78.36 | 651.15 |
| 6 | 120 | 36.82 | 83.18 | 567.97 |
| 7 | 120 | 31.68 | 88.32 | 479.65 |
| 8 | 120 | 26.24 | 93.76 | 385.89 |
| 9 | 120 | 20.45 | 99.55 | 286.34 |
| 10 | 120 | 14.31 | 105.69 | 180.65 |
| 11 | 120 | 7.79 | 112.21 | 68.44 |
| 7 Months | 70 | 1.38 | 68.62 | *.18 |
| | \$1390 | \$389.82 | \$1000.18 | |

*Refunded borrower.

\$389.82 interest on a straight mortgage of \$1000 for 11 years and 7 months would be at the rate of 3.365% per annum, if no reduction were made in the principal during that time.

If the borrower wishes to make payments in addition to his regular payments on a mortgage loan, they will be received at any time. Such payments will immediately be placed to his credit, thus reducing the amount due both in interest and principal.

And lastly look over the names of the officers and directors of your association—everyone a man in whom you have the utmost confidence.

OFFICERS

- GEORGE EASTMAN.....President
- JAMES H. HASTE.....Vice-President
- JOHN A. ROBERTSON.....Vice-President
- ARTHUR P. BARTHOLOMEW, Secretary and Treasurer

DIRECTORS

GEORGE EASTMAN, President and General Manager Eastman Kodak Company.
 FRANK S. NOBLE, Vice-President, Eastman Kodak Company, in charge of sales.
 JAMES S. HAVENS, Vice-President and Secretary, Eastman Kodak Company, in charge of Legal Department.
 JAMES H. HASTE, Manager, Kodak Park Works, Eastman Kodak Company.
 JOHN A. ROBERTSON, Manager, Camera Works, Eastman Kodak Company.
 WM. F. FOLMER, Manager, Folmer-Century Works, Eastman Kodak Company.
 ALFRED A. RUTTAN, Manager, Premo Works, Eastman Kodak Company.
 FREDERICK L. HIGGINS, Manager, Hawk-Eye Works, Eastman Kodak Company.
 HARRY D. HAIGHT, Manager, Industrial Relations Department, Eastman Kodak Company.

ROBERT N. REID, Director, Kodak Employees Association (Incorporated), representing Kodak Park Works Employees.

S. HERBERT ROGERS, Director, Kodak Employees Association (Incorporated), representing Camera Works Employees.

CHARLES E. DORSEY, Director, Kodak Employees Association (Incorporated), representing Folmer-Century Works Employees.

FRANK C. SHERMAN, Director, Kodak Employees Association (Incorporated), representing Premo Works Employees.

WM. G. EYER, Director, Kodak Employees Association (Incorporated), representing Hawk-Eye Works Employees.

A. P. BARTHOLOMEW, Secretary and Treasurer, Eastman Savings and Loan Association.

Get your subscription in today.

KODAK EMPLOYEES CROWD NEW YORK STATE ARMORY

Friday evening, December 3rd, saw the New York State Armory transformed into a busy hive of Kodak activity, the occasion being the First Annual Kodak Employees Entertainment and Dance. This affair, the first of its kind, was sponsored jointly by all the Kodak Athletic Associations and Recreation Clubs. Approximately 2,500 members of the Kodak organization thronged through the armory doors.

Damon's augmented orchestra furnished music of the perfect variety for the dancers, and many of the more ardent devotees of terpsichore regretted even the intermission, during which the three entertainment numbers were presented. These, however, were of high calibre. The first, a fantastic dancing act, under the title "Ouija Magic," was devised, costumed, and directed by Florence Colebrook Wetmore, and showed many of Rochester's most talented youthful dancers. Act Number Two was the "Renee Robert Revue," in "Miss Twinkle Toe and her Mates," while the final program number showed "Seven Honey Boys" in "A Bee-Hive Full of Honey." Each of these acts came direct from a big-time vaudeville circuit.

Another source of satisfaction to the sponsoring organizations was the financial success of their venture.

DON'T INVEST BEFORE YOU INVESTIGATE

This is the slogan that has been adopted by the Bureau of Investigation of the Rochester Chamber of Commerce, which offers its services—free of charge—to any resident of Rochester whether a member of the Chamber or not.

So many securities are being offered for sale in concerns which are of doubtful soundness, and so much money is being thrown away by the small investor, that steps have been taken by a number of organizations to inform the small investor that he should be exceptionally careful in choosing his investments.

An invitation is given all residents of Rochester to call to the attention of this Investigation Bureau at the Chamber, all investments offered to them by salesmen, by mail, or by advertising, so that the prospective investor may be given advice as to the soundness of the concern offering the securities.

United States authorities estimate that \$500,000,000, was thrown away in this country in 1919 by persons who invested in unsound corporations.

Ask the Chamber. Ask your Banker. Ask our Legal Department before investing.

Ask any successful man for the secret of his success and almost without exception the answer will be *thrift* and *saving*.

DENTAL TREATMENT FOR YOUR CHILDREN

SERVICES NOW AVAILABLE FOR ALL KODAK EMPLOYEES' CHILDREN
AT THE ROCHESTER DENTAL DISPENSARY

FEW institutions have accomplished so great an amount of good in so short a time as has the Rochester Dental Dispensary.

The Dispensary was founded and endowed through a realization of the fact that many of our common ills are directly traceable to defective teeth.

The time to begin the correction of imperfect dentition is with the child, so as to afford him the soundest possible basis for good health.

The Dispensary has done a splendid work since it has been in operation, and has relieved thousands of children in Rochester who, under other circumstances, would have gone unaided.

Naturally the work of the Dispensary has had to be carried on under certain restrictions; children of families within a stipulated income only, being eligible for treatment.

Circumstances have made it possible, through a special endowment by Mr. Eastman, to modify these restrictions so that the services of the Dispensary are now open to children of Kodak employees residing in Rochester and its immediate vicinity.

This is a very far-seeing plan and one making for better and happier future citizens of our city, and future employees of our company.

If you have a child, or children, with imperfect or defective teeth, do not fail to take advantage of this splendid opportunity for aiding them to become strong and healthy.

The fees for treatment are very small (five cents for each visit), and bring this service within the reach of every employee.

Application blanks for Dispensary service may be obtained from department heads and the nurses in the plant dispensaries. When the form is filled out, it

should be placed in the envelope provided, and sent to the Industrial Relations Department, 343 State Street.

A card of introduction to the Dispensary, giving time of appointment, will be sent the applicant; after receipt, the child, or children, should be taken to the Dispensary at the time stated.

Do not overlook this opportunity—think what it means to your children.

KODAK EMPLOYEES ASSOCIATION (INCORPORATED)

The regular monthly meeting of this Association was held on Wednesday, December 8th, at four o'clock in the afternoon. The Secretary reported that one loan of \$500.00 had been closed since the last meeting. One application for a real estate loan of \$1,200.00 was approved.

The Treasurer, Mr. Gorham, submitted his report and Mr. Haight, Manager of the Industrial Relations Department, presented a report in regard to welfare cases on which action had been taken at previous meetings of the Board.

The annual meeting of the Association will be held on Saturday evening, January 15, 1921. The Association fixed the Premo Works as the place for holding this meeting.

Elections are now being held in the various plants to choose representatives on the Board of the Association.

It's no use offering a reward for the return of a lost opportunity. Later on when your co-workers are drawing their quarterly dividends of their paid up installment shares of the Eastman Savings and Loan Association, you'll wish that you had taken an early advantage of the best possible means to save and invest.

The Kodak Magazine

Published monthly in the interests of men and women of the Kodak Organization.

SPENCER HORD, *Editor*

| | | |
|---|-----------|-------------------|
| GLENN C. MORROW } C. EDWARD COOLEY } | | Associate Editors |
| NORMAN A. VAN DE CARR | | Assistant Editor |
| Main Office | | |
| ROBERT A. WEBER | | Assistant Editor |
| Kodak Park Works | | |
| HERBERT S. THORPE | | Assistant Editor |
| Camera Works | | |
| CLARENCE H. HARPER | | Assistant Editor |
| Folmer-Century Works | | |
| WILBUR G. WOODAMS | | Assistant Editor |
| Hawk-Eye Works | | |
| L. C. WHEELER | | Assistant Editor |
| Premo Works | | |

Address all communications to Editor, KODAK MAGAZINE, Main Office, Eastman Kodak Co., Rochester, N. Y.

In the days of the hair-cloth sofa and the "what-not," with souvenirs from the Centennial on it, it was the custom to make New Year calls.

All the families in town with marriageable daughters kept open house on New Year's Day, and the less deadly sex responded nobly.

Dressed "fit to kill" and armed with a stock of calling cards, and an appetite, the young men made the rounds until exhausted nature asserted herself.

"The cold gray dawn of the morning after" undoubtedly had much to do with the making of New Year resolutions, which was also considered the proper thing to do at this period.

We have advanced a bit since that period; we have learned the folly of plunging into an orgy of good resolutions at one fell swoop, soon finding that our spiritual digestive apparatus could not assimilate them.

Still with most of us there is room for a few good resolutions and the beginning of a new year would seem to be a good time to put them into effect.

We are not going to make any definite suggestions—you know your own failings, so we will simply wish you, everyone, a most Happy and Prosperous New Year.

In a recent issue of "System" magazine there appeared an interview with Mr. Eastman which offered an intimate glimpse into the development of our company. This interview has been widely commented upon, and here is one comment for you to think over.

"One significant statement which he makes contains a lesson in a few words, which a column of our magazine could not make so impressive.

"After deciding to go into photography as a business, he said *'Drawing \$3,000.00 that I had saved from my salary, I hired a room.'*

"When the opportunity came, he was ready for it and his *savings* enabled him to grasp it"—"You press the button and a little ready money will offend therest."

If you have been undecided about subscribing for shares in our Savings and Loan Association, just read the foregoing over again, and let it sink in.

If there is anything you do not fully understand regarding the plans of the Association, just phone Mr. Bartholomew, Kodak Office, and he will gladly inform you.

One of our fellows commenting on the plan for payments on a home building loan, felt that it took quite a long time to complete. We asked him if he ever stopped to figure that he could pay *rent* on a house for *twenty years*, and then all he would have would be the rent receipts.

If you have children we ask you to give most thoughtful consideration to the article on page 7 regarding the work of the Rochester Dental Dispensary and the advantages it affords. Do not neglect this splendid opportunity to give your children the best possible physical foundation, as it will mean so much to them later in life.

WHEN DO WE EAT?

"Soup-y, soup-y, soup,
 Without a single bean;
 Pork-y, pork-y, pork,
 Without a strip of lean;
 Coffee, coffee, coffee,
 The weakest ever seen!"

TWO years ago, to the 1,500 or so of us who were lucky enough to get into Uncle Sam's O. D., the shrill notes of that little ditty were often the most welcome blast the battered old bugle ever blew. And, how we did tumble into the old mess-hall for "slum" and "willie," or whatever else the K. P.'s were handing out. But, now that we're

Kodak plants are no exception to this rule of progress, and now, almost every Kodak worker can, if he wants to, get his lunch without going outside the plant.

One of the smallest, but most attractive of the company dining-halls, is that at Premo. This room is also used as a meeting place for the Premo Club.



A JOLLY PREMO CROWD AT LUNCH

back in "civics" it's no longer the bugle, but a hoarse noon whistle that tells us when it's time to "wander out after our nickel's worth of dog-meat." And, where do we go?

Time was when the man or woman in industry had to "tote" his noon-day meal along with him when he left home in the morning, out of which custom grew one of our most picturesque campaign slogans—"The Full Dinner Pail." Today, however, the factory lunch-room is a fundamental of the up-to-date shop.

Pictures and flags help to give the room a home-like appearance. On one side is a small stage which is used by the Premo Orchestra during its noon-hour concerts on Tuesdays and Thursdays. This club room is the center of interest for Premo workers, about 125 of whom remain at the plant for lunch. When this number is being served, the room is pretty well filled, for its maximum capacity doesn't run much over 135 at a sitting. To keep this dining-room in going order requires the entire services



MEN'S DINING ROOM, HAWK-EYE WORKS

of three people with an extra helper for part of the day. While, of course, lunch is the only meal served regularly every day, there are frequent calls for an extra supper when there's overtime work to be done. These calls require, on an average, the preparation of about fifty meals a week.

The Hawk-Eye system is different, with two separate dining-rooms—one for men and the other for women. There are four regulars on the food staff—a pastry cook, a meat cook, an assistant,

and Charles Brown, the steward. With the help of four extra girls at noon, they manage to take care of 200 people a day, and it takes them just 27 minutes to handle the crowd. Not so bad, eh? Hawk-Eye, too, has the supper problem for overtime workers. Mr. Brown, the steward, is a concocter of novel ideas in the food line. For proof, just make some inquiries about his date-rhubarb, or fig-pineapple pies.

New Building No. 9 at the Camera Works has a finely-equipped dining-



DINING ROOM, CAMERA WORKS

room right on the first floor. Since the new building has been opened the dining-room on the fourth floor of the old building has been converted into production departments. In the new room 850 people can be accommodated at one time. The average number of patrons is 1,200 per day. It requires, of course, a considerable staff to serve so many diners. Miss Crarer has the management of the Camera Works dining-room, and her right hand man is M. J. Pollenqué, chef, whose past experience includes fourteen years at the Powers Hotel, and two years at the Waldorf-Astoria. If you don't believe he's a past master of the culinary craft, just drop in by way of the Platt Street entrance some noon and try out his wares. One time will convince you. Fifteen people give their entire time to the maintenance of the Camera Works dining-room, while seventy others are required to assist at noon.

Kodak Park, of course, with a young

city all its own, has to have more elaborate and complete food facilities. Their dining halls come almost in the Mike Miller class in one respect, for they "never close"—except on Sunday. Four dining halls are now in operation with a seating capacity of about 3,200. A dining-room in Building 23 has recently been completed. The four dining halls now in use serve between 4,000 and 5,000 meals each day. All these are under the general charge of F. L. Grastorf, Manager. He is assisted by Miss Ruth Hardy as dietitian. Sixty-nine people put in full time on work connected with running the Kodak Park dining halls, and these sixty-nine are assisted by about one hundred extra girls at meal times.

The Main Office and Folmer-Century Works are the only branches of the company which have not dining-rooms of their own. Main Office people have the privilege of using the Camera Works dining hall, while some of the girls prepare their noon meal in the third



GIRLS' DINING HALL AT KODAK PARK



KODAK PARK MEN'S DINING HALL IN BUILDING No. 25

floor lunch room, where Mrs. Elrich reigns. Most of the Folmer-Century people can easily go home for lunch, while the others find it convenient to get eating facilities within a short distance from the plant.

No great stretch of the imagination is necessary to realize that an enormous quantity of food is consumed each month in all these dining-rooms. In an average month the lunch rooms of these four plants, Kodak Park, Camera Works, Hawk-Eye and Premo, use over 26,000 quarts of milk, almost 26,000 loaves of

bread, better than eighteen tons of meat, and 1,048 bushels of potatoes. Then there's the pie record—not quite 13,000 a month. And for beverages, we use 1,842 pounds of coffee and eighty-seven pounds of tea. Even with sugar as hard to get as it has been, Kodak consumption reaches a monthly average of almost five tons.

All in all, it sort of sets a record for the Childs, Automat, Waldorf, Baltimore, and such-like systems to shoot at, doesn't it?

MAKE SUGGESTIONS

"It so happens in this world that a great many people have had ideas, knowledge of how to do things and a possibility to do, but they have not taken action. They have thought of schemes; have worked out plans, roughly; have considered that this or that was the way to accomplish certain things; but they have not tried them out. They have put them off until tomorrow. A great element in any success, therefore, is the doing of that

thing promptly which seems to be worth while. Some of the things carried out will prove successful, others may not; but the very doing of them will suggest better schemes, will animate everybody around to make suggestions and to do things. It is not enough to think that a thing ought to be done; the thinking is only valuable when the thing is done. Turn your thoughts into action."—*B. A. F.*

THIRD AMATEUR PHOTOGRAPHIC COMPETITION

CASH AWARDS: \$50.00, \$25.00, \$15.00, \$10.00

AT the time this is being written, the entries for our Second Quarterly Amateur Photographic Competition are coming in in highly gratifying numbers.

The names of the prize winners and the winning pictures will be published in the February number.

We have not been surprised at the number of amateur photographers in the employ of the company that these contests have disclosed, but we have been pleasantly surprised at the number of truly artistic workers in our ranks.

We feel these competitions are doing a good work; they not only stimulate a friendly rivalry between the contestants, but do much to increase the love for, and the understanding of, the artistic by showing us what the other fellows are doing.

The Third Quarterly Amateur Photographic Competition for Kodak employees will begin February 1st, and close April 30th. The awards will be the same as for the previous contests; First Award \$50.00, Second Award \$25.00, Third Award \$15.00, Fourth Award \$10.00.

Subjects: Snow Scenes, Winter Sports, Still Life Pictures.

Conditions

These competitions will be open to all employees of the Eastman Kodak Company, except demonstrators, those who have been professional photographers, and those, the nature of whose employment with the company would class them as professional photographers.

The exposures must be the work of the contestant, but the developing and printing can be done by someone else.

The negatives of the prize-winning prints shall become the property of the Eastman Kodak Company, and the negatives delivered to the Editor of the *Kodak Magazine* before the awards are paid. Prints from such negatives will be used in the *Kodak Magazine*, for advertising or sample print purposes, or for any other purpose the company may elect. All

prints must be mounted but not framed.

The name and address of the contestant and the designation of the camera used must be legibly written on the back of each print. Contestants who are awarded prizes for photographs which include a person or persons must furnish to us the written consent of the subject or subjects (in case of a minor, the written consent of a parent or guardian) to the use of the picture in such manner as we may see fit.

Blanks for this purpose will be supplied by the Editor upon request.

Contestants may enter any number of prints, either contact prints or enlargements (but no contestant will be awarded more than one prize), and send them in at different times, up to the closing date of each competition. Prints submitted will not be returned unless specially requested.

The package containing prints should be addressed:

PHOTOGRAPHIC COMPETITION,

KODAK MAGAZINE,

EASTMAN KODAK COMPANY,

STATE STREET OFFICE.

ATTENTION—BOND HOLDERS!

If you are the owner of any temporary Liberty Bonds which you have not yet exchanged for permanent bonds, it's time to get busy. After the due date of the last coupon on your present bonds, you will be unable to collect your interest until you have obtained your permanent bonds with all the remaining coupons attached.

The banks are now ready to accept for exchange, temporary bonds of all issues except bonds of the Fourth Liberty Loan. Bonds of the Fourth Loan will be accepted for exchange on and after February 1st. If you bought your bond through the company, the Security Trust Company is the proper place for you to exchange them.

And—remember! There's no time like the present.

HAVE YOU A BOY OR GIRL UNDER FIFTEEN?

IF SO, HAVE THEM READ THIS STORY

ALL good little boys and girls—there are no really, truly bad little boys and girls—want to do everything they can to help their fathers and mothers.

Of course you run errands cheerfully, are careful not to track snow and mud into the house, and keep your face and hands clean.

Now all this helps father and mother a lot, but there is still another way that perhaps you have not thought of that will also help a lot.

You see it is like this. Both father and mother have cautioned you about playing with matches, have asked you not to meddle with bottles in the medicine chest, because some of them might contain poison, and have told you over and over again to be careful when crossing streets, and to look both ways before you cross so you won't get bumped by a "flivver" or a trolley car.

Now if father has to go to his work in the morning, and during the day wonders if you are going to do some careless thing that will hurt you, he will worry about it, and when a man is worried he just cannot do good work; and if every time mother sees you leave the house, she has to stand

in the door to see that you cross the street carefully, and then goes in and worries because you are "so thoughtless," she cannot do good work either.

So you see you *can* help father and mother a lot by being careful, and thinking and acting *Safety First* all the time.

We want every Kodak boy and girl to begin right away thinking about *safety*.

To make it worth your while, and to keep you thinking about it, we are going to offer a prize of five dollars to any boy or girl under the age of fifteen years, whose father or mother is employed by the company, for the best essay on safety; there will also be awards for the nine next best essays (a splendid safety game which all the family can enjoy).

The essays must not exceed five hundred words in length and must be sent in to the Editor of the *Kodak Magazine* on or before February fifteenth.

The prize-winning essay will be published in the *Magazine* in the March issue.

Now isn't this a pleasant way to help father and mother and yourself? So sharpen up your pencils and get busy.

PACK UP YOUR TROUBLES!

ONE of the fellows came into our office the other day, slammed himself down into a chair and announced that he was disgusted with everything. He said that everything that he had tackled for a week or more had gone wrong in spite of everything he could do.

We have felt the same way on occasions, but when you come to think of it, not one of us can hit the bull's eye every time.

There used to be a chap who sat in a chair under the New York Central Bridge on State Street; he didn't have any legs, and made his livelihood by turning the handle of a small wheezy barrel organ. More pennies than nickels, and none too

many of either, were dropped into the tin cup on the top of the little organ, yet he was always cheerful. When anyone made a contribution, he was rewarded with a smile and a hearty "thank you." The little organ and its owner have been absent for a good long time now, but his memory as a gloom chaser still lingers in our minds.

When you get the blues, or feel that you made an everlasting chump of yourself, you can, if you stop to think a moment, find someone a whole lot worse off than yourself, so "pack up your troubles" and dig in and you'll soon see the sun shining again.



N. A. VANDE CARR *Editor*

K. O. R. C. DANCES—ON AGAIN

On January 28, 1921, the Kodak Office Recreation Club will resume its winter schedule of dances. The two which have taken place to date have been live parties and well attended by the members.

On both occasions, special features were arranged for the amusement of those who are not so fond of dancing. At the last party, Marie Mattern of the Service Department sang several solos and Florence Wright of the Order Department gave a solo dance.

Harry Seaman, that notable caterer whose talent was discovered on the first K. O. R. C. Outing, assisted by a number of eleventh floor beauties, had charge of the refreshments, and needless to say, they were par excellence.

The music was peppy; the floor was fine. What more could one ask for a dollar and a dime?

Be out for the next dance. It's going to be better than ever.

ARE YOU CASHING IN?

The company paid \$1200 more during the year of 1920 for suggestions made by employees of Kodak Office than was paid in 1919. We are ready to pay even a bigger amount in 1921. We want you to get your share. Make a worthwhile New Year's resolution—"One Suggestion a Month." They benefit you as well as the company.

Look over the list of awards in the Suggestion Bulletins. Notice the type of suggestions that are being adopted, and don't give up if at first you don't succeed.

During the past year one of our Stock House employees entered twelve suggestions, all of which were found to be impractical for adoption. Nevertheless, he tried again and thirteen was his lucky number. This suggestion was adopted and we are sure that he agrees with us that he was well repaid by the one award for the time that he spent in developing the first twelve suggestions.

One thing more—the location of the Suggestion Office has been changed. It is now on the fourth floor in the Industrial Relations Department. Come in and see us. We shall be glad to talk over your ideas with you at any time.

Have you heard the rap-tap-tap of the hammers on the thirteenth floor? Well, new offices have been made, and the remaining people are going to welcome the Statistical Department, formerly on the sixteenth floor.

Goodness, the Auditing Department does look so different. A great transformation has taken place. The Tabulating Department was transferred to the ninth floor.

ARE YOU PASSING UP A BET?

Back in the dark ages of 1919, when the Kodak Office Recreation Club was but a dream, the air was rife with reports about the Kodak Park Basketball teams, the Camera Works Girls' teams and the Folmer-Century Bowling League. And all the time Kodak Office people were saying "Why doesn't the Main Office ever have anything like that?"

But different days have come. The company's dollar-for-dollar appropriation has made possible the Kodak Office Recreation Club, and this organization is now supporting bowling leagues and basketball teams for both men and girls. The bowling leagues are attracting widespread interest and going very successfully. Not so with basketball, however. The apathy shown by those who should be supporting our teams is deplorable.

We have one of the best industrial teams in the city—a team which has turned in two victories out of three games. But out of these three games the total attendance of Kodak Office people has been less than 200. At the last game, in which our boys neatly trimmed the Rochester Stamping Company, exactly 34 of our 1,200 theoretical supporters saw the game, less than 3%. In the face of such interest, prospects for the completion of the season are extremely dark.

An attempt is being made to secure the Masonic Temple for future games which will be arranged with such fast aggregations as Todds, Perintons of East Rochester, Fashion Park, Bastian Brothers, Cunninghams, Seldens, and the American Laundry Machinery Company—in addition to return games with Hawk-Eye and Rochester Stamping Company.

For a four bits admission price, you get:

1. A rattling girls' preliminary (always a barrel of fun).
2. Forty minutes of snappy basketball between two speedy men's teams.
3. Two hours of dancing with the best music the city can afford.

All on a splendid court in the best location in the city.

If you have any doubt about your money's worth, try it out just once—you will be converted.

What do you say—you are you with us?

The Sales Department is very proud of its seven candidates out for the Girls' Basketball Team. Even though they lost their first game, their spirits are still high and they are counting on getting even with the Hawk-Eye team in the near future. Come on out and root for our girls!



ROSS ROBERTSON
President, K. O. R. C. Bowling League

KODAK OFFICE BOWLING LEAGUE

There is a very pretty race going on for the various positions in the league. Each week sees several changes in the standing with the result that, as we wind up the first half of the schedule, it is anybody's race and rivalry is keen.

Each of the various captains has it all figured out as to just why the championship will belong to his department. Here are a few of the reasons given:

Captain Dave Solmes of Stock admits that his team, while not in first place now, has only been kept out by the hardest kind of luck. Frank Peart, after rolling five games like a "champ" was carted away to the hospital. He is now back and ready to knock 'em dead along with Walter Capel, Elwood Dunn and the other regulars.

The Sales Department, having for its spokesman no less a personage than Captain Jack Gunderson, bleats as follows, "We are where all champions like to be at this stage of the race,—third place. Any time we feel the time is ripe, that old number one position will be ours. With such gunners as Ferris, Strowger, Hodgson, Mason, Fisher, Seaman, Quinlan and Batchelder there is nothing to it, nothing to it."

Captains Gordier of Accounting and Schug of Bookkeeping meet quite often and Jack must try once more to figure out just how it happened that the 12th floor gang could win two out of three. He admits that Ray Hyde is the best dressed bowler in the league, "Herb" Rayten the most plump, and Kron a typical south-paw. With these boys ably assisted by Harry Thomas, Henry Finger, Jack Leysenaar and Herman (Sewer) Bakker it is hard to believe

they would ever be on the short end. Schug merely points to his list consisting of Biekirek, Carrell, King, Junker, Ushold, etc., and says more than we can remember.

Bill Carter who guides the Maintenance team can't put on any fat these days. He was never so busy in his life. The trouble is due to the fact that, while a team consists of five men, Bill has forty regulars and several subs who want to roll each week.

Captain Coan insists that the Engraving Department team be known as the "League of Nations," it consisting of an Irishman, German, Englishman, Hebrew, and a Bonny Scot. They should produce something before the season ends.

The Service Department is now leading the League and from the angle where Captain John Berl sits that is the one and only place to be. "Just look at them," says Johnny, "why man, we have more class here than any two teams put together. To cover the good points and give each man his just reward we could fill a whole edition of the Magazine."

Captain VanDusen is rapidly getting his men where he wants them. At present Joe Kick is the only man who is always expected to toss them for two hundred. Tutty's graceful delivery is wonderful to behold and the others are gradually coming to the point where every match means three straight.

When asked how Domestic Shipping was making the grade, Captain Jack Schoenwitz took one backward step and burst forth in poetry. Would that we could give it to the world but space is limited. However here is the last line. "With vim an' pep—Oh Boy.—Victory." Do you wonder those boys are up at the top and going strong?

The Advertising bunch is not a bit discouraged and expects to win a lot of games now that McCarthy has joined their forces. Captain Stillson claims there was only one weak spot and "Mac" fills that. All the regulars are improving and some regular he-man scores coming in.

Export Shipping, which is guided by our genial secretary, has been doing great things and is resting easy for the time being. With such men as Captain Lawrence, Neufeglise, Harding, Wagner, Udart, Beldue, Butler and Ernise to draw from, they are always dangerous.

Captain "Scoop" Cooley of the Industrial Relations finds it easy to smile these days. Looks like a regular team now and the boys are out to make up for lost time. When booked to meet this bunch, opposing captains had better bring out their best stickers. They are dangerous.

A few interesting figures:

HIGH SINGLE GAME BY INDIVIDUAL

| | | | |
|-----------------------|-----|-------------------------|-----|
| 1st Amey | 250 | 3rd. Van Dusen. | 232 |
| 2nd. J. Kick. | 237 | | |

HIGH SINGLE GAME BY TEAM

| | | |
|--------------------------|----------------------------|-----|
| 1st. Domestic Ship. 915 | 3rd. Service Dept. | 868 |
| 2nd. Sales Dept. | 877 | |

HIGH THREE GAMES BY INDIVIDUAL

| | | | |
|------------------------|-----|-----------------------|-----|
| 1st. Amey. | 594 | 3rd. Mattern. | 557 |
| 2nd. Beikirch. | 559 | | |

BASKETBALL GIRLS LOSE TO HAWK-EYE

The Kodak Office Girls' Basketball team made its first appearance on a public court Tuesday evening, December 7th, in a preliminary game with the Hawk-Eye girls. Although Kodak Office girls lost by a 14-4 score, they made a fine showing considering that only two practices were held previous to the game. The team has plenty of good enthusiastic material and should, with a few practices, improve into a good, live team.

Helen Gentry of the Sales Department, captain of the Kodak Office team, was the star player and, although she was held to one basket, did splendid work in capturing the ball and keeping it at their end of the hall. Ruth Kimmel, of the Stenographic & Training Department, scored the other basket for Kodak Office and played a good game as forward.

The Hawk-Eye girls played a clean-cut game, displaying fine team and pass work. Their line-up was as follows: Ethel Reinhardt, Jane DeGraff, Alice Gears, Elizabeth Meerdink, Grace Weiner, Virginia Earl, Harriett Batzing, Olive Kellett, Loretta Ereth, and Wilhelmina Maier.

The Kodak Office team was composed of these girls: Helen Gentry, Anna Darcy, Ruth Kimmel, Annabel Hazell, Clara Eford, Ruth Sullivan, Mildred Lambert, Margaret Massing and Isabelle Koch.

Aurelia Hillman is a newcomer to the 16th Floor where she is working for Mr. Holmes of the Planning Department. Miss Hillman is a graduate of the University of Rochester. Before coming to work for the company, she was Secretary to the District Director of the Interchurch Movement. We are glad to have Miss Hillman with us and wish her all success in her new work.

On Saturday, December 4th, 1920, "Pop" Durfee, foreman of the Testing and Packing Department, was pleasantly remembered by the employees of the department, it being the occasion of his birthday.

Upon his desk had been placed a choice bouquet of Japanese chrysanthemums to which was attached an appropriate verse expressing the good will and the best wishes of all the employees of the department.

Eleanor Corris of the Billing Department has been confined to her home for several weeks, having contracted scarlet fever the first week of her vacation. She returned to the office recently and we are all delighted to hear her merry laugh once more.

Naomi R. Voss of the Billing Department and Charles Franklin Fose were married Thanksgiving eve at the home of the bride. Among the pre-nuptial events was a dinner at the Hotel Rochester, given by the girls of the Billing Department, and a variety shower by Mabel Carter also of the Billing Department. Please accept our best wishes for your happiness, Naomi.

The Sales Department wants to express its deepest sympathy to Mildred Glidden upon the recent death of her mother.

The mail department is glad to see Miss Nolan after her vacation. Everyone missed her.



JOHN BOEING
Coach, Kodak Office Basketball Team

KODAK OFFICE DEFEATS HAWK-EYE

On Tuesday, December 7th, with Manager Fred J. Fogarty handling the reins, the Kodak Office basketball team defeated the crack Hawk-Eye Outfit 18-17. This, no doubt, was the most exciting game between any of the plants in recent years, especially the first half which ended with a score of 5 to 3, the State Street athletes having the long end. The close guarding of our boys was the feature of the game. The second half was nip and tuck; first the St. Paul Street aggregation would lead by a point and then a few seconds later our lads would forge to the front. In fact it was nobody's game until the last few seconds of play when McNeil, Culbertson and Scofield staged a wonderful piece of pass work, and several "steves" placed the Fogarty pets in the lead when the whistle blew. Toddy Diehl, our star baseball pitcher, amazed the crowd by his speedy floor work. Clark, Haig and Stutz displayed clever head work and the ability of these boys in forcing the leather up and down the court was commendable. The crowd was made up mostly of fans from both plants and the cheering was terrific when their favorites scored.

Jones, Peterson and Johnson scored for the visitors.

These are good games. Come out and support your team, and besides, there is dancing afterwards.

The great trouble with the school of experience is that the course is so long that the graduates are too old to go to work.



EDITH KATE REID

Edith Kate Reid received a hearty welcome from the Testing and Packing Department upon her safe return November 29, 1920, after an absence of thirteen months, during which time she had been employed by Kodak Ltd., London, England.

She reports a stormy passage, but does not share the popular superstition regarding thirteen and the sixth day of the week.

Miss Reid entered the employ of the Eastman Kodak Company immediately upon her arrival in this country, Friday, June 13th, 1913, coming directly to our city, and has been continuously employed in the Testing and Packing Department, until she went for a return visit last year to her old home in London.

Because of her continued interest in the work and further experience gained abroad, we are pleased to report her promotion to a clerkship in the Repair Department.

A few months ago I had a very serious operation and was in the hospital several weeks. I want to thank the Eastman Kodak Company for giving me the services of such excellent doctors as Dr. Sawyer and Dr. Fitch. I also want to thank all of the nurses connected with the company for their kindness during my convalescence; also, the Welfare League of the Shipping Department for the smokes, fruit and flowers. Every one has been so kind and good to me that I must say it is a great pleasure to be connected with such a company.

Yours truly,
(Signed) GEO. T. AMSBURY,
Shipping Dept., Main Office.

MAIL DEPARTMENT

At least nine girls from the eleventh floor can testify that Pauline Lighthouse Semple's husband will never go hungry—for didn't they sup with Pauline, Wednesday, December 1st, and have the best things to eat? While the food was the main attraction, it was by no means the only one. Esther Dawson gave some exhibition dances. Mary Troy moved all to tears with her masterful rendition of the "Suwanee River" on the banjo and Kathryn Lamphere gave an illustrated lecture on the "ups and downs of horseback riding." Of course they all had a good time, with wonderful food and such an assemblage of talent—besides it was at Pauline's; who wouldn't?

Mrs. Hamilton's friends are sorry to learn that she has diphtheria and we all wish her a speedy recovery.

During this inclement weather, Mae Locke is enjoying California. Upon her return she will be glad to welcome her friends at the information window. In the meantime, Miss Bentley is filling her place.

Carl Mattern of the Engraving Department announces his engagement to Mildred Stretzer of the Premo Works. We all congratulate him.

We are glad to welcome into the Stock Department E. P. Curtis, who has just recently joined the Kodak ranks.

Mr. Curtis has an enviable record in the world war. At the outset he joined the Lafayette Squadron of the French Air Forces where he did some brilliant flying. When America entered the war, he transferred and has a total of thirteen Boche planes to his credit. For his excellent record, he was commissioned Major and sent into Russia on a special mission.

Harriet Natt and Mae Locke left December 4th to spend the winter in Los Angeles, California.

The Misses Natt gave Mae a party before she left at which time she was presented with a handsome bag.

The Stock Distribution Department welcomes Marion Hawking who has been transferred from the Auditing Department.

Katherine Garbutt of the Repair Department left November 24 to be married to Charles Webster Robinson of the Finishing Department.

The Service Department wishes Katherine much joy. The girls of the 7th and 8th floors gave the bride-to-be a party on the evening of November 23d.



CHARLES WEBSTER ROBINSON

KODAK OFFICE FIVE TROUNCES THE ROCHESTER STAMPERS

The K. O. R. C. tossers notched their second victory on Tuesday evening, December 15th, at the Stratford Rink by defeating the Rochester Stamping Company's team 35 to 21. The game was fast and the team showed the qualities of a winner. The team has defeated its last two opponents which is splendid for the first year in the field. All we need now is a greater number of supporters and a cheer leader.

Come out for the other games!

LINE-UP AND SUMMARY

KODAK OFFICE ROCHESTER STAMPING

POSITIONS

Diehl.....Right Forward.....Hart
 Culbertson, Haig...Left Forward.....Belmont
 Scofield.....Center.....Thompson
 Clark.....Right Guard.....Streebling, Howell
 Stutz, Morrow.....Left Guard.....Button
 Baskets from field, Culbertson 6, Diehl 3, Clark 3,
 Haig, Thompson 3, Button 3, Belmont, Hart; Fouls,
 Diehl 9, Hart 3, Thompson 2. Time of halves, 20
 minutes. Referee, Chambers, U. of R.

LOST: On the 11th floor a short time ago, one dependable girl, by name Pauline Lighthouse. It is understood that Frank Semple can give information concerning her whereabouts. She was last seen at a luncheon and kitchen shower given by some of her friends. She will be most missed by the outgoing mail department, which gave her a sausage roast and on that occasion presented her with a pin. She was also given a tablecloth by her co-workers on the 11th floor.

A very pleasant half hour was spent Friday afternoon, November 19th, when all women employees of Kodak Office of ten years or more service gathered together to meet Mrs. Armstrong, whose talk on a future "Good Fellowship Club" proved most interesting. We want to hear more about this and are looking forward to future meetings of the kind.

Frank Foskett has purchased a new home at 69 Bronson Avenue. All Kodak Office employees anticipate the house-warming party.

We are sorry to lose Eula DeVoll from the Personnel Department. She was forced to resign because of ill health.

We are both sorry and glad that Austin Spencer is leaving the Stock Department to join the Auditing force. The Professional stock enjoyed a farewell party in honor of his promotion. Ella McDonnell provided the cake and Austin special Spencerport cider. Good luck, Austin.

The Stock Department welcomes Fred Earl and wishes him success. Fred likes his new work very much.

Luella Thompson has been with the company for thirty-one years. She has been very faithful with her work and has won many friends during her long stay. We hope she will be with us many more years.

On November twenty-third, Comptroller Speth started on a business trip to Europe to be absent for an indefinite time.

The Kodak Office people extend a hearty welcome to Frank M. Page, formerly Office Manager of the Camera Works. Mr. Page is now General Cost Supervisor of the camera factories.

Clara Schulz has just moved into her new home on Arnett Boulevard.

Ethel Bailey has been transferred from the 15th to the 14th floor. It's a good floor, Ethel, and we hope you'll like us.

We all regret the illness of little Helen Haskins and wish her a speedy recovery.

Genaro S. Rodriguez and Carlos Castillo of New York City are newcomers to our Export Department in the capacity of correspondents.

Margaret Scheuring is engaged to Mr. Leo A. Burger. Congratulations, Margaret.

Another diamond ring. This time it announces the engagement of our "Billie" Burke to Mr. Allan B. Rice of Rochester. Every member of the Sales force loves Billie and we consider Mr. Rice a very lucky man. We wish them lots and lots of happiness.

Jennie Klein, we miss you. When are you coming back to us? Jennie is away on leave of absence, owing to ill health and we wish her a speedy recovery.

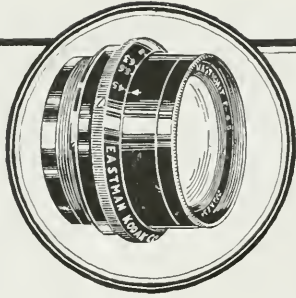
Cora Hettinger of the Finishing Department became the bride of Frederick Hammer December 11, 1920. Cora certainly made the Sixth Floor people sit up when she told the news. We all thought she would be married before long, but never thought it would be so soon.

Belle White of the Testing and Packing Department is in the Hahnemann Hospital having successfully undergone a rather serious operation. She has been made happy by kind messages and gifts of flowers sent her from the department, and her continued improvement is now looked for.

We are glad to welcome a new employee of the Testing and Packing Department, Hazel E. Wood.

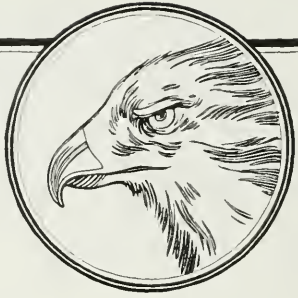
Marion Francisco of the Domestic Parcel Post Department and Fred Nelson of the Export Parcel Post surprised their many friends by their marriage Monday afternoon, November 15, 1920, at Fairport. They are busy receiving congratulations and best wishes from all their friends.

Frank C. Peart of the Kodak Stock Department, who was confined in the General Hospital on account of an operation last month, wishes to thank Miss Pohl, Miss Koch and Mrs. Ziers for fruit, flowers, and candy, also Messrs. Tallinger, Groat, Slade, Hayes, Deyoung, and the Angels of Mercy, for cigars, all of which were greatly appreciated.



HAWK-EYE

WILBUR G. WOODAMS
Editor



BASKETBALLERS LOSE CLOSE ONE

Yes, the Kodak Office men licked Hawk-Eye on December 7th (18-17), but we maintain that it was one of those games in which the final whistle picked the winner. Now if we had had a minute more in which to sneak in one basket from the field—

Captain Benny Levine and Doyle Rosenthal, playing in whirlwind style, certainly kept the Office score down where it should have spelled victory for us, but our offense seemed to lack something.

On the other hip, can you imagine a couple of guards holding Ingleby, Jones and Peterson to an average of about one basket apiece?

Speaking of the redoubtable "Pete," it takes a strong man to last through a game against him. His first Office opponent did not.

"Cliff" Johnson contributed three pretty shots that were as wine to the thirsty Hawk-Eyetes and at the

same time gave evidence of a guarding ability and general sticktuitiveness that were most annoying to his adversary.

It was a great game, so fast that the spectators were as near heart failure as the players.

DECEMBER MEETING OF HAWK-EYE FOREMEN'S CLUB

The Hawk-Eye Foremen's Club held its monthly meeting in the Hawk-Eye Dining Room on Friday evening, December 10th. The members brought their wives and sweethearts as guests. A pedro party furnished the entertainment, and prizes were won by Frank Fink, Foreman, Tool Department; Eugene Easterly, Production Department; Harry Althoff, Stock Department; Mrs. Groh; Mrs. Page and Mrs. Peiffer. James Watts, Chairman of the Committee, is entitled to much credit for the success of the party.



Left to Right—John Downey, Tool Department; Roy S. Hopkins, Experimental Department; Joseph Engle, Anastigmat Lens Department; Joseph Becker, Tool Department; James Bohan, Maintenance and Construction Department.

Stanley Sharpe is preparing to visit his parents in England. We wish him a very enjoyable trip. (Hope your social duties will leave you enough time to drop in on King George some time, Stanley.)

Wanted: A universal joint, guaranteed to be manufactured in 1914, to be used in repairing baby grand (vest-pocket Packard), of the same vintage! Possessor of such a relic please communicate with August Casper, Drafting Department.

Margaret J. Finnigan of the Cementing Department has left for Brockport, accompanied by our sincere good wishes. Incidentally, she has changed her name to Mrs. J. Cottom, having been married on October 21st. She will make her home in that pleasant town.

The stork has visited the home of Charles Goodrich of the Achromat Lens Department and presented him with an eight-pound girl. Congratulations!

Hawk-Eye extends its sincerest expressions of sympathy to Edward and Martha Sellmayer in the recent loss of their sister.

Charles Dubelbeiss of the Moulding Department left us on October 29th for reasons unknown and for parts unknown. Report says that he has turned up in Detroit on his honeymoon. In other words, he resigned here because he had been accepted for a more important position.

Wayne Mead of the Moulding Department has left town for Rushford, N. Y., where he intends to spend the winter. Judging from the fact that he will live on a farm, we should say that he probably won't spend anything else.

Lewis Corke and Ernest Kiesling have joined the Second Marine Company, Naval Reserve. Since then they have been discovered executing peculiar manoeuvres reminiscent of setting-up exercises and mumbling certain phrases that remind one of the manual of arms. We mention this so that their strange conduct may not be misunderstood by their fellow-workers in the Anastigmat Lens Department.

Berton Patterson of the Drafting Department is trying to sell his barge. It is said that he has promised to buy a pleasure boat the next time. Wonder whether some member of the fair sex objected to the riding qualities of the craft and thus influenced him to put it on sale.



HAWK-EYE GIRLS' BASKETBALL TEAM

Left to Right (Seated)—Olive Kellett, Virginia Earl, Harriet Batzing, Ethel Reinhardt, "Billy" Maier.
(Standing)—Jane DeGraff, Elizabeth Meerdink, Loretta Erth, Grace Wiemer, Alice Gears.

BASKETBALL AND BOWLING BUSY HAWK-EYE MAIDENS

Bill Schlegel's stars have apparently learned the valuable lesson that business and pleasure should be taken in equal doses to be effective. For instance on December 4th they practiced against the Ritter girls from five until seven and anyone who has seen them at the game called basketball will admit that they go about it in a business-like manner. As an antidote they went over to the Temple Theater. Jane DeGraff seemed to derive more enjoyment from the performance than anyone else for she uncovered a most surprising variety of chortles and caused more amusement than some of Mr. Finn's professional offerings.

On December 11th the girls, after a strenuous session at the Stratford Rink, held a business meeting and elected Alice Gears as captain. Apparently viewing two hours of basketball as work they made their way to the Grand Central Alleys and bowled for three hours more for recreation. In the preliminary game Billy Wilson amassed a grand total of 14 pins, and seemed to be headed for the cellar. In subsequent frames, however, she rallied surprisingly until she was almost within reach of the first prize, when she slumped again and relinquished that honor to Billy Maier. The latter rolled 128, while Olive Kellett won second place with 86. Ruth Kurtz topped the clay incense-man with the imposing score of 18.



WILHELMINA (BILLY) MAIER
Coach, Hawk-Eye Girls' Basketball Team

The girls' basketball game with the Kodak Office on Tuesday, December 7th, demonstrates clearly what the able leadership of Billy Maier is doing for Hawk-Eye. This former member of McCarthy's All-Stars is in a class by herself when it comes to

handling and teaching the girls, and besides she is a regular good fellow. We hope that another season will see her still with us.

Jane DeGraff played a wonderful game at guard which, however, is nothing out of the ordinary for her.

Ethel Reinhardt, Elizabeth Meerdink and Loretta Erth, all of them baseball players, were right there every minute. They play basketball to keep in condition for baseball, and vice versa. It is said that all three have a "V" for their middle initial. Which must stand for "versatility."

Grace Wiemer pulled off a shot from the center of the floor that was a hair-raiser. Among other outstanding features we should say that the girl has a nice eye.

Harriet Batzing and Olive Kellett, former High School stars, are coming along like old timers—and, ladies, when we say "old timers" we mean to insinuate nothing about your ages.

Virginia Earl is getting to be awfully tight-fisted from running the pay-roll department. The Office found that it was a hopeless job to pry even a ball away from her.

Alice Gears, by sifting in three field baskets, accounted for only a third of the points scored in the game. She has been feeling very low ever since because of her poor showing as she had three chances to score. Her batting average was only 1,000.

"Bill" Schlegel, famous coach of the girls' teams, celebrated November 13, which was said to be his eighteenth birthday. (He is the only coach we know who is of the same age as his protegees.) The baseball girls woke up about a week later and stormed his home on November 20th, the chief objects being to commemorate said birthday, present an elegant silk shirt to Bill and annex some delicate refreshments.

LENS-MAKERS BOWL

Not so long ago the Dresden Hotel was the scene of a pig roast and bowling party attended by thirty members of the third and fourth floor lens departments. Fred Lutz, Hank Meinhardt and several other well-known scrappers led the attack on the unfortunate pig. Their calls for ammunition were so loud and frequent that the other members of the party became suspicious. Investigation established beyond a shadow of doubt that these leaders had fasted for a week in order that they might do justice to the event, as well as cut the H. C. of L.

After the cats the boys waddled over to the alleys where the Has Beens, led by "Speedy" Witz and the Never Weres, under Art Abel, propelled the wooden ball. Had there been any prizes they would undoubtedly have gone to Hank Meinhardt, whose sewer-rolling was easily the feature of the evening. So consistent was he at this trick that the other side won all of the three games.

Before the party broke up several of the members entertained with solos.

Another party is being planned for this month, with "Speedy" Witz as general chairman. Suggestions as to the nature of the blow-out will be welcome.

It is the courage of a man, the faith of a man and the strength of his spirit that controls his life, not the wages he earns.



BENJAMIN LEVINE
Manager, Hawk-Eye Men's Basketball Team

ORCHESTRA COMING TO LIFE

The Hawk-Eye Orchestra, which has been resting on its laurels since last spring, is now in a fair way of being revived for another successful season. Among the veterans of last year whom we may expect to hear again are Louis Ehrmann and George Salzer, the eminent saxophone artists. Mike Ziminski is tickling his French horn nightly, in order to get in shape for the opening performances. Harold Groh and Leonard Reynolds are feverishly engaged in their fiddle exercises and are averaging one new bow per evening.

In addition to these fixed stars other promising candidates are showing unmistakable signs of life. Carl Fischer has recently purchased a brand new shiny saxophone and Al Hardies has done likewise. Looks like a saxophone quartette this year, boys! Lindsay Sondheim was seen emerging from a music store with a banjo-mandolin tucked under his wing, which probably means that a little more jazz will be injected into the organization. In addition Woodams has a new acquisition in his department who is planning a violent assault on the piano. His night attacks have already created a furore in his neighborhood with the result that the police, as well as the Board of Health, have requested him to leave town and move to Pike's Peak, where he won't be able to keep anybody awake except the echoes.

Naturally the degree of success that the orchestra will achieve depends upon the amount of support given it by both factory and office. Therefore every owner of a musical instrument, whether man or woman, expert or beginner, trombonist or jew's-harpist, is urged to register as such with his or her foreman or with the Personnel Department.

If Fred Altman of the Scientific Department does not have better luck cultivating his voice than he did cultivating potatoes last summer we fear that he will develop nothing more than a sore throat.

GIRLS FROLIC AT Y. W. C. A.

The Second Annual Frolic of the Hawk-Eye girls will be given on the evening of February 5th at the Y. W. C. A., under the auspices of the Athletic Association. All those who were present at last year's party will attest to the success of the affair and it is planned to make it even more interesting this year. "Billy" Wilson has refused to divulge any of the particulars but it is known that there will be a number of novel stunts, as well as eats, and the fact that the whole affair will be run off under Miss Wilson's able guidance is enough to stamp it as successful beforehand.

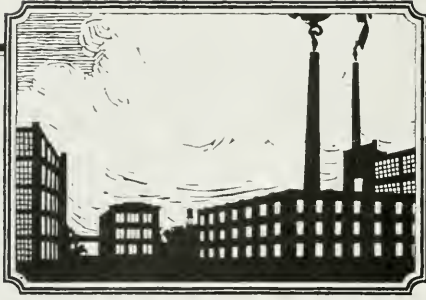
PITCH BUTTON BABY PARTY

The Pitch Button Department ushered in the Christmas month with a Baby Party, given in the dining room on December first. Short dresses and hanging hair were the tickets of admittance, and needless to state the effect was very good—in fact, to use the words of one of the participants, they were "some babies." Miss Drummond headed the list, dispensing pep in unending supply. The high spot of the evening was the supper, which every one agreed touched the well-known spot, especially Mr. Brown's steaming coffee. After supper the babies played games suited to their age and sang songs, topping off the party with "Till We Meet Again."

The girls of the department are planning other festivities, to take place at intervals through the winter and spring.



CHARLES ZIMMERMAN
Foreman, Wood Department



KODAK PARK

ROBERT A. WEBER

Editor

FRED B. VAN ALLAN AND GEORGE BEEDHAM COMPLETE TWENTY-FIVE YEARS OF CONTINUOUS SERVICE



FRED B. VAN ALLAN



GEORGE BEEDHAM

On Saturday evening, December 18th, Building No. 29 turned out in full force at an elaborate dinner, to do honor to Fred B. Van Allan and George Beedham, on the occasion of the completion of twenty-five years continuous service with the Eastman Kodak Company.

The banquet was held in the Assembly Hall and was attended by three hundred and fifty friends of the two guests of honor. Both men have been pioneers in the Film Coating, entering this end of the manufacturing process at the time of the old flat table coating.

During the banquet music was furnished by the Autographic Orchestra, C. Murphy leader, and the table singing was directed by W. H. Thompson. Several parodies appropriate to the evening were sung with great gusto.

Leaving the dinner tables, the party proceeded to the top floor of the Assembly Hall where the entertainment was held. In a few well chosen remarks, Mr. Burrows, as toastmaster, called on Mr. Haste and the latter responded with a stirring talk, which ended by presenting Mr. Van Allan on behalf of his assembled friends, with a massive mahogany chime clock. Mr. H. LeB. Gray, former superintendent of this department, in similar vein, pre-

sented a duplicate of the other clock to Mr. Beedham, wishing him many future years in which to enjoy it. Mr. H. D. Haight spoke a few words of commendation to the two recipients.

Entertainment was then furnished by the "Goodness Gracious" quartette from Building 29, which was attired in the fashions of twenty-five years ago; "Bob" Caine—"A wee drop o' Scotch;" Raymond the magician and Hoppaugh and Vaughn of Building 48 in their skit "Two Farmers."

As a fitting climax to the evening's fun the Positives played the Negatives in a tight game of basketball, which ended with honors about even.

SHIFT MEN'S BOWLING LEAGUE A HUMMER

Interest in Kodak Park's youngest bowling league is increasing in leaps and bounds as is clearly shown by the increased attendance of loyal rooters at every match. Although Building 50 got away to a poor start, they are now showing real form and are a cause for worry to the league leaders. The popularity of this new venture, which is a means of providing recreation for employees who work trick work, is great and from all indications another season will see other departments represented.

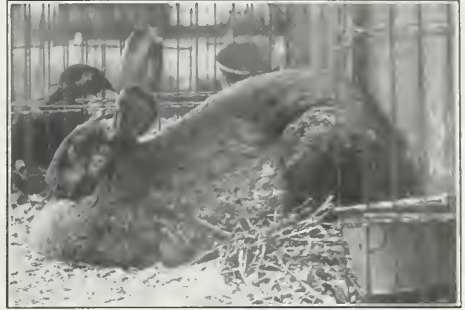
KODAK PARK BREEDERS' EXHIBIT GREAT SUCCESS

The second annual exhibit by the Kodak Park Fur and Feather Club held in the Assembly Hall November 30th to December 3rd inclusive, was a success even beyond the greatest expectation of the members.

Over 400 entries were obtained, consisting of almost every type of the fur and feather bearing species. Three "Sweepstakes" cups were offered by the K. P. A. A. in addition to the regular ribbons. The first of these cups was won by Fred Habel, second by Charles Smith and the third by W. Bathrick.

Among the best specimens shown were:

Emmett Lott's \$150 pen of white Wyandottes, a fine collection of Blue Dutch rabbits and English game bantams, some of these being winners at the last Madison Square Garden Show, entered by W. Bathrick; Charles Smith's wild mallard ducks and Frank Armstrong's \$50 doe, also a winner at the New York show last season. A large exhibition of canaries was entered by A. W. Wright and J. Jansen's pen of excellent white Leghorns was given blue ribbons. In the canine section, Mrs. Robert Caine's Airedale took the blue ribbon in its class as also did F. W. Brown's Chinese and Belgium poodles, George Fien's Boston terrier, and a French bull entered by J. Compton. One other



CARL JANSEN'S HEAVYWEIGHT FLEMISH GIANT
DOE—17 POUNDS

entry which helped to make the exhibit interesting was a pair of goats by F. Ewell.

At the close of the Kodak Park show the entire exhibit was moved to Exposition Park to compete in the Industrial division of the Flower City Show, being awarded the Industrial Cup offered by the Flower City Poultry Association.

The success attained by the Kodak Park Club during the past year is very gratifying, and every member is looking forward to the next exhibition which promises to surpass even the show of 1920.



EXHIBIT OF KODAK PARK FUR AND FEATHER CLUB

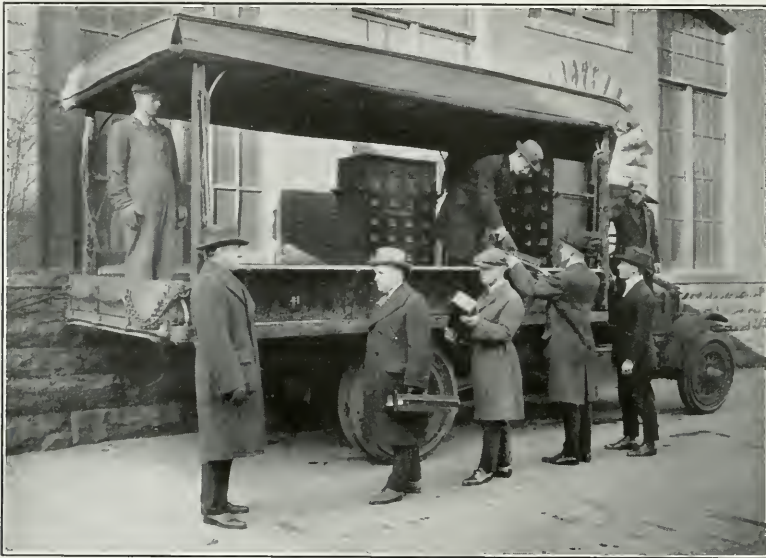
GETTING YOUR PAY ENVELOPE TO YOU

Kodak Park is a large and growing plant, and if it is to remain so, we must ever be on the lookout for improved methods. Therefore any system that is adequate and quite satisfactory today may be outgrown and impracticable tomorrow, for change will always follow close on the heels of growth and progress.

We have seen a great many changes at Kodak Park in the last few years. And the gradual passing of the old Registration Building—"as she used to be"—we mean, is one that has escaped none of us; for didn't we get our introduction to Kodak Park in it—the employment offices, the hospital,

ment's electric trucks and fastened and properly guarded. The truck then makes a regularly scheduled trip around the plant and delivers the drawers, which are covered boxes with handles, so they can conveniently be carried when taken out of the cabinet, to the different pay stations where the pay clerk, accompanied by a guard, meets it at the entrance to the building. The pay clerk is then escorted to his cage by the guard and is ready to pay off when the whistle blows.

In this manner, with our thirty-six established pay stations, it requires an average of but four minutes to pay off the plant.



KODAK PARK PAY TRUCK

and especially the long row of time card and clock racks, their regular spacing and alignment, for all the world like a company of soldiers ready for inspection, being the not-so-easily-forgotten fixtures? And then didn't a peculiar interest always center on the pay cages along the north wall?

But look at it today! Large metal drums are now stored there which hold silent vigil, where formerly the thousands hurried daily to punch the clock and where again they waited impatiently on Saturday for their pay envelopes.

This decentralization of the time recording clocks, that is moving them into the departments, brought about the necessity for changing the method of paying off and the pay cage very shortly followed the time clock into the department, and so today, with but few exceptions, everybody is paid off in his or her department with no trouble and a minimum loss of time, and it is all accomplished in this way:

The pay envelopes are arranged in the Pay Roll Department according to departments or pay stations, as the case may be, and placed in a covered drawer of a steel filing cabinet omnibus which is also a safe. When everything is ready, the omnibus is rolled onto one of the Transportation Depart-

KODAK PARK GIRLS ALSO AFTER CHAMPIONSHIP

At no time since the introduction of girls' basketball at Kodak Park have we had a team to compare with the one we have together this season. Under the able coaching of Charlie Thompson and Jack Brightman, the girls have developed into a fast and aggressive combination which has experienced little difficulty in defeating every team played to date. Harriett Noble of Building 26, Captain of the team, is a player of unusual ability and her work at center has been excellent. Julia Thayer and Louise Singleton, who play the forwards, are both fast, and have little trouble in getting away from the opposing guards for several baskets each game. The guard positions are well taken care of by Elizabeth Fratter and Ethel Stuck. Ethel Stuck has played on the team for several seasons and is the best all-round guard on any girls' team in Rochester. So far the girls have won four games and lost none.

Following are the results of the games played:

| | | | |
|-----------------|----|---------------------|---|
| Kodak Park..... | 7 | Ritter Dental..... | 2 |
| Kodak Park..... | 8 | Preno Works..... | 6 |
| Kodak Park..... | 9 | Ritter Dental..... | 3 |
| Kodak Park..... | 13 | Silver Springs..... | 9 |

BASKETBALL WELL UNDER WAY—PARK TEAM HAS WON EVERY GAME TO DATE

The Kodak Park basketball season is well under way. Starting out on Thanksgiving eve with a win over the Niagalks of Niagara Falls, the team proceeded to show the Kodak fans that they have the goods and followed this victory with another, when they met the Washington Excelsiors on December 4th. In the third game against the Big Brothers on the 11th, whom they defeated by the overwhelming score of 42 to 17, the boys demonstrated that they are ready to meet the best teams available, and from now on only the real class will be seen on the Kodak court. Manager Goodridge has booked our old rivals, the Owasco Canoe Club, and has also arranged games with the Tuscarora Indians, Todds, Perintons, Lincolns, Orioles and Bausch & Lomb. A series will be played with the last-named to determine the city Industrial Championship, and at the rate which our team is going, prospects are most encouraging.

Kodak Park is represented on the court this season by the best team we have had in several years. Coach Benzoni has had a fine bunch of candidates to pick from and has made a selection which will be a credit to the Park. Wilbur Woodams, former U. of R. star, who is playing right forward, needs no introduction to the Kodak fans. It is sufficient to say that he is the same "Wib" as of old, and his playing has been a big feature in our success to date. Opposite him at left forward is Ralph Tichenor who, although a new man at the Park, has made himself solid by his excellent floor work and ability to score. "Tick" has had the experience and shows it. At center, "Hash" McNeill is playing a fine game. So far he has not had a real tryout, as the men who have opposed him in the games played have been so far outclassed that he has not been called upon to exert himself. In Cliff Hegedorn, former State League player, we have a guard who is beyond a doubt the best in this part of the State. The cool and deliberate manner in which he plays his position encourages Kodak in her race for the championship. At the other guard we have "our own Rip" Benzoni who is showing his usual form and ability as a coach and a leader. Earl Jones and Bob Heaney, two of last year's men, are also playing and doing their share to put Kodak on top. Jack Brightman, Kodak's little favorite, is having his best year. In the Big Brothers game, Jack scored 13 points in the 10 minutes he played. Following are the results of the games played to date:

| | | | |
|-----------------|----|-------------------|----|
| Kodak Park..... | 49 | Niagalks..... | 32 |
| Kodak Park..... | 37 | Washington Exe's. | 18 |
| Kodak Park..... | 42 | Big Brothers..... | 17 |

Although Department No. 50 was not represented by a team in the fall series of the noon-hour league, several of the employees played with the different teams in the outfit and showed up to good advantage. Particularly "Rip" Benzoni who played at third, second and catcher for the Legion team. If raspberry razz will grow hair, "Rip" will be eligible for the "House of Davids" next season. "Silent" John Shepherd, king of the "Razzers' Roost," assisted by the office force, was heard to advantage every day.

"JACK" FREE LEAVES KODAK PARK

After four years service "Jack" Free, one of the popular employees of the Kodak Park Main Office, left to take a position with the H. W. Dubiske Company of Chicago, as one of their local representatives.



"JACK" FREE

"Jack" possessed marked ability as an entertainer, and was reader with the Kodak Park Glee Club for several seasons. He has appeared in amateur theatricals about town during the past few years and will be well remembered as one of the principals in the cast of "Kodaki San," given by the Kodak Park employees some time ago.

His many friends at the Park wish him success in his new venture.

To Frank Clark, Harry Howell and Sydney Gosselin the employees of Department 50 wish to extend their sympathy in their recent bereavements.

Our esteemed fellow worker, Charles Ballinger, of the D. O. P. Ctg. was married on November 24th, and left for New York on his honeymoon. While in the "Big City" he lost his \$11.00 velour hat from the top of the Fifth Avenue bus. Charles hastily jumped off, leaving his new bride on the bus and had considerable time finding her. However, Charles had a fine time and is back on the job at Building 35.

The marriage has been announced of Gertrude C. Wilson of the Engineering and Maintenance Department, and William E. Hogan, which took place on Saturday morning, November 27, 1920, in Holy Cross church, Charlotte. The many Kodak Park friends of Mr. and Mrs. Hogan extend to them best wishes for their happiness.

JAMES DORAN

On Friday morning, December 10th, James Doran died at his home, 1347 Dewey Avenue, after an illness of only a few days. His death was directly due to a weak heart caused by septic poisoning from a severe case of tonsillitis and came as a great surprise to all.



JAMES DORAN

He had been employed in the E. & M. Department at Kodak Park over a period of about ten years, where he had won many friends through his obliging disposition and keen wit. We unite in expressing to his surviving relatives the most sincere feeling of sympathy.

W. R. Meckfessel, Building 36 motor enthusiast, has had all makes of cars from a Maxwell to a twin Six Packard, but last of all he has been seen driving down the avenue in a real car. He'd like to call it a Rolls-Royce, but in fact, it's only another member of the widely known Ford family—a coupe. We trust he will drive with caution, so as not to exceed the speed limit again.

When she says, "Your number please?" don't be surprised if her wonderfully sweet voice reminds you of Galli-Curci, for it may be either Marjorie Snook or Loretta Twamley, formerly of the Plate Department, both of whom are now duly installed telephone operators. Our best wishes are with them in their new work.

At a dinner given by Mr. and Mrs. E. C. Sykes the engagement of their daughter to Ferre Marzluff, Yard Office, was announced.

Bernice Abert of the Film Spooling and Irving Luther were married on the 17th of November. We extend our best wishes for their future happiness.

Lena Burkard of the Film Spooling was married on Thanksgiving Day to William Liebeck. We wish the couple all sorts of good luck.

On Thanksgiving Day, Olive Kane of the Film Rewinding and Louis Bohrer were married. We extend our heartiest congratulations to the "newlyweds."

THANKSGIVING DANCE VERY ENJOYABLE

It seems a whole lot to say that the Thanksgiving dance, held in the Kodak Park Assembly Hall on Friday evening, November 26th, surpassed the Masquerade party of last month, but nevertheless, this is true.

To begin with, the decorations were elaborate and very beautiful. Yards of crepe paper in yellow and white appropriate to the occasion hung from the ceiling and around the walls, with paper turkeys artistically located about the hall. The orchestra platform was also decorated in harmony with the surroundings. The design was originated and supervised by Ben MacMillan, who was in active charge of this feature, assisted by John Brightman and Susan LaDine. The music was furnished by Damon's orchestra, personally conducted by Fred Damon, and was the best heard at Kodak Park for some time.

The party made a lasting impression on those who attended. These were Kodak people to the number of about five hundred, including a large representation of the officials of the company.

The principal aim of the K. P. A. A. is to provide amusement and entertainment for its members, and their friends, and it is great to see so many of them taking advantage of the opportunity these dances afford. Dr. Reid, President of the Association, is intensely interested in these affairs and works hard to make them successful.

A novel scheme of awarding prizes was employed. Several circles were painted on the floor in different parts of the hall, these being numbered. During the dance a number was called at which time everyone stopped dancing. The person standing on the circle corresponding with the number called was awarded a two-pound box of candy. Five prizes were awarded in all.

A very pleasing feature of the party was the dancing exhibition given by Norma Zeimer and her partner Fred Erith. Miss Zeimer displayed exceptional talent in this line, and her number was very well received and thoroughly appreciated, it being necessary for her to respond to numerous encores. Elizabeth Stubbs played a very pleasing piano selection, which in every way did justice to her reputation as an accomplished musician. Three solo numbers were rendered by Ben MacMillan, which made a tremendous hit. Ben possesses a voice of unusual quality, and he has appeared in a great many of the activities held at Kodak Park during the past two years, and has a large number of admirers who delight in hearing him sing.

The evening, taken as a whole, was greatly enjoyed, and expressions of satisfaction were heard from all quarters on the day following.

We are pleased to announce the double wedding of Bertha Smith of 74 Locust Street to Wm. B. Fry of 208 Weyl Street, and Ruth Peglow of 445 Winton Road N. to M. Van Walton of Greece, which took place on Christmas day. Both girls are employed in the Cine Slitting Department of Building 12.

William Crittenden and Herman Gauger spent their week end in a fishing trip down at Irondequoit Bay. They managed to capture one grass pickerel.

We are happy to learn that a baby boy was born to Mr. and Mrs. Paul Lange on Thursday, December 9th.

The friends of Mildred Durham of Building No. 36 will be sorry to hear she left Kodak Park to return to her former home at Branchport, New York.

Alfred Ellis, formerly of the E. C. & P. Department, has left the employ of the company to enter Mechanics Institute where he will study Electrical Engineering. Being a live wire himself, Fred should get along well with things electrical.

The Printers' Club was entertained on Monday, December 7th, at the home of Mr. James Eilinger.

The many friends of Walter Townsend will be pleased to hear of his return to work after having recovered from a serious accident.

Harry Wheeler and Abe Gorfine are planning a trip to Cuba. The boys of the Job Print are getting a purse to help them on their way. Abe and Harry own more horseshoes than the Village Blacksmith—ask Jim Eilinger, he knows.

Charles J. Price of the Roll Coating Department has a new son-in-law. Notice the smile he wears?

Ray Whitmore of the Roll Coating Department took unto himself a bride, Miss Gladys Thalman, December 3, 1920. Congratulations, Ray.

The Plate Department extends to Vic Alette sincere sympathy in his recent bereavement, the death of his sister, Ethel, on December 6th.

Married—Helen Burley of the Plate Department to Lowell Hamlin, of this city, at the Sacred Heart Church. Good luck, Helen.



Raymond, age 9 months; Marion, age 28 months
Children of
Joseph G. Kolb, E. C. & P. Department

Clarence Wolters is a very happy boy these days, and no wonder. The reason—an eight-pound girl baby with the very attractive name of Ruth Lillian Wolters.

Earl Thomas, Jr., arrived at the home of Earl Schwitzer on November 25th.

Edna Price of the Film Boxing and James Leistman of the Electrical Department were married on November 24th. Lots of good luck to Edna and "Jim."

Cupid has had a busy month in Building 29. The following employees have taken unto themselves wives: A. B. Smith, Emul. Ctg. Dept.—Miss Bessie Adams of Rochester. Herman Margait, Emul. Ctg. Dept.—Miss Anna Harris Metzger of Rochester, employee of Camera Works. Laurance Gleason, Emul. Ctg. Dept.—Miss Edna De Forrest.

We are pleased to hear that G. W. Ruth of the Machine Room is improving at Bon Air. We are all hoping for a speedy return of the Chief.



EMMETT LOTT'S \$150 PEN OF WHITE WYANDOTTES



LEE BRADLEY, Film Emulsion Department
Result of His Hunting Trip in the Adirondacks

ST. MARY'S HOSPITAL VISITED BY KODAK PARK COMMITTEE

As a committee, selected by the Kodak Park Community Chest Executive Committee, we visited St. Mary's Hospital on Wednesday, December 1st.

After being received by Sr. Gertrude, the superintendent, who expressed her pleasure in having us visit them, we were conducted through the institution by Sr. Wilhelmina.

St. Mary's Hospital was erected in 1857, and has been in constant operation since that time. Some additions and changes have been made since, but the general construction remains practically the same. Excellent foresight in the original layout of the building is very evident. The equipment is of the latest and best, and we were particularly impressed with the excellent and complete X-Ray outfit, and learned with pleasure that our Duplitzed X-Ray film, which is used almost entirely, is very popular in connection with this work at this institution.

The rooms are light, airy and cheerful, and every evidence of efficiency is noticeable in all branches of the institution.

We are pleased that we were afforded the privilege and pleasure of this visit and feel that this is one more of the really worthy institutions which is being benefited through the Community Chest plan.

M. O'CONNOR, Testing Dept.,
F. W. MORRELL, Lumber Cutting,
JOHN P. THOMAS, D. O. P.,
W. L. FARLEY,
ROBERT A. WEBER.

THE KODAK PARK CAMERA CLUB

L. A. Jones of the Research Laboratory recently addressed the club on "The Reproduction of Light and Shade." It was pointed out that the production of a picture by the photographic process depends upon the reproduction of the light and shade existing in the subjects photographed, light and shade being due to brightness differences. These brightness differences are due to two factors, the reflecting power of the various objects and the illumination incident upon them. The term "tone" is frequently used in photography to express brightness variations, the tone scale being a scale of varying brightnesses. It was pointed out that due to variations in the reflecting power, contrast of approximately 1 to 40 may be obtained, black velvet having a reflecting power of about 2%, while white paper reflects 80% of the light incident upon it. The total amount of light reflected by any surface, however, depends upon the amount incident upon it. Therefore, it is possible to have contrast much greater than 1 to 40 due to differences in the intensity of illumination. Measurements of natural exterior subjects, however, show that the contrast of 1 to 50 may be considered as an average, although some cases are found where the contrast is as great as 1 to 250. The term "contrast" as used in this sense is defined as the ratio of highest to the lowest brightness. The subject in which the contrast is 4 is considered to be flat or of low contrast, while 10 is a moderate or soft contrast, 40 is a normal contrast and 250 a very high or extreme contrast. A contrast of 20 and 40 may be considered as typical of studio subjects, while in home portraiture the contrast may be as high as 100. The photographic plate is capable of rendering correctly contrast as great as 250 so that it is quite possible in the negative to reproduce precisely the tone scale of practically all subjects. Printing papers, however, are found to have much less capacity for the correct reproduction of brightness differences. The highest reflecting power may be taken as approximately 80%, while a good photographic black reflects from 2 to 6% depending upon the surface of the paper. It will be seen, therefore, that the contrast available in the print will vary from 40 in the case of glossy paper to as low as 15 in the case of dull matte surface papers. It is evident, therefore, that it will be impossible to reproduce correctly tone scales greater than the contrast obtainable with the various printing papers.

Mr. Jones treated the subject with simplicity and in detail. The talk proved very interesting and was enjoyed by everyone.

The club meets Tuesday from 6:00 P. M. to 7:00 P. M., in the Assembly Hall. Anyone desiring to become a member can obtain an application blank from E. Goodridge, K. P. A. A. Office, phone 600; H. B. Tuttle, Research Lab., phone 583; H. A. Sauer, Finished Film Office, phone 561; E. P. Wightman, Research Lab., phone 739. Club dues \$8.50 per year.

Our very popular Miss C. I. Haire of the Plate Office has completed her tenth year of business efficiency in the department. A very good record, indeed, Miss Haire. Here's hoping you'll be with us again as many and more.

COMMITTEE VISITS INDUSTRIAL SCHOOL AND JEWISH SHELTERING HOME

On Tuesday, November 16th, we had the pleasure of visiting the Industrial School on Exchange Street, and the Jewish Sheltering Home on Gorham Street.

Truly a great work is being done at the Industrial School. Here, children up to twelve years are taken care of during the day, their health, education and happiness looked after in a most complete manner, and mothers who are sick or who must go to business can leave them, knowing that they will receive proper care.

We were received and conducted through the institution by Mrs. C. L. Hanna, Superintendent in charge.

The majority of the children are brought in, in the morning, by their parents and called for again at night. Kindergarten and first grade are maintained for the very young, the older ones being taken out in charge of the nurse to the public school, returning for a hot dinner at noon and again after school closes, when they are served a lunch and taken care of until called for.

Everything was found to be very clean and orderly, the children well provided for and happy.

A charge of five cents a day is made for each child, which is used towards maintenance of the institution, the balance of the expenses being met by the Community Chest budget.

In cases where the mother is sick, and there is no one to look after the children properly, they are admitted at the school and cared for day and night until able to be taken home. At the time of our visit, there were fifteen such cases receiving attention in addition to eighty-five day children.

At the Jewish Sheltering Home we found that thirty-seven boys and fourteen girls were being cared for by J. S. Hollander, the Superintendent. The girls were under the personal care of Mrs. Egbert.

At the present time there are three buildings recently remodeled and redecorated, in use, while a fourth building to be used for infants is rapidly nearing completion.

A very homelike atmosphere existed throughout the entire home and every indication pointed to a well organized and efficient organization.

Mrs. Egbert, in expressing Mr. Hollander's sentiments, stated that the home was very well satisfied with the fair treatment it was receiving from the Community Chest.

We repeat the advice of other committees which have likewise been fortunate in having an opportunity to visit and see for themselves the new work in the charitable and semi-charitable organizations of Rochester through the Community Chest. We urge also that more people take advantage of the invitation extended to the public in general to visit such institutions and see for themselves the earnest effort which is being made to accomplish the maximum amount of good with uniform treatment to all.

Signed,

F. H. WIGNALL,
WILLIAM P. ANDERSON,
NATHAN SHERMAN,
GEORGE E. PEARSON,
NORMAN G. HILL,
ROBERT A. WEBER.

BUSIEST BOY AT KODAK PARK

Since starting to work at Kodak Park five and one-half years ago as an office boy, Jack Brightman has become one of the best known and most popular of the younger men at the Works.



JACK BRIGHTMAN

Although only twenty-two years of age, he has displayed great ability as an athlete. He has been a member of the Kodak basketball team for the past three years and also the soccer team for the same length of time. Jack is also an able baseball player and participates regularly in the noon hour games. His willingness to be of service has made him very valuable in the arrangement of details for parties, dances and entertainments held by the Association. Aside from these, he is also coach of the girls' basketball team, which is making such an excellent showing on the court this season.

We congratulate Jack on his many fine accomplishments, and are proud to have him at Kodak Park.

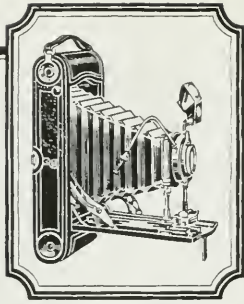
DEPARTMENTAL BASKETBALL LEAGUE UNDER WAY

The K. P. A. A. Departmental Basketball League is under way, and indications point to a successful season. The league is composed of eight teams representing the following departments—Electrical, Office, Research, Building 50, Garage, Engineers, Reel and Emulsion Coating.

To be eligible to play in this league one must, first of all, be a member of the K. P. A. A., and a regular employee of the department he represents. No member of the Kodak Park first team may participate in any of the league games.

Games are played Monday and Tuesday evenings from 5:50 to 7:30 o'clock, and are refereed by Archie White.

The officers of the league are E. Goodridge, President, and H. Hudson, Secretary.



CAMERA WORKS

HERBERT S. THORPE
Editor



RECREATION CLUB NEWS

The Recreation Club is well on the road to success. It may be news to know that, to date of writing, two hundred seventy-five members are actually participating in athletics under the Club's rules. We are maintaining a fully equipped Girls' Basketball team and an eight team Indoor Baseball League, six Men's Bowling teams, eight Girls' Bowling teams, a main Bowling team in the Camera League, and the Camera Works Bowling League composed of eight teams. Senior and Junior Men's Basketball teams are being formed, and the outlook for representative teams to compete with industrial athletic clubs is bright.

In order to supervise the many activities which will be involved under the club, Managers are elected by each particular group to manage their affairs. Following is a list to date:

- Main Girls' Basketball Team, Mable Kane
- Indoor Baseball League, Norman Robinson
- Camera Works Bowling League, . . . (Being elected)
- Office Girls' Bowling League, Helen White
- Camera Girls' Bowling League, Leo Nowack
- Ups and Downs Bowling League, Leslie Hammond
- D & E Bowling League, William Seuffert

All these teams are looking for rooters. All of us may not be athletes but everyone enjoys watching a game, especially if the players are our friends and acquaintances. The officers of the club want everyone to feel that he has an interest in everything that goes on. If you wish any information relative to the club's activities, address a letter to the Secretary, or to any group manager and it will be cheerfully given you. It's *your* club. Use it.

The Breeders' Association has again voted to exhibit its pet stock with the Genesee Valley Poultry Association, and the Camera Works entry promises to be a very attractive one. Al Richards is chairman of the Breeders' Association, and a very capable committee composed of Al Frank, Jack Ruscher and Edward Frank has arranged the premium list, and details of the exhibition.

The Recreation Club allotted \$100 from its budget to provide for prizes and expenses, and several interested persons in the factory donated various gifts. The official catalogue can be obtained from the chairman or the secretary.

Visit the show at Exposition Park from January 3 to 8.

Look for the Camera Works tag on the exhibits.



CAMERA WORKS RECREATION CLUB OFFICERS

Left to Right (Seated)—Blanche Ring, Florence Weaver, Margaret Murphy, Edith Partridge.
Second Row—H. S. Thorpe, Joseph Sullivan, Charlie Rogers, Sam Polakoff, Frank O'Brien.
Third Row—Bert Williams, William Stark, Frank Reynolds, Charles Kivell, Frank Miller.

Are you a member of the Camera Works Fiction Library? The number of readers is steadily increasing and an average of ninety-five books is exchanged per week. There is practically no limit to the size that the library can grow, and the Rochester Public Library will co-operate with us to make this feature of employees' service one of real value. Miss Rose Knobles is the Librarian in charge, and she will willingly tell you how easy it is to join the library.

OFFICE MEN BANQUET

*"For it's always fair weather
When good fellows get together."*

The above quotation is rather incomplete without the next line of the song, which says "with a stein on the table, and a good song ringing clear." Since the popular (?) Volstead Act was passed, the stein, of course, is taboo, but they can't stop us—to date of writing—singing a good song around a table equipped for feasting! At least that's how we found it at the first Office Men's Banquet, which was held at the Powers Hotel on Wednesday, December 1st.

The affair was quite informal, and the speakers were warned not to talk "shop." Almost everyone spoke who wanted to (and possibly some who didn't) and it was a splendid little "chummy" get-together affair. The general chairman—Ernest White—captained a staff, comprised of Harry Goddard, Herbert Thorpe, George Whitcomb, Roy Dodge, Charles Irwin and Frank O'Brien. The toastmaster was Harry Spoor, and "many a jest and quib quoth he!" Meyer Davis sang two selections, Billie Lawrence featured a black-face act, McClymont and Heggie did a little Scotch turn, and Herbert Thorpe sang tenor solos. Everyone sang popular choruses under the guidance of Henry Asbrand and the "rafters rang with melodee."

The boys all trust that the affair will be repeated next year.

ARE YOU INVESTING?

The Eastman Savings and Loan Association is another of the many opportunities for progress which is offered to Eastman employees. It is an absolutely safe investment and should appeal to the small depositor. In view of the fact that the Association systematically handles weekly deposits, the accumulation of which bears certain interest, the proposition is attractive especially in these post-war days of "Bubble" investments. The prime object of the Association is to encourage thrift by way of investing a stated sum each week from your earnings which can be set aside either as an investment in the Association, or for the purpose of buying a home. Every man—or woman—realizes the economic security of possessing a dwelling place, and here is an opportunity to secure an unbiased opinion on real estate. The Legal Department is co-operating, and investments of land property are carefully investigated before you are advised to purchase.

If you do not thoroughly understand the details of the Association, you are invited to apply for information to the Industrial Relations Department. Your problem will be treated strictly confidential, and every effort will be made to acquaint you with this top-notch opportunity.

The Executive Committee of the Recreation Club meets the first and third Wednesday in each month, when it considers any new scheme or project which will enhance its popularity in the factory and in the community. The club welcomes suggestions from its 2400 members. Won't you do your share to make it a complete success? Send your suggestions to the Secretary, Industrial Relations Department. They will be carefully considered and adopted if practical. This Recreation Club is conducted by you, and for you. Do *your* share!



OFFICE MEN'S BANQUET HELD DECEMBER 1st AT POWERS HOTEL

"TWO HEADS ARE BETTER THAN ONE"

We all have our own opinions. One of the characteristics of an American citizen, viewed from a foreigner's eye, is the fact that everyone appears to think for himself, in preference to the slipshod method of letting the other fellow do the thinking. This trait is a fine thing to possess, provided we are open-minded enough to view things from the other fellow's standpoint, before coming to a final conclusion.

This is a busy old world. We haven't much time to dive into affairs outside of our own business. After the whistle blows, we are glad enough to snuggle down in an armchair, light up the old briar pipe, and call it a day's work.

In view of this fact, we cannot logically come to a conclusion until we *have* considered what the other fellow says, can we? None of us are specialists outside of our own line of work, so how can we form a real opinion of an affair of which we have only time to skim the surface?

Let's get down to brass tacks and cite an example. How about the Community Chest? I confess that I have never given the matter any deep thought, have *you*? When the "Drive" came last May, some of us passed it up, some of us gave as little as we could, some of us thought of a round figure, and wrote it on the pledge card, and—hardly *one* of us considered what we were doing, and *why*!

Possibly we did not have time to think, being too blamed busy with our regular job, or possibly we were opposed to anyone trying to tell us when we should dole out "widow's mite," or possibly we had heard of someone at one time or another having to pay a big hospital bill. Anyway, the fact remains that all of us do *not* know why it has become necessary for such a fund as the Community Chest to exist, and, even if we do, we do not know much about the institutions the fund supports.

You heard of the various committees formed for the purpose of telling us their opinions of the institutions. Their reports are a revelation! *Read* what our own "buddies" say about it, and then *ask* them why they are boosting the idea of organized charity.

HOUSEKEEPING CENTER—No. 57 Lewis St.

"Several women donate their time to instruct foreign children how to speak English and how to play." "The people in charge of the work are to be highly praised for their work." "Only two paid officers." "Doctors and Nurses give their services."

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| Joseph Sullivan | J. M. Crarer |
| S. L. Lusk | Jane Dinsmore |
| Charles B. Terry | |

ST. ELIZABETH'S GUILD—Field St. and Monroe Ave.

"No distinction shown to any creed." "Rooming house for girls between eighteen and twenty-five." "Pay five to six dollars per week for room and meals." "Classes held in Millinery and Dressmaking." "All expenses checked up." "Matron made a statement that if the city lost the Camera Works employees' help in the Community Chest Fund, it would be a terrible loss, and she was very thankful for what was being done."

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| Frank Miller | Charles La Valle |
| Charles J. Duffy | Bessie Noble |

SALVATION ARMY CITADEL—Andrews St.

"Let us look over their books." "Relief is given only after strict investigation." "No regard to religion, creed, or color." "Ninety-nine visits to the Almshouse and County Hospital, where fruits, candies, books were given to the aged and infirm." "Four thousand nine hundred and ninety-five dollars given away, besides medical treatment." "Twelve hundred poor children given a picnic." "Eighty needy families received their winter's coal." "The Committee found women packing baskets for families." "Responsible for paroled persons."

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| Horace E. Blackwell | David Olsan |
| Ray Gibson | Christie Miller |

SOCIAL WELFARE LEAGUE—No. 512 Cutler Bldg.

"Visits homes and finds out exact conditions." "If illness, a physician is assigned." "Hospital cases, assigned to Red Cross." "Families cared for under any circumstances." "One thousand two hundred cases last year." "Truly a wonderful work, and it is of great benefit to our city."

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| Archie F. Love | George Shaffer |
| Frank O'Brien | Mamie Burns |
| Stanley Keen | |

DORSEY COLORED HOME—Monroe Ave.

"Twenty-four children—ages 10 days to 16 years." "Doctor donates services." "Three people are paid." "Doing noble work." "Necessary to educate the negro." "Institution worthy of support."

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| Ernest Le Roux | Herbert Thorpe |
| Emine Gamrod | Mary Jolley |
| Frank Reynolds | |

WILKINS NURSERY—207 Fulton Ave.

"Care is given to children under two years of age, whose parents, either through sickness or death, are unable to provide for them." "The health and happiness of the child seem to be the paramount issue." "Lack of religious or racial prejudice." "Splendid work being done."

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| Arley Heaphy | Laura Irons |
| C. J. Hammond | S. Civitillo |
| William Bowland | |

ASSOCIATED HEBREW CHARITIES—144 Baden St.

"Information cheerfully given." "Clothing, fuel, etc., given to families in destitute circumstances." "Fully convinced of great benefits from the Community Chest."

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|---------------|----------------|
| Kenneth Spry | Lewis Clark |
| Mary Byrne | William Powers |
| James McMahon | |

WORKERS FOR THE BLIND—

Workshop, 163 St. Paul St.

"Organization tries to be self-supporting." "Overhead kept at a minimum." "Manager's salary paid by the State." "The blind people become useful members of society." "The work merits the support of every individual, and if every person could but take the time and learn what his contribution accomplishes, very little persuasion would be required to promote the Community Chest."

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|----------------|-----------------|
| Sam Polakoff | Edith Partridge |
| Milton Darling | Merle Kilburn |
| C. J. Black | |

GENERAL HOSPITAL—West Main St.

"Courteously received." "Three hundred beds short, making it very necessary to exercise the utmost care and discretion in accepting patients for free treatment." "Greatest number of free cases are for maternity and for children." "The authorities realize they are being severely criticised by the public, but they are endeavoring to do the best they can with the limited accommodations they now have." "Entry as a charity patient necessitates question so that records may be kept." "Many patients are taken in for the small sum of two dollars per day." "Cost to hospital \$4.23 per day." "All patients are treated alike." "Greatest injustice is done to hospitals by people who do not investigate." "Invites criticism and is always ready to correct." "The Committee agrees that the hospital is doing wonderful work and should be supported in every possible way."

Maud Martin John Leigh
William Stark Fred Drury

These are only a few comments from the visitations to the forty-one institutions visited by two hundred twenty-five of our partners. Isn't the other fellow's opinion worth while? Now we know what *he* thinks about it. Let us think for ourselves, and, perhaps some of us will have to revise our previous decisions on the Community Chest, and its necessity for everyone's well-being.

November 23, 1920.
Chicago, Ill.

To the Dear Old Camera Works:

Although we are many miles apart it does not keep my thoughts from the Dear Old Camera Works of Rochester, N. Y.

And I am thinking of you every day and wishing you were here to talk our dear old times over once again this year.

And I knew I would feel better if I had a line or two. And I will write you all a letter soon now and tell you all the news and some surprises I had when I came here to work.

Please excuse my delay as my Mother has been very ill for weeks and is just improving now but slowly.

Wishing You All A Very Happy New Year.

Respectfully yours,
Henrietta A. Aiken.
(Formerly of Lens Dept.)

Have you ever noticed the smile that George Krembel carries with him? George seems to be always smiling and particularly so since little Claire Philip arrived to bring more sunshine into George's home. Congratulations, George.

The "Jolly Set" from the office held a little gathering at the home of Alice Schiefen on Thanksgiving eve. There was lots of fun and heaps of good things to eat. Harry Rutan couldn't keep away from the ouija board and to date is a firm believer in its occult mysteries and is perfectly willing to read the future of any interested person's life.

Have just received the figures on the Christmas Candy Sale. 4,713 lbs. of candy. My! what a Christmas the kiddies—and we are all kids at Christmas time—will have.



PLAYMATES GUESS WHO?

The Frank D. "Ace" Guillod Post of the American Legion held its final meeting of the year on Friday, December 10th, at the New York Armory. The principal object of the meeting was to elect a committee for nominating officers for the coming year. Plans were discussed relative to the dance which is to be held on Valentine's Day, February 14th. It was decided to pay a small salary to the secretary and treasurer.

Plans for the Post Banquet are being made, the event being scheduled for January.

Dues for the coming year—1921—are now payable to Thomas Ainsley, Shutter Room; Willard J. Lambert, Kodak Assembling, or Roman Meyers, 7th floor office.

All Kodak men who were in the service are eligible for membership in the Guillod Post and any of the three men mentioned above will be more than glad to receive applications for membership.

The boys of the Milling Department—at least the single ones—are evidently jealous of Jack Moffat, who married Loretta Martin of the Tool Vault, on November 25th. Whether Jack gets jealous or not, this is what the boys say: "Loretta is one of those young ladies who can make the dullest day seem bright." The happy couple have our best wishes.

Frank M. Page, who has been the Camera Works' Chief Accountant for many years, has left us to take a position at the Main Office. Mr. Page was a favorite with the office force, having worked with them for nineteen years.

The employees of the Inventory, Payroll and Cost Departments assembled in the committee room for the purpose of wishing Frank all kinds of good luck, and incidentally to present him with a traveling bag as a mark of their appreciation. The presentation speech was made by William Lawrence on behalf of the above mentioned departments.

Myron J. Hayes has succeeded Frank Page as Chief Accountant and Irwin Briggs has been appointed as his assistant. We are always glad to print news of promotions, and while we are on the subject, we might mention that James Wright is now foreman of the Cost Department and James McClymont is his assistant. To all of these well-known figures we offer our hearty co-operation, and good luck to them all.



EDITH POCOCKE AND FAMILY

Some of us who have been with the company for ten years will remember Edith Pococke, who was forewoman in the Lacquer Department at that time. Her husband, Charles R. Chatfield, works with the millwrights, and her brother is one of our tool makers. We are glad to publish the above picture, for it is always a source of pleasure to hear from employees whom we knew years ago, especially if the evidence registers such a charming trio of children.

Charles Jackson, who for years has worked in the Kodak Assembling Department, has been ill for some weeks at his home on Warwick Avenue. The latest reports tell that Charlie is slightly improved, and his many friends wish him speedy recovery.

Tom Downs, sub-foreman in Kodak 6th, is to be congratulated on an increase in his family, the new arrival being a bonny little girl.

Walter Scott of the Tool Room has sold his alarm clock because he has a 9½ lb. baby girl to wake him up in the morning—and sometimes during the night. Hurrah for “Scottie!”

George Kraft of the Inspection Department has been on the sick list for some time. We’re glad to hear that he is recovering his health and will be with us again in the near future.

Bob Cheesman and Burdett Edgett went on a very successful hunting trip recently, and bagged everything the law allows. “Edgy’s” friend, Al Gleason, who is an expert in finding the hiding place of pheasants, did not accompany the boys this time, which made their success all the more gratifying.

Charlie Houck, the genial foreman of the Inspection Department, is risking his fortune in onions. These are *strong* indications of his cornering the market.

Carl Bailey, Tool Room, is the proud daddy of Kathleen Marie, born November 26th. Congratulations, Carl.

MANY CAMERA WORKERS AT SAFETY CONGRESS

The Fifth Annual State Safety Convention at Syracuse, held from December 6th to 10th, was an important event. Experts on safety discussed and suggested new ideas and appliances, the application of which is necessary to the modern industrial world. The Camera Works, always foremost in adopting new ideas for the safety of its employees, was well represented at the congress. The management sent the following people:

Lucie Hondorf, Richard Jennings, Frank O'Brien, Sam Barons, Tom Allen, James McGary, Arthur Wygant, Herbert Fry, Earl Carson, William Watts, Walter May, Edward Freislich, George Perry, Roland McDonald, George Helbing.

The reports from these delegates will make interesting reading, and we hope to publish in the next issue the salient points regarding safety as seen by our representatives.



GRAYDEN R. TOATES

The above picture is very reasonable at this period and it shows us the only son of George Toates, Representative in the Crease & Cover Department. Little Graydon Toates is twenty-one months old, and he seems to enjoy the “wilds of Spencerport” as much as his father does.

We wonder how George Le Frois is progressing with his poultry farm? George started it early last year, and figured a large profit from eggs in the fall. George can undoubtedly assemble roll holders, but when it comes to poultry, things do not work out just as he would like them to do. Cheer up, spring is coming.

The boys of the Detail and Estimate Department are closely watching their confrere, Harry Spoor, for a chance to get in on the ground floor of Harry's new invention. It may be a secret, but it's an Editor's privilege to scoop up news, so here goes!

Spoor has invented a brand new incubator. You place all the stubs from your street car tickets in the incubator, and in ten days you will have full-grown street car tickets. Save your stubs.

It's hard to get away from our Gardening Association even in midwinter! Four of our most enthusiastic members were presented with prizes at the Chamber of Commerce last month for well kept and productive gardens. The neighbors can't beat our champion, Frank O'Grady of Queens Street, who was awarded first prize in the sixth district. James Wallace of Flower City Park was awarded first prize in the eleventh district, and Irvin G. Harroun, of Chandler Street, captured third prize in the nineteenth district. Congratulations to them all.

Amelia Beerschmitt of the Brownie Department is now Mrs. Leib, and Mable Hall has changed her name to Mrs. Van Roo. Best wishes.

The lady on the right of this picture is the wife of William Decker of the Tool Room, and little Margaret is their daughter. Four generations are depicted in the photograph and it is a hard matter to say which of the four looks the healthiest.

Clarence Steegar, formerly on the elevators, and Gilbert Roberts of the Screw Machine Department are both recovering very nicely. They are recuperating in the Adirondacks and we hope to see them fully recovered in health and working with us again.

One of the most debated questions of legislation is the so-called "Daylight Saving Bill." It is a matter of opinion whether the law served the majority in this instance or not. In order to discover the consensus of opinion in Rochester, the larger industries voted for and against the continuance of the measure. The results were as follows:

CAMERA WORKS

| | |
|---|-------|
| In favor of daylight saving..... | 63% |
| Against daylight saving..... | 37% |
| In favor of seven months daylight saving. . | 36.4% |
| In favor of five months daylight saving.... | 26.8% |

EASTMAN KODAK COMPANY

| | |
|--|-----|
| In favor of daylight saving..... | 61% |
| Against daylight saving..... | 39% |
| In favor of seven months daylight saving. . | 59% |
| In favor of five months daylight saving. . . | 41% |

97 ROCHESTER INDUSTRIES—REPRESENTING 35,947 PEOPLE

| | |
|--|-------|
| In favor of daylight saving..... | 65% |
| Against daylight saving..... | 35% |
| In favor of seven months daylight saving. . | 50.5% |
| In favor of five months daylight saving. . . | 49.5% |

Joe Meisch, an apprentice in the Tool Room, took the honors away from Kodak Park—or at least some of them, at their masquerade dance last month. Joe was awarded a prize for the most comical men's costume.



FOUR GENERATIONS

We are sorry to inform our readers that Louis A. Bowllan will be absent from duty for at least three months. Most of us know that Louis is the man that handles the payroll for the entire factory and although all of us do not see him he is one of the busiest men in the building. Louis is suffering from a run-down condition and we trust that even before his leave of absence expires he will be with us again.

The boys in the office expressed their regret by presenting Louis with a comfortable smoking jacket.

The great conundrum confronting the office boys after the night of the banquet was why Florian Schueler was absent from the festivities. The answer is—Mildred Anna. Who is she? Why—the latest addition to the Schueler family. We don't blame Florian for missing the banquet but he'll have to attend twice next year to make up for it.

STORY OF A DOOR

PUSH—PULL.

Have you noticed this sign on a door? It looks important, doesn't it?

Sort of gives you the impression of authority.

The word PUSH confronts you on entering, and when you get on the other side it's PULL.

Funny how commonplace things fit into apple-pie order, isn't it?

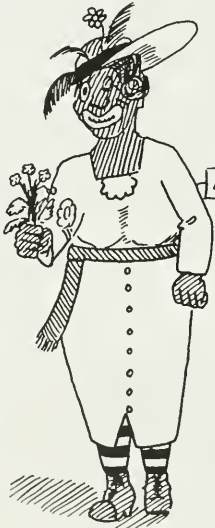
Ever heard that John So-and-so must have had a pull to get his particular job?

According to the signs on the door, John must, in some manner, have worked from the inside, and is trying to get out!

First, you must PUSH. The PULL comes afterwards.

Didn't imagine there was a sermonette on such a thing as a door, did you? Think it over!

"SOME IMPRESSIONS OF THE 1ST BANQUET OF THE OFFICE MEN."



FRED BREHM'S "FRIEND."



"NO! HE'S NOT LEAVING."



"JACK ROBERTSON-WITH THE SMILE THAT WONT COME OFF"



GEORGE WHITGOMB SURELY TICKLED THE IVORIES!



"SAY IT WITH FLOWERS"



JIM MUIR STARTED THINGS GOING WITH A BANG.



A.D'HONDT.



FOLMER - CENTURY



CLARENCE H. HARPER
Editor



JOHN LOHRMAN

John Lohrman, besides being Foreman of our Assembling Department, is our First Aid man and everyone knows that John handles both his duties well. "Doc," as he is most generally called, began working at the camera industry in 1894, with the Rochester Optical Company when it was located on Water Street. He left there in April, 1902, and became an employee of the Century Camera Company when it was located on Atlantic Avenue, and he has been continuously employed by the company ever since that date.

George Schultz has been appointed fireman at the plant to take the place of Louis Kraft who had to give up that work on account of illness.

We are pleased to learn that Alfred Wood, Stock-keeper, who has been ill, is improving in health.

DON'T FORGET
F. C. A. A. SMOKER AND ENTERTAINMENT
Thursday, January 20, 1921
19th Ward Club House *Save this date*

The Folmer-Century Bowling League is well under way. The Studio team is now in first place by a margin of two games with the Cirkut Outfit running a strong second. The teams are all showing good form with the exception of the Auto Jr. which has been on a slump, but with the aid of a few good bowlers who have recently come to our plant they will soon be in the race again. The high average man to date is Weinman of the Metal Department, with an average of 171. The high individual game rolled so far this season goes to Al Fleming of the Assembling, with a score of 232. Weinman of the Metal Department has the High Individual Average for three games 609. The team with the highest score for three consecutive games is the Aero with 2381.

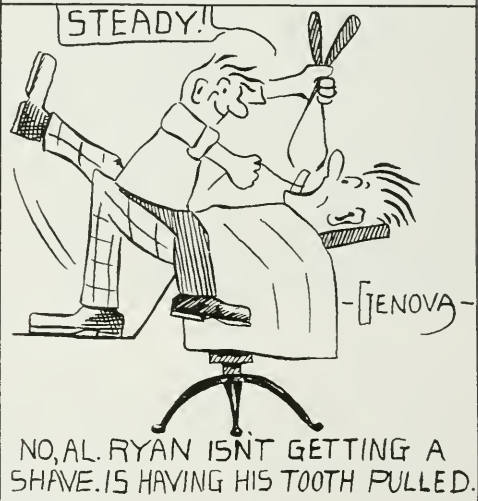
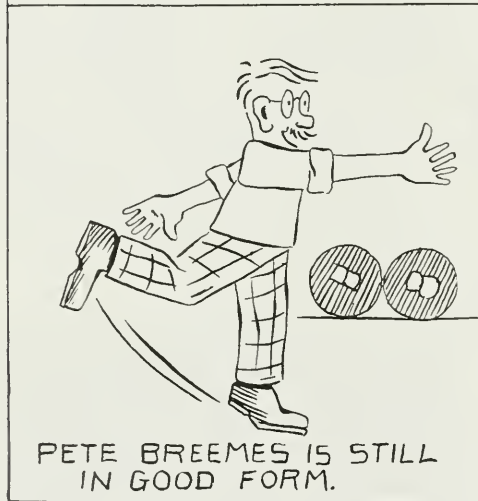
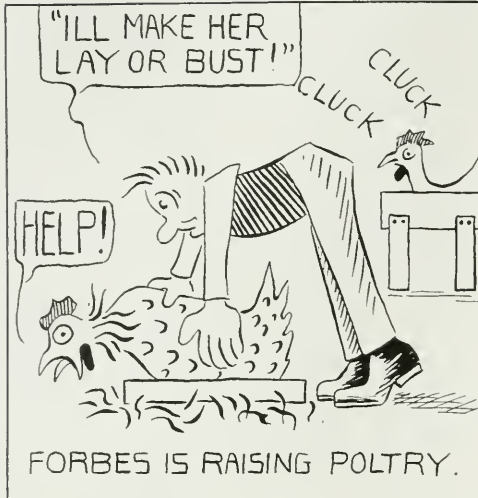
Richard Kerstetter of the Assembling Department is the proud father of a baby boy, born Friday, December 3, 1920. Congratulations.

Mildred Bailey, our Telephone Operator, and Arthur Mildahn of the Assembling Department were married Saturday, December 18, 1920. Mr. and Mrs. Mildahn left for New York City to spend their honeymoon after which they will reside at 12 Renwood Street. Their many friends at Folmer-Century wish them much happiness.



MR. AND MRS. ARTHUR MILDAHN

Graflex News.



The stork visited the home of J. E. Roland, our Cost Accountant, on Sunday, November 28, 1920. Elmer is now the proud daddy of a baby girl.

Ambrose Smith of the Plate Holder Department has been appointed a member of the Plant Safety Committee.

Richard Northrup of the Screw Machine Department and Marion Stallman entered on the sea of matrimony, Tuesday, November 30, 1920. We extend to them our best wishes.

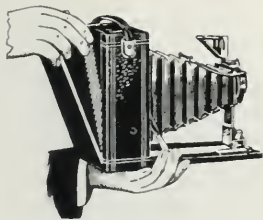
Born to Mr. and Mrs. J. Amed, a son Pasquale, Wednesday, November 10, 1920. Mr. Amed is employed in the Assembling Department.

The men of the Wood Department extend their sincere sympathy to John Sellmayer on account of the death of his daughter which occurred Sunday, November 14, 1920.

Wednesday evening, November 17, 1920, a variety shower was given in honor of Mildred Bailey of the office, by Mary MacMullen of the Cost Department at her home, a number of girls in the office attending. After dancing and playing several games a buffet lunch was served. Miss Bailey received a number of valuable and useful gifts.

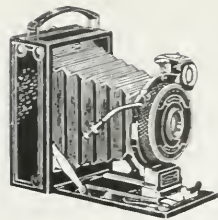
We are very glad to welcome Wesley Rose who has been transferred from Camera Works to our Cost Department.

The boys of the Assembling Department extend their sincere sympathy to Louis Avette in his recent bereavement, the death of his sister, which occurred December 7, 1920.



P R E M O

L. C. WHEELER
Editor



WHAT DOES THE KODAK MAGAZINE MEAN TO ME?

We have arranged a contest in which you may all participate. Of course, we all have a somewhat general idea of what the Kodak Magazine means to each one of us individually, but perhaps the most of us will find it difficult to give the real reason why. Just to see how many think they can give a good answer to this question, we will give three prizes: ten dollars for the first, six dollars for the second and three dollars for the third best essay on "What does the Kodak Magazine Mean to Me?" Everyone in the works is welcome to send in his or her answer. Of course you don't have to be a college graduate or a writer of fiction to enter this contest, as these essays will be judged from their merit and not from an artistic use of words, an ornamental penman or a student of the dictionary.

This contest opens now and closes Thursday, March 31st. Three judges will be selected by the Works Manager. Use about 150 words. Write on one side of the paper. Sign your name in the left-hand corner of your manuscript, giving your check number and the department in which you work. Leave a space immediately below your name so that we can number your article and cut your name off, as we do not want even the judges to know whose article they are reading and judging on.

Now, folks, come on, get in with the rest of us and send in your essays! We will publish the three best and the pictures of the prize winners. Send all essays to the Plant Editor, and be sure that you sign your name.

You're always in business for yourself. It might pay you to give the boss a bargain now and then.

SHOP SAFETY COMMITTEE

We have a few new faces on our Shop Safety Committee who will work on this group for the first six months of 1921. You will note we have included women in our selection for, now that they have the right of vote, they should be given some consideration in safety work. Jennie Walzer of the Assembly Department, Emma Repp of the Metal Department and Henry Ruckdeschel of the Press Department are the newcomers who will work with Clyde Foster and Louis C. Wheeler on this Committee. These employees, along with a number of others, have enrolled in the Safety School which is being conducted by the Rochester Safety Council of the Chamber of Commerce every Friday night for twelve consecutive weeks.



PREMO WORKS SHOP SAFETY COMMITTEE FOR THE FIRST SIX MONTHS OF 1921
Left to Right—Henry Ruckdeschel, Jennie Walzer, Clyde Foster, Emily Repp, Louis Wheeler.

ACCIDENTS

The year 1920 shows a great reduction in accidents for the plant. This fact, we are glad to learn, for it not only shows a tendency on the part of the workers to be more cautious in their movements, but on the other hand, the workers realize a saving of hundreds of dollars which heretofore was lost to them on account of time lost, which naturally follows the occurrence of an accident. Out of a total of eight accidents for the entire year, three were classed as "serious" and the remaining five as minor accidents. This is a splendid record, and every worker should feel justly proud to think that he or she, as one, helped to complete twelve months with so few accidents. Now let us include in our New Year's Resolutions that we will not have a single accident in 1921. In order to make this a success, it will be necessary to have the full co-operation of all Premo workers, and if *each one* does his duty, we believe that the accident per cent. can be greatly reduced in 1921. With our working force about equally divided and a number of women operators on machines, it is quite noticeable that we did not have one serious accident among the latter. This, we believe, is due to education along safety lines, as one of the first lessons of persons seeking employment is a sign in the Employment Department which reads, "Unless you are willing to be careful to avoid injury to yourself and fellow workers, do not ask for employment. We do not want careless people in our employ." One of the outstand-

ing features of our accident report is that 62½ per cent. of all of our serious accidents were due to pure carelessness on the part of the employees.

Summary of our accidents during 1920, is as follows:

| | To foot | To arm | To body | To hand |
|----------------|---------|--------|---------|---------|
| January..... | .. | .. | 1 | .. |
| February..... | .. | .. | .. | 1 |
| March..... | .. | .. | .. | 2 |
| April..... | .. | .. | .. | .. |
| May..... | .. | .. | .. | 1 |
| June..... | .. | .. | .. | .. |
| July..... | .. | .. | .. | 1 |
| August..... | .. | .. | .. | .. |
| September..... | .. | 1 | .. | .. |
| October..... | 1 | .. | .. | .. |
| November..... | .. | .. | .. | .. |
| December..... | .. | .. | .. | .. |

The first aid treatment by the Emergency Hospital for the year ending December 31, 1920, shows 1090 treatments given. 751 to men and 339 to women. We believe the most of our employees realize the value of immediate attention to small injuries or cuts, as we have not had a single serious infection during the year. This is due to your splendid co-operation on reporting to the first aid room where you find the nurse ready to give advice or to dress injuries of any kind. We are proud of this record at the Premo, but hope we can do better this year.

A SERIOUS ACCIDENT

A few years ago we had a man working for us who, in moving a box of work, in some manner scratched his finger. This was a very slight scratch, but infection set in and as a result the man was laid up and has not worked since. This man did not report his injury to his foreman. If he had done so, there would have been a chance of warding off blood poisoning, which would have saved him all this lost time. We mention this case because it has brought to us the importance of taking care of every small scratch or injury at once.

A SPLENDID PRACTICE

In talking to a "Daddy" the other day, our conversation drifted to Safety First in the home. He told us that, whenever he read in the daily paper of a child getting hurt, out would come his pencil and he would draw a line around the article. After he was through reading, he would hand the paper to his children and tell them to look for the mark. Their curiosity was immediately aroused and a splendid message on Safety First was instilled in their minds. Try it.

We supply goggles for all emery wheel or other hazardous work where the eye is in danger. Wear them, they will protect your eyes.

A PRECAUTION

It is the desire of the company to assist every employee to keep well. Your health is absolutely necessary. You should take plenty of exercise, see that at least one window is open in your sleeping room, get eight hours of sleep, and eat wholesome food. If at any time you don't feel well, call at the Medical Department for consultation. The advice may save you considerable lost time.

In case of an employee fainting or getting seriously hurt, pull the whistle in building two, your level. This will insure the patient arriving in the emergency hospital in less than three minutes.



SOME OF OUR MACHINE OPERATORS SHOWING THE NEW KEEP KOOL SAFETY CAPS

ANOTHER BIG NIGHT AT PREMO

If there is a single ounce of truth in the old adage "Laugh and Grow Fat," Thursday evening, December 2nd, is to be a memorable day, for, on that date, another of the big shows was put on by the Premo Club in the Club Room. We believe that every employee who took part in this show, and the audience as well, should weigh at least 200 pounds or as much as one of the actresses, Bridget Murphy, for when it comes to entertaining with fun and frolic, our employees have no apologies to make. A number of the "Premoers" had notice served on them that within ten days they were to stage a play entitled "The District School at Blueberry Corners," and with this short notice, every one who took part is to be commended on the splendid way in which he handled his part in the show. It is very apparent that the employees prefer home talent as standing room only was available after 8:15, some late comers being turned away (perhaps the manager will give us a larger space on completion of the new building). The program opened at 8:15 with a selection by the Premo Orchestra, after which A. A. Ruttan gave an interesting talk on "Why it is Important That Each Employee Should Endeavor to Work the Full Forty-Eight Hours and not Come Late." This was illustrated with lantern slides thrown on the screen, each slide being explained in full, as for example: definitions, labor equals wages; material equals raw stock and burden equals overhead. Labor is direct when charged to a particular product and indirect when charged to a burden account; materials are direct when charged to a particular product, indirect when charged to a burden account; burden is made up of every charge that is not charged direct to a product, such as indirect labor or material insurance, taxes, power, heat, light, machines, benches and equipment of all kinds. Cost is determined by adding together all items of labor, material and burden. In his comparison of workers, Mr. Ruttan said that two fast workers are equal to three slow workers. Only two sets of equipment are necessary to buy and keep up instead of three, and likewise when a worker lays off, all expenses keep on just the same, thus being a loss to the company as well as to the employee. In October, twelve out of every hundred employees at the Premo were absent from work for one reason or another, and the equipment provided was not

used. The comparison at the other plants was as follows: Folmer-Century—six, Hawk-Eye Works—seven and a quarter, Camera Works—eight and one-half, Kodak Park—nine. Important mention should be made that we had fifty-nine employees, who, during the same month were not away from work a minute or were not late. This equals seven per hundred. The names of these employees follow: M. Strebler, E. Beal, M. Potter, W. Williams, F. Seelman, J. Vannell, H. Weber, J. Vogt, J. Young, J. Roberts, F. Boeff, F. Salzer, J. Knight, W. Zink, A. Sales, G. Walker, J. Huber, W. LeBlanc, E. Howard, J. Harrison, F. Dengel, T. Young, A. McCormack, L. Culton, S. Pabrinskis, W. Schuler, W. De Garmo, H. Foster, J. Vance, D. Blide, G. Higgins, A. Bailey, E. Grapes, V. Theno, C. Kehoe, W. Martin, J. Gysel, R. Wetzel, P. Voelckel, L. Heininger, R. Cooper, C. Pugsley, K. Waldren, G. Totten, G. Weishar, E. Powell, A. Wilcox, E. Gerould, L. Wheeler, L. Leddy, A. Squier, I. Wilt, C. Foster, F. Grace, A. Knitter, M. Moore, J. Butler, W. Gerstner. *Is your name on the list?*

After Mr. Ruttan's talk, the curtain was raised and found the stage set picturing a room in the District School at Blueberry Corners, with the School Committee in session, reading over the correspondence received from an advertisement for a teacher. After sending for a few, the difficult task of selecting a teacher was at hand. After interviewing Miss Dashaway (Jessie Wright), Miss Belinda Sharp (Irene Wilt), Miss Simple (Thelma Osborne), Miss Smart (Anna Kehoe), the latter was engaged for the task of teaching. The first roll call found the following scholars in attendance:

Faithful Snook (Alice Armstrong), Silas Horneake (Claude Burnett), Matilda Billings (Agnes Duffy), Mehitable Jones (Luella Wright), Samantha Piper (Babe Cahill), Stephen Tucker (Percy Brown), Bridget Murphy (Mrs. Alice Green), Ruth Ketchum (Kate Titus), "Biff" Dempsey (Harold Fleischer), Sally Brown (Margaret Schwartz), Clorinda Geysler (Mildred Stritzel), Luther Brown (Foster Crane), Bobby O'Lee (Cyril Eye), August Krausmeyer (Charles Looek), Susan Crofoot (Leora Youngmans), Tony Pasqualla (Charles Gauch), Isadore Fitzpatrick (John Blekken).

It is apparent that this plant is well supplied with real entertainers.

RALPH HUTCHINGS SPEAKS AT SYRACUSE

Ralph K. Hutchings, foreman of the Plating Department, accepted an invitation from the Industrial Safety Congress of New York State, to speak at the Convention held in Syracuse, New York, on December 9th. It being almost impossible to get a foreman to get up and give his views on this subject, Ralph accepted this as a challenge and opened the discussion as a foreman, taking for his topic, "How I Try to Make Safety Work Successful." He said in part, "Speaking in public by the foreman, especially before the managers of this great work, is new to all of us, but we feel that it is a work we all must assume and the sooner we break the wall we have held before us as a barrier and give those we represent a chance to see just how well their confidence has been placed, the more satisfying our work will be to them and ourselves as

well. A foreman must serve the management and the employees that he represents and without the hearty co-operation of the employees as well as the management, his work will not be a success."

Ralph did credit to the foremen in his talk, and we believe the last few lines of his subject are the real secret to the success of this movement and that we must have the co-operation of the employees as well as the management.

Prize winners at the November Progressive Pedro parties held in the Premo Club room were as follows: Ladies first, Mrs. R. K. Hutchings; second, Emma Kraftschik; third, Mrs. Alice Green. Gentlemen first, R. K. Hutchings; second, L. C. Wheeler; third, L. Bachman.



WILLIAM H. RUSSELL OF THE PLATING DEPARTMENT

William was employed February 13, 1912, as a buffer and polisher and has advanced step by step until now he is Assistant Foreman. He says there is no truth in the old adage of "being out of luck by walking under a ladder," starting to work on the 13th, or having a black cat cross your path. He has passed through all these and is still going, his latest experience being that of having the employees come out and assist him to build a home. He throws these suspicions to the four winds, and the following letter is self-explanatory: "I want to take this opportunity to thank every fellow worker who assisted in putting the cover over our heads by helping to build our home. A spirit of sacrifice and willingness to help a fellow worker in an emergency like this is wonderful. I cannot tell you how my heart warmed when I was told that you boys and girls were coming out to help us. It is little things like this that make life worth living, and my family joins with me in thanking you all from the bottom of our hearts."

"Jack Renner's Old Timers" beat "Nick Decker's Youngsters" in a special bowling match Wednesday evening, November 10th, at Carroll's. The Assembly Room team consisting of Renner, Gauch, Blekkenk, Kraftselik and Fleischer, feels pretty chesty over its victory, because it is the first time that the Tool Room has been beaten in a special match. The Metal Room became so peeved that they have organized a team that will take the wind out of the Assembly Room sails. Captain Renner says that his team are all good skippers and the match promises to be a hot one.

During the holiday season, everyone in the works seemed to be filled with the spirit of giving. The several special dinners held December 24th by the different departments and the exchange of greetings amongst our workers, show the real friendly relations that our employees have for one another.

The Premo is pleased to have the opportunity of welcoming new employees to its staff. Allow us to introduce Charles Eisenberg, Plant Department; Thomas Kilgrass, Emice Tillson, John Di Rose, Doris White, Stanley Mintus, Marion Kays, E. and S. Department; Earl Peckham, Clara Caywood, Stock Cutting Department; Ray Blackwell, Francis Plummer, Tool Department; Arvid Lindgren, Jack Lee, Supply Department; Irving Darling, Cabinet Department; Louise Everson, Metal Department; Robert Taylor, D. and E. Department; Elmore Ingley, Cost and Pay Roll Department. Glad to meet you, hope you like it here at the Works. Join the Premo Club, get better acquainted and make yourself at home.

WELL—WELL—WELL

Pedro parties at the Premo Works have proven to be a very popular pastime for Club members and their friends. The party of December 10th, was well attended and greatly enjoyed by those present. After prizes were awarded, refreshments were served, after which the floor was cleared and made ready for dancing which was enjoyed until a late hour. Music was furnished by Mildred Stritzel at the piano, Harry Gomm, violin and George Texter, traps and drums. Club members, attention! The Committee announces January 14, 1921, as the next pedro party and dance, and if you want a real good time—well, just try it once.

Rowland Randall, a former Cabinet Department employee, enlisted with the 56th Coast Artillery, and has left for Jackson, S. C. Rowland has the best wishes of his shop mates.

RECOGNITION AND AWARDS FOR SUGGESTIONS ADOPTED AND PUT IN FORCE FROM NOVEMBER 1, 1920, TO DECEMBER 1, 1920

| | |
|--------------------------------------|---------------|
| Reduction in Costs | Walter Martin |
| Improvement in Manufacturing Methods | |
| | Anthony Aman |
| Reduction in Accident or Fire Hazard | Allie Yahn |
| General Maintenance or Convenience | |
| | Vincent Theno |

Where are all our hockey players? The Athletic Editor tells us they are lying dormant in the works. Come out of your shells and give an account of yourselves! Send your name to the E. and S. Department and see if we can help to form a Hockey League, as there is nothing dormant at the Premo that we know anything about.

When John Roach of the Press Department came away from the big dance held at the Armory, December 3rd, he found a green tag on the steering wheel of his auto, asking him to call at Police Headquarters. Some of the boys said that he must have been speeding, but we are told that John had just parked his "fivver" with all lights out.

We are sorry to say that Emily Wheeler of the Assembly Department has been absent from her work owing to illness. She entered the Homeopathic Hospital and underwent an operation from which she is recovering as rapidly as can be expected. We all extend our sympathy to her and trust she will soon be able to be with us again.

A T H L E T I C S



TEN TEAMS CAVORTING ON KODAK COURTS

BASKETBALL, conceded by many people to be the king of winter indoor sports, has reached a plane never before experienced in Kodak history. This season, ten quintettes are wearing the Kodak insignia.

Kodak Park, the birthplace of Kodak basketball, is, as would be expected, at the top of the heap. The Parkers have two top-notch aggregations in the field. The men's team, with Manager Ed. Goodridge at the helm, and "Rip" Benzoni coaching, has made an enviable record in the three games played up to this writing (December 15th). Their scores are shown in the Kodak Park section.

Manager Goodridge has arranged a most attractive schedule and expects to have a team that will rank with the best in the city before the season closes.

The Kodak Park girls, under the managership of "Marg" Ellis and coached by Charlie Thompson and Jack Brightman, have the longest list

of victories, with four straight. Their record appears in the Kodak Park section.

Camera Works with three teams in the field, has not as yet started to accu-

mulate a record. The Camera Works girls are resuming where they left off last winter, but the State Street plant has two new teams in operation this season, a men's team and a team of younger boys, known as the "Camera Works Midgets." None of these teams has as yet started for want of a suitable court for practice and games. At Camera Works, just as in all the other plants, except Kodak Park, the constant cry of the basketball enthusiasts is "We want a home." Basketball courts in Rochester show a strong resemblance to hens' teeth, and the owners of the few that exist demand



"Chuck" Culbertson (left) and Helen Gentry (right), Captains of Kodak Office Basketball Teams

fabulous rentals. The eight teams from Camera Works, Hawk-Eye, Kodak Office, and Premo, therefore, find themselves in the position of "All dressed up and no place to go."

The Hawk-Eye girls are spending their second season at the winter game and have a satisfactory record.

| | | | |
|---------------|----|--------------------|---|
| Hawk-Eye..... | 14 | Kodak Office..... | 4 |
| Hawk-Eye..... | 7 | Ritter Dental..... | 8 |

The Hawk-Eye men are also in the field this season under the managership of "Benny" Levine. They have played two of the closest hard luck battles that any team can be called upon to go through. In their opening struggle on an unfamiliar court, the St. Paul Street boys played the Mt. Carmel team to a tie, but lost out 24 to 22 in an extra five minute period. The second game saw the Hawk-Eye boys nosed out by a single point, 18 to 17, in their game with Kodak Office men.

The newly formed Kodak Office Recreation Club has both men's and girls' teams in the field. The men's team is



GEORGE WILSON
Coach, Premo Girls' Basketball Team

under the tutelage of Coach John Boeing, with Fred Fogarty as Manager. Opening the season against the far-famed Perintons of Pittsford and East Rochester on the tiny box-like court at the latter town, the Office boys took a bad beating. Score 45 to 17. This defeat, however, they retrieved in their second game by an 18 to 17 victory over Hawk-Eye. Their third battle brought them up against the Rochester Stamping Company. Score: Kodak Office 35; Rochester Stamping 21.

The Main Office Girls showed their inexperience at the court game losing to the veteran Hawk-Eye team 14 to 4. "Toddy" Diehl is coaching these girls.

The Premo girls, an aggregation of old timers, opened the season with Kodak Park, losing 8 to 6. Homer Ransom is again manager of the Premo team with George Wilson acting as coach.

All in all, the basketball situation is decidedly encouraging. The material is here and the enthusiasm is running high. With better facilities for practice and games and a little livelier support from the organization at large, the name "Kodak" will be written large across the 1921 sport record.



"TODDY" DIEHL
Coach, Kodak Office Girls' Basketball Team

KODAK PARK SOCCER TEAM HAS CHANCE FOR NATIONAL CUP

December 15th.—The progress of the Kodak Park soccer team during the past few weeks has been phenomenal. Drawing a bye in the first round of the National Cup Competition, and defeating the Oneida Community team and McNaughton Rangers in the second and third rounds respectively, they are now drawn to meet the Goodrich Rubber team in the fourth game. This is the first time that Kodak Park has won such prominence in the soccer world, and we should be proud of them.

The addition of several new men during the past season has been responsible to some extent for our good showing, as these men filled the few weak positions on the team. Both Simms and Clegg are players of ability and deserve much credit. The spirit which exists among the players of the Kodak team is excellent, and it is a duty on the part of the membership body of the Association to get behind the boys and lend them our moral support. Here's luck and may Kodak Park add a National Cup to its already large collection of trophies.

The club was entertained on November 16th by Mr. and Mrs. L. Rife, and again on December 7th by Mr. and Mrs. Edward Allardice.

STRIKES, SPLITS AND SPARES
(ALLEY DUST FROM THE CAMERA BOWLING LEAGUE)

Now that the season is half over, we ought to see some pretty spurts on the part of the tailenders. How about dislodging that Kodak Park team? Make the ending just as interesting as the beginning.

Sullivan of the Premo team, says that he's durn glad that his team bowls in the afternoon. "Sully" is reported to be a dancing instructor during his evenings, and offers special rates to all the boys in the league.

George Kosel of the Hawk-Eye outfit, says that he will present each member of his team with a barbed wire sponge bath if their efforts to take three games from Kodak Park are rewarded. That ought to make the Hawk-Eye boys sit up and take notice.

Come on "Duke," get into the nineties. We're all waiting.

Behrns of Kodak Park has high game to date. Nothing but a little 258.

Servise of the Kodak Park team is coming along like a champ under the watchful eye of the veteran Beuckman who has been coaching the youngest member of the league for the past two years. Yes—he surely is of some service to the present league leaders.

O'Neill's Camera Works team had better practice the next time it meets the Kodak Park team. They roll like "champs" against all other teams, but try very hard to emulate "chumps" when they roll Kodak Park. Bill, show us that you are a real Irish leader!

Breemes of the Folmer-Century squad is a regular ace when it comes to wishing the pins over. "Pete" goes through a real contortionist act after delivering each ball and works harder than anyone in the league to topple over the pins. Lotsa luck to you, Breemes.

The Hawk-Eye team does not seem to be able to get a start on the road to victory despite the good example set by their hard working captain. Kosel, you'd better tell them how 'tis done.

Premo appears to be the "little old hard luck" team of the league. When they shoot around 950, their antagonists roll about 1000. Munra is beginning to step into his best harness and his good work ought to keep the boys up near the top rung.

Remember: Respect the foul line.

"If you have nothing on" for next Saturday afternoon, why not drop in at the Genesee Bowling Alleys to witness your team walk up to victory or go down to defeat? Back up your team with your presence.

CAMERA BOWLING LEAGUE

(Schedule for January, 1921)

JANUARY 8

| | | |
|----------------|---------------------|--------|
| | | Alleys |
| Folmer-Century | vs. Premo..... | 3-4 |
| Main Office | vs. Kodak Park..... | 5-6 |
| Camera Works | vs. Hawk-Eye..... | 7-8 |

JANUARY 15

| | | |
|------------|-------------------------|-----|
| Hawk-Eye | vs. Main Office..... | 3-4 |
| Premo | vs. Camera Works..... | 5-6 |
| Kodak Park | vs. Folmer-Century..... | 7-8 |

JANUARY 22

| | | |
|----------------|-----------------------|-----|
| Kodak Park | vs. Hawk-Eye..... | 3-4 |
| Folmer-Century | vs. Camera Works..... | 5-6 |
| Main Office | vs. Premo..... | 7-8 |

JANUARY 29

| | | |
|--------------|-------------------------|-----|
| Premo | vs. Kodak Park..... | 3-4 |
| Camera Works | vs. Main Office..... | 5-6 |
| Hawk-Eye | vs. Folmer-Century..... | 7-8 |

ON TO BUFFALO!

ROCHESTER is known the world over as "The Kodak City," and the National Tournament of the American Bowling Congress at Buffalo, between February 28th and March 31st, will see the Kodak City represented by an All-Star Kodak team.

It is the consensus of opinion that the Camera Bowling League, the twenty-year aggregation of bowlers of all the Eastman Kodak plants, contains the best pin-pickers, and a team of six men will be selected from this league to try its skill on national tournament alleys. The officers of the league—A. E. Chadwick, President, J. S. Stanton, Secretary, and Chas. Natt, Vice-President—met Saturday, December 18th, to discuss the matter of sending a team to Buffalo and also laid out plans for the selection of the best bowlers.

Last year's averages will go a long way in the selecting of the team, except where there are bowlers this season who have never rolled in the league before. These new men will all be considered just as carefully as those who had high averages last year, and if your average is up about 185, and you roll a legitimate ball, your chances are very good for a place on the team.

There has been talk of sending a team to the National Tournaments for a number of years, but never before has the city, selected for the matches, been so near home. "Now, if ever—," is what the officers of the league say. If a Kodak

team gains a place in the running this year, all future tournaments of the American Bowling Congress will see the Kodak men on the alleys.

President Chadwick says: "In regard to sending a team of our best men to Buffalo, to enter the National Tournament of the American Bowling Congress, I would say that the men should at least finish in the money, and the matter of selecting a team each year would encourage the men to greater efforts in order to make the team and would tend to make our league better and faster.

"Personally, I am always for anything that is good and I believe a trip to Buffalo would be the best step we have taken towards arousing greater interest. It might be interesting to some of us to know that a picked team from the Camera Bowling League won first prize in a city tournament three years ago, and they are as good to-day as they were at that time."

Both the other officers of the league are in favor of sending the team to Buffalo, and the next issue of the Kodak Magazine will contain the names of those selected by the officers of the league to represent Kodak at the tournament and any other news that might be interesting along this line.

What do you say, boys? Isn't this just the place to revive an old slogan, and show them, that, when it comes to bowling, "Rochester Made Means Quality"? On to Buffalo!



CONSOLATION TROPHY
Camera Bowling League

WITH THE BOWLERS

STANDINGS OF TEAMS IN THE VARIOUS KODAK LEAGUES

DECEMBER 30, 1920

CAMERA BOWLING LEAGUE

| | WON | LOST | PCT. |
|---------------------|-----|------|------|
| Kodak Park..... | 27 | 3 | .900 |
| Camera Works..... | 21 | 9 | .700 |
| Premo..... | 14 | 16 | .467 |
| Kodak Office..... | 12 | 18 | .400 |
| Hawk-Eye..... | 10 | 20 | .333 |
| Folmer-Century..... | 6 | 24 | .200 |

KODAK OFFICE BOWLING LEAGUE

| | WON | LOST | PCT. |
|---------------------------|-----|------|------|
| Domestic Shipping..... | 24 | 6 | .800 |
| Service..... | 21 | 6 | .777 |
| Sales..... | 20 | 7 | .740 |
| Export Shipping..... | 21 | 9 | .700 |
| Accounting..... | 16 | 11 | .625 |
| Engraving..... | 14 | 10 | .583 |
| Bookkeeping..... | 13 | 14 | .481 |
| Billing..... | 11 | 16 | .407 |
| Stock..... | 10 | 17 | .370 |
| Industrial Relations..... | 7 | 17 | .291 |
| Advertising..... | 3 | 24 | .111 |
| Maintenance..... | 2 | 25 | .074 |

KODAK PARK YARD LEAGUE

| | WON | LOST | PCT. |
|-----------------|-----|------|------|
| Office..... | 24 | 12 | .667 |
| Inspectors..... | 23 | 13 | .640 |
| Trucking..... | 23 | 13 | .640 |
| Garage..... | 22 | 14 | .612 |
| Steel Shed..... | 20 | 16 | .555 |
| Stores..... | 17 | 19 | .471 |
| Receiving..... | 8 | 28 | .221 |
| Yard..... | 7 | 29 | .194 |

K. P. A. A. MONDAY LEAGUE

| | WON | LOST | PCT. |
|----------|-----|------|------|
| 292..... | 22 | 5 | .814 |
| 293..... | 21 | 6 | .778 |
| 291..... | 15 | 12 | .556 |
| 501..... | 10 | 17 | .370 |
| 503..... | 6 | 18 | .250 |
| 502..... | 4 | 20 | .167 |

KODAKAM LEAGUE

(Camera Works Girls)

| | WON | LOST | PCT. |
|---------------|-----|------|------|
| Panorams..... | 18 | 6 | .750 |
| Kodaks..... | 17 | 7 | .708 |
| Brownies..... | 9 | 15 | .375 |
| Juniors..... | 4 | 20 | .167 |

CAMERA WORKS BOWLING LEAGUE

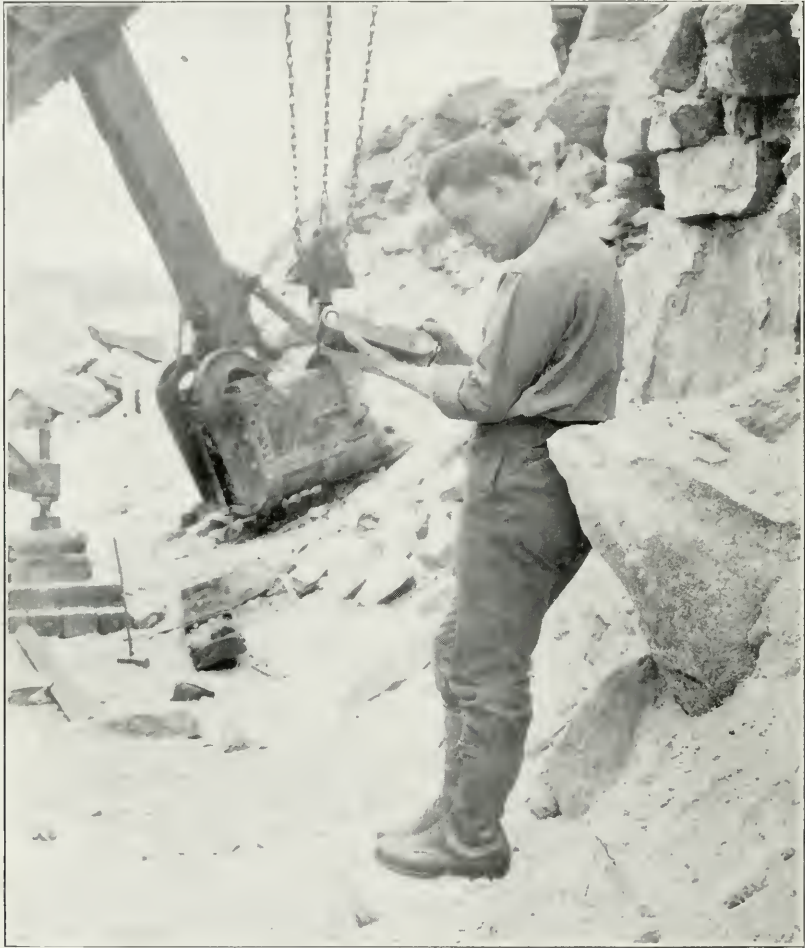
| | WON | LOST | PCT. |
|-------------------|-----|------|------|
| Woodworking..... | 26 | 10 | .722 |
| Shutter..... | 26 | 10 | .722 |
| Buffers..... | 25 | 11 | .694 |
| Office..... | 22 | 14 | .611 |
| Construction..... | 18 | 18 | .500 |
| Tool Room..... | 14 | 22 | .389 |
| Press..... | 8 | 28 | .222 |
| Polishers..... | 5 | 31 | .139 |

FOLMER-CENTURY LEAGUE

| | WON | LOST | PCT. |
|---------------|-----|------|------|
| Studio..... | 16 | 5 | .765 |
| Cirkut..... | 14 | 7 | .671 |
| Graflex..... | 13 | 8 | .624 |
| Aero..... | 11 | 10 | .530 |
| Compact..... | 9 | 12 | .436 |
| Stereo..... | 9 | 12 | .436 |
| Graphic..... | 8 | 13 | .389 |
| Auto. Jr..... | 4 | 17 | .201 |

K. P. A. A. LEAGUE

| | WON | LOST | PCT. |
|-----------------------|-----|------|------|
| Indians..... | 21 | 9 | .700 |
| Blue Ribbons..... | 21 | 9 | .700 |
| Building 30..... | 19 | 11 | .633 |
| Building 29..... | 18 | 12 | .600 |
| Plate Department..... | 16 | 14 | .533 |
| Home Brews..... | 16 | 14 | .533 |
| Film..... | 5 | 25 | .167 |
| Autographic..... | 4 | 26 | .133 |



Kodak on the Job

A daily negative, with its autographic *date and title* on the film, makes the progress record authentic, indisputable.

Kodak catalogue at your dealer's, or by mail.

EASTMAN KODAK COMPANY, ROCHESTER, N. Y., *The Kodak City.*

ONE OF OUR JANUARY MAGAZINE ADVERTISEMENTS (reduced)

The KODAK
Magazine



February
1921

Published in the interests of the men and women of the Kodak organization. K. K.

ACCIDENT RECORD

DECEMBER, 1920

| PLANT | No. of Employees | | No. of Accidents | | Approximate Wage Loss | | Accidents per 1000 Employees | | |
|----------------------|------------------|------------------|------------------|------------------|-----------------------|------------------|------------------------------|------------------|----------------------|
| | 1919 | 1920 December | 1919 | 1920 December | 1919 | 1920 December | 1919 | 1920 December | Increase Decrease |
| Camera Works | 2,606 | 2,649 | 6 | 4 | \$ 495.60 | \$298.01 | 2.30 | 1.51 | .79 |
| Folmer-Century Works | 370 | 366 | .. | .. | ..... | ..... | ..... | ..... | ..... |
| Hawk-Eye Works | 726 | 764 | 2 | .. | 12.69 | ..... | 2.75 | ..... | 2.75 |
| Kodak Office | 1,161 | 1,270 | 2 | .. | 24.00 | ..... | 1.72 | ..... | 1.72 |
| Kodak Park Works | 7,373 | 6,872 | 13 | 13 | 825.30 | 857.50 | 1.76 | 1.89 | .13 |
| Premo Works | 422 | 373 | 1 | 2 | 49.06 | ..... | 2.37 | 5.36 | 2.99 |
| TOTALS | 12,658 | 12,294 | 24 | 19 | \$1,406.65 | \$1,155.51 | 1.89 | 1.54 | .35 |

“WHEN two people share a joy, it is doubled; when they share a sorrow, it is halved.”

“COULD any argument against human selfishness, or for the wisdom of human co-operation be stronger?”

—*The Outlook*



KODAK IN 1891

The KODAK Magazine

VOL. I

FEBRUARY, 1921

No. 9

LOOKING BACKWARD

THE GROWTH AND DEVELOPMENT OF OUR OWN INDUSTRY

CHAPTER IV

OUT of the broadened interest awakened in amateur photography through its simplification by Mr. Eastman's achievements, grew an enormous demand for photographic materials. And out of this demand grew this great photographic industry of which we are a part.

Mr. Eastman had foreseen from the first the commercial possibilities in amateur photography just as Daguerre is said to have foreseen its professional possibilities; and while he labored in his little laboratory he had probably laid plans to meet them.

Inventors are not as a rule great organizers. The dreamer of the laboratory is not often the practical builder of great industrial enterprises. Mr. Eastman was the exception that proved the rule—combining both to a remarkable degree. His inventive genius had created the something new in photography; his organizing genius bent to the task of creating a demand for the product and supplying that demand.

And who so well qualified for the successful manufacture of photographic materials, where care and exactness are the all-important factors? Years of laboratory research work had made him an expert in photographic processes. Close testing of chemical formulae in the search for photographic secrets had given him a world of exact knowledge wherewith to start. These technical and scientific advantages he had the good sense to push to the utmost.

But the industrial demands of the amateur were in time dwarfed by a new

and unforeseen demand which had been *Motion Pictures* created as a direct result of these film discoveries. Mr. Eastman's achievements came at a time when Edison was in the midst of his motion picture experiments. A transparent flexible film, combining good photographic quality with tensile strength, was necessary to the success of the Edison invention. Eastman film precisely filled the bill, and motion pictures were made possible. This was in the late eighties. It was not, however, until 1895 that motion picture film was sold for other than experimental purposes. Twenty-five years later motion picture houses to the number of 15,000 dot this broad land of ours, requiring not less than sixty million feet of motion picture film at every performance.

To keep pace with this prodigious demand was the problem that was added to that already confronting the Rochester inventor. A glance at our various plants will show how accurately the measure of these manufacturing necessities had been gauged.

In 1880, under the firm name of George Eastman, the manufacture of dry plates was begun. In 1891, three years after the Kodak was born, a single building with a floor space of 27,500 square feet supplied the factory and office needs of the company. The Kodak Park plant, with a floor area of 66,122 square feet (1½ acres), also began to operate in June of that year. Today five large plants with a total floor area of nearly 100 acres are maintained in this city alone for the manufacture of various

types of cameras, lenses, photographic papers and film.

Kodak Park, the largest of these, as our readers know, is devoted almost exclusively to the manufacture of film and *Kodak* other sensitized products. It is a *Park* tract of 225 acres, of which eighteen acres are laid out in trees, shrubs and lawn, giving a setting of beauty to the factory surroundings. One hundred and fourteen buildings with a floor space of over 80 acres have already been erected on this Park site.

The capacity of Kodak Park in motion picture film alone is over ninety-five million feet per month, or, roughly, 215,000 miles for the year. Five million pounds of cotton are used annually in the manufacture of Eastman film. One-twelfth of all the silver mined in the United States is consumed in sensitizing the Eastman films and papers and plates, this consumption amounting to more than three tons of pure bullion each week. The acids for nitrating this cotton and silver, running into thousands of tons per month, are also manufactured at the Park, as are many other basic materials.

A refrigeration plant with a total daily capacity of 4,500 tons—sufficient for a city of 200,000 people—and a private water supply system of twelve million gallons daily capacity, connected directly with Lake Ontario, six miles away, further suggest the scale of manufacture of our great industry.

From the little room in his home where, over forty years ago, Mr. Eastman began his experiments in photographic processes, to the highly organized facilities for research at *A Great Industrial Laboratory* Kodak Park today, is a far cry. But the difference is only another measure of the distance photography itself has traveled along the road to universal use.

Laboratory work that was once done with the most limited equipment by one very-much-in-earnest young man is now in the hands of a large staff of scientifically trained men who have at their

command one of the most completely equipped industrial laboratories in the world.

In addition to testing laboratories, X-ray rooms and studios, the building is equipped with an independent plant for the manufacture of photographic material on such a scale that the results can be practically applied in the manufacturing departments. Here are also made photographic materials for scientific work for which, of course, there is little or no commercial demand.

In the production of synthetic, organic chemicals for which, before the war, this country was entirely dependent upon Germany, the Kodak laboratory took a leading part. As a result of these war and post-war efforts, out of the 800 rare chemicals now available in this country, according to the American Chemical Society's report, 600 are prepared in the Kodak laboratory.

In addition to Kodak Park, four other plants in the city, and a sixteen-story office building, are required for the various activities of the company. The Camera Works, with a floor area of over eight acres, is devoted to the manufacture of Kodaks and Brownies; Premo Works to Premos; Folmer-Century to studio, professional, aerial and laboratory photographic equipment, and Hawk-Eye Works to the manufacture of lenses.

In addition to these, plants are maintained in Toronto, Canada; Harrow, England; Melbourne, Australia, and distributing branches in all the more important countries of the world. The total number of people on the payroll of the company is upwards of 18,000.

Thus has been created a pastime for the world, an agent of utility that enters into every form of human activity, and an industry that is the greatest of its kind.

Work inspires, empowers, gladdens, produces, thrills. Worry tires, sours, saddens, reduces, kills. Work is the best tonic.

EASTMAN SAVINGS AND LOAN ASSOCIATION

FIRST SEVEN DAYS OF BUSINESS, 3,514 MEMBERS
 SHARES SUBSCRIBED, \$3,322,200.00 MATURED VALUE

IF you had any idea that Kodak employees were not a thrifty lot, and would not appreciate a good thing, the figures heading this article would dispel it.

The office of the Association opened for business on January 3rd, and the figures of January 10th, the end of the first seven days, disclose 3,514 members, with subscriptions totalling \$3,322,200.00, the average subscription being 9.5 shares; a pretty healthy and husky infant.

our employees in purchasing and owning a home. For this reason the Association prefers not to take over mortgages already in existence; that is, if you already own a home covered by a mortgage, the Association would rather have you continue with the same mortgagee, as this will leave more funds at its disposal to loan to new home builders.

On the other hand, if you have a second mortgage approaching a renewal



OFFICE—EASTMAN SAVINGS AND LOAN ASSOCIATION

On the back cover of this issue we show a tabulation of the distribution of shares among the various plants, branches and stockhouses. If we could show a tabulation of later date than January 10th, these figures would be materially increased, but at this time, it is impossible, owing to the immense amount of work entailed in opening the books.

In answer to one of the most frequent questions it is anticipated that the Installment Shares will earn from 5 to 5½ per cent.; Income Shares, 4½ to 5 per cent.; and Saving Shares, 4 per cent. interest yearly; these figures are based on rates paid by other successful savings and loan associations.

One of the prime objects of the Eastman Savings and Loan Association is to encourage and aid as many as possible of

period, the Kodak Employees' Association will be glad to take care of this for you, provided, of course, that the title to the property and the amount desired are acceptable to the directors of the association.

If you have not as yet entered your subscription, do not hesitate longer; you will find yourself in mighty good company, with a whole lot to gain, as the years roll around mighty fast.

The dollar today is worth fifty cents. The man who saves is buying dollars at one-half their value. As times become normal and the dollar is again on its feet, the man who saves today will find his investment doubled. Is there any form of investment that will pay more? Work and save.—*A Booster.*

WHAT IS THE MATTER WITH BUSINESS ?

THE TRUTH ABOUT PRESENT CONDITIONS, AND THE WAY TO REMEDY THEM

THAT we are undergoing a period of economic unrest admits of no argument.

There is, however, a great deal of misapprehension regarding the cause and the cure.

That we are not in a perilous condition and that the cure is already in progress will be seen from the following facts gleaned from authoritative sources:

Let us preface with the following remark, under date of January 8th, by B. C. Forbes, one of the foremost students of economics: "We are now on the right track, whereas a year ago we were on the wrong track. We have not yet completed the painful journey from the clouds to solid earth, but we have already covered a large part of the way. By spring we should have reached a reasonable level and be ready for rational, sensible progress."

The world war entailed tremendous losses, and no part of the world can avoid its share of these losses, nor escape the burden so imposed.

The National City Bank of New York, commenting on conditions, has this to say: "The second year following the Armistice did not bring the degree of industrial recovery and social recuperation among the people of Europe which had been hoped for. Conditions over the greater part of the continent are still in great confusion, and over much of it even more distressing than a year ago. There are, however, some signs of progress toward order and better things."

All of Europe that was involved in the war suffered terrific losses in men and capital, and also suffered by the disorganization of its industries.

This latter source of loss is due in part to the war, but even more to the agitation which seeks to overthrow the existing social order.

This disorganization affects this country and every other part of the world, because Europe was the great market for the products of all other parts of the world.

The people of Europe need clothing, but they cannot buy cotton or wool; they need many other things, but have not the means of payment.

Commodities traded in all over the world cannot be sustained in price in the United States when prices are falling everywhere else.

This unsettlement has, of course, led to a curtailment of purchases all along the line, by the consumer, who either could not purchase, or who waited for lower prices, and by the retailer who bought only to sort up his stock.

The operations of any important industry run into values very fast, and few companies are strong enough to keep up their outgo for very long unless the goods are moving and producing an income.

It is unfortunate, but when goods cannot be distributed, a temporary slowing down during the period of readjustment cannot be avoided.

Quoting again from the National City Bank: "Everybody must get away from the idea that wages and prices are fixed by arbitrary decrees, or by agreements between employers and employees. Most of our troubles are due to these superficial assumptions. The truth is that there are great economic laws which hold society together, and fix the relations between classes and interests beyond the power of agreements or legislation to change them.

"The answer to the question, when will recovery come, is that it will come when everybody gets ready to do his part in the readjustment. *When everybody quits thinking that he can enjoy low prices at the expense of others and high wages or high prices for himself, the situation will begin to improve.*"

Roger Babson, the statistician, compares the present situation to a towel saturated with water, and remarks that we can either wring out the towel and have it over with, or let the excess slowly evaporate.

Let us make the attempt to get back to normal as speedily as possible; let us *wring out* the excess. It may mean some temporary discomfort and rigid economy

for a time, but we have got to stand, each one, our share of the loss, and then, when this is made up, we will again attain clear sailing, progress and prosperity.

There is no cause for a panic, or wild alarm; you have the truth, and the remedy. Do not be misled by uninformed agitators; do not greedily absorb unfounded rumors; think straight, live right, and the cure is well under way.

KODAK EMPLOYEES ASSOCIATION

ANNUAL MEETING AND ELECTION

THE Annual Meeting of the members of Kodak Employees Association (Incorporated) was held at the office of the Premo Works on January 15th, 1921.

Preceding the meeting a very enjoyable dinner was served to the members through the hospitality of the Premo Works. During the dinner entertainment was furnished by Mildred Stritzel of the Premo Works at the piano, and Carl M. Mattern of the Main Office in vocal selections.

Eleven of the members were present, as follows: Messrs. Haste, Reid, Robertson, Rogers, Ruttan, Sherman, Higgins, Folmer, Dorsey, Irwin and Havens.

The following new members of the Association were elected: Mr. H. D. Haight, Manager of Industrial Relations; Mr. J. L. Gorham, Treasurer of the Association; Mr. P. W. Turner, Assistant Treasurer of the Association, and Mr. John I. Rearson, the representative elected by employees of the Hawk-Eye Works.

The annual report of the Treasurer was read and accepted. It showed the Association to be in a highly satisfactory financial condition.

Thirteen directors were elected, namely: Messrs. Eastman, Haste, Robertson, Folmer, Ruttan, Higgins, Havens, Reid, Rogers, Dorsey, Sherman, Rearson and Irwin.

Immediately after the annual meeting of the members of the Association, the

newly-elected directors met and elected officers for the coming year, as follows:

| | |
|--------------------------|-------------------|
| President..... | George Eastman |
| 1st Vice-President..... | S. Herbert Rogers |
| 2nd Vice-President..... | Robert N. Reid |
| Treasurer..... | J. L. Gorham |
| Assistant Treasurer..... | P. W. Turner |
| Secretary..... | James S. Havens |
| Assistant Secretary..... | Harry S. Irwin |

The following directors were elected to the Executive Committee for the ensuing year: Messrs. Haste, Robertson, Dorsey and Rogers.

The newly-elected Board of Directors then considered several cases of applications for relief loans and some other miscellaneous matters, and the meeting adjourned with a rising vote of thanks for the hospitality shown by the hosts of the evening.

PLAY SAFE!

Taken from a recent issue of our Rochester morning papers:

"Miss —— of Blank Street reported to the police that a keyworker had entered her room and stolen two hundred dollars of her savings from her dresser."

The chances are that those two hundred hard-earned dollars are gone for good, and while our sympathies are with the loser, we cannot help but feel that she was exceedingly foolish.

If you have any loose change parked in this manner, play safe—the Eastman Savings and Loan Association is open for business every business day.



1



2



3



4

PRIZE-WINNING PICTURES—SECOND QUARTERLY AMATEUR PHOTOGRAPHIC COMPETITION

1. First Award—E. P. Wightman, Kodak Park.
2. Second Award—Harry E. Buck, Kodak Park
3. Fourth Award—H. W. Beckett, Main Office.
4. Third Award—Burdett C. Edgett, Camera Works.

THE WINNERS

SECOND QUARTERLY AMATEUR PHOTOGRAPHIC COMPETITION

THE old adage that "cobbler's children never have shoes," does not seem to hold good with the amateur photographers in our organization.

Our quarterly competitions disclose that we have any number of highly talented and skilled amateurs, and the judges were hard put in making their final decisions in the Second Quarterly Competition.

The winners were as follows:

- First Award \$50.00
E. P. Wightman, Kodak Park.
Second Award \$25.00
Harry E. Buck, Kodak Park.

- Third Award \$15.00
Burdett C. Edgett, Camera Works.
Fourth Award \$10.00
H. W. Beckett, Main Office.

HONORABLE MENTION

Lawrence A. Toriello, Sweet Wallach & Co., Chicago.
Myrtle M. Randall, Main Office.
K. W. Williams, Main Office.

Entries are now being received for the Third Quarterly Competition, the awards being the same as for the previous contests, viz., \$50.00, \$25.00, \$15.00, \$10.00.

Subjects: Snow Scenes, Winter Sports, Still Life Pictures.

This contest closes April 30th.

The conditions for the competition were given in full in the January issue.

THE ROCHESTER DENTAL DISPENSARY

MANY KODAK EMPLOYEES TAKING ADVANTAGE OF THE OPPORTUNITY
FOR THEIR CHILDREN

THE work among the children of Kodak employees at the Rochester Dental Dispensary is progressing in splendid shape.

From December 17th to December 31st, 1920, one hundred and seven appointments were made, and the appointments for January will approximate two hundred (based on the figures at the time this was written).

Kodak Park naturally leads in the number of appointments, followed by the other plants in the order given: Camera Works, Hawk-Eye, Premo, Kodak Office, Folmer-Century.

For the present, appointments are being dated from three to four weeks after the application is received. This is due to the fact that our children are received only on Mondays and Fridays, the balance of the week being given over to other appointments.

If your children are in need of dental treatment, and there are but few who are not, do not fail to take advantage of this opportunity. As stated in our January issue, application blanks for Dispensary Service may be obtained from department heads and the nurses in the plant dispensaries. When the form is filled out it should be placed in the envelope provided and sent to the Industrial Relations Department, 343 State Street.

A card of introduction to the Dispensary, giving time of appointment, will be sent the applicant; after receipt, the child, or children, should be taken to the Dispensary at the time stated.

Remember that when you're in the right you can afford to keep your temper, and that when you're in the wrong you can't afford to lose it.

The Kodak Magazine

Published Monthly in the interests of men and women of the Kodak organization.

SPENCER HORD, *Editor*

| | |
|---------------------------------|--------------------------|
| GLENN C. MORROW } | <i>Associate Editors</i> |
| C. EDWARD COOLEY } | |
| NORMAN A. VAN DE CARR | <i>Assistant Editor</i> |
| Main Office | |
| ROBERT A. WEBER | <i>Assistant Editor</i> |
| Kodak Park Works | |
| HERBERT S. THORPE | <i>Assistant Editor</i> |
| Camera Works | |
| CLARENCE H. HARPER | <i>Assistant Editor</i> |
| Folmer-Century Works | |
| WILBUR G. WOODAMS | <i>Assistant Editor</i> |
| Hawk-Eye Works | |
| L. C. WHEELER | <i>Assistant Editor</i> |
| Premo Works | |

Address all communications to Editor, KODAK MAGAZINE, Main Office, Eastman Kodak Co., Rochester, N. Y.

Editorials are usually written about the things in which the Editor is most interested. Just now we are interested in a number of things; decidedly very much interested.

First and foremost is the way the employees are reacting towards the Eastman Savings and Loan Association—our association.

Full details are given on another page as to the splendid and spontaneous way the subscriptions for shares are pouring in. It is mighty encouraging to find so many of our fellow workers thinking straight, and only too eager to embrace this opportunity to provide for a comfortable future.

You would hardly expect the young folks of this generation to in any way differ from those of the preceding one, yet there *is* a difference, and for the better. Perhaps the war and its aftermath has had something to do with it.

For a while we tossed our money up in the air and paid any old price, so long as we got what we wanted, or thought we wanted. Our dollar shrank and shrank,

and finally we woke up and began to wonder where it all was going to end. Then the reaction came; we began to wonder if we hadn't been just a bit foolish and extravagant—in fact a whole lot of us knew we had, and so we commenced to hold on to our loose change, and to hold out a bit for showery weather. Now we have found just the right place to invest these savings, so let the good work go on.

It is a nice bright day and you are feeling full of “pep” and at peace with all the world. You put in a 'phone call and the party at the other end answers with a gruff “Hello,” “Well,” or “Whadda ya want?” Instantly a cold wind comes out of the North, the sky clouds over and you are ready to fight.

You cannot expect everyone to be feeling just fine all the time—you know how it is yourself—but why take it out on the other fellow?

A pleasant and courteous response to a telephone call requires but little effort on your part, and the habit should be cultivated.

We have hundreds of calls from the outside every day; many from strangers who have no personal acquaintance with anyone in the organization. They will to a great extent form their opinion of us through the way they are answered over the 'phone.

Put a smile into your voice over the wire; it will make friends for the company and for you.

Quite a few of the Kodak youngsters have sharpened up their pencils and sent in essays for the Safety Essay Competition as announced in our January issue.

This is just to remind those who have not as yet sent in their efforts, that the competition closes on February 15th.

That five-dollar prize is going to feel pretty nice in some boy or girl's pocket, and the other winners are going to have a lot of fun playing the prize safety game.

Remind your youngsters.

CUT DOWN THE PERCENTAGE!

THE accompanying chart shows an analysis of 601 serious accidents which occurred in our Rochester plants during the years 1918, 1919 and 1920.

Inspection of this chart shows accidents to fingers in the lead by a wide margin; the next in order are accidents to the foot and back.

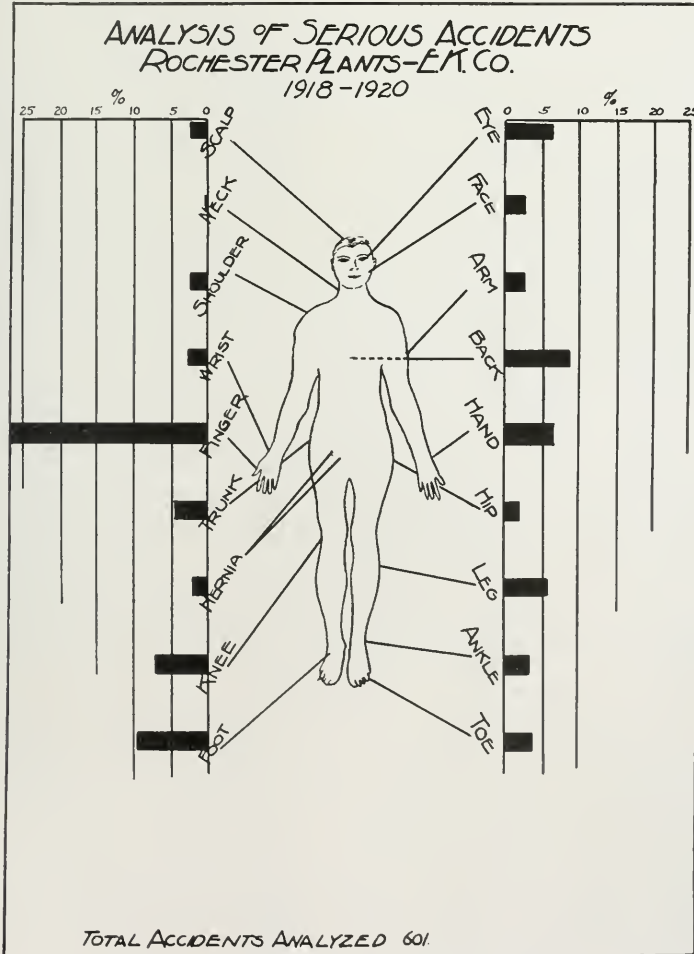
It is encouraging to note the small percentage of eye accidents; this is due to the fact that our workers have learned the value of goggles, and wear them when necessary.

We started a systematic campaign of accident prevention in 1910 and "Safety

First" still holds an important place in our organization.

Our best safety records were made in the years 1915 and 1916; since then the accident ratio has somewhat increased. This increase is, without question, due to our having to employ a higher percentage of inexperienced help during the war period.

Safety devices, safety signals and other warnings, cannot however compete with carelessness, and it is a fact that ninety per cent. of the accidents occurring in our plants are due to carelessness.



Many finger accidents occur on guarded machines, the operator reaching around behind the guard, or having his attention attracted elsewhere while operating the machine.

Accidents to the back are most frequently caused by attempting to lift or move too heavy an object without assistance, or from handling in an incorrect manner.

Do not risk a strained back with its possible complications, just because you fear that some fellow employee will "guy" you for your lack of strength.

Most of the ankle and knee accidents are due to running or skylarking, and not to any hazards incident to the industry.

Let us all work together to cut down the percentage of all accidents in 1921.

WAGE DIVIDEND

EARLIER PARTICIPATION FOR THE NEW EMPLOYEE

IT has been decided that all employees who are on the first pay roll made up in October (which in the year 1920 was October 2nd), and who are in the employ of the company on the first day of July of the following year, and are otherwise eligible, shall participate in future Wage Dividends.

This change brings the Wage Dividend just one year nearer to the new employee.

This is pleasant news and we are glad to pass the word along.

The Wage Dividend has never been intended as a substitute for wages, but rather as a recognition of the value to the

company of trained workers and as a reward for faithful service.

The old employees know that our organization is a good one with which to be connected; employees of ten, fifteen and twenty-five years service are no rarity with us.

We want the new employee to sense our feeling toward him and to realize that ours is a good organization. We feel that this step in shortening the length of service necessary to participate in the Wage Dividend is not only just, but convincing as to our regard for the employee who is striving to make good.

HOW MUCH OF LAST PAY WAS SAVED?

LAST pay day you got your envelope. How much of the contents still belongs to you—and how much has been passed on?

This is a serious question. Saving money is one of the lost arts—and like most of the lost arts, many of us are lamenting its absence.

It's so easy these days to do something else with one's coin. The temptations to spend are many and powerful; the inducements to save are few and seldom heard of. Saving is one of the most unpopular indoor sports. Finding a man who saves and is proud of it is almost as rare as finding a four-leafed clover.

Saving is a habit. It must be a regular

habit. It may come hard at first, but persistence will bring you out on top.

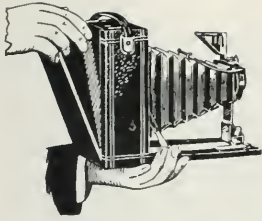
The way to save is, save first. Take out of your envelope a stated amount each week, deposit it right away, before any other expenses are paid—then forget it.

Saving must be made an obligation. Look upon it as a bill which must be met each week. Don't dodge; don't cheat. Meet the bill regularly and promptly.

Five dollars a week deposited regularly is more to your credit than twenty-five dollars every once in a while.

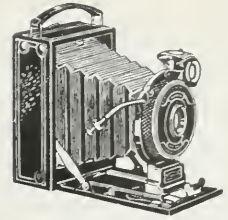
Regular saving makes for independence.

Well? How about it?—*The Center Punch.*



P R E M O

L. C. WHEELER
Editor



WHO WILL WIN THE FIFTY DOLLARS?

The Editor of the *Kodak Magazine* has passed along the word that there have been very few entries from Premo in the Quarterly Amateur Photographic Competitions held by the *Kodak Magazine*.

Where is there a person who will pass up such an opportunity to make fifty dollars—for that is the amount that is given for first prize? Certainly not at the Premo. You perhaps have some pictures taken by you that are just as good or even better than those that won the prizes in the last contest. Why didn't you send them in?

The third contest opened February 1st and closes April 30th. The subjects are: Snow

Scenes, Winter Sports and Still Life Pictures. Look up the conditions of the contest on page 13 of the January *Kodak Magazine*, arm yourself (some Sunday afternoon) with your old faithful or brand new camera and travel up to Highland Park, Cobb's Hill or Seneca Park for your subject. You'll be sure to find some spot that has never before been photographed and you will derive both pleasure and exercise in going after pictures.

Try it once, at least! We want some amateur from Premo to capture first prize in the Third Competition. Who gets the fifty?

WHO SAID "EATS?"

When it comes to preparing dinners of the tasty sort, the girls of both the Production and the Employment and Service Departments are well up in the front of the line of famous chefs.

On December 23rd the Production Department, under the able leadership of Linda Schwing and Alice Garret held a Christmas luncheon and all the members of the department say that the menu from the potato chips to the after-dinner kisses could not have been bettered even if it had been in the hands of the highest priced caterer.

There was still a day left before Christmas for the Employment and Service Department to show the Production what it could do in the way of fine eats and a general good time, so on December 24th, Justine McNulty and Adelbert MacNally took

charge of spreading the Christmas cheer in the form of good things to eat. It is not known whether the amount of food "our caterers" spread before the Employment and Service Department surpassed that of the Production Department or not, but in the words of those present: "We never had so much to eat as we had at that dinner."

After the table had been cleared, a grab bag, in which all had placed some small gift not to cost over twenty cents, brought forth considerable fun and merriment, for all had a chance to draw a prize.

They are discussing which of the two dinners was the better. However, both departments are going to demonstrate next Christmas and we're all looking forward to an even better time then.

PREMO CLUB NEWS

The advance meeting of the Premo Club, held Friday evening, January 7th, brought forth a very good attendance and all present seemed well pleased with the entertainment.

The meeting was opened with a moving picture put on by the Tuberculosis Association of Rochester and Monroe County in the interests of the anti-tuberculosis campaign. The lesson portrayed by the picture was supplemented by a talk on this subject by Dr. Sawyer. Silent Ledden, who, as his nom-de-plume indicates, is a mute, mystified the audience with his sleight-of-hand stunts. Considering the fact that he is not able to distract the attention of the audience by the use of speech, his performance was most creditable. Three comedy selections were sung by Mrs. Biddle and Miss Florence rendered interpretations which were well received. The Misses Howard, with violin and piano, Arnold and Van Zandt, comedians, and Bush and Bush, with their whistling and banjo selections, contributed to make up the well-balanced program.

The Premo Club orchestra was on hand with its usual spicy music and even little Norma Ransom couldn't make her feet behave. She delighted the audience by getting on the floor and dancing to the music. Such actions made Papa Homer a proud daddy.

William Gerstner, who provided the numbers for the program, is entitled to a great deal of credit for the quality of entertainment he is providing for our amusement at these meetings.

PEDRO

The January Progressive Pedro party brought out a large number of employees and their families and friends. These parties are growing in popularity, as evidenced by the number who attend regularly and the new faces seen each month. Prizes are awarded and refreshments are served at all the meetings. For those who wish to spend an enjoyable evening with their Premo friends, our Premo Pedro parties offer a fine opportunity. Ask one who is a regular attendant.



ERHART HAFNER—and one of his hand-made canes

Erhart Hafner, of the Plant Maintenance Department, spends his spare time during the winter months making canes. These canes are built from pieces of wood and of scrap leather, which are cut into one and one-half inch squares; a hole is drilled through the center of each piece; they are then glued to a steel rod, clamped down, and allowed to set for about six hours. This process is repeated until the desired length of cane is reached. The finishing-up operation consists of rounding, sanding, varnishing, and putting on steel tips.

During the spring and summer, Mr. Hafner spends his spare time working in the garden among his flowers. He started his service at Premo in April, 1910, in the Woodworking Department, and was later transferred to the Plant Maintenance Department.

READ THE BULLETINS!

After we had posted the bulletins announcing the sale of candy several inquiries were made as to when we were going to have the candy for sale. We had an idea that every Premoer read the bulletins, but we are now under the impression that there are a few who do not.

Each bulletin bears an important message for every one of us. Watch for them—read them carefully!

CARRY YOUR PASS

The value of the photographic pass which is issued to all employees has been demonstrated quite often. On several occasions the Employment Department has been called on the phone and asked if Mr. or Miss So and So worked at Premo, and whether he or she—the person mentioned—had lost a pocketbook.

Mae Moore of the Assembly Department lost her pocketbook during a noon hour around the Christmas holidays. A pupil of No. 15 school found the pocketbook and took it to his teacher, who reported the find to the Employment Department. Before the afternoon was over the pocketbook was restored to Miss Moore and the finder was duly rewarded.

The owner's pass was in the pocketbook and it was through this means of identification that the

owner was found. Had Miss Moore not been in the habit of carrying the pass, she might have been out a sum of money.

Always carry your pass!

WHAT DOES THE KODAK MAGAZINE MEAN TO ME?

Have you written and handed in your essay on "What the Kodak Magazine Means to Me?" Perhaps you have an idea this very minute that will win you the first or one of the prizes for the best essay. Why not write it down? Remember—it's not flowery language that will win the prize, for one doesn't necessarily have to be a graduate of the higher schools to express the best ideas. Read over the rules on page 41 of the January *Kodak Magazine*. Then send in your essay.

WILLIAM SCHULER

The man in charge of our new Job Estimate Department started his business career with the Rochester Camera Company on Caledonia Avenue, as errand boy.

Because of his desire to become one of the producers of cameras he improved every opportunity to learn about machinery in his spare time, and it was not long before he was placed on one of the machines in the Machine Department.

When the plant was taken over by the Eastman Kodak Company, "Bill" was transferred to the Premo Division, where he was put to work as an apprentice in the Tool Department and, with the help of a course at Mechanics Institute, he learned every phase of tool and die making and designing.

Up to the time of his being placed in charge of the Job Estimate Department, Schuler was head of the Tool, Metal and Press Departments. "Bill" has been thrifty as well as a faithful worker. He owns his own home on Mount Vernon Avenue and has a happy family—his wife, two girls and two boys, and a "flivver"—all of which tends to keep his time well occupied outside of business hours.



WILLIAM SCHULER

RECOGNITION AND AWARDS FOR SUGGESTIONS PUT IN FORCE FROM

DEC. 1, 1920, TO JAN. 1, 1921

IMPROVEMENT IN PRODUCT

Vernie Osborne John Renner
 REDUCTION IN COSTS
 Reata D. Reulbach

IMPROVEMENT IN MANUFACTURING METHODS

George Ritter Walter Martin (2)
 Clarence Kehoe Frank Werner

REDUCTION IN ACCIDENT OR FIRE HAZARD

George Emerick Frank Grace
 GENERAL MAINTENANCE OR CONVENIENCES
 Marvin Potter George Ritter
 James Phaff Wilbur Rogers

PREMO GIRLS SPEND EVENING AT THE Y. W. C. A.

Premo night at the Young Women's Christian Association, Tuesday evening, January 11th, saw seventy-eight Premo girls engaged in all the games and sports at the facilities of the Association afford.

To start off the evening in the right fashion, the girls sat down to a dinner where an abundant menu had been prepared by the Association. Miss Fannie L. Kollock, the general secretary, made the address of welcome to our girls and the activities of the Association were explained for the benefit of those who had never had the opportunities to enjoy them.

The girls of the Premo wish to take this opportunity to thank the representatives of the Young Women's Christian Association for the splendid social evening they enjoyed. Surely, it is gatherings of this sort that tend to create a truly friendly spirit among the girls.

A LITTLE PARTY

A very successful party was held at the home of Harold Clegg on a recent evening by the employees of the Accessory Department.

The events of the evening were many and varied, as were the eats. After the luncheon an entertaining program was given by Laura Bardon, Gertrude Shupway, Kathryn Perrin, Ruth Silvers, Irene Carey, Florence Hale, Julia Adams and Grace Haskins.

Featuring the evening was a talk on his war experiences by George Emerick. George is now working hard, both at the Premo and on his farm in Brighton.

After this interesting talk the Accessory Department trio, consisting of George Rake, Harold Clegg and Walter Martin, rendered a selection entitled "Home Sweet Home," after which all took the hint and left for home. The employees want to thank Mrs. Clegg for the privilege of holding this party at her residence, as all had a splendid time.

TIME FOR CHOW?

Have you ever eaten dinner in our lunch room? If not, just try it once and we are sure you will come again. Speaking of quick service, do you know that the average eating time is about seventeen minutes, which gives you plenty of time to take a walk out into the fresh air? Our food is the best and is cooked in a clean and sanitary kitchen. You have all seen it. One is unable to eat so cheaply and receive such quick service in downtown restaurants. So why not eat in our dining room? Try it.

FRANK SHERMAN RE-ELECTED

Frank Sherman was again elected to represent the Premo Workers on the board of the Kodak Employees Association, Inc. George Franklin was elected chairman and Jessie Wright, secretary, of the Premo Works Committee. The following were elected:

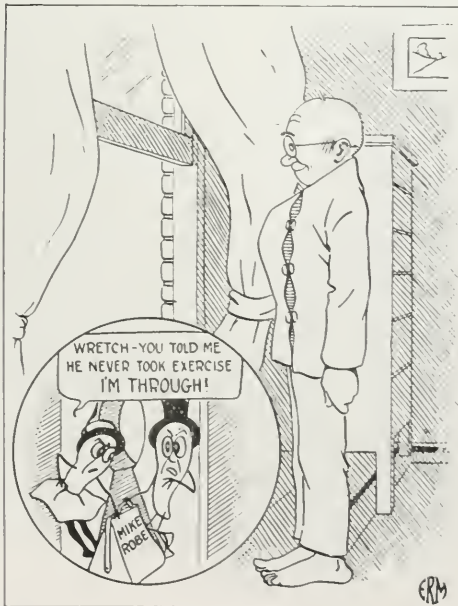
Cost and Pay Roll Department Elsie Schmidt
 Employment & Service Department Jessie Wright
 Stock Cutting Department John Vogt
 Experimental Department Frank Sherman
 Finishing Department William Bell
 Accessory Department Kathryn Perrin
 General Department Etta Hurvitz
 Plating Department Frank Seelman
 Cabinet Department William Travis
 Metal Department James Vance
 Plant Department Sanford Boynton
 Assembly Department George Franklin

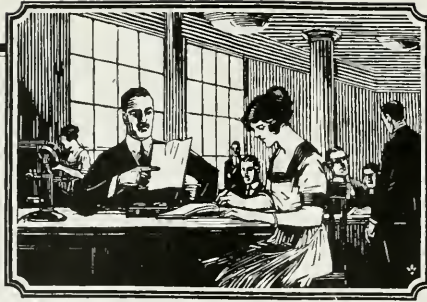
The sincere sympathy of all Premo workers is extended to Michael Schwan of the Press Department, in the loss of his sister, Mrs. Amelia Marthage, who passed away after a short illness. She leaves her husband and five children.

Albert Young, of the Assembly Department, gave us some surprise when he quietly married Julia Court, an employee of the Camera Works. Their friends at the Premo wish them the best of luck and a happy journey through life.

Dean Wadsworth, of the Focusing Department, spent the holidays in his old home town, Lebanon, Massachusetts.

We are glad to welcome Henry Karnisky, John Doerner, Walter Stephany and Thomas Frisch, who have been transferred from Hawk-Eye and W. G. Fluker, who was transferred from Kodak Park.





N. A. VAN DE CARR, *Editor*

**KODAK OFFICE MEN DOWN HAWK-EYE BASKET TOSSERS 36-21
—K. O. R. C. GIRLS' TEAM DEFEATED BY
EAST SIDE OPPONENTS 8-3**

On January 11th over 650 Kodak Office and Hawk-Eye supporters turned out to witness the Kodak Office, Hawk-Eye girls' and men's basketball games.

The girls' game was played as a preliminary and, although the K. O. R. C. girls were defeated by their friendly opponents from across the river, they have the material for a good team and need only a few more practice games to put them in trim.

The main event of the evening was the Kodak Office and Hawk-Eye men's game. Kodak Office piled up a score of 36 to 21 against Hawk-Eye. The spirit displayed at the games plainly showed that there is a goodly number of basketball enthusiasts at the two plants, for the crowd that turned out certainly led the men to fight their hardest.

After the game Damon's Orchestra of six pieces furnished music for the dancing, from ten to twelve.

LINE-UP AND SUMMARY

| KODAK OFFICE | | HAWK-EYE | |
|------------------------------|-------------------------|--------------------|--|
| Ruth Kimmel | Right Forward | { Alice Gears | |
| | | { Alice Kellet | |
| Mildred Lambert | Left Forward | { Grace Wiemer | |
| | | { Hattie Batzing | |
| Margaret Massing } | Center | Elizabeth Meerdink | |
| Ruth Sullivan | | | |
| Clara Efford } | Left Guard | Virginia Earl | |
| Mary Leo | | | |
| Isabella Koch | Right Guard { | Ethel Reinhardt | |
| Annabelle Hazell | | Wilhelmina Maier | |

Score: Hawk-Eye 8 Kodak Office 3

LINE-UP AND SUMMARY

| KODAK OFFICE | | HAWK-EYE | |
|-----------------------------|-------------------------|------------------|--|
| Diehl, Haag | Right Forward | Woodams, Rabin | |
| Culbertson, Kates | Left Forward | Peterson, Miller | |
| Scofield, McNeil | Center | Johnson | |
| Stutz | Left Guard | Levine | |
| Clark, Gee | Right Guard | Willis, Peterson | |

Baskets from the field, McNeil 5, Stutz 4, Diehl 2, Culbertson 2, Kates 2, Haag, Gee, Peterson 4; Rabin 2, Johnson 1, Levin 1, Miller 1. Baskets from fouls, Diehl 2, Peterson 3.

Referee—Tichenor

Score: Kodak Office 36 Hawk-Eye 21

K. O. R. C. NEWS

The plan of combining a basketball game with the regular K. O. R. C. Dance was given a tryout on January 28th at the Masonic Temple, and met with such great favor that it will undoubtedly be continued for the balance of the season.

The next dance will be held on February 25th as scheduled, but the one announced for March 25th has been postponed until March 30th. This will be the last dance of the season; so don't fail to save the date and take it in.



GIRLS OF SAMPLE PRINT DEPARTMENT AT NOON

Helen Boyle, of the Testing and Packing Department, has left town for an extended visit with relatives in Boston, New York, Honesdale, Pa., and Newark, N. J.

Irene LaPlant royally entertained a number of her friends (young ladies) at her home on Selye Terrace. Irene is a charming hostess.

Ray Hyde's cellar was visited recently by three burglars. After successfully ridding the cellar of two of them, he locked the door and retired. Upon entering the cellar the next morning he found that still a third burglar, who had been locked in, had broken the lock and fled.

The sympathy of her many friends is extended to Bertha Sherwin, of the Traffic Department, on the loss of her mother, who died January 2nd.

It is whispered in Kodak circles that silk hats are coming into style.

Don't be surprised to see W. H. Durfee wearing one when he carries the beautifully polished iron-wood cane presented to him as a Christmas present by the employees of the Testing and Packing Department. The cane is ivory tipped and on a gold circlet are engraved the initials W. H. D.

The gift was attractively wrapped and decorated with an artistic arrangement of red satin and holly. "Pop" expressed his appreciation of the gift in his usual happy manner.

Katherine Faulkner contracted scarlet fever just before Christmas and spent the holidays convalescing. Tough luck, Katie. However, "absence makes the heart grow fonder," and we are glad to see your smiling countenance again.

Old Santa Claus was pretty good to Charles B. Tutty, of the Billing Department, and his wife, when he left a fine seven-pound baby boy at the Hahnemann Hospital on Friday, December 17th, named William B. Mrs. Tutty is a former Kodak Park girl, having worked in the Velox Office. They have another son named Robert B.

Albert Strong, who was away from us for seven weeks with an infected hand, has finally recovered and once more sheds the light of his countenance upon us.

The twelfth floor held an Old Home Week between Christmas and New Year. First, Branch Kinney drifted in looking exceedingly well for anyone who had suffered such a long illness. Branch is improving and we hope that it will not be a great while before he is again with us. Next, Mabel Carr called. Mabel claims that she has been seriously ill, but we have been on earth too long to be taken in with any such story. She certainly looks as fresh as a daisy and as blooming as a rose. Seriously, Mabel has really had a long hard siege of it, and it will be several weeks yet before she will be able to return to work.



506 YEARS SERVICE

Thirty-one old employees of the Shipping and Receiving Departments, whose terms of service range from 10 years up—average 16 1-3 years. Charlie Johnson, Traffic Manager, is, of course, the dean of the squad, with thirty-three years of continuous service to his credit.

Front Row, Left to Right—James Bradley, Frank Albrecht, Arthur Steinlein, Sidney Pugh, John Merchant, Joseph McKenna, Fred LeClare, James Toole, John Beldue, Elwood Handy, Charles Tallinger, William Bach, Charles Thurston, William Granger.

Top Row, Left to Right—Harry Irwin, Charles Howard, Nelson Harding, William Benstead, Kenneth Maddock, George Greenfield, John Schoenwitz, Florence Huber, Lowell DeWitt, Alice Upton, Charles Johnson, Arthur Ernise, Margaret Donovan, Alfred Colegrove, George Howard, George Copeland, Edward Goetzman.



The above is a photograph of Abe N. Richardson, who left on January 17th for an extended tour of Mexico. This is Mr. Richardson's first trip on the road for us and we wish him much success.

Cupid has no respect for age or size, as is evidenced by the diamond Mary Lere is wearing. Mary is one of the smallest and youngest members of the Sales Department, 15th floor, and the honored gentleman is I. Hubregsen. Many of the girls of the 15th have expressed a desire to be transferred to the "lucky" desk now occupied by Mary and our "Billy Burke" (both having taken advantage of Leap Year), but unfortunately this desk isn't large enough to accommodate more than two at once.

Lois Manly Haines, who worked with us for eleven years in the Testing and Packing Department, and resigned recently to keep house with hubby, has not forgotten us, and proved it by sending us some lovely verses, which we all read and appreciated. We haven't forgotten Lois.

I desire to express my appreciation through you for the kind treatment I received at the company's hands while I was laid up for so many weeks and unable to be at the Office. I assure you I appreciate this exceedingly and also want to thank the Visiting Nurse for her interest in my behalf.

Yours very truly,

Signed:

JOHN J. BERL

Grant Clemmens is the Repair Department's Official Overseer. Grand success, Clem. You have the ability.

Hazel McLain is confined to her home, recuperating from an operation.

Bertha Brewer says Los Angeles is all right, but Rochester is good enough for her. We will be glad to have her back with us.

HARRY IRWIN TO SERVE SECOND TERM

The Main Office election held on January 11th, to choose a representative for the Kodak Employees Association for the coming year, resulted in the choice of Harry S. Irwin of the Shipping Department, for a second term.

Mr. Irwin, who has just completed his first year of representation, was the successful candidate in a field of six, with a total vote of more than double that of his nearest competitor.

John E. Merchant, who has been employed in the Shipping Department for nearly fifteen years, and has been in charge of the Parcel Post room for some time, left the company January 1st to enter business for himself. Everybody knew Jack, and everybody joins in wishing him success. His genial presence and cheerful line of chatter will be greatly missed.

William Back, assistant foreman of the Domestic Shipping room, has been promoted to Jack's position.

It's pretty hard nowadays to find grown-up men who believe in Santa Claus, but you can't tell Gerard Garcia and Jack Schroeder, of the Domestic Shipping room, that the old chap isn't real. Jack got an eight-pound boy and Gerard a ten-pound girl.

Frank Pellett, of the Domestic Shipping Department, is spending a month's leave of absence in Elgin, Kansas. On his return he will be accompanied by his brand new bride, formerly Geraldine Hall, of the Parcel Post Department.



The above is a picture of Jose D. Aponte and his son, Ernest. Mr. Aponte leaves New York City on the S. S. Panama to be gone about six months, on an extended trip along the west coast of South America. We wish him success.

Rosalia Cirotzki is receiving the congratulations of the employees of the Testing and Packing Department upon the receipt of a check for a substantial sum from the Suggestion Committee. Rosalia sent in a suggestion early last year which has since proved to be a valuable one, resulting in a saving of dollars and cents to the company and a third check to Rosalia, the originator of the idea.

\$337.62 have been paid by the company for this idea. Rosalia, let the good work continue.

And this should be an incentive for some of the other employees in the Testing and Packing Department to put their ideas to work.

The Main Office is surely proud of the girls' basketball team. Occasionally they come in with sprained fingers, bruises, and disfigured lips, but always looking forward to the next game and victory. Keep up the good work, girls, for the K. O. R. C.

Otto Rickert, electrician in the Maintenance Department, has returned after an absence of six months. Everybody is glad to see Otto back again.

Mrs. A. Studley, who was injured in an automobile accident about three months ago, has recovered and is back with us again.

Ruth Kimmel was hostess at a farewell party given by the girls of the basketball team for their captain, Helen Gentry, who left for a stay in the Adirondacks.

In spite of the sorrow which farewells invariably cause, everything was done to make the event a banner occasion.

Clara Efford and Annabelle Hazell gave some demonstrations of the Black Art, thereby amazing their audience to the point of suspicion.

Emma Smith, assisted by Marion Pohl, presided over a very delightful luncheon, served in the wee sma' hours, while Anna Darcy delighted the entire party by her selections on the player piano.

Taken as a whole or in any part, the party was a decided success.

Agnes Opydke is back, to smile up at us again, after her three months' rest. We like "smiles" like hers to make us happy.

Lillian Cowan has returned after an absence of six weeks. We are glad to have her back with us once more.

Our heartfelt sympathy is extended to Julius Erickson, of the Demonstrating Staff, on the death of his wife. Mr. and Mrs. Erickson, whose home is in Kansas City, were both seriously injured in a trolley car accident. Mrs. Erickson died shortly after and Mr. Erickson is now in Hot Springs recovering from a nervous condition which followed the accident. We all feel very deeply for Mr. Erickson in his misfortune and hope that he will be speedily restored to health.

Thirty-four Kodak Office employees are attending a special course in business English supervised by Ernest R. Clark, head of the English Department of East High School. We are glad to hear that so many Kodak Office people are availing themselves of this opportunity.

Although the Kodak Office girls' basketball team lost the first two games they played, they have since been doing some good hard practicing and have now rounded up into a first-class girls' team, with several victories to their credit. The standing of the first five games the girls have played is as follows: December 7th, Kodak Office girls vs. Hawk-Eye girls. This game, which was a preliminary to the Hawk-Eye-Kodak Office men's game, was won by Hawk-Eye with a score of 14-4. The second game was played with Premo on December 25th, 1920, as a preliminary to the Bausch & Lomb-Syracuse Y. M. H. A., and ended with a 22-2 score in favor of Premo. The next game was a victory for Kodak Office girls. It was played with Bastian Brothers on December 29th as a preliminary to the game of the Centrals vs. a Toronto team. The score was 9-4. On January 1st our girls won a victory over the girls' team of the Rochester Stamping Company with a 9-2 score. This game was played as a preliminary to a girls' game between the Reflectors and the North Rose Team. The team played the next game as a preliminary to our boys' game (Kodak Office vs. Selden's) on January 4th. This game was played with the Todd Team and gave our girls a victorious score of 7-1.

STOP!

At our Library and take home a good book. If you do not enjoy reading, yourself, your mother or wife does. Find out what kind of stories they like; tell the librarian and she will be glad to help you select them.

During the year 1920, 6,775 books were circulated. How many did you have?

Open Monday, Wednesday and Friday noons, 12:30 to 1:30.

ARTICLES FOUND

A dollar bill.

Black leather pocketbook with small sum of money. Owner can have same by proving property.

Waterman fountain pen.

All articles found should be left at the office of the Maintenance Department, first floor, Building 7.



BOB AND RUTH STENZEL

Son and daughter of Oscar Stenzel of the Repair Department, and their Pets



FOLMER - CENTURY

CLARENCE H. HARPER
Editor



NEW ADDITION NOW IN USE

We are now occupying the new addition to our building. The Covering Department is located on the fifth floor in a light, airy room and the girls are greatly pleased with their new quarters. The fourth floor is occupied by the Finishing Department, while the Wood Department is on the third. On the second floor is located the Case and Roll Holder Department, while the first floor is given over to two new offices. The picture at the bottom of this page shows the new office of the Cost Department.

Mr. and Mrs. Arthur Mildahn (nee Mildred Bailey) have returned from their wedding trip. Although Mildred decided to change her name, she also decided she would remain with us for some little time to come, and is continuing to say "Hello" at the switchboard.

"The time has come," the walrus said,
"To talk of many things,
Especially the crop of brides
The good old springtime brings."

Mary MacMullen, of the Cost Department, Anna Burns, Madeline LaDuke, Luella Henderson, and Nina Babbage, all of the Covering Department, are wearing diamond rings, and receiving the best wishes of their associates.

Two recent additions to our office force are Spencer G. Pope of Syracuse, in the Accounting Department, and Mabel Dakin, telephone operator, transferred from the Kodak Office.

Charles E. Dorsey has been re-elected as our representative in the Kodak Employees Association.

Lucy Bock and Evelyn Schuyler watched the Old Year out at Penn Yan.



GORDON E. FORBES AND MARGARET CORY

A RATHER UNIQUE USE FOR THE GRAFLEX CAMERA

An observer of things in general, while paying a visit to Niagara Falls during the past summer, ran across a photographer with a Graflex Camera. Upon entering into conversation with the photographer as to the advantages of the Graflex, he was much surprised to learn it was not scenery which was being photographed, but the feet and ankles of tourists. The photographer explained that he was working for a company making correctional appliances for misformed feet. The pictures were to be used for exhibition purposes to show the prevalence of malformation in feet and ankles, which his company considered the most convincing argument to be placed before the public. He voiced the opinion—"With the Graflex one can take anything."



COST DEPARTMENT

FOLMER-CENTURY BOWLING LEAGUE

January 12, 1921

TEAM AVERAGE

| NAME | GAMES | PINS | AVERAGE |
|--------------|-------|-------|---------|
| Studio..... | 33 | 24625 | 743-6 |
| Cirkut..... | 33 | 24477 | 741-24 |
| Aero..... | 33 | 24140 | 731-10 |
| Graflex..... | 33 | 24003 | 727-12 |
| Graphic..... | 33 | 22768 | 689-31 |
| Stereo..... | 33 | 22997 | 696-29 |
| Auto Jr..... | 33 | 22623 | 685-18 |
| Compact..... | 33 | 22447 | 680-7 |

| | |
|-----------------------------------|------|
| High Game, A. Fleming..... | 232 |
| High Three Games, Weinman..... | 609 |
| High Single Five Men, Cirkut..... | 864 |
| High Three Games, Cirkut..... | 2433 |

Folmer-Century employees extend their sincere sympathy to Joseph Rehberg, of the Roll Holder Department, whose brother died on December 18th.

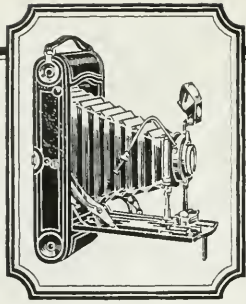
An interesting letter has been received from Annabel Kane, in which she tells of a delightful Christmas eve entertainment at Lola, and a fine Christmas dinner. As Annabel claims she did full justice to the dinner, we feel confident that she must be on the road to recovery.

Edward Gabel, of the Assembling Department, is receiving congratulations on the arrival of a baby girl.

Clarence Harper, Assistant Editor of the *Kodak Magazine* for this plant, has been ill for some time with diphtheria. He is rapidly recovering, and will undoubtedly be able to resume his editorial duties with the next issue.

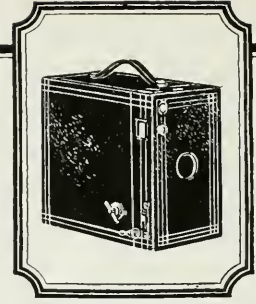
William H. Anderson, of the Anti-Saloon League, who lectured recently before the Rochester Ad Club, called at our factory during his visit in the city.





CAMERA WORKS

HERBERT S. THORPE
Editor



THE BEST SUGGESTION FOR SAFETY

Do you know John Nicolette?

John is one of those fellows who *thinks* while working, with the result that he is a richer man, not only in money, but in the knowledge that he is helping to save men's fingers from being crushed and amputated.



JOHN NICOLETTE

The punch press is about the most dangerous machine the average factory operates. When the world woke up to the fact that something had to be done to conserve the human body, we were *taught* to do things safely. This method was not enough, and it was discovered that we had to be *made* safe by laws enacted through legislation, and by devices applied to machinery. The management of the Camera Works has always been ready to adopt new devices and systems for the comfort of its employees and one of the main arteries through which safety ideas can be tested is—the Suggestion System.

John Nicolette knew the foregoing facts. He also knew that our plant is equipped with the most modern safety precautions, and yet, people were being injured, particularly those on press work, in spite of the fact that each machine is equipped with wing guards which throw the operator's hand away from the die. To all appearances, the presses equipped with these guards are the climax of safety. So they are—providing **THE PRESS IS FED STRAIGHT**. Accidents to fingers still occur. Between January and April we had twenty press accidents, resulting in large losses to the operators and the company.

Upon investigation as to why accidents occur, it was found that some operators, in their hurry

to make record production, *reached* around the guard. Nine accidents, directly due to this careless method of working happened within four months. Think of it! Nine men with mutilated hands for life, loss of wages to their family, loss of production to the company, and a cash loss to the people of the State of New York of two thousand eight hundred fifty-one dollars expended for compensation. *Everyone* loses through an accident. Therefore, everyone is indebted to people like John Nicolette, who suggest a safety device for the *prevention* of accidents.

In order to lessen the possibility of reaching around the guard John suggested a side wing, which is now installed on a hundred and five Bliss power presses.

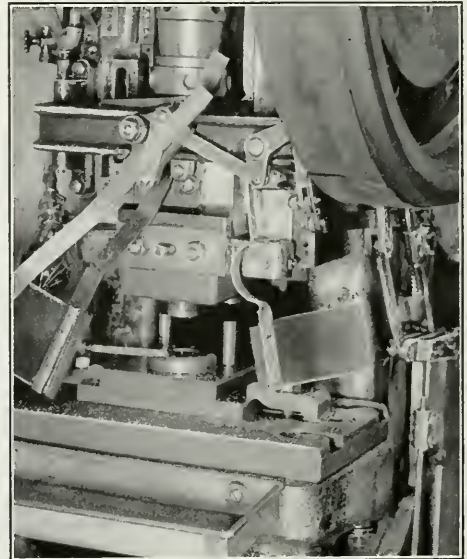
The first four months after installation of the side wing guard accidents were reduced from nine to none.

Result—an award of one hundred dollars and a possible additional award if the splendid decrease in accidents, due to side wing guards, is maintained.

It doesn't require an elaborate idea to get a big reward. Often the simple ones are the most valuable. John Nicolette didn't have to be a high school graduate, or a draftsman, or a machinist, to get *his* idea across.

Ideas count.

Surely *you* have some to give us.



PRESS EQUIPPED WITH SIDE WING GUARD

WHAT THE BOWLING PINS THINK ABOUT

KO-DA-KAM BOWLING LEAGUE (Office)

- That*—Irene Wilson and Irene Davis are strong for marbles.
- Agnes Darcy would make a good basketball player.
 - Doris Rogers, Betty Yeager and Mildred Reiter are in love with the foul line.
 - Edith, Florence and Alma Waterstraat specialize in juggling.
 - Mary Fennel is great on sliding.
 - Helen White would be a good advertisement for a clock pendulum.
 - Agnes Hart poses, and deposes the pins.
 - Edna Joy and Grace Dean do us homage by their grand flourishes.
 - Loretta Hogan's ball reminds us of "ultra-rapid" (?) movies.
 - Theresa Megerle should know—according to Hoyle—that the floor is meant for feet.
 - The benches should be moved to make more room for Gene Klink and Delia Meerdink.
 - It's a case of "head and feet up" when Elsie Manzek throws the ball.
 - The Ko-da-kam Bowling League—an infant—has a promising and bright future.

CAMERA GIRLS' BOWLING LEAGUE

(Factory)

Florence Rosch—known as "Cookie"—made a strike last week, but—"mistakes will happen!" "Red" Baker does pretty well, except for the fact that she received a bill from the Manager of the Genesee Recreation Company for cracking the alleys.

Laura Musson is a great little bowler, and has a fine swing.

Lorraine Seils is proving a valuable bowler, but we can't afford to have her squeeze her fingers when playing.

If Bertha Schmitt could control her "beautiful hook ball," as Leo Nowack—our manager—calls it, she would be bowling three hundred.

Peggy Murphy is good at basketball, but she will have to speed up to line up with the rest of her team.

MEN'S BOWLING LEAGUE

George Kraus appears to be the best bowler in the Camera Works League. His average, to date, is 194-23 for thirty-six games. Good for you, George!

"Ace" Wilcox, the shining light of the foremen's team last year, is not showing up in his usual form. His average tells us 166-2. Come on, Walter, we know you can do better.

Albert Kolb is running his team-mate, Harry Stokes, a close race for individual honors.

Charles Collins has jumped the Camera Works League and joined the "Ups and Downs." The boys miss "Charlie," who is a real "old timer" at bowling.

"Dan" McCullock is boasting that the Office team is going into first place before the season is ended. Secretary Frank Bisnett would like to know Dan's method of figuring.

The boys of the Camera Works League have promoted a little scheme to keep everyone interested in his scores. The highest man each night of playing receives a gold watch fob, which is paid for by everyone in the league.

William O'Neill was the first recipient, with a score of 257. To date eleven bowlers are wearing the trophy.

UPS AND DOWNS BOWLING LEAGUE

The boys don't mind being trimmed by the "Chief," but objections become vociferous when he rubs it in with a 215 average for the evening. If Charles Collins were your name and P. A. your vocation, would you do the same to those of humbler station?

When it comes to the Brown Derby and the "long green," competition ceases—for Donald McCullock always gathers in both.

It's too bad we are not gifted with several middle fingers! The little finger is a poor substitute. At least Herbert Collins finds it so.

If Jim Curtiss has a few more substitutes, his average should be good enough to show his grandchildren.

The famous Bob Forge can show 'em all something in "cork-screws." You should see that ball "snake" its way down the alley. We rather suspect that cranking a Ford has something to do with it.

For a "south-paw" we hand it to Jack Carrol. He keeps pretty well up on the Downs, but we have a hunch he's rather down on the Ups, 'cause when the Downs are up he reminds us of a Christmas party with a house full of hilarious kids inundated with toys.

It's a good thing for Leslie Hammond that Charles Collins furnishes a ball. We hate to think of the result without a generous boss.

The girls of the Covering Department tendered a farewell party to Gussie Bornkessel on December the 31st. At noon a delightful luncheon was served by the young ladies of the Department, after which George Schrier, of the Assembling Department, sang several solos and Margaret McDonald gave a solo dance. Gussie was presented with a very beautiful remembrance, accompanied by a neat little speech from Ruth Bowman. Gussie Bornkessel left on January 2nd for Los Angeles, where she will stay for four months.

Have you seen our girls' basketball team play lately? My goodness! it's a fine affair. All equipped with new togs, in everything. Basketball is fast coming to the front in sportdom, and our girls, managed by Mable Kane, and coached by Albert Frank, are well to the fore. Stroll out some evening and watch them play. It's worth while.

OUT OF THE "ASH-CAN"

Did you hear about Jack Ruscher, Kodak Assembly, and his "ash-barrel" chicken? It sounds like a fiction story, but it's perfectly true. John had an egg which looked so unlike a regular one that he consigned it to the ash-barrel. The tiny occupant of the egg, however, refused to give up whatever ghosts unhatched chickens are supposed to possess, and the biped began a life struggle.

The shell cage was finally broken enough for a thin "peep," "peep" to vibrate through the air and reach the ears of Jack, who happened to be strolling around the back yard. "Chickie" was hustled from her cinder bed to a comparative bed of roses, in the shape of a warm oven and a flannel blanket.

The struggle was won! "Chickie" grew to full chickenhood, and Jack being a member of the Camera Works Breeders' Association, entered the bird in the Genesee Valley Show. Behold, the discarded pullet wearing a ribbon of blue and gold, announcing to the world that she was acclaimed as the finest in her particular strain of poultry. Jack sold the prize winner for the goodly sum of \$75, which all goes to show that even a chick may be a fatalist when she realizes that hers is a career from an ash-barrel to a blue ribbon.

The boys and girls of the Shutter Department extend their sympathy to William Schubert on the loss of his baby girl, aged 10 weeks.

MAY THE BEST MAN WIN

Irene Frank and Fred Zimmerman, of the Engineering Department, both have the right idea. You know the wretched feeling you experience when you oversleep, or miss a street car, or break a shoe lace, or do something which causes you to register late! By the looks of things Irene and Fred must have felt this pretty acutely, for a bet was made consisting of a box of candy to a box of cigars that one of the punctuality records would be better than the other. Who won? Well, Fred got the cigars. Let us hope he doesn't regret having been more punctual than Irene, for you know how some Christmas cigars taste. Irene, however, was wise, for she requested one of the male sex to purchase the cigars.

In last month's issue of the *Magazine* we spoke of a class in Amateur Photography, which is being planned to operate from the Industrial Relations Department, under the leadership of Fred W. Brehm. There has been some delay in getting things started, owing to the installation of the developing tanks being held up for necessary accessories.

This instruction class will be open to employees, and should prove an instructive and interesting hobby. Bulletins will be posted as soon as the working equipment is installed, and the classes will start as soon as possible.



MANAGERS OF VARIOUS ACTIVITIES SUPPORTED BY THE RECREATION CLUB

Left to Right: Front Row—James Stein, Camera Works Midgets Basketball Team; William Stark, Camera Works Bowling League; Leo Nowack, Camera Works Bowling League.

Second Row—C. Leslie Hammond, Ups and Downs Bowling League; Helen White, Ko-da-kam Bowling League; Mable Kane, Girls' Basketball Team; John Heaphy, Camera Works Soccer Football Team.

Top Row—Harold Marson, Camera Works Indoor Baseball Team; Norman Robinson, Camera Works Indoor Baseball League; Allen Richards, Breeders' Association; Albert Weltzer, Cameko Indoor Baseball Team.



FIRST PRIZE PEN OF BUFF WYANDOTTES—OWNED BY RENE C. LEROY

COCK-A-DOODLE-DOO!

Did you visit Exposition Park at any time between the third and the eighth of January? If you did, you saw some of the finest feathered aristocrats in the country; but if you didn't, the outline following is well worth reading, and a word in your ear, make a memorandum for next January to spend an hour or two "looking 'em over."

The Second Annual Exhibition of the Camera Works Breeders' Association was held in conjunction with the Genesee Valley Poultry Association, thus competing for the Genesee prizes, and also for the special prizes and ribbons from the Recreation Club. We are proud to say that our boys made a

wonderful showing, special credit going to Jack Ruscher. One of his birds, a Rhode Island Red pullet, was judged as the finest bird from over five hundred entries. When you read that from a total of ninety-one exhibits which the Breeders' Association had, they were awarded forty-three prizes, you will begin to realize what experts we have in the Camera Works.

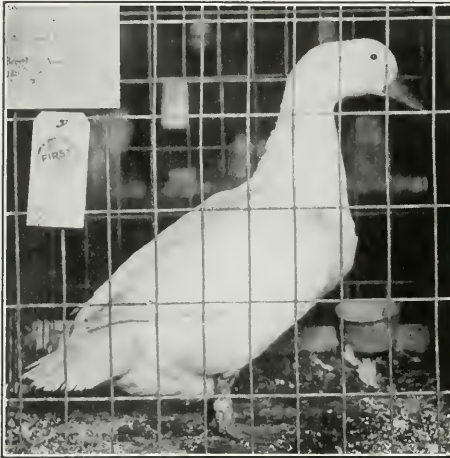
Space does not permit us to show you all the pictures of the fine specimens of poultry owned by our boys, but the following information will give you some idea as to how the Camera Workers "cleaned up."



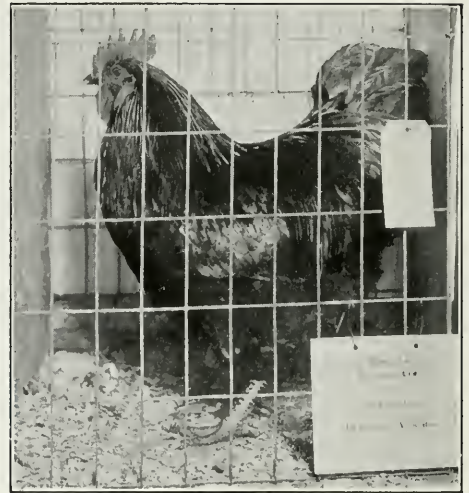
First Prize Single Comb Ancona, owned by Albert T. Frank.
(Notice the white V-shaped tips at the end of the tail).
This bird is almost perfect and is very valuable.



Herbert S. Thorpe's Brown Leghorn Hen.
First Prize



First Prize White Peking Duck
Owned by Charles E. Russell



First Prize Black Orpington Cockerel
Owned by Allen S. Richards

| NAME | VARIETY |
|------------------------|----------------------------|
| Edward H. Frank..... | { Black Orpingtons |
| | { White Leghorns |
| Arthur Pohl..... | White Leghorns |
| Jack Ruscher..... | Rhode Island Reds |
| Andrew Brash..... | Rhode Island Reds |
| Harry Sym..... | Anconas |
| Albert Frank..... | Anconas, Rhode Island Reds |
| James Noble..... | Pekin Ducks, Anconas |
| John Lohwater..... | Plymouth Rocks |
| John Kuhn..... | Plymouth Rocks |
| Harry Williams..... | Black Minorcas |
| Allen Richards..... | { Black Orpingtons |
| | { Rouen Ducks |
| Herbert S. Thorpe..... | { Brown Leghorns |
| | { Black Orpingtons |

| NAME | VARIETY |
|-------------------------|-----------------|
| Rene C. LeRoy..... | Buff Wyandottes |
| Charles Pfeiffer..... | Rabbits |
| Charles E. Russell..... | Pekin Ducks |
| Thomas Hayes..... | Rabbits |
| Herbert Hewlett..... | Rabbits |
| William LaBelle..... | Pigeons |

These prizes each carried ribbons from the Genesee Valley and the Breeders' Associations.

The Poultry Show is one of the most successful activities which the Recreation Club has maintained and the thanks of the members are extended to the Committee which worked so hard for success and also to the Genesee Valley Poultry Association for its valuable educational services.

SAFETY CONVENTION

In the last issue of the *Kodak Magazine* we promised to give our readers a digest of the reports from the fourteen delegates of the Camera Works who attended the Safety Convention at Syracuse.

It is always interesting to read the opinions of those who work with us, especially when the topic reaches us first-hand. We should all know something as to the ultimate aim of modern industries, co-operating with State Commissions concerning Safety, and the more we know about it the greater missionaries we shall become in this all-important work.

Richard Jennings gives us the following contribution: "One fact brought out by actual test is that dull tools cause many accidents." Another—"Workmen invite accidents by wearing shoes that have outlived their usefulness." Surely these are two salient points in accident prevention.

Walter May tells us that "A large percentage of accidents among women is caused from wearing high heels on shoes."

Grayson Helbing states: "Each individual should be constantly instructed and reminded of the dangers he is likely to encounter, and everyone should become an instructor to his or her fellow workman."

Earl Carson quotes the State Educational Bureau as saying that there are, at present, in the State of New York, 381,000 people who are unable to read or write their names. "This is one of the big problems that the Safety Supervisor is up against in trying to put across Safety to these people who cannot understand the danger of being careless."

We are fortunate in this plant in having no such deplorable state of affairs to cope with, but we should carry our safety ideas outside of the plant, and help those who cannot help themselves.

Roland McDonald says that physical examination is a big factor in safety, especially regarding eyesight. No man or woman should be placed in a hazardous position without first being fitted with proper glasses.

"HERB" ROGERS RE-ELECTED

The election for a Director on the Board of Directors of the Kodak Employees Association was almost a foregone conclusion in the matter of the nomination. S. Herbert Rogers has filled the important office so efficiently during the first year of the Association that his election was practically unanimous from the start. Frank C. O'Brien, of the Woodworking Department, received a nominating vote, but retired in favor of "Herb," thus leaving a clear field, with no necessity for a general election.

S. Herbert Rogers is also an officer of the Eastman Savings and Loan Association.

Two of the boys of the Folding Brownie Department are wearing extra happy smiles. Roy Bacon and William Gargan are to be congratulated on additions to their families, as each has received a New Year's present of a baby boy.

The Ko-da-kam Bowling Girls had a little supper at the Odenbach on January 12th and then adjourned to the Temple Theatre. It is evidently well worth while to join these bowling aggregations.

Note.—The Odenbach orchestra leader showed keen appreciation of the girls' visit by playing: "Good-bye Girls, I'm Through," as they were leaving for the Temple.

Elmer Humes is quite an adept at conducting a jazz orchestra. We heard it at our office men's banquet, and also in the dining room during one noon hour. There is a promising field for music of the dance variety among the younger set, and Elmer and his little gang should be heard from more often.

The Tool Room is to be congratulated on the prospects of an inter-divisional company marriage. William McDonald is engaged to May Everson of the Hawk-Eye Works, and George Grinnan is engaged to Lois Lane of Kodak Park.

We are indebted to Gilbert M. Roberts, of the Brass Department, for a wonderful silk picture of the official badge of the Recreation Club. Gilbert has been sick for some time, and is now recuperating at Raybrook. The officers of the Club wish to express their appreciation of the handsome gift, which is now hung in the Industrial Relations Department.

Clara Bohn, of the Woodworking Department, sailed for a trip to Germany on January 22nd. Also, Fred Drury is visiting his folks in England. Their many friends wish them "bon voyage."

We notice a very nice diamond on the left hand of Minnie Griffin, who works in the Wood Assembling Department. Best wishes, Minnie.

The Photostat Department loses an old friend in James Shaffer, who has been transferred to the Brass Department, where he will have charge of the operators in Building No. 2. Best wishes for success go with "Jim."

LEGAL ADVICE

Possibly the most dreaded part of a man's business affairs is "seeing a lawyer." There is something so stern and awesome about the law to the average man that he takes chances rather than get professional opinions.

In contradiction to this idea, have you ever had cause to visit the Legal Department of the company? This is a service which does not appear to be generally known. Employees are entitled to ask for legal advice. It is given to you, freely, by a courteous gentleman, whose aim is to make you "feel at home." This privilege is a very valuable one and is the means of saving, not only fees, but often time. Do not hesitate to use the Legal Department! Appointments can be made upon application to the Industrial Relations Department, Building No. 4.

We extend to George Toates, of the Creasing Department, our sympathy on the death of his mother, January 2nd.

A shower was given to another one of the "Covering" girls. This time it was Edith Strussenberg. Good luck to you, Edith. It seems to be a popular pastime to give showers among our girls in the Camera Works, and especially in the Covering Department. The chances are great that this favorite sport will be repeated, for Lucinda Peters, Anna Sailer and Bertha Deisenroth all received diamond rings as Christmas presents. Santa Claus surely is good to some people.

The great indoor sport of "kidding" hits high spots at times, even running as high as Frank O'Brien. Frank has a faculty for "speech making," and was delegated to Syracuse Safety Convention to take part in topical discussions. A few of Frank's kind pals, also exponents of the gentle art of "pulling your leg," sent him a fish's head, neatly packed, addressed to the "Irish Orator—P. D. Q., Syracuse." Inserted was a letter bearing the sage advice of "Go easy at first, and when they bite, just throw out your chest with all your might, for the worst they can do is to say—Good Night!" Frank has an idea that "Bob" Kroedell at least knows who did it, but the Engineering bunch is a deep lot to survey.

Jack Preston, Henry Dengel, Charles Gebhard are away on leave of absence due to ill health. Jack is due to return, having made considerable progress within the last few weeks. The boys in the Woodworking Department are anxious to see the popular trio back again, and wish them the best of health in the future.

One hundred and five employees from the Camera Works have registered to attend a Safety Course at the Chamber of Commerce. Last year there were twenty-three.

This speaks well for the progressive spirit of the State Street plant.

A REVIEW OF OUR GREATEST PLANT ASSET

The end of this month—February—will complete a period of two years of employees' representation in this plant. Last year, at this time, a referendum vote was taken throughout the factory as to the advisability of the Representative Plan, and the result was a large majority in favor of its continuance. The past year has more than verified that opinion, and as time goes on, the desirability of mutual understanding between the management and the employees is becoming more apparent, and the good fellowship arising from straight-from-the-shoulder methods of business is appreciated from all angles.

The Representative Plan is possibly the greatest one thing that affects all workers, whether he or she be manager, superintendent, foreman, operator, or clerk. Consequently, it is most important that we understand thoroughly each other's point of view, and also the varied conditions under which we earn our daily bread. It seems almost impossible to treat everyone alike when we consider the thousand and one different jobs we do. After all, however, it's just a question of "laying our cards on the table," and letting the other fellow obtain some of the good things by shouldering a share of the responsibilities. None of us can expect to

reap rewards unless we are willing to share burdens, and this great truth is just one of the many things which the Representative Plan has taught us.

To be a *real* representative is a man-sized job. He or she must possess, or at least cultivate, several qualities such as impartiality, diplomacy, popularity, moral courage, and a strict view of justice. The Representative Plan has "discovered" many a person working with us, who, were it not for the plan, would have, perforce, "hid his light under a bushel." The educational features are enormous. A representative must view the employee's and the manager's side of each case, thereby gaining an idea as to how a large factory such as we have, is successfully run, and the problems confronting the business. Another great feature of the plan is, that it has opened up a channel whereby the humblest workman can give a fearless expression of his opinions.

Like other things, the Representative Plan can be worked for good or evil. No good thing remains good if we take undue advantage of it. Given a conservative plan and possessing, as we do, a splendid management and a co-operative loyal spirit from every employee, there is no question that it truly is one of our greatest plant assets.

"JIM" SHERIDAN SIGNS A RECRUIT

Congratulations to "Manager Jim Sheridan," of the Folding Brownie indoor baseball team, on the addition to his family. Jim was presented with a baby boy a few days ago. Papa Sheridan would like to sign up Baby Jim on his team, but



JAMES SHERIDAN

the boys think it might result in their losing a game, which, to date, has not happened to the Brownies. They anticipate winning whatever trophy is offered, and will ask Jim to sign a statement that he will not take it home for the baby to play with.

WATCH THE GREEN BOARDS!

The winning number is "0."

The essential difference between this particular green board and others of similar design is, that there are no chances. In fact, taking a chance will ruin your possibility of getting the winning number.

It is interesting to study last year's accident record. Any paragraph that smacks of sensationalism *is* interesting, but nine times out of ten, is deplorable. The figures are as follows:

| | | | |
|-----------------------|--------|----------------------|-----------|
| Inspection..... | 0 | Metal Finishing..... | 5 |
| Engineering..... | 0 | Brownie}..... | 6 |
| Tool Room..... | 2 | Printing}..... | 6 |
| Safety and Sanitation | 2 | General Maintenance | 9 |
| Stores and Salvage . | 2 | Kodak Assembling .. | 8 |
| Bellows | }... 2 | Crease and Cover | }... 10 |
| Leather case | | Woodworking | |
| Leather cutting | }... 3 | Photostat | }..... 28 |
| Office—Dining room | | Brass | |
| Stock Record | }... 5 | Press | }..... 28 |
| Foreign Shipping | | Press | |

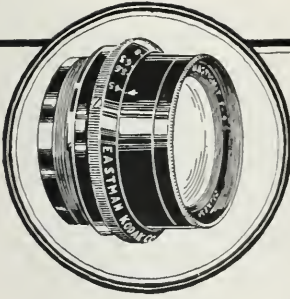
Total, 82

A conservative estimate is that sixty of these eighty accidents were due to "taking chances." There is no excuse for saying that the job is a dangerous one. Make it safe *before* you start.

It can be done, as you have proved.

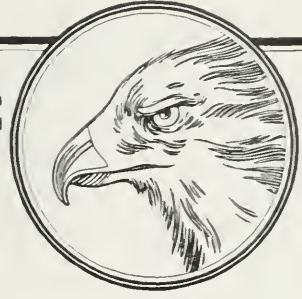
Keep your department rating at zero!

Max Simons, the genial foreman of the Metal Finishing Departments, has the right idea of creating friendly conditions among the fellows with whom he works. Max caused to be printed and posted around the departments a signed greeting for Christmas and New Year. These are the little things that make our factory a happy one.



HAWK-EYE

WILBUR G. WOODAMS
Editor



THE SUGGESTION SYSTEM

Every worker in the factory or office, whether he be glass moulder, machinist, lens grinder or book-keeper, is in a position to see shortcomings in our ways of doing business that are accessible to no one else. We could have a hundred safety inspectors about the plant and still miss the very set-screw or fire-hazard that might cause a fatal accident. We could have a score of efficiency experts working ten hours a day and still overlook the slight improvement in constructive or manufacturing method that might save ten thousand dollars a year. The reason of course is that no one is ever quite intimate enough with the work or the plant to note every detail and exhaust every possibility for improvement. The actual worker is the only one to be in the favorable position where he can think out or stumble on all the necessary but neglected changes. The establishment of the Suggestion System is the company's recognition of this fact and an effort on its part to reward and capitalize this knowledge in the possession of its employees.

There is of course no limit to the variety of the suggestions that can be made. There are those that pertain to maintenance, general economy and convenience about the plant. Every employee who knows how to run his own home and pinch the penny should be able to suggest beneficial changes of this sort for the place where he spends most of his waking hours. Recommendations aiming to decrease fire and other hazards and thus promote safety are bound to occur to the worker, especially in connection with his own particular work. Valuable changes tending

toward a definite improvement of product or manufacturing method, with a resulting reduction of cost, are not so common. This difficulty of improving Eastman products is in itself a significant commentary on their present quality but will not discourage the ambitious suggestor because there is always room for further refinements. When suggested, they are always amply rewarded, not only because they are scarce but because it is comparatively easy to estimate their worth to the company. A gear left unguarded might never cost the company a cent but the overlooking of certain improvements would certainly cost thousands of dollars.

There is no more satisfying feeling than that of having "put across" an idea and one of the chief advantages of the suggestion system is its tendency to promote such ideas. It puts a premium on independent thought, gives the suggestor self-confidence and the gift of self-expression and develops the foreman of tomorrow.

To be sure the monetary reward is a more tangible encouragement. Since January 1, 1920, Hawk-Eye employees have handed in 285 suggestions, of which 96, or about 34%, have been adopted, and for which total awards of \$539.00 have been made—an average of \$5.62 for each suggestion. It should therefore become evident to those who have never handed in suggestions that it is worth while in every way to be a part of the "system." To those employees we say: Record your thoughts and hand them in as suggestions. Make one suggestion every month, or every day, for that matter. It pays.

ATHLETIC ASSOCIATION DANCE

It is common knowledge that the most successful parties are those that are arranged on short notice. A shining example was the dance given by the Hawk-Eye Athletic Association on Friday, December 17th. It became evident about two days previous to that date that the fifth floor of Building No. 6 would be completed by that time and, being good celebrators, the Association set to work to commemorate the event. The floor, being very new, was also rather rough, but five dollars' worth of wax put it into very good condition. Mr. Brown, on very short notice, commandeered a machine and succeeded in scaring up a load of fried cakes for the jazzers.

The "ball-room" was decorated with flags. Beyond a partition, where it was less liable to

exercise a sinister influence on the more unsophisticated dancers, was a "bar." Here Adelaide Peachey, Johnnie Vass and Sid Leggatt dispensed cider and sinkers, not at intervals between the dances, but steadily from eight-thirty until half after eleven. By dint of hard work they kept the great Hawk-Eye thirst within reasonable bounds.

Damon's Orchestra held forth in the main hall and furnished a brand of music that has never been surpassed at any of our dances. Under its spell the three short hours passed all too quickly. But being over before the guests were tired out, the dance had the same effect as a light but dainty meal—it left a desire for more. We hope that this desire will find expression in another similar event soon.



WILLIAM J. VAN DUSEN

Of the Power Department, who has seen service at Premo and Hawk-Eye for the last fifteen years

Laura Knoefel returned on January 10th, after an enforced absence of three months due to blood poisoning. We are glad to see her with us again.

The Safety Council of the Chamber of Commerce is conducting a Safety School which meets every Friday night. Hawk-Eye is already represented, but not as well as it should be. The school is open to anyone who is interested. Even if you think you are not interested, drop in at the Chamber some Friday at eight o'clock. You may change your mind, in which case you can register the next day for the remaining meetings.

The contract work on the fifth floor of Building No. 6 has been completed and the equipment is now being installed. The floor will house the Centering and Cleaning-Inspecting Departments.

There were all of two individual contributions to our section of the magazine this month. It is impossible to make it a representative publication unless more items are handed in. One reason for the dearth of material is undoubtedly the fact that some of us are disappointed at the non-publication of previous contributions. It should be remembered that we submit everything that is handed in. If it is not published, it is because of lack of space.

Albert Winslow has been transferred to the Main Office, where we wish him every success.

Josephine Fiat has not been at her work since December 20, when she left to have an operation. We hope to have her back with us soon.

At the final election on January 7th, John Rearson was chosen Hawk-Eye representative on the Board of Directors of the Kodak Employees' Association, Inc.

Johnnie Vass underwent a successful operation on January 5th. He has been entertaining everybody at the General Hospital with the well-known Vass wit.

Gustave Aldinger, after being away about eight weeks, returned to the Drafting Department on January 3rd.

Ali Hawk-Eye was glad to be able to welcome back Mr. Von Deben recently. He had been suffering about two months from an infected finger.

At a meeting of the Board of Directors of the Athletic Association on January 3rd, Russell Craib was elected baseball manager for the season of 1921.

Henry Karnisky, John Doerner, Walter Stephany and Thomas Frisch, of the wood room, have been transferred to the Premo Works. All four were faithful workers. Doerner and Stephany have been at Hawk-Eye since 1903 and 1902 respectively.



ARTHUR RAPP

Of the Mounting Department

A GOOD PRESCRIPTION

You are missing something if you are not making use of the Hawk-Eye Library. The collection, located in the anteroom of the Employment Office, is one of the fifty library stations established by the Rochester Public Library. It is no longer necessary for us to go to one of the main library branches in order to get a book because our collection is the library brought to us. It is a great convenience and should be as well a source of much pleasure and entertainment for all of us.

The hundred and fifty volumes now on our shelves are all selected from the best of modern American and English fiction. We receive periodic additions to this number and when the librarian's records show that a certain group of books has been well circulated, they are exchanged for others. As a result we always have a considerable number of fresh books to choose from. Any particular author or type of story that you would like to read, but that is not on our shelves, can be mentioned in the librarian's report to the central branch and probably supplied with our next lot of exchange books.

The librarian is also in a position to render special service to those of us who are of a technical turn of mind. Draftsmen, optical workers, production men, electricians, etc., who wish to follow

out certain lines of study or research, should report that fact. Our needs will be promptly communicated to the main library, which will send us ample supplies of books, magazine articles and even newspaper clippings on the subject in question. These can be drawn out in the regular manner by the person interested.

The library days are Tuesday and Friday. On these days the books can be drawn out between the hours 12:00 and 1:30. They can then be kept for a week and if you have not finished the book at the end of this time, it can be renewed by simply bringing in the card inside the front cover and having it stamped again by the librarian.

Step into the Employment Office on the next library day and pick out something by your favorite author. If you want a little help in choosing a good story, let Librarian "Billy" Wilson or Florence Kubitz pick one for you. They already have a large number of devotees who lean on them in this matter as on crutches, and they have seldom been known to disappoint with their choices.

Particularly for a cold or rainy night try this recipe: Take home a book from the library, eat a good hot dinner, settle back in your favorite chair with your feet on the register, and proceed to spend a "large" evening.

FOREMEN'S CHRISTMAS PARTY

The business cares of the Hawk-Eye Foremen were routed and put to flight on the evening of Wednesday, December 22nd, when they perpetrated their first Christmas Party in the girls' lunch room. The whole affair was run off under Mr. Woodams's direction and was conceded to be such a success that it will probably be made an annual event.

As the foremen filed into the hall at six o'clock amid the jazzy strains of a banjo orchestra, it became immediately evident that considerable time and energy had been expended to furnish the proper background for the function. An electrically-lighted tree shone resplendently at one end of the room, revealing a heap of packages of imposing appearance underneath. The rest of the room was decorated with holly and with other combinations of the Christmas colors. The immaculate linen of Mr. Brown's tables was set off by sprays of fern and fancy boxes of fruit.

On sitting down the guests donned the many-hued caps placed before them and were forthwith transformed into a motley band of Turks, clowns and Greek gods. By this time the orchestra had been displaced by the University of Rochester quartette, which rendered the first of a number of selections that took the party by storm. Again the syncopated strains of the orchestra burst forth, to continue until the guests had finished inhaling their tomato puree. It was then considered safe to grant them a recess.

While all hands were doing justice to Mr. Brown's excellent dinner, served by pretty waitresses, Mr. Higgins suggested that the gifts be distributed. Messrs. Haus and Aulenbacher were induced to tear themselves away from their viands long enough

to do this. Mr. Huntington, sanitary expert was presented with a youthful broom, while Joe Engel drew a rattle. Mr. Phillips received a package whose contour suggested an elegant scarf, but which held a pop-gun instead. Mr. Watts was tickled pink by a dime bank disguised as a cash register. Playing with their toys afforded the boys much amusement and all were apparently satisfied with the exception of Frank Newman. After driving his neighbors almost to distraction with his own noise-making device, he borrowed a tin flute and played "The Last Rose of Summer" with great, though untimely, pathos.

With something substantial under their belts the foremen felt the vocal urge very strongly and sang several songs with great gusto. They became so excited and enthusiastic over the old Hero Song that they would certainly have raised the roof if it had not been three full floors above them.

With all this as a background, Mr. Higgins introduced the speaker of the evening in the person of Mr. Spencer Hord. Mr. Hord undertook to prove that there is more or less humor inherent in every situation and he illustrated his proposition with a number of anecdotes that tickled his audience mightily. It was unanimously agreed that the speaker had made his point, and Mr. Huntington was later heard to remark that he could listen to such stories all night.

Once more quartette and orchestra poured forth medley and jazz in generous profusion and supplied a fitting finale for a rousing party.

We are indebted to all who helped to make the affair a success, and especially to the University men who did so much to "put it over."

INDOOR BASEBALL

The Hawk-Eye Indoor Baseball team is in the field as a member of the City League, which is by far the fastest aggregation of indoor teams ever organized in Rochester. Gordon Driver, of the American Woodworking Machinery Company, is president of the league, and it is largely through his knowledge of the game that the league is having a most successful season. The games are played at Exposition Park on Friday nights and eight husky teams are fighting for the pennant.

The Hawk-Eye nine, under the management of Martin Tipple, got away to a very good start and has won three of the five games played. The Hickey-Freeman Company and Stecher Lithographic Company teams both succumbed by decisive scores and the Camekos were taken into camp after a hard battle ending 2-1.

Then Tipple's warriors suffered a severe set-back in the temporary loss of Copenhagen, star pitcher, who was forced to stay out of two games because of infection in his pitching arm. In his absence, Hawk-Eye lost the two games, one defeat being handed out by the American Woodworking team and the other by the Camera Works. With Copenhagen's return the team will take on new life and should be able to beat out all other entrants in the race for the flag.

No team can do its best without at least some support from the grandstand and we earnestly exhort all baseball fans to turn out for the games. It is not a matter of charity, either, because the contests to date have all been most exciting and those who have come out to them have felt fully repaid. The members of the team are: Reardon, l.f.; Witzel, c.f.; Van Lare, r.f. and 1b.; Felerski, s.s. and captain; Long, p. and 3b.; Zollweg, 2b.; Freitag, c.f. and s.s.; Britt, c.; Copenhagen, 1b. and p.



"BILLY," *alias* LILLIAN M. WILSON

Of the Employment Department, Director of Girls' Athletics

Alta Carley took a vacation recently. It was not known to most of us until her return that she had been married, the big date being January 3rd. She is now Mrs. Fred Barron, and is residing at 198 Bronson Avenue. Our best wishes are extended to the newlyweds.

The Filter Department celebrated Christmas with a party at noon on December 24th. A tree, trimmed by the combined efforts of the members, adorned the room. Lunch was served in the department itself, after which the contents of a large grab-basket were distributed and individual gifts exchanged as well.

Gertrude Berge, of the Cleaning and Inspecting Department, and Louis Kingsly were married on New Year's Eve. Heartiest good wishes!

Ella Wienecke's friends are sorry to learn that she is suffering from diphtheria, and join in wishing her a speedy recovery.

Frank Newman's department of girls seems due to dwindle rapidly. He is reluctant to admit the engagements of four more of them: Hanna Price, Elvira Redding, Lois Oliver and Loretta Zink.

Elvira Redding is away on leave of absence on account of ill health. We hope that a prompt recovery will make it possible for her to be with us again soon.

Marjorie Arline Pierce, daughter of Mr. and Mrs. Wendell F. Pierce, was born December 26, 1920. Congratulations, Wendell; that's certainly a-better Christmas present than the rest of us got.

A new tie binds us to the Camera Works. May Everson has announced her engagement to William McDonald. Congratulations, Bill! You've taken one of our best.

The Anastigmat Rough Grinding Department and the girls of the Filter Department joined in the presentation of a new hat, a new shirt, and a sum of money to John (Dad) Lavery the day before Christmas. "Dad" is a member of the Sanitary Department and is very popular, as is proved by the fact that every one in both departments contributed to the gifts.

Margaret Duske was confined to her home recently by an attack of laryngitis, but has fully recovered and is back at her work.

At this writing Leah Spencer, who was seriously injured some time ago when she was struck by a street car, is still in the hospital, but convalescing rapidly.

The office girls started their Christmas festivities by handing out presents to each other on the Friday preceding the great day. Bill Roach's office was the scene of the party and it is said to have been a mess when they got through.

We regret to report that the building operations on the roof of Building No. 1 do not presage a new dance hall or recreation room, but a studio and offices for the Scientific Department.

RESUME OF MEN'S BASKETBALL

The Hawk-Eye men's team, by virtue of having won one game and lost three thus far, is launched on a fairly successful season, though the caliber of their material should give them a much better record in the remaining contests.

Pursued by a jinx in the first game with the Mt. Carmels, they were nosed out by their opponents in an extra period and lost 24-22. In the next set-to, with the Kodak Office, the jinx overtook them again, and they lost a hard-luck game by an 18-17 score.

The hoodoo was still in evidence in the game with the C. Y. M. A. Rangers on December 20th, and it required two extra periods to overcome it, the final score being 28-27 for Hawk-Eye.

On January 11th the Purple and White stacked up against the Office again. The heavy Hawk-Eye team was helpless on the slippery floor, and lost by the decisive score of 36-21.

In spite of this last defeat, the boys are just warming to their work and expect to get together and clean up on the balance of the schedule.

RESUME OF GIRLS BASKETBALL

The Hawk-Eye girls team has enjoyed a successful season to date, having won three games out of the five scheduled. The first one, with the Kodak Office, on December 7, proved easy. The State Street girls fought hard but their inexperience counted against them. Manager Schlegel worked out all of his Purple and White players and the final score was 14-4 for Hawk-Eye.

A week later, however, they struck a snag in the Ritter Dental team and were nosed out by one point, the count being 8-7. The game was hard-fought from beginning to end, and the decision was in doubt until the final whistle. Captain Maier was high scorer with three points, all of which she garnered from the foul line.

In January they tackled the Ritters again at the Armory, and this time it was a different tale. Hawk-Eye was the quicker to become acquainted with the long court and, furthermore, put up a brand of passing and shooting that was too fast for the dental workers. The first half was closely contested, but in the second Hawk-Eye drew away steadily, the final result being 12-4. Alice Gears was high scorer, accounting for ten of the winners' points.

Two nights thereafter the St. Paul Street girls met the Kodak Park quint and, after a hard fight, emerged on the short end of a 9-3 score. Greater experience on Kodak's part, plus a familiar court, tells most of the story. Hawk-Eye's forwards were kept well covered throughout and her three points were scored from the foul line.

On January 11th they again stacked up against the Kodak Office. The latter presented an entirely different line-up from the one used in the earlier game, but were unable to register a win and the game ended at 8-3 for Hawk-Eye.

In general the Hawk-Eye girls have been playing good basketball. They are handicapped by not having a court of their own, but with a little more experience should be able to give the Park girls a good run for the Kodak Championship.

BOWLING

The bowling team, of which George Kosel is Captain, is coming along auspiciously. At the present writing they have won eleven out of the thirty-six games and are going strong. Indeed, the showing made thus far is better than for several years and, barring accidents, the team should have a very creditable rating at the end of the season. More interest would mean still better results than we are getting now. All bowlers are urged to watch the bulletin boards for announcements regarding the matches and to turn out to cheer the team on. It should also be remembered that the personnel of the team is not necessarily fixed at any time; that is, any bowlers who have not been out for the team are not barred simply because the season has begun. If they will report to George Kosel he will be glad to arrange a try-out for them. Let's get behind 'em and push!

GIRLS' BASKETBALL

"Billy" Maier gave a splendid exhibition of stamina in the first Ritter game. Although decidedly under the weather in the second half and hardly able to stand on her feet, she insisted on playing to the end, and did much to bolster up the faltering Hawk-Eye defence.

It would require a rapid rectilinear to catch anything besides a flash of arms and legs when Grace Wiemer is guarding her "man." She is invariably on the spot before "he" has a chance to get rid of the ball and then Grace either gets possession of it herself or it just stays right there to the whistle, that's all.

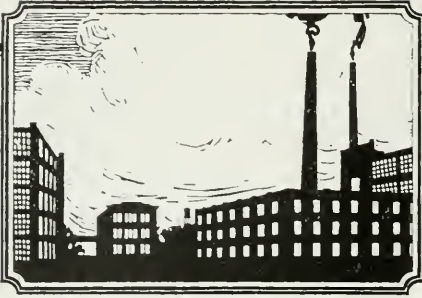
Olive Kellett and Ethel Reinhardt are showing up well whenever they play, an example being their work in the second Kodak Office game which Hawk-Eye won, 8-3. Ethel, among other things, held her forward scoreless. Olive's opponent insisted on dragging her about the court by an arm, but outside of some slight embarrassment, it didn't seem to bother her much or hinder her activities.

Alice Gears continues to play worse and worse. In the second Ritter game, which we won by a 12-4 score, she scored ten of Hawk-Eye's points. Her antics became most annoying during the second half, when she rang in four baskets in succession. The Ritter girls began to think that it had become chronic with her.

During the first half of the Kodak Office game several spectators opined that petite Hattie Batzing seemed to be occupying the bench mainly for decorative purposes. What a rude awakening they suffered when winsome Hattie went in, grabbed the ball, broke up the Office pass-work, pulled hair, and what not. "Phew!" whistled the spectators, "can you beat it?"

Virginia Earl is another great disappointment. She is so quiet and unobtrusive in her work about the office that it was a distinct shock to us to see her wrestle and tumble and rip open the Kodak Park offence the other night.

You wouldn't know it if we didn't tell you, but this is the first year that Elizabeth Meerdink has played on the team. Not only that, but she plays her center position almost perfectly. A recent opponent of hers had dropped in about fifteen baskets against another first-year girl on a local team. Elizabeth held her to—exactly nothing.



KODAK PARK

ROBERT A. WEBER
Editor

SUGGESTION SYSTEM HAS BANNER YEAR

MARKED INCREASE SHOWN OVER PAST RESULTS

1920 was the "biggest" year for the Kodak Park Suggestion System since its introduction twenty-three years ago. More and more are the folks at Kodak Park beginning to realize that the benefits derived are well worth the time and effort a suggestion requires.

In 1920 there were nearly 3,300 suggestions received, an average of over 270 per month, which represents an increase over 1919 of about 65 per cent. Of this number 40 per cent. were adopted, totaling some 1,300 ideas, an increase of 78 per cent. over last year.

Preliminary awards, totaling over \$8,500.00, were paid during the year, representing an average award of \$6.53 per suggestion. A number of these suggestions will receive final or yearly awards about May of this year, based on the actual worth of the idea, which in some instances could not be determined at the time of adoption.

Perhaps you have never sent in a suggestion. If not, put your eyes and mind at work and get started. Some ideas pay mighty big money for a few moments of your time. If you are a "regular," start out the new year with the idea that you are going to get your name in the "High Prize" class.

Cash in on your ideas.

CAMERA CLUB CELEBRATES ITS FIRST ANNIVERSARY

Perhaps no other Kodak Park activity has made the progress during the same period of time and obtained the results that the Kodak Park Camera Club has during the first year of its existence. Under the able guidance of its President, Howard A. Sauer, numerous activities have been put over in the most approved manner. Its membership has increased from five charter members to a present enrollment of slightly over two hundred. The co-operation of the expert photographers in the plant has been another large factor in the success of the organization and a vote of thanks is extended to Dr. C. E. K. Mees, Loyd A. Jones, Stanley M. Furnald, John G. Capstaff, Lewis E. Jewell, and Kenneth Huse, who have delivered lectures for the benefit of the members.

On Tuesday evening, January 11th, about one hundred and fifty members attended the dinner, which was given in the dining hall. This was followed by a very interesting lecture by John I. Crabtree of the Research Laboratory, his subject being "How to Use Your Kodak." Much valuable and interesting information was imparted by Mr. Crabtree. The annual election of officers was also held at this meeting, and the following were elected for the year of 1921: President, Dr. E. P. Wightman; Vice President, H. B. Tuttle; Secretary, H. A. Sauer; Treasurer, E. J. Ward.



OUR NEW FIRE-FIGHTER

TESTING DEPARTMENT AGAIN IN PEACE

For some time a certain rat has been playing havoc with everything and everybody in the Testing Department. Daily, or nightly, attempts had been made to apprehend the culprit with no success, until at last the services of Albert F. Kosbab, whose reputation as a "rat catcher" had reached the department, was solicited.



ALBERT F. KOSBAB AND THE RAT

His first attempt was successful, and the accompanying picture shows our modern "Pied Piper" with his catch.

Mr. Kosbab may be reached by mail at the Testing Department, and will willingly undertake to rid any home of this type of nuisance.

GIRLS FORM BASKETBALL LEAGUE

Due largely to the close attention being paid to the activities of the girl members of the K. P. A. A. by Marguerite Ellis, in charge of this work, during the past year, the interest in the Association has greatly increased.

The basketball team being directed by her, which is making such an excellent showing, has inspired other girls along the line. Recently a league consisting of four teams has been organized and will play games Tuesday and Thursday evenings at 5:30 o'clock in the Assembly Hall.

"Betty" Fratter has been appointed manager of the league, Jack Brightman, coach, and Charles Thompson will referee.

The teams entered are:

| | | | |
|------|------------------|-------|---------------|
| NAME | CAPTAIN | NAME | CAPTAIN |
| Iris | "Betty" Noble | Velox | Julia Thayer |
| Azo | Louise Singleton | Solio | Harriet Noble |

An invitation is extended to all those interested to attend the games.

The opening game played on Tuesday, January 11th, resulted in a victory for the "Azos" by the score of 11 to 4. The feature of the game was the playing of Louise Singleton, who scored the most points for her team.

ENGINEERS LEAD IN DEPARTMENTAL BASKETBALL LEAGUE

Under the able guidance of Oliver Angevine, and the rare field generalship of Lee Hastings, the Engineers' team is showing the way in the K. P. A. A. Departmental Basketball League, and still have their first game to lose.

Manager Angevine has gathered together a fine aggregation of stars and former stars, who seem to have little trouble in defeating the other teams in the league by comfortable margins.

Department No. 50, Research and Reel teams are pretty evenly matched and are in a triple tie for second place at this writing (January 8th).

The interest in the league this year is the greatest it has ever been, and sufficient to resurrect some of the real "old timers," most prominent among these being "Bill" Doane of the Electrical Shop. "Bill" is demonstrating that he is still a basketball player of ability and is giving some of the younger boys a load of experience.

Among others who are playing an excellent game are Stephenson, Weigand, "Charlie" Brightman and Rockcastle. Games are played every Monday and Tuesday evening from 5:30 to 7:30 P. M. and we urge those of you who like this sport to stay down some evening and give the boys your support. You are sure to enjoy it.

STANDING OF THE TEAMS

| | WON | LOST | PCT. |
|--------------------------|-----|------|------|
| Engineers' Dept..... | 4 | 0 | 1000 |
| Building No. 50..... | 3 | 1 | .750 |
| Research Laboratory..... | 3 | 1 | .750 |
| Reel Dept..... | 3 | 1 | .750 |
| Building No. 29..... | 2 | 2 | .500 |
| Electrical Dept..... | 1 | 3 | .250 |
| Garage..... | 0 | 4 | .000 |
| Office..... | 0 | 4 | .000 |



JAMES M. TRAYHERN, JR
Son of James M. Trayhern of the Electrical Department

SOCCER NOTES

Kodak Soccer Club members are looking forward to a successful season for 1921. At the last general meeting the following officers were elected for the coming year: George E. Izard, President; Ralph Breary, Vice-President; Leigh Rife, Treasurer; Edward Allardice, Manager; and Fred J. Collett, Secretary. The club is to be congratulated on getting George Izard as President. He has always been a soccer fan, and has been connected with the City Moose since that club was organized, and should be a good man for the job. Ralph Breary, Leigh Rife and Edward Allardice are all men who have been with the Kodaks for several seasons, and have always been hard workers, and with Fred Collett as Secretary, there is no reason why a winning combination cannot be had down here. Plans are well under way for the signing of some of the most prominent players in the city and in addition to the material on hand, prospects look bright for 1921.

The club made a great showing in the American Cup games, and fought its way to the fifth round. This game was originally scheduled to be played at Akron, Ohio, but after some strong arguments and with the promise of a big guarantee, the Goodrich team consented to come to Rochester.



"DOC" YATES—SOCCER TEAM TRAINER

Most fans will remember on the day previous to the game a heavy snow storm began, and telegrams were dispatched to Akron advising them of conditions here, telling them not to come, but through circumstances over which we had no control, the telegrams were not delivered in time to prevent the Akron team from coming. The game could not be played and in order to keep good faith with the visitors, the expenses of the trip were paid.

On a decision made by the Ruling Committee, we were forced to guarantee the same amount for expenses for the following Sunday, and it is on that point we forfeited the game under protest, and are fighting for a decision at the meetings being held in New York.

The club feels that the K. P. A. A. gave them wonderful consideration and helped them both financially and in advice, and a determined effort is going to be made to make this a banner season.

The team is putting out a first rate brand of football, and is hoping that the fans will give the loyal support that will be necessary in order to put the R. & D. cup in the case along with the other pennants won in the different lines of sport.

HARRIET NOBLE CREATES TWO GIRLS' RECORDS

KODAK GIRLS CLAIM CITY INDUSTRIAL CHAMPIONSHIP

Harriet Noble, formerly of the North East Electric Company's basketball team, and now captain and star center of the Kodak Park girls' team, is holder of the state record for the greatest number of field baskets scored in one game. Against the Todd Protectograph team on December 23rd, played at Kodak Park, she accounted for fifteen goals from the field. In the same game, she also scored three points from the fifteen foot line, totaling thirty-three points. Another record was made in the Kodak-Todd game, which the Park girls won 51 to 5. This is the highest score made in any girls' game in this state.

Among the other players who are doing much to keep the team on top are Elizabeth Fratter and Tillie Hanley. Elizabeth, who plays guard, comes from a family of famous athletes, her brother Albert being an excellent Soccer player and sprinter. Tillie Hanley, playing at right forward, is one of the steadiest players on the team, and manages to account for two or three baskets each game.

BOX DEPARTMENT GIRLS HOLD CHRISTMAS PARTY

A novel entertainment was held by the girls of the Box Department, Friday, December 24th, between 12 and 1 P. M. Good "eats" were thoroughly enjoyed and gifts exchanged, Marion Florack being presented with a "flivver," although she could not induce any of the girls to accompany her for a ride.

To use the expression of one of the girls who was present, "It was a peachy Christmas party."

To Margaret Stebbins of the Powder and Solution Department, we extend our sincere sympathy in her recent bereavement, the death of her mother.

In a very pretty double wedding at the Sacred Heart Church on Monday, December 27th, Irene Gilmore of the Testing Department was married to James A. Gudgel of Kentucky, and her brother Earl wed Margaret C. Lynch. Miss Gilmore had been employed for some time at Kodak Park, being in charge of the photographic pass work. She has a wide circle of friends who unite in wishing her much happiness.

Mrs. Gudgel will reside in Buffalo.

ROCHESTER FRIENDLY HOME
BRIGHTON STATION
ROCHESTER, NEW YORK

December 28, 1920.

Mr. Robert A. Weber, Secretary Kodak Park
Community Chest Committee:

My dear Mr. Weber: Allow me to thank you very much for the copy of the December issue of the *Kodak Magazine* sent to me. The kindness of your committee in speaking so well of us is appreciated, I can assure you.

We have no special visiting days, but will be pleased to see any of your co-workers who would like to see the Home at any time and will appreciate any helpful suggestions or any just criticisms you can offer. Again thanking you, I am

Very truly yours,
FLORENCE S. LEE, Supt.,
Rochester Friendly Home.

HAHNEMANN HOSPITAL
ROCHESTER, N. Y.

December 28, 1920.

Robert A. Weber, Jacob Kirchgessner, Frank E. Rogers, Oliver S. Angevine, Harry LeB. Gray:

Gentlemen: I want to thank you very kindly for coming to the hospital and looking about the institution to get some first hand information about what our hospital is doing. We certainly appreciate your interest in this matter and want to say further that at any time we will be glad to have you individually or a similar committee visit the hospital.

Any time you have any suggestions or complaints to offer, please feel free to bring them to me. Also convey this same idea to your fellow workmen on our behalf.

Again thanking you for your interest in our institution, I am

Very truly yours,
T. K. GRUBER, M. D., Supt.,
Hahnemann Hospital.

COMMITTEE VERY PLEASED WITH CONDITIONS AS FOUND AT HAHNEMANN HOSPITAL

If you have been reading the reports published in the *Magazine* each month of the visits paid by the Kodak Park committees to the different institutions of the city which receive aid from the Community Chest, you cannot help but be impressed with the one feature which stands out above all others—the pleasure with which the authorities in these places welcome our committees. Another interesting feature which is very noticeable is the similarity of regulations as far as it is possible to apply them, showing that each institution is trying its level best to do the right thing in the right way, and so eliminate any chance for criticism and complaint.

In visiting the Hahnemann Hospital on Wednesday, December 22nd, we were received by Dr. T. K. Gruber, the Superintendent, and taken into his office, where we proceeded to get acquainted. Going to the top floor, the doctor conducted us through what is conceded to be one of the most up-to-date and efficient series of laboratories and operating rooms in this country.

Too few of us aside from the medical profession

give any thought to things of this nature and can not realize the wonderful work being done by a pathological laboratory, such as troubles correctly diagnosed, cures effected and complications prevented.

Next we visited the section of the Hospital devoted to the treatment of diabetics. Excellent work is being done here by Dr. Williams for persons afflicted with this disease, and relief given through proper treatment and education.

Throughout the other departments of the Hospital proper, kitchen, laundry, nurses' home and class rooms, the same atmosphere of efficiency, kindness and cleanliness prevailed, and Dr. Gruber and his assistants are to be complimented in the highest terms.

We of this committee are satisfied that this Hospital is an institution which is most worthy of our support.

Signed:

JACOB KIRCHGESSNER, E. & M. Stores Dept.,
O. L. ANGEVINE, Drafting Room,
F. ROGERS, Tool Room,
H. LEB, GRAY, Research Laboratory,
R. A. WEBER.

A CALL ON A NEIGHBOR

There are few of us at Kodak Park who know anything more about the brown stone structure just north of us than by the name of St. Ann's Home for the Aged. We have probably never given the place much thought other than to make a silent wish that our declining years would not find us friendless and homeless.

The circumstances that bring old folks to the home are quite varied, and it is not always the indigent and improvident who have been compelled to seek shelter in asylums of this kind.

A committee from Kodak Park called on this Home one day recently in the interest of the Community Chest, as this is one of the charities to which it contributes. The Sister in charge met us at the door and welcomed us with the announcement that visitors were received with pleasure.

A tour of inspection through the entire building could not help but impress one with the earnest effort that is being made by the workers in charge in their endeavor to make the members of the home comfortable and happy. We left firmly convinced that any assistance given to this institution was well warranted. Furthermore, it confirmed our convictions and faith in the Community Chest and its work.

Signed:

H. A. GILLAN, Purchasing Dept.,
H. DUCKITT, Reel Mfg. Dept.,
S. J. PIERCE, F. C. & P. Dept.,
E. P. FLYNN, D. O. P. Pkg. Dept.,
R. A. WEBER.

Earl E. Gilmore, Emulsion Coating Department, was married to Margaret C. Lynch of Rochester on December 27th at the Sacred Heart Church. Best wishes Earl.

Milo Reniff underwent a successful operation at the General Hospital on December 21st. He is progressing very satisfactorily.

ANNA E. KURTZ HAS AN EXCELLENT RECORD

An excellent example of what may be accomplished through hard work and conscientiously attending to business is exemplified in the advance of Anna E. Kurtz of the Pay Roll Department



ANNA E. KURTZ.

during the time she has been employed at Kodak Park. Starting to work in the Pay Roll on November 2, 1912, slightly more than eight years ago, she now is in charge of all the girls in this department connected with "piece work" and "bonus systems" and a portion of the women's pay roll.

Uniformly good natured, and able to conduct her division in a businesslike manner without losing her popularity with her associates, is another of her excellent traits. Being on time with her does not consist of arriving at the last minute, but means getting to the office always with a few minutes to spare.

We congratulate Miss Kurtz on the success she has made of her work at the Park, and we are proud to have her with us.

At this time the Kodak Park girls lay claim to the City Industrial Championship by virtue of their exceptional success to date, having won every one of the seven games played.

Everyone is anxiously awaiting the much talked of series with the Bausch & Lomb "Reflectors." This team will meet the Kodak team in a series to determine the girls' City Championship. This series will be played at the end of the season and is expected to create much interest.

Doris Corts of the Reel Manufacturing Department, Building No. 48, is back with us again with the same old smile after successfully fighting scarlet fever.

Martha Daleski of the Reel Manufacturing Department, Building No. 48, has been away for a long, long time, and we are very glad to have her with us again.

The installation of a coffee urn and equipment for serving hot coffee to the "shift" employees, is the latest acquisition to the Roll Coating Department.

Marion Law, formerly of Silver Springs, New York, has been employed by the Testing Department to take the place of Irene Gilmore who left recently to be married. Miss Law will take care of the photographic passes for the employees.

December 31st was moving up day at the Emulsion Coating Department. Upon entering his new office, Mr. L. Burrows was welcomed by a floral tribute from the foremen and office staff.

The Black Paper Winding girls had some "feed" in their room during the noon hour, December 24, 1920. They had lots of eats and giggles. Every one was allowed to grab from a Christmas Grab Bag.

On January 5th, the Black Paper girls had a dinner at Sabin's, later enjoying a theatre party at the Temple.

William Goodfellow and family wish to thank the Black Paper employees for their Christmas Box.



JOHN FREDERICK REINHARD
Son of F. R. Reinhard, Purchasing Department

BOWLING IN FULL SWING

If there is one sport which has an enthusiastic following at Kodak Park, it is bowling. The only regret is that there are not sufficient bowling halls in the city to accommodate all those who wish to participate. With a team in the Camera League—an eight-team K. P. A. A. League—eight-team Yard League, and the new four-team Shift Men's League, over one hundred members of the Association are getting good healthy exercise and much enjoyment every week.

Howard Beuckman's champions are having little difficulty in maintaining a comfortable lead in the Camera League, and the winning of the trophy for the season of 1919-20 is almost an assured fact.

In the K. P. A. A. League the race is very close, several of the teams being possible winners of the trophy. Some excellent averages are being upheld, six of the men having better than 180. Jansen is in the lead with a mark of 188-7 for thirty-three games rolled and is closely pressed by Downs with 186.

Harold Servise's Office team is setting the pace in the Yard League, one of the more recent organizations, although it is being worried by the Inspectors, Trucking and Steel Shed. Some good scores are also being chalked up by this outfit.

A keen spirit of rivalry exists between the teams representing Buildings No. 29 and No. 50 in the Shift Men's League. This is a new undertaking just started this season and is working out very satisfactorily.

Due to the fact that in some departments, such as Building No. 29 and Building No. 50, the working hours of an employee change periodically it is impossible to arrange matters so that he can participate in the regular matches. The schedule worked out by those in charge of the league is such that all those who wish are given an opportunity to enjoy this recreational activity. This year, the Shift Men's League was started as an experiment, but the success it has attained may result in a larger league next season.

NEW TYPE OF "SMOKER" VERY SATISFACTORY

Friday, December 17th, marked the passing of the Boxing Smokers, which have been given for a number of years by the K. P. A. A. and launched the activities of the association upon a new line of straight vaudeville entertainment.

There are a few members who still feel that boxing is the only real type of amusement, but the vote taken during the performance resulted in an almost unanimous decision in favor of the new era.

To the committee headed by "Art" Williams, working in conjunction with "Jerry" Welles and "Ed" Goodridge, the credit for this excellent show is due. "Chief" Ruekoldt, who acted as director, ringmaster and actor, was another big factor in the success of the affair. The "Chief" demonstrated that he is capable of other things aside from refereeing a boxing match.

Eight finished acts were presented including Ray Fagan's new musical number, which is meeting with much success on the vaudeville stage; Miller and Lyell in "Forty Below," a laugh from start to finish; and Dolly Kay and John Walton with

"Fads and Follies," a very pretty act, very appropriate to the occasion.

The current question of the day is "When will we have another Smoker?" The few members who were not able to attend on the 17th have heard so much favorable comment on the affair that they are anxiously awaiting the next event.

ARE YOU WITH US?

The winning streak of the Kodak Park basketball team was broken on Saturday, January 8th, when the celebrated Perintons, catching the Parkers on an off night, defeated them by the score of 25 to 19. Slight overconfidence after the easy wins from all the other teams played up to this time was doubtless instrumental in the outcome of the contest.

Cliff Hegedorn, former State Leaguer, at left guard for the Park, played a wonderful game as usual. Aside from his excellent defensive work, he also made good on 9 of 11 tries from the foul line. Hegedorn is truly a wonderful player. Cool and composed throughout the game with the knack of knowing the right thing to do at just the right time, he has become most popular with the fans who attend the games. To use the expression of one of our ardent supporters, "It is worth the price of admission just to see Hegedorn perform."

Ralph Tichenor, our "lightning" forward, is the big gun on the other end of the court. Ralph is playing a great game.

The one regrettable factor in connection with basketball this season is the poor support being given by the Kodak Park people. At every game the largest share of the tickets are purchased at the gate by persons who have no other interest in Kodak other than to see a good game. As it stands, basketball is a losing proposition. The teams played to date have been good. The ease with which our boys defeated them only goes to prove the caliber of the men we have playing with us.

Manager Goodridge has tentative arrangements with a number of the best teams in the country, teams which demand a high guarantee but before these contracts can be completed it is necessary that the fans assure him of their support.

In the Owasco game, which was an excellent exhibition from every point of view, and for which a goodly sum was expended for the privilege of bringing them to the Park, our treasury was "nicked" for \$100.00 to cover the loss.

If big teams are wanted, it is up to the fans. Let them signify their wish for this class of sport by turning out strong at the next game. Get behind it and keep the reputation which we have earned in years past.

We wish to extend our sympathy to Charles Sweet and the other members of his family in their recent bereavement, the loss of their little son and brother, Julian James, who died on December 18th, at the age of five and one-half years.

At the Christmas Party of the E. C. & P. Departments, the engagement of Julienné Riche to William Stageman was announced. It was also the birthday of Mrs. Martha Yates of the Folding Department. The table was prettily decorated with Christmas baskets and holly. Mary Phelan and Belle McDonald entertained.

FOREMEN ENTERTAIN LADIES AT SECOND ANNUAL BANQUET

The Second Annual Ladies' Night and Banquet of the Kodak Park Foremen's Club held in the Kodak Park Assembly Hall, Thursday evening, January 13th, was one grand success, about six hundred persons, foremen, their wives and lady friends being present.

An invitation had been extended to the wives and friends of the members to visit Kodak Park, and about two hundred and fifty took advantage of an opportunity they had long waited for. Assembling at the plant at four o'clock, they were conducted through the many buildings and departments and given a view of our mammoth institution.

At six o'clock dinner was served in Building No. 28 under the direction of Fred L. Grastorf in charge of the restaurants at Kodak Park. Every course was excellent, and Mr. Grastorf was highly complimented on his accomplishments.

During the community singing, while the dinner was in progress, a new song, the "Woodpecker," was introduced and made a tremendous hit. Near the end of the dinner "Ben" J. Castle, former president of the Club, was presented with a purse containing \$80.00 in gold by his associates. This was followed by a short talk by Mr. Haste, Manager of the Kodak Park Works, complimenting the Club on the success of their many activities. The first appearance of the "None Such" minstrels composed of members of the Club was the main attraction of the evening. Our versatile George W. Engelhardt introduced a feature never before equalled at Kodak Park, supported by J. A. Hart, J. Jenkinson, A. Williams and C. J. Cowans as end men. George playing the part of the "Paper Hanger's Friend," was seen at his best. Solos were sung by A. Williams, Ferre Marzluff, "Ben" MacMillan, W. Hildebrand and F. D. Wilmot.

Dancing followed and was enjoyed until twelve o'clock, providing a climax for the evening, the music being furnished by Damon's Orchestra. The program included Quadrilles, Virginia Reel, and several real old fashioned Two Steps.

To the committee, composed of J. Schaffer, Chairman; J. A. Hart, J. Jenkinson, A. Williams, P. C. Seel, A. White, N. F. Bruce, F. Gardner, and R. Sennet, we extend our congratulations and appreciation for this most enjoyable event.

ROBERT N. REID RE-ELECTED AS KODAK PARK REPRESENTATIVE

At the annual election held during the last week of December, Robert N. Reid of the Electrical Department was re-elected Kodak Park representative to the Kodak Employees' Association (Inc.) for the year 1921.

The usual program of electing departmental representatives was followed out, a slate of five candidates being prepared, who were voted for in the final ballot.

Fred Gardner of the Main Office gave "Bob" the best run, receiving 1,105 votes, although he was followed closely by Elon J. Durfy of the Film Department with 1,064.

We extend to Robert N. Reid our congratulations on his re-election and our appreciation for the able manner in which he represented the Park during the past year.

| RESULTS OF ELECTION | VOTES |
|--|-------|
| Robert N. Reid, Electrical Dept..... | 2559 |
| Fred Gardner, Office..... | 1105 |
| Elon J. Durfy, Film Dept..... | 1064 |
| Thomas Wright, E. & M. Office..... | 929 |
| Herbert Maxwell, D. O. P. Pkg. Dept..... | 542 |

THE FIRST HALF OF DANCE SERIES COMPLETED

The K. P. A. A. monthly dance series is proving very popular with the employees at the Park. The third party was held New Year's Eve in the Assembly Hall and was greatly enjoyed by those who attended.

The hall was beautifully decorated in red and green with a number of Christmas trees, holly and bells artistically arranged throughout, giving it a real holiday aspect.

Every effort is being made by Dr. Reid, President of the Association, Marguerite Ellis and "Jerry" Welles to make these parties as entertaining as possible, and it is the general consensus of opinion among those who make it a practice to attend, that they are succeeding.

On each occasion some new feature is introduced in addition to the regular dance program which has a decided effect on the tone of the affair. The remaining dances of the series will be held in January, February and March.

KODAK PARK AWARDED INDUSTRIAL CUP AT FLOWER CITY POULTRY SHOW

OFFICERS FOR NEW YEAR ELECTED

At an exceptionally well attended meeting of the Kodak Park Fur and Feather Club held in the Assembly Hall, Tuesday evening, January 11th, the recent exhibits in which the Club participated were discussed, officers elected for the year 1921, and plans laid for the coming activities.

Frank X. Hauser of the Cotton Washing Department was again re-elected to the office of President. This is Mr. Hauser's third term, he being President since the organization of the Club. Other officers were elected as follows: Vice President, Fred Habel, Building No. 12; Corresponding Secretary, C. E. Smith, Building No. 33; Recording Secretary, J. Jansen, Building No. 12; Financial Secretary, F. W. Armstrong, Flash Powder De-

partment; Superintendent of Poultry, S. Coggar, Building No. 8; Superintendent of Rabbits, Carl Jansen, Building No. 23.

The beautiful Cup awarded the Kodak Park Club at the recent exhibit held by the Flower City Poultry Association is now on exhibition in the trophy case in the Assembly Hall. It is the aim of the Kodak Park Breeders to have the best organization of this kind in the State, in the Industrial division, and they are well on the way toward the realization of this ambition.

Tom Gray of the Dope Department is the newest live wire of the Club. At the last meeting Tom turned in 15 new applications with the promise to repeat next month.

A T H L E T I C S



KODAK QUINTETTES AMASSING PRETTY RECORDS

PARK OUTFITS LEAD WITH RECORD OF FOURTEEN VICTORIES
AND ONE LONE BEATING

AROUND the Kodak circuit, the merry basketball whirl continues to proceed apace. The Kodak Park teams, with a long record of achievement in former seasons, are piling up another enviable tally-sheet. At the Kodak Office, basketball, still in its infancy, has taken the rank and file by storm, arousing wild enthusiasm of a sort hitherto unknown in the cloistered corridors of the sixteen-story building. The Hawk-Eye girls are adding fresh laurels to the scroll of victories they started last year, while the St. Paul Street men's team is showing the same fight and gameness which characterizes all Hawk-Eye undertakings. The Premo girls, with a strong line-up of veteran court stars, acknowledge the superiority of no quint in the city, except the Kodak Park "Amazons." The Camera Works basketball season has been late in starting, but Jack Robertson's protegees expect to make up this handicap by their speed.

To tell the story, first, in Roger Babson's way, here are the percentage records of games won and lost for all of the nine teams which have so far started their season. The detailed scores of these games appear on page 44.

GIRLS' TEAMS

| | Won | Lost | Pct. |
|-------------------|-----|------|-------|
| Kodak Park..... | 8 | 0 | 1.000 |
| Hawk-Eye..... | 3 | 2 | .600 |
| Kodak Office..... | 3 | 3 | .500 |
| Premo..... | 2 | 2 | .500 |
| Camera Works..... | 0 | 1 | .000 |

MEN'S TEAMS

| | Won | Lost | Pct. |
|-------------------|-----|------|------|
| Kodak Park..... | 6 | 1 | .857 |
| Kodak Office..... | 3 | 2 | .600 |
| Hawk-Eye..... | 1 | 3 | .250 |

The Kodak Park men's team, under the managerial helm of "Ed" Goodridge, and ably coached by "Rip" Benzoni, has walked roughshod over opposing basketeers, chief among its victims being the Owasco Canoe Club of Auburn, and the Buffalo K. of C. The one form reversal came at the hands of the Perintons, well-known for their activity in Pittsford and East Rochester. Cliff Hegedorn, ex-State Leaguer, and "Hash" McNeill, have added speed to the line-up, while Manager Goodridge has but recently annexed "Doc" Murray, whose three-sport skill has kept the Brockport Normal School on the athletic map for most of the last decade.

With "Charlie" Thompson coaching, and Captain Harriett Noble displaying sensational basketball, the Kodak Park girls have triumphed cleanly over every opponent, meeting with their tightest struggles in games against their Kodak rivals from the Premo Works.

The Kodak Office is still surging with delight over the triumphant wind-up of the Hawk-Eye series. The addition of "Red" Gee as coach, and Roy Kates, the Pittsford flash, and former star at Ohio Northern, as forward, has boosted the team's prospects sky-high. "Joe" Stutz, yellow-haired guard, came into his

(Continued on page 44)



KODAK PARK BASKETBALL TEAMS

Upper Picture, Left to right—Upper Row: Murray, guard; Haag, forward; Heaney, center; Brightman, forward; Jones, guard.
Lower Row: Benzoni, Coach and guard; Hegedorn, forward; Goodridge, Manager; Tichenor, forward; McNeil, center.

Lower Picture—*Standing*: Lush, guard; Singleton, forward; Thompson, Coach; Hanley, forward; E. Noble, guard.
Seated: Korn, forward; Skinner, center; Stuck, guard; H. Noble, Captain and center; Fratter, guard; Thayer, forward.



KODAK OFFICE BASKETBALL TEAMS

Upper Picture—Insert: Culbertson, Captain and forward. Standing: Gee, Coach; Scofield, center; Fogarty, Manager.
Seated: Kennedy, forward; McNeil, center; Stutz, guard; Clark, guard; Diehl, forward.

Lower Picture—Upper Row: Darcy, center; Sullivan, center; Lambert, guard; Massing, center; Leo, guard.
Lower Row: Eford, guard; Gentry, forward; Kimmell, Captain and forward; Gill, Manager; Hazell, forward; Koch, guard.

(Continued from page 41)

own with a vengeance in the Hawk-Eye game, and will bear watching in future battles.

The Office girls, with an even break for the season, are planning to record future games on the right side of the ledger. Captain Ruth Kimmel, Margaret Massing and Ruth Sullivan form the bulwark of the Office squad.

At Hawk-Eye the girls have demonstrated their superiority to all rivals so far met, with the exception of the apparently invulnerable Kodak Park five. The Ritter Dental girls edged out a one-point victory in an early game, but the Hawk-Eye maids registered decisively in the return engagement. The Hawk-Eye men have been playing in hard luck—there's no denying that. Captain Peterson's men have fought two extra-period games, and three of their four encounters have found not

more than two points separating the contenders as the final whistle sounded.

Manager Homer Ransom has again turned out an A-1 girls' team at Premo, an aggregation which has registered one-sided victories over Kodak Office and Todds, while giving the Kodak Park wonders the hardest fights of the season.

At Camera Works, the girls have played but one game, losing to Kodak Park. They picked the biggest to start with; after that, the rest ought to come easy. The Camera Works men have been delayed in starting by the non-arrival of their suits, but they expect to cut a wide swath the rest of the winter.

Basketball! Basketball! It's in the air. A Kodak game just about every night in the week—if you're that enthusiastic. And, one game a week, at the least, will be good for your system. Better try it!

BASKETBALL RECORDS

WHAT KODAK TEAMS HAVE BEEN DOING AT THE NET GAME—
SCORES TO JANUARY 18 1921

KODAK PARK MEN

| | |
|-------------------|-----------------------|
| Kodak Park.....49 | Niagalks.....32 |
| Kodak Park.....37 | Wash. Excelsiors ..18 |
| Kodak Park.....42 | Big Brothers.....17 |
| Kodak Park.....28 | Owasco Canoe Cl. 18 |
| Kodak Park.....35 | Todds.....18 |
| Kodak Park.....19 | Perintons.....25 |
| Kodak Park.....35 | Buffalo K. of C. ..22 |
| 245 | 150 |

KODAK OFFICE MEN

| | |
|---------------------|--------------------|
| Kodak Office.....17 | Perintons.....45 |
| Kodak Office.....18 | Hawk-Eye.....17 |
| Kodak Office.....35 | Roch. Stamping. 21 |
| Kodak Office.....12 | Seldens.....24 |
| Kodak Office.....36 | Hawk-Eye.....21 |
| 118 | 128 |

HAWK-EYE MEN

| | |
|-----------------|----------------------|
| Hawk-Eye.....22 | Mt. Carmels.....24 |
| Hawk-Eye.....17 | Kodak Office.....18 |
| Hawk-Eye.....28 | C. Y. M. A. Rang. 27 |
| Hawk-Eye.....21 | Kodak Office.....36 |
| 88 | 105 |

PREMO GIRLS

| | |
|--------------|--------------------|
| Premo.....6 | Kodak Park.....8 |
| Premo.....4 | Kodak Park.....7 |
| Premo.....24 | Kodak Office.....2 |
| Premo.....35 | Todds.....1 |
| 69 | 18 |

KODAK PARK GIRLS

| | |
|-------------------|---------------------|
| Kodak Park.....7 | Ritter Dental....2 |
| Kodak Park.....8 | Premo.....6 |
| Kodak Park.....9 | Ritter Dental....3 |
| Kodak Park.....13 | Silver Springs....9 |
| Kodak Park.....7 | Premo.....4 |
| Kodak Park.....51 | Todds.....5 |
| Kodak Park.....9 | Hawk-Eye.....2 |
| Kodak Park.....22 | Camera Works...6 |
| 126 | 37 |

KODAK OFFICE GIRLS

| | |
|--------------------|-------------------|
| Kodak Office.....4 | Hawk-Eye.....14 |
| Kodak Office.....2 | Premo.....24 |
| Kodak Office.....9 | Bastians.....4 |
| Kodak Office.....9 | Roch. Stamping..2 |
| Kodak Office.....7 | Todds.....1 |
| Kodak Office.....3 | Hawk-Eye.....8 |
| 34 | 53 |

HAWK-EYE GIRLS

| | |
|-----------------|--------------------|
| Hawk-Eye.....14 | Kodak Office.....4 |
| Hawk-Eye.....7 | Ritter Dental....8 |
| Hawk-Eye.....12 | Ritter Dental....4 |
| Hawk-Eye.....2 | Kodak Park.....9 |
| Hawk-Eye.....8 | Kodak Office.....3 |
| 43 | 28 |

CAMERA WORKS GIRLS

| | |
|-------------------|-------------------|
| Camera Works....6 | Kodak Park.....22 |
|-------------------|-------------------|



HAWK-EYE BASKETBALL TEAMS

*Left to Right—Upper Row: Woodams, forward; Peterson, Captain and forward; Johnson, center.
 Second Row: Willis, guard; Levine, Manager and guard; Rosenthal, guard.
 Third Row: Kellett, forward; Wiemar, forward; Batzing, forward; Gears, Captain and forward.
 Lower Row: Maier, Coach and guard; Earl, guard; Meerdink, center; Reinhardt, guard.*



CAMERA WORKS GIRLS' BASKETBALL TEAM

Upper Picture—Left to Right: 5. Walzer, guard; 8. De Friese, guard; 7. Musson, guard; 4. Bentley, forward; 2. Murphy, center; 1. Marchinotch, Captain and forward; 3. Smith, forward.

PREMO WORKS GIRLS' BASKETBALL TEAM

Lower Picture—Left to Right: Carey, Cabill, Fuller, Dafner, Fagan, Captain; Ransom, Manager; Stubbe, Duffy, Haskins, Schwartz, Frosdick. *Seated:* Walzer.

ALL ABOARD FOR BUFFALO!

YES, sir! We're goin' to Buffalo! For the first time since its inauguration over twenty years ago, the grand old Camera Bowling League is to send a six-man team to represent Kodak at the Annual Tournament of the American Bowling Congress.

When the officers of the League first conceived this idea, such questions arose as: "Whom shall we send?" and "How will the team be financed?" The Camera Bowling League, unquestionably, contains the best bowlers in the company, as well as some of the best pin-smashers in the entire Kodak City. The selection of the men who are called upon to do the "good work" was based upon the following points:—consistency, high average—both this year and last, experience on tournament alleys, and ball rolled. Loaded balls are prohibited in the National Tournaments, so this ruling forces out a number of our excellent bowlers who still stick to the lead.

It was certainly a hard job that the League officers squared up to when they started picking the team. Only after a great deal of searching back in the League records to look up last year's averages, and much discussion and deliberation did they finally divulge the names of the "chosen six." And, here they are:

| | |
|-----------------------|--------------|
| Hinterleiter. | Camera Works |
| Kosel. | Hawk-Eye |
| Kraus. | Camera Works |
| Mura. | Premo |
| Servise. | Kodak Park |
| Vogler. | Camera Works |

Now, as to that necessary "root of evil"—financing the team. We'll all agree that this matter of sending this team to Buffalo is an organization affair and that each plant will benefit from the resultant interest in bowling. Accordingly, each of the six Athletic Associations and Recreation Clubs was asked to consider a per capita appropriation to make up the essential sum. And, like the good sports they are, they all

"came across" and agreed to furnish the "dough."

All aboard for Buffalo! Surely this is the psychological time to send a Kodak team to an A. B. C. tournament, because of the fact that the tournament city is so near. If our Kodak team makes a good showing this season, the chances for our representation in future tournaments are one hundred per cent. good. So, bowlers, it's up to you. The Associations and Clubs have done their part—and nobly.

Watch the March issue of the *Magazine* for the dates of the Kodak matches. And—everybody "squeeze!"

 MORE STARS IN TENNIS FIRMAMENT

Another of those comparatively young organizations, which has nevertheless had a thriving growth, is the Rochester Tennis League. Increasing interest in the League has been shown each year by the court enthusiasts of Rochester. And each season has seen Kodak Park represented by a first-class team which has held its own successfully against Bausch & Lomb, the Melville players, the Rochester Tennis Club, and the other members of the League.

The 1920 season likewise saw tennis tournaments staged at Hawk-Eye and Camera Works. With the Kodak Office Recreation Club coming strong, it seems only reasonable to expect that at least these three larger plants of the Kodak company will seek entrance into the city circuit for the 1921 season. And, of course, there is no "blue sky law" to prevent Premo and Century from jumping into the ring with both feet if they feel that their smaller number of players will enable them to stand the gaff.

So, if things go right, perhaps we'll be having a little "Davis Cup" competition of our own right here in The Kodak City this summer. Which, says the Racket-Bug, means some more notations for the little old date-book.

STRIKES, SPLITS AND SPARES

(Alley Dust from the Camera Bowling League)

By "OCHSY"

For the love o' "Pop," somebody take a game or two from Kodak Park! Yell "Stop, Thief!" Maybe they'll get scared and drop a few.

"Pete" Breemes, of the Folmer-Century Maple-topplers, speaks a little piece which runs something like this:

"I'm just a little bowler,
It's strikes, not splits, I seek.
I feel a little nervous;
I guess I'll take my seat."

Now, for the final drive! Sprinkle sand on the floor, you cellar champs. Leave the "home bruise" alone, and "cop" a few.

"Charlie" Natt, of the Kodak Park Terriers, says that the aim of the bowler is to make a hit with every Miss. Ask Chawles if *he* made a homer at that Lake Avenue bowling party.

As a *mark* of appreciation of their hard work and *striking* devotion to duty, don't you think we should give the officers of the Camera Bowling League a little trip to Cuba to rest up?

Yes—and we'll let them all go together; so no one of the three will run a chance of getting lost in the crowds.

In a recent game the Folmer-Century team was going like a house afire, when one of the five began to "fall down." Another member of the team exclaimed: "Why, Mike, what's the matter? We're not falling." To which Mike replied: "Don't *you* worry when *I* stumble. Remember, a worm's about the only thing that can't fall down!"

The final drive for the trophy ought to see a pretty race between Kodak Park and Camera Works. The State Streeters will have a crowd of howling fans at the Genesee every Saturday to help the team beat the leaders.

Are you going to Buffalo with the Kodak team?

HOCKEY TEAM IDEA ABANDONED

Yes, blame the weather. Last fall, when the ducks and geese took to the wing for a warmer winter home than these northern regions of ours could offer, plans were laid for the formation of a hockey team, and prospects loomed bright for a good season of cold weather and lots of ice.

But our migratory prophets, it seems, fooled themselves as well as the Kodakers who were hopefully looking forward to a number of snappy games on the ice with the hickory clubs and the puck. With our winter season half over and no ice to speak of, in sight, there appears to be no other alternative than to call off our well-laid plans for a hockey team.

When the idea of forming a plant hockey team was first broached early last fall, a number of men signified their intention of coming out for the team. In fact, every Kodak plant in the city had enough aspirants to form a company league, and now everything has gone "blooie." Reason? No ice. So, upon the shelf has gone the idea of forming a team for this season.

Let's hope that next winter will bring the one necessary requisite for a hockey game—ice. In the meantime, players, why not try a few swings at a golf ball now and then to keep in form for next winter's battles?

KODAK TEAMS IN CITY INDOOR LEAGUE

The City Indoor Baseball League is making another good record, due in no small part to the efforts of the three Kodak teams in its list of members. Hawk-Eye is a strong contender, while there are two Camera Works teams in the League, the regular Camera Works team, and the Camekos. The season is still young, and any one of the three teams still has a good chance for the title.

The Camera Works Indoor League is also going strong, and the Toolmakers will have a job cut out to hold the trophy they won last year.

WITH THE BOWLERS

STANDINGS OF TEAMS IN THE VARIOUS KODAK LEAGUES JANUARY 20, 1921

CAMERA BOWLING LEAGUE

| | Won | Lost | Pct. |
|---------------------|-----|------|------|
| Kodak Park..... | 33 | 3 | .916 |
| Camera Works..... | 27 | 9 | .750 |
| Premo..... | 17 | 19 | .473 |
| Kodak Office..... | 14 | 22 | .389 |
| Hawk-Eye..... | 11 | 25 | .305 |
| Folmer-Century..... | 6 | 30 | .167 |

KODAK OFFICE BOWLING LEAGUE

| | Won | Lost | Pct. |
|---------------------------|-----|------|------|
| Service..... | 27 | 6 | .819 |
| Sales..... | 26 | 7 | .789 |
| Domestic Shipping..... | 28 | 8 | .778 |
| Export Shipping..... | 26 | 13 | .667 |
| Accounting..... | 18 | 15 | .546 |
| Bookkeeping..... | 17 | 19 | .472 |
| Engraving..... | 14 | 16 | .467 |
| Billing..... | 15 | 18 | .455 |
| Stock..... | 14 | 22 | .389 |
| Industrial Relations..... | 11 | 19 | .367 |
| Advertising..... | 6 | 30 | .167 |
| Maintenance..... | 2 | 31 | .061 |

CAMERA WORKS BOWLING LEAGUE

| | Won | Lost | Pct. |
|-------------------|-----|------|------|
| Buffers..... | 30 | 12 | .714 |
| Shutter..... | 29 | 13 | .690 |
| Woodworking..... | 29 | 13 | .690 |
| Office..... | 26 | 16 | .619 |
| Construction..... | 23 | 19 | .547 |
| Tool..... | 17 | 25 | .404 |
| Press..... | 8 | 34 | .190 |
| Polishers..... | 6 | 36 | .143 |

FOLMER-CENTURY BOWLING LEAGUE

| | Won | Lost | Pct. |
|---------------|-----|------|------|
| Cirkut..... | 31 | 8 | .795 |
| Studio..... | 26 | 13 | .667 |
| Graflex..... | 22 | 17 | .566 |
| Graphic..... | 19 | 20 | .487 |
| Aero..... | 18 | 21 | .462 |
| Compact..... | 14 | 25 | .359 |
| Stereo..... | 13 | 26 | .333 |
| Auto, Jr..... | 13 | 26 | .333 |

UPS AND DOWNS LEAGUE

(Camera Works)

| | Won | Lost | Pct. |
|------------|-----|------|------|
| Ups..... | 24 | 8 | .750 |
| Downs..... | 8 | 24 | .250 |

KODAK PARK YARD LEAGUE

| | Won | Lost | Pct. |
|-----------------|-----|------|------|
| Office..... | 37 | 14 | .725 |
| Trucking..... | 33 | 18 | .647 |
| Steel Shed..... | 32 | 19 | .627 |
| Inspectors..... | 29 | 22 | .569 |
| Garage..... | 26 | 25 | .509 |
| Stores..... | 22 | 29 | .431 |
| Yard..... | 14 | 37 | .275 |
| Receiving..... | 11 | 40 | .216 |

K. P. A. A. MONDAY LEAGUE

| | Won | Lost | Pct. |
|----------|-----|------|------|
| 293..... | 33 | 9 | .725 |
| 292..... | 27 | 15 | .643 |
| 291..... | 26 | 16 | .619 |
| 503..... | 15 | 24 | .384 |
| 501..... | 14 | 25 | .359 |
| 502..... | 5 | 31 | .136 |

DETAIL AND ESTIMATE LEAGUE

(Camera Works)

| | Won | Lost | Pct. |
|---------------|-----|------|------|
| Dice..... | 7 | 2 | .778 |
| Checkers..... | 6 | 3 | .667 |
| Dominoes..... | 3 | 6 | .333 |
| Cards..... | 2 | 7 | .222 |

KODAK OFFICE GIRLS LEAGUE

| | Won | Lost | Pct. |
|------------------------------|-----|------|------|
| Service (and Ind. Rel.)..... | 5 | 1 | .833 |
| Advertising (and Main)..... | 4 | 2 | .667 |
| Finishers..... | 4 | 2 | .667 |
| Sales..... | 4 | 2 | .667 |
| Accounting..... | 3 | 3 | .500 |
| Tabulating..... | 3 | 3 | .500 |
| Testers..... | 1 | 5 | .167 |
| Order..... | 0 | 6 | .000 |

KODAKAM GIRLS LEAGUE

| | Won | Lost | Pct. |
|---------------|-----|------|------|
| Panorams..... | 25 | 7 | .781 |
| Kodaks..... | 23 | 9 | .718 |
| Brownies..... | 11 | 21 | .343 |
| Juniors..... | 5 | 27 | .156 |

CAMERA GIRLS BOWLING LEAGUE

| | Won | Lost | Pct. |
|---------------|-----|------|------|
| Autos..... | 9 | 3 | .750 |
| Stereos..... | 8 | 4 | .667 |
| Specials..... | 6 | 6 | .500 |
| Juniors..... | 1 | 11 | .083 |

SUBSCRIPTIONS TO EASTMAN SAVINGS
AND LOAN ASSOCIATION SHARES
AS OF JANUARY 10, 1921

| ROCHESTER PLANTS | No. of Members | Percentage of Employees Subscribing | Total Shares | Matured or Par Value |
|--|-------------------|---|-----------------|-------------------------|
| Kodak Park | 493 | 7.4% | 4,627 | \$ 462,700.00 |
| Camera Works | 1,679 | 61.7% | 16,395 | 1,639,500.00 |
| Premo Works | 170 | 46.2% | 1,242 | 124,200.00 |
| Hawk-Eye Works | 450 | 61.8% | 3,123 | 312,300.00 |
| Folmer-Century | 77 | 21.2% | 669 | 66,900.00 |
| Kodak Office | 564 | 40.3% | 6,281 | 628,100.00 |
| BRANCHES AND STOCK HOUSES | | | | |
| New York Branch | 14 | 15.2% | 147 | 14,700.00 |
| Chicago Branch | 17 | 12.4% | 213 | 21,300.00 |
| Sweet, Wallach & Co. | 38 | 55.9% | 414 | 41,400.00 |
| Northwestern Photo Supply Co. | 10 | 35.7% | 86 | 8,600.00 |
| Robey French Co. | 1 | 1.8% | 15 | 1,500.00 |
| O. H. Peck Co. | 1 | 2.7% | 10 | 1,000.00 |
| Total | 3,514 | | 33,222 | \$3,322,200.00 |

Average Subscription—9.5 shares.

The
KODAK
Magazine



March 1921

Published in the interests of the men and women of the Kodak organization. 2. 2.

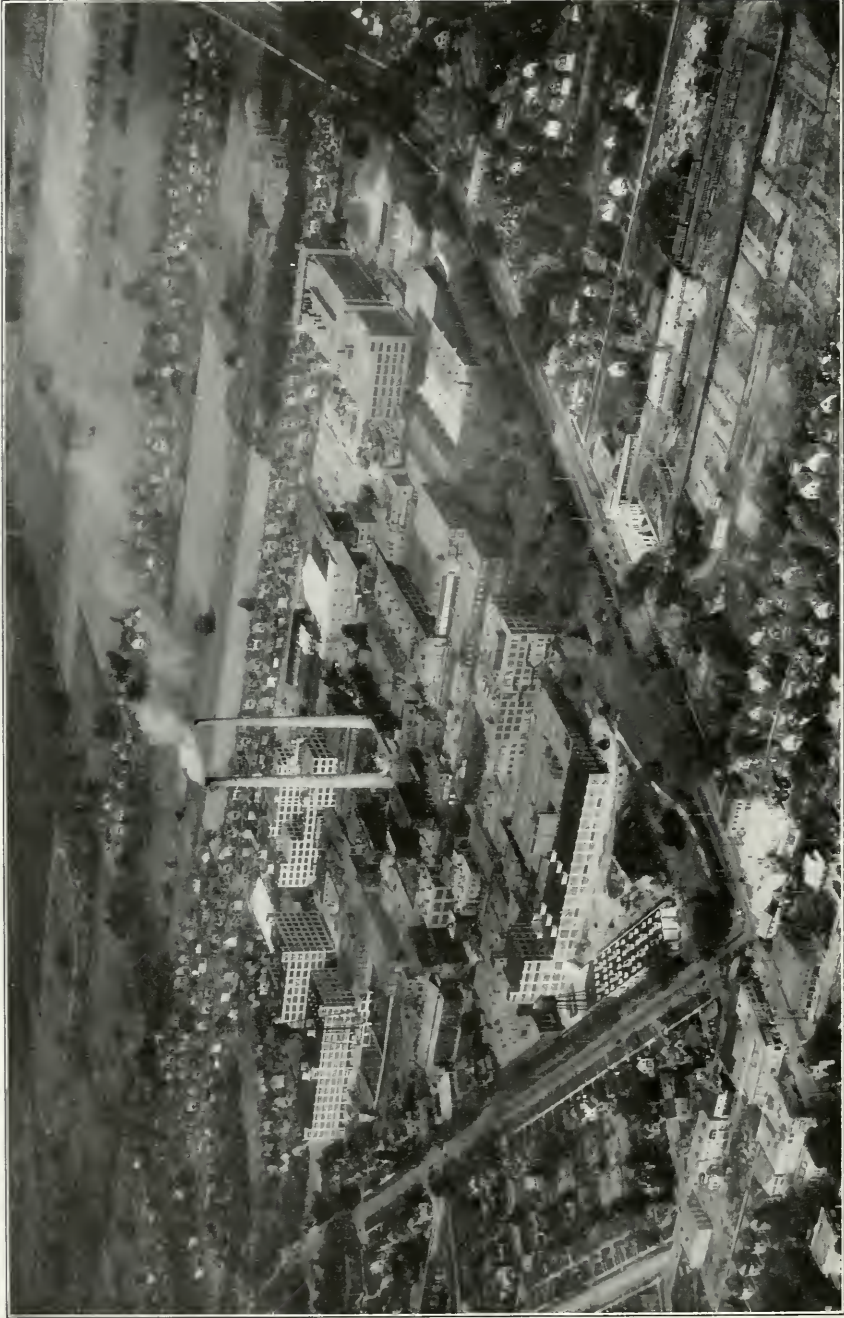
ACCIDENT RECORD

JANUARY, 1921

| PLANT | No. of Employees | | No. of Accidents | | Approximate Wage Loss | | Accidents per 1000 Employees | | | | |
|-----------------------|------------------|--------|------------------|------|-----------------------|------------|------------------------------|-------|-------|-------|-----|
| | 1920 | 1921 | 1920 | 1921 | 1920 | 1921 | 1920 | 1921 | | | |
| Camera Works..... | 2,662 | 2,577 | 2 | 5 | \$ 610.50 | \$ 445.56 | .75 | 1.94 | 1.19 | ..... |  |
| Folmer-Century Works. | 380 | 364 | .. | 1 | ..... | 25.00 | ..... | 2.75 | 2.75 | ..... |  |
| Hawk-Eye Works..... | 770 | 718 | 1 | 3 | 50.07 ^a | 54.60 | 1.30 | 4.18 | 2.88 | ..... |  |
| Kodak Office..... | 1,141 | 1,234 | 2 | 1 | 90.00 | ..... | 1.75 | .81 | ..... | .94 | |
| Kodak Park Works..... | 7,410 | 6,617 | 25 | 13 | 1,538.59 | 773.90 | 3.37 | 1.96 | ..... | 1.41 | |
| Premo Works..... | 437 | 368 | .. | .. | 96.50 | ..... | ..... | ..... | ..... | ..... |  |
| Totals..... | 12,800 | 11,878 | 30 | 23 | \$2,385.66 | \$1,299.06 | 2.34 | 1.94 | | | .40 |

“SAVING is the first great principle of all success. It creates independence, it gives a young man standing, it fills him with vigor, it stimulates him with the proper energy; in fact, it brings to him the best part of any success — *happiness* and *contentment*. If it were possible to inject the quality of saving into every boy we would have a great many more real men.”

SIR THOMAS LIPTON



KODAK PARK, EAST—FROM AN AIRPLANE

Negative on Eastman Panchromatic Film, Aero No. 1 Filter, altitude 1,000 feet, with an E. & S. Model K-1 Oblique Aero Camera. The plane was a D. H. 4, special photographic type, with Captain Albert A. Stevens, U. S. Air Service, as observer-photographer, and Lieutenant Charles M. Potter as pilot.

GOVERNMENT SUIT SETTLED

WE ARE NOW IN POSITION TO BUILD UP A STILL GREATER KODAK ORGANIZATION AND WILL REQUIRE THE AID OF EVERY EFFICIENT EMPLOYEE

MOST of you have read in the daily papers statements regarding our government suit.

The grounds upon which this suit was brought are familiar to you all, and so what you are most interested in is the final outcome.

The suit has been settled. Under the decree which we have accepted, we are to sell certain specified divisions of our business, in some cases including the factories. The sale of any of our factories was the one thing that the company endeavored to avoid in making this settlement, but after the most strenuous efforts that the representatives of the company could make the Government refused to yield on this point. It was made clear to the Government that the sale of any of our factories would result in the separation from the Kodak organization of employees who would regret deeply such separation and who would necessarily lose the benefits derived from Kodak wage dividends and Kodak stock distribution and many other features peculiar to the Kodak organization. It was hoped that this consideration would appeal to the Government, and we believe that in a measure it did, but the representatives of the Government felt that under the terms of the decree of the District Court they had no option but must insist upon some division of the manufacturing plants, so that there was nothing for the company to do but to accede to this point.

There are naturally many details as

yet to be worked out, but we are given ample time in which to do this, and to consider and plan as far as we can for the continued well-being of all employees who have worked with us in building up the Kodak organization.

To proceed: What is known as the Folmer and Schwing-Century Division is to be sold, including the trade names Graflex, Graphic and Century, and also including the factory with all tools and equipment.

Similarly we are to sell the Premo factory and equipment and the trade name, Premo.

The trade name, Artura, is to be sold and with it we are to disclose to the purchaser the Artura formula.

We are also to sell the trade names, Seed, Stanley and Standard, and disclose to the purchasers of those trade names the formulas for those brands of plates.

If an intending purchaser of one or more of the above brands of paper or plates is desirous of purchasing a factory, we are to sell the American Aristo plant at Jamestown, at a fair and reasonable price.

We have two years, if necessary, in which to make such sales. If at the end of that time the sales have not been made, the properties are to be put up at auction, but with a minimum price to be agreed upon between the Government and ourselves.

The two camera factories affected will be operated by us to the fullest possible extent until a sale has been made, and there will be Graflex and Premo

catalogs, and advertising of those lines as in the past. We shall also continue until the sale is effected, to supply Artura paper and, under their original trade names, such of the brands of Seed, Standard and Stanley plates as we acquired and are now producing.

Certain of the products now marketed under the Seed, Standard and Stanley names were, however, originated in our own factories, were not a part of our purchase from the Seed, Stanley or Standard companies, are not therefore subject to the court order and will, at the earliest possible date, be marketed under new trade names.

It is the avowed object of the Sherman law to provide for the widest possible competition. Obviously, then, we are not prohibited from making paper and plates to compete with the brands that we part with. This we shall do, and in the case of paper and plates, we shall have the same skill, the same plant, and the same men as we have now.

So far as the cameras are concerned, the conditions are different. We are to sell factories and machinery and tools and goods in process, as well as the trade names. Obviously, we cannot immediately come out with competing lines.

Although the terms of the settlement

in some respects are severe and, as we have felt, unwarranted, still in many respects we shall presently be in a better position than ever to go on with our development of photography, many elements of doubt and uncertainty having been removed.

The manufacturing ends of Kodak Park, the Camera Works and the Hawk-Eye Works, are unaffected and the organization of our sensitized goods department remains intact.

So, wherever you are employed in the organization, continue giving a good day's service for your wage, and rest assured that the company will continue to grow, and that there will be room and welcome for every efficient employee.

Mr. Eastman remarked twenty years ago that "We can hold our position in the trade just as long as we make better goods than the other fellow and no longer."

Many of our most important basic patents ran out years ago; our "terms of sale" were abandoned eight years ago, and yet last year was by far the greatest year in the history of our business. Does this look discouraging? It does not. Work today and for tomorrow, and remember that a growing organization always needs every efficient and reliable employee it can secure.

THE THIRD QUARTERLY AMATEUR PHOTOGRAPHIC COMPETITION

CLOSING DATE APRIL 30TH

KODAK PARK walked off with first and second honors in our Second Quarterly Amateur Photographic Competition, and rumor has it that they boast of being able to keep up the pace.

How about it, you folks in the other plants?

True enough, Kodak Park is our biggest plant, and so for this reason the odds may be slightly in their favor, but we are willing to wager that all our good amateur photographers are not

corralled within their confines. Premo and Main Office declare their hats in the ring for first honors in the Third Competition, so come on Hawk-Eye, Camera Works and Folmer-Century and give them a good battle.

The Third Contest closes April 30th. Awards the same as in previous contests—\$50.00, \$25.00, \$15.00, \$10.00. Subjects: Snow Scenes, Winter Sports, Still Life Pictures. The contest conditions were given in full in the January issue.

BULLETIN IMPROVEMENT CONTEST

CASH AWARDS: \$25.00, \$15.00, \$10.00

NO one person, or group of persons, can have a monopoly on ideas. In fact, any man, or group of men, with good ideas, is quite apt to exhibit a sameness in his work which, in time, appears monotonous.

It was this fact that led up to the inauguration of our highly successful Suggestion System.

We want to try the experiment a bit further; perhaps you might call it an arm or a wing of the Suggestion System. We want suggestions from you, tending to improve our bulletin service, and to arouse interest in our bulletins so that they will be looked for and read by every employee.

A bulletin service to be of interest, must be in a way a sort of tabloid newspaper, informing you of coming company events, changes in policy, and such other things of interest as should be brought to your attention.

We have tried to make our bulletin service cover the widest possible range, and to present the news in attractive form, but, as we said before, no one man, or group of men, can have all the good ideas. We want your assistance; we want new ideas, new or improved methods for presenting them on the bulletin boards, and we are willing to pay for such aid.

To make it worth your while, we will pay twenty-five dollars for the best *constructive* criticism of our bulletin service; fifteen dollars for the second best, and ten dollars for the third best criticism.

If you can think of topics upon which we have not touched but which, in your opinion, should be included, tell us.

If you can point the way to more attractive, or more interesting bulletins, let us know.

If you can suggest something practical in the way of more compelling illustrations for the bulletins, or that will give them greater attention value, pass the news to us.

We will not limit you as to the length of your criticism, but it must be constructive; it must, to win an award, point the way to *improvement*.

This Bulletin Improvement Contest is open to all employees and will close March 31, 1921.

In addition to the above awards, we will pay two dollars for every original slogan which can be used for any one of our various bulletins (Thrift, Safety, Health, Recreation, etc.), and ten dollars additional for the best slogan submitted between now and September first. The slogan should be a short, snappy phrase, not exceeding ten words.

Study the bulletin boards, take a look every time you pass one, and then show us the way to improve them.

NO. 41 NORTH FITZHUGH

If you happen to be a girl and compelled through force of circumstances to live in a single room, receiving gentlemen friends becomes a trial instead of a pleasure, and is often even prohibitive.

The Girl's Friendly Society of Rochester was organized to meet just such emergencies.

Over at No. 41 North Fitzhugh Street you will find the jolliest sort of a girls' club house. It is equipped with telephone, piano, books and magazines, and all the homey things.

The house is open every day; on week days from 11 A. M. to 10 P. M., and on Sundays from 1 P. M. to 10 P. M.

Everything is free, including a most hearty welcome; just walk in, say "how do you do," and make yourself at home.

You and your particular group of girl friends can spend a pleasant hour or so any evening.

Sure you can invite your gentlemen friends to go along, or to meet you there to spend the evening, or to call for you if you have a theatre engagement.

Try it once and you'll get the habit.

TWELVE WEEKS' WORK

FROM foundation to topmost girder in twelve weeks! That's the construction record for Kodak Park's latest building, No. 52. This new building, which is located on the north side of the Park, extending nearly to Eastman Avenue, is the largest single structural steel job ever erected by the company. Three thousand tons of steel have entered into its construction and it covers nearly an acre of ground. Building 52, when completed, will be used for the manufacture of film base. In its finished form, it will be 365 feet 6 inches long, 114 feet wide and 75 feet high. The floors and roof will be of concrete, while bricks to the number of three million will be used for building the walls.

The accompanying photographs give a first-rate idea of the progress made during the twelve weeks ending February 4, 1921. Illustration No. 1 shows the site of Building 52 as it appeared on November 11, 1920, with the foundation completed and a standard gauge railroad track in position for the erection work. The photograph taken on February 4, 1921, just eighty-four days later (Illustration No. 2) shows the completed steel framework. On November 11th, the first columns for the new building had arrived at Kodak Park. Each column came all assembled and loaded on two flat cars (it required the entire length of two such cars to accommodate one of these massive columns). Each column was then erected to its full height at a single operation, by a huge locomotive crane, with boom 85 feet in length. This crane is also shown in Illustration No. 2.

The men engaged in the construction of the new building "hitched their wagon to a star"—their goal being to erect an average of sixty tons of material every day. Favored by good weather, they have been able to keep right up to this schedule. Forty thousand rivets will be required to complete the work and this is a task which will occupy several months. Air for the riveting hammers is supplied by a steam-driven air-compres-

sor mounted on a reinforced standard freight car. The boiler of this compressor is fired with fuel oil, as is also the boiler of the locomotive crane. In this way, the fire hazard of a coal-fired boiler is eliminated. The completed building will contain permanent cranes, the largest one having a span of 67 feet and a lifting capacity of 80,000 pounds.

The American Bridge Company was the successful bidder for this contract, and their superintendent, Mr. Smith, has worked with our Engineering and Maintenance Department in the construction of this latest addition to the company's assemblage of manufacturing buildings.

TO AID THE HOME BUILDER

"Home Keeping Hearts Are Happiest," so runs the adage. And one of the best ways to insure a happy home is to own the house in which you live. Recognizing this fact, the Eastman Savings and Loan Association has made preparations to furnish to members as part of its service, a carefully selected variety of house designs. The Association will also furnish plans which will enable any capable building contractor to construct the house desired without employing the services of an architect. This method will enable members of the Association to procure such plans at a considerable saving.

To obtain an idea regarding the sort of designs and plans for houses which the majority of members would prefer, the Association has prepared a "Housing Questionnaire." If you contemplate building, procure a copy of this Housing Questionnaire from your foreman or department head, fill it out and send it to the Industrial Relations Department, 343 State Street.

The company likewise is anxious to obtain data which will enable it to decide whether or not it is now advisable to consider the building of any houses for sale to employees. Your replies to this questionnaire will have a material bearing upon this decision.



SITE OF BUILDING 52, NOVEMBER 11, 1920



FRAMEWORK OF BUILDING 52, FEBRUARY 4, 1921

BUSINESS CONDITIONS

ALL SIGNS POINT TOWARDS IMPROVEMENT

IT is safe to state that general conditions are improving. To be safe, however, the process must necessarily be slow because there are so many loose threads to be gathered up, and haste in either thought or action would only result in a more hopeless tangle than we have been undergoing.

At the present time, the movement of the crops, and particularly grain and live stock, is practically normal; the money situation is relaxing with a fair degree of trade revival.

We have, from time to time, given you excerpts from the monthly letter of the National City Bank of New York, on current economic conditions. That there is an earnest and sincere effort on the part of all thinking men to effect the earliest possible satisfactory solution making for healthy conditions, is evidenced from its report. It says in part: "The important thing in this readjustment is the maintenance of the equilibrium in industry, so that the various branches of industry will continue to be mutually supporting. The market for the products of each industry is with the people employed in the other industries.

"When it comes to putting prices down, there are almost infinite difficulties and obstructions to be overcome. Everybody fights it so far as his own products or services are concerned, and, by doing so delays the restoration of the equilibrium.

"It does no good to be ill-tempered or harshly critical in discussing wages and prices. People are naturally biased in favor of their own interests, and if they really understand their own interests, the results will not be bad because the economic law is such that interests do not in fact conflict nearly so much as is commonly supposed.

"It is not agreeable to disturb wages, but the fact is that wages have been disturbed by forces over which nobody has control. When many wage earners

have already lost their jobs, and many of the others are only working part time, it is apparent that wages have been reduced. The unfortunate thing is that they have been reduced in a manner which accomplishes nothing. The ability of wage earners to buy for consumption has been reduced, without reducing costs in the industries and without corresponding reduction of their own living costs. For instance, the baker cannot reduce the price of bread to correspond with the reduction in flour because flour is only one item in his costs. His labor, delivery costs, machinery, coal, freight charges, supplies, etc., which mainly represent labor, have not come down to correspond with wheat or flour.

"The employers and employees in a given industry may agree harmoniously upon a given scale of wages, but if that scale involves an increase in the cost of the product to consumers and consumption falls off, employment will fall off, and the total sum disbursed to wage earners may be less than if the wage rates were lower.

"There is a certain price for every product which promotes the largest distribution, and a certain adjustment of relations between the industries which promotes a free, full exchange of commodities, and results in the largest demand for goods and services. That is the situation which gives prosperity, while a disruption of such relations results in a deadlock.

"The farmers are planning in some localities to reduce production to raise prices, but it will not help the town workers to have the equilibrium restored in that manner. The latter can better afford to take lower wages, accompanied by lower living costs.

"When everybody is willing to guide his actions by policies that will serve the interests of the community to the best advantage, conditions will be far

better for everybody. Ignorance of mutual interests, of course, causes most of the trouble.

"It is impossible to concentrate social responsibility upon a few, or for the government to assume it. The great body of the people must share in it. Nobody can do very much for the people but the people themselves. They must

understand the interest they have in sound public policies, and that there can be no sound public policies without their co-operation. It is even more important that people shall develop character than that they shall be comfortable, and that requires that they shall exercise forethought and the resolution to care for themselves."

GOING STRONG

EASTMAN SAVINGS AND LOAN ASSOCIATION GROWING EVERY DAY

A GLANCE at the tabulation on the back cover of this issue will explain the reason for the highly satisfied smile on the face of Secretary Bartholomew of the Eastman Savings and Loan Association.

The advantages offered by the Association are so evident that no concerted "drive" for membership has been deemed necessary.

When it comes to owning a home as against paying rent, the advantage is all on the side of the home owner.

Suppose, for the sake of illustration, you are paying \$50.00 a month rent. At the end of ten years you will have handed over to your landlord, the tidy little sum of \$6,000; quite an amount, is it not?

If, at the end of ten years, you move, you are, financially, just where you started, you are ten years older, and your earning expectancy has decreased to just that extent.

Supposing now, you wish to build, or buy, a modest little home, being content to consider the mansion proposition later. As a basis, we will put the cost at \$5,000, and assume that you will expend the same amount per month as you would have paid out as rent, \$50.00. At the end of the period, you own a home, free and clear, worth \$5,000.

You will have had to pinch a little harder than the rent payer, as you will have had to expend a certain amount for taxes, insurance and repairs, but it has paid.

If you had been paying rent, you would, in all probability, have spent this extra amount and had nothing to show for it.

The following table shows the amount paid out in rent for a period of ten years.

| | |
|------------------------|------------|
| \$25.00 per month..... | \$3,000.00 |
| \$30.00 per month..... | 3,600.00 |
| \$50.00 per month..... | 6,000.00 |
| \$75.00 per month..... | 9,000.00 |

Why not keep this money yourself?

Let us repeat a previous warning to intending home purchasers: If you intend paying for your home through shares in the Eastman Savings and Loan Association, do not sign a contract of sale unless it specifically includes the clause that the sale is subject to the approval of the officials of the Eastman Savings and Loan Association. This protects you from the loss of any payment made on the contract in case the loan is rejected by the Association; it also protects you from buying property at more than it is worth, and from property to which a clear title cannot be secured.

Also, if your loan has been accepted by the Association, please bear in mind that it takes from two to three weeks to make the necessary investigations and close the contracts.

The amount of pin money required by a wife depends largely upon whether her taste runs to diamond pins or rolling pins. (*Pittsburgh First.*)

The Kodak Magazine

Published monthly in the interests of men and women of the Kodak organization.

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 C. EDWARD COOLEY }
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 Camera Works

CLARENCE H. HARPER *Assistant Editor*
 Folmer-Century Works

P. R. MEINHARD *Assistant Editor*
 Hawk-Eye Works

L. C. WHEELER *Assistant Editor*
 Premo Works

Address all communications to Editor, KODAK MAGAZINE, Main Office, Eastman Kodak Co., Rochester, N. Y.

The thoroughly *contented* person is usually *satisfied* with very little.

If Columbus had been contented with his small job over in Spain, the capital city of Ohio would have had to be given another name.

If Thomas Edison had been contented with his first job, he might have continued passing up and down the day coaches of a Michigan railroad, selling "peanuts, popcorn, chewing gum and cigars," and we might have had to do without motion pictures, the incandescent lamp and "canned" music.

If—but why add to the list?

If you are not contented with yourself and what you are doing, you will not be satisfied until you have bettered yourself.

Discontent is a good sign, unless you allow it to become ingrowing and develop into a grouch.

The thoroughly contented, thoroughly satisfied individual is a bar to progress; he sits down and "lets the rest of the world go by" instead of leading the van.

The discontented man is the man who gets things done; his motives may be selfish in seeking new and better ways of doing things, but when he succeeds he benefits all the rest of us.

Why do so many men who have amassed a competence remain in business? It is because the overcoming of obstacles has become a pleasure to them. Without question, they are at times temporarily satisfied with some achievement, but they are not content to let it go at that.

If you are suffering from the right sort of discontent, you will get somewhere; the suggestion system affords one way out.

Every once or twice in a while, someone remarks, "Why, I didn't know about that"—usually with reference to some recreational or other company activity.

Nevertheless, the announcement was made in good time and displayed on our bulletin boards.

If you want to keep posted as to what is doing in company affairs, get the habit of reading what is on the bulletin boards regularly.

The bulletins are changed frequently—sometimes oftener than twice a week—so if you do not keep your eye on them, you are quite apt to miss something of importance.

Keep your eye on the bulletin boards!

WILL YOU HELP US
TO HELP YOU?

If you are thinking of building a home, fill out the Housing Questionnaire mentioned on page 6—and do it *now!*

KODAK EMPLOYEES ASSOCIATION

THE regular meeting of the Directors of the Kodak Employees Association (Incorporated) was held on February 9th, 1921, at the Main Office Building. The President, Mr. Eastman, was unavoidably absent, and Mr. Rogers presided. All the rest of the Board were present except Mr. Robertson, who is having a vacation in the South. Mr. Haight, Mr. Gorham and Mr. Turner also met with the Board.

It was voted to require borrowers from the Association upon mortgage loans to pay an attorney's fee amounting to one-half of one per cent of the amount of the loan, any such fee to be not less than \$10.00, unless the first mortgage on the property is taken by the Eastman Savings and Loan Association; and in that case, the attorney's fee will be no more than one-half of one per cent of the amount of the loan. This action was taken because the attorney's fees, fixed by the Loan Association, which were purposely made very low so as to burden the employees with the smallest possible expense in connection with mortgage loans, did not seem to provide sufficient compensation to secure the services of a competent attorney, and it was thought that no borrower from the Employees Association could object to paying a similarly small attorney's fee when getting a mortgage loan.

It was also voted that wherever it was necessary to do so, payments upon the principal of a second mortgage held by the Association where the first mortgage is held by the Eastman Savings and Loan Association may be deferred until the borrower has paid an amount on the principal of the first mortgage equal to the principal of the second mortgage, the only exception being that in case a borrower on mortgage from the Kodak Employees Association ceases to be an employee of the Eastman Kodak Company, then payments on the second mortgage, both principal and interest, may be required to be given forthwith. This action will enable

the Board of Directors in proper cases to grant the privilege of deferring the payments of principal on the second mortgage, but the Board of Directors reserves the right to grant this privilege only in cases where it is necessary and proper.

Applications for mortgage loans aggregating \$3,020.00 were approved.

The Association delegated to the Legal Department the duty of selecting an attorney to act for the Loan Association, and since the meeting, Mr. C. F. Jefferson, a resident of Rochester, a graduate of Yale College and Columbia University Law School, with an experience of upwards of eight years in general practice, has been engaged. As soon as he can arrange his private business he will give all of his time to the work of the Loan Association and other matters connected with the Legal Department. In the meantime he is giving half a day's time to this work.

BOND-HOLDERS!

If you are the owner of any temporary Liberty Bonds which you have not yet exchanged for permanent bonds, it's time to get busy. After the due date of the last coupon on your present bonds, you will be unable to collect your interest until you have obtained your permanent bonds with all the remaining coupons attached.

The banks are now ready to accept for exchange, temporary bonds of all issues. If you bought your bonds through the company, the Security Trust Company is the proper place for you to exchange them.

And—remember! There's no time like the present.

The man who spends his time sitting on a nail keg at the grocery store ranks as a producer along with the hen that sits on a door knob—except that the hen is honest in her intentions.

LAMENTABLE EXPERIENCE OF STOCKKEEPER HOPWOOD IN RUSSIA

MR. HOPWOOD, stockkeeper at the Kodak establishment in Moscow, Russia, has certainly undergone some harrowing experiences, according to a letter recently received from Kodak, Limited.

The manager at Moscow, Mr. Done, was able to leave Moscow in 1919, but Mr. Hopwood was not so fortunate.

After Mr. Done departed the Soviet took possession of the premises and stock, and put Mr. Hopwood in charge.

Mr. Hopwood, accompanied by his two daughters, recently arrived in England in a lamentable condition. He draws a terrible picture of conditions in Moscow arising from starvation and disease.

His daughters had to work, like everybody else, on manual labor. It was highly dangerous to talk to anyone, as people were arrested on any pretext and taken away—in most instances never to return.

Our building in Moscow, though equipped with a modern heating installation, has not been heated since 1917; all sanitary arrangements and the water installations have been out of action owing to burst pipes, and utter inability to have them repaired.

Mr. Hopwood eventually got a Soviet doctor to certify that he was suffering from tuberculosis, and on this they permitted him to leave.

HAVE YOUR CHILDREN'S TEETH RECEIVED ATTENTION?

The Rochester Dental Dispensary is indeed a busy institution, but the work is so well systematized that everything moves with clock-like regularity.

A large number of children of Kodak employees have received treatment, but undoubtedly there are still a number who should avail themselves of the opportunity offered.

In some instances, appointments made have not been kept by parents owing, no doubt, to good and sufficient reasons. If you happen to be in this class, do not hesitate to ask for another appointment, as it will be most cheerfully granted.

When the appointment is made do your best to keep it, or else notify the Dispensary so that the time can be utilized instead of wasted.

If your children's teeth need attention ask for an appointment as soon as possible, so as to have the work completed before the warmer and less comfortable days for such work begin.

"ACE" GUILLOD POST ACTIVE IN MARDI GRAS PROGRAM

At a recent dinner and meeting of the "Ace" Guillod Post of the American Legion in the Powers Hotel, one of the members of the General Committee for the Mardi Gras to be held in the New York State Armory on March 28th, explained to the Post the method of underwriting tickets.

The purpose of the Mardi Gras is to raise a sum which will enable the County organization to free itself from all debts incurred, and to provide a constructive program in Monroe County.

The Mardi Gras is to take the nature of a huge dancing party. Orchestras of thirty pieces each will be at the ends of the drill hall. "*Everybody'll be there*" is the slogan.

P. H. Case, Secretary of "Ace" Guillod Post, and a member of the General Publicity Committee, announces that tickets will be on sale at: Kodak Office, Charles H. Thompson; Camera Works, Thomas Ansley; Hawk-Eye, J. R. Craib; Premo, Premo Club Office; Kodak Park, A. T. Welles, K. P. A. A. Office, and also at Folmer-Century.

SELECTING YOUR PHYSICIAN

WE humans are queer "critters" in some respects; if we happen to own a blooded bull pup and he develops a case of snuffles or some other ailment incident to dogdom, we at once make inquiry as to who is the best veterinary in town.

On the other hand, if something goes wrong with us, or some one of the family, we dig up the doctor nearest at hand and take a chance.

Fortunately the medical profession averages pretty high in Rochester, and so our chance selection often proves satisfactory, and in many instances has led to a lifelong friendship between physician and family.

Nevertheless, the choice of a physician should be made with care, and with good reason; if you happen to be a stranger in the city, inform yourself as to the qualifications of the various physicians, and select one who is well recommended and in whom you can repose confidence.

Ascertain if he is connected with the staff of some good hospital; if this is so, you may be pretty sure that he is conscientious, thorough, and that his heart is in his work.

When you find a doctor spending days in the dispensary, or in the wards of a good hospital, without pay, you are pretty apt to find a good physician.

If you are ill, be a bit doubtful regarding the man who attempts to rush you off to some unknown or obscure hospital; it may be true that at the moment he may not be able to obtain a bed in a good institution, but he should at least make the effort.

You will find that certain physicians have a wide reputation for knowledge and skill and, for this reason, you may feel that their fees might be in excess of your ability to pay, or that they were unobtainable. This is a mistake; even if the man himself is extremely busy, you will find that, because of his earned

reputation, he has attracted to him the very brightest of assistants who will be at once available, and also have the benefit of his advice.

It is not so difficult to "size up" a physician at the first meeting. Aside from very simple ailments, no reputable physician attempts to prescribe until he has asked many questions and made a thorough examination.

A doctor who puts his ear against your overcoat may possibly hear your watch tick, but he is a long way from your heart.

All diseases leave a trail, but this trail must be intelligently and thoroughly followed to discover the true ailment.

Now let us consider for a moment a few types of the physician that it perhaps would be well to avoid.

There is the one who deals in "courses of treatment" at so much per course—cash. Seldom does he give a prescription; he leads the patient to believe that he has a monopoly of some drug from a far-off clime, or has a secret remedy not obtainable by other physicians. With him you get so many "treatments" for so many dollars. If you happen to be taking one of these "courses," just try forgetting to bring the money a few times, and note how his interest in you wanes.

Not so long ago one of our employees had a pain in her side and called on a doctor. He gave her a few pills, and said: "If you are no better in the morning I'll take out your appendix." He made no examination, not even requesting her to remove her coat.

Most of us are perfectly willing to part with our appendix, but hardly by such a hit or miss method.

Through reading highly colored newspaper advertisements, many people have been led to believe that the X-ray offers the only thorough means for finding out anything that happens to be wrong with the human anatomy. About one-quarter of the very poor patients at the dispensary

of the Rochester General Hospital have spent almost their last cent to have the X-rays "turned on." They might as well have held up a candle and looked at their shadow on the wall. Not one of them was asked to remove more than his coat. No wonder there were "spots on the lungs" when there were medals, buttons and lead pencils in the vest.

Patent medicines are made mostly to sell; rarely do you ever hear of one being endorsed by medical schools, colleges or societies.

Quite possibly the taker feels better

after getting outside of half a dozen bottles, but it is well to keep in mind that nature is very kind and that health would probably have returned as surely without the contents of the six bottles.

Another thing to have in mind is that it is not possible for any physician to be an expert in all lines, and that when in need of surgical treatment it is best to seek the services of one skilled in that line of practice.

Our Medical Department will be glad to suggest physicians whom it feels will be best qualified to handle your case.

THE THING THAT CANNOT BE DONE

MANY a good idea is born to blush unseen because the man or woman in whose brain it originates becomes convinced that it cannot be applied in practical form.

But it does not pay to become easily discouraged, and there is great inspiration to all idea folks in the achievements of Dr. W. D. Coolidge in connection with the tungsten filaments for electric lamps now in general use. A recent issue of the "Scientific American" tells in a most interesting fashion the story of the tungsten filament as evolved by Dr. Coolidge, from which we quote the following:

"It is a conservative estimate to say that the use of the tungsten filament in the modern electric light saves two millions of dollars a day in current."

What Dr. Coolidge was up against was the fact that tungsten is naturally the most intractable of all metals, as for certain purposes it is the most useful.

"Not only has it a higher melting point than any other substance (save only carbon) so that it cannot be melted or cast (since anything containing tungsten to be melted would melt before the tungsten), but the metal when produced as such in any other form than a fine powder exhibits characteristics of hardness and brittleness which defy the hammer, the lathe, and the die.

"Given a few ounces of finely powdered metallic tungsten which cannot be melted in anything because 'anything' will melt at a lower temperature than tungsten, how shall

one make of it a metallic rod? Given a solid metallic rod of tungsten which will break if dropped upon the floor like so much glass, how shall one shape it, work it, draw it into wire?"

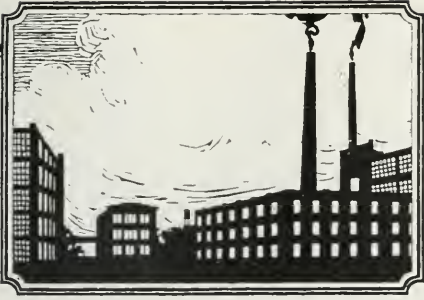
"There was no knowledge in the beginning that search was not being conducted for something which didn't exist—every shred of evidence available seemed to point to the fact that tungsten was not naturally and never could be made ductile, that the hunt was a hunt for the non-existent."

Such was the problem confronting Dr. Coolidge, yet today we possess ductile tungsten; fine drawn wires are made of it; little disks for contact points in automobile ignition systems, and the modern X-Ray tube depends upon it.

All this very worth while discovery came to pass because Dr. Coolidge hung on; the word "failure" was cut out of his dictionary; he stuck to it till he had solved the problem. And possibly this may help some of you to stick it out until you win.

KICK IN!

You folks of the Branches and Stock Houses—we need your co-operation in the Suggestion Program. You are on the firing line so to hear the comments of our customers. If you have an idea which you believe will be a benefit to the company or its employees, make it a suggestion.



KODAK PARK

ROBERT A. WEBER
Editor

NINE HUNDRED AND FIFTY K. P. A. A. GIRLS FROLIC AT ANNUAL PARTY

A month has passed since the Annual K. P. A. A. Girls' Party on Tuesday, February 1st, and still we hear from all parts of the plant snatches of conversation with the party the topic.

About nine hundred and fifty girls, all members, as no outsiders are allowed at these affairs, gathered in the big Dining Hall on the second floor of Building 28, and enjoyed as fine a course dinner as could be obtained anywhere in the world. Shields' Jazz Orchestra, punctuated with happy voices of the diners, sped the first act of the evening on its way. Then the party adjourned to the Assembly Hall. Here a number of specialties, arranged and produced by the girls, made a tremendous hit. Vocal selections by Louise Hutchison, Louise Herman and Marguerite Ellis, and a duet by Audrey Pillion and Gwendolyn Davies were rendered most charmingly. A toe dance by little Esther Cohen, 10-year-old daughter of Samuel Cohen of Building 48, made a big hit.

The real event of the evening was the "New Year's Eve" Cabaret, the set depicting Delmonico's famous restaurant with Nan Cleary as proprietor. Here Florence Doescher introduced her Bathing Beauties as "Fresh Pearls from the Golden Gate," and it is rumored that Max Sennett's beauties were far outclassed.

A large majority of the girls were in costumes representing every age, country and type in the

world. Marion Burns, in one of her original as well as unique concoctions, proved again to be the life of the party. She led the Grand March and managed to be in a dozen places at one time.

Every girl appreciates the successful efforts of "Marge" Ellis to make the Association attractive to the girl employees. To Nan Cleary and Florence Doescher, who assisted her in arranging this party, our thanks are also expressed when we say: "It could not have been done without them."

On behalf of the Association, Mrs. A. Thompson presented prizes for the best costumes to the following girls:

Ethel Bradbury, Building 26, pretty; Madeline Klem, Building 12, pretty bathing beauty; Mrs. Burns, Building 48, funny; Evelyn Lucy, Building 26, pretty bathing beauty; Ethel Stuck, Building 2, funny; Agnes Fisher, Building 26, pretty; Hazel Sanderson, Building 42, funny; Mrs. K. Collins, Department 50, original; Miss Hoxie, Department 50, original; Dorothy Meyer, Building 48, funny; Hilda Hegenauer, Building 26, pretty; Marion Burns, Building 26, funny; Esther Cohen, original; Mildred Shelson, Building 26, pretty; Emma Boas, Box Department, pretty; Gertrude Jutsum, Film Department, original; Irene Kannan, Building 26, original; LeNoir Hurley, Building 26, original; and Hazel Jardine, Sheet Film Department, funny.



FROLICKERS AT K. P. A. A. GIRLS' PARTY

OUR TEAM VERY MUCH IN RACE FOR CITY HONORS

As we enter the final lap of our basketball schedule and review the results up to February 14th, we can feel justly proud of the record made by our team this season. Starting out with a few of the easier teams, we have gradually taken on stronger opponents until at present we are prepared for the final games with the hardest teams in this vicinity.



"CLIFF" HEGEDORN

In the eleven games played to date we have been victorious in nine, defeating such teams as the Owasco Canoe Club, Buffalo K. of C., Buffalo Lincolns, and Geneva Eagles, who are considered the cream of court talent. In winning from the famous Lincolns, our boys clearly demonstrated their prowess. That the Buffalo "wizards" are satisfied that they lost to a better team is clearly shown in a letter received by Manager Goodridge, part of which reads as follows: "Your club has certainly taken us by surprise and I would not be surprised if your boys topple a few more top-notchers, as they certainly look better than your last year's team." An effort will be made to bring the Lincolns here again later in the season. The defeat of the Geneva team is considered some accomplishment and we are lucky to obtain an even break. This team defeated by a very comfortable margin the celebrated Goodyear outfit, which won from Bausch's in Rochester a few weeks ago. All of this goes to make the "dope" on the Bausch series more uncertain.

When speaking of the Kodak players, reference should be made collectively, as their strength lies in the excellent team work they have developed. Coach Benzoni has done much with some of the boys and their improvement is due largely to his

coaching. Hegedorn leads the field in points scored with twenty-eight field baskets and thirty-five fouls, totaling ninety-one points. He is followed closely by Tichenor with seventy-one, McNeil with sixty, and Jack Brightman, who has only played a part of each game, has thirty-eight points to his credit.

At the time this issue appears, it is expected that the first game of the Kodak-Bausch & Lomb series will have been played on the Bausch court. Regardless of the outcome, the crucial game will be at Kodak Park during the week of March 7th. Every Kodak fan should see this game. Get your tickets early and support our team to win.

| Name | Games Played | Field Goals | Foul Goals | Total Points |
|----------------|--------------|-------------|------------|--------------|
| Hegedorn..... | 10 | 28 | 35 | 91 |
| Tichenor..... | 9 | 34 | 3 | 71 |
| McNeil..... | 11 | 30 | 0 | 60 |
| Brightman..... | 9 | 16 | 6 | 38 |
| Benzoni..... | 10 | 16 | 0 | 32 |
| Woodams..... | 4 | 10 | 1 | 21 |
| Haag..... | 6 | 8 | 6 | 16 |
| Heaney..... | 8 | 4 | 0 | 8 |
| Kates..... | 2 | 3 | 1 | 7 |
| Jones..... | 6 | 2 | 0 | 4 |
| Murray..... | 3 | 1 | 0 | 2 |
| Willis..... | 2 | 1 | 0 | 2 |
| | | 153 | 46 | 352 |

ENGINEERS STILL SETTING PACE IN DEPARTMENTAL LEAGUE

Although the Engineers are still leading in the K. P. A. A. Departmental Basketball League, the Research team demonstrated that the leaders were not absolutely invincible by defeating them the latter part of January, by a score of 42 to 35.

Department 50 is still pressing the leaders hard and is only one game behind, with the Reel Department and Research following close on their heels. Due to inability on the part of the Electrical Department and Garage to place a representative team on the court during the past two weeks, they have withdrawn from the League. "Bill" Doane, the mainstay of the Electrical team has been transferred to the Reel outfit, which greatly strengthens the team from Building 48.

Some of the boys on the different teams are playing wonderful basketball, particularly Brightman of the Research, Hastings of the Engineers, Weigand of Department 50, and Gorfine of the Reel.

The interest shown to date is very encouraging, and the final outcome cannot be foreseen, as one or two games, won or lost, will make a great change in the standing.

Prospects for a "pretty fight" on the alleys at the finish of the Camera League schedule have practically disappeared since the Park took three more games from their beloved rivals, Camera Works, on Saturday, February 5th.

KODAK PARK GIRLS PLAY WORLD'S CHAMPIONS

Thursday, March 3rd, was the "Big Day" for the Kodak Park Girls' basketball team. On this date they played the Clark Munies basketball team of Cleveland, Ohio. This team was organized in the fall of 1917. They lost only three games during the season, winning the championship of Cleveland. In 1918-19 the Munies won the City and State Championship, going through their entire schedule without a defeat. Last year they again won every game played, defeating the Illinois Athletic Club team and annexing the championship of the United States. During this time the Clark Munies team has played nearly 100 games with only three defeats, scoring an average of thirty-three points per game against six and one-half for their opponents.

The Kodak girls had defeated every team played to date, including every local aggregation which was willing to meet them. This showing earned for them the right to meet this championship team.

Up to February 14th the Park girls played twelve games, scoring 208 points to their opponents' 54. Much of the credit for the team's success goes to their coach, Charles Thompson, who has developed several good players. Of these Julia Thayer is one of the best. In the Silver Springs game, after the score had been tied for ten minutes, Julia made a beautiful one-hand shot which gave us the game 7 to 5. The Shredded Wheat Girls proved easy for "Tommy's" lassies. The pass work of the visitors was excellent, although the Kodak

defense was so tight that not one field basket was scored. Harriett Noble was the star of the evening again, scoring at will.



ELIZABETH WAGEMAKER
Star of Clark-Munies Team

BRANCH DINING HALL OPENED AT
KODAK PARK WEST

The constantly-increasing number of employees being transferred to the new addition of Kodak Park, known as Kodak Park West, has made it necessary to provide lunch-room facilities at this section of the plant.

At present accommodations have been provided for seating one hundred and twenty persons at a time. Food is prepared at the main kitchen and transported by truck in insulated containers to this point, where it is placed in steam ovens to keep it warm until used.

The policy of dispensing food at points most convenient for the employees is meeting with approval and comments expressing satisfaction and appreciation are heard on all sides. To make it possible to obtain one's lunch with the minimum of delay and confusion, and thus allow more of the noon hour for recreation and relaxation is the aim of the Dining Hall management.

ONE HUNDRED PER CENT.!

All the employees in the Laundry subscribed for shares in the Eastman Savings and Loan Association.

BRANCH LIBRARY VERY POPULAR

Kodak Park boasts of the largest Industrial Branch Library in Rochester. How much this is appreciated may best be determined by the interest taken by the employees.

There are 450 books in our library, including works on educational subjects as well as fiction. The books are changed frequently which helps to hold the interest of our readers. Last year there were 7920 books circulated and all indications point to twice this number for 1921.

No charge is made up to a certain time limit. At the end of one week, books may be renewed for another week. At the end of this time, if the book is not returned, a fine of two cents per day is levied for each day beyond the prescribed date of return.

In addition to these books, practically all the current magazines are available for reading during the noon-hour and for home circulation.

The Library is in charge of Lina Cady and Aileen Murphy, who ably conduct the affairs of the branch, keep the records, and give help in the selection of books if desired. If you are not a patron at present, you are invited to take advantage of this opportunity to do some enjoyable reading.

WHERE DO I STAND?

At the time of the Community Chest Drive last year, one thing very noticeable was the lack of information about the fundamental principles of the Chest idea. Very few people realized and appreciated the great benefits derived through such a plan and had little or no knowledge of the work being done by the charitable and semi-charitable institutions of our city. A few studied the proposition with interest, and, as a result, gave to the limit of their means. Others did not bother to investigate, but, prompted by a generous spirit, gave liberally. Still others gave because they felt it was a duty which could not be side-stopped, and contributed as little as possible. A few subscribed nothing.

In order to learn definitely what is being done by the institutions which receive benefit from the Community Chest, certain committees were appointed. These committees have been visiting the different institutions during the past few months, and reports of these visits have appeared in the *Kodak Magazine*.

The spirit in which the visiting committees have been received has been very gratifying. Many expressions of appreciation from the Hospital authorities, for the help they are receiving from the Chest, have been heard on each occasion. Needless to say, it would be impossible for every employee to serve on a committee. Therefore, a representative has been chosen from each department, and, to give everyone an opportunity to know what is being done, reports of these visits have been published each month. If, perhaps, you have neglected them, you may refer back to your copies of the Magazine and obtain a pretty good idea of the conditions in those institutions which have been visited to date.

On Wednesday, January 19th, the committee visited the Salvation Army Home on Exchange Street and also St. Joseph's Orphan Asylum.

At the Salvation Army Home we were received by the superintendent, who apparently welcomed the opportunity of showing us through the entire building.

We found this institution divided into two parts—a home or a hotel—and the industrial division. In the home are accommodations for about 150 men. Rooms are furnished with a bed, chair and a small bureau, with a rug on the floor of each. A small charge is made for such a room, either by the day or week. Some men make it their permanent home and have lived there for a number of years.

If a man is absolutely without funds and appeals for a night's lodging, he is accommodated. In the morning he is given something to eat, and allowed to do some work around the building or in the industrial division, as part payment.

Everything was found in perfect order and the degree of cleanliness, so apparent, was very commendable.

This institution is a valuable asset to our city, and deserves much more credit and consideration than it receives.

The committee then visited St. Joseph's Orphan Asylum, where 65 boys and 52 girls, ranging in age from 3 to 15 years, are taken care of and educated. After graduation some are given a Commercial

Course. The children are finally sent back to the parent (if one is living) or placed in charge of a guardian until they have adjusted themselves to the business world.

Conditions found at this institution are ideal. The children seemed very happy and contented. They are given three substantial meals a day and a light lunch about eight o'clock in the evening.

The dormitories are comfortable and sanitary. Fire escapes are easily accessible, which minimizes any danger from fire.

Although the small weekly charge of \$4.00 has been adopted as the standard rate, children are admitted for less, and in many cases are cared for absolutely without any charge.

We appreciate the opportunity and privilege afforded us to visit these institutions, and, from what we have seen and learned, we have not only been agreeably surprised, but have been given an opportunity for some serious thought.

This is one of the worthy institutions which is being benefited through the Community Chest.

Signed,

FRED F. DADY, Building 35,
F. J. HEANEY, Branch Shipping,
F. G. PACKARD, Dining Hall,
T. J. MEAGHER, Main Office,
W. C. THOMSON, Pay Roll,
R. A. Weber.

A visit was made to the Homeopathic Hospital on Wednesday, January 26th. The committee was received and conducted through the institution by Miss Johnson, superintendent in charge.

As we went from one section of the Hospital to another, we were more and more impressed by the up-to-date equipment and the general tone of efficiency, cheerfulness, and cleanliness, which prevailed throughout.

One of the departments, the value of which so few people are able to appreciate, is the Pathological Laboratory. This department is truly indispensable in the modern medical world.

We were next conducted through the kitchen, heating and lighting plant, and laundry, which are modern in every detail.

Another interesting feature in connection with the Hospital is the free clinic, in charge of Mrs. Baekus, an experienced welfare worker. Here a great number of people are taken care of each day, and afforded the services of some of the most noted specialists of the city. These specialists devote a good share of their valuable time to the needs of the people who do not feel able to stand the expense of a private physician. An effort is made to collect a small charge of 25 cents for the first visit, and 10 cents per visit thereafter, although persons not able to pay are treated without charge.

The wide range of service afforded by what might be termed the three departments of the institution, the "Clinics," "Wards," and "Private Rooms," makes possible the treatment of all patients regardless of their financial position. In the first class, illnesses are treated by some of the most skillful professional men at a small charge or free, as conditions warrant. Even medicine (with the ex-

ception of the most rare prescriptions) is given to the patients, the more expensive being furnished at cost. In the wards, patients are given the benefit of all scientific apparatus and equipment without additional charge, as well as the advice of specialists in different types of disease. There are also "private" patients. These are the only ones who pay enough to cover all the cost of the care and treatment they receive.

It is easy to see the need of help for the hospitals and to realize that distinction does not enter into the treatment in any way.

KODAK PARK FOREMEN ACTIVE

When the Kodak Park Foremen's Club was organized, one of the basic principles of the Club was co-operation. The plan was to get the members together and make them intimately acquainted with each other—not a mere telephone acquaintanceship, but real friendship. This object has been accomplished, and the organization has become one of the most flourishing at the Park.



"JACK" SCHAEFFER

President, Kodak Park Foremen's Club

Many activities have been presented under the auspices of the Club, including picnics, outings, and banquets. The monthly dinner meetings have been a source of education as well as entertainment, and the Committee in charge of arrangements, under President John Schaeffer, is planning an enjoyable program for the present year.

On Thursday, February 10th, about 450 were present at the monthly dinner and meeting held in the Assembly Hall. Following an excellent dinner, Dr. Robert Parker Miles, well-known author and writer, entertained the members with a splendid talk entitled "Sparks." This was Dr. Miles' second appearance before the Club; he made a big hit last year, and was enthusiastically welcomed on this occasion. Music was furnished during the evening by Campbell's orchestra.

On the whole, our impression of this institution was most favorable, and we came away with the feeling that every effort is being made to give satisfaction, not only to the patients but to the generous contributors to the Community Chest.

Signed,

- C. E. MARTIN, Main Office
- F. A. STRAUB, Box Department
- WM. H. DAVIS, Research Laboratory
- C. J. TROST, Plate Emulsion
- R. A. WEBER

COMMUNITY CHEST RECEIPTS

Several requests have been received at Community Chest Headquarters for receipts in full for individual contributions to the Chest during 1920. These receipts have been issued, but to eliminate the cost of postage as far as possible, they have been sent to the different companies for distribution.

Each pay envelope you get contains a card showing any deductions. On this card it is stated that same is your receipt for deductions as designated thereon. It is, therefore, felt that the additional receipt for the Community Chest deduction will not be necessary at Kodak Park. However, Kodak Park subscribers who desire these receipts, may obtain them at the Cashier's window of the Pay Roll Department.

TWENTY-FIVE YEARS IN PLATE DEPARTMENT

On March 7th, May DeMott will celebrate the 25th anniversary of her coming to Kodak Park. She has spent the entire period of employment in the Plate Department. Miss DeMott started when the department was small, and has watched the industry grow to its present size. She has earned for herself a reputation as an industrious, conscientious worker. We congratulate Miss DeMott on her excellent record.

ALTA LANEY LEAVES TO BE MARRIED

On Saturday, January 29th, Alta Laney, who for the past three years has been employed as stenographer and clerk in the K. P. A. A. Office, left the employ of the company to be married to Homer Lewis.



ALTA LANEY

She will be greatly missed by her friends at Kodak Park, all of whom extend to her best wishes for much happiness.

SECOND SEMI-ANNUAL CONTEST OF CAMERA CLUB

The second big contest of the Camera Club will be held during the month of April. An exhibition will follow during May.

In order to give beginners a better chance to win prizes, a new plan is to be adopted, under which the contestants will be divided into two groups—"A" a beginners' group, and "B" an advanced photographers' group.



DR. E. P. WIGHTMAN
President, Kodak Park Camera Club

In group "A" only beginners will be allowed to compete. The rules of the contest define a beginner as one who has not had long photographic experience and who has not won a prize in any previous contest (not strictly for beginners) at Kodak Park or elsewhere. The beginner must enter a picture on which the work of production was entirely his own, i. e., on which not only the exposure of the film or plate, but also its development and printing, etc., were done by the contestant.

All other photographers who are members of the Kodak Park Camera Club are eligible to compete in Group "B."

In each group the prints will be divided into four classes—1. Portraiture. 2. Landscape. 3. Marine. 4. Genre.

PRIZES IN GROUP "A"

| | |
|---|--------|
| 1st Prize in each class..... | \$5.00 |
| 2nd Prize in each class..... | 3.00 |
| 3rd Prize in each class..... | 1.00 |
| Three Honorable Mentions in each class. | |

PRIZES IN GROUP "B"

| | |
|--|----------------|
| Grand Prize, donated by Dr. E. P. Wightman for the most artistic picture in the contest..... | \$20.00 |
| 1st Prize in each class..... | Blue Ribbon |
| 2nd Prize in each class..... | Red Ribbon |
| 3rd Prize in each class..... | White Ribbon |
| Two Honorable Mentions in each class. | Violet Ribbons |

Any number of prints may be entered in any class (or all classes), but not more than one prize and one honorable mention can be won by a competitor in any one class. The competitor is not barred from an additional prize in some other class, but not more than two prizes and two honorable mentions in all can be won by a single competitor.

The pictures will be judged on the basis of: (a) Artistic merit of the picture itself (b) Photographic technique (c) Mounting and general appearance.

The judges will be Joseph DiNunzio, S. B. Hord and J. H. C. Evanoff.

A number of prints which appeared in the October contest and exhibition of the Club have been accepted by "Photo-Era" and by "Camera" for publication.

The following committees have been appointed by the President of the Camera Club: Bulletin Committee, E. J. Goodridge, Chairman; W. H. Slocum, F. L. Wadman, A. J. Miller, A. J. Tucker, and S. S. Sweet. Contest Committee, L. E. Jewell, Chairman; C. W. Gibbs, D. S. Mungillo, H. Hudson, and J. Trayhern. Lecture Committee, H. B. Tuttle, Chairman; J. I. Crabtree and R. B. Wilsey.

TIME OFFICE vs. PAY ROLL

On Friday evening, February 4th, bowling teams representing the Time Office, Building 34, and the Pay Roll, Building 26, met for a friendly "fight to the finish" match.

The affair was staged in one of those places, the popularity of which has waned, since the adoption of the Eighteenth Amendment, where the alleys, when the occasion demanded, must have been used for a dance floor—judging by the way the balls would jazz and waltz. But this didn't seem to interfere with everyone's ability to have a good time. Nor did the odor reminiscent of "liberty cabbage" that permeated the atmosphere lessen anyone's appetite when lunch was served—for you know, the argument as to whether cabbage is German or Irish has been settled!

The evening was replete with fun. The facial contortions, wrenching of wrists, and ungraceful glides of some of the "would-be-Beuckmans" furnished as much amusement as the struggle did excitement.

Although no "high score" records were in danger at any time, the Cashiers defeated the Time Clerks two straight and were acclaimed "champs." The majority of the boys rolled one high and one low game.

KODAK PARK BOWLING TEAM INVADES WESTERN NEW YORK

OTHER TEAMS GOING STRONG

During the last week in January, the Kodak Park bowling team left on its annual trip, visiting Tonawanda, Niagara Falls and Buffalo, and meeting on the alleys the best bowlers of those three cities. The result of the matches show about an even break, but the memories of the excellent treatment received, particularly from the Niagara Falls team, will long be remembered.

Arriving in Tonawanda on Thursday, January 27th, our team stacked up against the All-Tonawanda outfit composed of the best men rolling in the Tonawanda Industrial League. They defeated our boys in the five-men match and the singles, although "Beuck" and "Charlie" Natt carried off the two-man event with ease.

here, and of repaying them for their kind attention.

Nearly all the teams in the Kodak Park Leagues are going strong and displaying true midseason form. Some pretty races are being staged between several of the teams for first place in their respective leagues and the outcome is problematical.

Some of the men are showing excellent individual averages, among these being Janson with 188, Downs 186, Goebel 185 in the K. P. A. A. League, and Brizee 184, Servise 180 and Shepanski 178 in the Yard outfit.

Bowling is more popular with the Park men this year than it has been for some time, and everyone is trying hard for a share in the prizes offered by the Association.



OFFICERS OF K. P. A. A. BOWLING LEAGUE

Left to Right—John Yockel, Secretary; J. A. Hart, President; Charles C. McCarthy; E. F. Goodridge, Treasurer

On Friday, the team went to Niagara Falls, where they were met by the boys of the United Light and Heat Corporation, who took the Kodaks out to visit their plant, afterwards entertaining them at supper. In the matches which followed, our team won the five-man event, taking three straight, but lost in the two-man and singles. A party had been arranged after the games, at which the Falls' team provided lunch and a "regular time" for our boys, Saturday morning, two of the men took the Kodak bowlers to Canada, where they visited the Canadian Power Plant. At two o'clock, the team left for Buffalo, where they lost the five-man to the Pierce-Arrow team, this being the only match rolled.

Enough cannot be said in appreciation of the fine sportmanship exhibited by the Niagara Falls boys. Every member of the team hopes that they will sometime have the pleasure of bringing this outfit

Following are a few of the best individual averages.

K. P. A. A. LEAGUE

| | |
|--------------|--------------|
| Janson..... | 48 games 188 |
| Downs..... | 45 games 186 |
| Goebel..... | 32 games 185 |
| Sloat..... | 51 games 184 |
| Sill, A..... | 42 games 183 |
| Streb..... | 48 games 182 |

YARD LEAGUE

| | |
|----------------|--------------|
| Brizee..... | 39 games 184 |
| Servise..... | 57 games 180 |
| Shepanski..... | 60 games 178 |
| Davis..... | 51 games 171 |
| Nelson, F..... | 42 games 171 |
| Dirkson..... | 60 games 167 |

KODAK PARK HAS BEST SOCCER TEAM ON RECORD

Everyone is pulling for a winning team at the Park this season, and no effort is being spared to get together a fast bunch to represent us.

Secretary Fred Collett reports that all of last year's players have signed contracts including "Billy" Griffiths. Scott, another new man, has been recently obtained. He has two gold medals for playing in "Bonnie Scotland" and, with Alfred Fratter of last year's McNaughton Rangers, we are particularly strengthened. Simms will be at center again with Kelly, Foster, McKinley, Fratter, Brightman, McKnight, Clegg, and Mears as his running mates. This forward line should be

able to keep any defense busy and should account for a good many goals.

Arthur Underwood, brother of the famous "Wally" of referee fame, has been signed to Understudy Norton, the goalkeeper. This player shows great promise and, with a little experience, should prove to be a good man for us.

Meetings are held every Tuesday evening at 8:00 P. M. in the Assembly Hall, and anyone interested in the game is cordially invited to attend.

Let's try and make this "THE Season" for the boys. Give your support, get out, and boost!

MOON ADDS SPLENDOR TO KODAK DANCE

Beneath the soft glow of an electrically-lighted moon, over six hundred K. P. A. A. members and their friends danced to the strains of most entrancing music at the Moonlight Party held in the Assembly Hall on Friday evening, January 29th. Midnight found the dancers anything but ready to leave. The popularity of this season's dances continues to increase through the efforts of Dr. D. E. Reid and the committee in charge.

"Ben" MacMillan again demonstrated his artistic talent in the blue and gold color scheme with which the hall was decorated for this occasion. Spot lights placed in the different corners of the hall flooded the interior with beautiful colored light and gave a real "Arabian Nights" effect.

"Jerry" Welles, in charge of the entertainment which was given during intermission, is to be complimented on the success of his efforts. The dancing exhibition given by Jane Coughlin and Elmer Manley was perfect in every detail. Elmer was

formerly an employee at Kodak Park. During the war, he enlisted in the Aerial Service and studied for sometime at the U. S. A. S. A. P. at Kodak Park. Afterwards he served for many months in Europe. His many friends at Kodak Park congratulate him on his ability as an entertainer.

Several excellent violin solos were given by George Kroha. Daisy Ford appeared in a very pleasing aesthetic dance.

In accordance with the custom, which has been in effect at all of the dances this winter, a number of prizes were awarded.

We wish to express our appreciation to the following persons, who served on the various committees:

Arrangement committee—Dr. D. E. Reid, Marguerite Ellis, "Jerry" Welles, and Edward Goodridge.

Decoration committee—"Ben" MacMillan, Susan LaDine, Jack Brightman, and George Bastian.

Prizes—Mrs. A. Thompson.



PEARL ELIZABETH MOTZER

Daughter of Carl Motzer, Powder and Solution Department

Born to Mr. and Mrs. Alan B. Perry of the Emulsion Coating Department, a baby girl, 8½ pounds, on January 27, 1921. Name—Carol Mary Perry.

The Roll Coating Department is pleased to welcome Jackson B. Wells into its membership.

The employees of the Roll Coating Department unite in expressing their sympathy to Frank Kimpal on the recent death of his mother, also to Frank Maynard on the loss of his sister—to James Flaherty whose daughter died January 12th, and to Floyd Alborn whose father passed away January 19th.

Born to Mr. and Mrs. Herman Altman, a ten-pound baby girl. Herman now wears a Douglas Fairbanks smile.



FLORENCE DOESCHER

Who helped make Girls' Party a success

Mrs. Harry Leeming, wife of Harry Leeming of the Yard Department, died January 29th. We extend our sympathy.

Mr. Leeming wishes to express his appreciation for the flowers which were sent by the department.

Born to Mr. and Mrs. Charles Pell, February 6th, a girl. Congratulations. Mrs. Pell was formerly an employee of the Black Paper Winding Department.

SAVE 'EM!

March 19th—

KODAK PARK VS. CENTRALS
at Kodak Park

March 26th—

KODAK PARK VS. BAUSCH & LOMB
at Kodak Park



F O L M E R - C E N T U R Y

CLARENCE H. HARPER
Editor



THEATRE PARTIES ALL THE RAGE!

A very successful luncheon and theatre party was held Friday evening, February 4th, by girls from the Cost, Purchasing and Accounting Departments. The luncheon was served at the home of Mary MacMullen, 267 Post Avenue. A short program was given, featuring Vera Walz as the cute little "Dutch Girl" and vocal selections by Mabel Marcille and Irene Lees; afterward, the Temple Theatre.

About seventy-five men from the Assembling Department held a theatre party Saturday, February 5th. A chicken supper was served afterward at Kenealy's Restaurant. Short talks were given by George T. Roche, Works Accountant, John Gordon, Jr., and C. H. Harper. To Charles Jenkins and Wilfred Cusick much credit is given for the excellent way in which the party was run.

ATHLETIC ASSOCIATION SMOKER

On Thursday evening, January 20th, members of the Folmer-Century Athletic Association held an entertainment and smoker at the Nineteenth Ward Clubhouse, about two hundred members attending. Eight finished acts were presented, including the Knox Harmony Four, and Sam Kellman, Hebrew comedian, who was a laugh from start to finish; Pearl Clark gave a very pleasing musical number, and

Silent Leddin, the magician, took the house by storm.

The popular question since the smoker is "When do we have another?" and those who failed to attend the last one are looking forward to the next with interest. The committee, composed of Leo Lynett, Fred Lintz, Joseph J. Dreschler, Jr., Frank Perrin, Edward Stockmeister and Albert Fleming, deserves much credit for the excellent show.



BETSY WEINING—Age, 7 months
Daughter of Frank Weining

LEON SPENCER

Leon Spencer, who has been employed continuously in the Repair Department at the Folmer-Century Works for the past fifteen years, passed away after a long illness Monday evening, January 31st, at the Hahnemann Hospital. His long service with the company gained for him many friends and his loss will be greatly felt. We extend to his family our sincere sympathy.

Word has been received that Alfred Wood of the Stock Department, who has been ill, is at present recuperating at the Adirondacks.



GORDON EDWARD FORBES
Son of Howard Forbes, Shipping Department

CIRKUT TEAM SETS PACE FOR BOWLERS

The Folmer-Century Bowling League has now passed the halfway mark in the season's bowling, and the Cirkut outfit has made the best showing to date. They have overcome the lead of the Studio team and are now in first place by a comfortable margin. The rest of the teams are also showing good form. To George Jost of the Assembling Department go the honors for the highest single game with a score of 242. Weinman of the Metal Department still holds the highest average, 175, but Roland of the Cost Department is giving him a good run. Weinman also has high three-game total with 609.



A PICTURE WITHOUT WORDS

TEAM AVERAGES AS OF FEBRUARY 9, 1921

| Names | Games | Pins | Average |
|---------------------------|---------|-------|---------|
| Cirkut..... | 48 | 36239 | 755 |
| Graffex..... | 48 | 35416 | 738 |
| Studio..... | 48 | 35296 | 735-16 |
| Aero..... | 48 | 34638 | 721-30 |
| Stereo..... | 48 | 33905 | 706-17 |
| Graphic..... | 48 | 33739 | 703 |
| Auto Jr..... | 48 | 33666 | 701-18 |
| Compact..... | 48 | 32644 | 680-4 |
| High three games..... | Weinman | 609 | |
| High game..... | Jost | 242 | |
| High three games..... | Cirkut | 2552 | |
| High single five men..... | Stereo | 878 | |

"Jim" Kirvan and "Doc" Lohrman failed to put in appearance at the plant the Monday following the Assembling Department "blow-out;" "Jim" arrived Tuesday and said he went as far as Buffalo, but "Doc" refused to stop and went on to Cleveland with the show.

The men of the Shipping Department extend to John Knight their sympathy on the death of his sister, which occurred January 30th.

BESSIE ROSE DIX

Bessie Rose Dix of the Covering Department, one of the younger employees at the Folmer-Century Works, passed away at the family home, February 2nd, after a very short illness. Her loss will be greatly felt by friends and those who had come to know her. We extend to her family our sincere sympathy.

YES-ING THE BOSS!

Yes-ing the boss is a great indoor sport—agreeing with him in everything that he proposes or suggests.

If you've an idea to offer, a plan to suggest whereby this or that work can be done more effectively, offer it! The boss cannot know the detail work of every department and of every desk. He wants you to study your work, to improve it, no matter how unimportant your job may seem to you. He wants ideas from you. But if a better plan than yours is suggested, be broad minded, admit it and get behind the Big Idea.

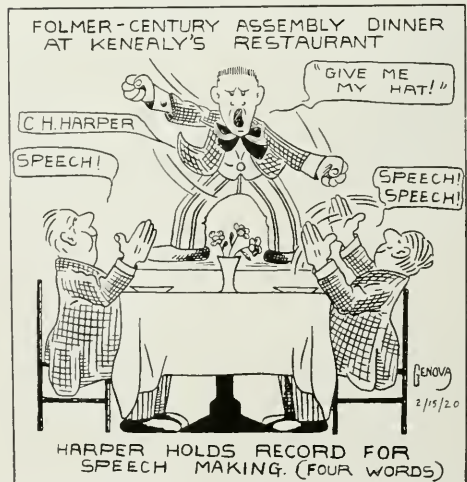
Failure to make suggestions is not helping the boss. Agreeing with him in everything he suggests is not helping him.

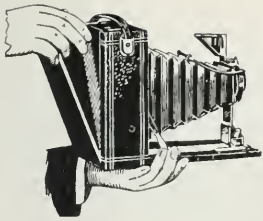
Nor is it grooming yourself for a bigger job and bigger responsibilities—CLIFFORD A. SLOAN in *Forbes Magazine*.

We extend to William Vogt of the Inspection Department our sincere sympathy on the death of his father, which occurred Monday, February 7th, at the Homeopathic Hospital.

Otto Petroske has been made a member of the Plant Safety Committee.

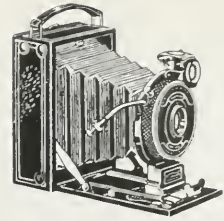
Hazel Bailey of the Purchasing Department, who has been ill for some time, returned to work February 7th.





P R E M O

L. C. WHEELER
Editor



PREMO CLUB ENTERTAINS

The whole world knows America as the land of opportunity, and our entire number of Premoers knows the Premo Club Rooms as the place to be royally entertained. Wednesday evening, February 9th, at 8:15 o'clock, saw a large percentage of Premo Club members assembled to witness "another one of those vaudeville shows."

De Nerey and Cahill in their singing and dancing act, Ruth Parker, another Premo worker, with her splendid repertoire of songs, and Jack Winnie with his comic selections, were on hand to give the Club the best entertainment yet seen and heard. Merkel

and Lee, violinists, along with the excellent music furnished by our Premo Orchestra, completed the entertainment.

The Committee that works so faithfully trying to put on only the best entertainment for our Club, consists of R. K. Hutchings (chairman), Alice Garrett, Olive Fagan, Edith Beal, John Renner, Frank Seelman, William Gerstner and Walter Van Sanford. If you are as well pleased with our entertainments as is the majority of us, tell the Committee so. "Our last big show" was a real treat, and the committee assures us that our next entertainment will surpass any previous one.

SOME OF OUR OLD-TIMERS

Those of our force who have been in the employ of the company for some time past, will no doubt recognize themselves in the picture of our "old timers" or some one with whom they formerly worked.

This picture was taken in front of the building which stood on our South Street property, where now stand the lumber piles. With its walls adorned with golden ivy, this old building presented a fine background for the taking of the picture. For a number of years, it was used as a storage for stationery, and a large front room was given over to a dining room. When the new addition was built it became necessary to tear down this old building to make room for the present lumber piles.

Ten of the fifteen men in the picture are still employed at the Premo. How many of them do you recognize?

PREMO GIRLS WIN

On the Bausch & Lomb court, the Premo girls' basketball team defeated the All-Star Reflector girls' team composed of the best players picked from that organization. Much credit is due both teams for the splendid playing, but our girls' previous experience on the court resulted in a win for the team. It was noticeable that Mae Carr, the Western New York girls' champion high scorer, was held scoreless by the clever guarding of Eloise Dickens, one of our Premo mainstays.

We have the material in our plant for a championship girls' team. The girls surely can play, as is evidenced by this win over the All-Star Reflector girls' team. Now all that is lacking is the proper spirit and your attendance at these games. Are you desirous of seeing this Premo organization holding the leadership in its class?



"OLD-TIMERS"

CAN YOU HELP?

George Bush's hobby of collecting cancelled postage stamps from all parts of the world, enables him to communicate, through correspondence, with a



GEORGE BUSH

great number of collectors in foreign countries. During the past five years, however, the most of his foreign correspondence has ceased, until the other day, he received the following pathetic letter from Hungary.

"Dear Sir:

I hope that you my name not forgotten have. There is thirteen years, that I have with you send stamps in exchange. I can send you very much stamp, if you will send to my in exchange, something eatables. You have certain hearing, that in Hungarian little eatables there are.

For this I please you, if you will this make, I send you gladly very much good stamps.

Awaiting your early reply, I am,

Yours very truly,

KOLOMAN HEGYESI,
Rakospalota Vasut Utca 25,
Hungary, Europa."

Mr Bush asked us to publish this letter in the *Kodak Magazine*, thinking that perhaps there might be some postage stamp collectors besides himself in the company, who could comply with the writer's wishes by sending eatables. There are a great many staple articles that can be sent, and by getting in touch with the Red Cross, one can find out just what is best to send. Can you help?

The Premo is developing some clever vaudeville actresses, a few who are real stars. This was proven recently on "Amateur Night," when "Babe" Cahill of the Assembly Department appeared on the stage at the Family Theatre and carried off first prize.

The gloom has left the face of Wray de Garmo of the Metal Department, and he is now as bright as the "Eastern Star." Wray says that it is a daughter. Congratulations!

NO ACCIDENT DAYS

See the December issue of the *Kodak Magazine*, page 48. Not a single accident during these days looks as though we are going to do one better and make every day a "no accident day." This is a splendid record and we are proud of you. Keep it up!

Fifty-eight Premo workers have signed up and are now attending the Industrial Safety Supervisors School, which is being conducted by the Rochester Safety Council of the Chamber of Commerce. Now let us make the attendance one hundred per cent.

Theodore C. Meitzler of the Assembly Department has enlisted in the United States Infantry and has been sent to Camp Lewis, Oregon. Theodore has the best wishes of all Premo workers.

True to its word, the Metal Department took the wind out of the sails of "Jack" Renner's Old Timers of the Assembly Department, at a special bowling match the other evening, held at Colman's. As a result, the girls of the third floor have challenged the Metal Department for a game, and Emma Kraftschik says that her team will make "Nick" Decker's youngsters sit up and take notice.

The hair-bobbing epidemic that struck Pittsburgh some time ago, has finally arrived at Premo, Mr. Rake's Department receiving first honors.

Born to Grace Walbaum Bailey, a son; to Ethel Lodder Mercel, a son; and to Florence Uhl, a daughter.

Another surprise! Theresa Schupp of our Assembly Department was quietly married to "Jack" Colman, Saturday, February 5th. Best wishes, Theresa!



CARL E. KRAFTSCHICK
Assistant to Production Manager

HAS YOUR ADDRESS CHANGED?

Very few of our employees realize the importance of having their correct addresses registered in the Employment Department. An incident which occurred in our factory recently will illustrate the difficulty and trouble which may arise when an employee's correct address is not known.

One of the workers in the Cabinet Department injured the back of his hand with a drill, and on account of the severe swelling ensuing, called in the evening at the plant doctor's office. The doctor, in order to ward off any chances of blood poisoning, gave the employee an inoculation which caused a reaction the next day. His family being greatly worried on account of the apparent change for the worse, called the Medical Department requesting us to send the plant physician at once. The

known street address was given to the doctor as it was recorded in the Employment Department, with the request to call on the sick employee. After an hour had passed, the mother again called, asking that the physician come immediately. Having already sent the physician, we informed her that he could be expected any minute. In the meantime, the doctor had called at the address given him by the Employment Department and was informed that the family had moved some time previous and their present address was not known. After some trouble and loss of time, he finally located the sick employee.

From this little incident, you can readily realize the importance of having your correct address registered in the Employment and Service Departments.

WHAT DOES THE KODAK MAGAZINE MEAN TO ME?

This is a question that a great many Premo workers are asking themselves, and some of the answers being received are giving us a pretty good idea of what the magazine means to the employees.

The closing date of the contest is March 31st. On page 41 of the January issue of the *Kodak Magazine* are the rules governing the contest. Read the article over once more! Then send in your answer.

SOME BOWLING PARTY!

Probably you recall the story of Rip Van Winkle and of the little men who played nine-pins. Surely they had nothing on the bowling party that the girls of the third floor held recently at "Lohmaiers" on Bay Street. After attempting to knock down all the pins in two games, every one present discovered that the Premo Works has another genius in Lillian Epp as a piano player. However, the kind she plays is an electric one. Such good music was produced with the help of "Lill's" nickels that the girls could not keep their feet still and as a result, they danced a greater part of the evening. Yes, it was some bowling party.

FOUND

Perhaps some of our readers will be able to identify and lay claim to some of the lost articles which have been sent to the Employment Department. We have a great number of articles and if you have lost something, call and look the collection over.

ANOTHER BOWLING PARTY

Recently at the Grand Central Hall, "Nick" Decker's Youngsters of the Tool Department came back at "Jack" Renner's Old Timers of the Assembly Department with a wallop that gave them one of the worst defeats on record. The line-up was as follows: Decker's Youngsters—H. Slater, C. Kehoe, N. Decker, C. Young (Captain), V. Theno; Renner's Old Timers—R. Schultz, H. Fleischer, J. Renner (Captain), C. Gauch, C. Kraftschik. After this exciting game, both teams were provided with a fine dinner prepared by Mrs. Charlie Gauch, of 17 Immel Street. All wish to thank Mr. and Mrs. Gauch for this pleasant surprise and declare that, although they can beat Charlie's bowling, they can not beat Mrs. Gauch's cooking.

RECOGNITION AND AWARDS FOR SUGGESTIONS PUT IN FORCE FROM

JAN 1, 1921, TO FEB. 1, 1921

Reduction in accident or fire hazard:

Claude Burnett Charles Gauch

General maintenance or convenience:

| | |
|----------------------|-------------------|
| Clarence Owen | Marvin Potter |
| Florence Glasgow | Peter De Graff |
| Wilhelmina Schelling | Linda Schwing (2) |
| Eugene Beal | Emma Kraftschik |

PEDRO PARTIES

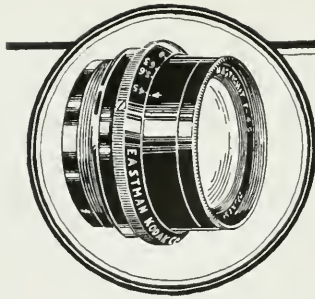
Pedro parties at the Premo Works are proving very popular. On the second Wednesday of each month, many members gather in the Club Rooms to enjoy a monthly get-together and a few games of pedro. Prizes are awarded for both high and low scores, which makes the competition for the consolation prize just as keen as for the first prize. The committee in charge, consisting of Philip Voelckel, chairman, John Roach, Margaret Swartz and Ethel Green, announces that the next pedro party will be held the second Wednesday in March. Make it a point to be on hand for these parties and bring along your friends.

"WHAT SAFETY MEANS TO YOU AND ME!"

We received the following letter from Emily Repp of the Metal Department, which shows that our Premo women are becoming more interested in safety work. Miss Repp is one of the new members of our Shop Safety Committee and is attending the Industrial Safety School, which is being conducted by the Rochester Safety Council of the Chamber of Commerce.

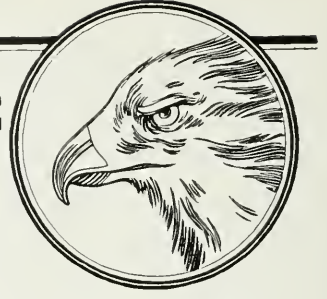
"Just stop and think of the word 'carelessness.'

It can add to your troubles, subtract from your earnings, multiply your aches and pains and in the end lose you your chance for safety. You can never realize what safety means until you have been told and have seen the accidents carelessness has caused. We all know that human life is the most precious thing in the world and I feel sure that all my fellow-workmen would feel the same if they would learn the meaning of Safety, for 'he that conserves it is indeed his brother's keeper.' The responsibility of men and women to one another is becoming more apparent as the Safety Work advances."



HAWK-EYE

P. R. MEINHARD
Editor



With this issue, the Hawk-Eye section of the *Kodak Magazine* bears the name of a new Assistant Editor, P. R. Meinhard. Wilbur G. Woodams, who has steered the Hawk-Eye bark successfully through the shoals of nine monthly voyages, has relinquished the helm to devote his entire attention to personnel and safety work. We bespeak for his successor, Mr. Meinhard, the same co-operation and support which have enabled Mr. Woodams to make the Hawk-Eye section a leader.—ED.

TESTING A PHOTOGRAPHIC LENS SURFACE

BY ROBERT GULFIORD OF THE ANASTIGMAT LENS DEPARTMENT

Most people have at some time or other studied maps and will agree that the most interesting ones are those called topographic or contour maps. These maps, besides showing the coast lines and cities, also show the hills and mountains by means of contour lines. A contour map of Canada which I have is drawn in this way. The coast line is clearly shown, another line runs through all points which are fifty feet above sea level, another through points one hundred feet above sea level, and so on for every fifty feet. You see we get a good idea of the "lay of the land" from such a map. By counting the number of lines between the point in question and the sea we know how high above sea level the given point is.

To obtain the beautiful pictures that anastigmat lenses are capable of producing it is absolutely necessary that the surfaces of the lenses be truly spherical. That is, they should have no hills or hollows on them. Now we want the same kind of map of the lens surface as we have of the various countries, showing the hills and the valleys. Suppose we are polishing lenses with a flat surface. We lay upon this surface a standard lens which we

know has a truly flat surface, and if there is no dirt or dust between these two surfaces we see a series of brilliantly colored contour lines including every hue of the rainbow. These lines show us the same variations as the contour lines on the map, but with this difference:—the difference in elevation between one line and the next on the map of Canada is fifty feet, but on our lens surface the difference is one one-hundred-thousandth of an inch. These contour lines are called interference rings or Newton's Rings, and are caused by the interference between light waves reflected at two surfaces nearly in contact.

This is a remarkably sensitive test, and, under favorable conditions, a hill or a hollow measuring twelve-millionths of an inch can readily be observed. A perfect lens surface shows no lines whatever and its entire surface is of the same color, usually yellow, which indicates that all points are on the same plane.

It is this simple but accurate test, more than anything else, that enables us to produce thousands of lenses with exactly the same curvature on each surface.

FOREMEN HOLD PEDRO PARTY

The Foremen's Club held forth recently in the Lunch Room at another of their enjoyable pedro parties. Mr. Watts of the Leather Department was again general chairman and piloted the affair to a successful and enjoyable conclusion. The ladies were of course very much in evidence, not only in their card playing, but because of the delightful song-and-piano selections contributed by Miss Thelma Haus and Miss Grace Harrison. The club members wish to express their thanks to these young ladies for helping out so generously.

The ladies' prizes were distributed as follows: first, Mrs. Harrison; second, Mrs. Quetchenbach; third, Mrs. Kowalski.

George Diehl won the men's first prize, with Mr. Von Deben and "Bill" Harrison second and third respectively.

BOWLERS GAINING

The bowling team has been experiencing some of the vicissitudes of war, but has, nevertheless, been setting up a creditable record. On January 29th the Folmer-Century team was defeated, three games to none. A week later when our team met Premo, the score was reversed. Not discouraged by this they tackled the strong Camera Works team on February 12th and managed to annex one game.

The men who have been rolling are: Captain Kosel, Stefany, Kehrig, Felerski, Paul Witz and Weldon. The last-named has been a great help to the team, not only through his steady rolling, but also because of his inexhaustible "pep." George Kosel estimates that "Jimmie's" presence is worth fifty points to Hawk-Eye before he rolls a ball.

More bowlers and more rooters are still needed to place the team where it belongs in the league.

GIRLS' FROLIC

On Saturday evening, February 5th, one hundred and fifty Hawk-Eye girls invaded the precincts of the Y. W. C. A. in search of food, exercise, entertainment, and a general good time. The occasion was the Girls' Frolic, which has become an annual event and one that is eagerly awaited by all those girls who have taken part in it heretofore. Considerable time and energy were spent in preparing this year's program and for the benefit of those who were not there, be it said that they missed something, for the affair was run off with a spirit and finish that left nothing to be desired.

A number of acknowledgments are in order for the generous help that was instrumental in the success of the party. We are especially indebted to the Y. W. C. A., whose kindness in placing the entire building at the disposal of the Hawk-Eye girls made the party possible.

The early arrivals played games in the Assembly Hall under Miss Bancroft's direction. At nine o'clock the word was passed that things were about to begin in the auditorium. By this time the "gang was there," including the basketball girls who had just arrived from the scene of another hard-earned victory.

If there was any doubt in the minds of the audience as to the calibre of the entertainment, it was dispelled by the first number, a mock wedding staged by the Pitch Buttoning Department. Lillian Kane played the role of bride, and the necessary evil, the groom, was portrayed by Bella Nolin. Tina Drummond, as maid of honor, and Jennie Gardner, as best man, were also on hand to make the wedding a most unusual one. Evelyn Price, Mrs. Cooper and Mildred Miller completed the wedding party.

Elizabeth Block, appeared as a little artist in pink and blue satin, gave an exhibition of toe dancing that charmed the audience.

There followed a singing act given by the Blocking Room. Grace Close, Loretta Klein, Anna Schipper, Marcelle Vuillier, Vera Mackay and Evelyn Close represented the department. They pleased the audience with their various selections and all agreed that the biggest hit was "That's Where My Money Goes." They are certainly some warblers.

The attention of the audience was now claimed by a sketch entitled "The Sniggles Family," presented by the Cleaning and Inspecting Department. Florence Henn impersonated Mrs. Sniggles, and the five daughters of Mrs. Sniggles were portrayed by Pauline Leimberger, Julia Short, Irene Martin. "Goldy" Duske and Lyda Ladwig. The last was the giggling girl of the family and on account of causing the on-lookers to giggle to such a degree, it was finally deemed necessary to move Lyda from the stage to prevent prostrations in the audience.

The closing number was supplied by four rollicking sailors, Lillian Hoffmeier, Helen Kieffer, Florence Bess and Erma Walzer, who sang an appropriate ditty of the sea and also danced a feminized version of a sailor's hornpipe. The jolly cigarette-smoking tars were encored and Helen Kieffer carried out a large flag while they sang the "Star Spangled Banner."

Betty Holland, immediately after the close of the last number, announced that the refreshments were ready in the dining room, which precipitated a rush to the lower floor. The luncheon was served to the famished crowd with the help of Messrs. Percy and Leggatt, official photographers, who were the only men to find their way into the sacred confines of the Y. W. C. A.

It was certainly some frolic in more than one way and another and the girls all agree that the "Y. W." must be the center from which all fun issues.



THE PITCH BUTTONING DEPARTMENT'S MOCK WEDDING



MARTIN TIPPLE

Manager of Hawk-Eye's Indoor Baseball Team

INDOOR BASEBALL TEAM TAKES TWO

Owing to various functions at Exposition Park which prevented access to the diamond, the indoor baseball team has been able to play only two games in the last month. The game scheduled with the Bausch & Lomb team on January 20th went to Hawk-Eye by default. It seems that B. & L.'s manager gave no indication of renegeing until about an hour before game time, when he asked to be excused on account of not being able to scare up a quorum. "You'd better show up," shouted "Mart" Tipple over the phone, "even if you have to come alone." He did. The Hawk-Eye team spent the evening at marbles.

Tipple's protegees didn't get much more exercise in the next game, played with the Vacuum Oil nine on January 28th. The opposition didn't do very well against Copenhagen's hurling, garnering neither a run nor a hit. They were prominent, however, in the error column. The final verdict was 19-0 for Hawk-Eye. "Mart" himself went in at right field and played a great game. Long, with two circuit wallops, a triple and an assortment of bingles, led our team in the hitting.

A few dime banks in the office have been filling very rapidly of late. Are all these cries about hard times unfounded, Watson, or is there a deeper and more subtle reason for this sudden economy?

Our congratulations are extended to Mr. and Mrs. Leo Kryger, to whom a baby girl was born on February 3rd. She weighed ten pounds at birth and has been named Doris Ruth.

The sympathy of the girls in Department G and of all Hawk-Eye is extended to Helen Sullivan and her family in their recent bereavement.

"Jack" Reardon is at present working in the Tool Room. His fellow-workers hope that he will not return to the Drafting Department until they have at least had an opportunity to get acquainted with him again.

The mild weather has set "Bill" Schlegel dreaming about baseball. It wouldn't be very much of a surprise to see him trotting his girls' team out to the back lot one of these balmy days. With both the baseball team and a new Essex car to guide "Bill" should have a busy season.

A number of our girls have recently organized a club for the Hawk-Eye girls at the Y. W. C. A. They meet there every Wednesday night at 6:30 for a good supper, which costs them only fifteen cents. Between 7:00 and 8:30 they can take a class in millinery or first-aid or take advantage of the library. They also have the option of spending part or all of an hour at "gym" work or swimming, or both. Very attractive special rates for club members apply on all these activities. From 8:30 until 9:00 a club meeting is held.

Fifteen girls have joined to date and are greatly pleased with the good times they have had and the progress they have made. More members are expected and solicited.

Peter Born recently brought his little daughter home from the hospital, where she had been confined with scarlet fever. We hope that this issue will see her fully recovered.



JOSEPH J. FRANK

Hawk-Eye's Assistant Fire Chief

HAWK-EYE GIRLS VICTORIOUS IN CAMERA WORKS SERIES

The three-game series with the Camera Works resulted in final victory for the Hawk-Eye girls. "Billy" Maier saved the bacon in the first encounter by dropping in a foul near the final whistle, making the score 7-6.

Incidentally she dropped in two other free shots and, along with Elizabeth Meerdink, scored all of our points. Elizabeth played a stellar game, both in shooting and in team-work.

Speaking of stars, Rose Nusbaum of the Camera Works held our own Alice scoreless, and Ruth Kimmel scored all the points for her team.

In the second game, played a few days later, our girls showed more individual playing than co-ordination. Besides, "Peg" Murphy was the main cog in a brand of team-work that had us guessing part of the time. Result: a 7-10 defeat at the hands of our friendly enemies.

We put a spoke in their wheel though on February 14th, the date of the third game. When Virginia Earl's opponent dropped in a basket in the first half it riled our sturdy little guard to such an extent that she jumped into a clinch every time the ball came her way. Result: No more scoring by the Camera Works. In the meantime Elizabeth Meerdink and Grace Wiemer accounted for ten points between them and "Billy" added two free points. Alice Gears rimmed the basket a number of times, but she had forgotten her rabbit's foot and couldn't "sink" a shot. Final score—12-2 for Hawk-Eye.

The set-to with the girls from Bastian Brothers on January 27th looked like a nip-and-tuck affair during the first half. Between the halves our girls took a siesta or something, and, on their return, scored sixteen points to their opponents' one, making the final tally 20-3. Alice Gears was exceedingly careless and rolled in five field baskets.

The opposition offered by the Selden girls on February 3rd was stiffer than Hawk-Eye had looked for. However, Alice and "Billy" managed to roll up ten points between them while Selden's best was four, and the game ended on this basis.

The night was dark and stormy when the girls journeyed out to Central Park to play the Big Brother Royal Girls. Be it said for the latter that their name doesn't seem so top-heavy after one sees them play. They gave Hawk-Eye a beautiful work-out and were nosed out by only one point. Alice Gears, Elizabeth Meerdink and the great

"Billy" managed to gather seven points, aided by sterling playing on the part of Grace Wiemer, Virginia Earl, Ethel Reinhardt and Olive Kellett.



LORETTA M. ERETH
A Former Star

In the meantime Jennie Walzer and Mae Carr fought hard to exceed the mark of six, but to no avail. It was a noteworthy victory for our girls.

They had another strenuous time when they met the Stamping Works a few nights later. Outside talent was very much in evidence among our opponents, and, under the circumstances, a 5-0 victory for Hawk-Eye is very much to our credit.

The girls are all getting into the game in fine style. "Bill" Schlegel is having visions of a city championship and they are in a fair way of being realized.



FOUR JOLLY TARS AT THE GIRLS' FROLIC

HAWK-EYE BASKETEERS ARE WINNING GAMES

On January 20th the loyal Hawk-Eye rooters enjoyed seeing the Purple and White hit its stride in a game with the Rochester Stamping Company. The game was rather a light work-out for "Cap" Petersen's men, the final score being 56-13. Rabin, Miller and Petersen among them accounted for twenty-one field baskets.

A week later we were defeated by one "Ike" Cohen, assisted by the Fashion Park "quint." "Ike" might be said to have been one too many for us, since he "steved" in the final basket which beat us by one point. The score was 31-30. "Ike's" modest contribution was seventeen points and most of the teamwork.

Mr. Cohen undoubtedly did a wise thing when he went in as running guard instead of at his regular forward position. At forward he would not only have been a marked man, but would have had one Petersen guarding him. At guard he was able to elude Rabin time and again, Rabin himself being too busy on the offense to watch his fast opponent.

The closeness of the score is a sufficient indication of how our team played. It is hard to pick any individual stars because, on the whole, the team played together. However, "Cliff" Johnson duplicated Ike Cohen's stunt when he dribbled the length of the court and scored unassisted. Petersen was high scorer for Hawk-Eye with three field goals and five fouls.

Rather a hammer-and-tongs affair was the game with the American A. C. on February 3rd. Some

portions of the game were nothing more nor less than indoor football. There were also one or two fistic encounters that kept things moving. All in all it was quite a mixed bill. The first half was close, but in the second period Hawk-Eye scored fourteen points to its opponent's five and cinched the game at 21-10. Our guards, Petersen and Levine, not only held Brightman and Wiegand to one basket apiece, but caged the ball twice themselves.

"Pete" led his men on a journey into the "heart of Italy" on February 5th, when they played the Big Brothers on their own court. Johnson either didn't start or was lost overboard on the way, and a substitution was necessary at the center position. Lanky "Cliff" was sadly missed and his absence is sufficient explanation of the defeat we suffered, 28-22.

In a return game with the Stamping Company a few nights later, the opposition was loaded with outside talent which, if anything, added sport to the affair. Johnson, for instance, wore out three men and called for more. He had a very large evening, dropping them in from angles we had never known existed. One uncanny shot elicited a five-minute ovation.

Petersen and Miller each scored three times, Rabin seven, and Johnson eight. Even the score of 42-15 does not show the extent to which our team outplayed the Stamping outfit.

The team is in fine form and will undoubtedly finish the season in the well-known blaze of glory.

PINOCHLE TOURNAMENT

The month of January saw the completion of our first Pinochle Tournament, which had been going on for about eight weeks. Some eighty men took part, the entrants being pretty equally divided between the Lens and Metal Divisions. In order that the business end of the tournament might be well handled, Russell Craib was elected president, Dennis Dwyer was chosen as secretary for the Lens Division and Leo Mason as secretary for the Metal Division. The men's lunch room was the scene of the matches and here each man faced a new opponent every day, the decision going to the winner of two of the three games played. When the matches had all been run off, the following headed the two divisions and received the cash awards: Lens Division, first prize, Gregory George; second, Paul Witz; third, Chris Ott; Metal Division, first prize, George Kramer; second, Frank Fink; third, Henry Fields.

Mr. Newman's department has added two more engagements to its ever-growing list: Betty Holland to Harold Frank, and Irene Martin to Roy Varney. To the two young gentlemen we wish to convey our congratulations, and to Mr. Newman our sympathy. He is hoping they won't be in a hurry to take the final step.

Roy Schultz and Co. have been taking in the linen and house-furnishing sales at the leading department stores. Roy's fellow-workers are wondering how many cedar chests have been filled, and whether they could get a peep at them some time.

MEN'S GLEE CLUB

A Men's Glee Club has recently been formed and is practicing assiduously several times a week. The progress made thus far has been very encouraging to everyone concerned, and the club may shortly be expected to blossom out in an exhibition of talent. The personnel to date is as follows:

First Tenor: Charles F. Brown, Raymond Heier, Carl Hoffman, Percy McKee, Robert Stewart, Floyd Williams.

Second Tenor: Martin Birmingham, Joseph Brady, Clarence Diehl, Joseph Engel, Fred Helbing, James McKee, Louis Schnorr, John Vass.

Baritone: Fred Altman, Ralph Burhans, William DeWitte, George Heffner, Edwin Larter, Arthur Rapp, L. D. Sands.

Bass: William Eyer, Frank Fink, Norman Stiffler.

All singers who have not been enrolled are urged to register at the Employment Department or simply to begin attending the rehearsals which are announced periodically by means of bulletins.

The Cleaning and Inspecting Department is now located in its new quarters on the fifth floor of Building 6. The move is greatly appreciated by everyone in the department. All believe that it would be hard to find more pleasant and cleaner surroundings, or a better arranged room for the work to be done, anywhere in the city. The girls are proud of their new home and feel that its attractive atmosphere will produce more cheerful dispositions as well as better work.



N. A. VAN DE CARR, *Editor*

CAMERA WORKS QUINTETTES LOSE TO KODAK OFFICE

* Kodak Office blasted the hopes of Camera Works in a rather one-sided contest, Thursday evening, February 10th, on Masonic Temple court, by a score of 41 to 15.

The Kodak Office girls' team was equally victorious; they garnered eight points to the Camera Works lassies' lone tally.

In the early part of the men's game the Camera Works team displayed some very clever pass work, but inability to locate the basket cost them the game.

"Red" Gee, Haag, and "Toddy" Diehl were the chief point getters for the pen-pushers, although every man on the team accounted for at least one basket. For Camera Works, O'Connor and Pressley featured.

The contest between the girls' teams was a rather tame affair, Margaret Massing and Ruth Kimmel being responsible for the defeat of the Camera Works girls, who seemed to be completely baffled and were only able to obtain one point.

KODAK OFFICE

| | | |
|----------------------|--------------------|----------------|
| Diehl..... | Right Forward..... | O'Connor |
| Haag..... | Left Forward..... | Goldring |
| Stutz, Scofield..... | Center..... | Sandle |
| Clark..... | Left Guard..... | Kivel, Hayes |
| Gee..... | Right Guard..... | Pressley, Rapp |

Score: Kodak Office 41, Camera Works 13; baskets from field, Diehl 7, Haag 4, Clark 1, Gee 3, Scofield 3, O'Connor 2, Sandle 1, Pressley 1, Goldring 1; baskets from foul line, Diehl 4, Scofield 1, O'Connor 4; referee, Tichenor; time of halves, 20 minutes.

CAMERA WORKS

KODAK OFFICE

| | | |
|----------------------------|--------------------|--------------------------|
| Kimmel, <i>Capt.</i> | Left Forward | Marchinock, <i>Capt.</i> |
| Massing..... | Right Forward..... | Bentley, Smith |
| Sullivan..... | Center..... | Schwab |
| Efford..... | Left Guard..... | Nusbaum |
| Lambert, Leo..... | Right Guard..... | Walzer, DeFries |

Score: Kodak Office 8, Camera Works 1; baskets from field, Massing 3, Kimmel 1; baskets from fouls, 1.

CAMERA WORKS



SUGGESTION WINNERS

These Kodak Office people received awards ranging from \$25.00 to \$337.62 during 1920

Left to Right—(Standing): Elliott Cranch, Clifford Ruffner, Irene Stape Hamilton, Robert Miller, Mabel Herr, Mary Greenfield
Seated—Ernest Leather, Angelica McLean, Rosalia Cirotzki, Pauline Wolfe, Charles Howard

**KODAK OFFICE SCORES VICTORY
OVER R. B. I.**

The Kodak Office men proved too strong for the Rochester Business Institute five at the R. B. I. Auditorium on February 16th. Superior shooting and faster pass work were the principal weapons used to beat the R. B. I. men. Score 28 to 23.

With one minute to play, the score stood—Kodak 24, and R. B. I. 23, when "Toddy" Diehl and Rabin dropped in a couple from the floor, to blast the hopes of the Clinton Street lads.

The line up and score:

| KODAK OFFICE | POSITION | R. B. I. |
|-------------------|---------------|---------------|
| Diehl | Right Forward | Reeves |
| Culbertson, Rabin | Left Forward | Maggio, Pratt |
| Scofield, Rabin | Center | Kane |
| Stutz | Left Guard | Anderson |
| Clark | Right Guard | Gee |

Kodak Office, 28; Rochester Business Institute, 23.

Baskets from field—Diehl 4, Culbertson 4, Scofield, Kane, Clark, Rabin, Reeves, 3, Gee; foul goals, Reeves 9, Diehl 1, Rabin 1. Referee—McKay, East High. Time of halves—20 minutes.

SALES GIRLS HOLD CORNER ON GIRLS' BOWLING RECORDS

With the initial season of the Kodak Office Girls' Bowling League six weeks under way, the Sales Department team holds all records. The 15th floor ladies lead the League with eleven games won and a single defeat. They also hold the high team record with a score of 495 and high two games with 915. Mrs. Vanderpool of the Sales team has high individual game with a score of 144, while her two game total of 273 has also been unequalled. As logically follows, Mrs. Vanderpool's average of 108 is also high among those members of the League who have rolled more than two or three games. Some of the newcomers, however, bid fair to surpass this mark before the end of the season.

Margaret Quinlivan has returned to her duties in the Export Shipping Department, after an absence of two weeks due to illness.

The Welfare Club of the Shipping Department, at a recent meeting, elected these officers for 1921: Chairman, George Howard; Secretary and Treasurer, Edward Goetzman; Committee, Florence Huber, Charles Howard, George Howard, and Arthur Ernisse. The Club has been in existence since January 1, 1915. It now has 130 members and is in a flourishing financial condition.

Alice Zingsheim has sold her home on Wellesley Street. The girls of the Auditing Department are looking forward to another pleasant reunion before they move.

To the members of the Shipping Department Welfare Club:

I wish to thank the members and officers of the Shipping Department Welfare Club for their kindness and sympathy shown in my recent bereavement.

JOHN A. MARCELLO.

Isabelle Koch of the Government Shipping has the sympathy of the entire plant on the death of her mother, which occurred in Denver, Colorado, February 8th.

The Advertising Department announces the engagement of Mary Bryere to Henry Mensing. They have our best wishes.

Ethel Bauman of the Advertising Department is away on a leave of absence. Good luck to you Ethel, and we hope that your condition will permit you to rejoin us soon.

The Repair Department announces the engagement of Paul Yanke to Edna Ruidig. Congratulations, Paul.

Mason Gaffney, who for some time has been a correspondent in the Repair Department, has resigned to accept a position as teacher of history at East High School. Although we are sorry to lose Mason, we wish him every success in his new work.

Cynthia Cassidy of the Tabulating Department is away on sick leave. We are sorry that you are ill, Cynthia, and hope you will get well soon.

The Stock Distribution Department announces the engagement of Hazel B. Himes to Harry Benowitz of this city.

Harriet Stevens of the Repair Department has returned to Kodak, after a three weeks' leave of absence. Harriet has been taking care of her mother in Dansville.

The Medical Department doesn't seem quite the same since Kathryn ("Billie") Burke left. Her pleasing manner and her willingness to help the rest of us will never be forgotten. We wish her the greatest success in her new work and hope that she will be as greatly appreciated there as she was here.

**"TODDY" DIEHL, HIGH SCORER FOR
KODAK OFFICE QUINT**

TABULATED SCORING RECORDS TO FEB. 18TH

| Player | Games | Field Baskets | Fouls | Points Scored |
|----------------|-------|---------------|-------|---------------|
| Diehl, f. | 8 | 27 | 30 | 84 |
| Culbertson, f. | 7 | 15 | .. | 30 |
| Haag, f. | 5 | 12 | 1 | 25 |
| Clark, g. | 7 | 8 | .. | 16 |
| Stutz, g. | 7 | 7 | .. | 14 |
| McNeil, c. | 2 | 6 | .. | 12 |
| Scofield, c. | 7 | 5 | 1 | 11 |
| Gee, g. | 2 | 4 | .. | 8 |
| Rabin, f. | 2 | 2 | 1 | 5 |
| Kates, f. | 2 | 2 | .. | 4 |
| Morrow, g. | 3 | .. | .. | .. |
| Kennedy, f. | 1 | .. | .. | .. |
| Totals | .. | 88 | 33 | 209 |

"SEE AMERICA FIRST"—LOCALIZED

See the K. O. R. C. Girls' Bowling League in action! Each Tuesday and Wednesday evening this glittering galaxy of fairies, nymphs, sylphs, dryads, and angels gathers on Eyer's Alleys, Lake Avenue, where they disport themselves, each according to her own individual ideas of how such things should be did. Admission free, and the performance well worth double the money.

To compress between the covers of one magazine all the attractions staged at these meetings is beyond your scribe's capacity. Some mention, however, must be made of the head liners.

Eight teams make up the league.

The Advertising, under the efficient captaincy of Lensing, stars Barbour as the pin boys' favorite. "Dreamy" Wicks and "Snappy" Byrne for Testing do a clever turn. For Finishing, Sullivan looks very neat. Gummier is shy, and



SALLY KEEFE

Secretary of Girls' Bowling League

Huck petite. Potts impersonates well when she keeps on her feet. For the Order Department, Wilkinson is the solo artist. She demonstrates extreme styles in score keeping. Wright is also a little bit of all (Wright, O'Connell, in the Accounting, presents a refined act, while Stayman is more progressive. Four stars of the first magnitude scintillate in the Sales. Vanderpool, the "champ"; "Chubby" Thrasher, "Sunshine" Gaffney and Storr, who wins prizes in beauty contests.

To tabulate the tabulators for the tabulating requires the following resume: M. Betts, reliable; E. Betts, graceful; McGovern, bashful, perhaps; Keefe, the champion sewer-shooter of them all.

A box of candy put up for high score was won by Elizabeth Vanderpool of the Sales Department, while Sally Keefe grabbed off a bag of peanuts for the booby prize.

There is quite keen competition amongst some of our feminine bowlers. The two all-stars, Jess Natt and Elizabeth Vanderpool, roll around 144, n'everything. Keep up the good work!

MORLEY REID

Morley Reid of the Service Department staff, left February 7th to assume new duties with the Robey-French Company, Boston, Mass. He started



MORLEY REID

work for the Company at Kodak Park in April, 1910, in the Cost Accounting Department, and since coming to the Main Office, July, 1913, has been with the Auditing, Stock Distribution and Service Departments.

As a popular member and worker of K. O. R. C. board he will be greatly missed from these activities. We wish him success.

DOROTHY PEMBERTON

Dorothy Pemberton is a little London lady who came to the Testing and Packing Department just a year ago.

Her father is George Pemberton, of the Maintenance Department.

It is a pleasure to work with Dorothy for she is cheerful and obliging, and we are glad that her experience in an automobile accident last September did not end seriously for her.



DOROTHY PEMBERTON

SOME TIME!

On Tuesday evening, February 8, twenty men of the Billing Department held a Pig Roast and Bowling Party at A. F. Muisus's.

Supper was served to the hungry twenty, and the satisfied expressions on their faces testified to the excellence of the food. "Ed" Hilbert read a poem consisting of a satire on each individual present.

During the bowling that followed high scores went to Joe Kick and Max Goebel. It is expected that Charles Hersey will be admitted to the professional atmosphere of our regular League team very soon. Our good friend, Bill Croft, brought in a number of real strikes.

The spirit of the affair, however, lay in the good-natured remarks made by the individual rollers. "Bill" Shepard's originality helped to banish any dull moments. He was busy finding out if there were any in the team whom he could either beat or tie.

Last, but not least, the credit for finding this temple of amusement belongs to Charles Hanley.

JUST A COUPLE OF FIGURES

What are the Kodak Office girls doing about suggestions?

Figures covering a period of six months show the percentage of adopted suggestions submitted by women employees to be 31.3%.

Average award per adopted suggestion, \$14.65.

The Stock Department wishes to express to Anna MacDonald its deepest sympathy in her recent bereavement.

The Stock Department is glad that Kathryn Stedman is recovering from her illness.

Once more the Kimmels moved and Dolores said that at last they've found a house they really like; so just to show how much she felt like celebrating in honor of the "lucky move," she invited a few girls from the Mail Department to her home. Each one of them says they all had a wonderful time and that Father and Mother Kimmel are peaches. We aren't surprised, though, are we?

The Mail Department extends a hearty welcome to Alta Eastman.

Helen Kelly is a new member of the Advertising Department. We welcome you, Helen.

Who said "Billie" Mead of the Advertising Department can't dance? He has been seen at the Kodak dances.

A dinner party was given in the Girls' Lunch Room on the third floor by Viola Dewitt and Bessie Lawson in honor of Ciel Kruger and Luella Duhl.

The Tabulating Department announces the engagement of Odilla Hurley to George Kohlman.

Eva Winans, Bessie Burns, and Winnie Shemming of the Testing and Packing Department are on the sick list.

Belle White is now out of the hospital and is recuperating nicely at home.

Elizabeth Ricey has returned to her work, after several weeks' illness.

Minnie Glover of the Enlarging Department has been transferred to the Educational Department. We wish her lots of luck and success.

While riding on the Hudson and Allen street car Ella Huck received a black eye. Her girl friends were glad to hear she wasn't injured more seriously.

Mae MacKelvey was awarded a prize for her aesthetic dancing at Teall's Saturday evening, February 5th.

Gertrude Lutz of the Billing Department has announced her engagement to Wallace Nelson, of Ohio. Kindly accept our best wishes, Gertrude.

Naomi Voss Fose of the Billing Department left us recently to take up her domestic duties. Mrs. Fose has been with us for thirteen years. Our association with her has been very enjoyable and we shall all miss her very much.

Paul Favour, manager of our Service Department, is spending a month in Jamaica with his wife and family.

Mildred Durkee of the Order Department, and Maxwell Baumann of Savannah, Georgia, entered upon the Sea of Matrimony January 22nd. After the reception they left for a southern trip, which will extend long into the summer months. Our best wishes go with them.

Charles Farrell of the Export Department has just returned from a brief visit to New York City with a very charming little bride. Accept our hearty congratulations. We hope you will both like Rochester.

Clarence Franklin of the Auditing Department was recently married to Ruth Fenton, formerly of the Tabulating Department. After an eastern trip they are residing at the Belnord Apartment on Monroe Avenue.

Marion Hawkins of the Stock Distribution Department was married on February 8th to Herbert Fetterman, of Cleveland, Ohio. Mr. and Mrs. Fetterman will reside in Cleveland. We wish them the best of luck.

We wish to extend our sympathy to Mr. Craig of the Repair Department, on the death of his mother, Mrs. Elizabeth Craig, who died February 3, 1921.

IRENE STAPE HAMILTON BIDS FAREWELL

It isn't to be wondered at that every effort was concentrated on making a certain dinner at Teall's, January 26th, a big success, for wasn't the party in honor of Irene Stape Hamilton; surely that in itself speaks for the success everyone wanted it to be. The high spirits of the twenty-two people present would never have indicated how they really felt about Irene's leaving, but all were there for a good time and they had it.

The party began with soup and ended with dancing, and in between were all kinds of good things to eat, games and stunts performed by gifted members of the 11th floor. There was no St. Nicholas, but we're sure he had a hand in the affair for Irene carried home with her some silver, knives and forks—(just to allay any suspicion which might arise, the silver did not belong to Teall)—and several other tokens of the regard which all of her friends have for her; though why she should be given a hammer and a hair receiver we can't imagine. Perhaps Fred Le Clare and "Charlie" Johnson might throw some light on the subject.

Marie Baker O'Donnel was a big factor in the success of the occasion, as she played so that the rest could dance. We said the party ended with dancing, so it's time to stop, but not before everyone has wished Irene good luck and told her that she is going to be missed very badly in the Order Department.

There were several other parties in her honor, one of the nicest being a dinner given by Grace Nolan, Ethel Ludwig, Katherine Lamphere, and Grace Murray.

I shall not easily forget the kindness of my friends in the Main Office during my recent illness. Their many expressions of goodwill and friendship will remain fresh in my mind long after the pain and suffering are forgotten. To them all, and especially to Henry Brinker and to Miss Corinne Welch, I wish to express my thanks. If it is ever their misfortune to be visited by such a siege as I have had, I can wish them nothing better than to receive the same loving kindness that I did.

MABEL CARR.

OFF FOR BRAZIL!

William G. Homeyer of the Export Department will sail from New York City on March 2, 1921, on the S. S. "Martha Washington" for Rio de



WILLIAM G. HOMEYER

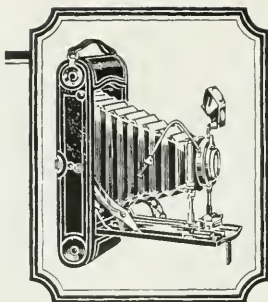
Janeiro, Brazil, S. A., to take up his duties as manager of our Rio branch, Kodak Brasileira, Ltd. Mr. Homeyer has for the past twenty years been affiliated with the Robey-French Company of Boston, and for some time past has been acting in the capacity of Assistant Manager of that company. We wish him every success in his new undertaking in Brazil.

Marie Harriman has returned to her old work—Public Health Nurse—in which we wish her good luck. During her short stay we found her very capable, and all learned to love her dearly.



JOLLY BUNCH OF SALES DEPARTMENT GIRLS

Left to Right—Ruth Sherwood, Genevieve Little, Marjorie Letter, Nellie Quant, Marion McIlvain, Eba Bahrman, Mary Lere



CAMERA WORKS

HERBERT S. THORPE
Editor



HOW ABOUT THE SMOKER?

This is where the Editor can say what he actually *saw*, and about eight hundred other club members will verify the opinion that it was the best little smoker we have ever "pulled off." Because of the rulings of the State Boxing Commission, of course, it was impossible to stage professional or semi-professional bouts, but we have proved that friendly ones are just as interesting as knock-out, slugging fights, and they are certainly more scientific. All the performers and their helpers were club members, and volunteered to match up without pay or prizes of any kind. It was absolutely a club proposition from start to finish, with admission by membership card only, and it speaks well for the co-operative spirit among the boys. "Grudge" bouts were taboo, and great credit is due to "Joe" Sullivan for his ability in arranging real friendly matches.

Five amateur boxing bouts and one wrestling match were staged, the referee being John Heaphy, Jr. The work was judged on points, and each boxer did his level best to win. Leon Smith was pitted against Joe Jeffery and the honors were about even. All the bouts were limited to four rounds of two minutes each, by Jack Sharkey, who was the official timekeeper. Lewis Leon put up a good exhibition with Carl Kowalski, but Carl managed to get the decision. The crowd had a hard task to decide between Pete Di Jioia and Elmer Johnson, but the latter secured the honors by a small margin. Frank Bindee and William Hummel displayed good judgment in guarding and hitting, the advantage being slightly on Frank's side. The most scientific bout was the one between

Dan Marcille and Sam Zona. Excitement ran high among the fans, numerous shafts of admiration and advice being hurled at the contestants. Both men were in good trim, and the four rounds were too short for one boxer to show much advantage over the other. The popular decision ran to Marcille.

Harry Briggs was heard to bemoan the present restrictions on the noble art of self-defense, and he longed for the good old days when contests were fought to a finish, minus six-ounce gloves.

The wrestling match was limited to fifteen minutes, and Albert Downs and Albert Slarks weighed in evenly at one hundred fifty pounds. Downs succeeded in getting four falls out of five. Toe-holds, head-locks, half-Nelsons and body scissors were in evidence and the lads gave us a good exhibition.

During the intervals between the athletic stunts, we were favored with three excellent acts. Charles F. Rogers sang two popular songs. Chester St. Clair danced the "buck and wing" and Joe Murtha told stories and played the saxophone. Frank O'Brien was the official announcer, and the general committee was composed of Charles H. Rogers, Frank Miller, Herbert S. Thorpe, Charles Kivell, Frank Reynolds and Joseph Sullivan. The general opinion is that the Board of Managers of the Recreation Club should announce another entertainment of some kind before the summer season commences. It is evident that there is talent galore in this club to stage any kind of a show, and the interest displayed at these two functions warrants further activities.

CRANKING!

Everyone has, or wants, or has had—a "flivver."

And this story is about one with a self-starter; that is, a starter that really starts—and they are as scarce on a flivver as a—). Anyhow, let's get on with the story.

Have you ever watched a fellow crank, and swear, and crank, and swear, and then stop for breath?

Then, by way of a change, he swears, and cranks, and swears, and cranks, and the tin conundrum takes its sermon from the text of Poe's poem where it says: "Quoth the Raven—Nevermore!" (only it's a "flivver" instead of a raven, but just as dead).

And then, after the air is blue—not with burnt exhaust gas—but with cuss words sprinkled with perspiration, a meek-looking little fellow steps out of the crowd, inserts his forefinger into the hook of the priming-wire, gives the crank-handle four

slow quarter-turns and—chug, chug. "Lizzie's" breathing!

Can you see anything to this story?

There's always some little lesson in everyday occurrences.

You wouldn't imagine that a "flivver" story had anything to do with your progress—but it has.

How many of us have cranked and cranked at our job, never pausing to consider *why*, and never caring to find out the really efficient way? Finally someone submits a Suggestion to the "Boss" about *your* job, and then *you* wonder why *you* didn't see it first. Why not pull the priming wire? Get your imagination working. Don't handle your job as if it were automatic. Get a line on the intelligent end of your work and think!

There are awards awaiting *Suggestious*.

Get Your Share!

IS THIS A RECORD?

We believe that a record has been made in the Woodworking Departments, for thirteen men have put in continuous service of over two hundred sixty years. The following men each have twenty years or over to their credit:

| | |
|--------------------|------------------|
| August Knight | Alphonse Walters |
| William Hartell | Walter Redhead |
| Ignace Kondriarski | Albert Porter |
| James Witters | Frank Metzger |
| Armenias Rankin | Bernard Flick |
| Frank Heyer | Leo Glienke |
| Henry Baumgart | |

We should be glad to hear from any other group of departments having such a record as this.

PLANT "NEWSIES"

Of course you have noticed the new bulletin cases now installed over each drinking fountain. These additions to the factory may well be termed "newsies." They will convey news which you should know about.

Haven't you been told, or perhaps overheard, of a certain feature which has matured, and you have exclaimed—"I didn't notice it on the bulletin board"? There lies our whole trouble. The management has posted, on an average, eight new notices each week, all vitally concerning you and, in the main, for your direct benefit.

The bulletin service, installment and up-keep cost the company a large sum of money. Won't you do your share by reading the posters? Don't excuse yourself by saying, "I didn't know a thing about it." WATCH THE LITTLE NEWSIES—and be up-to-date!

SURPRISE!

It is proverbial that the fellows in the Detail and Estimate Department excel in picnics and social gatherings, but the affair on February 4th "took the biscuit." William Zimmer, the genial head of the Department, had an agreeable surprise on his birthday. The boys arrived in an auto almost loaded down to the springs with "grub," and hidden behind the eats were two bottles which did *not* contain pop. "Bill" is an ardent Oriental—I. O. O. F., and several Turkish Viziers were included in the bunch, among whom were "Hal" Baldwin and his famous banjo.

After the excitement of arrival had subsided, everyone enjoyed a goodly spread—not forgetting the contents of the aforesaid bottles. The arrangement committee, consisting of Harry Goddard, Oscar Thorpe and William Seuffert, had a splendid plan whereby the gang not only provided the food and ate it, but also served it, and cleaned the dishes. Slips were drawn to assign the household duties to different boys, and Guy St. Pierre—the famous trickster with playing cards—drew the chief function of the aftermath of feasting, that of washing the dishes.

Sam Polakoff, on behalf of the boys, presented Mr. Zimmer with a gold Eversharp pencil, as a mark of appreciation for his good fellowship.

After a regular programme of singing and story telling, the party broke up around midnight.

HANGING UP A RECORD

Thirty years of unbroken service and still going strong! That is the record of Vincent Zick, foreman in the Leather Case Department. Vincent was born in Germany, and came to this country when he was a young man. Most of us have a hazy idea as to what things *might* have looked like in the camera business thirty years ago, but "Pop" Zick *knows*, and the progress in industry is truly remarkable. In the days of 1882 Vincent was a leather cutter for the firm of Lighthouse—famous harness makers—and nine years afterwards he was working for Mr. Brownell on Furnace Street. It was not long before the business was moved to 333 State Street. Vincent was made a foreman and has been one ever since.



VINCENT ZICK

Several of our present employees were working here at that time: "Phin" Ingstrum, "Bob" Kroedel, "Gus" Knight, "Ed" Chase, and a few more "young-old-timers," who toiled ten hours daily, all of them helping to make the splendid business we have today.

Vincent Zick has the remarkable record of perfect attendance for a quarter of a century! He is still hale and hearty and is good for many years to come. Congratulations and long life to you!

CAMEKO ACTIVITIES

Members of the Cameko Club and friends enjoyed a very pleasant evening at Maplewood Inn, East Avenue, Thursday, February 3rd. The occasion was the first anniversary of the formation of the Club.

A delicious chicken dinner was served, during which a program of stunts was run off, displaying a wide range of talent.

Ralph C. Welch, President of the Club, officiated as Toastmaster. Dancing followed, music being furnished by "Smiling Elmer Humes" and his snappy orchestra.



FLORENCE WATERSTRAAT

Florence holds the honor of having the highest average in the Ko-Da-Kam Bowling League, to date, 125. Good work!

William Eisenberg of the Carpenter Shop has our sincere sympathy on the death of his year-old baby girl. "Will" has just returned to work after being absent for four weeks on account of sickness, and his recent loss was a sad blow.

"Bob" Attridge has a new "Lizzy" and has challenged "Dave" Olsan to bring along his "Lightning Bug" for a five-mile race. The boys are backing "Dave" to win because his car has been freshly painted.

Elizabeth Froelicher of the Vest Pocket Assembling Department, and Chelastein Geiser of the Cable Release Department are leaving us to be married. We wish them both every happiness.

Jennie Ginegaw left us to be married, after several years of faithful service both at Camera Works and at Premo. We offer our good wishes and trust her future will be full of happiness.

WOOD ASSEMBLERS BOWL

The Wood Assembling Department had a Bowling Party on January 15th, and evidently had a high old time. "Billy" Sinden demonstrated a new ball. The boys suggested that it might be called a "high-ball" if it had sufficient kick behind it. Aaron Beeley had quite a string of high scores, and Frank Webster bowled 178, which made him king-pin of the event.

Charles Houck of the Inspection Department recently entertained a number of his friends from the Camera Works, on the occasion of his birthday. The date of the supper was also the twenty-fifth anniversary of his wedding. The evening was pleasantly spent with music and other entertainment. Mr. and Mrs. Houck were the recipients of a number of gifts, including a cut glass bowl from their Camera Works friends.

Burdett Edgett of the Inspection Department has been on the sick list for some time, and his friends are anxious to see him back on the job again.

Anthony Nicoletti of the Etched Plate Department is the proud father of an eight-pound boy.

"Al" Gehrs of the Tool room has been going to Pittsburgh regularly every six weeks. The fellows working with him are getting worried about the cause, and fear there is a woman in the case.

What do you think we omitted in our last edition of the *Kodak Magazine*? We forgot to mention Lucy Diesel, under the caption of "Bowling News." Possibly it was because Lucy is so popular that we considered it hardly necessary to mention her. Lucy is as interested in bowling as she is in every other Camera Works activity, and, even if her score is not the highest, her enthusiasm beats all records.

Carl Seabrook of the Engineering Department is the happy father of a baby boy.

The champion bowler of the Camera Girls' League is Florence Koehnlein, whose average to date is 118. Keep it up, Florence!



FLORENCE KOEHNLEIN

“YOU’D BE SURPRISED” GIRLS HOLD FIRST ANNUAL BANQUET

If the Recreation Club decides to distribute trophies for “Indoor Sports” this winter, it is our firm conviction that the girls from the office bearing the above title, will be awarded a first prize. Few events have caused more excitement among the girls on the seventh level than did this first banquet for the bunch.

At the close of the day’s work, the aspect of the office seemed to change immediately from one of business to that of a Parisian Beauty Parlor. Never was there such a flashing of mirrors and of mysterious small boxes containing what rude men term “camouflage.” Then came the Grand March to Powers Hotel, led by the Toastmistress, Dorothy Goldstein.



Of course, all banquets are *supposed* to be the best, but, according to reports, this one really *was*. The cold business feeling of the office began to melt, when the first course was served, and from then on, joy was supreme.

Followed an entertainment which evidently surpassed any show staged in Rochester or elsewhere. A program including such stars as Mary Fennel, Gene Klink, Margaret Gilbert and Betty Yeager must give you some idea of the quality of the acts. The audience was delighted with the performance, and the only comment on this banquet is the wish to duplicate it next year. It would be impossible to have one better.



SOME PARTY!

The one dark spot connected with the Recreation Club’s “doins” is the disappointment of those members who did *not* attend the entertainment for the girls, or the smoker for the men. The assembly hall at Exposition Park was rented on Monday and Tuesday, February 7 and 8, and all members of the Club were invited to share in the fun.

The frolic which took place on Monday is somewhat akin to the proverbial “dark horse.” The actual events are shrouded in mystery, at least as far as the mere man is concerned, for the party was absolutely for girls only and there isn’t a written record of the program in existence. True, George Whitcomb was there with his excellent orchestra; so, also, was Charlie Houck, “the refreshment king,” but George and his aggregation are bound to eternal sece y, and Charles was dispensing the drinks in the lobby of the hall.

This much we know. More than three hundred girls attended, and at least two hundred were in costume. It must have been quite a task for the judges, who were Mrs. Thompson of Kodak Park,

and Mrs. Hitt, Miss Hondorf and Miss O’Hara of the Camera Works. The prize for the prettiest costume was awarded to Wilma Wild, whose conception of a fairy was greatly admired. The prize for the funniest costume was won by Eva Smith, while Caroline Beaver’s idea of a scrub-woman gained her the prize for the most original make-up.

It is difficult to feature any one particular item in a party where everything proved so successful. The fruit punch was voted the last word in soft drinks, and the music was tiptop. The girls put away almost thirty gallons of ice cream, a whole sack of peanuts, and goodness knows what else! The entertainment was full of variety, and by all accounts, very “peppy.” Among the acts was a playlet, staged by Edith Waterstraat, and a glimpse of New York life by Blanch Wing and Marie Kubitz entitled “Broadway Rose.” Clara Ackerson acted as a soubrette in “Chili Bean.” Thanks are due to Florence Weaver, Edith Partridge, Blanch Wing and Margaret Murphy for arranging the details of an affair which will long be remembered as a regular girls’ party.

CAMERAS AND FILM AT INDUSTRIAL RELATIONS DEPARTMENT

An important addition to the service for employees is the film and camera service now managed from the Industrial Relations Department. This service has hitherto been handled from the seventh floor office, but is now connected with the above-named department. Cameras of various sizes are loaned to employees, and film and paper—which is slightly older than the guaranteed date of perfection, are given to amateur photographers. Photographic materials and supplies may be purchased at a considerable reduction from the retail price.

“JAKE” MEYER REPORTS GOOD FISHING

“Jake” Meyer (popularly known as “King-Fisher”), of the Woodworking department, demonstrated his skill at fishing through the ice. The cold bleak waters of Irondequoit Bay are depleted to the extent of forty-two perch which “Jake” landed within a few hours. Possibly, because he is a member of the Irondequoit Fish and Game Society, he understands fish language, which might account for his exceptionally good luck. “Jake” will meet all comers in any sort of angling contest.

GARDENERS—READ THIS IMPORTANT DECISION!

Now is the Time to Decide

"The great factor in success is looking ahead." We recall writing this as an exercise in our school copy-books, and it certainly works out in everything we undertake. *Now* is the time to decide what we are going to do in the garden! Another month will see us busy with our spades and forks, anxious to get whatever seeds we are going to plant, in the ground.

How to Start

Last year some of our boys failed because they had no definite plan to follow. A good way is to draw your garden plot on paper, and arrange where, and when, you are going to set your seeds. Figure out how you can have two, or even three crops, from the same plot of land. By doing this, and consulting your gardening books, you can have an abundance of varied vegetables during the summer and autumn, and still grow your main crops for winter storage.

Who are Members?

If you are a member of the Recreation Club, you are automatically a member of the Camera Works Gardening Association. No extra dues will be collected for this group. However, membership blanks will be handed to each foreman, so that the Secretary may know the *active* gardeners. You will also be asked which vegetables you will enter in our exhibition. This may appear to be looking *too* far ahead, but, if you decide to show "such and such a

vegetable," the chances are a hundred to one you will strive to grow the best, and therefore will exhibit it.

Entry Fee

The fee for exhibition will be ten cents for each entry. The money collected from fees, together with an appropriation from the budget of the Recreation Club, will be spent for prizes. In this way, the more vegetables you enter, the greater will be the amount of prize money.

Seeds and Tools

As in previous years, seeds and tools will be purchased for you at wholesale prices. Seed lists are now being prepared and will be handed to you, or they may be obtained from the Secretary. When the order is ready for delivery, notices will be posted in the bulletin cases, and you will get your goods at 5:15, following the same procedure as planned in our candy sale.

Meetings

Meetings of the gardeners will be called as occasion arises. These you are urged to attend. It is only by getting together and discussing plans and problems that success can be assured. The Gardening Association, in previous years, has been the means of saving hundreds of dollars for those participating. Work with us, and get your share of the profits.

FOREMEN'S DINNER

January 27th was a red-letter day in the history of foremen's gatherings at the Camera Works. A supper was served, and invitations were extended to the foremen of the company's divisions in Rochester. Four hundred and twenty-five men sat down to an excellent meal—catered in Miss Crarer's usual top-notch style—and Shields' Colored Orchestra supplied the latest novelties in jazz music.

After supper, we had the privilege of hearing Mr. Ralph G. Wells, who, as President of the Industrial Relations Association of America, was well able to give us his ideas concerning "The Present Industrial Depression and its Relationship to Production." Mr. Wells clearly explained that the inflated prices existing during war times were being adjusted to normal standards, through the channels of decreased consumption, which, of course, caused the let-up in production and the subsequent manufacturing depression. "The struggle for supremacy in the markets of the world"—Mr. Wells pointed

out—"can only be won by making our product the finest of its kind at the least possible cost."

Before the next speaker was introduced, Charles F. Rogers sang an effective solo which was greatly appreciated. George Whitcomb added to the success with his ability as an accompanist.

Frank O'Brien, Chairman of the Foremen's Group, next introduced Captain Milton J. State, who is a government lecturer connected with the Bureau of Commercial Economics, Washington, D. C. The lecture was entitled "Trailing the Hudson Bay Posts," and was illustrated by motion pictures and lantern slides. The magnificent scenery of the Canadian Rockies was brought "right to home," and some of our ardent fishermen were writhing in jealousy at the tremendous catches of fish from the torrents and lakes of the mountains.

The supper and lecturers were voted a complete success with the hope that a similar affair would be repeated in the near future.

BATTLE IN THE MILLING DEPARTMENT

A bowling match was rolled on the Genesee alleys between the pin enthusiasts of the Milling department. The married men proved that they could roll the ball with a truer eye than those youths who scorn matrimony. Jack Garliner seemed a favorite, but somehow didn't come up to expectations. Charles Weihonig bowled the highest score—820. The total scores of the four-men teams were: married men, 3058; single men, 2798.

CHECKER TOURNAMENT

The latest addition to the activities of the Recreation Club is a checker group which meets each noon in the Committee room in Building 9. Peter Petrin, of the Tool Room, has charge of the Tournament, so the cracker barrel in the village store is not the only place where this indoor sport is enjoyed. About fifty men are endeavoring to find out who is the champion checker player, and we hope to challenge other factories in this scientific game.

RECREATION CLUB OFFERS
CHALLENGE CUP

The executive officers of the Recreation Club have voted to offer a trophy for the best display of home-grown vegetables exhibited at the Rochester Exposition in 1921 by an individual gardening club of this city.

The Secretary of the Club has sent letters to this effect to twelve of the leading factories of Rochester. The only restrictions are that entries must reach the Industrial Relations Department by March 1st, and that at least six factories must compete.

Of course, the Camera Works Gardening Association will enter the competition. Any factory gardening club is eligible, and we trust that the interest displayed during the war period will be maintained. The Chamber of Commerce is again co-operating with gardening clubs, and literature will be distributed and speakers provided wherever necessary.

Our Gardening Association has been fortunate enough in previous years always to gain first prize. This year we expect very keen competition. We must band together more strongly than ever, and with each gardener doing his share, we can again bring home the trophy.

FRANCES WESTFIELD

We regret to announce the death of Frances Westfield, who passed away after a short illness. Although her length of service with the company was not long, Frances had become a well-known figure in the office. Her many friends miss her, and extend their sympathy to her family.



FRANCES WESTFIELD

Norman Robinson doesn't seem to care for hard times. He now has another month to feed, for his wife presented him with an addition to his family in the shape of a baby boy. "Normie," as you know, is Manager of the Camera Works Indoor Baseball League, and he says that if he should ever be so lucky as to have seven more he'd lick the Brownie team hollow.

We regret to announce the death of Howard Falvy of the Tool Room, who passed away on February 13th. The employees of the department extend their sympathy to the family.



SOME CHICKEN!

Here's a picture of "Ed" Frank and "Al" Richards, two popular chicken judges, looking over one of John Lohwater's prize birds

Whether William Kapelke of the Third Level Tool vault is a member of a Boy Scout troop we do not know, but we have found out that "Bill" thoroughly believes in the use of a compass. He somehow got lost while wandering around the wilds of Seneca Park, and, making use of his pocket compass, "Bill" arrived safely back to civilization.

We thoroughly enjoyed a visit from Jack Billings, formerly in charge of the Wood Assembling department. Jack has deserted wood-assembling for wood-growing, having purchased a fruit-and-grain farm in Hannibal. We are always glad to see our old friends and can assure them they are not forgotten.

We are very glad to welcome John W. Heaphy, Superintendent of the Metal Finishing Department, who, fortunately, has recovered from what might have been a very serious automobile accident. Mr. Heaphy is a very popular man in the Camera Works personnel, and we all missed him.

"HOW TO GROW
A GARDEN"

WE HAVE for sale a limited number of excellent books which are of great value to gardeners. Last season we distributed over five hundred to the members of the Gardening Association. These books may be purchased from the Secretary at cost price—seven cents.

Please apply at the Industrial Relations Department between the hours of two and four o'clock for any information relative to gardening.



LITTLE ELIZABETH CARLIN
Sister of Frances Carlin, Covering Department

We missed the regular contributions for the Magazine from the Office, and were sorry to learn the reason why. "Billy" Lawrence has been sick for some days, and we miss him greatly. He is one of those congenial chaps that seems to spread sunshine and we hope he will soon be with us again.

James Wright of the Office, is aspiring to be the checker champion of the seventh floor. He may be good at checkers, but we doubt his ability to pick the winners in the Kodakam Bowling League. The candy stores have a good customer in "Jimmie."

Our manager, familiarly known as "J. A. R.," is taking a well-deserved vacation down South. We miss him and trust he will return more hale and hearty than ever he was before.

We see that Louis Bowllan is on the job again, having recovered from his nervous exhaustion. He now looks fit to meet Jack Dempsey.

A little bird has whispered in "ye scribe's" ear that Irving Duel of the Stock Record office is engaged to Lillian Dentinger. Congratulations, "Duey."

William H. French of the second floor vault was married recently. Best wishes, "Bill"!

Charles Gerew, who has worked in the Stock Record Department for some time, has left us to take a position with T. J. Craig, Superintendent of the Repair Department, Kodak Office. Our best wishes are extended to "Charlie," and we predict success for him in his new venture.

The Editor happened to see a newspaper styled the Port Perry Star, published in Canada, and was gratified to notice a prominent item regarding our friend, Charles Houck, of the Inspection Department. The article pointed out that Charles, who previously lived in the Canadian town, had been featured in the *Kodak Magazine* as having the remarkable record of twenty-five years punctuality.

We are not only pleased to know that Charles is a favorite in Port Perry, but also that the *Kodak Magazine* reaches the notice of newspaper men, and is accepted as an authority.

A GAME WORTH WHILE

There is so much to see and do these busy days that it is hard to find time for extra sessions, but here is one that you want to make a note of. Did you ever jump on a street car on a Wednesday evening and go to Building Five at Exposition Park?

There is an eight-team league of jolly fellows engaged in playing Indoor Baseball. You know most of them, and of course you are acquainted with "Normie" Robinson, the manager, and the two umpires, "Chuck" Irwin and Harry Murphy.

This league has proved itself to be one of the most harmonious and successful features of our plant athletics. Good sportsmanship and clean play are the salient points of success in any club, and the indoor ball players live up to this ideal.

The standing of the teams, to date of writing, is:

| Team | Won | Lost | Percentage |
|-----------------------|-----|------|------------|
| Folding Brownies..... | 7 | 0 | 1.000 |
| Shutter..... | 5 | 2 | .714 |
| Buffing..... | 5 | 2 | .714 |
| Tool..... | 4 | 3 | .571 |
| Office..... | 3 | 4 | .429 |
| Engineering..... | 2 | 5 | .285 |
| Crease and Cover..... | 2 | 5 | .285 |
| Lacquer..... | 0 | 7 | .000 |

The Buffing and Nickeling Department wishes to extend sympathy to "Dave" O'Conner on the sudden death of his wife.

Charles Klauck of the Shaping Department spends his leisure hours developing high grade chickens, and he claims he is having wonderful success. Whatever method he employs to persuade his hens to lay three eggs in two days, is a secret to date. Charles has promised to publish the idea, so that everyone may enjoy the result of his fertile brain.

CONGRATULATIONS, DENNIS!



How does this happy pair of kidlets catch your eye?

We could very easily run a baby show in this plant. The only trouble would be to choose the winners.

These two children are Patricia and Grace O'Brien, whose proud father, Dennis, works in the Buffing Room.

A T H L E T I C S



KODAK PARK GIRLS ALONE KEEP RECORD UNSMIRCHED

EASTMAN BASKETEERS WIN 23 OF 36 GAMES IN MONTH

DURING the month from January 16th to February 16th the Kodak basketball teams kept up their winning stride, the grand record for all the quintettes in the organization showing 23 games won and 13 lost. The Kodak Park girls alone continue to meet and beat all comers. Since the last issue of the magazine they have taken the measure of four of the strongest girls' teams in Western New York. The percentage record of games won and lost for all of the ten teams, including games played up to February 17th, is as follows:

GIRLS' TEAMS

| | WON | LOST | Pct. |
|-------------------|-----|------|-------|
| Kodak Park..... | 12 | 0 | 1.000 |
| Hawk-Eye..... | 9 | 3 | .750 |
| Premo..... | 5 | 2 | .714 |
| Kodak Office..... | 4 | 5 | .444 |
| Camera Works..... | 1 | 4 | .200 |

MEN'S TEAMS

| | WON | LOST | Pct. |
|-------------------|-----|------|------|
| Kodak Park..... | 9 | 3 | .750 |
| Kodak Office..... | 5 | 3 | .625 |
| Hawk-Eye..... | 4 | 5 | .444 |
| Camera Works..... | 0 | 2 | .000 |

The toughest battle for the Kodak Park girls during the past month was their struggle in the return game at Silver Springs. This contest they finally managed to annex by a 7 to 5 score. The games with the much-touted North Rose and Shredded Wheat lasses proved easy for the Ridge Road clan.

The Kodak Park men, during this same period, have faced the strongest kind of

opposition, recording victories over the All-Collegiates, the Geneva Eagles and Buffalo Lincolns. Two defeats were met, one at the hands of the Geneva Eagles, and the other in the first game of the series with "Johnnie" Murphy's Centrals.

The month saw two victories and one defeat charged to the Kodak Office men's record. The State Streeters failed to hold an early lead against the All-Collegiates, but walked away with Camera Works, and nosed out the R. B. I. in a bitter battle.

The Kodak Office girls won from Camera Works and lost to LeRoy and Pittsford.

Hawk-Eye stock has taken a big jump during the past four weeks. The Hawk-Eye girls have been particularly busy, playing seven games, all but one of which were chalked up on the right side of the ledger. The Hawk-Eye men's record is three to two.

The Premo girls made a clean sweep in their three games during the last month. Particularly creditable is their ten to five victory over the strong Reflector girls. Ransom's lasses look about as good as any in this section, and their two defeats at the hands of the Kodak Park squad are certainly no disgrace.

The Camera Works record shows the result of a delayed start and the lack of early practice. "Jack" Robertson's crew, however, has some excellent material and is bound to improve its record as the season progresses.



THE "ALL-KODAK" BOWLING TEAM

Left to Right (Standing)—Sorvise, Kodak Park; Kraus, Camera Works, Captain; Hinterleiter, Camera Works; Kosel, Hawk-Eye; Vogler, Camera Works
Seated—John S. Stanton, Secretary and Treasurer, Camera Bowling League; Alfred Chadwick, President, Camera Bowling League; Charles Natl, Vice-President, Camera Bowling League; Mura, Premo

BASKETBALL RECORDS

KODAK SCORES—JANUARY 18 TO FEBRUARY 17, 1921

KODAK PARK MEN

| | |
|-------------------|------------------------|
| Kodak Park.....40 | All-Collegiates.....14 |
| Kodak Park.....14 | Geneva Eagles.....25 |
| Kodak Park.....26 | Buffalo Lincoln.....25 |
| Kodak Park.....27 | Geneva Eagles.....21 |
| Kodak Park.....11 | Centrals.....19 |

KODAK OFFICE MEN

| | |
|---------------------|------------------------|
| Kodak Office.....22 | All-Collegiates.....25 |
| Kodak Office.....41 | Camera Works.....15 |
| Kodak Office.....28 | R. B. I.....23 |

HAWK-EYE MEN

| | |
|-----------------|-----------------------|
| Hawk-Eye.....56 | Roch. Stamping.....13 |
| Hawk-Eye.....30 | Fashion Park.....31 |
| Hawk-Eye.....21 | American A. C.....10 |
| Hawk-Eye.....22 | Big Brothers.....28 |
| Hawk-Eye.....42 | Roch. Stamping.....15 |

CAMERA WORKS MEN

| | |
|---------------------|---------------------|
| Camera Works.....17 | Penfield.....31 |
| Camera Works.....15 | Kodak Office.....41 |

KODAK OFFICE GIRLS

| | |
|--------------------|--------------------|
| Kodak Office.....0 | Le Roy.....14 |
| Kodak Office.....4 | Pittsford.....5 |
| Kodak Office.....8 | Camera Works.....1 |

KODAK PARK GIRLS

| | |
|-------------------|---|
| Kodak Park.....29 | White's (League).....7 |
| Kodak Park.....13 | North Rose.....3 |
| Kodak Park.....7 | Silver Springs.....5 |
| Kodak Park.....33 | Shredded Wheats, Niagara Falls.....2 |

HAWK-EYE GIRLS

| | |
|-----------------|------------------------|
| Hawk-Eye.....7 | Camera Works.....6 |
| Hawk-Eye.....7 | Camera Works.....10 |
| Hawk-Eye.....20 | Bastian Bros.....3 |
| Hawk-Eye.....10 | Seldens.....4 |
| Hawk-Eye.....7 | Big Rros. Royals.....6 |
| Hawk-Eye.....5 | Roch. Stamping.....0 |
| Hawk-Eye.....12 | Camera Works.....2 |

PREMO GIRLS

| | |
|--------------|------------------|
| Premo.....10 | Reflectors.....5 |
| Premo.....18 | Seldens.....11 |
| Premo.....8 | Ritters.....4 |

CAMERA WORKS GIRLS

| | |
|---------------------|--------------------|
| Camera Works.....6 | Hawk-Eye.....7 |
| Camera Works.....10 | Hawk-Eye.....7 |
| Camera Works.....1 | Kodak Office.....8 |
| Camera Works.....2 | Hawk-Eye.....12 |

The high lights of the future schedules include, of course, the Industrial Championship Series between Kodak Park and Bausch & Lomb. Another event awaited

with much eagerness by the court fans of the city was the March 3rd game between Kodak Park girls and the world's champions, the Clark-Munie girls of Cleveland.

KODAK TEAMS IN CITY INDOOR LEAGUE

The City Indoor Baseball League is making another good record, due in no small part to the efforts of the three Kodak teams in its list of members. Hawk-Eye is a strong contender, while there are two Camera Works teams in the League, the regular Camera Works team, and the Camekos. Any one of the three teams still has a good chance for the title.

The Camera Works Indoor League is also going strong, and the Toolmakers will have a job cut out to hold the trophy they won last year.

Pin boys on the uptown alleys have the belief that the Eastman Kodak Company manufactures nothing but knock-'em-all-down-with-one-ball bowlers. And they have good reason to think so.

KODAK BOWLERS IN NATIONAL TOURNEY

Time—March 24, 1921.

Place—Broadway Auditorium, Buffalo, New York.

Action—National Tournament, American Bowling Congress.

Characters—The "All-Kodak" Bowling Team—Service, Hinterleiter, Mura, Kraus, Kosel, Vogler.

A glance at the opposite page will show you the stalwart Knights of the Alley who are to uphold the Kodak honor at Buffalo on March 24th. These boys have a team average of 191 for the season in the Camera Bowling League, including games rolled up to and including February 19th. They should have little trouble finishing "in the money."

Watch the bulletin boards on March 25th for the returns! Scores will be sent by special wire to the *Kodak Magazine*.

PARK PIN-PICKERS WRECK RECORDS

THE Camera League records for the 1920-21 season were "humpty-dumptyed" with a vengeance by the onslaught of Kodak Park's invincible wrecking-crew on Saturday, February 12th. The League Champions apparently bore in mind the fact that it was Lincoln's Birthday, and celebrated by hanging up new records for the season in every event. Howard Beuckman, veteran of many a bitterly-fought bowling match, contributed ten straight strikes and a spare for a 286 score, which is high individual game. The best single game that Harold Servise could get was 268, but Servise showed more consistent pinning than his teammate and collected a score of 715 for the three games, establishing another record. This mark is just twenty pins under the

record set last year by Mura of the Premo clan. Here's hoping he can show the same rare form at Buffalo this month.

With such alley-work the League Champions had little difficulty in poeketing three games from the Kodak Office five, thereby practically clinching the championship for this season. They started off with 1086 for a five-man total and boosted this figure in the second game to 1113, which establishes another league record and is incidentally just seven pins under the city record for the winter to date, hung up by the K. of C. team in the Rochester league. The Parkers' three-game total of 3099 is also a season record in the Camera League, and it looks good to remain so unless the Ridge Road outfit can push the figure still higher.

STRIKES, SPLITS AND SPARES

(Alley Dust from the Camera Bowling League)
By "Ochsy"

Beuckman rolled 299 in the Rochester League recently, and could have made it the usually-denied 300 if—he had so desired. "Buck" says that when he rolls 300, he might just as well quit, as he would never be able to do any better. However, no one doubts the "Bambino's" ability to roll several perfect games in the course of the season. He's just keeping something to shoot at!

Let's give the Kodak team a good send-off when they leave for Buffalo.

Here's hoping we'll cop first prize. Have another, "Bill"? Sure, Mike!

Looks like it was all over but the shouting. That Kodak Park crew is too far out in front to be dragged down now. Premo has just the faintest kind of chance to pass Camera Works for second notch—but Hawk-Eye and Kodak Office may fight to the last ditch for the fourth rung on the ladder. Century seems securely set in the cellar.

Sullivan, of the Premo team, is reported to be a real find. This is "Sully's" first season in big company, and his fine rolling and consistent pinning has brought about many wins for his team. Keep 'er up, Sully!

Here's our first peek at the averages. Take a good look at the average of the Kodak Park team, which consists of Beuckman, Servise, Thistle, Behrns and Natt. Then try to figure out "just why they are leading the league."

| | | GAMES | AVERAGE |
|------------------------------|----|--------|---------|
| 1. Beuckman, K. P. | 45 | 206.7 | |
| 2. Servise, K. P. | 45 | 200.14 | |
| 3. Thistle, K. P. | 45 | 198.44 | |
| 4. O'Neill, C. W. | 42 | 191.37 | |
| 5. Vogler, C. W. | 48 | 191.31 | |
| 6. Kraus, C. W. | 39 | 191.6 | |
| 7. LaDuque, K. O. | 47 | 190.34 | |
| 8. Hinterleiter, C. W. | 48 | 188.22 | |
| 9. Behrns, K. P. | 45 | 187.23 | |
| 10. Mura, P. | 48 | 187.14 | |
| 11. Barkey, C. W. | 45 | 185.16 | |
| 12. Kosel, H. E. | 41 | 184.39 | |
| 13. Sullivan, P. | 48 | 182.27 | |
| 14. Natt, K. P. | 42 | 182.24 | |
| 15. Amey, K. O. | 42 | 182.17 | |
| 16. Friesman, P. | 48 | 181.24 | |
| 17. Kehrig, H. E. | 36 | 180.13 | |
| 18. Weimann, F. C. | 39 | 179.28 | |
| 19. Theno, P. | 48 | 178.38 | |
| 20. Melvin, F. C. | 33 | 177.9 | |
| 21. Newfeglise, K. P. | 48 | 175.29 | |
| 22. Stephany, H. E. | 42 | 175.8 | |
| 23. Gaucier, F. C. | 40 | 173.26 | |
| 24. Young, P. | 24 | 171.14 | |
| 25. Fenner, F. C. | 12 | 170.4 | |
| 26. Mattern, K. O. | 30 | 168.20 | |
| 27. Felerski, H. E. | 11 | 168.6 | |
| 28. Weldon, H. E. | 5 | 168. | |
| 29. Petroski, F. C. | 7 | 158.8 | |
| 30. Stockmeister, F. C. | 42 | 158.8 | |

WITH THE BOWLERS

STANDINGS OF TEAMS IN THE VARIOUS KODAK LEAGUES

FEBRUARY 21, 1921

CAMERA BOWLING LEAGUE

| | Won | Lost | Pct. |
|---------------------|-----|------|------|
| Kodak Park..... | 47 | 4 | .921 |
| Camera Works..... | 37 | 14 | .725 |
| Premo..... | 27 | 24 | .561 |
| Kodak Office..... | 18 | 33 | .384 |
| Hawk-Eye..... | 17 | 34 | .333 |
| Folmer-Century..... | 8 | 43 | .157 |

K. P. A. A. LEAGUE

| | Won | Lost | Pct. |
|-------------------|-----|------|------|
| Indians..... | 38 | 19 | .667 |
| Blue Ribbons..... | 37 | 20 | .649 |
| Building 30..... | 36 | 21 | .632 |
| Home Brews..... | 33 | 24 | .579 |
| Building 29..... | 32 | 25 | .561 |
| Plate..... | 26 | 31 | .456 |
| Film..... | 18 | 39 | .316 |
| Autographic..... | 8 | 49 | .140 |

CAMERA WORKS BOWLING LEAGUE

| | Won | Lost | Pct. |
|-------------------|-----|------|------|
| Woodworking..... | 41 | 16 | .719 |
| Buffers..... | 38 | 19 | .667 |
| Shutter..... | 38 | 19 | .667 |
| Office..... | 36 | 21 | .632 |
| Construction..... | 31 | 26 | .544 |
| Tool..... | 20 | 37 | .351 |
| Press..... | 15 | 42 | .263 |
| Polishers..... | 9 | 48 | .158 |

FOLMER-CENTURY BOWLING LEAGUE

| | Won | Lost | Pct. |
|---------------|-----|------|------|
| Cirkut..... | 41 | 10 | .804 |
| Studio..... | 29 | 22 | .568 |
| Graflex..... | 27 | 24 | .529 |
| Graphic..... | 27 | 24 | .529 |
| Stereo..... | 21 | 30 | .411 |
| Aero..... | 21 | 30 | .411 |
| Auto, Jr..... | 20 | 31 | .392 |
| Compact..... | 18 | 33 | .352 |

KODAK OFFICE BOWLING LEAGUE

| | Won | Lost | Pct. |
|---------------------------|-----|------|------|
| Service..... | 39 | 9 | .812 |
| Domestic Shipping..... | 41 | 10 | .804 |
| Sales..... | 38 | 10 | .792 |
| Export Shipping..... | 32 | 19 | .628 |
| Accounting..... | 23 | 25 | .479 |
| Industrial Relations..... | 21 | 24 | .467 |
| Bookkeeping..... | 21 | 27 | .437 |
| Engraving..... | 19 | 26 | .422 |
| Billing..... | 20 | 28 | .417 |
| Stock..... | 18 | 30 | .375 |
| Advertising..... | 12 | 36 | .250 |
| Maintenance..... | 4 | 41 | .083 |

KODAK PARK YARD LEAGUE

| | Won | Lost | Pct. |
|------------------|-----|------|------|
| Yard Office..... | 44 | 19 | .698 |
| Trucking..... | 39 | 24 | .620 |
| Steel Shed..... | 36 | 27 | .572 |
| Garage..... | 25 | 25 | .554 |
| Inspectors..... | 32 | 31 | .516 |
| Stores..... | 31 | 32 | .484 |
| Yard..... | 21 | 42 | .333 |
| Receiving..... | 14 | 49 | .222 |

KODAK OFFICE GIRLS LEAGUE

| | Won | Lost | Pct. |
|---------------------------|-----|------|------|
| Sales..... | 12 | 2 | .857 |
| Advertising and Main..... | 9 | 5 | .643 |
| Finishing..... | 8 | 6 | .577 |
| Service and Ind. Rel..... | 8 | 6 | .577 |
| Accounting..... | 6 | 8 | .428 |
| Tabulating..... | 6 | 8 | .428 |
| Testing..... | 4 | 10 | .286 |
| Order..... | 3 | 11 | .214 |

KODAKAM GIRLS LEAGUE

| | Won | Lost | Pct. |
|---------------|-----|------|------|
| Panorams..... | 32 | 8 | .800 |
| Kodaks..... | 29 | 11 | .725 |
| Brownies..... | 12 | 28 | .300 |
| Juniors..... | 7 | 33 | .175 |

**SUBSCRIPTIONS TO EASTMAN SAVINGS
AND LOAN ASSOCIATION SHARES
AS OF FEBRUARY 15, 1921**

| ROCHESTER PLANTS | No. of Members | Percentage of Employees Subscribing | Total Shares | Matured or Par Value |
|---------------------------------------|-------------------|---|-----------------|-------------------------|
| Kodak Park..... | 815 | 12.4% | 7,488 | \$ 748,800.00 |
| Camera Works..... | 1,765 | 69.6% | 16,229 | 1,622,900.00 |
| Premo Works..... | 172 | 49.1% | 1,251 | 125,100.00 |
| Hawk-Eye Works..... | 439 | 61.2% | 2,963 | 296,300.00 |
| Folmer-Century Works.... | 90 | 24.6% | 857 | 85,700.00 |
| Kodak Office..... | 609 | 44.4% | 6,827 | 682,700.00 |
| OUT-OF-TOWN PLANTS | | | | |
| New York Branch..... | 27 | 30.0% | 238 | 23,800.00 |
| Chicago Branch..... | 79 | 59.8% | 770 | 77,000.00 |
| San Francisco Branch..... | 22 | 34.4% | 102 | 10,200.00 |
| Taprell, Loomis & Co..... | 141 | 60.5% | 922 | 92,200.00 |
| American Aristotype Co.... | 1 | 3.6% | 20 | 2,000.00 |
| Sweet, Wallach & Company | 42 | 62.7% | 479 | 47,900.00 |
| Northwestern Photo Supply Co..... | 11 | 40.7% | 112 | 11,200.00 |
| Robey-French Company.... | 1 | 1.8% | 15 | 1,500.00 |
| O. H. Peck Company..... | 3 | 8.1% | 30 | 3,000.00 |
| Robert Dempster Company | 11 | 45.8% | 60 | 6,000.00 |
| Glenn Photo Stock Co..... | 15 | 60.0% | 94 | 9,400.00 |
| Des Moines Photo Materials Co..... | 7 | 33.3% | 46 | 4,600.00 |
| John Haworth Company.... | 8 | 13.1% | 28 | 2,800.00 |
| Total..... | 4,258 | ..... | 38,531 | \$3,853,100.00 |

Average Subscription—9.5 shares.

The KODAK
Magazine



April 1921

Published in the interests of the men and women of the Kodak organization. x. x.

ACCIDENT RECORD

FEBRUARY, 1921

| PLANT | No. of Employees | | No. of Accidents | | Approximate Wage Loss | | Accidents per 1000 Employees | | |
|-----------------------------|------------------|---------------|------------------|-----------|-----------------------|-----------------|------------------------------|-------------|----------------------|
| | 1920 | 1921 | 1920 | 1921 | 1920 | 1921 | 1920 | 1921 | |
| Camera Works, | 2,739 | 2,514 | 7 | 5 | \$ 691.69 | \$122.81 | 2.56 | 1.99 | Decrease .57 |
| Pohmer-Century Works, | 378 | 361 | 1 | 1 | ..... | ..... | 2.65 | ..... | Increase 2.65 |
| Hawk-Eye Works, | 782 | 719 | 3 | 2 | 12.26 | 9.22 | 3.86 | ..... | Increase 3.86 |
| Kodak Office, | 1,158 | 1,233 | 5 | 1 | 150.68 | 3.12 | 4.32 | .81 | Decrease 3.51 |
| Kodak Park Works, | 7,582 | 6,495 | 16 | 10 | 4,652.06 | 586.88 | 2.11 | 1.54 | Decrease .57 |
| Premo Works, | 439 | 334 | 1 | 1 | 177.10 | ..... | 2.28 | ..... | Increase 2.28 |
| Totals | 13,078 | 11,656 | 33 | 16 | \$5,713.79 | \$722.03 | 2.52 | 1.37 | Increase 1.15 |

“*P*roperty is the fruit of labor; property is desirable; is a positive good in the world. That some should be rich shows that others may become rich, and hence is just encouragement to industry and enterprise. Let not him who is houseless pull down the house of another, but let him work diligently and build one for himself, thus by example assuring that his own shall be safe from violence when built.”

—*Abraham Lincoln*



1



2



3

HONORABLE MENTION
SECOND QUARTERLY AMATEUR PHOTOGRAPHIC COMPETITION
1. Lawrence A. Toriello, Sweet, Wallach & Company, Chicago. 2. Myrtle M. Randall, Main Office. 3. K. W. Williams, Main Office.

The KODAK Magazine

VOL. I

APRIL, 1921

No. 11

THE BOYS AND GIRLS SAFETY ESSAY COMPETITION

THE PRIZE WINNERS AND THE FIRST PRIZE ESSAY

ONCE upon a time a little boy was asked by his teacher to write a composition on sugar, and he wrote: "Sugar is what makes things taste bad when you don't put it in."

When we invited the Kodak boys and girls to write an essay on "Safety," we knew that we would receive some mighty good efforts, and we were not disappointed, even though we did not receive any quite as startling as the one above quoted.

The First Prize, Five Dollars, was awarded to Harriett M. Roupp, age 12 years, the daughter of D. G. Roupp, of the Roll Coating Department, Kodak Park.

The Second Prize, Three Dollars, was won by James Wishart, age 14 years.

The following competitors were awarded a fine safety game board, which will not only afford many pleasant hours of amusement, but will also help them to remember "Safety First": Marion Schlosser, Mildred La Belle, Henry Wuensch, Harold Wheeler, Ruth Ackroyd, Edna Webster, Hazel Harper, Dorothy Litloff, Margaret Eldridge, Amy Gorwaiz, Delores Gutmann and Mary Spenceer.

Here is the essay winning First Prize:

SAFETY

Reading father's *Kodak Magazine* of January made me think about safety. It is one of the greatest things we should think about at all times. Safety should be the watchword.

Mother has always taught me to be careful of myself and others, not to throw dangerous things in the path of others

and to remove anything that might injure them. Take time to pick up tacks, pins, matches and other things that might injure little brothers or sisters, and never to use oil around fire or wipe the stove with an oil rag.

Never empty ashes while there are live coals in the ash pan, as the ash-barrel might catch fire and burn our home and other houses. Also watch out for gas jets burning near a window, as a breeze may blow the curtain over the flame and cause a fire. In taking children out for a ride, never run as we might upset the carriage and cripple the child for life.

More people are killed by carelessness and thoughtlessness than in any other way. Remember, "He who takes chances usually takes one too many." A moment's neglect may cause regret for a lifetime. Be watchful. It is the price of safety, but it pays big dividends.

Mr. John D. Sullivan said "that the work of the safety school was already beginning to show good results." The Eastman Kodak Company has reduced the number of accidents in its plant from one hundred nine per thousand to twenty per thousand in three years. This should be an example for other plants.

I am glad to have my father work at Eastman Kodak plant and hope he is doing all he possibly can to reduce accidents. We should re-make this our slogan: "Every person has a right to live his life in perfect safety. An ounce of caution is better than a pound of charity."

Rochester should congratulate Commissioner of Public Safety R. A. Hamilton on reducing the rate of accidents.

Safety First means Safety all the time.
Let us just keep in mind that,

"Tramp, tramp, tramp, we are marching,
Checking the reckless on the way,
For in guarding young and old,
Saving life and limbs untold,
We shall make a better record day
by day."

—*Harriett M. Roupp.*

We are sorry that lack of space prevents our printing some of the other splendid essays received, but we can and do congratulate the Kodak fathers and mothers on having such a bright lot of youngsters who are so thoroughly instilled with the spirit of "Safety First."

YOUR CHILDREN'S TEETH

THE ROCHESTER DENTAL DISPENSARY IS AT
THEIR SERVICE

The teeth of some seven hundred Kodak youngsters have been put in good working order at the Rochester Dental Dispensary.

If you have a child or children whose teeth need attention, the Dispensary is at your service.

Application blanks for Dispensary service may be obtained from department heads and the nurses in the plant dispensaries.

When the form is filled out, it should be placed in the envelope provided and sent to the Industrial Relations Department, 343 State Street; upon receipt, a card of introduction to the Dispensary giving time of appointment will be sent.

KODAK EMPLOYEES ASSOCIATION

REPORT OF MARCH MEETING OF BOARD

THE regular meeting of the Board of Directors of the Kodak Employees Association (Incorporated) was held on March 9, 1921, at the Main Office Building. In the absence of the President, Mr. Eastman, the First Vice-President, Mr. Rogers, presided. All the rest of the Board were present except Mr. Haste, who was out of town. Mr. Haight, Mr. Gorham and Mr. Turner met with the Board.

The Secretary reported real estate loans closed since the last meeting of the Board aggregating \$3,910.00.

Applications for mortgage loans aggregating \$1,500.00 were approved.

The report of the Treasurer for the month of February was read to the meeting and accepted.

The Association decided that in cases where shares of the company's stock or Managers' Deposit Certificates for tenths of shares had been issued on the surrender of Managers' Certificates issued to

employees, and the holders find it necessary to sell such stock or Deposit Certificates, to arrange so that the Kodak Employees Association (Incorporated) may purchase the same, paying the holders thereof the full market value therefor at the time of purchase. Mr. H. D. Haight, Manager of Industrial Relations, having expressed a willingness to look after this for both parties, the matter was placed in his hands. It was suggested that he discourage as far as possible the holders of these shares or Deposit Certificates from parting with them, but in cases where a sale was really necessary that he look after it. The Treasurer of the Association, Mr. J. L. Gorham, was authorized to use the Association's funds in making payment. It is only in cases where an employee has died, or become totally disabled, or a woman employee has married, that certificates for stock, or Deposit Certificates for tenths of shares, have been issued.

We may be able to help you. If you intend to build, fill in the Housing Questionnaire and send it in.

A HOME FOR THIRTY THOUSAND



ROOM FOR SIX FREIGHT CARS AT ONE TIME

IT doesn't make any difference in which plant you work, when you are escorting an out-of-town visitor down Lake Avenue Boulevard, you just sorta swell up with pride when you come to Kodak Park. You remark in a careless sort of a manner: "That's Kodak Park, one of our plants, where they make the Motion Picture Film, you know." And as you roll along past its Boulevard frontage, you usually hear, if your visitor is of the male persuasion—"Gee whiz! what a whale of a plant!" or if of the "more deadly" species—"Gracious goodness! what a big place!"

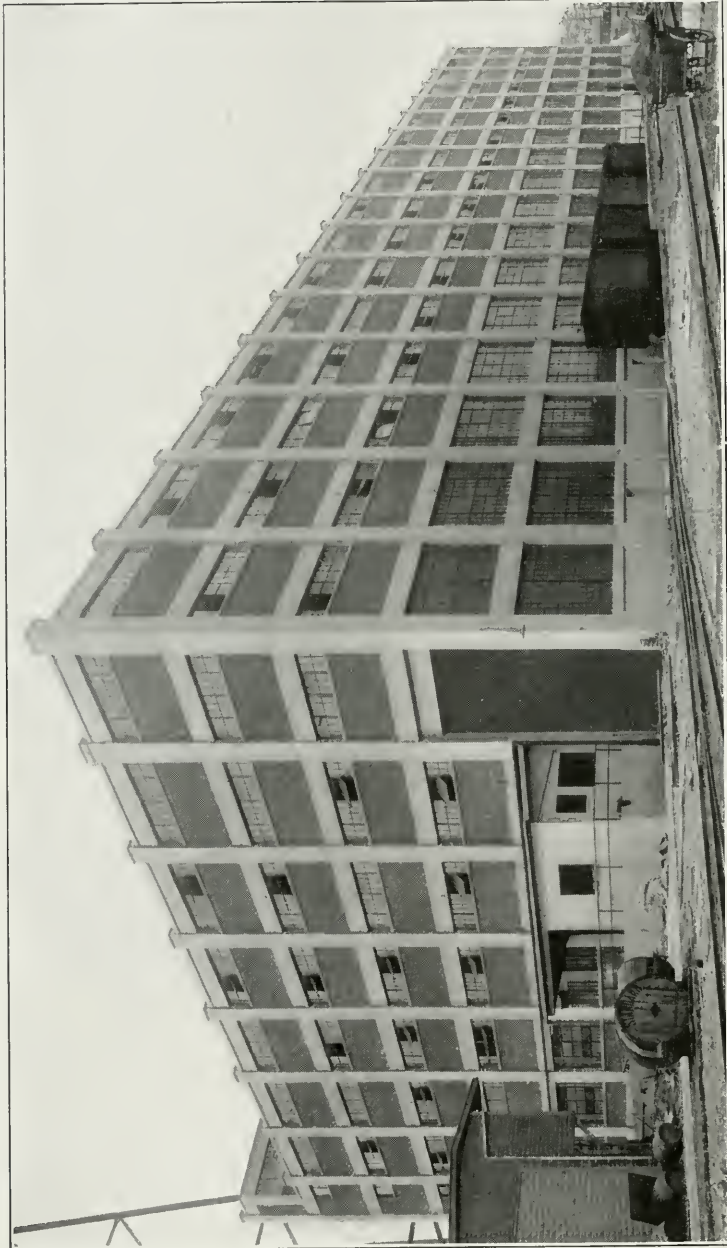
When you come to consider that none of the products made at the Park are of any great bulk, and that hundreds of thousands of dollars worth of our goods can be produced in a small space, it be-

comes more than ever a whale of a plant.

Just to give you an idea, this is a little story about our new building for the accommodation of the Receiving and General Stores Departments. This new building (see page 6) is five stories high, with a floor area of five and one-half acres (which would make *some* garden to look after). Over thirty thousand different articles are stored in this building, from chemicals measured by the ounce to building material by the carload.

In the course of an average month, 140 carloads of coal (stored elsewhere), 80 carloads of building material, and 273 carloads of raw material for manufacturing purposes, are received, weighing approximately 15,300 tons.

In building material, two and one-half million feet of lumber alone was used for



RECEIVING AND GENERAL STORES BUILDING AT KODAK PARK — See page 5

construction purposes at Kodak Park during the last twelve months. Handling supplies in such quantities as these demands more than ordinary facilities, and the building is equipped with the latest devices for the handling of heavy or bulky material easily and speedily.

The illustration on page 5 shows the train shed of the building; this shed will accommodate a train of six cars, and material can be unloaded at any time, regardless of weather conditions. The shed is equipped with three steel shutter doors 14 feet wide and 25½ feet high; these doors are electrically operated. For transporting material through the building, electric tractors with trailers are used.

When you come to the elevators, you might think that you had been transported to the land of giants; they are surely "whoppers." They have to be extra large to accommodate both tractors and trailers; two are twelve by twenty feet and can handle a load of 15,000 pounds. There are two additional eleva-

tors eight by twelve feet, able to handle 6,000 pounds each. Four trips of one of the big fellows will unload the contents of a freight car. To help out the tractors and trailers, hand transveyors are used with which one man can easily handle a ton—so you don't very often hear, "Oh, Bill! come and give us a lift."

Getting the goods out of the building is a lot easier; two chutes run from the fifth to the first floor, so any package not exceeding 4½ feet wide and 6 feet long, and weighing not over eight hundred pounds is placed in one of the chutes and away it glides to the first floor.

Lots of windows, and big ones too, mean no dark corners—plenty of light everywhere—a big help in locating and handling supplies.

About one hundred people are employed in this building, which includes quite a large office force to handle detail work naturally connected with the handling of so many in-coming and out-going shipments.

FAR FIELDS

IT is very seldom that an enterprise of merit has to go far from home to obtain the money necessary to make a go of it; if it has true worth, local capital is only too eager to invest and participate in its building, growth and profits.

So we can usually look askance, or with a very conservative and cautious eye upon the future promises of stock selling concerns located at distant points.

The great majority of these would-be enterprises are stock selling schemes only, whose plans rarely reach the production stage, and whose only profits are confined to the receipts from the sale of stock to the credulous—and these "profits" are necessarily confined to the promoters.

The Federal Trade Commission recently conducted an investigation into the sale of stock of a widely exploited motor corporation. It found that the stock was sold to some 54,000 persons, from whom the promoters received the

aggregate sum of \$4,723,811, and that nearly \$1,200,000 was paid to salesmen in commissions. *Over \$650,000 was retained by the boss promoter for his services* as fiscal agent, and over \$500,000 went for advertising the sale of the stock and other expenses, so that nearly one-half of the receipts were absorbed in getting the money.

There is no record of this concern having actually marketed its product, or that it ever really intended doing so.

Grass in far fields looks greenest; do not be tempted by offers of extraordinary profits in projects where you can obtain no information other than that contained in the promoter's advertising, or from a voluble salesman.

Not all foreign promotion plans are bad, but don't invest your money without a thorough investigation; our legal department can, and is willing to, give you sound advice.

MT. SHASTA AT SUNRISE

AN AMUSING EXPERIENCE (TO US, ANYHOW) OF "DOC" HASKELL
OF THE ADVERTISING DEPARTMENT

THOSE of you who have travelled the picturesque roads leading in and out of Rochester, must have noticed the signs, "Picture Ahead! Kodak as You Go," located at all strategic points.

The advertising department plans to have the country pretty well covered with these signs in course of time. The actual work of placing these signs is in charge of Warren B. ("Doc") Haskell, who is now touring part of California with a small but energetic truck. "Doc's" experiences en route, humorous and otherwise, would fill a book, and he is confident that he could secure a good contract in "big time" vaudeville or on the Chautauqua circuit by relating them.

That his life on the open road is not all carefree, is evidenced by a recent letter.

"We had posted two signs and after driving about a mile on a muddy road, we overtook the gentleman who shared the freight car with us. He was stuck in a rut and we couldn't pass him. We helped him jack up his car and put blocks under, then filled the ruts with boards which we ripped off the fence. He then pulled out, went about a hundred feet and got stuck again. This time he was stuck fast. He went to a ranch house about a mile away and returned with a shovel and team of horses. At about seven o'clock we started him again and this time he made about 500 yards. The rear housing was so low that it was dragging, and his rear wheels would just spin when he applied the power. Three more times he was stuck inside of 50 yards. We worked right through with him, filled the ruts with fence boards for about 200 feet back of his car, and at 10.30 p. m., sent the truck along. After passing about 20 feet ahead of his car, our truck slipped into a shallow ditch and *we were stuck*. The ranchman said he couldn't stay with us any longer as he had fifteen cows to milk, and a sick wife and five children to look after. The other man had his wife and a nine months old baby with him. The ranchman said he could provide one spare bed for the man and his wife and baby, and we could sleep in the hay in his barn.

"I didn't think it wise to leave the truck, as there are too many tramps on the road in this section, who would strip a car of spare tires or anything they could pry loose; so Hodgson and I decided to camp by the truck for the night.

"The ranchman went to his barn, returned with a sled and team of horses and hauled the family through the mud to his house. Hodgson and I built a fire and took turns in sleeping and watching the fire. We used the seat from the truck to lie

on, and the man with the other car loaned us a blanket; so we got along very well for sleeping, but were awfully hungry. Worst of all, our supply of smokes was soon exhausted.

"We were in sight of Mt. Shasta and could have enjoyed the beautiful sunrise under more agreeable conditions.

"When daylight came, we unloaded the truck, shovelled the mud away from the wheels and got everything in readiness to block it up and hook the team on to haul it out.

"We were nearly exhausted and had started to walk to the ranchman's house to see if we could get a cup of coffee, when he called us to breakfast. The fare was very simple, but to us it was a feast. Well, we finally got the truck out of the mud onto hard road, and then helped the other man to drive out.

"The ranchman then loaded the signs on his sled, hauled them to the truck, and we started on our way after replacing the load. If it hadn't been for the other car getting stuck, I believe we would have gone along all right with our much-maligned flivver.

"While we were still within sight of the same mud hole, two other cars got stuck, but we kept right on going as we had been in that vicinity longer than we cared to.

"The experience taught me to keep a lunch of some sort on the truck in case of an emergency, and it may be well to carry a blanket or two. And hereafter, you will always find a good supply of smokes and matches on this truck."

THIRD QUARTERLY AMATEUR PHOTOGRAPHIC COMPETITION

CLOSING DATE APRIL THIRTIETH

The Third Quarterly Competition promises a hot finish. Kodak Park claims a "cinch" on first place again, but Premo, Main Office, and Camera Works are all smiling softly and saying: "He who laughs last, laughs best."

Hawk-Eye and Folmer-Century are maintaining the well-known "dignified silence," but the homes of the Anastigmat and the Graflex without doubt have some pretty expert amateur picture makers; so, so far it is anybody's race.

Awards: Same as in previous competitions.

Subjects: Snow Scenes,
Winter Sports,
Still Life Pictures.

Contest conditions given in full in the January issue.

GETTING BACK TO NORMAL

HOW STRAIGHT THINKING AND ACTING WILL HASTEN IT

THERE has been but little change in general business conditions in the last month, but there is a promise of a slow and gradual return to normal conditions.

One thing holding back the return of what we call "good times" is the refusal of many persons to intelligently study cause and effect, and then to do their part in bringing about this return.

When we suffer an individual loss, we know we have to make up that loss to get back to where we stood before—and what is true of the individual is true of the many.

The billions of dollars that vanished during the war will have to be made up, and the economic laws governing this can no more be changed than can the fact that two and two make four.

Balanced Industry Essential

Keep this in mind as a basic truth; the secret of prosperity is in balanced industry, with the production of every branch of industry in proportion to the wants and buying power of the people in all the other occupations.

Now, that being the case, it follows that the number of people who can be employed in any industry depends upon the amount of the products that can be sold, and that depends upon the price which the consumers have to pay for them.

If the price of any article is increased, the consumers will have to cut down on their purchases of it, or of something else.

With every product made to sell, there is a point where if the price be lowered, the additional sales will not compensate for the sacrifice, and if the price is raised the decrease in sales will exceed the gain in price. This being so, you can at once see the folly of any individual, or group of individuals, in thinking that he, or they, have it in their power to arbitrarily fix wages and prices

for themselves. Even if they could, they could not escape the effect of their action upon employment and upon sales.

To quote from a recent bank report: "Something has happened that has affected the buying power of millions of people, and other millions are trying to ignore it and think they can go on selling their own goods and services at the same rates as before.

"Wage earners stand for the maintenance of wage scales, and as the public is unable to buy goods made upon that level of costs, mills close down or run on half time, with a great loss of wages without corresponding reduction in the price of the product to consumers, most of which are wage earners."

Must Return to Normalcy

To get back to normalcy is the earnest desire of every one of us, and to get there we must understand and act with a full understanding of conditions and remedies.

For this reason, we are giving you the facts, knowing that you will appreciate our action, and also with the hope that you will pass them on to fellow wage-earners you may know so that we may all act intelligently and together for the common good.

AVOID FINES

All holders of installment shares in the Eastman Savings and Loan Association, who are behind in payments on their shares, are subject to a fine of 1% per month (5 shares, 5 cents per month; 10 shares, 10 cents per month, etc.) for such defaulted payments.

If on account of absence or other reasons, payments through the Payroll Department are interrupted, such amounts should be promptly paid to the cashier in the plant where employed or at the office of the Association, 343 State Street.

The Kodak Magazine

Published monthly in the interests of men and women of the Kodak organization.

SPENCER HORD, *Editor*

| | |
|-------------------------------------|-------------------|
| GLENN C. MORROW C. EDWARD COOLEY | Associate Editors |
| NORMAN A. VAN DE CARR | Assistant Editor |
| Main Office | |
| ROBERT A. WEBER | Assistant Editor |
| Kodak Park Works | |
| HERRERT S. THORPE | Assistant Editor |
| Camera Works | |
| CLARENCE H. HARPER | Assistant Editor |
| Folmer-Century Works | |
| P. R. MEINHARD | Assistant Editor |
| Hawk-Eye Works | |
| L. C. WHEELER | Assistant Editor |
| Premo Works | |

Address all communications to Editor, KODAK MAGAZINE, Main Office, Eastman Kodak Co., Rochester, N. Y.

There are a good many persons who shudder or shrug their shoulders whenever the word "Thrift" is mentioned; this is because they have a wrong idea of the meaning of the word.

Thriftiness does not mean becoming a "tightwad" or enduring a lower standard of living—quite the contrary.

Thrift does not mean the mere hoarding of money; it consists in the *spending* of money, but for things of *permanent* value; for things which will add to your comfort and welfare, or, to put it in other words, for those things which will *improve* your standard of living.

Professor Carver, of Harvard University, in a recent widely quoted article says, "Thrift does not consist in refusing to spend money or to buy things. It consists, under a money economy, in spending money and buying things, but in spending money for things of a different kind from that which thriftlessness buys.

"Thrift buys things with a relatively vivid appreciation of the future; thriftlessness buys things with a relatively

dull or weak appreciation of the future.

"Thrift regards future need as comparable in importance with present desires; thriftlessness regards present desires as of greater importance than future needs.

"Thrift very generally, though not exclusively, consists in investing money, that is, in buying income-bearing goods, 'such as savings and loan shares, bonds or insurance policies.'

"As a matter of observation, thrifty communities (and thrifty individuals—*Editor*) spend more money in the long run than thriftless communities, for the sufficient reason that they have more money to spend."

We are all of us accustomed to the sound of the fire department and ambulance gongs, but fortunately for most of us, the sound indicates trouble for someone else instead of ourselves.

In spite of this, statistics show an appalling loss of life and property due to fires and accidents, most of which were occasioned by carelessness.

Just think of it; the *weekly*, not monthly or annual, estimated fire loss in the United States is *fourteen million dollars*.

In each of these fifty-two periods, fires occur in 1,600 dwellings, 3 theatres, 3 public buildings, 12 churches, 10 schools, 2 hospitals, 150 apartment buildings, 26 hotels, 2 college buildings, 3 department stores, 2 asylums, 2 jails and 20 factories.

During the year 1919, sixteen thousand persons were burned to death and eighteen thousand seriously injured. Of those burned to death, eighty-two per cent. were mothers, and children under school age. Ninety-two per cent. of these fires were the result of carelessness.

The Safety-First man has a real mission.

You will be interested in reading the prize winning essay in our Kodak Boys and Girl's Safety-First Competition (see page 3).

We have been highly successful in accident prevention in our organization. Let's keep up the good work.

EASTMAN SAVINGS AND LOAN ASSOCIATION

POINTERS FOR EMPLOYEES PLANNING
TO PURCHASE A HOME

WITHOUT stopping to think, you might consider the conducting of the affairs of the Eastman Savings and Loan Association a simple matter. As a matter of fact, there is an almost endless amount of detail connected with the work in order to produce the greatest amount of good for its members, and to safeguard the funds entrusted to it.

Naturally many questions are, and will continue to be, asked regarding the various affairs of the Association by its members; so to save time for all of us, we will try to answer some of them here.

The Eastman Savings and Loan Association is a separate and distinct organization, and so the money available for making first mortgage loans must come from its own funds. Applications for loans are coming in rapidly, with a good percentage of acceptances, so there may come a time when, *temporarily*, there will be no funds available for loans, and so your application, even if acceptable, might have to go on a waiting list.

In planning for the purchase of a home, the wise investor will most carefully consider the amount of his obligation and his financial ability to see it through. In considering this, the advice and counsel of the officers of the Association are at your disposal; in fact, it is part of their duty to see that you do not assume an obligation impossible, or extraordinarily irksome to fulfil.

In most cases, it is safe to assume that not more than twenty-five per cent. of your income is available for rent or home purchasing; you *must* have a certain leeway to provide for unexpected contingencies such as illness and the like.

As an example, let us assume that you wish to purchase a home having an appraised value of \$6,000. Here is how it would work out.

Appraised value \$6,000, with cash payment of ten per cent. \$600, would leave

\$5,400. Of this, a first mortgage to the Eastman Savings and Loan Association would take care of \$4,200. The balance \$1,200 to be covered by a second mortgage to the Kodak Employees Association. The sum necessary to carry this is about one per cent. per month, so we have on the first mortgage \$42.00, on the second mortgage \$12.00, taxes and insurance approximately \$9.00, totalling \$63.00 per month, or about \$14.00 per week. You must also consider that a certain amount should be available for repairs.

If, however, you see your way clear to comfortably meet your payments, and have tentatively selected your home, there are still a few precautions to be observed.

The first is, be careful about the contract for the purchase of your home, as it may contain seeds of future mischief. Under the laws of this state, a broker earns his commission when the contract is signed, so he has no further interest in the transaction, and is under no obligation to further protect your interests. It will be much better to bring the contract in and talk it over with some officer of the Association before you sign it.

Another point to consider in the present scarcity of houses is this: it will be a good idea to plan on taking possession of your property a couple of months later than seems probable; there may be a tenant in the house, and if he cannot find a house in which to move, a tender-hearted judge may allow him a month or so in which to look around.

Here is another point. If you own the house you are living in, and plan to sell it and purchase another one, after signing the contract to sell, do not turn around and sign a contract to purchase another house, unless you make the performance of the second contract on your part depend absolutely on whether the proposed buyer of your house keeps his contract

with you. Otherwise, you may find that the person to whom you were planning to sell is irresponsible, and that the one from whom you have contracted to purchase is determined to force you to keep your promise with him by a lawsuit.

There are many things to be safeguarded in the purchase of real estate, so you should not expect to have your loan approved, and the necessary papers recorded immediately after the receipt of

your application by the Association. First, your application must be approved by the Association; then, if approved, the abstract of title and tax searches must be brought down to date, which often consumes a week or more; following this, the necessary papers must be drawn and signed, and the title examined. Better plan on a month elapsing between the time you file your application, and the time you receive the proceeds of your loan.

SAFEGUARDING TRANSPORTATION COSTS

THE WORK OF OUR RATE AND TRAFFIC SERVICE DEPARTMENT

“**H**UH! pretty soft for the traffic and shipping departments; when an order for goods comes in, it is entered, passed on to the shipping department which puts the goods in a box, hands it to the express or freight man, and says ‘shoot.’ Or, when raw materials are received, all they have to do is to unpack the goods, check the invoice, deliver the goods to the proper department, and there you are”—such is the opinion anyhow of the average outsider.

As a matter of fact, there are continual changes in transportation laws and rates; some of which would puzzle a couple of Philadelphia lawyers to interpret properly.

When you learn that the various articles and raw material purchased by use embrace about seventy-five per cent. of the articles classified in the railroad classification, you may be willing to admit that we are confronted with some problems outside of manufacturing and selling.

In order to get our goods to our customers, and materials purchased by us where they belong in the shortest period of time, and at the lowest figure, we have established in connection with our traffic department a rate and traffic service bureau.

It seems almost unnecessary to say that the chief factors of our economic life are production and distribution; traffic service is concerned with effecting both by the most expeditious means and at the least expense. Every dollar lost in freight charges or through other traffic problems

either comes out of the profits or is added to the selling price. The continual changes in transportation laws and rates make necessary a careful rate audit, involving a study for the solving of numerous complicated traffic questions. We pay an immense sum annually for freight charges, which emphasizes the importance of this special rate audit.

The intricacies surrounding the receiving, assembling and distribution of goods are so numerous and varied and so interwoven with legal technicalities and obligations, that it is clearly beyond the scope of the uninitiated to deal with them. The increasing importance of adequate transportation facilities, the intelligent employment of those available for use, and the common-sense railway regulations are issues vital to the hour.

This department serves in many ways—in addition to auditing of freight bills covering the in and outbound traffic of our company and its various divisions, which results in the saving of thousands of dollars, there is the Freight Rate and Classification Analysis and Survey in seeking profitable rate adjustments—interpretation and digesting of Interstate Commerce Laws and Rulings—quoting of rates to the Purchasing, Sales, Traffic and other departments.

The Rate and Traffic Service Department, maintaining as it does, one of the largest tariff files of any industrial traffic department, is rendering a valuable service.

NEW BUSINESS LIBRARY

OUR Business Library has just been started on the thirteenth floor of the Main Office. As you step off the elevator turn to your left and walk straight to the rear of the building.

The Library contains a number of books on Accounting, Bookkeeping, Business English, Practical Mathematics, Psychology, Character Study, Advertising, Selling, Economics, Commercial Geography, Exporting, Industrial Relations, Office Management, and the like. Besides books you will find a number of magazines, forty-six in all.

Both books and magazines may be borrowed by employees of the company, or the Librarian will be glad to make digests of articles on various subjects for you.

The Librarian is on duty from eight to five-thirty, and may be found in the Library during the lunch hour. If you are not in the Main Office, or for any other reason are unable to come to the Library, telephone and your requests will be given immediate attention.

If you have any question which the Library can help you solve, let Miss Shields co-operate with you.

BULLETIN SUGGESTIONS

IMPROVEMENT CONTEST EXTENDED TO APRIL 30TH.

AT a recent good-sized gathering of factory folks, the audience was asked "How many of you make a practice of reading what is on your bulletin boards?" Practically every one in the audience raised their hand. With this much interest, there must be many of you who have suggestions and ideas for improving our bulletin service. Quite a number have entered our Bulletin Improvement Contest as announced in the March issue, but we want to hear from many more. The awards for a little thought and effort on your part are well worth while; twenty-

five dollars for the best constructive criticism of our bulletin service; fifteen dollars for the second best; and ten dollars for the third best criticism. We will also pay two dollars for every original slogan which can be used for any one of our various bulletins; and ten dollars additional for the best slogan submitted between now and September 1st.

Never mind if you are not a finished writer; what we want is ideas. Sit down tonight and give us your ideas; the awards are worth while.

TO MAKE IT PLAIN

THE article on "Selecting Your Physician" in the March issue contained the following paragraph:

"Through reading highly colored newspaper advertisements, many people have been led to believe that the X-ray offers the only thorough means for finding out anything that happens to be wrong with the human anatomy. About one-third of the very poor patients at the dispensary of the Rochester General Hospital have spent almost their last

cent to have the X-rays 'turned on'."

We intended to convey the impression that such "examinations" were made *before* the patient visited the General Hospital. Of course, X-ray examinations *are* made at the Rochester General Hospital, but they are made in a thoroughly scientific manner, when the attending physician deems such examination necessary, and at a nominal cost to the patient when he can afford it, and without charge to those who cannot.



N. A. VAN DE CARR, *Editor*

K. O. R. C. ELECTION

The Kodak Office Recreation Club held its second annual election of officers on Friday, March 11th, and the following officers were elected:

- President*..... William J. German
- Vice-President*..... Millard B. Hodgson
- Treasurer*..... Charles Howard
- Secretary*..... Florence A. McAnaney
- Chairman, General Committee*..... Ross Robertson

It was with real regret that the delegates finally accepted George Blair's refusal to serve for a second term. He has been a very able president and it is largely due to his efforts that the Club has been a success. Much of Mr. Blair's time is spent away from Rochester and he cannot give the attention necessary to the position. We all feel that Mr. Blair has given most generously of his time during the last year, and while regretting his inability to act for a second term, we realize that we have not the right to encroach upon his very limited time at home.

"Bill" German, the incoming president, has made a splendid record as Chairman of the General Committee, and has worked in close harmony and co-operation with Mr. Blair. The Club is fortunate in securing such an able successor.

All those who went on the picnic last summer and saw Millard Hodgson in the capacity of Master of Ceremonies, know that we are getting a good live Vice-President and an excellent booster for the Club.

"Charlie" Howard is a new member of the Administrative Board of the K. O. R. C., but everybody knows that when "Charlie" starts a thing he finishes it, and we are glad to trust our funds to him.

Florence A. McAnaney, who served last year as Secretary, has already proven her worth. We are fortunate in having her for a second term.

We are also to be congratulated in having Ross Robertson as Chairman of the General Committee. Ross made a big success of the Bowling League during the past year and we are sure that he will be equally valuable to the Club.

MEN'S BASKETBALL TEAM TAKES LAST GAME AND SERIES FROM R. B. I.

LOSES TO CAMERA WORKS AND AMERICAN LAUNDRY MACHINERY COMPANY

Kodak Office defeated R. B. I. in a very close game. Although we held the short end of a 17 to 15 score at the end of the first half, the team stiffened in the last period, winning by a score of 30 to 21. The slippery floor slowed up what might have been a fast game and pivoting or fast follow-up shots under the basket were practically impossible. "Toddy" Diehl led the scoring.

The Camera Works gave the Kodak Office team a real surprise when they outplayed our boys 28 to 16. There were various rumors afloat—why the K. O. R. C. team lost after winning the previous game by a score of 41 to 43. The real reason was probably over-confidence on the part of our boys and a vast improvement on the part of the victors.

Kodak Office lost the last game of the season to American Laundry Machinery by a 15 to 20 score. The game was played at the Stratford Roller Rink and was fast and snappy throughout. The main trouble with the Office team seemed to be that the ball wouldn't go through the hoop, shot after shot rolling around the rim and falling off.

The K. O. R. C. girls' basketball team played five games during the past month, winning two, losing two, and tying one game:

| | | | |
|-------------------|----|-----------------------|----|
| Kodak Office..... | 3 | Ritters..... | 7 |
| Kodak Office..... | 10 | Stromberg-Carlson ... | 1 |
| Kodak Office..... | 13 | Camera Works..... | 4 |
| Kodak Office..... | 8 | Stromberg-Carlson ... | 10 |
| Kodak Office..... | 4 | Bastian Brothers..... | 4 |

Ruth Kimmel, forward, and Margaret Massing, center, scored the majority of points during the season, and Clara Efford did excellent guarding.

Florence Murphy starred in the Camera Works game, scoring three baskets from the field for Kodak Office. Florence is not a regular member of the team, but we hope to have her support next season.

Helen Gentry, captain of the team at the opening of the season, returned from out of town and played in the final game against Bastian Brothers.

This is the first year that Kodak Office has had its own basketball teams and both teams have made good records on the court. With the present outlook, basketball will be one of the major activities of the club next season.

Dorothy Atwood, of the Billing Department, just recently migrated to Batavia. Although Dorothy was with us only a short time, she became very dear to all of us and we shall not soon forget her.



NEWLY-ELECTED OFFICERS, KODAK OFFICE RECREATION CLUB

- | | |
|--|---|
| 1. William J. German, President. | 3. Ross Robertson, Chairman, General Committee. |
| 2. Millard B. Hodgson, Vice-President. | 4. Charles Howard, Treasurer. |
| 5. Florence A. McAnaney, Secretary. | |

FIFTEEN SUGGESTION AWARDS IN FEBRUARY

The following employees received awards for their suggestions during the month of February:

| | |
|----------------------|----------------------|
| Neville O'Connor | K. A. Maddock |
| S. F. Ferchie | R. L. Webster |
| C. J. Howard | Sidney Pugh |
| E. W. Bain | H. P. Maher |
| San Francisco Branch | P. E. Madden |
| N. V. Harding | San Francisco Branch |
| N. P. Richardson | G. C. Sullivan |
| J. M. Tristan | K. W. Williams |
| J. T. Foley | |

They have not only replenished their own pocket-books and made their services more valuable to

the company, but they have improved our products and increased the efficiency of the Kodak organization. This should be the constant endeavor of every Kodak employee. Everyone has an equal chance to put himself into his work and to make his services more valuable.

This group consists of employees from eleven different departments, which goes to show that good ideas come to everyone. Our aim for 1921 is not to adopt a thousand suggestions, but rather a hundred good suggestions. Just one thing more—the "Big Ideas" present themselves at the least expected moment, so keep a sharp look-out for them.

"DOPE"

ON THE

KODAK OFFICE BOWLING LEAGUE

(Figures up to and including March 13, 1921)

| TEAM | High Single Game | Service | High Three Games |
|----------------------|------------------|----------|------------------|
| Service | 950 | Service | 2698 |
| Bookkeeping | 940 | Service | 2654 |
| Service | 933 | Service | 2608 |
| Service | 918 | Domestic | 2603 |
| Domestic | 915 | Sales | 2577 |
| Industrial Relations | 890 | Domestic | 2572 |

SIX HIGH AVERAGE INDIVIDUALS

| | Games | Total Pins | Average |
|--------------------------|-------|------------|---------|
| Ferris (Sales) | 51 | 8999 | 176-23 |
| Amey (Service) | 45 | 7920 | 176 |
| Beikirch (Bookkeeping) | 53 | 9072 | 171-9 |
| Kron (Accounting) | 32 | 5395 | 168-19 |
| Albrecht (Dom. Shipping) | 40 | 6690 | 167-10 |
| Strowger (Sales) | 45 | 7511 | 166-41 |

HIGH SINGLE GAMES

| | |
|------------------------------|-----|
| Amey (Service) | 250 |
| Mason (Sales) | 239 |
| Kick (Billing) | 237 |
| Kron (Accounting) | 235 |
| Albrecht (Domestic Shipping) | 234 |
| Van Dusen (Billing) | 232 |

INDIVIDUAL—HIGH THREE GAMES

| | |
|------------------------------|-----|
| Kick (Billing) | 599 |
| Amey (Service) | 594 |
| Ferris (Sales) | 589 |
| Albrecht (Domestic Shipping) | 589 |
| Amey (Service) | 589 |
| Kick (Billing) | 586 |

We are glad to welcome these new employees to Kodak Office:

| | |
|------------------------|--------------------|
| Bromley, Barton R. | Stock Distribution |
| Seymour, Margaret | Mail |
| Tierney, David J. | Finishing |
| Switalla, George I. | Finishing |
| Loasby, Mrs. Gladys M. | Advertising |

BOAST NOT TOO SOON, KODAK PARK!

"Kodak Park boasts of the largest industrial branch library in Rochester."—*Kodak Magazine*, March, 1921.

If it's the library championship of the Eastman Kodak Company which is at stake, Kodak Office refuses to submit tamely, boasts of Kodak Park to the contrary notwithstanding.

In support of the Kodak Office claim to the title, the following figures are submitted:

Number of Books in Library:

| | |
|--------------|-----|
| Kodak Park | 450 |
| Kodak Office | 520 |

Number of Books Circulated:

| | |
|--------------|-------|
| Kodak Park | 7,920 |
| Kodak Office | 6,775 |

Number of Readers during 1920:

| | |
|--------------|-----|
| Kodak Park | 586 |
| Kodak Office | 577 |

Percentage of Employees who patronized Library:

| | |
|--------------|-------|
| Kodak Park | 8.9% |
| Kodak Office | 46.2% |

Another point to be considered in making this comparison, is the fact that the Kodak Office Library is open only three days a week while Kodak Park Library is open every day.

On the basis of the above figures, Kodak Office submits that in point of per capita interest, and in number of books, it has Kodak Park far out-classed, and confidently awaits the challenge of any of the other branches.

WORD FROM JAMES HUDLASS

A very interesting and newsy letter was received by the Welfare Department from Mr. Hudlass, who is now living on his orange grove at Avon Park, Florida. He enclosed several snapshots, one of which was very interesting. It was a picture of himself in the shade of an orange tree that was loaded with fruit. He also mentioned that at the time of writing, February 23rd, Mrs. Hudlass was on the veranda shelling peas. He wished to be remembered to all his old friends.

Carleton Healy, who has tamed the wilds of Montana, is a new member of the Advertising Department.

A CLOSE SHAVE FOR THE EDITOR

Your editor nearly lost his life last month, because inadvertently a part of the article on the Kodak Office Girls' Bowling League was omitted. But, better late than never, here's what he left out:

"Kennedy and Dissett form the exclamation point and the period of the Sales team.

"The entire Service team—Natt, Stevens, Straiton, Mattern, Crafts and Schoenwitz—rolls equally well with either hand. This bunch of 'knock-em-dead' pin pickers in making a close bid for first place.

"Gomminger, new comer in the Order



NEVA POTTS
Finishing Department
High Score Feb. 15-Mar. 9
147

Department, is setting a hot pace for the rest of the League.

"Smiling Bess Lynch keeps up the Tabulating spirits when they get trimmed.

"By the way, the Tabs have agreed to fire their coaches. They took "Al" Stillson and Jack McCarthy down to show them how to win the other night, and then lost! In the future, they say, they intend to have coaches!"

Records to March 12th:

| HIGH INDIVIDUAL AVERAGE | |
|---------------------------|--------------------------|
| Gomminger, | Order, 127 |
| High Team Game, | Finishers, 485 |
| High Two Games, | Finishers, 957 |

C. F. JEFFERSON, ATTORNEY

Among the new faces in the Kodak Office is that of C. Frederic Jefferson. Mr. Jefferson has been retained as attorney for the Eastman Savings and Loan Association.



C. FREDERIC JEFFERSON
Eastman Savings & Loan Association

He came to Rochester in the winter of 1914-15 and served in the office of Warren, Shuster & Case. Prior to that he had been a member of the law firm of Smith and Jefferson. He was drafted into the 309th Field Artillery, and served as a member of Headquarters' Company until after the armistice. In February, 1919, Mr. Jefferson entered Germany with the American Section of the Inter-Allied Commission for the Repatriation of Russian Prisoners. He spent six months in various prisons and war camps of Germany. He was in the army twenty-three months and served sixteen months overseas.

One of his duties with the Savings and Loan Association is to investigate the titles on property which employees anticipate buying. If you intend to buy a home, it would be well to see Mr. Jefferson before signing any agreement.

AU REVOIR, MISS PAULUS

We are sorry to lose from the Medical Department Miss S. B. Paulus, one of the Visiting Nurses, who, with her cheery greeting and warm handshake, won many hearts.



MISS S. B. PAULUS
Medical Department

Miss Paulus is a graduate of St. Frances Hospital, La Crosse, Wisconsin, also a Public Health Nurse of that state. She has returned to her home in Prairie du Chien, Wisconsin, to care for her mother, who is ill. She will be greatly missed by all of us and our best wishes go with her.

SIX HUNDRED AND TWO YEARS OF SERVICE



602 YEARS OF SERVICE—SERVICE DEPARTMENT

Front Row, Clara Dunsbach. (Left to right)—Second Row, Joseph Zier, Thomas Craig, William Lansing, George Kellogg, Luella Thompson, Hobart Perrin, Harriet Stone, Harry Fenn, Fred La Palm. Third Row, Elmer Ferguson, Victor Mar eille, Minnie Glover, Phillip Hartman, Robert Bevans, Ben Harris, Phillip Hupp, Fred Vogler, William Ennis. Top Row, William Shuman, William Smith, Frank La Duque, Paul Favour, John Berl, Robert Wood.

Twenty-five employes of the Service Department whose terms of service range from twenty years up, have an employment average of twenty-four

years. Luella Thompson holds the prize, with thirty-two years of continued service to her credit.

A POW-WOW

The Indians of the Pennanink tribe from the twelfth floor, Main Office, held their annual meeting recently. The ceremonials were interesting in the extreme. After the braves had all assembled at Fred Hafner's wigwam, the consumption of the sacrificial pig was the first order of business. This was accomplished after the ancient manner to the accompaniment of a chorus of praise. During the feast Musician Fitzmorris thumped the tom tom and Medicine Man "Ole Doc-cook" played some of the weird tribal music on his invisible flute.

After the service the warriors organized two squads and proceeded to knock 'em stiff on the bowling alleys. Some notable scores were notched up, but unfortunately the records are not available.

Many of the more serious minded cut the bowling to watch the side shows. The little galloping dominoes put on a great performance, which was well attended. Many also watched the royalty. The Kings and Queens gave a satisfactory exhibition and smiled with particular favor on Big Chief Herm. Bakker.

Altogether, in the words of Shakespeare, "A good time was had by all." The show will be repeated next year.

The death of Mrs. Margaret Kelley came as a great shock to those of us in the Mail and Order Departments who knew her. We all extend our love and sympathy to Adelaide.

SERVICE—WHILE YOU WAIT!

"Bob" Roberston, of the Service Department, says that Hawk-Eye should be awarded the wicker bath-tub when it comes to real service. While dictating one day he called Mr. O'Neil, of Hawk-Eye, on the 'phone and asked him to send the manual for an old camera to us. Before he finished dictating the manual was laid on his desk. Service! we'll say so.

The Sales Department congratulates Frank Esterheld, whose engagement to our Anna Lyons was recently announced.

Fred Rogers, of the Sales Department, is again on the road in the interests of the company.

Vertrip Flynn, who is now engaged in training for her chosen vocation at Dr. Lee's Hospital, recently paid a visit to the Testing and Packing Department. Nursing has been Vertrip's pet ambition for some time and she says she is very happy. The best wishes of the Department go with her.

One of our newcomers, Alta Eastman, was obliged to leave us owing to the serious illness of her mother. We hope to hear very soon of Mrs. Eastman's recovery and Alta's subsequent return to the Mail Department.

SCHOOLMASTER HOWARD

Education continues! Not many of us, when we said goodbye to the schools of grammar, arithmetic, Latin and geometry, thought that we were going to school again. But here we are being "learned" and by an able teacher, too. "Charlie" Howard has undertaken the task of initiating several groups of girls into the mysteries of the show room, and before long, under his guidance, we who thought that "Kodapods" were many-legged kodak-eating insects, and "Reducers" a form of apparatus used in bringing those overly endowed with avoirdupois to more desirable dimensions, learned the error of our ways. With the aid of this instructor, we ought soon to be the latest edition of the "Walking Kodak Encyclopedia." "Don't envy us a working knowledge of Kodak accessories—join 'Charlie's' group and have one!"

Helen Reily, of the Repair Department, who has been absent from the Office for the last ten weeks on account of a nervous breakdown, has improved to such an extent that she is able to take up her duties again. We are very glad to welcome her back.

Gladys Eastmond, of the Advertising Department, is away on a leave of absence for her health. We are glad to have a report that her condition is greatly improving, and we expect to see her back with us before long.

Laurence Daynard, of the Billing Department, who has been away on a leave of absence since July 1, 1920, has just returned from Loveland, Colorado. We all expected to see a real live cowboy with boots and spurs, but Laurence apparently has not changed a bit and his broad smile is still in evidence.

The Finishers bowling team played the Taylor Instrument girls on Friday evening, March 4th, and both games were won by the Finishers.

On February 12th the Visiting Nurses put aside their Fords and enjoyed an old-fashioned sleigh ride and dinner at the home of Ruth Schelter, in honor of Bertha Mischler, who has returned after a six months' leave spent in Switzerland with her parents. We are all glad to have her back with us and there is no question but what the rest has done her good, which you will notice when you see her.

Born to Mr. and Mrs. Arthur P. Bartholomew, on Tuesday, March 22nd, a seven and one-half pound daughter. A cordial welcome to this new member of the Eastman Savings and Loan Association.

Luella Thompson, Louise Sidwell and Ethel Bauer, of the Finishing Department, have been ill for a number of weeks. We hope they will be back with us soon.

Elmer Ferguson, of the Repair Department, who has been ill since December, made us a visit recently and has improved to such an extent that he says, "Bring on your Strangler Lewis or Farmer Bailey." Atta-Boy, Elmer.

DAVID CARTER MARRIES

The Testing and Packing Department reports a wedding and David Carter is the happy man. The marriage took place at the home of the bride. Irene Crane, in Lyons, N. Y. A fireside arm chair was presented by the girls of the department, and a dozen beautiful hand-cut goblets by the men.



DAVID CARTER

Mr. and Mrs. Carter have returned from an Eastern trip and have begun housekeeping at 346 Plymouth Avenue. We were agreeably surprised, upon their return, to receive a visit from the bride and groom, which reveals a friendly spirit in giving us the pleasurable opportunity of meeting "Dave's" other half.

ANOTHER SLEIGH RIDE

The girls and their friends from the Repair and Service Department took advantage of one of our few snow storms by having a sleigh-ride party. Everything went fine with the exception of having to get out and help push the sleigh over a couple of bare spots. After the ride they were entertained at Grace Schoenfelder's home and enjoyed a fine lunch. They desire to express their thanks to Grace, asserting that she is some hostess.

Among the other notables who were born during the month of February are Kitty Gilgan, Jennie Klein and Ceil DeVaney, of the Sales Department, who celebrated their birthdays by having luncheon at Odenbach's and spent an enjoyable afternoon at the Temple Theatre. We all wish we could have been with them.

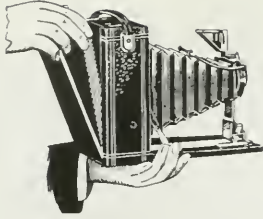
Marie Harriman has returned to her old work—Public Health Nurse—in which we wish her good luck. During her short stay we found her to be a very capable nurse.

FOUND!

Found—Small sum of money on 7th floor.
Ring with pearl.

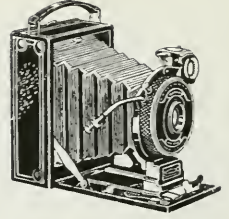
Note: Apply for lost articles at Mr. Mohlar's Office.

Marjorie Van Allen, of the Medical Department, is away on a month's leave of absence in Canada for her health. Mabel Henry, of the Stenographic and Training Department, is carrying on Miss Van Allen's duties.



P R E M O

L. C. WHEELER
Editor



PREMO GIRLS TAKE TWO MORE SCALPS

Recently a picked team of girls from the Kodak Park League, took a beating at the hands of the Premo lassies, our entire team being in perfect form. The big feature of the evening was furnished by Pauline Schwartz who did some clever guarding. She also found time to elude her opponents long enough to shoot baskets like an old "vet." Walzer and Fagan also did some heavy scoring. The final tally read. Premo 35. Kodak Park League 2.

Premo girls also took the measure of the Big Brother Royals at the Big Brother Court, a short time ago.

Olive Fagan was the shining light in this game, dropping in three field goals. Mary Dafner and Jennie Walzer, each scored once from the floor, while Bertha Maier shot four fouls. The clever guarding of Pauline Schwartz and Dorothy Stubbe made it impossible for the Royals to score from the field. The final score was Premo 10. Royals 4.

THE RING-LEADERS

Here are the twenty-eight men who founded the Premo Club and put it on its present firm basis. In 1914, these men organized a party and called it the Premo Bowling Club, electing three men as captains. These three men chose their teams and proceeded to make the pins fly during the fall of 1914. Later

they decided to enlarge the Club's activities until now we have 71 per cent. of all the Premo Workers as members. The Club meets on the first, third and last Friday evening of each fall and winter month for some kind of entertainment.



CHARTER MEMBERS OF THE PREMO CLUB

Left to right—Upper Row: Phillip Voleckel, Clyde Foster, Archie McCormack, Carl Kraftschik, William Young, Ralph Hutchings, J. H. Johnson, Wray DeGarmo, Charles Hutchings, A. A. Ruttan, Eddie Roth, Frank Sherman, Charles Fox, Charles Young, Michael Schwann, Louis Kalmbacher.
Second Row: William Schuler, William Halpin, Albert Wilcox, Nicholas Decker, Louis Wheeler, John Roach, Vincent Theno, Charles Young.
Lower Row: Henry Winter, William Gerstner, John Stanton, John McKeeney.

GEORGE KLINGLER

Another good fellow at Premo, is George Klingler of the Automatic Screw Machine Department. If you happen to go through this department during the day, you will always see George walking up and



GEORGE KLINGLER
Of the Automatic Screw Machine Department

down the aisle beside his battery of machines. It is Mr. Klingler's job to see that each machine is doing its work according to the gauge. If something should go wrong with a machine, and throw the work off even for a few thousandths of an inch, the part would not fit when it reached the Assembly Department. For this reason, he has to be extremely careful.

George started work with the Rochester Optical Company in 1900, and was adopted in 1903, when the Eastman Kodak Company took over the plant.

ASSEMBLY EMPLOYEES HOLD PARTY

Those who happened to pass 371 Colvin Street, the home of Jack May, of the Assembly Department, the other evening, and heard all the noise that was going on, must have thought that an earthquake had struck the place. Yes, it was just another gathering of the Assembly Room employees, enjoying themselves at a little card party. Marie Phillippsen and Pauline Schwartz sang a few songs to entertain. Then came the refreshments. All who attended this little affair want to thank Mr. and Mrs. May for the enjoyable evening.

Because of the Lenten season, no activities of the Premo Club were held during the month of March. Put a circle around April 6th, 13th and the 27th, and watch the bulletin boards for announcements.

"HOW DID THEY DO IT?"

Several of the girls introduced a new fad on March 25th. They refused to talk to any one from noon until 3:00 p. m., and the foremen could not understand the reason for so much silence all of a sudden, inasmuch as the girls are in the habit of being quite sociable. But, alas, after it was all over, some of the girls could not keep the secret! We found out that if a person did not talk during these hours on Good Friday, and made a wish, it would come true. We are now waiting and wondering what some of the wishes were.

Our essay contest, which was announced in the January issue of the Kodak Magazine, closed March 31st. We have a great number of essays, out of which the judges are having a difficult task to select the three best. We hope to be able to publish the names of the winners, with their essays, in the next issue of the Kodak Magazine.

CLARA ROBERTS

Out of the township of Henrietta comes Clara Roberts, one of our one hundred per cent. girls. Clara is a fine example of the good influence one girl can have over another. Her sister, Emma, started to work at Premo in 1909, and left in August, 1919, to be married. Emma liked it so well, that she quickly decided that Premo would be a pretty good place for her sister to work; so in March, 1910, Clara strolled around and took a glimpse of the place. A few days later, she began working in the Focusing Department as inspector.



CLARA ROBERTS

Miss Roberts has been with us over eleven years, has never worked any other place, and never wants to. Her work experience in the factory has been varied, as she has done all kinds of light bench assembling and stock keeping.

OUR WOMEN NOW STUDYING SAFETY

Very few accidents happen to our women workers. This, of course, is largely due to the fact that their work is not of a hazardous nature. One of our girls, Jennie Walzer of the Assembly Department, tells us in her own words, "what one can accomplish by studying and reading about safety. Here it is, "What Safety Means To Me."

"During the past three months I have been studying and reading about safety, and find by so doing, I have saved myself injuries and cautioned others against doing something that might have caused them a serious accident. To me safety means one of the greatest things that one

could take up. One of my personal experiences on our safety school that meets in the Chamber of Commerce every Friday night, was that we were taught artificial respiration by an experienced Doctor in the Army. Recently, in one of our basketball games, one of the girls lost consciousness, caused by a hard bump on the back of the head. One of our safety pupils used artificial respiration and the girl was able to continue in the game.

"Safety has made me careful not only with myself, but also to see that others are practicing the same thing."



RUTH QUINN AND HER DOG KAISER
Daughter of Peter Quinn

"BABE" CAHILL ON STAGE

A number of the employees spent a very enjoyable afternoon at the Family Theatre a short time ago, when they went to see "An Elixir of Love," in which "Babe" Cahill of the Assembly Department is taking part. They report that Miss Cahill is becoming a good actress. After the matinee, they journeyed to Kenealy's Restaurant where luncheon was served.

Friday evening, March 4th, the home of Lillian David was the scene of a very brilliant gathering of the employees of the Cost Department and their friends, the occasion being the celebration of Lillian's birthday. The party was a big success with much merriment and good humor prevailing.

John Roach of the Press Department, who met with an accident several weeks ago, is getting along nicely, and expects to be back with us in a short time.

Bertha McDowell of the Covering Department, who has been absent the past two weeks on account of a severe cut in her hand, has returned to work. We're glad to see you again, Bertha.

Marjorie Totten of the Assembly Department, surprised her friends in the shop, by announcing that she was married February 19th. The lucky fellow is Ivan Kenyon of Chenango Forks, N. Y. Friends at the Premo wish them the best of luck.

We surely are glad to see Mrs. Eva Thorn of the Bellows Department, back at her bench. Mrs. Thorn has been laid up for the past six months on account of illness, but is looking much better now, and says she feels fine.

George Texter of the Metal Department, has the sincere sympathy of all his shop-mates on the death of his mother, who passed away March 2nd, at Albany, N. Y.

Born to Mrs. Della Maurer Ganzler, a daughter, and to Mrs. Frances Duella Erdle, a daughter.

Second honors in the hair bobbing contest go to the Cost and Pay Roll Department. Who's next?



CHARLEY YOUNG SAYS
FISHING IS THE SAME AS
LAST YEAR ONLY WORSE



KODAK PARK

ROBERT A. WEBER

Editor

FOREMEN ENJOY FUN NIGHT AT THE "Y"

DR. WILLIAM WALLACE ROSE SPEAKS AT MARCH MEETING

Saturday, February 19th, was the "big night" at the Y. M. C. A. for the Kodak Park Foremen's Club.

As the members entered the building, they were greeted with the "warm hand" by the reception committee. Cigars and matches were also furnished each member, which convinced them that they were attending a real "blow-out."

The entire building was turned over to the members of the club from six to eleven p. m.

First honors in the aquatic event were carried off by George Kline, with the exception of the submerging contest, this being won by "Bill" Zimmerli, who took on so much water, that he was unable to do justice to the lunch which followed. Mass games were also enjoyed under the direction of Mr. Metzdorf, Physical Director of the Y. M. C. A.

The Committee in charge to whom we express an

unanimous vote of thanks was composed of J. A. Hart, Chairman; William Doane, William Zimmerli, James Jenkinson, A. L. MacFarland, J. S. Harmon and E. F. Goodridge.

The regular monthly dinner and meeting was held on Thursday evening, March 10th, in the Assembly Hall, about 425 persons being present.

Dr. William Wallace Rose, of the Universalist Church, gave a most interesting talk on the life of Theodore Roosevelt, illustrated with colored slides, which was most enjoyable as well as educational. A nine-piece orchestra under the direction of Russell Ives furnished excellent music during the dinner, while "Hughie" Barrett and "Al" Monk supplied comedy and fun in large doses. A feature of the evening was the presence of Mr. Eastman, who appeared to enjoy every bit of the program. We trust that he will join us again at our next meeting.

ON WITH THE DANCE!

The hall was more beautifully decorated, the music more charming, the girls prettier, and the men livelier, at the "Dance Parisienne," the fifth of the K. P. A. A. Dance Series held on Friday evening, February 22nd, than at any of the previous parties. At least those who attended, numbering about the usual six hundred, feel so, and they should know.

Once again we are indebted to Jack Brightman and George Bastian, for the real Parisienne atmosphere which dominated the hall and everything within, inspiring everyone with a feeling of happiness and driving far away "dull care."

During intermission, Ferre Marzluff and George Frank sang several charming numbers accompanied by Wilhelmina Clark at the piano.

While the latter half of the program was in progress, a number of balloons were released over the heads of the dancers. To some of these were attached numbers and a lively scramble ensued, everyone anxious to catch one of the lucky balloons and win a prize. The giving of prizes at the parties this year has become a feature of the program, and the methods devised to decide the winners have been unique and interesting, being different on each occasion.

The sixth and final dance of the series will be held on Friday, April 8th. The committee promises to surpass all previous accomplishments, and a real time is assured. Be on the safe side and get your tickets early!

FIRST CALL OF NOON-HOUR LEAGUE

The first robin brings joy to many hearts, but particularly to the Noon-Hour baseball players and fans. As someone was heard to remark last fall, "Some of these fellows would play all winter if there were any way to keep the snow off the diamond." From very early spring until winter, not fall, noon after noon, these chaps bolt a sandwich, and dash for the athletic field. Before other ball players have even dug out their war togs, these boys are in mid-season form. Then, too, the fans and "razzers" come out just as early, perch themselves on the

bleachers, hunched up in their coats, and start to get their voices in shape, for voices are just as much a part of the Noon-Hour League as balls and bats.

We are planning on our usual early start this season, and therefore a meeting has been called for Wednesday, April 20th, in the Assembly Hall, promptly at 5:40 p. m. Departments wishing to secure a place in the League are requested to have a representative at this meeting, as the selection of officers and teams will be made at this time.

CHEMISTS' CONVENTION AROUSES MUCH INTEREST

The National Convention of the American Chemical Society will be held in Rochester during the week of April 24th, and is eagerly looked forward to by the many members of the Society and their interested friends.



CHARLES F. HUTCHISON
Chairman, Entertainment Committee

It is expected that about 2,500 chemists, from all parts of the United States, will attend the convention. The general headquarters will be located at the Hotel Rochester. Division Meetings are to be held at the Mechanics Institute, and the General Meetings in the Chamber of Commerce auditorium. On Monday, the Council Meeting will be held at the Rochester Club. It is interesting to know that there are approximately 30,000 people in Rochester who are employed in chemical and allied industries. In this particular line, an important part is taken by the Eastman Kodak Company. Of the general committee of arrangements for the Convention, over one-half the members are Kodak Park chemists, and F. W. Lovejoy is the honorary chairman of the Convention Executive Committee.

The following Kodak Park men, members of the Chemical Society, have been appointed to handle different branches of the general details involved through the Convention. Charles F. Hutchison, Chairman of the Entertainment Committee; Charles Markus, Chairman of Transportation Committee; I. N. Holtman, Chairman of College and Fraternity Committee and Chairman of Exhibits Committee; B. V. Bush, Chairman of Publicity Committee; H. LeB. Gray, Counselor of Rochester Section, Chairman of Hotels Committee; E. M. Billings, Secretary and Treasurer of the Rochester Section, Chairman of the Program Committee; Dr. S. E. Sheppard, Vice-Chairman of the Physics Committee; and Dr. H. T. Clarke, Secretary of the Organic Division, Vice-Chairman of Rochester Section. Dr. C. E. K. Mees, head of the Kodak Park Research Division, will be one of the principal speakers.

CAMERA CLUB DINNERS AND LECTURES WELL ATTENDED

Under the new administration, following the installation of officers for 1921, interest and activity have continued, and give promise of a very successful year for the Kodak Park Camera Club.

The first "hike" of the season was held on Sunday, February 27th. About twenty members met at the Driving Park Avenue entrance to Maplewood Park, and made the trip through the Gorge taking some excellent pictures.

The suppers and lectures, which are being held every two weeks, are becoming more and more popular, a large percentage of the members being present on each occasion. During February, D. W. Rupert lectured on Motion Picture Photography, and Dr. A. K. Chapman of the Development Department, State Street, gave an interesting talk on lenses. At the first meeting in March, J. G. Capstaff gave an entertaining and educational lecture on "Photographing Colored Objects." These lectures will continue to be given until sometime in May.

At a recent meeting of the Club, it was decided to raise the dues from 50 cents to \$1.00 per year. An effort is being made to provide for practical instruction and demonstration, and dark rooms for the

general use of the members, which should be a great help in promoting the activities of the Camera Club. Plans are also under way for a dance to be held sometime in the near future.

An invitation is again extended to persons interested in photography to join the Club. Applications will be received by the officers, or may be sent to the K. P. A. A. office.

Don't forget the spring contest. Every member should enter at least one picture in the exhibit.

Evenly any kind of a ticket was good at the Cine Slitting Banquet held on Tuesday, March 8th. At least one young gentleman, whose ticket to the Camera Club Dinner and Lecture, was accepted by the party taking tickets for the Cine affair, is inclined to think so. Anyway, the aforementioned gentleman enjoyed the party very much.

Born to Arthur Collier of the Lead Tube Department, on Saturday, February 26th, a baby girl. Mrs. Collier is a sister of Jack Brightman, and was formerly employed at Kodak Park in the E. C. & P. Department.

KODAK PARK EMPLOYEES LEARN MUCH ABOUT ROCHESTER INSTITUTIONS

The Kodak Park Committeemen, visiting the local charitable and philanthropic institutions in the interest of the Community Chest, are all greatly pleased with the wonderful people they meet, the work being done, and the results obtained. All of this is made possible through our co-operation and by our contributions to the worthy cause of the Rochester Community Chest.

On Wednesday, February 16th, a Committee composed of H. R. Bullen, Finished Film Supply Department; Burt C. Smith, Film Spooling Department; Walter W. Short, Cine Slitting Department; and R. A. Weber, visited St. Mary's Orphanage on West Main Street. A fire drill was held for the Committee's benefit. The drill was carried out with precision and dispatch, every one of the 240 children being out of the building in exactly two minutes. At this particular time of the day, the very small children were taking their afternoon nap. These were taken from their beds and carried out by the older boys.

Committee Makes Three Calls

On Wednesday, February 23rd, H. B. Keegan, Building 40; J. A. Hart, Industrial Economy Department; Charles Boeyink, P. and S. Department; F. H. Wignall, and R. A. Weber, visited the Church Home on Mt. Hope Avenue; St. John's Home for the Aged, on South Avenue, and the Dorsey Home on the Clinton Avenue Extension.

As usual, the Committee was delighted with the evidences of good management, home spirit, and comfort seen in all three places.

At the Church Home, both children and aged people are cared for. The children receiving the regular educational advantages, the older ones being sent out to school each day, until they have reached the age of 16 years, when they are placed in a good home for their future development.

St. John's Home was found to be very up-to-date, and ably managed by Sister Christine, whose motherly devotion to her charges left a pleasant memory with the Committee.

Thirty Children at Dorsey Home

Good work is also being done by Mrs. Dorsey at her country home for orphan colored children. The location and surroundings are ideal for the home, and over thirty little children are made happy, cared for, and educated under the supervision of Mrs. Dorsey.

Again on Wednesday, March 2nd, a committee visited the Associated Hebrew Charities, Social Settlement, and United Jewish Charities on Baden Street, and the Housekeeping Center on Lewis Street. This committee was composed of Anna Beach, Box Department; Mrs. Buckley, D. O. P. Packing Department; John Shepherd, Department 50; W. L. Farley, and R. A. Weber.

The Associated Hebrew Charities is located in a modern building, which is used during the day as an annex to No. 9 School. Mr. West, principal of No. 9 School, received the Committee, and conducted it through the institution. Miss Wolf, in charge of the Charities, explained the work as handled by her organization.

Social Center Does Good Work

At the Social Center, more good is being accomplished than anyone who has not come in contact with it can appreciate. This institution is similar to the Industrial School on Exchange Street. Here the Day Nursery is maintained, taking care of children of working or sick mothers. There are also classes in Americanization work, where the older women are taught to read and write the English language.

In the Public Dispensary, hundreds of cases are given medical attention. At the time of the Committee's visit, the waiting room was filled almost to capacity. This building is also modern in every detail, and exceptionally well cared for. Both the Social Center and Dispensary are in charge of Mrs. Jerdone.

Affairs of the United Jewish Charities are taken care of by Miss Schliffren, who displayed a thorough knowledge of the work being done by the Association, and a keen insight and understanding of human nature as applied to the one hundred or more families who are being given the right kind of assistance and encouragement to make them self-reliant, able citizens.

Italians Learn Housekeeping

The Housekeeping Center, in charge of Miss Charlotte French, is doing a great work among the Italian residents of this section. Classes, well attended, are held every afternoon and evening, not interfering with the regular school duties. Here sewing, cooking, and many other subjects are taught the young as well as the older people, and a gymnasium is well patronized almost every hour of the day.

WILLIS AND CASE IN PLAY-OFF FOR 1920 GOLF CHAMPIONSHIP

Last season when the names of the entries for the Kodak Park Golf Tournament were received, it was gratifying to learn that so many of our people were interested in this great outdoor sport. The tournament, although late in starting, was played out with the exception of the final match between Fred Willis, of Building 35, and P. H. Case, of the Industrial Economy Department. They were prevented from playing the deciding match by the closing of the links. Both men are ready to play as soon as possible, and the match will be held within a short time.

In view of the interest displayed, it is planned to have all those who wish to compete for the K. P. A. A. Cup, send in their names before June 1st. A record will be kept of the low monthly score of each participant. From these figures the ratings will be determined and handicaps allowed for the Elimination Tournament to be run during September and October.

All those interested are requested to keep these conditions in mind, and be prepared to enter their names some time next month. Entries should be sent to the K. P. A. A. Office.

KODAK TROOP WINS HONORS

On Friday, March 11th, District "A." Rochester Boy Scouts held a meet in the Kodak Park Assembly Hall, about 250 boys competing, representing ten troops of the division.

Our Kodak Troop No. 50 won first place in the



ROBERT B. ASCROFT, TROOP 50

meet, with a total of 16 points, winning over Troop No. 16, one of the crack Rochester contingents, by one point. Our boys won first place in two events, the knot tying and equipment race, and finished second in the signalling contest.

The boys of Troop No. 50 may well be proud of their success, since the troop was organized only two years ago and the boys are considerably younger and smaller than those of many of the other troops. Under these circumstances to win the first meet in which it has entered is, to say the least, very gratifying.

The members of the winning team in the knot tying contest were: Gridley, Wishart, Lee and Cohen. Louis Hall won the equipment race, and the team composed of Gridley and Bullock took second place in the signalling contest.

We wish to announce that membership in the Kodak Troop is not limited alone to Kodak Park boys, but that the sons or boys in the immediate family of any employees of the Eastman Kodak Company are eligible to belong, and an invitation is extended to all such to make application for membership.

A few more assistant scout masters are needed if the troop is to continue to grow and be successful. There is plenty of good material, and under good leadership Troop No. 50 should be the biggest and best troop in the city.

Either boys interested in joining the troop, or men willing to devote a little of their time to this cause, are requested to get in touch with Mr. H. H. Tozier at Kodak Park. The troop meets every Monday evening at 7:30 p. m. in the Assembly Hall.

The officers of the troop are H. H. Tozier, Scout Master; Donald McMaster, Assistant Scout Master; and E. L. Cook, Assistant Scout Master.

CINE SLITTING BANQUET AND DANCE

On Tuesday evening, March 8th, the employees of the Cine Slitting Department, of Building 12, numbering about one hundred persons, turned out in full regimentals at their first annual dinner and dance, held in the Assembly Hall, Building 28. After doing justice to a fine steak dinner, especially prepared by our famous chef, members of the department were highly entertained with short talks by W. L. Farley, George Fallesen, H. J. Ireland, Andrew McGuidwin, and Murray Gilbert.

The hit of the evening was the department orchestra, composed of Mrs. Redman, Messrs. Irving Rohr, Clarence Weaver and Martin Gardner, who furnished lively airs during the dinner. Another big feature was the singing of songs especially arranged and led by James Peters.

After dinner, the party adjourned to the assembly hall, where a splendid vaudeville program was given, all numbers being rendered by Cine employees. Dancing followed until an early hour, when the party ended with three cheers for H. J. Ireland, and those who had helped to make the evening a big success.

To the following persons, who comprised the Committee, we extend our thanks and appreciation: Clara Pirr, Bessie Withers, Muriel Swetman, Martin Gardner, Charles Laging, James Peters, and Frank Baker.

PARCEL PASS SYSTEM IN OPERATION

Owing to the extensive growth of Kodak Park, it has been found necessary to establish a Parcel Pass System, which was put into operation on February 1st. In order that this system may function properly, it is necessary that we have the co-operation of all employees, and we earnestly solicit your help in making it a success.

No person should leave the plant with any sort of a package, with the exception of ladies' handbags, lunch boxes, and unwrapped overalls, without first procuring a pass which should be turned over to the gate man on the way out. A pass may be obtained from your foreman or any other person designated by your superintendent upon application. If the package which you wish to take out contains some of your personal belongings, you will have no difficulty whatever in obtaining a pass to do so. If it be an article purchased from the company, the pass should be attached to the parcel when delivered to you.

It is planned to have this system operate with as little trouble and inconvenience to everyone concerned, and by complying with the prescribed regulations, all confusion and possible embarrassment will be eliminated.

PARK RETAINS EASTMAN TROPHY

Last week the "Eastman Trophy," the main objective in the Camera Bowling League, was taken out of the Kodak Park trophy case, dusted and polished, and its picture taken together with the



FRANK JANSON
Of the Indians in the K. P. A. A. League
One of the high men in the League

members of the famous Kodak Park team. It was then returned to its place among the other spoils of war, won by the different Park teams, where it is to remain for at least another year. We are proud of this trophy, and of our team which has won it so many times during the past years. Our boys have had little difficulty in winning practically every match rolled this season, not only because they have been together for some time, but also because they are better, much better than ever before. In Beuckman, Servise, Natt, Behrns and Thistle, Kodak Park has the most consistent team representing any industrial concern in the city. Servise, the youngest man on the team, and by no means the weakest, is really the leading younger bowler of Rochester, and easily holds his own with the seasoned old timers. The prospects are that we will have this same team for many years to come, and that they will continue to win trophies for Kodak Park, year after year.

The race in the K. P. A. A. League has apparently narrowed down to two teams, the Indians and Building 30. Only four games separate them, and nothing but a complete blowout will prevent one or the other from winning the trophy. In the Yard League, the race is somewhat closer. The Office is at present in the lead, with the Trucking, Steel Shed and Garage right on their heels. Only a few more weeks of the schedule remain, and—then for the Tournament.

APRIL FIRST

Is moving time, and no doubt some of our employees will be making a change. There is one important duty to be taken care of when you move, namely, to notify the Pay Roll Department of the change of address, so that the records may be kept correct and up-to-date.

If an employee is taken sick, or meets with an accident, an effort is made to get in touch with his home, immediately. If it is found that he has moved within a short time, and we have only his old address, considerable delay results in the Medical Department and also in notifying his relatives.

To keep the Pay Roll informed requires no great effort on your part. Simply write your new address on the back of your pay receipt and it is taken care of. Keep this in mind the next time you move!

The family of Arthur Bunn of the Film Emulsion Department has been increased by the addition of an eight-pound boy, born February 5th.

Frank DeMarle of the Film Emulsion Department, recently underwent an operation at the General Hospital, and is getting along nicely.

Albert Klipfel, Film Emulsion Department, was recently welcomed back to work after a long and serious illness.

Charles Bauer of the Film Emulsion Melting Department, has assumed his new duties as watchman at Building 29 doorway.



EVELYN JANE TOPEL
Age, six months
Daughter of Alfred Topel, Reel Manufacturing Department

KODAK PARK IN MIDST OF CHAMPIONSHIP SERIES

At the time you are reading this issue of the Magazine, we will have met and, we trust, defeated the three hardest teams in the state, namely, Buffalo Lincolns, Centrals, and Balcos. Each of these teams was played earlier in the season. We lost to the Centrals 19 to 11, and to Balcos 25 to 21, but defeated the famous Lincolns 26 to 25. On the other hand, the Lincolns have twice defeated both the Centrals and the B. & L. team.



RALPH TICHENOR—Forward
Kodak Park Basketball Team

After several years, relations were re-established with the Centrals, and, in the first game of the series, which was played on February 16th, Kodak lost. This game was staged at the New York State Armory, on a court entirely strange to our players. It was, however, fast and interesting, although the Kodak team was confused by the glass backboards, which resulted in many shots being missed. Again on February 24th, we were defeated in the first game of the Kodak—B. & L. Series on the Balcos' court, by the narrow margin of four points. The play was interesting from start to finish, and the game undecided until the final whistle. Ortner, who played left forward for the Opticians, was a hard man to stop, and his work was the big feature in Bausch's victory. Every man on the Kodak team played good basketball, and little distinction can be made.

It is felt that the Kodak team is equal to any aggregation in the city, and should have an even chance with either the Centrals or Bausch's. The results of the two games already played with these teams may have been somewhat affected by the fact that some of the Park players have been playing quite often in games with other teams, which does not help their playing with Kodak at this particular time of the season. This, however, has

been practically eliminated, and the prospects in the rest of the games scheduled seem brighter.

For the past couple of seasons, previous to 1920-21, the Park team has not quite been up to its usual caliber. There were, however, good reasons for this, the war being the main one. This year a firm foundation has been established, and, as no championship team has ever been built in a single season, our record is one to be proud of, and 1921-22 will see Kodak in her rightful position—at the top of the basketball ladder.

Up to March 11th, thirteen games had been played, of which number we won nine. The fans have again begun to realize that basketball is being played by the Park team, and they are giving much better support, so that prospects for a real "come-back" of this sport are bright.

RESULTS TO MARCH 11TH

| | | | |
|-----------------|----|----------------------|----|
| Kodak Park..... | 49 | Niagalks..... | 32 |
| Kodak Park..... | 37 | Wash. Excelsiors.. | 18 |
| Kodak Park..... | 42 | Big Brothers..... | 17 |
| Kodak Park..... | 28 | Owasco Canoe Club | 18 |
| Kodak Park..... | 35 | Todds..... | 18 |
| Kodak Park..... | 19 | Perintons..... | 25 |
| Kodak Park..... | 35 | Buffalo K. of C.... | 22 |
| Kodak Park..... | 40 | All Collegiates..... | 14 |
| Kodak Park..... | 14 | Geneva Eagles..... | 25 |
| Kodak Park..... | 26 | Buffalo Lincolns.. | 25 |
| Kodak Park..... | 27 | Geneva Eagles..... | 21 |
| Kodak Park..... | 11 | Centrals..... | 19 |
| Kodak Park..... | 21 | B. & L..... | 25 |

BUILDING 50 TEAM IN FIRST PLACE

The beginning of the second week of March shows the Building 50 team in first place in the K. P. A. A. Departmental Basketball League. Building 50 recently nosed out the Engineers, who have been on top practically all during the season. How long they will hold this much-coveted position cannot be determined, as the Engineers are only a few points behind, tied with the Reel for second place. The latter team is playing fast ball and has gradually crept towards the top until at present, they are being picked by many as the logical winners of the trophy. Since strengthening their team, by the addition of "Bill" Doane, who is still able to play a mighty good game, things have been easier for them. In the last game, previous to this writing, they defeated the Engineers 34 to 28, an extra five-minute period being necessary.

"Charlie" Brightman, Research; Kingston, Engineers; Weigand, Building 50, and Goebel, Office, are still the shining lights of the League, and are making a strong bid for recognition from the Coach of the big team. They should in time become valuable players for Kodak Park.

STANDING OF THE TEAMS

| TEAM | WON | LOST | PCT. |
|------------------|-----|------|------|
| Building 50..... | 8 | 1 | .888 |
| Engineers..... | 8 | 2 | .800 |
| Reel..... | 8 | 2 | .800 |
| Research..... | 6 | 4 | .600 |
| Building 29..... | 3 | 6 | .333 |
| Office..... | 2 | 8 | .200 |

WILLIAM MACDONALD

The many friends and associates of William MacDonald were grieved to learn of his death on February 9th, at his residence, 141 Flower City Park, after an illness of only a few days.

Mr. MacDonald had been with the Eastman Kodak Company for twenty years, having first entered its employ in January, 1901. For a short time he was employed in the Film Coating Department, and in June of that year was transferred to the Dope Department, where he remained up to the time of his death.

A man of sterling qualities, an industrious, conscientious workman, having the confidence of his superiors and the good will of his fellow employees, sums up his character in a few words.

We unite in expressing to his surviving relatives our deepest sympathy.

Kodak Park, March 14, 1921.

Editor, Kodak Magazine, Kodak Park.

Dear Sir:

I wish to thank all who have contributed to my recovery from what seemed, and I believe was, a very serious operation.

My respect and admiration for hospitals in general, and the General Hospital in particular, has enthused me for the Community Chest. The care and sympathy from our Medical Department in the Park is fully equal to that received from the "old family physician."

Stricken down suddenly, while at work, it is a great soothing for your suffering, to find yourself surrounded with sympathy and such painstaking consideration as you get, first from your foreman and shopmates, and then from Dr. Slater (to whose timely and professional experience, I believe, I owe my life), and the nurses. As you go from there to the hospital, you think you are leaving all your friends, but not so. The same consideration for trouble meets you there, plus a scientific knowledge and efficiency, possible only in a centralized place for treating all diseases to which man is heir.

Last, but not least, "Lady Bountiful" visiting you to see that you do not lack attention, which will help your recovery.

Sincerely yours,

VALERE LANDRY, Recovery Dept.



JULIENNE RICHE--E. C. and P. Department



SHIRLEY LOBB, Daughter of GUILFORD LOBB,
Film Rewinding Department

Edward Brotherton, Film Emulsion Melting Department, has returned to work after undergoing an operation for appendicitis, which necessitated his absence for about two months.

Fred C. Brightman of the Film Emulsion Melting Department, has gone on leave of absence to England, where his presence was required in settling an estate.

The Yard Department Bowling League has started a two-men tournament which will run for five weeks. It takes place from 8:00 to 9:00 before the regular games begin.



ALMERON STARWALD'S DAILY EXERCISE

PARK GIRLS SUCCUMB TO CLEVELAND CHAMPIONS

A little nervousness during the first half of the game with the Clark Munies, Championship Basketball Team of Cleveland, perhaps caused by the realization of the reputation of the visitors, resulted in the first defeat suffered by the Kodak Park girls this season.



ETHEL STUCK (Left)
BETTY FRATTER (Right)

Star Guards of Kodak Park Girls' Basketball Team

March 3rd had been eagerly awaited for some time. As early as seven o'clock, the crowd began to flock into the Hall, until over a thousand followers of the Kodak Park girls' team, all anxious to see this wonderful aggregation in action, were assembled. Everyone came looking for thrills, and found them a plenty. The Cleveland team proved to be all that was claimed of them—and a whole lot more. Their team work and accuracy in shooting from any position, together with their truly sportsmanlike attitude, won for them a place in the hearts of the fans, and, although it is regrettable that Kodak did not win, it is considered an honor to have lost to such a fine team of girls.

With the score thirteen to two against them, Kodak started the second half with all their old spirit of aggressiveness, and played the type of game which has proven so effective against all

opponents to date, outplaying the visitors up to the final whistle, and scoring five points against the Munies' one. The lead, however, was too great to overcome. The game finished fourteen to seven against Kodak.

Every member of the team is entitled to praise, and "Charlie" Thompson, the popular coach, and the assistant coach, "Jack" Brightman, have reason to be proud of what they have accomplished in a short time, with a team of, practically speaking, "beginners." Another season's experience under the same coaching, is sure to make our girls invincible. "Marge" Ellis, manager, who succeeded in booking this big attraction, is also to be congratulated on the team's success, and on affording us the treat of such an exhibition. The entire proposition was handled by the girls, and, for once, the men played the "heavy" part as spectators.

The question of opponents is becoming serious, as it is difficult to find teams willing to stack up against our girls. Already the City Championship is an assured fact, and by virtue of the showing made against the Cleveland team, the Park girls are now on a much higher plane. Plans are under way to bring other famous teams of the caliber of the "Munies" here in the near future.

In the preliminary game to the Kodak-Cleveland contest, the Premo girls defeated a team composed of League players, by the overwhelming score of thirty-five to two. Jennie Walzer played a wonderful game for Premo, scoring practically at will.

KODAK

| | B. | F. | T. |
|-----------------------|----|----|----|
| Thayer, r. f. | 0 | 0 | 0 |
| Singleton, l. f. | 1 | 3 | 5 |
| Noble, c. | 0 | 0 | 0 |
| Stuck, r. g. | 0 | 0 | 0 |
| Fratter, l. g. | 0 | 0 | 0 |
| Karn, c. | 1 | 0 | 2 |
| McIntyre, r. g. | 0 | 0 | 0 |
| | 2 | 3 | 7 |

CLEVELAND

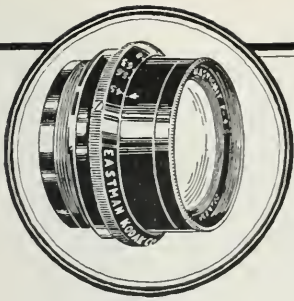
| | | | |
|----------------------------|---|---|----|
| Eva Dachtler, r. f. | 2 | 4 | 8 |
| Hinton, l. f. | 0 | 0 | 0 |
| Wagemaker, c. | 3 | 0 | 6 |
| Friedrich, r. g. | 0 | 0 | 0 |
| McAlier, l. g. | 0 | 0 | 0 |
| Ellen Dachtler, l. f. | 0 | 0 | 0 |
| McQuellan, r. g. | 0 | 0 | 0 |
| | 5 | 4 | 14 |

Score at half time, Cleveland—13; Kodak—2.

Referee—Archer White. Time of Quarters—10 minutes.

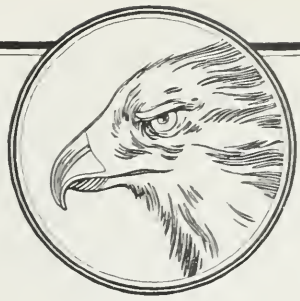
The Emulsion Coating Department extends its congratulations to Harry Faber on the arrival of a fine boy on February 24th, and also to "Joe" Carr, who added another girl to his family on March 3rd.

Our sympathy is extended to Frank Browne of the Emulsion Coating Department, whose son died on March 3rd, after an attack of scarlet fever.



HAWK-EYE

P. R. MEINHARD
Editor



SCHLEGEL'S GIRLS BREAK EVEN

"Bill" Schlegel is looking about New York State for lady wrestlers to oppose his petite forward, Grace Wiemer. Grace highly resents any attempt to clamp her arms, or to hold in any way, and all recent opponents who have tried such tactics have been tossed over her shoulder à la Davis court. Grace's new stunt was first noticed in the game with the Stromberg-Carlson five, on February 17th, which Hawk-Eye won by a score of 25 to 4.



MRS. WILLIAM SCHLEGEL

Chaperone of girls' basketball and baseball teams

Alice Gears also began cutting up early in the evening and caged the ball six times. Most of the shots were of the fancy, side variety and would have done credit to Peterson. "Babe" Meerdink was our other chief scorer, with nine points to her credit. The guards, "Ollie" Kellett, Ethel Reinhardt and Virginia Earl all played fast, aggressive ball. Virginia was most indignant when the opposition scored its second basket, and saw to it that it didn't happen again.

Lilies, crepe and slow music! On February 19th, the girls with the aid and connivance of Messrs. Haus and Schlegel, made a most disastrous invasion of the town of Silver Springs, by means of the above named gentlemen's cars. They went with the avowed intention of bringing home five scalps, and it must be said that they looked good in practice. In the game itself, however, things went rather differently. The short court made the girls misjudge distances, and consequently miss shots. There was no out-of-bounds. Whenever the ball hit the wall, Hawk-Eye waited for the whistle, which never came. Silver Springs caged the ball on a number of such occasions before our team became accustomed to the ruling. Through poor refereeing, not one foul was called, depriving Hawk-Eye of the chance to score by this route. When the scalping party was over, the count was 18-0 against Hawk-Eye. It speaks well for the town of Silver Springs that, in spite of the adverse score, the entertainment accorded our party left pleasant memories of the trip—that is, with everyone except Mr. Haus. His machine began failing rapidly on the return trip, and made at least part of the latter resemble a real funeral procession.

After that, there were no regular games for two weeks, and somebody with a mean disposition said that the girls had gone into retirement after the Springs game. Whatever it was, they came out of it on March 3rd, when they took another round out of the Ritter team, 14-3. Alice sank three shots in the first half and then dropped into a peaceful sleep and was heard from no more. After that, Grace made a long, wild "steve" that bounded high from the rim of the basket and then dropped through like a plummet. In the second half, the scoring honors were ceded to "Babe" Meerdink, and she made all of our final six points.

If there is anything to criticize "Billy" Maier for, it is that she has been playing too hard. Her strenuous playing all season has drained a lot of her vitality, and it will probably take some time for her to regain it. Not that she lacked any of her old-time "pep" in the next Ritter game on March 8th, in fact her presence made things look quite bright for Hawk-Eye. The first half ended at 7-5 for Ritter. In the second half, Hawk-Eye tried to stage a come-back, but the opponents managed to keep just one jump ahead. Perhaps the fact, that Alice had come close enough to a ear to lose a finger-nail, accounts for the 13-11 defeat.

"Ollie" Kellett had planned an out-of-town trip but, as it interfered with the game, she tore up her ticket and played. All credit to "Ollie's" loyalty.

INDOOR LEAGUE SUSPENDS

Owing to the fact that the building at Exposition Park, usually devoted to indoor baseball, was used so often for various shows, the interest in the sport slackened appreciably, with the result that two teams dropped out during the last days of February. It was consequently decided at a meeting of the managers to suspend playing in the League for the balance of the season. Hawk-Eye finished in second place, and would have been capable of putting up a great fight for the pennant, had the League lasted a little longer. "Mart" Tipple hasn't had his fill this season, and is conniving with the managers of the American Woodworking and Stecher Lithograph teams to run a few little private parties at the Armory to decide the question as to who's who in local indoor circles.

KOSEL'S MEN TIE MAIN OFFICE

By winning six out of the last nine games, the bowling team boosted Hawk-Eye's stock considerably. They struck a snag when they ran into the Main Office team on February 19th, and emerged on the long end of only one of the three games, but a week later, they surprised the Kodak Park team, and walked off with two. On March 5th, they continued in the right direction by taking all three points from Folmer-Century.

The steady improvement shown by Hawk-Eye netted a comfortable margin in the handicap race, and we are pleased to announce that the handsome silver trophy won last year, will remain with us for at least one more season.

The high lights of the team's recent rolling have been supplied to a large extent by "Charlie" Kehrig,

CLEANING AND INSPECTING DEPARTMENT PARTY

Irene Martin recently entertained a crowd of girls from the Cleaning and Inspecting Department, at a baby party. Short dresses were all the rage together with big hair bows and loose-hanging braids.

The hostess had planned a number of stunts and games, all of which were heartily enjoyed. Lyda

Ladwig rendered several piano selections. Then Althea Hooker gave an exhibition of aesthetic and modern dancing, and Verena Englert deserves credit for her clever clogging.

The guests were regaled with a delicious luncheon, after which they proceeded to spend the rest of the evening in dancing.



CLEANING AND INSPECTING DEPARTMENT GIRLS

HAWK-EYE NIGHT

Basketball and dancing is ever a pleasing combination. With the added ingredients of exclusively Hawk-Eye performers and Hawk-Eye onlookers, it was rolled into a decidedly successful recipe for a good time at the Stratford Rink on February 21st.

The girls' game which opened the festivities, was of unusual interest, as was evidenced by the fact that a larger crowd had arrived by half-past seven than had been present at any previous game. A team of all-stars, captained by Ruth Kurtz, opposed the regular five, and put up a very creditable game in spite of the fact that they had had very little practice. Loretta Ereth and Dorthy Morse played the guards during the first half, with Jane DeGraff and Agnes McDonald at the forward positions, and Grace Close at center. The All-Stars were hampered by lack of shooting practice and the first half ended 8-0 for the regulars. After the intermission, Ruth Kurtz went in at one of the guards, and injected a deal of "pep" into her team-mates, but their inability to locate the ring was fatal nevertheless. Jane DeGraff scored their only point on a foul, the game ending at 14-1.

The "All-Star" men fared worse at the hands of the regular team in the second game. Captain Rosenthal had quite an army in uniform, but was not allowed to put in more than five of them at any one time, which proved to be a serious draw-back. But even at that, he put up a brave fight, and brought up an almost endless string of reinforce-

HAWK-EYE MEN COP TWO!

The game between Hawk-Eye and the Morgan-David five, had been advertised as the leading farce-comedy of the season. The opposing team was made up mostly of old Central stars, whose rotundity was expected to give rise to many excruciatingly funny situations. When hostilities actually commenced, the spectators were somewhat alarmed for the safety of the Hawk-Eye players. They speculated, for instance, on what would happen if sylph-like "Cliff" Johnson were side-swiped by a couple of the heavyweights. On one occasion, he actually was clamped between two of them, and was expected to emerge slimmer than the proverbial pancake, but both of his opponents went down and he was still up. The first assault ended at 10-7 for Hawk-Eye.

The second half was even more of a scuffle than the first. Referee Schieff called about twenty-five of the most flagrant fouls, and let it go at that. By mutual consent, no one was ejected from the game. In this session, Freeman of the Morgan-Davids, did some exceptional foul-shooting, netting eight in as many tries, and thereby kept his team in the running. Toward the end, however, they became rather short of wind, and Hawk-Eye drew away with comparative ease. So the game ended with a score of 24 to 16.

March 3rd saw the first encounter of the year with the Camera Works men. The latter team had been organized not long before, and consequently, suffered from lack of team-work. Peterson, Miller, Johnson and Rabin accounted for fifty-two points, while "Benny" Levine stuck to the defensive and held down the other end of the score. Johnson boosted his average more than anyone else, caging the ball eight times. Score, 52 to 16.

ments in his efforts to turn back the regulars. Prentice and Hoffmeier started at forward with Rosenthal and Felerski at guard, and Barlowe at center. To keep the line-up fresh, Davis, Zelvon and Bamford were sent in, and later Reis, Davis and Mills. The well-oiled Purple and White combination was too strong even for this array of talent, and the stars lost by a score of 34-6.

Both the girls' and men's teams deserve a great deal of credit for the spirit and enthusiasm with which they undertook to provide interesting and exciting games. The volume of the cheering left no doubt in anyone's mind as to the success of their efforts.

And then there was dancing for those who cared to indulge in that gentle sport. An augmented Hawk-Eye orchestra worked hard from nine-thirty until the lights grew dim and threatened to go out altogether.

Inez Prentice and Alice Gears danced feverishly with every partner in anticipation of the prize "jazz," which never came.

Mr. Watts argued the relative merits of pedro and pinocle with all comers and "Bill" Schlegel discussed the baseball outlook with "Doc" Craib. "Ed" Meinhard just smoked. In other words, everyone carried out his or her idea of a good time, which is the surest way to make any party a successful one.

Leo Kryger of the Anastigmat Lens Department, resigned recently to accept a new position. Our very best wishes for a prosperous future go with him.



DORIS B. SANFORD—Office

SOCCER

About twenty men were present at a meeting of soccer enthusiasts, held on March 2d, to consider plans for the coming season. Of those present, the following constituted most of the active players: Ansell, Burhans, Sidney Clarke, J. P. Farrell, Harding, Norman Graham, MacLeod, Christian Ott, Edward Ott, Pepper, Prentice, Stewart, Stiewe, Walker. Loyal rooters will recognize a number of old stand-bys in this list, but there is also a quantity of excellent new material that should go far to improve upon the excellent start made by the team last autumn. At that time Hawk-Eye played independently, but at the March meeting, all those present expressed themselves as being in favor of joining the Rochester and District League, and this step will undoubtedly be taken. Playing in the league should go far to boost this worthy sport at Hawk-Eye. Those men who are interested in playing the game, but who were not present at the meeting, may obtain information by getting in touch with George Ansell of the Brass Department, or "Mac" Harding of the Mounting Department.

All Hawk-Eye was very sorry to hear of the death of Robert J. Hoffman, father of Carl Hoffman of the Glass Milling Department, on February 25th. We extend our heartfelt sympathy.

John Reis of the Stock Department, lost his little daughter Rita, aged ten months, on Sunday, February 27th. We wish to express our sympathy to Mr. and Mrs. Reis in their bereavement.

Elmore Ingleby has gravitated back to Hawk-Eye, after a four-month sojourn at the Premo Works, and is again a member of our Cost Department.

A number of Hawk-Eyes were fortunate enough to be counted in on a party given by Virginia Earl on February 13. Dancing, singing and refreshments made the time pass all too quickly.

"Louie" Tishler of the Cost Department, has returned after being confined to his home by illness.

PITCH-BUTTON VALENTINE PARTY

The Pitch Buttoning Department girls had another one of their frequent "get-togethers" on February 18th. This time it was a Valentine party. The dining room, which was the scene of the revelry, was decorated with a profusion of hearts in honor of the patron saint. Supper was served early, and needless to state, it put the participants into high good humor. This was improved still more by solos sung by Mildred Miller and Evelyn Price. Miss Drummond and Lillian Kane executed a fancy dance that would have been hard to beat. This was followed by games and dancing, which concluded the evening's activities.

The Pitch Buttoning girls are a very congenial lot, partly as a result of the various entertainments which they have engineered. These have served admirably to bring the girls closer together and the good times that have resulted have been a source of great gratification to all.

Olive Kellett was hostess at a very enjoyable Valentine party. A vocal solo was rendered by Hattie Batzing, a story by "Ollie" herself, and a poem by Anna Kohler. After this, games were played, and dancing followed. The latter was interrupted long enough to do justice to a splendid lunch. Naturally, the party did not break up until early morning.

The sincere sympathy of all of us goes out to Louis Ehrmann of the Tool Room, whose wife died on Friday, February 18th, after a prolonged illness.

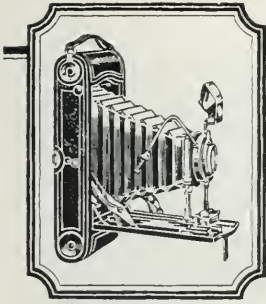
William Hill of the Tool Room, lost his father on Monday, February 21st. Hawk-Eye feels with him deeply in his bereavement.

John Weyh, father of Foreman Max Weyh of the Wood Finishing Department, succumbed on Thursday, February 24th, four months after the death of his wife. We extend our sincerest sympathy.

An event that should have been announced earlier, but that escaped us because of the reticence of the principals, was the marriage on December 21st of Miss Lorine Langenberger to John M. Stefans of the Brass Department.



Left to Right: Harry Moore, Norman Carroll, Matthew Kuhn, Herbert Shannon.
Maintenance and Construction Department



CAMERA WORKS

HERBERT S. THORPE
Editor



MAIN OFFICE BASKETBALL TEAM TAKES A TUMBLE TO THE CAMERA WORKS

We are just such good sports that we like to shake our opponent's hand after licking him, but we can't help telling our joy over beating the sturdy Main Office basketball tossers.

This feat was accomplished on Monday, March 5th, at Masonic Temple. The pity of it was that the crowd was so slim from our own factory. Those of us who saw the splendid pass work of the team, and the successful shots at the basket, were mighty glad we passed up counter attractions for the game.

Especially noticeable were the pretty shots of that all-around athlete, Charles Kivell. As a guard

Kivell ranks high, and with Pressley playing the other guard, the combination is ideal. With Boland and O'Connor as forwards, and Sandel playing center, the aggregation is a hard one to beat.

The line up was as follows:

| CAMERA WORKS | MAIN OFFICE |
|------------------------|------------------------------------|
| Boland..... | Right Forward..... Diehl |
| O'Commer..... | Left Forward..... Culbertson, Haag |
| Sandel..... | Center..... Rabin, Seofield |
| Kivell..... | Left Guard..... Gee |
| Pressley..... | Right Guard..... Stutz |
| Score—Camera Works 28. | Main Office 16. |

CAN WE ADD ANOTHER TROPHY TO OUR COLLECTION?

Of course we can.

The Rochester Chamber of Commerce has for some time been conducting a class for Safety Supervisors. Almost every large factory in this city is being represented at the meetings.

The attendance has gone far beyond the most optimistic expectations. When a group of men numbers from four hundred to one thousand at each meeting, it shows the tremendous interest of the layman in safety work.

The classes are held each Friday night at eight o'clock. Authorities on the various phases of safety precautions lecture and teach the men and women. The program is lightened by entertainment, one or two singers giving their services to make the meetings a little more interesting.

Our Safety Inspector, Richard Jennings, is naturally very anxious to have this factory at the top of the list of success. At this time, there are three more meetings of the series. Each member who graduates, receives a diploma, which not only is gratifying in itself, but the thought of having taken an active part to make conditions safer, makes it very desirable to have a record of a perfect attendance at the lectures.

Over one hundred men and women registered from this plant. A banner is being awarded by the Chamber of Commerce to the factory having the largest pro-rata attendance.

Can we add another trophy to our collection?

Of course we can.

ONE HUNDRED PER CENT. MEANS ZERO

How does your department stack up on the Green Boards?

We notice that five groups have already spoiled their zero ratings.

Of course, it is hardly to be expected that, with the dozens of different machines in use, everyone's record can be a "no accident" one, but there is one sure truth, that by carefulness and hard trying we can reduce accidents.

Even if your department was so unfortunate as to lose the zero mark last month, try again, and make up your mind to get the winning number during the next thirty days.

One hundred per cent. means zero.
Zero means no accidents.
No accidents mean carefulness.
Carefulness means "Safety First."

WHAT HAVE YOU TO OFFER?

You are again reminded that any news or pictures for the Camera Works Section of the Kodak Magazine must reach the Editor by the tenth of each month. Any contributions regarding groups, parties, picnics and interesting happenings are always welcome.

If you can not write your item, get in touch with the Editor, and tell him the news.

Should you have any criticisms or suggestions as to how we can still further improve the Magazine, by all means write us, only—please sign your name to any communication you send.



CAMERA WORKS BASKETBALL TEAM

*Left to Right: Seated—Charles Kivel, William Sandrell, Albert Goetzman.
Standing—Coodwin Goldring, George Pressley, Raymond Hayes, Gabriel Rapp.*

A CHALLENGE

The ten-man checker team hereby issues a challenge to any other team of a like nature to play a series of games, at a place and time agreed upon by the captains.

This challenge particularly applies to the other divisions of the Eastman Kodak Company.

Communications should be addressed to Herbert S. Thorpe, Secretary and Treasurer of the Camera Works Recreation Club, 333 State Street, City.

WOODWORKERS SHOW SPEED

Under the able captaincy of William O'Neill, the Woodworking Department's bowling team is showing a lot of speed this season. Recently, the Office team disputed the supremacy of such king-pinner as George Kraus, Albert Steckline, Frank Metzger, Anthony Barkey, and William O'Neill, who have adopted for their slogan, "We never lose."

The Office failed to win from the redoubtable five, but the Woodworkers, being good sports, unite in wishing them better luck next time.

AN ANSWER TO THE WOODWORKING RECORD

In last month's issue of the Kodak Magazine, the Woodworking Department patted itself on the back, because of the record it holds, by virtue of the fact that thirteen of the men have a continuous service with the company for two hundred sixty years.

This is indeed something to be proud of, but the Kodak Assembling Department has a hunch they have beaten the Woodworkers, and according to the following table, the Assemblers "take the biscuit."

Here is a list of thirteen men, whose years of service total two hundred ninety-eight.

| YEARS | | YEARS | |
|--------------------|----|---------------------|----|
| Henry Mildenerger | 32 | Robert Davis... | 15 |
| William Dechman.. | 21 | Joseph A. Gerew... | 26 |
| Harry Parmelee... | 26 | George Schaffer... | 26 |
| John F. Meyers... | 15 | Otto Merkel..... | 25 |
| Edward Lauterbach | 24 | John Ruscher..... | 24 |
| Charles Gustke.... | 16 | Albert B. Darling.. | 23 |
| Frank Siebert..... | 25 | | |

Has the Kodak Assembling Department hung up an unbeatable standard?

What have other departments from the Camera Works to offer?

SHADOWGRAPHY

Do you recollect, back in your kid days, when you shuffled upstairs to bed, how you used to shape your hands to make shadows on the bedroom wall—how, by the flicker of the candle light, you joyously formed butterflies, swans, and old men?

Then, as you attained man's estate, you were reminded of those childhood pranks by noticing the shadows cast by the setting sun.

As a matter of fact, shadows are prevalent all through our lives. We can't prevent them, but we can direct them.

Some shadows are more pleasing to look at than the originals, and some originals are less pleasing to hear than the noise the shadows make.

Don't allow your shadow to outshine you. It isn't the man with the longest shadow that has the longest welcome. Shadows don't count, but you do.

Be original! Don't become a shadow! Some

men are worth copying, but, unless you choose the right type for the right place, you'll be out of luck. A poet is useless at a prize fight, and a fighter isn't much of a hand at writing literature—according to the law of averages.

Think for yourself. There's many a possibility going to the scrap heap because most of us are so busy copying the adventures of heroes in magazine stories that we haven't time—or we think we haven't—to do something worth while, which is a little out of the ordinary.

There *must* be thousands of improvements on our product which are awaiting discovery. Even cameras haven't yet reached perfection.

Be original! Think! Don't play Shadowgraphy!

There is lots of money awaiting practical suggestions.

Let us hear from you.

WE WERE HANDED A LEMON

The Gardening Association has received a present from our Manager, who recently returned from Florida. Some of us are wondering why J. A. R. sent a lemon, when he might have chosen for his gift a crate of grapefruit, or a bunch of bananas? However, ye of skeptical minds need have no fear. The lemon was sent to us as an example of the large and luscious fruit Florida produces, the weight being one and a quarter pounds.

Most of you must have reviewed it in the bulletin cases, for it was an unusually large and meaty specimen, and the juice thereof would undoubtedly have made a great addition to a "night-cap" prior to July, 1919.

EDITOR'S NOTE: Charles Rogers takes exception to the "prior" stuff, and he assures us that lemon juice is still good in "night-caps" or "day-caps" either!



AT THE EDGE OF THE GROVE WHERE THE LEMON GREW

YOUR NEW REPRESENTATIVES

It is a matter of very great interest and importance to all of us as to "who is who" in the new Representative Council.

Such a great amount of good has been accomplished by the representative plan, and so many seemingly difficult tangles have been unraveled by getting together and facing facts, that the choice of representatives has become a vital factor in our plant organization.

Here are the elected men and women, chosen to hold office until March 1, 1922.

EMPLOYEES REPRESENTATIVES
YEAR OF 1921-22

ELECTED MARCH 1 TO 10th

| DEPT. | NO. | DEPARTMENT NAME | REPRESENTATIVES |
|-------|-----|------------------------------|---|
| | 3 | Sanitation..... | Joseph McVeigh |
| | 4 | Scrap..... | Daniel C. Ryan John Goodwin |
| | 6 | Stock Inventory..... | |
| | 8 | Stores..... | William Powers |
| | 7 | Press..... | George Scott William Mostyn Ronald McDonald |
| | 9 | General Maintenance..... | John Smith |
| | 10 | Electricians..... | Albert Steigman |
| | 11 | Milling..... | William Boland George Powers |
| | 12 | Tinsmiths..... | James Fielding |
| | 13 | Millwrights..... | Edward Abrams |
| | 14 | Plumbing..... | |
| | 15 | Foreign Shipping..... | Alexander Russell |
| | 70 | Stock Record..... | Minor Stocking |
| | 16 | Carpenters..... | James Brown |
| | 18 | Photostat Cabinet..... | Francis Schwartz Joseph Dolphin John McMahon George Fiske Bertram Riddall |
| | 20 | Lathe..... | |
| | 21 | Tumbling..... | Salvatore Civitillo |
| | 22 | Rust Proof..... | |
| | 24 | Dipping..... | |
| | 25 | Plating..... | |
| | 26 | Stringing..... | Devota Kiel |
| | 27 | Riveting..... | Ashley Williams |
| | 28 | Etched Plate..... | Carl Powers |
| | 29 | Die Casting..... | James McPartlin Alice Dunn |
| | 30 | Lacquer..... | Robert McAdams Norman Benham |
| | 31 | Finishing..... | Ervin Harwood |
| | 32 | Photostat..... | Henry Letter |
| | 33 | Shaping..... | Frank Metzgar |
| | 34 | Sawing..... | William Hartell |
| | 35 | Wood Assembling..... | William Sinden |
| | 36 | Wood Sundries..... | Chauncey Osborn Margaret Hondorf |
| | 40 | Covering..... | Julia Schrank Mary Oppel |
| | 41 | Creasing..... | Howard Duke William Fleischauer |
| | 42 | Assembling F. P. K..... | George Klein Eleanor Story Kenneth Spry |
| | 43 | Assembling Jr. Sundries..... | Frank Holdredge Blanch Wing |

| DEPT. | NO. | DEPARTMENT NAME | REPRESENTATIVES |
|-------|-----|--|--|
| | | | Earl Carson |
| 44 | | Assembling Fld. Bro..... | Agnes Flynn Grace Hitt |
| 45 | | Assembling Sundries..... | Joseph Ives Lillian Story |
| 46 | | Assembling V. P..... | Marshall Sturgis Marie Knight |
| 48 | | Lens Inspection..... | Olga Dornberger |
| 50 | | Brownie Assembling 2A, 2C, 3..... | Minnie House Albert Merkel |
| 51 | | Printing..... | Charles Terry |
| 52 | | Shutter No. 0..... (Inspection) | Fred Freemesser |
| 52 | | Shutter No. 0..... (Handy's Group) | John Howard |
| 52 | | Shutter No. 0..... (Miller's Group) | Arthur Ross |
| 52 | | Shutter No. 0..... (Greenfield's Group) | Michael Hept |
| 53 | | Brownie Assembling 0, 2..... | Albert Frank |
| 54 | | Shutter Kodamatic..... | Joseph Miller Clarence Van Duser |
| 55 | | Bro. Mch. and Lacquer..... | Gerald Mayer |
| 56 | | Brownie Covering..... | William Robinson Mayme Darcy Clifford Bundy |
| 57 | | Shutter Machining..... | John Gauch Marie Kelly |
| 58 | | Assembling Brownie Sundries..... | Laura Brown |
| 59 | | Cable Release..... | Emna Goodman |
| 60 | | Bellows..... | Laura Irons Mary Lovell Madeline Stanton |
| 61 | | Leather Case..... | Charles Klier |
| 62 | | Leather Cutting..... | Horace Blackwell |
| 63 | | Complete Inspection..... | Anthony Strogen |
| 64 | | Shutter No. 1..... (Group No. 1) | William Pressley Harold Graham |
| 64 | | Shutter No. 2..... | Edward Walker |
| 65 | | Engineering..... | David Sine Fred Hatchman |
| | | | David Olsan |
| | | | Albert Gleason |
| 66 | | Tool..... | Albert Frank Joseph Fisher |
| | | | Joseph Polatscek Howard Stapleton |
| 71 | | Tool Supervision..... | Lawrence Welch |
| | | Purchasing Department..... | Ralph Welch |
| | | Industrial Relations Dept..... | William Lawrence Leland Bannister |
| | | Entire 7th floor Office..... | Charles Irwin John Wilson Harry Spoor Edith Partridge |

75 Men
21 Women

Total 96 Representatives

The person who is looking for a soft place higher up without hard work will find it under his hat.

WE ARE NOT BOASTING, BUT—

We do not positively know, but we feel reasonably safe in stating that a press department, with over one hundred and fifty presses of all weights, shapes and sizes, that has not had an accident for over *five months* has hung up a darned good record!



ARCHIE LOVE

This desirable state of affairs exists in our basement press department. In fact, all of Superintendent George Adams's departments, namely, the press, lathe, milling, riveting and die casting, have an absolutely clean slate from October 4, 1920, to date of writing.

The above statement doesn't convey all that it means, when given to you in cold, hard type, but think it over for a minute. It means that two hundred and eighty-four operators, working on dangerous types of machines, have, largely through their own forethought and carefulness, established this fine record.

We wish we had sufficient space in this Magazine to publish the picture of everyone who has helped establish this record, but we are compromising by printing a photograph of Archie Love, who, as foreman of the press department, has done so much to instill the "Safety" idea into the minds of the men who work with him.

Another bowling league is being partially supported by the Recreation Club, termed, "The EKCO" League. It is rather late in the season for a bowling league to organize, but the girls seem to be having a lot of fun, and they are bowling remarkably well, considering that the game is new to most of them. Margaret Mathews was chosen president of the league, and Gordon Dow is coaching the girls.

CAMEKO ACTIVITIES

The Cameko Club pocket billiard tournament got under way on Wednesday, March 10th, when the first block was run off at Sterner's Billiard Academy. Special lights were installed over the six reserved tables, and the "cue wizards" executed some clever shots which often drew applause from the gallery.

The White brothers were undefeated in four matches, but the tournament is still young, and every man is hot on their trail. "Willie" Wilson pocketed the balls with uncanny regularity and "Clint" Freudenvoll, often demonstrated the proper use of "English." Jimmy Wright and Ray Waldron played their usual steady "position" game, but often had to extend themselves to overcome the handicap which some of the other members hold over them. All in all, it was a very enjoyable evening. The second block took place on March 18th.

STANDING OF INDOOR BASEBALL LEAGUE

(To date of March 12)

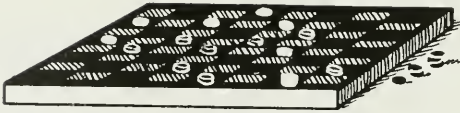
| TEAM | WON | LOST | PCT. |
|-----------------------|-----|------|------|
| Folding Brownie..... | 9 | 1 | .900 |
| Shutter..... | 7 | 3 | .700 |
| Tool..... | 6 | 4 | .600 |
| Office..... | 5 | 5 | .500 |
| Kodamatics..... | 5 | 5 | .500 |
| Crease and Cover..... | 4 | 6 | .400 |
| Automatics..... | 2 | 8 | .200 |
| Lacquer..... | 2 | 8 | .200 |

The boys from the Sawing and Shaping Department held a bowling party recently, at which "Buck" Magin was a feature with his loaded ball. A luncheon was served, and all had a jolly good time.



PETER PETRIN

Manager of Checker Tournament



CHECKER CHATS

Checkers seem to have their rise and fall. Last year, hardly anyone connected such a sedentary game with a man's idea of recreation, but right now we seem to be suffering from an acute attack of "Checkeritis," and most of us have got a high fever with it.

There are fifty checker boards being worn out in the factory. No department or occupation seems immune from the excitement. According to all evidence, we should have a crackerjack team, and a challenge to other industrial organizations is issued elsewhere in the Camera Works section.

Walter Marcille has won the title of "Checker Champion" in the first round of the tournament. Walter lost only one game, and that to Harold Marson. We hope that Walter will have good luck in the second half of the contest.

The tool room has great hopes of pulling off the championship, for "Mike" Hickey is considered one of the best checker players in the city, and rumor has it that he will challenge the high man in the final.

It looked at one time as if James Proud would reach the high mark, but he finished sixth. We believe "Jimmie" was the first man to ask the Secretary of the Recreation Club for a checker board, so we have to thank James for "startin' sumpin'."

The first half of the tournament shows us the following results:

| | |
|------------|--|
| First | Walter J. Marcille Shutter No. 1 |
| Second | William F. Deil Assembling Sundries |
| Third | Peter J. Petrin Engineering |
| Fourth | William E. Flanders Construction |
| Fifth | Harold Marson Tool Room |
| Sixth | James A. Proud Shutter No. 1 |
| Seventh | Ray M. Carter Milling |
| Eighth | Fred Zimmerman Shutter-K. |
| Ninth | Daniel Grieco Assembling Junior Kodak |
| Tenth | Ralph A. Shrader Tool Room |
| Eleventh | Charles M. Ryan Tool Room |
| Twelfth | Kyle A. Seabrooks Tool Room |
| Thirteenth | Joseph W. Dineen Tool Room |
| Fourteenth | Engene F. Henrius Shutter No. 1 |
| Fifteenth | George J. Grinnan Tool Room |

A CORRECTION

We are always ready to correct errors in the Magazine, which may occur, owing to the one hundred and one items and names which pass through so many hands, before the edition is released. On page 38 of the last issue, we stated that "Downs succeeded in getting four falls out of five": (See article entitled, "How about the Smoker!") The item should read. "Albert Slarks succeeded in getting four falls from Albert Downs."

"DETECTIVE" O'BRIEN

Frank O'Brien, apart from being a tool expert, has also distinct qualities usually attributed to Sherlock Holmes. They were discovered in this way.

Halton Baldwin's wife invited several of her husband's friends from the Camera Works to a little gathering, but none of them were informed as to the occasion of the festivities. Naturally, the men got curious to know why "Hal" should be so honored by their presence. However, the secret was surrounded by silence.

Frank O'Brien was called into conference to try to unravel the mystery, but the clues being nil, he was forced to resort to strategy, and, by a subtle interview with "Hal," obtained the information that the occasion was a celebration of nine years of married bliss by Mr. and Mrs. Baldwin. Congratulations!

John O'Rourke, of the Creasing Department, on March 4th became the father of an eight and a half pound boy. John is somewhat of a wrestler, and he has decided to train the boy to take the belt away from Lewis.

Clara Greenlan, of the Covering Department, has been away for a two weeks vacation. One of her companions in the department noticed a marriage license in the papers, and Clara was mentioned. Upon her return, the girls congratulated her as Mrs. Charles Stone.

We are pleased to see Frieda Korhummel of the Crease and Cover Department, who has been away from us for several weeks, due to a serious illness. Frieda is recovering nicely, and the girls welcome her back to her old department.

BASKETBALL MEN FINISH STRONG

The old adage—"It's better late than never," applies to our men's basketball team this season. However, in spite of the eleventh hour organization, the players and their followers have managed to cram in several good games. It was not to be expected that the team would do very much winning, for in these days of intensive playing basketball is a highly scientific game, calling for much practice and team work.

Credit is due to Gabriel Rapp, whose efforts are largely responsible for the games the team has played. We know there are many players who have not had a chance to show their ability, but next season, being able to get an early start, we hope to take care of a representative Camera Works quintette, and possibly a good second team as well.



THE OFFICE DELIVERED A BLOW TO THE HITHERTO UNDEFEATED BROWNIES BUT MANAGER SHERIDAN ASSURES US IT WAS BY NO MEANS A KNOCKOUT.

AMMUNITION TO BEAT THE H.C. OF L.

THE CALL OF THE GREAT OUT-DOORS.

ADRONDY
-21-

Albert Frank, of the Tool Room, who is coach of our girls' basketball team, is an expert in almost every kind of sport. His latest discovery is "Young" Miller, a baseball star, who hails from up around Cedar Swamp. Miller is a fast batsman, and under Al's masterly handling, will rapidly develop into a top-notcher.

William Lawrence, of the Office, has returned after a month's sickness. He desires to thank the Medical Department, especially Dr. Crain and the nurses, and also his many friends at the Camera Works Office, who were so kind to him. "Billy" says he feels better than ever.

"Al" Kolb is getting in trim for next season's bowling team. He has purchased a new ball, and anticipates at least a three hundred score.

Our tool room reporter, "Joe" Fisher, is undoubtedly a good man on the links, but the boys have no fear of his spoiling his golf by suffering from writer's cramp. It seems that "Joe" isn't giving the Tool Room enough publicity, or else someone is jealous of his journalistic jottings.

The Cost Department was startled shortly after quitting time one evening, and upon investigation it was discovered that the commotion was caused by a number of office men spanking Ernest White. Of course it was his birthday.

George Brooks, of the Inspection Department, is a happy papa, and is wearing the smile usually seen under such circumstances. His friends enjoyed the cigars immensely, and they hope to have more smokes to celebrate a similar occasion.



FOLMER-CENTURY

CLARENCE H. HARPER
Editor



CIRKUT TEAM WINS BY WIDE MARGIN

When the smoke of battle had cleared away at the Grand Central Alleys, Wednesday evening, March 16, 1921, the Cirkut team composed of Roland, Sold, Mathis, Kirvan and Conolly, emerged winners in the Folmer-Century Bowling League. Weinman, of the Graflex team, carried off the honors for the highest average throughout the season, and also the high score for three games. George Jost, of the Stereo team, has the highest single game with a score of 242. The distribution of prizes for the season will take place April 2, 1921, at the annual Bowling League Banquet.

| NAME | WON | LOST | PCT. |
|---------------------------|--------------|------|-------|
| Cirkut..... | 52 | 11 | 825 |
| Graflex..... | 36 | 27 | 571 |
| Studio..... | 34 | 29 | 539 |
| Graphic..... | 33 | 30 | 523 |
| Aero..... | 26 | 37 | 411 |
| Compact..... | 25 | 38 | 396 |
| Stereo..... | 24 | 39 | 380 |
| Auto Jr..... | 22 | 41 | 349 |
| High three games..... | Weinman..... | | 609 |
| High single game..... | Jost..... | | 242 |
| High three games..... | Cirkut..... | | 2,552 |
| High single five men..... | Stereo..... | | 878 |



FOUR MEMBERS OF THE WINNING CIRKUT TEAM

*Left to right: Upper Row: Frank Mathis, James Kirvan.
Lower Row: Andrew Sold, J. E. Roland.*

A hearty welcome to Helen Cook, a newcomer in our office force.

We extend to Anthony Peters our sincere sympathy on the death of his brother, which occurred March 11th.

Clayton Hess has our sincere sympathy on the death of his sister.

The engagement of Edith Olsen, of the Purchasing Department, to Kenneth Dewey has been announced.

There is no such thing as standing still. You are either going up the ladder or going down. In which class are you?

FIFTEEN YEARS AT FOLMER-CENTURY

Charles H. Roth, Purchasing Agent at Folmer-Century, began his career with the company, January 3, 1907, as a stockkeeper. He was promoted to his present position, October 19, 1912.



CHARLES H. ROTH
Purchasing Agent

We wish to extend to George Streb of the Assembling Department, our sincere sympathy on the death of his sister, which occurred February 27, 1921.

Born to Mr. and Mrs. William Leach a son, John William, March 9, 1921. Congratulations! Mr. Leach is employed in the Assembling Department.

Alfred Tross, of the Finishing Department, was in an automobile accident on Sunday, March 13th. He received several cuts on his face. It is hoped that he will recover speedily.

\$15,000 FOR COURTESY

Does courtesy pay? Ask George F. Conroy, Erie Railroad conductor. He has just been left \$15,000 by a wealthy business man who was a regular commuter on Conroy's train. This conductor summed up his whole philosophy of work and life in the simple sentence, "I like to treat people the way I would like to be treated."

The good fortune which has befallen Conroy ought to be made known throughout the length and breadth of the land. Politeness oils the machinery of life. It makes things move more smoothly and pleasantly for every one. And like mercy, it blesses him who gives as well as those who receive. It therefore costs less than nothing. It is one of the best investments in the world, an investment that pays dividends more valuable than money.—*From Forbes' Magazine.*



ALBERT WEINMAN
High Individual Average—Folmer-Century Bowling League
Season 1920-21

Dors Mack, of the Finishing Department, has returned to work after an absence of three weeks, necessitated by the serious illness of his wife.

George Puddington, of the Assembling Department, who has been on the sick list for some time, is rapidly improving and will soon be back to work again.



Trophy Given for Highest Bowling Average



BASKETBALL SEASON DRAWING TO A CLOSE

KODAK TEAMS END YEAR WITH MAJORITY OF GAMES IN "WIN" COLUMN

MARCH 15th. With the 1921 season all but closed, Kodak teams are finishing up the year with a comfortable margin on the right side of the ledger.

The month from February 16th to March 15th saw two reverses charged up against the hitherto invincible Kodak Park girls' team. In these defeats, however, there was no disgrace, for they were sustained at the hands of the World's Champion, Clark Munies team of Cleveland, Ohio. The girl tossers from the Buckeye State showed a brand of basketball which would put many a men's team to shame, and their two games on the Kodak Park floor furnished a real treat for the Kodak supporters.

The month saw three defeats—all by a very narrow margin—charged up against Benzoni's Kodak Park men's team. All of these, however, came at the hands of sterling opponents, the Centrals, Bausch & Lomb, and the Buffalo Lincolns.

Hawk-Eye stock continued to rise during the month, the Hawk-Eye men coming home victorious in both of their encounters, while the Hawk-Eye girls won three of their five starts.

Kodak Office men wound up their season in a slump. After taking their second straight victory from the R. B. I., they proceeded to lose hard-fought battles to Camera Works and the American Laundry Machinery Company. Kodak Office girls broke even with Stromberg-Carlson; played a tie game with Bastian Brothers, and lost to Ritters. They cleaned up, however, in the Camera

Works series by taking the second game.

Camera Works girls played but one game during the past month, losing to Kodak Office. The Camera Works men won one game of three, and in this one game gained sweet revenge on the Kodak Office for the trouncing of last month.

Premo girls continued to roll up large scores and have still but two blots on the season's record, both at the hands of Kodak Park.

The percentage standings up to March 15th, are as follows:

GIRLS' TEAMS

| | WON | LOST | PCT. |
|-------------------|-----|------|------|
| Kodak Park..... | 12 | 2 | .857 |
| Premo | 7 | 2 | .777 |
| Hawk-Eye..... | 12 | 5 | .706 |
| Kodak Office..... | 6 | 7 | .462 |
| Camera Works..... | 1 | 5 | .166 |

MEN'S TEAMS

| | WON | LOST | PCT. |
|-------------------|-----|------|------|
| Kodak Park..... | 9 | 6 | .600 |
| Hawk-Eye..... | 6 | 5 | .545 |
| Kodak Office..... | 6 | 5 | .545 |
| Camera Works..... | 1 | 4 | .200 |

Return games on the home court with both the Centrals and Buffalo Lincolns are the outstanding features of the Kodak Park schedule for the balance of the year. In case of a victory in either of these games, the Parkers will, of course, play a rubber game with the other team. Both the city championship and the city industrial championship are involved. It is also possible that Manager Goodridge will bring back the Buffalo Lincolns for a third and deciding game in that series. Each team holds a one-point victory over the other thus far.

BASKETBALL RECORDS

KODAK SCORES—FEBRUARY 17 TO MARCH 15, 1921

KODAK PARK MEN

| | |
|-----------------------------|------------------------|
| <i>Total Score to Date:</i> | |
| <i>Kodak Park 363</i> | <i>Opponents 254</i> |
| Kodak Park..... 11 | Centrals..... 19 |
| Kodak Park..... 21 | Bansch & Lomb... 25 |
| Kodak Park..... 11 | Buffalo Lincolns... 12 |
| <hr/> | <hr/> |
| 406 | 310 |

HAWK-EYE MEN

| | |
|-----------------------------|----------------------|
| <i>Total Score to Date:</i> | |
| <i>Hawk-Eye 259</i> | <i>Opponents 202</i> |
| Hawk-Eye..... 24 | Morgan-David... 16 |
| Hawk-Eye..... 52 | Camera Works... 16 |
| <hr/> | <hr/> |
| 335 | 234 |

KODAK OFFICE MEN

| | |
|-----------------------------|--------------------------------------|
| <i>Total Score to Date:</i> | |
| <i>Kodak Office 209</i> | <i>Opponents 191</i> |
| Kodak Office.... 30 | R. B. L..... 21 |
| Kodak Office.... 16 | Camera Works... 28 |
| Kodak Office.... 15 | American Laundry Mach. Company 20 |
| <hr/> | <hr/> |
| 270 | 260 |

CAMERA WORKS MEN

| | |
|-----------------------------|-----------------------|
| <i>Total Score to Date:</i> | |
| <i>Camera Works 32</i> | <i>Opponents 62</i> |
| Camera Works... 16 | Hawk-Eye..... 52 |
| Camera Works... 21 | Straight Arrows... 29 |
| Camera Works... 28 | Kodak Office.... 16 |
| <hr/> | <hr/> |
| 97 | 159 |

CAMERA WORKS GIRLS

| | |
|-----------------------------|---------------------|
| <i>Total Score to Date:</i> | |
| <i>Camera Works 19</i> | <i>Opponents 34</i> |
| Camera Works... 4 | Kodak Office.... 13 |
| <hr/> | <hr/> |
| 23 | 47 |

KODAK PARK GIRLS

| | |
|-----------------------------|---------------------|
| <i>Total Score to Date:</i> | |
| <i>Kodak Park 208</i> | <i>Opponents 54</i> |
| Kodak Park..... 7 | Clark Munies.... 14 |
| Kodak Park..... 5 | Clark Munies.... 22 |
| <hr/> | <hr/> |
| 220 | 90 |

PREMO GIRLS

| | |
|-----------------------------|----------------------|
| <i>Total Score to Date:</i> | |
| <i>Premo 105</i> | <i>Opponents 38</i> |
| Premo..... 35 | Kodak Pk. League 2 |
| Premo..... 10 | Big Brother Royals 4 |
| <hr/> | <hr/> |
| 150 | 44 |

HAWK-EYE GIRLS

| | |
|-----------------------------|----------------------|
| <i>Total Score to Date:</i> | |
| <i>Hawk-Eye 111</i> | <i>Opponents 59</i> |
| Hawk-Eye..... 25 | Roch. Stamping Co. 4 |
| Hawk-Eye..... 0 | Silver Springs... 18 |
| Hawk-Eye..... 14 | Ritters..... 3 |
| Hawk-Eye..... 11 | Ritters..... 13 |
| Hawk-Eye..... 24 | Stromberg-Carlson 2 |
| <hr/> | <hr/> |
| 185 | 99 |

KODAK OFFICE GIRLS

| | |
|-----------------------------|-----------------------|
| <i>Total Score to Date:</i> | |
| <i>Kodak Office 46</i> | <i>Opponents 73</i> |
| Kodak Office.... 3 | Ritters..... 7 |
| Kodak Office.... 10 | Stromberg-Carlson 1 |
| Kodak Office.... 13 | Camera Works... 4 |
| Kodak Office.... 8 | Stromberg-Carlson 10 |
| Kodak Office.... 4 | Bastian Brothers... 4 |
| <hr/> | <hr/> |
| 84 | 99 |

SOCCER SEASON OPENS FIRST WEEK IN APRIL

Kodak Park will be represented this year in the Rochester and District Soccer League, National Cup Competition and the Northwestern Cup Competition, all of which assures the team of plenty of action and numerous worlds to conquer. This year, there will be seven teams in the R. and D. League, two new organizations having been admitted, the Holland Football Club, composed entirely of Holland players, and our own Hawk-Eye Works. The opening game of the league schedule will be played on the first Sunday of April, probably against the Celtics,

and should result in a win for the Park. Each team in the league this season is allowed eighteen players, and Kodak has already secured seventeen who are under contract for the entire season. In the Northwestern Cup Competition, which aside from Rochester clubs, includes teams from Sherrill, Syracuse, Buffalo, Niagara Falls and Auburn, Kodak has a good chance, if past experience and results count for anything. The drawing for this schedule will be made about May 1st.

KODAK PARK RETAINS EASTMAN TROPHY IN CAMERA BOWLING LEAGUE

HANDICAP TROPHY WON BY HAWK-EYE; CONSOLATION TROPHY BY CAMERA WORKS

SATURDAY, March 12th, saw the conclusion of the 1921 season for the Camera Bowling League, Kodak Park retaining the Eastman Trophy which they won from Camera Works the preceding year. Eight games separated the Ridge Road pinners from the Camera Works team, which finished in second place and won the Consolation Trophy.

Hawk-Eye won the Handicap Trophy with a comfortable margin over Premo and Camera Works.

After nineteen years of existence, the

records of the Camera Bowling League show that the Eastman Trophy has been won nine years by Kodak Park, five years by Camera Works, three years by Premo, and two years by Folmer-Century. Hawk-Eye and Kodak Office have yet to gain possession of this Trophy.

Howard Beuckman, with an average of 203.26, is high individual roller for the year. Mura, last year's "champ," dropped to sixth place in the individual standings, with a 192.31 average. Kodak Park holds high team game with 1113, and high three



KODAK PARK BOWLING TEAM

Winners of Eastman Trophy

Left to Right: Natt, Beuckman, Servise, Behrns, Thistle

games with 3163. High individual game and high three games go to Kehrig, of Hawk-Eye, with scores of 289 and 780. Both these records were established on the last day of the season.

FINAL STANDING

| TEAM | WON | LOST | PCT. |
|---------------------|-----|------|------|
| Kodak Park..... | 52 | 8 | .866 |
| Camera Works..... | 44 | 16 | .733 |
| Premo..... | 30 | 30 | .500 |
| Hawk-Eye..... | 23 | 37 | .382 |
| Kodak Office..... | 23 | 37 | .382 |
| Folmer-Century..... | 8 | 52 | .133 |

HANDICAP STANDING

| TEAM | WON | LOST | PCT. |
|---------------------|-----|------|------|
| Hawk-Eye..... | 45 | 15 | .750 |
| Premo..... | 30 | 30 | .500 |
| Camera Works..... | 30 | 30 | .500 |
| Folmer-Century..... | 26 | 34 | .433 |
| Kodak Park..... | 26 | 34 | .433 |
| Kodak Office..... | 23 | 37 | .382 |

TEAM AVERAGES

| TEAM | GAMES | PINS | AVERAGE |
|---------------------|-------|-------|---------|
| Kodak Park..... | 60 | 58006 | 966 |
| Camera Works..... | 60 | 56846 | 947 |
| Premo..... | 60 | 54027 | 900 |
| Kodak Office..... | 60 | 53512 | 892 |
| Hawk-Eye..... | 60 | 51925 | 865 |
| Folmer-Century..... | 60 | 50851 | 847 |

INDIVIDUAL AVERAGES ABOVE 180

| NAME | GAMES | PINS | AVERAGES |
|-------------------------|-------|-------|----------|
| Beuckman, K. P..... | 57 | 11597 | 203.26 |
| Servise, K. P..... | 57 | 11361 | 199.18 |
| Thistle, K. P..... | 57 | 11226 | 196.54 |
| Vogler, C. W..... | 57 | 11045 | 193.44 |
| O'Neill, C. W..... | 54 | 10460 | 193.38 |
| Mura, P..... | 60 | 11551 | 192.31 |
| LaDuque, K. O..... | 59 | 11311 | 191.42 |
| Kraus, C. W..... | 51 | 9781 | 191.40 |
| Behrns, K. P..... | 57 | 10822 | 189.49 |
| Kehrig, H. E..... | 48 | 9051 | 188.27 |
| Hinterleiter, C. W..... | 60 | 11251 | 187.30 |
| Kosel, H. E..... | 52 | 9638 | 185.18 |
| Amey, K. O..... | 48 | 8859 | 184.27 |
| Sullivan, P..... | 60 | 11035 | 183.55 |
| Barkey, C. W..... | 51 | 9372 | 183.39 |
| Auer, C. W..... | 15 | 2735 | 182.5 |
| Ferris, K. O..... | 18 | 3270 | 181.12 |
| Natt, K. P..... | 54 | 9771 | 180.51 |
| Hoffmeier, H. E..... | 10 | 1807 | 180.7 |

HIGH INDIVIDUAL AVERAGE ON EACH TEAM

| | | |
|----------|---------------------|--------|
| Beuckman | Kodak Park..... | 203.26 |
| Vogler | Camera Works..... | 193.44 |
| Mura | Premo Works..... | 192.31 |
| LaDuque | Kodak Office..... | 191.42 |
| Kehrig | Hawk-Eye Works..... | 188.27 |
| Melvin | Folmer-Century..... | 179.25 |

FATE OF BASEBALL LEAGUE
IN DOUBT

At the time of writing (March 17th), the fate of the Eastman Kodak Baseball League for the 1921 season is trembling in the balance. A meeting of the Executive Committee of the League, which is composed of the five officers and the six team managers, was held on March 9th to determine policies for the coming year.

At this meeting the consensus of opinion was that the interest shown during the past two years did not justify the heavy expenditures necessary for the maintenance of a six-team League. The counter-proposal advanced at the meeting was that the League operate during 1921 as a four-team circuit, and play a twelve-weeks schedule with double-headers each Saturday afternoon on the Kodak Park diamond.

Both Premo and Folmer-Century reported that the material available in those plants was not sufficient to warrant them in attempting to enter a team in the League. It was therefore decided that each of these plants should vote on the idea of combining with either Hawk-Eye or Kodak Office to form a joint team. Each of the south side plants is also to have the option of choosing which, if either, of the other two teams it prefers to join with.

The above proposals have been referred to each plant athletic association and recreation club for approval or amendment. Upon the action of these organizations hinges the fate of the League for this year.

Joe Sargent, erstwhile star of Camera Works baseball and bowling teams has landed a berth with Ty Cobb's Detroit Tigers, and will, doubtless, be seen at the hot corner for the Detroit team this season.

The first annual banquet of the Kodak Office Men's Bowling League will be held at the Liederkrantz, Saturday evening, April 9th.

STRIKES, SPLITS AND SPARES

(Alley Dust from the Camera Bowling League)

By "Ochsy"

Here's the last of the cyclones that have been blowing the alley-dust into your eyes since the Camera Bowling League started last fall. Wherever there's bowling, there's dust; so, when the League wakes up next fall, after its long summer siesta, we'll fill this column with dust—not the kind that makes your eyes smart—but the sort that's agitated by bowlers, bowling balls and flying pins. —"Ochsy."

"Duke" sez, sez he: "Now that the season is over, why can't some of us gray-bearded veterans of the alleys keep the young fellows in training for next season's bowling? We can at least tell 'em and show 'em. But, if some of these here youngsters want to be in my class, they'll have to do more than just lissen and watch. I'm tellin' the truth."

Does any one know of a correspondence school that gives a course in bowling? One of our ambitious pinners says he's heard of a school that'll show a fellow how to bowl 190 and not be ashamed of it. Can anybody help us out?

Beuckman's high average of 203 for 57 games, is surely a mark for next season's rollers to shoot at—and miss.

To Kehrig, the Hawk-Eye pin-smasher with the eagle eye, goes the honor (but no trophy!) of having rolled the highest single game of the season, 289. He also has the best total for three games, 780. Good boy, Kehrig!

Yet—all Camera Works gets for giving the Park the best run for the Eastman Trophy, is the Consolation prize. Well, that's better than any honors three of the teams carried away.

The old-timers couldn't get enough pin-splitting during the twenty weeks of the regular season; so, on Saturday afternoon, March 19th, the age-old rivals from Kodak Park and Camera Works got together for a friendly tussle at Eyer's Alleys on Lake Avenue. New wood was provided, and this gave the All-Kodak boys some good training for their trip to Buffalo.

Joel Baggs 'lows as haow he heerd there wan't goin' tuh be no walk-away in this here Camera Bowlin' League next year; that there's be six aggregations fightin' daown th' stretch 'stead o' jist two.

SIGNS OF SPRING



WITH THE BOWLERS

STANDINGS OF TEAMS IN THE VARIOUS KODAK LEAGUES MARCH 21, 1921

Camera Bowling League; Season Ended; For Standings, see page 47.

Folmer-Century Bowling League; Season Ended; For Standings, see page 42.

K. P. A. A. LEAGUE

| | WON | LOST | PCT. |
|-----------------|-----|------|------|
| Indians..... | 47 | 22 | .681 |
| Build 30..... | 43 | 26 | .623 |
| Blue Ribbons... | 43 | 26 | .623 |
| Home Brews.... | 42 | 27 | .609 |
| Building 29.... | 38 | 31 | .551 |
| Plate..... | 30 | 39 | .435 |
| Film..... | 23 | 46 | .333 |
| Autographic.... | 10 | 59 | .145 |

KODAK OFFICE GIRLS BOWLING LEAGUE

| | WON | LOST | PCT. |
|--------------------------|-----|------|------|
| Sales..... | 16 | 6 | .727 |
| Finishing..... | 14 | 8 | .636 |
| Service and Ind. Rel. | 14 | 8 | .636 |
| Advertising and Main Fl. | 12 | 10 | .545 |
| Accounting..... | 10 | 12 | .454 |
| Tabulating..... | 9 | 13 | .409 |
| Order..... | 8 | 14 | .363 |
| Testing..... | 6 | 16 | .272 |

CAMERA WORKS BOWLING LEAGUE

| | WON | LOST | PCT. |
|-----------------|-----|------|------|
| Woodworking.... | 49 | 20 | .710 |
| Buffers..... | 47 | 22 | .680 |
| Shutter..... | 45 | 24 | .652 |
| Office..... | 41 | 28 | .594 |
| Construction... | 39 | 30 | .565 |
| Tool..... | 24 | 45 | .348 |
| Press..... | 20 | 49 | .288 |
| Polishing..... | 11 | 58 | .106 |

KODAKAM GIRLS BOWLING LEAGUE

(Camera Works)

| | WON | LOST | PCT. |
|---------------|-----|------|------|
| Kodaks..... | 37 | 11 | .771 |
| Panorams..... | 34 | 14 | .708 |
| Brownies..... | 17 | 31 | .354 |
| Juniors..... | 8 | 40 | .167 |

CAMERA GIRLS BOWLING LEAGUE

(Camera Works)

| | WON | LOST | PCT. |
|---------------|-----|------|------|
| Stereos..... | 17 | 13 | .565 |
| Specials..... | 17 | 13 | .565 |
| Autos..... | 13 | 17 | .435 |
| Juniors..... | 13 | 17 | .435 |

KODAK OFFICE BOWLING LEAGUE

| | WON | LOST | PCT. |
|-------------------------|-----|------|------|
| Service..... | 51 | 9 | .850 |
| Domestic Shipping... | 51 | 12 | .810 |
| Sales..... | 46 | 14 | .767 |
| Export Shipping... | 37 | 26 | .617 |
| Industrial Relations... | 30 | 27 | .525 |
| Billing..... | 31 | 29 | .517 |
| Accounting..... | 27 | 33 | .450 |
| Bookkeeping..... | 25 | 35 | .417 |
| Engraving..... | 23 | 34 | .403 |
| Stock..... | 20 | 40 | .333 |
| Advertising..... | 14 | 46 | .233 |
| Maintenance..... | 5 | 55 | .083 |

EKCO GIRLS BOWLING LEAGUE

(Camera Works)

| | WON | LOST | PCT. |
|--------------|-----|------|------|
| Lenses..... | 8 | 6 | .571 |
| Finders..... | 6 | 8 | .429 |

DETAIL AND ESTIMATE BOWLING LEAGUE

(Camera Works)

| | WON | LOST | PCT. |
|---------------|-----|------|------|
| Dice..... | 11 | 4 | .773 |
| Checkers..... | 11 | 4 | .773 |
| Dominoes..... | 5 | 10 | .333 |
| Cards..... | 3 | 12 | .200 |

KODAK PARK YARD LEAGUE

| | WON | LOST | PCT. |
|-----------------|-----|------|------|
| Office..... | 51 | 24 | .680 |
| Trucking..... | 50 | 25 | .667 |
| Steel Shed..... | 42 | 33 | .560 |
| Garage..... | 40 | 35 | .534 |
| Inspectors..... | 39 | 36 | .520 |
| Stores..... | 39 | 36 | .520 |
| Yard..... | 23 | 52 | .306 |
| Receiving..... | 16 | 59 | .214 |

UPS AND DOWNS BOWLING LEAGUE

(Camera Works)

| | WON | LOST | PCT. |
|------------|-----|------|------|
| Ups..... | 35 | 23 | .634 |
| Downs..... | 23 | 35 | .366 |

**SUBSCRIPTIONS TO EASTMAN SAVINGS
AND LOAN ASSOCIATION SHARES
AS OF MARCH 15, 1921**

| ROCHESTER PLANTS | No. of Members | Percentage of Employees Subscribing | Total Shares | Matured or Par Value |
|---------------------------------------|-------------------|---|-----------------|-------------------------|
| Kodak Park | 845 | 12.9% | 7,740 | \$ 774,000.00 |
| Camera Works | 1,677 | 67.7% | 15,470 | 1,547,000.00 |
| Premo Works..... | 142 | 44.2% | 1,088 | 108,800.00 |
| Hawk-Eye Works..... | 449 | 63.4% | 3,032 | 303,200.00 |
| Folmer-Century Works.. | 90 | 25.0% | 857 | 85,700.00 |
| Kodak Office..... | 615 | 49.8% | 6,370 | 637,000.00 |
| OUT-OF-TOWN PLANTS | | | | |
| New York Branch..... | 26 | 29.5% | 230 | 23,000.00 |
| Chicago Branch..... | 80 | 60.1% | 774 | 77,400.00 |
| San Francisco Branch.. | 30 | 46.8% | 156 | 15,600.00 |
| Taprell, Loomis & Co.... | 133 | 57.0% | 866 | 86,600.00 |
| American Aristotype Co.. | 1 | 3.5% | 20 | 2,000.00 |
| Sweet-Wallach Company.. | 42 | 62.6% | 479 | 47,900.00 |
| Northwestern Photo Supply Co | 11 | 42.3% | 112 | 11,200.00 |
| Robey-French Company.. | 1 | 1.7% | 15 | 1,500.00 |
| O. H. Peck Company..... | 3 | 8.1% | 30 | 3,000.00 |
| Robert Dempster Company | 11 | 47.8% | 60 | 6,000.00 |
| Glenn Photo Stock Co.... | 15 | 60.0% | 94 | 9,400.00 |
| Des Moines Photo Materials Co..... | 7 | 36.8% | 46 | 4,600.00 |
| John Haworth Company.. | 17 | 27.8% | 93 | 9,300.00 |
| Zimmerman Bros..... | 3 | 33.3% | 20 | 2,000.00 |
| Salesmen and Demonstrators | 44 | 31.2% | 780 | 78,000.00 |
| Total | 4,242 | ..... | 38,332 | \$3,833,200.00 |

Average Subscription—9.5 shares.

*Every Member Get one New Member this Month. The Bigger the Total
the Better for all*

The

KODAK

Magazine



May 1921

Published in the interests of the men and women of the Kodak organization. 2. 2.

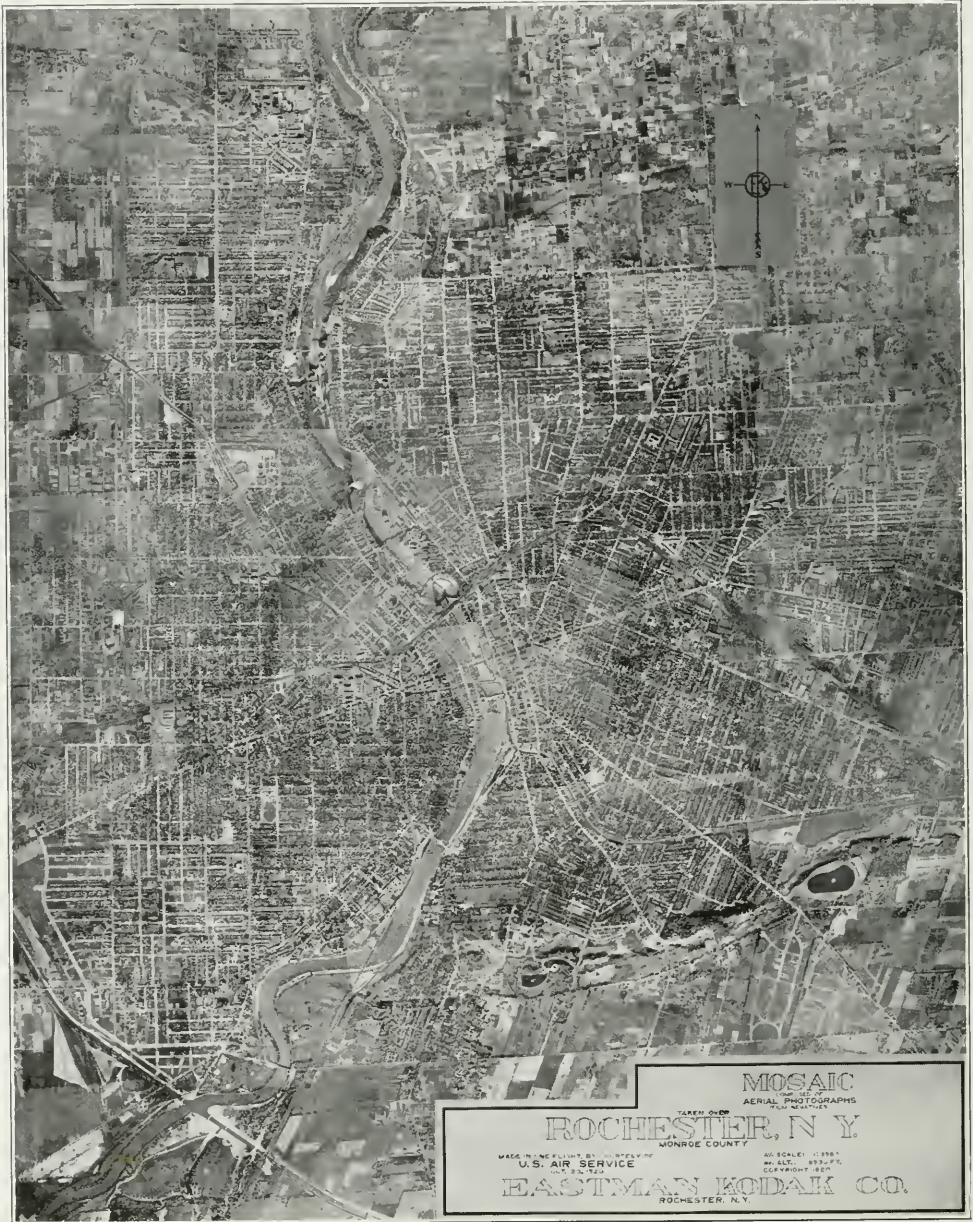
ACCIDENT RECORD

MARCH, 1921

| PLANT | No. of Employees | | No. of Accidents | | Approximate Wage Loss | | Accidents per 1000 Employees | | |
|-----------------------|------------------|--------|------------------|------|-----------------------|------------|------------------------------|------|------------|
| | 1920 | 1921 | 1920 | 1921 | 1920 | 1921 | 1920 | 1921 | |
| Camera Works..... | 2,991 | 2,448 | 7 | 3 | \$ 590.25 | \$ 440.26 | 2.34 | 1.23 | 1.11 |
| Fohner-Century Works. | 366 | 355 | .. | 1 | ..... | ..... | ..... | 2.82 | 2.82 |
| Hawk-Eye Works..... | 790 | 701 | 1 | 2 | 75.20 | ..... | 1.27 | 2.85 | 1.57 |
| Kodak Office..... | 1,176 | 1,239 | 1 | 1 | 7.00 | ..... | .85 | .81 |04 |
| Kodak Park Works.... | 7,574 | 6,457 | 24 | 11 | 2,265.89 | 586.94 | 3.17 | 1.70 | 1.47 |
| Premo Works..... | 409 | 313 | 2 | 1 | 308.70 | ..... | 4.89 | 3.19 | 1.70 |
| Totals..... | 13,306 | 11,513 | 35 | 19 | \$3,247.04 | \$1,027.20 | 2.63 | 1.65 |98 |

“SAVING money turns surplus labor into capital, which goes into buildings, machinery and other things, which in turn produce more wealth. The best way to avoid hard times is to save money.”

—*Roger Babson*



MOSAIC MAP OF ROCHESTER

Made October 23, 1920, by Captain A. W. Stevens, with the Eastman Mapping Camera

MAPPING ROCHESTER AT ONE HUNDRED MILES PER HOUR

THE part played by aerial photography in the winning of the war is well known. Naturally, the Kodak organization was foremost in this work.

About the time the United States entered the conflict, our Mr. Folmer designed an automatic film camera called the Model "F," which took a picture 6 x 6" in size. When this camera was completed, it was taken to Buffalo, and, with the co-operation of the Curtiss Aeroplane Corporation, a flight was made over the Buffalo-Tonawanda highway, with very satisfactory results. The United States Government, however, hesitated about adopting the use of film, and insisted on

the employment of plate cameras. Three different models, of English design, each taking a 4 x 5 picture, were submitted, and orders placed for some of each. None of them, however, proved entirely satisfactory.

In the meantime, the Allies, finding it necessary, on account of the anti-aircraft guns, to fly higher and higher, adopted the use of cameras taking a picture 18 x 24 centimeters, and using a 20-inch focus lens.

Thereupon, the Folmer "F" type was re-designed, and made 18 x 24 centimeters. It was also re-christened the Eastman Topographic Camera, Model K-1.



MAP OF THE VILLAGE OF ROCHESTER IN 1820



EXPOSITION PARK

And beyond, the Erie Canal and the
Western Widewaters
(Made with a plate camera)



THE STATE STREET GROUP FROM THE AIR

Showing Camera Works and Kodak Office Buildings
Note the sixteen-story building, Rochester's sky-scraper, and how
it dwarfs surrounding structures
(Made with a plate camera)

After a series of tests, this model was adopted as the official camera, not only by the United States Air Service, but by the Allied Governments as well. An initial order for one hundred was placed, and arrangements were made to increase production to six hundred per month, but, before any further orders were placed, the Armistice was signed.

Simultaneously with our work on the K-1, the Camera Works had been experimenting with the Eastman Mapping Camera. This model was developed by Mr. Benjamin Chamberlin, working under instructions from Mr. Robertson. Inasmuch as the Government was interested in this model, we decided to continue these experiments. Looking around for a competent man to assist in promoting the development of aerial photography, Captain John Gordon, Jr., was engaged. Captain Gordon had had considerable experience with aerial photography, both in this country and abroad, and was familiar with the commercial side. The results secured proved our choice to have been a wise one. When the camera was completed, negotiations were undertaken

with Brigadier-General William Mitchell, of the United States Air Service, with the result that Captain A. W. Stevens and Lieutenant C. M. Potter were detailed with two mechanics and a DeHaviland 4 special photographic plane to come to Rochester to try out the new instrument.

They arrived on September 19, 1920, and Captain Stevens remained until January 6th of this year. The others had to leave in November, as Lieutenant Potter was mustered out of the service on the 15th of that month.

Equipped with this camera, on October 23, 1920, Captain Stevens and Lieutenant Potter started aloft to map our city. They had, first of all, to reach the altitude of 10,000 feet at which the map was made. Arrived at this altitude, they flew back and forth across the city in six parallel flights. Their course was so steered as to allow for a 60% overlap one way, and 25% the other. The negatives were made in one hour and twenty minutes, actual flying time. A rough estimate of the distance covered is one hundred miles. Thus, you see, the map was made at a speed of about one hundred miles an hour. The



HAWK-EYE WORKS

High above the rocky gorge of the Genesee
(Made with a K-2 Aerial Camera)



KODAK PARK, WEST
(Made with a K-2 Aerial Camera)



KODAK PARK
In the left foreground you will notice the subway leading to
Kodak Park, West, and near the top of the
picture, the lower Genesee
(Made with a K-2 Aerial Camera)

camera was equipped with a 12-inch lens, and Eastman Panchromatic Film was used with a K-2 filter.

The mosaic, shown on page 3, which consists of a series of 82 photographs, was put together by Captain Gordon. "One of the best mosaics ever made" is the way it has been described by all who have seen it. It is so good, indeed, that it was reproduced in the *New York Tribune* for January 23, 1921, and also in the March issue of the *National Geographic Magazine*. Indicative of the high quality of the mapping is the fact that no correction was necessary. To make a mosaic of a city of this size without the necessity for any correction is indeed an achievement.

While in Rochester, Captain Stevens also tried out the Folmer Type M, 18 x 24 cm. plate camera, fifty of which were made for the United States Government during the war. This model, however,

has not been made commercially on account of its weight. A K-1 camera was also constructed for oblique work, and some excellent pictures were made. Among these was one of our Kodak Park plant. The picture of Exposition Park is the only one here reproduced which was made with the type M. However, a number of others were taken with this model.

Captain Stevens had planned to make a second mosaic of Rochester with the F. & S. Model K-1. Unfortunately, he was unable to do this, because of poor weather conditions, and the fact that Lieutenant Potter had to leave. However, as he had made several good mosaics with this camera, before coming to Rochester, Captain Stevens expressed himself as satisfied with regard to the practicability of this instrument, which we are now selling for commercial purposes.

EASTMAN SAVINGS AND LOAN ASSOCIATION

A FEW POINTERS FOR PROSPECTIVE HOME OWNERS

OUR youngest child, the Eastman Savings and Loan Association, is developing into a pretty healthy youngster, and things are progressing in a highly satisfactory manner.

In previous issues, we have cautioned prospective home owners to make haste slowly in the matter of signing purchase agreements, and to, in all cases, consult with some official of the Association before so doing.

There are a number of complexities in the Landlord and Tenant Laws in this State, and so, in case the house you intend to purchase is occupied, it will be more than ordinarily well to have a clearly defined understanding, in writing, as to just when you will be able to take possession—and then submit it to an Association official for approval.

In making out an application for a real estate loan through the Eastman Savings and Loan Association, have the Recommendation of Superintendent on the blank filled out before you send it in. Also please remember that no loan application can be received without a copy of your purchase agreement accompanying it.

In cases where a holder of Installment Shares desires to withdraw money from the Association, or when a loan on shares of any class is desired, it will be necessary to bring the certificate for shares to the office of the Association for the proper transfer.

If there is any point that you do not fully understand, do not hesitate to ask an officer of the Association regarding it. He will be glad to put you straight.

The Kodak Magazine

Published monthly in the interests of men and women of the Kodak organization.

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When a doctor is called in to see a patient, he would much prefer to find nothing serious the matter; to be able to smile, hand the patient a few sugar-coated pills, and say: "You'll be all right tomorrow."

Quite often though, he finds that he has a real job on his hands; one calling for heroic measures, and treatment anything but pleasant if the patient is to recover.

Sick businesses likewise have their doctors, and many well ones have found it advisable to employ their services to insure a continued healthy condition. Individuals have found it easy to secure the services of a physician to look after their physical welfare, but have given little or no thought as to the value of advice in keeping their financial condition in health.

The trouble is that when our financial condition is headed for a rock, we rarely see the rock until we pile up on it; it is almost always something unexpected—something that we have failed to provide a cash anchor for that wrecks our craft.

Your regular physician will tell you not to overtax yourself, and to plan and follow a correct method of living if you are to retain your health. Your financial physician would tell you the same thing but putting it this way: live always within your income, and plan a budget of your expenses. Most of us are a happy-go-lucky lot, with but little thought for the future, as long as we are on somebody's payroll. Some one has called us a nation of "weekers;" we bound our horizon from weekly pay day to weekly pay day, and fail to look beyond.

Just as sure as night follows day, there comes a time to all of us when extra money is needed. If we have the necessary umbrella for the rainy day—"it's a grand and glorious feeling;" if not, it is humiliating to say the least.

The best way to learn to live within your income is to plan the use of your income; a budget system. Figure your weekly wage as one hundred per cent.; then allow a fixed per cent. for rent, food, clothing, fuel and light, entertainment, savings account, insurance and miscellaneous. These percentages will naturally vary with different individuals and families, but a little experimenting will allow you to put it on a working basis, and when you have it once in working order—stick to it.

"Practice what you preach" and "An honest confession is good for the soul," are copy book maxims familiar to most old timers.

We have been talking the advantages of economy and thoughtful saving in these columns on occasion, and the above maxims came most forcibly to mind the other evening when a table drawer at home disclosed a good big handful of pencils, of varying lengths, stamped "Kodak." Now these pencils cost the company money, in fact between five and six thousand dollars per year goes for this one item, and so we are sort of wondering how many of the rest of you have been equally guilty in this respect.

EAT RIGHT TO KEEP RIGHT

DR. W. A. SAWYER, MEDICAL DIRECTOR

THE old saying: "Tell me what you eat and I'll tell you what you are," is quite as true today as when it was said more than two hundred years ago by a European gastronomist. In fact, we are taking it into account more and more in our everyday life. The old illustration of the likeness of the human body to a locomotive is perhaps the best way to bring the subject of food, and what it does for us, to our attention.

The huge locomotive is carefully planned and built of various materials chosen with painstaking care: iron, steel, copper and brass. These are, however, of no use until steam is generated by burning fuel in its huge firebox. The fuel must be clean, of high combustible value and free from all foreign substances like stone and slag. This supplies the energy enabling the engine to move on the steel tracks, and haul behind it huge loads. Added to the fuel are oil and water. In order to prevent friction, the machine is carefully oiled, and the water used in the boiler must be of a certain quantity and of definite purity, in fact, there must be nothing out of place or a wear will result which will cause the machinery to run badly and with a loss of energy.

Human Body Like Machine

The human body is a machine like this, but with the added burden of repairing the body tissue itself. In the case of a locomotive, the iron and steel are assembled into an inactive machine and the burning fuel, and water and oil simply are the means whereby the locomotive is changed into a machine of energy. The human body builds its own tissue and creates its energy for all physical and mental activities. When we consider these things, we can see how true is the statement at the beginning, "Tell me what you eat and I'll tell you what you are," for physical vigor is the funda-

mental basis of health, enjoyment, achievement and long life, and every consideration should be given to securing proper food.

To know what to eat we must know what food is, and the definition now accepted is that "food is anything which taken into the body is assimilated and becomes part of the body." Foods consist of the carbohydrates, starches and sugars; the fats; the proteins, which are all lean meats and eggs; mineral matter which we find in vegetables; water; and the vitamins.

Discovery of Vitamines

Experimenters have, during the past few years, found a new substance or set of substances which are necessary to health and growth. They were first found by Casimir Funk, who called them Vitamines—*vita* meaning life—*amine*, a protein compound, or necessary to life. These are now considered to be of three classes and are found in milk and its products, and in leafy vegetables, and in most fruits. A few years ago, we thought that if we had so many calories of food a day, we were having proper food if there was a fair proportion of each of these food elements. We know now that we must have foods which contain what are now known as "protective foods" in a goodly proportion. These protectives are milk and milk products and all green leafy vegetables, because they contain the vitamins.

The problem is to combine these classes of food—water and the organic salts or minerals, sugar and fat; and the protein group, together with the vitamins so that the salts and minerals may properly build and effectively replace waste tissues; while the starch, sugar and fat furnish heat and energy without burning out the linings of the physiological boilers or rusting the flues.

The proteins are the most important

not only because they replace worn tissue but, because, if their debris is left in the alimentary firebox as organic clinkers and ashes, it chokes the fires and causes all sorts of poisons to be sent through the system.

Starches and sugars are also important, though we do not need them in anywhere near the large quantities we have thought necessary.

Fats are essential and as much should be eaten as the liver and the intestinal glands can take care of. Both animal and vegetable fats are changed in the intestines into glycerine and soap. These are the products which nature provides as laxatives in our digestive system.

Water is the universal solvent—in the body as well as out—and must be used generously between meals as well as at meals. But *cool* water, not *iced* water, should be used. Iced water chills the body and retards secretions. Drink at least eight glasses of water a day.

Balanced Diet Essential

A one-sided diet is never wise—all meat is not good—neither is all vegetable. One authority who has recently done much good investigation calls attention to the cow which does no work other than to digest the vegetable food which she eats and to get it ready for human consumption either as milk or later as meat. In other words, all her energy is used for digestion.

For many years agriculturists have known that to get certain results with both plants and animals, care must be taken with their food. For illustration, if a rich growth of leaves is desired as in spinach, a different plant food is used than for a strong root growth as in turnips. If poultry is being fed for eating, chickens are fed foods to fatten, a much different matter than when fed foods rich in mineral to induce them to lay eggs. Horses are fed differently when they are drawing heavy loads all day, than when they are prepared for races.

The human family on the other hand, has disregarded itself for years, and has

not attempted to *correct* the results of bad habits of eating, until recently, by *preventive* measures. The old saying of locking the barn door after the horse has been stolen is an apt illustration of our eating methods. When a man becomes ill, he finds a doctor and dislikes to believe authority which now says that ninety per cent. of all sickness is the result of bad food habits and could be avoided. And if diseases are caused by bad food habits, they can be largely corrected by the return to good food habits.

A mixed diet of meat and vegetable foods which contain protective foods, milk and leafy vegetables, plus water and fresh air, will maintain normal health. It is much better to spend money for butter than for sugar; butter substitutes do not take the place of butter.

Since the locomotive cannot run without being sound in all its parts and carefully oiled, and steam cannot be generated without good clean fuel, and a firebox free from ashes, and a sufficient supply of waste—isn't it evident that men and women who thought out the locomotive and other machinery ought to give attention to their own body machine—supplying it with proper food materials, proper air and proper exercise that they may exercise their function and live to their full possibilities?



ALONG ABOUT THIS TIME

SOME morning along about this time of year, when you scent the aroma of the breakfast coffee, Friend Wife will call out to you, "Oh! Jim, I wish you would bring down that extra clothes line from the attic, and see if you can find that rug beater"—and when you get down stairs, you find Friend Wife with her sleeves rolled up and a towel around her hair, and all the living room furniture out on the front porch; then you know spring house cleaning time has arrived.

By the same token if you should happen to drop into any one of the fire houses, you would notice an extra air of alertness on the part of the crew, and if you should happen to be on speaking terms with the Captain in charge and ask "How come?" he would laconically remark, "House Cleaning Time."

You see the average housewife knows the temper of her spouse when things are all mussed up, and so she rushes things through, and in consequence, many fires occur through lack of her usual caution.

Beware the Bonfire!

A lot of rubbish has accumulated, and to get rid of it speedily, a bonfire is in order in the backyard; sometimes it is placed too close to a fence or some out-building, or the dead grass or weeds happen to be dry and the bonfire spreads beyond control. If a bonfire just has to be, be sure to have a few pails of water or the garden hose handy, and put someone in charge to look after it, so that if it becomes obstreperous it can be promptly squealed.

Quite too often a bunch of oily rags or an oil mop is packed in a closet where spontaneous combustion can occur—and most usually does.

In many of the older houses gas jets are bracketed from the side walls; often close to a window. The first warm evening, someone may open the window, and the otherwise welcome breeze blows a lace curtain into a lighted jet.

Dry cleaning of garments is another fruitful source of fire and accident. In one of the well-known magazines there appeared some months ago a series of articles on the use of gasoline for dry-cleaning at home. Although the reader was warned against some of the dangers, the impression was unfortunately left that gasoline, while dangerous, is not as bad as it is painted and that it may be used for any kind of cleaning. There are hazards which have contributed largely to the list of accidents which were not spoken of at all, and which should be called to the attention of the prospective user.

Electricity

No mention whatever was made of the "static electricity," which is invariably generated when silks, furs or woolens are rubbed, and which often forms a spark which is quite sufficient to set fire to the gasoline. This, in many cases, has been responsible for serious explosions, even where the rules for avoiding lights or fires have been religiously obeyed.

Gasoline is highly volatile and, when agitated, it evaporates all the more readily. The explosive force of one gallon when properly mixed with air, is equal to that of eighty pounds of dynamite. Even in professional cleaning-and-dyeing works, where every effort is made to remove the electricity, serious accidents have occurred from this cause.

Mention was also made of the advisability of keeping several gallons on hand "in a basement, or outside storehouse." The underwriters' rules and state laws are very strict on this topic and in some localities the possession of three gallons in a home will invalidate the fire insurance on that property.

Wherever possible, use carbon tetrachloride or some of its near relatives (Carbona, etc.). They are as good as gasoline and are absolutely safe.

If, however, you have to use gasoline,

be careful and observe the following rules:

Don't keep it in your cellar or basement, where the heavy fumes may accumulate and cause a dangerous condition.

Don't keep it in a glass jar or bottle which may break or be overturned. Use one of the red, standard, approved "safety cans," and even then keep only a little on hand.

Don't strain it through a chamois-skin.

Don't clean furs, skins, woolens or stiff silks with it.

Don't use benzine, benzol, or ether at all.

Some wag, with an eye to safety first nevertheless, has promulgated the following list of unlucky omens, which we may all do well to heed:

"If you dream of smelling smoke, it is

a sign you are asleep and had better wake up."

"To see a paper hanger papering over a flue hole indicates an impending loss."

"If you can see your shadow from an oil lamp, while filling a gasoline stove, it indicates a crowd of people coming to your house."

"It is bad luck to look in a dark closet with a lighted match."

"When the wind moans it is extremely bad luck to burn trash near the house."

"If you smell gas or gasoline and look for it with a light, it foretells you are about to start on a long journey."

"Even if your house and furniture are covered by insurance, it is extremely unlucky to have them burn on Friday, the 13th (or any other day).

INDUSTRY'S HUMANITARIAN—THE VISITING NURSE

TING-A-LING-A-LING, the doorbell rings! A young woman stands on the doorstep. The knob is turned, the door is opened a crack, and a pair of questioning eyes gaze at the intruder. A polite "No, thank you, I do not care for any books today," is met by the quick rejoinder: "But, I am not a book agent, I am the Visiting Nurse from Kodak." "I beg your pardon," comes the apologetic reply, "do come right in," and the young woman—no longer a stranger—is ushered in, an honored guest.

Did the Visiting Nurse ever knock at your door? And, did you wonder what her errand might be? You will be interested to know that the Employment Office of each plant informs the Visiting Nurse when you have been absent five successive days. Or if it happens that you have been taken suddenly ill and your department head knows that you are living alone, and is anxious about you, he will notify the Visiting Nurse immediately and she will come to your aid as soon as she possibly can. This call oftentimes proves to be the proverbial

ounce of prevention which averts a serious illness. You will now understand why it is of great importance that your Employment Office should be notified immediately of a change of address. On the other hand, the cause of your absence may not be known, and in that case, the Visiting Nurse calls to ascertain if her assistance is needed.

Although she does not prescribe, she is enabled to secure for you such attention as may lead to a more rapid recovery. Her services are extended not only to you, but also to any member of your household, whom you may wish her to help.

You must realize that while you are absent, someone has to take your place. When the Visiting Nurse informs the head of your department as to your probable period of absence, he is in position to meet the emergency to the best advantage. In this way, production can be kept normal and the resulting prosperity to Kodak is your prosperity. So, when the Visiting Nurse comes to your door, remember why she comes—to help you.

STOCK DISTRIBUTION

STATUS OF THE EMPLOYEES LAID OFF OWING TO LACK OF WORK

IT has been decided that employees who hold Managers Certificates for the common stock of the company, and who are laid off owing to lack of work before the maturity of their certificates, will lose none of their rights under the plan for sale of common stock to employees, provided they return to the employ of the company with reasonable promptness after notification to return.

If not requested to return to work before the maturity of their Managers Certificates, their standing will not be affected and they will be allowed, when the certificates mature and the stock has been paid for, to exchange their Managers Certificates for shares of stock and deposit certificates, the same as other employees.

Employees who have not become eligible to apply for common shares on the basis of five years continuous service at the time when laid off, owing to lack of work, will be allowed, in case they return to the employ of the company with reasonable promptness after notification to return, to continue to apply for shares

from year to year; the application to be based on the actual wage or salary paid them until they have completed five years actual service in all.

Employees who are laid off before they have become eligible to apply for shares on the basis of five years employment, and who are not requested to return to the employ of the company, will not be entitled to any participation in the plan for sale of common stock to employees, beyond what they had applied for when laid off.

Boiled down, the foregoing means that any break in the service of an employee, due to his being laid off from lack of work, will not affect his rights as to the purchase of common stock of the company which he was entitled to apply for when he left, provided he returns to work within a reasonable time after notification to return. Upon his return, his time will be extended until it covers five years actual service. If not notified to return to work, he will not be entitled to apply for further shares under the Stock Distribution Plan.

KODAK EMPLOYEES ASSOCIATION

THE regular meeting of the Directors of Kodak Employees Association was held April 13th, 1921, at four o'clock in the afternoon. All of the directors were present except Mr. Eastman, Mr. Havens and Mr. Reid.

Mr. Haight, Mr. Gorham, Mr. Turner and Mr. Robinson also met with the Board.

The Treasurer's report for the month of March was presented to the meeting and accepted.

An application for a second mortgage loan was submitted to the meeting and approved.

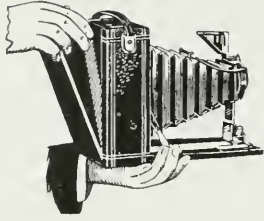
The Secretary reported fifteen mortgage

loans closed since the last meeting of the Board.

A resolution was adopted reducing the amount of interest on relief loans from six per cent. to four per cent. commencing May first next.

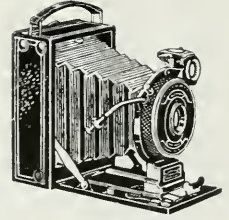
If you can't smile, be examined. There may be poison in body and mind. Get it out.

Success is, after all, the factors of good judgment being in the ascendancy, and triumphing over the handicap of errors that can hardly be avoided. The successful ones *win on balance*.



P R E M O

L. C. WHEELER
Editor



ACQUIRE THE SAFE STATE OF MIND!

An accident that occurred in front of the Premo factory recently, goes to show how quickly a life may be snatched out of existence. A small terrier ran directly into the path of an approaching automobile. The driver of the car tried his best to avoid hitting the animal, but the dog, as if imitating some human beings, became confused, was struck and instantly killed.

Many employees run carelessly across South Street in the very same fashion the canine did. Man is a peculiar animal. He does not wilfully injure himself, but he carelessly places himself in dangerous surroundings or conditions and invites injury.

Safety is a state of mind. If one acquires a safe mind, appreciating and thinking safety, he is a safe man. He will walk and act accordingly, missing dangers himself and helping others avoid them. Thousands of people never get hurt because they think and act safely. They have acquired the safe state of mind.

Today when you leave the plant, remember the fate that befell the dog. And, before you step from the curb to hurry across the street, look both ways! Get the safe state of mind! Think safety! Boost Safety! Act Safely! Enjoy Safety!

GRADUATES FROM INDUSTRIAL SAFETY SUPERVISORS SCHOOL

In the Assembly Hall of the Rochester Chamber of Commerce on the evening of April 1st, Premo employees completed a course of thirteen lessons on accident prevention work. The able speakers, who had been procured to impart to all who attended this school their own experience in Safety Work, brought forth a great many questions. This helped to solve many of the accident problems that were submitted. Out of the fifty-eight Premo employees who enrolled for this course, thirty-five received diplomas. Their names follow:

| | |
|-----------------|-----------------|
| George Klingler | Lena Latta |
| Emily Repp | William Bell |
| Vincent Theno | Fred Emerick |
| John Whaley | Clarence Horton |
| Wilbur Rogers | Louis Wheeler |
| Edward Roth | John Lyons |

| | |
|---------------------|--------------------|
| Philip Voeckel | Charles Gauch |
| Lillian Epp | Henry Ruckdeschel |
| Albert Cullingworth | Kate Titus |
| Eloise Dickens | Jennie Waizer |
| Fred Boeff | Frank Grace |
| Thomas Young | Claude Burnett |
| Orin Clark | Allie Yahn |
| John Knight | John Butler |
| William Travis | Jessie Wright |
| John Renner | Louis Heininger |
| Vernie Osborne | Walter Van Sanford |
| Mary Daffner | |

All departments were represented except four. Premo can feel justly proud to know that thirty-five employees from the Works completed the course. We hope to see a big reduction in accidents in Rochester, and in our plant, as a result of this school.

BASKETBALL GIRLS CLOSE SEASON

After finishing its most successful season, the Premo girls' basketball team has hung up its suits until the next game comes in sight. The thing paramount in the minds of the Premo girls is winning the city championship. Homer Ransom, the manager, can feel justly proud of these players, as the team ended the season with a number of games showing in the "won" column.

JUST SMILE!

If you are one of the early morning birds who arrive first and are in the group waiting for the sound of the signal to start work, why not prepare a "good old smile" for the fellow worker who arrives a little later and greets you with "good morning?" Surely this is a small matter and you will be surprised how much better it will make you feel. It requires not much energy, but the use of more facial muscles to produce a frown. So smile!

The announcement of the winners of our essay contest, which closed March 31st, will appear in the next issue of the *Kodak Magazine*, with the winning essays.

It is not the mistakes we make that retard us, but our inability or unwillingness to learn the lesson that these mistakes teach us.

AN INTRODUCTION

"From Rochester, to Adrien, Michigan, to Saline, in the same state, and then back to Rochester again, and Premo."

That's the record that Harold H. Hallock has hung up in the last nine years. For seven years previous to his change to Adrien, Mr. Hallock was



HAROLD H. HALLOCK

superintendent of the American Drafting and Furniture Company in this city. After a period of managing the Economy Drafting Table Company at Adrien, he moved to Saline, Michigan, where he organized the Saline Manufacturing Company, manufacturers of lumber and dimension stock, drafting tables and others office supplies.

When the first opportunity to withdraw from the business came, Hallock sold his interest in the Saline firm and came back to Rochester in the fall of 1920. (They all come back.)

Hallock, because of his knowledge of wood-working, was given a position in the Woodworking Department. He's foreman now, and is out after another record. Meet H. H. Hallock! It's well worth your while.

MORE HONOR

Clyde Foster, of the Plant Maintenance Department, is a Premo-er recently honored. His registering of forty-seven new pupils in the Safety Supervisors School of the Rochester Chamber of Commerce, gained for him a silver plated *safety* razor set. Who's next?

We have just learned that William Halpin, of the Cost Department, and his wife are some bowling fans, playing twice a month. Presumably, Mr. Halpin is getting in shape for next season's Premo team.

PREMO CLUB SOLVENT

The financial report of the Premo Club for the first quarter of 1921 shows that the Club is in a good financial condition, and starts on the second quarter with a good balance on hand.

| | |
|----------------------------------|----------|
| Receipts—January, 1921..... | \$439.96 |
| Disbursements to April 1, 1921.. | 162.23 |

| | |
|--------------|----------|
| Balance..... | \$272.73 |
|--------------|----------|

ALBERT E. WILCOX, *Treasurer.*

JOHN RENNER BECOMES FIREMAN

One of our assistant foremen, John H. Renner, of the Assembly Department, has accepted a position as city fireman in the Department of Public Safety. Mr. Renner came to work at Premo in August, 1913. His host of friends is wishing him the best of luck in his new work.

WHAT OUR NAME-PLATE DID

It will be nine years in October since a young lady walked along South Street, stopped to look at the brass plate at number 45, which reads Eastman Kodak Company, Premo Factory, and decided right there and then that it was a pretty good place in which to work. It was no other person than Lena Latta who applied for and secured a position in the Premo Works a few minutes after gazing at the name-plate.

However, Lena had neglected to consult her parents and accordingly had to return to her home in Latta, Canada, and explain the facts of the case.



LENA LATTA

It was a short time after that Premo again welcomed her back. "Here ever since and expect to stay until, well ———"

Lena's work is to inspect cameras, and if your camera doesn't function properly or is afflicted with any severe malady, have her inspect it. The assurance that the camera will be in good working order after it has passed through her hands is guaranteed.

"ONE WAY! THAT'S ENOUGH!"

"Give me a ticket to Rochester," asked a young man of the ticket agent at Erie, Pennsylvania, way back in 1895.

"Can't I sell you a round-trip passage?"

"No, I guess not. I've heard that Rochester is a pretty good city; I'm looking for a good chance to work and Rochester appears to be a 'Mecca.' No, I guess I'll just take the one."



VINCENT H. THENO

Little did Vincent Theno know where he would land and just what work he would do when he started out for Rochester. And as luck would have it, he walked right up South Street, looked in at the Rochester Optical Company's plant, was pleased at the appearance of the place and decided he would like to work there. Sure enough, there was a job open in the Brass Department, and Vincent became an employee of that section until the plant was taken over by the Eastman Kodak Company.

When the Tool Department of the new company desired a competent man, Theno was transferred to learn the trade of tool making. He has been connected with this end of Premo manufacturing ever since, and at present is assistant foreman.

"The man with the perpetual smile" has a recreative accomplishment which contributes to make "Nick" Decker's followers feared ones. He's a bowler, one of the best in the plant, and his excellent pin-picking and fighting spirit go a long way towards winning games for Decker's Youngsters. If you want to ascertain what one man thinks of the Flower City and Premo, ask Vincent H. Theno if he ever intends to buy a one-way ticket back to Erie.

Cyril Clayton Eve, of the Machine Department, has been promoted to fill the position formerly held by John H. Renner. Best wishes for success in your new work, Cyril.

RECOGNITION AND AWARDS FOR SUGGESTIONS ADOPTED AND PUT IN FORCE FROM FEB. 1, 1921, to APRIL 1, 1921

Reduction in Accident or Fire Hazard:

Vincent Theno George Texter
 Claude Burnett

General Maintenance or Convenience:

Allie Yahm Wilbur Rogers
 Grace Sampson Walter Rogers
 Foster Crane

Our splendid record is broken. Not a single accident occurred during the months of January and February, but March shows two accidents, both of which could have been avoided. Let's try again! Don't take a chance! Think Safety First!

When you want to attend any of the baseball games, dances, or any other entertainment which is to be held at Kodak Park, call at the Employment Department and procure your tickets in advance. It will save you time and money.

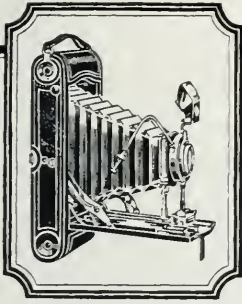
Marie Phillippen, of the Assembly Department, was married to Edward T. Burns on Saturday, April 23rd. One of the pre-nuptial events was a variety shower held at the home of Emma Kraftschik, 321 Grand Avenue, which was attended by a number of girls from the third floor.

Clarence Owen, of the Experimental Department, evidently has his Oakland car in pieces, as he was discovered rolling some parts of it down the main lobby of the Works the other day.

J. Harold Johnson, one of our live wire reporters, built himself a two-wheeled trailer to be used on the rear of his "Flivver" for transporting his camping outfit which he uses on his vacation trips. Harry made such a good job of the trailer that it was photographed and shown on the screen of one of our local theatres.

It is the courage of a man, the faith of a man and the strength of his spirit that controls his life, not the wages he earns.





CAMERA WORKS

HERBERT S. THORPE
Editor



"STILL THEY COME"

We seem to have uncovered a veritable hornet's nest by asking for records of length of service from the different departments in the Camera Works. No sooner do we publish a record which we state as having reached a top-notch of perfection, when along comes another, shattering our previous ideas.

This is what the Engineering Department has to offer by way of a thrust to the Kodak Assembling and Woodworking Departments (whose records

were published in the February and March issues).

| | Years Service |
|---|------------------|
| Robert Kroedel..... | 32 |
| George L. Gugel..... | 29 |
| Phinias E. Ingstrum..... | 28 |
| Herbert A. Schaffer..... | 28 |
| Fred I. Hatchman..... | 23 |
| making a total of 140 years, with an average length of 28 years service. | |

DYED-IN-THE-WOOL GARDENERS

The "merrie, merrie month of May" should see the gardening fans in full operation. There is no question that gardening is one of the most healthful and profitable hobbies that a man or woman can pursue. While not belittling the more active types of recreation such as tennis, baseball, etc., the fact remains that, to get out in God's sunshine and raise nature's produce is healthful, interesting, and economically sound.

It is always a matter of pride in any activity we may enter, to receive favorable comments from the "fellow next door." A spirit of rivalry incites us to try a little harder towards perfection than if we were "alone in the field." That is why the officers of the Gardening Association plan a fall exhibit, when prizes are offered for the best single and collective display of home grown products. Have this fact in mind when you are planting your garden. Some of our more successful gardeners

received enough prize money to pay for all their seeds and then had a surplus to spend on tools, etc. The Secretary of the Club has on hand books pertaining to the "art" of gardening which are at the service of the Club members.

The Industrial Relations Department tries to maintain an information bureau relative to the many problems which may confront the amateur tiller of the soil. Send your inquiry, addressed to Herbert S. Thorpe, by mail, or else secure a temporary pass from your foreman, and tell us personally your problems. Office hours for this service are from two to four o'clock.

Orders will be placed for garden hose or garden tools any time during the season. Take advantage of this service which will not only save you money but may save you a failure in your garden, which could be overcome by simple methods.



THE GARDENING COMMITTEE FOR 1921
Front Row—James Noble, Fred W. Brehm, Allen Richards
Back Row—Herbert S. Thorpe, Horace Blackwell, Leon Morey

OUR NEW PRESIDENT OF THE BREEDERS' ASSOCIATION

After engineering the most successful year that the breeders' group of the Recreation Club has had, Allen Richards has resigned as President.

At a meeting on March 25th, Edward Frank, foreman of the Tin Shop, was unanimously elected to direct the activities of the poultry and rabbit fanciers for the ensuing year. "Ed" Frank has had a valuable experience in directing membership drives, having lately been chosen as captain of a

and the best of advice is always ours for the asking. Their motto is, 'The best bird wins,' and knowing this, we were very proud when we took some of the highest possible honors in the poultry world.

"Study your birds and confine yourselves to one particular type and breed. If you need pointers on how or why—just get in touch with me or the Secretary and we can always find someone who will give you a helping hand."

Yours for success,

"Ed" Frank.



EDWARD FRANK

The new President of the Breeders' Association

team to secure members for the Genesee Valley Poultry Club. He is a practical and ardent breeder of White Leghorns, and there is no reason to doubt that, with "Ed" at the head of the poultry group, it will prove to be a valuable asset to those Recreation Club members whose hobby tends to "feathered flocks."

Arrangements are being made for a membership drive, and a regular series of meetings will be scheduled, with specialized poultry men to give talks on the various phases of chicken life.

It is the hope of the President that the Breeders' Association will become as successful and popular as our Gardening Association, and with other local factories forming poultry clubs, we should have a chance to compete for some prize or trophy to further stimulate the poultry movement.

"Ed" makes his debut as President of the Breeders' Association by issuing the following message: "Boys, are you going to back me to the limit? The success of our Poultry Club is measured by the interest of every individual member. With everyone lending a helping hand we will grow into the finest and largest industrial group this side of the Rockies. As you know, we affiliate with the Genesee Valley Poultry group at show time,

SOME BOWLING!

The boys and girls will now have an opportunity to rest their arms, for the bowling season is no more. The Recreation Club has done nobly by this particular sport, having "fathered" seventy men and fifty girls in the fascinating game of "hitting the pins," besides paying a quota for the Camera League team.

You cannot beat the Woodworkers when it comes to bowling. Bill O'Neill's "impregnables" finished high, with the Buffers following pretty close behind. This is the way the eight teams stacked up: Woodworking, Buffers, Shutter, Office, Construction, Tool, Press, Polishers.

The Buffers won the honor of high three games with a score of 3033, and also the highest number of pins in a single game, with a score of 1066. Lee Yoder "copped" the greatest number of pins in one game by bowling 279, and George Kiske chalked up the enviable record of 697 in three games.

If it were necessary to prove that Frank Bisnett would make a splendid secretary, the past season would verify it. Frank has worked hard, and the bowlers are indebted to him for his excellent services. The same can be said of William Stark, manager of the men's team, and all the other managers, both men and women.

We cannot let this opportunity pass without talking of the efficiency of the girls' teams. A great many girls who had never bowled before have become ardent exponents of the game. Just to prove how well they roll the ball, a picked team composed of Peggy Murphy, Bertha Schmitt, Florence Koehulein, Laura Musson, Florence Waterstraat, and Delia Meerdink matched up with the famous Alderman-Fairchild girls, beating them three straight games, the scores being:

| CAMERA WORKS | | | ALDERMAN FAIRCHILD | | |
|--------------|-----|-----|--------------------|-----|-----|
| 660 | 650 | 708 | 647 | 643 | 685 |

Leo Nowack is the man who features the girls' team in the factory, and the match was arranged by him. We like to see the office team and the factory team combine in this way, and next year we should put in the field an unbeatable quintette of girl bowlers.

Barbara Le Belle, of the Crease and Cover Department, is with us again, having recovered from a serious illness. The boys and girls are glad to welcome Barbara back again.

MORTAR

Important? Why—there are no two ways about it!

Of what use are bricks or building blocks without mortar? Talk about co-operation! There's no better example than seeing a stack of bricks facing a heap of mortar: both necessary, but one cannot progress without the other. Yet—together they are about as important as food or air. Don't you think you could use "mortar" to enormous advantage on your job.

Just try to picture what this old world of ours would be like if our ancestors hadn't applied "mortar" to their chores. Would we have had buildings? Clothes? Flivvers? Schools? and all the thousand and one trimmings which we expect while living?

Oh, no! We would be living in caves and eating wild berries and ground hogs; wearing the leopard and rabbit skins and riding tamed unicorns.

The essence of progress is—IDEAS.

No one man, or woman, for that matter, can have

them all, and, even if it were possible, they wouldn't be any practical good unless they could be applied.

The management of any big organization, although specialized in executive ability, cannot corner ideas. The humblest job in any plant is just as important in its own particular way, as if it were necessary to work with two desks, three telephones and four red-headed stenographers. Each job should be a study for the man or woman who has it.

There are dozens of ways every job can be improved. You possess the "mortar." The management on one side, the job on the other, and *you*, necessary to both.

The more ideas you apply the better the job will behave. *You* suggest them, and the boss will have them applied.

"Mortar" your job! Connect up to the management with your ideas, through the medium of the Suggestion System!

Important? There are no two ways about it.

DETAIL AND ESTIMATE BOWLING LEAGUE

Hail to the Champions! Curtains were rung down, closing a most successful season on Saturday afternoon, April 9, 1921, at Rock's Lake Avenue alleys. When the smoke of the battle had cleared away, Seuffert's "Checkers" stood triumphant at the top of the heap, with Dice, Dominoes and Cards following, in the order named.

Whether Harry Spoor, of the new champs with his "corkscrew delivery," deserves the credit, or

Oscar Thorpe of the near champs, and his "side-wheel sewer ball," are to blame, is a question, but no one can deny that all had a good time, while the Checkers trimmed the Dice in the final game.

The real final "get-together," however, was the dinner and theater party which took place Wednesday evening, April 13th, and was attended by the members of all four teams.

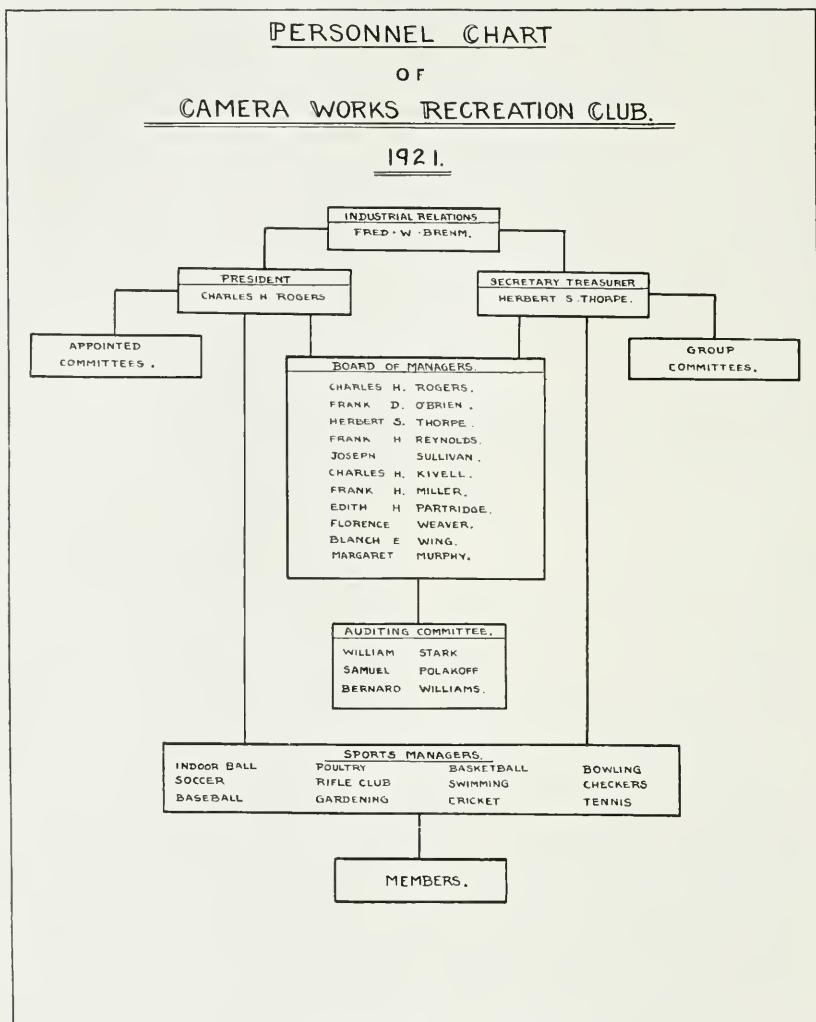


CAMERA WORKS REPRESENTATIVES NEWLY ELECTED EXECUTIVE COMMITTEE

Lower Row—Blanch Wing, Charles Rogers and Edith Partridge

Second Row—Albert Gleason, Joseph Fisher and Ronald McDonald

Top Row—Joseph Ives



RECREATION CLUB ORGANIZATION CHART

We are reproducing a concise plan of the officers and duties of the Reereation Club's Executive Committee, which has been functioning since October. The organization has proved to be a successful body in handling the activities of approximately two thousand men and women. The treasury is supporting over four hundred people

actually engaged in various pastimes, and, with the coming of the baseball season, this number will be considerably augmented.

The officers of the club are always anxious for suggestions from the members who are urged to take an active part in formulating the policies. Remember! Anything that helps the club helps you.

A "COME-BACK"

In the March issue of the *Kodak Magazine* the Woodworking Department gave a list of names of employees who had been in the continuous employ of the company for a period of twenty years or better, and, though the Kodak Assembly Department's answer in the April issue disputes same, and claims to "take the biscuit" in this contest, the Woodworkers still claim the championship and hold the *flour* which makes the biscuit. According to actual length of service, the following

names are still the king pins; the total years service is 345 years. Can any other Department go it one better?

| | YEARS SERVICE | YEARS SERVICE | |
|-----------------------|---------------|--------------------------|----|
| A. Knight | 35 | B. Fleck | 24 |
| C. Metzger | 26 | I. Kondriarski | 24 |
| L. Glienke | 25 | W. Redhead | 24 |
| F. Heyer | 25 | A. Porter | 23 |
| W. Hartell | 25 | J. Witters | 23 |
| H. Baumgart | 24 | C. Gebhard | 23 |
| A. Rankin | 24 | A. Walters | 20 |

THE PIE LADY

We have all heard the expression about pies, which says, "Just like mother makes them," and now we know just where the saying originated. Hundreds of us have eaten pie hundreds of times in our well-equipped dining room, and we must often have wondered who the person was that contributed such a dainty morsel to our daily meal. You have seen the pies, and now we are going to let you see the pie maker.



ISABELLE SUAREZ
"The Pie Lady"

Hidden behind the kitchen wall is a very busy woman whose sole duty is to supply the pastry. Isabelle tells us that she makes on an average one hundred and thirty pies a day. Try to imagine a housewife with such an enormous family as the Camera Works has, to keep supplied with pies. What a feast for the small boys who delight in raiding the pantry!

If little Jack Horner had lived in Isabelle's time his thumb would have been inadequate to have pulled plums out of pies, and he could have used a pretty good-sized shovel to advantage to cope with all the plums that repose so cozily between two layers of pastry. Apple, raisin, chocolate, cream, peach, gooseberry, pear, mince, lemon, blueberry, loganberry, raspberry, cherry, apricot, pumpkin. Take your choice. Belle is at home with all of them.

CAMEKOS DANCE

Running true to form, the Cameko Club held another successful entertainment and dance for themselves and friends, on Saturday evening, April 9th, at the Nineteenth Ward clubhouse. Music for the occasion was furnished by the Cameko Orchestra under the able leadership of Prof. E. Charles Humes. In addition to the usual dancing program, a short vaudeville bill was offered by local entertainers, assisted by members of the Club, in which O. C. Rogers, one of the most popular "Camekos," demonstrated that he is as versatile as an actor as he is in many other indoor sports.

A buffet lunch was served.

The Cameko Club plans to discontinue its social affairs until the opening of the Windsor Hotel at Summerville. A number of evenings are now being reserved for this popular lakeside resort, the dates of which will be announced later. The Cameko Club wishes to take this opportunity to extend a cordial invitation to their Camera Works friends to join them in their summer dances at the "Windsor" this coming season.

DISCIPLES OF SAFETY

We, at the Camera Works, evidently possess not only the theory of safety, but also the practical side of obliterating danger.

After featuring Mr. Adams's Metalworking Departments in last month's issue of the Magazine, we are obliged to bow to the several Woodworking and Leather Departments coming under Mr. Geiger's jurisdiction, none of which have had an accident from January 1st to this date of writing, April 9th.

It must be a matter of great comfort to the company to know that the money and effort the management of this plant spends on educating the employees along safety lines is fully warranted by the remarkable absence of accidents, even in the most hazardous departments. It only goes to prove that the majority of mishaps can be attributed to the little everyday careless movements which most of us are apt to make. If departments like the Press or the Woodsawing can keep free from accidents, surely the other departments should have no trouble in securing a zero mark for their record.

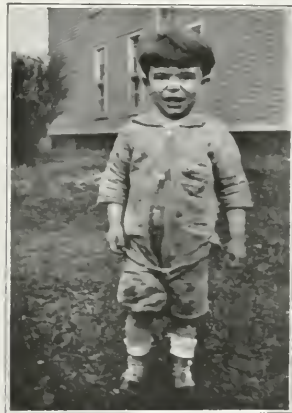
We congratulate the men, foremen, and the superintendents in these departments, and we will be pleased to write any such records of other departments who "hitch their wagon to the star" of Safety.

PLAY BALL!

One of our most brilliant ball players last season was George Millspaugh. There is no question that the honorable place in which the Camera Works baseball team finished in the league was largely due to the catching of George. During the closed season George kept in practice by playing on the Office team of our Indoor Baseball League, and with the coming of the outdoor season, we hope to see him with us at his old post.

We are going to miss some of our players, such as Mogge, Fitzgerald and Gordon, but several new players are working out in good shape.

Manager Yoder is confident that the Camera Works will "bring home the bacon" this season.



LITTLE PREMO—Age 26 months
Son of Joseph DiBiase
Milling Department

FOREMEN'S INSTRUCTION CLASS

Those foremen who were fortunate enough to be on hand to hear Mr. Brehm's lecture on the growth of the Eastman Kodak Company, were more than repaid for the time spent by hearing an excellent talk on a particularly interesting subject.

We were taken back to the year 1878, when Mr. Eastman first experimented with the dry plate process, and then we were led through the various phases of photographic development, plotted out in ten-year periods. When we consider that, in forty-three years of business, the personnel has extended from one man to over eighteen thousand employees, and that the value of properties accumulated in that period has grown from practically nil to eighty-eight million, seven hundred thousand dollars, we get a slight conception of the remarkable progress made by the Eastman Kodak Company.

This is the first lecture of a series which Mr. Brehm is hoping to give to the foremen's group, dealing with subjects relative to company data and conditions.

John Kuchel, of the Tool Room, has been obliged to break an eleven years perfect attendance. John was confined to his home with an attack of acute indigestion, but is O. K. now. John says he is going to start right in again and beat his previous record.

FINIS

The month of April is the wind-up of the majority of indoor sports. All of our bowling leagues are finished, and the now famous Indoor League has wound up its season. The honors are divided between the following, the Brownie and Shutter teams having reached a tie for first place. The complete standings are as follows:

| | WON | LOST | PCT. |
|----------------------|-----|------|------|
| Folding Brownie..... | 11 | 3 | .786 |
| Shutter..... | 11 | 3 | .786 |
| Office..... | 9 | 5 | .643 |
| Crease & Cover..... | 7 | 7 | .500 |
| Tool..... | 7 | 7 | .500 |
| Kodamatics..... | 6 | 8 | .429 |
| Lacquer..... | 3 | 11 | .215 |
| Automatics..... | 2 | 12 | .143 |

The Recreation Club is indebted to Norman Robinson for the splendid way in which he has managed the eight teams, and next year we hope to repeat the performance of the past season.

The office employees are missing Howard Mason of the Planning Department, who underwent an operation for appendicitis recently. Our wishes for a speedy recovery are extended to him.

The boys in the Tool Room are all confident that the warm days are here to stay. They know this, not by virtue of Dr. Miles's almanac, but by the fact that Frank Watkeys is overhauling his fishing tackle. Frank is not only an ardent musician, but also a follower of Isaak Walton, and many a fish family has been broken up by the disappearance of one of their finny tribe, with Frank in the role of villain.

A WIND-UP MATCH

The best pin-smashers in the Camera Works Bowling League lined up in a match game, in order to have one good battle before the popular bowling season closed. This is how the boys made up their teams:

| STARS | Average | SPECIALS | Average |
|-----------------|---------|------------------|---------|
| Kiske..... | 206-1 | Hinterleiter ... | 194-2 |
| Auer..... | 210 | Nowack..... | 204 |
| Yoder..... | 211 | Barkey..... | 193 |
| Vogler..... | 201-2 | Kraus..... | 204-2 |
| O'Neill..... | 193-1 | Henricus..... | 210-1 |
| Team Total..... | 1022-2 | Team Total..... | 1006-2 |

Three double matches were rolled, as follows:

| | |
|-----------------------|-----------|
| Kraus and Vogler..... | Score 413 |
| Yoder and Nowack..... | Score 413 |
| Kiske and Auer..... | Score 413 |

How's that for even teams?

After rolling the three ties, Yoder and Nowack won a slight victory in the roll-off.

CHECKER TEAM

The twenty men comprising the Camera Works Checker Club, through the courtesy of the Central Y. M. C. A., played a tournament at the Gibbs Street headquarters, in order to put in the field a ten-man team to compete for local championship honors. This group of the Recreation Club hopes to add to our growing collection of trophies, and, if Manager Petrin keeps his splendid team together, we should rank high in checker circles.

The following men comprise the team:

| | |
|--------------------------|------------------|
| Walter J. Mareille..... | Shutter |
| William E. Flanders..... | Construction |
| Michael Hickey..... | Tool |
| Peter Petrin..... | Engineering |
| Ray M. Carter..... | Milling |
| Harold Marson..... | Tool |
| Eugene F. Henricus..... | Shutter |
| Joseph Dineen..... | Tool |
| Fred Zimmerman..... | Shutter |
| William F. Diel..... | Kodak Assembling |

We have not discovered whether it was Delia Weirdink's birthday, whether it was an engagement party, or whether it was merely an expression of her friends just to show her what a "good fellow" she is. Anyway, the girls from the office held a surprise party on St. Patrick's day in honor of Delia.

The seventh floor committee room assumed the appearance of a banquet hall, where such delicacies as celery salad, potato salad, and fruited jello formed part of the menu. Green hats were in evidence, and even the candy was dressed in an emerald hue. The only sad part of the whole affair was the blowing of the whistle, calling the girls back to their work.

George Toates, of the Crease and Cover Department, came to work the other morning looking as if he had been left a fortune of a million dollars or thereabouts. Upon inquiry, George assured us that he had had a fortune left him in the shape of a baby girl.



FOLMER-CENTURY

CLARENCE H. HARPER
Editor



ATTENTION, BALL-PLAYERS!

Although Folmer-Century is not putting a baseball team in the Eastman Kodak League this year, interest in this sport is by no means dead. On Friday, April 8, 1921, the men met and decided to form a baseball team and elected Edward McCormack manager. Baseball grounds have been secured and the team has been practicing nights at South Park. Anyone interested in baseball and wishing to try out for the team, is requested to get in touch with the manager immediately.

Albert Wood, of the Stock Department, who has been spending the past few months in the Adirondack Mountains recuperating from an illness, returned to Rochester, Tuesday, April 5th. Mr. Wood has completely recovered and expects to be back with us again in the near future.

William Vogt, of the Inspection Department, recently purchased a home on Rosewood Terrace.

SUGGESTION AWARDS

Adopted during the past quarter:

| | |
|--------------------|--------------------|
| George Puddington | Oscar A. Beyer |
| Leo Lynett | Ambrose J. Smith |
| Peter Breemes | Charles V. Conolly |
| Charles R. Conolly | Albert J. Tyler |
| Charles H. Norton | Frank J. Weining |
| Eugene De Witt | Henry A. Speigel |
| Henry Woehrlen | James M. Kirvan |
| William McCormack | John E. Troy |
| James H. Kirvan | |

George Barner, of the Finishing Department, who has been confined to his home for several weeks with a severe illness, is recovering and will soon be back at work again.

Otto E. Petroske, well known athlete and baseball player, and Mildred S. Simmons were married April 13th. We extend to them our heartiest congratulations and wish them much happiness.



BOWLERS WIND UP WITH BANQUET

About seventy-five members of the Folmer-Century Bowling League attended the annual bowling banquet given at Kenealy's restaurant, Saturday evening, April 2nd. The principal speaker of the evening was Spencer Hord, Editor of the *Kodak Magazine*, who told of the early days of the Folmer-Schwing Manufacturing Company

when it was located in New York City. During the evening Charles Hawkins and Charles Welch entertained with songs and stunts. Music was furnished by Trumpp's orchestra. The committee in charge of the banquet was composed of Alexander Ryan, Lester Silliman, and Joseph Dreschler, Jr.



The marriage of Edythe Olsen, of the Purchasing Department, to Kenneth D. Pugsley took place Sunday, March 27th, at Ithaca, New York. We extend them our best wishes for a happy journey through life.

Arthur Taylor, of the Case Department, was passing out the cigars on March 25th. The reason? A baby boy, Warren G. Taylor. Congratulations.



N. A. VAN DE CARR, *Editor*

GIRL CHAMPION BOWLERS DEFEAT HIGH MEN

The five champion girl bowlers of the K. O. R. C. girl's league challenged the five highest men of the season to a match at the Genesee bowling alleys, the men allowing the girls a handicap of 375 pins.

Elizabeth Vanderpool, Harriet Stevens, Neva Potts, Florence Wright and Mildred Gomminger went to the wire for the girls. The men were (mis)represented by Ferris, Albrecht, Amey, Beikirch and Strowger. There were 250 rooters in the gallery, 249 for the girls and 1 for the men.

At the outset things looked dismal for the ladies, but they plugged away and came out with forty-seven pins to spare. Neva Potts and Frank Strowger rolled a tie game, each scoring 155. Millie Gomminger checked up 137 points, while Harriet Stevens did even better with a 141 for her bit. For the men, "Norm" Ferris, who brought his wife out to see the slaughter, kicked them over for 236, and Amey had 192, but they needed more

help. Helen Fisher was substituted for Mildred Gomminger at the end of the first game.

The second game was even closer, the difference being only twelve pins. Harriet Stevens again covered herself with glory by turning in a score of 150, only eight less than the famous Amey. Norman Ferris must have had an encouraging glance from the gallery for this time his total was an even 240. For the second time the men had turned in a score of over 900 and lost.

The third game was a repetition of the other two, the men going after them for all they were worth, but not being there in the pinch. This time it was Florence Wright who was the shining star. Notwithstanding the three games under a high tension before a howling mob, the score sheet read 143.

The girls have already consumed ten pounds of A-1 candy. So ended one rare evening which we hope will become an annual event.



GIRLS BOWLING LEAGUE CHAMPIONS—Sales Department

Left to Right: Upper Row—Marie McKie, Marie Bennett, May Thrasher, Helen Storr
Lower Row—Mary Dissett, Mrs. Elizabeth Vanderpool, Jean Gaffney



INDOOR SPORTS

The usual noonday euchre classic in the Repair Department. Apparently, Captain William Ennis was caught coaching his partner, Tommy Aselin, and was badly razzed by the opponents, Fred La Palm and Bob Bevans.

The Advertising Department rejoices with L. W. Gillette over the arrival of his little daughter, Elizabeth.

JOHN BERL PICKS WINNERS

"Johnnie" Berl, Captain of the Service Department team in the Kodak Office Bowling League has a good habit of picking out the winners. By a strange coincidence, "Johnnie" was captain of the Rochester Optical team when they won the first Eastman Trophy way back in 1900, also winning two consecutive trophies for the years 1903-04 and 1904-5. By good consistent bowling "Johnnie" brings the first Kodak Office league banner to the Service Department this year. It pays to keep in form. We hope the banner stays in the Service Department for some time to come. John says, "Let someone try to get it away from us."

KODAK OFFICE WINS

Not all the Kodak Office bowlers stopped just because the Kodak schedule had been completed. Several energetic members of the various department teams assembled to participate in the Liederkranz Industrial Championship. Here are the favorable results:

| | | | | |
|---------------------|-----|-----|-----|------|
| Albrecht..... | 162 | 171 | 164 | |
| Dunlavey..... | 182 | 176 | 148 | |
| Schoenwitz..... | 151 | 190 | 153 | |
| Beikirch..... | 199 | 166 | 161 | |
| La Duke..... | 177 | 164 | 138 | |
| | 871 | 867 | 764 | |
| New York Telephone | 743 | 750 | 729 | 2222 |
| New York Central .. | 795 | 792 | 802 | 2389 |
| Liederkranz | 760 | 801 | 824 | 2385 |
| Kodak Office..... | 871 | 867 | 764 | 2502 |



"JOHNNIE" BERL AND HIS SERVICE DEPARTMENT TEAM

Champions of Kodak Office Bowling League—Service Department
Top, Left to Right—Fred La Palm, Leonard Nowaski, Ross Robertson, President Kodak Office Bowling League, James Giesman, Arthur Amey. *Bottom*, Tom Van Duser, John Berl, Captain, Frank La Duke

"Ed" Peart, of the Branch Shipping Department, who has been laid up since February with a broken bone in his foot, is progressing nicely and is expected back to work very shortly.

Mary Baier has returned to the Mail Department after a month's leave of absence. We are glad to have her back again feeling so much better.

Milton Sauer, of the 14th floor, is the "King Pin" when it comes to handing out Fanny Farmer candy in payment of bets made on the men's bowling team against the girls. Mary Dissett won a 2-lb. box and Sally Keefe a 3-lb., so with candy for the girls and gasoline for his Tin Lizzie, he's about all caught up for a month. Poor "Curly"—how does he do it?

Anyone traveling on the R. & E. will kindly observe at Stop 10 our Harry Robertson, of the Export Sales Department, working hard on his "chicken farm." Anyone interested in this particular farming may stop and inquire of Harry.

The Testers and Packers are glad to see Bessie Burns, who has been on the sick list, at work again.

Muriel Maddock has returned to the Repair Department, after a three weeks' absence due to illness. While with us only a short time, we missed her when she was away.

Edward Gabel, formerly of the Folmer-Century Works, has been transferred to the Main Office Repair Department. We are glad to meet you, "Ed".

"Follow the arrow and you follow the style"—follow a crowd of girls in Kodak Office and, with but few exceptions, you'll find yourself near a new diamond ring. Of course we aren't curious on the 11th floor, but we just naturally gravitate toward diamond rings. Marion Lawn, of the Order Department, must have thought so when she found herself holding an informal reception the first day she wore the ring which announced her engagement to George J. Spillane of this city. We all wish Marion happiness and congratulate George very sincerely.

Kathryn Lamphere, of the Mail Department, recently entertained several of her 11th floor friends at a party at her home. It must have been a seven-course affair judging from reports, including Kathryn's, for she said the "dishes were terrible."

Mrs. Grace Bailey who, for the last three years, has been in charge of the quotations in the Repair Department, has resigned to take up housekeeping in her own home. The best wishes of the entire department go with her.

Yes, Helen Conheady, we'll agree you had your hands full when the girls from the Sales Department turned out at your home for your party—but we had a fine time. Marjorie Letter rendered several piano selections and Anna Olsen and Clara Efford surprised us with their dancing.

George Amsbury, of the Shipping Department, wishes to announce that he is in a position to supply fresh eggs to all comers at a price considerably above the market. Apply any time to George Amsbury or "Jack" Schoenweitz.

Bertha Brewer has just returned from a six months' leave of absence which she spent in and around Los Angeles, California. Bertha looks fine and we all welcome her back to the fold. From the demonstration which took place when she arrived on the 14th floor, it would be well worth going away for, girls.

Edna Rudig entertained the Sewing Club, of the Repair Department, a short time ago at her home. Everyone enjoyed a very pleasant evening and a delightful lunch. Some hope chest she has. If she keeps up her good work she will have to have it enlarged. Lucky boy—Paul!

Mildred Geis is a new member of the Order Department. We are glad to welcome her.

"Ben" Knight, of the Maintenance Department, was married at St. James Episcopal Church to Miss Kate Selby. Mrs. Knight arrived in this country from England about two months ago. Congratulations to "Ben" and a hearty welcome to his bonny English bride.

"Charlie" Locke, electrician at the Main Office, proudly announces the arrival of a third son in his family. We congratulate Mr. and Mrs. Locke and offer our best wishes for the health and happiness of their youngest.

It is with great pleasure that we welcome Helen Haskins back to the 14th floor. Helen has been confined to her home with illness for the past six months, but she's looking just fine now.

Outside of a few minor happenings, such as train-wrecks, hospital bills, pick-pockets, hold-ups, earthquakes, etc., our representative, "Abe" Richardson, of the Export Department, seems to be leading a dull and uninteresting existence in Mexico. "Abe" is endeavoring to hustle home to his "safe and sane" desk on the 14th floor.

The Advertising Department announces the engagement of Marion Allen to Frank McDonald of this city.

Justin McCarthy and Kenneth Jerow, of the Advertising Shipping Department, are on the road for the company. We wish them success.

Laura Kramer, Helena Foley and Mary Troy vow that their evening at Helen Hergenrother's was extremely well spent. Of course, any party that Helen gave would be a good one, but we attribute a small part of their enthusiasm to the fact that each one succeeded in carrying off a prize for her skill at "500." Refreshments, thank goodness, were not confined to the lucky three and if you knew what they were and what a good time Helen's guests had, you would little wonder at their being anxious to go again.

BOWLERS RAISE ROOF AT LIEDERKRANZ

The First Annual Banquet of the Kodak Office Bowling League was held on Saturday, April 9th, at the Liederkranz. From all reports the Knights of the Pin Art had a grand and glorious affair. Roll Call was answered at 6:30 and the chairman, after giving the company the once over, ordered attention and led the procession to the dining-hall where Old Man High Cost of Living would have blushed to see that lay-out of eats. Ross Robertson, Master of Ceremonies, presented to the victors the spoils of their efforts. To the Service Department went the Championship pennant. To Amey, the high all-event man, a nice neat little

package, and to "Joe" Kiek something to kick about. After the dinner, the services of a construction company were needed to clear the hall of the left-overs and to make room for the entertainers. If "Tex" Rickard could have been there, it is the belief that the Carpentier and Dempsey affair, instead of being a main go, would have had to be a preliminary to the ones staged for the bowlers. Old Medicine Man "Doc" Cook gave a flute recital, and also led the singing, at which he was right at home.

As the clock struck twelve the Knights filed out with fond recollections of a pleasant evening.

ARTICLES FOUND

Black rosary beads on Kodak Street.
Gold cuff links with three initials.

Dorothy Walz entertained several of her eleventh floor friends a short time ago at her home. After music, games and refreshments, they declared that they had had a mighty fine time.

ROCK'S ALLEYS—AND THE GIRLS

Thirty young ladies of the 14th and 15th floors participated in a bowling contest. Jean Gaffney of the 14th won first prize, which was a book; Anna Lyons of the 15th, second prize, a box of powder; and Jennie Hennessey, 15th, third prize, a corsage bouquet of (onions). The girls played on Rock's alleys, making it a *hard* proposition. The main indoor sport was kidding Mr. Rock into thinking he had wonderful alleys. A collation lunch was served to all the girls.

Albert Hayter, Oscar Vetter and William Carter, of the Maintenance Department, have been awarded diplomas from the School of Safety Supervisors at the Chamber of Commerce. Congratulations to them and to us! You can't beat the Maintenance Department. We're safe and sound, and safe and sure.

The Testing and Packing Department announces another wedding, which took place in Denver, Colorado.

The happy bride is Jane Sink, now Mrs. Jefferson Oscar Shaw, who left us a short time ago to join her relatives in Denver.

Some of the girls suggest a K. O. R. C. transportation committee for the purpose of arranging excursion rates to Denver.

A RETURN FROM ACROSS

Grace Hallifax, of the Billing Department, who has been on a leave of absence since last September, has just returned from a visit to England. She returned on the steamship Aquitania and experienced what the crew said was the worst storm in twenty years, but she didn't let that spoil the memory of the good times she had. Grace received a warm reception, not only from her friends in the Billing Department, but from the whole office, and expressed the thought that she was glad to be back in the United States.

Percy Farrar, the "Tom Mix" of the Eastman Kodak Company, is forming a riding club. As soon as one more lady member is secured they are both going riding.



"ART" AMEY OF THE REPAIR DEPARTMENT
And his latest Acquisition

BRING IN THE BACON!

These men are the out-of-town members of the Main Office Suggestion Honor Roll for 1920. They have not only refined their own pocket books but have improved our products and generally increased the efficiency of the Kodak organization.

member of any Branch or Stock House, your assistance is needed in the Suggestion Work. Send your ideas to the Secretary of the Suggestion Committee, Kodak Office, Rochester, New York. 1920 was the banner year for Kodak Office.



OTTO DOEHN, Salesman



C. J. VAN ALLEN, Salesman

This should be the constant endeavor of every Kodak employee. Everyone has an equal chance to put himself into his work and make himself more valuable. This also goes to show that, even though you are not in Kodak City, it is possible to assist in the development of the Kodak organization. If you are a salesman, demonstrator, or a

Let's pull together and make the year of 1921 even better. We can do it if you out-of-town people get into the game. Just one thing more—the "Big Ideas" present themselves at the least expected moments, so keep a sharp lookout for them. Tomorrow you may have a chance to bring home the bacon.

THE REAL FLORENCE BREEHL

Like "Hop o' My Thumb" of the fairy tale, Florence Breehl has proved conclusively that the "best things come in small packages." At a recent dinner party those who had the good fortune to be present witnessed a really astonishing transformation. Florence Breehl was no longer the quiet and decorous young lady whom we know from 8:00 till 5:30. At 5:35 she donned her party garb and with it her holiday spirit, and after the dinner you should have seen and heard her! She became the personification of liveliness and vivacity and her recitations would have done honor to professional entertainers; as for her dancing, well, if she ever wants testimonials we know where she cant 'em.

A "CHAMP" BOWLER

The Service Department is particularly proud of its champions, not least of whom is Harriet Stevens of the bowling team, who had a high average of 126 pins per game in the recent match between representative teams from the men's and women's leagues. While bowling is her forte, she is an all-round athlete.



HARRIET STEVENS, The "Champ" Bowler

"NET BALL!"

"Forty love! Wow! What a game! I've got you this time. Hev, look out! There's the game. That's what I call taking the old pep right out of the air."

How many of us can play tennis? Why? O! , we're just going to put a championship tennis team on the first courts we can grab up. And we want you to come out and try for the team.

Reports are rife that "Curly" Sauer will be seen in action. Also Millard Hodgson, who used to swing a "mean serve" back in the days of two-cent transportation, and Ross Robertson have already signed up to exercise the white rubber once in a while.

The only "nail in the shoe" now is the lack of courts. One enthusiast remarked: "Well, if we can't play on any of the City Courts we'll serve on the Supreme Court, or else carry our 'racquets' to the Court of Appeals."

If anyone has knowledge of a suitable lot that might be fixed up for at least four tennis courts, or better still, some courts in fairly good condition, notify Manager of Tennis Millard B. Hodgson. Also, all desiring to play or learn the game are asked to send in their names to the Manager.

We're all *set* for tennis.

AND THEY ROLL THEIR OWN

It was observed one morning, on the eleventh floor, that the girls in the Order Department looked very uplifted—not strange considering the fact that all who inhabit this floor have but five flights to go before they reach the summit of Rochester's business world, but the Mail Department's faces didn't wear quite that same expression of "behold the conquering hero comes." The floor detective was put on the trail and ere long the truth was out. Two of the Order Department girls were on the team that completely "bowled over" the men's bowling team. Florence Wright is one of the "Champeens"; the other is Millie Gomminger. My, but we're proud of them!

FINE WORK, MUNZERT!

MR. ANDREW MUNZERT,

Maintenance Department.

I wish to express my thanks and appreciation of the great presence of mind you demonstrated in saving me from being badly injured or perhaps killed, as I was caught in the open doorway of the elevator when the car accidentally shot upwards to the second floor and I had already started to walk out at the first floor. It would have been impossible for me to have jumped out as I would have been caught in the shaft.

I shall not forget your quick and thoughtful action in pulling me into safety at the crucial moment, as I was practically helpless and did not know which way to turn in the excitement.

Yours very gratefully,

MARY G. REILLY,

Traffic Office.

BLUXIMRTIMUPGH

Other people may hold dances, picnics, get-togethers and the like, but it takes the Advertising Department to hold a Bluximrtimupgh—and get by with it. The date will go down in history; the Maplewood Y. M. C. A., which was the place where it was held, will be shown to interested sightseers from now on. The committee in charge included Huyla Kauffman, chairman; Bill Kreisler Mead, Albert Stillson, and Madeline Lensing.

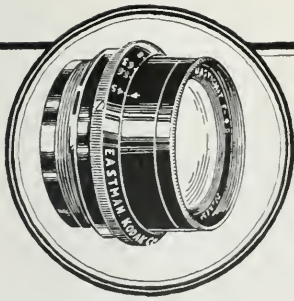
A feature of the evening was a mock turtle wedding, during which Ben "Comedy" Cline was united in bonds to Marion Allen, with Mrs. Joseph Kaiser as flower girl petite and Laura Hewald minister extraordinary.

Music for dancing was furnished by "Al" Stillson's Feverish Five with "Al" at the piano, "Bill" Mead on the violin, George Langenbacher on the trombone, "Sam" Marcus on the banjo, and "Judd" McCarthy on almost everything in sight.

Eighty people were present.

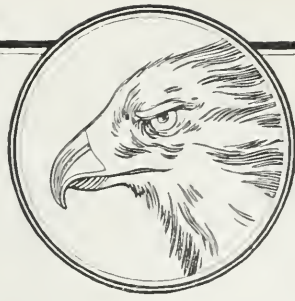


GENERAL COMMITTEE K. O. R. C.
Ray Hyde, Ross Robertson, Chairman, Charles Johnson,
Harry Seaman, Alice Upton, Marie Mattern, Grace Nolan



HAWK-EYE

P. R. MEINHARD
Editor



GIRLS CLOSE BASKETBALL SEASON

Since the last issue the girls have closed their basketball season, winning the last three games. The first of the trio, played with Stromberg-Carlson on March 10th, proved easy. Hawk-Eye displayed good pass-work and got rid of the ball quickly, besides which "Billy" Maier ran wild and accounted for twelve points. Alice Gears added eight more with some of the fancy side shots for which she is noted, and Grace Wiemer completed the scoring with two pretty steves. The final score was 24-2.

When we met the same team again a week later our opponents had improved greatly and put up a stiff fight. The guarding was very close and only Grace's long-range shooting enabled Hawk-Eye to score from the field. She dropped in two counters from mid-court and Elizabeth Meerdink added one point on a foul. In the meantime Virginia Earl and Ethel Reinhardt worked like Trojans on the defense and handed the opposition nothing but a goose-egg. Final score, Hawk-Eye 5, Stromberg 0.

On March 19th the team made a second trip to Silver Springs to avenge the beating handed out to them a few weeks before. The game was nip and tuck from the beginning. "Bill" Sehlegel got lots of exercise running up and down the sidelines shouting encouragement and had to be asked several times by the officials to calm himself, as he was congesting the court. As for Alice, she scored Hawk-Eye's four points, thereby completing her captaincy of the 1920-21 team in a fitting manner. Near the end of the game Silver Springs counted on a foul, making the count 4-3 for Hawk-Eye, and the period ended without further scoring.

"Bill" heaved a mighty sigh of relief, and piling half of the girls into his Essex made tracks for Buffalo, after buying up all the provisions in the town. Carl Kehrig took charge of the rest and

started on a never-to-be-forgotten drive in the general direction of Rochester, over heavy roads and through thunder storms. Engine trouble finally compelled him to stop, but he had been trailed by "Ed" Northrup in his Ford and the latter received the precious burden for the final leg of the journey.

Thus ends the career of the Hawk-Eye girls' basketball team of 1920-21. The team won 16 games and lost 5. They scored a total of 208 points, as against 103 for their opponents. It is perhaps unnecessary to point out how much loyalty and hard work, on the part of the team, the coaches and the management, such a record implies. It has meant constant and painstaking practice for the girls, and often abstinence from other amusements and activities. On the other hand their efforts have not been unrewarded, for not only have they completed an eminently successful season, but they are as healthy a set of girls as could be found, and a large part of their physical fitness can be ascribed to the regular exercise which the sport affords.

The team was coached by "Billy" Maier, Allan Petersen and Eddie Murrell, and the outcome of the season's campaign is more eloquent of the success of their efforts than words could be. This applies also to the management of "Bill" Sehlegel and to the chaperonage and companionship of "Angie" Sehlegel. Mr. and Mrs. Sehlegel were not only present at every game, but devoted their thought and effort at other times to the affairs of the team to an extent that is seldom seen. It is only natural, therefore, that they should share, equally with the team and coaches, the gratitude of Hawk-Eye for the splendid record that has been achieved.

HAWK-EYE ATHLETIC ASSOCIATION ELECTION

On March 17th the officers and trustees of the Athletic Association met to choose a nominating committee for the annual election. The following committee was named: Chairman, Christian Haus; Pauline Krzywick, Loretta Ereth, Russel Craib, Martin Birmingham, Dennis Dwyer and James Weldon. The committee met a few days later and agreed on the following set of nominees: For president, Christian Haus and Raymond Wall; for vice-president, Margaret Duske and Lucy Tate; for secretary, George Ansell and Arthur Rapp; for treasurer, Clifford Johnson and Lawrence Tarnow; trustee for one year, Charles Becker and William Eyer; trustee for two years, Dennis Dwyer and Clara Faecke.

In the election held on April 8th Raymond Wall was elected President of the Association; Margaret Duske, Vice-President; Arthur Rapp, Secretary,

and Clifford Johnson, Treasurer. Dennis Dwyer was chosen as Trustee for two years, and William Eyer as Trustee for one year.

The Association is entering on the third year of its life. The past two years, under the presidencies of Mr. Haus and Mr. Vass, have witnessed a boom in Hawk-Eye athletics and social activities that leaves no room for doubt as to the value and success of the organization. The incoming officers, although faced by the necessity of some changes made imperative by the growth of the association, will find its affairs in good condition as the result of Mr. Vass's excellent administration. With the good start that this will afford them, Mr. Wall and his able assistants may be expected to guide the Association through a memorable year. We extend to them our hearty good wishes for a successful administration.

EKCO CLUB PARTY

In addition to their regular weekly gatherings the girls of the Ekco Club have initiated the practice of having occasional parties, open to guests. The first of these was celebrated recently.

There was a hasty exodus from the plant at 5:25, but even with the early start the girls barely had time to get to the "Y. W." and into their fancy costumes before the bell sounded for supper. The presence of the costumes not only helped to break the ice and start the meal in good style, but might be said to have "made" the whole party. Helen Loughlin in a short, tight skirt, a tighter jersey sweater and rakish hat, looked like the proverbial Bowery belle. Hattie Batzing and Inez Prentice in variegated clown's garb might have passed as genuine circus performers had they not been too graceful. Madeline Boase in a striking red, yellow and black rig; Margaret Kiernan in gypsy dress, and Magdalene Hettel in a long, flaring skirt and a venerable puff-sleeved coat were other effective masqueraders. Olive Kellett and Doris Sandford

were sailors, while "Billy" Wilson was completely disguised in a brown silk dress and a hat to match that first saw light in the early sixties. But Virginia Earl would have won the costume prize had there been one, with her conglomeration of misfit clothing and household sundries. She wore sailors' trousers, a diaphanous overskirt, a pink sweater and a top-piece that sported a downy duckling. Among her accessories she packed an alarm clock on her wrist and a girdle from which were suspended a picture frame, a gold basket, and what looked to be a cellarette.

At the stroke of seven they ascended to the Rose Room and started their program of games.

A number of guests were present and of them four were enrolled as members of the Ekco Club. There would no doubt have been more willing candidates had all those invited been able to be present. The club is thriving and is bound to grow. The girls intend to have at least one more party this spring before closing their activities for the season.

As noted in the April issue, Hawk-Eye tied with the Main Office for fourth place in the Camera Bowling League and captured the handicap trophy. This is the best record that has been made by the purple and gold bowlers in many years, and Captain Kosel and his men are to be complimented. They are not yet satisfied and maintain that they intend to boost their standing another notch next season.

"Bill" Schlegel has asked to be relieved of the management of the girls' baseball team this season.

He gave the girls splendid training last year, and his successors in the management of the team have good cause to congratulate themselves on the good start which this will give them in building up a team for 1921.

CONGRATULATIONS

We extend our heartiest congratulations to Mr. and Mrs. Alfred Simm, to whom a baby girl was born, February 19th. She has been christened Helen.



GEORGE C. KOSEL,
Captain, Hawk-Eye Bowling Team



HOWARD LENT
Of the Mounting Department

GARDEN CLUB

The Hawk-Eye Garden Club with last year's successful experience back of it, is going full tilt on another season of activity. That this is one of our most popular and profitable plant activities



FRANK M. HANSE

Secretary-Treasurer Hawk-Eye Garden Association

is evidenced by the enthusiasm of its increasing membership. The rolls for the season of 1924 indicate, even at this early date, that we may expect a big year.

Secretary-Treasurer Frank M. Hanse is devoting most of his spare moments to stirring up last year's members, enlisting new ones, and dispensing information. His is a busy job at this time of the year with orders to be filled, instructions for prospective gardeners to be issued, besides injecting interest into those who lag behind. Mr. Hanse voiced his own enthusiasm in glowing terms: "The Club expects to make a big showing in the exhibition at Exposition Park next September. We are going out to win the cup which the Camera Works has held for three years. Start your backyard garden now! You may grow just the vegetables we need to win."

The benefits of home gardening are too well known to warrant any lengthy argument. That it is a paying proposition however, may be seen from the experience of one of our gardeners who paid \$10.75 for seeds last year and realized \$93.65 worth of excellent vegetables. Potatoes, cabbage, beets, carrots, corn, tomatoes, pickles, cucumbers and melons were included in his garden.

The growing of vegetables cuts the expense of your table. It means you can put more into other things. It means good exercise, recreation, and the pleasure of seeing things grow. Vegetables grown at home taste better, besides which you can have greater variety, freshness, and a store laid by for winter.

THANKS TO ALLAN!

Allan Petersen gave a party at his home in celebration of the successful close of the girls' basketball season. Naturally most of the conversation during the evening turned on the subject of the court game and the girls reminisced to their hearts' content on the high-lights of the year's games. Manager Schlegel and Coach Murrell were present and could hardly be persuaded to spare enough time from their favorite topic to take advantage of the eats. The lunch was prepared by the girls, and those members of the Industrial Relations Department who were present declared that their cooking was as highly satisfactory as their basketball. Thanks for the good time, Allan!

JOHN E. BURKE

John E. Burke, of the Achromatic Lens Department, died very suddenly on the night of April 3d, at the age of 63 years. He had been at his work only a few days before and his unexpected death was a great blow to all of us. Mr. Burke was born on June 24, 1858, at Hudson, N. Y. He came to Hawk-Eye early in 1918 and was always a steady and industrious worker. Previous to that time he had long been an engineer on contracting work and served under our Mr. Huntington in that capacity for twenty years. Mr. Huntington, Mr. Snapp and the many others who came to know him in our plant have nothing but praise for his kindly nature and his faithful devotion to his work. We extend our deep sympathy to Mr. Burke's bereaved family.



JOHN I. REARSON

Hawk-Eye Representative on Board of Directors
Kodak Employees Association, Incorporated

BASKETBALL LAID AWAY

The Hawk-Eye men completed their season on March 16th, when they handed a defeat to the Stromberg-Carlson five. Captain Petersen featured, with nine points to his credit. Miller, Rabin and Johnson each contributed two baskets. "Cliff" didn't have an ounce of luck in the first half but came through in the last period when the points were needed. Levine and Pierson did not figure in the scoring but their contribution to the teamwork was indispensable in a game with one of the strongest teams that Hawk-Eye had met during the season. The final score was 21 to 16.

The team's record for the season was a most creditable one. The final tally shows eight victories and five defeats, Hawk-Eye scoring 390 points, while its opponents were registering 256. The team did not hit its stride until mid-season. Manager Levine and Captain Peterson were indefatigable in their efforts to find the winning combination, and were finally rewarded by a team that was exceedingly hard to beat. Thereafter, Hawk-Eye lost but one game, to the Big Brothers team,

the chief reason being that one of the regulars was absent from the lineup. The record of eight victories and five defeats may not look very imposing to some, but Hawk-Eye has nevertheless been very prominent on the local basketball map. Those teams which felt the weight of our attack during the last two months of the season, will acknowledge this fact.

It is of course hard to predict what another year will bring forth, but it is safe to say that most of the men who were active on the 1920-1921 team will be available again next season. With these as a nucleus Hawk-Eye should be able to start in promptly in the right direction and "clean up." Great credit is due "Benny" Levine for his skillful management as well as for his steady playing, and to Petersen for the splendid way in which he discharged his duties as captain and running guard. As for the rest of the team it suffices to say that they were all instrumental in building up and maintaining a fighting five of whose record Hawk-Eye can well be proud.



LYDA L. LADWIG
Cleaning and Inspecting Department

George Aulenbacher, foreman of the Assembling Department, is happy these days even though he will be obliged to stay awake nights for a while. A baby girl put in her appearance on March 20th and has been christened Marguerite Virginia. We extend our hearty congratulations to Mr. and Mrs. Aulenbacher.

Charles Klinke and Helen Wilbert, both of the Achromatic Lens Department, were married on April 12th. We extend our best wishes to the happy couple for a long life of happiness and prosperity.

The men of the Anastigmat Lens Department, as well as the rest of Hawk-Eye, wish Norman Stiffler a speedy recovery from the injuries which he recently sustained in an accident.

Grace Wiemer is wearing a diamond. As most everyone knows, Allan Petersen is the lucky man. Congratulations, "Pete."

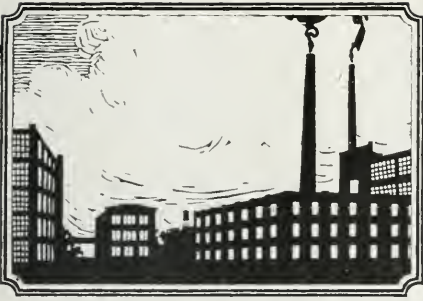
Lois Kurtz, of the Cleaning and Inspecting Department, has announced her engagement to Mr. Charles Heffner. We extend our best wishes.

Clara Faecke, of the Filter Department, and Irving Smith, of the Mounting Department, recently announced their engagement under most auspicious circumstances, the day chosen being none other than Easter Sunday. We congratulate Irving, not only on his superlatively good taste, but on keeping Clara in the Hawk-Eye family.

We regret to report the death of Mrs. Frank J. Fink on March 21st, after an illness of one year. Hawk-Eye offers its sincerest sympathy to Mr. Fink and his family in their great bereavement.



VIRGINIA DE MARCO—Age 7 years
Daughter of Joseph De Marco, Anastigmat Lens Department



KODAK PARK

ROBERT A. WEBER
Editor

DR. D. E. REID AGAIN ELECTED PRESIDENT

The annual election of officers of the K. P. A. A. in April created almost as much interest as the recent Tenth Ward uprising, and resulted in a most satisfactory selection of officers for the new term.

Dr. D. E. Reid, of Department 50, was again elected President, receiving a total of 3078 votes. For First Vice-President, Fred Gardner of Building

divided than for any other office. Walter C. Thomson won over M. Porter Walley and Frank Wilmot, the former by 195 and the latter by 229. This was a departmental affair, the three being employed in the Cashier's Department of the Pay Roll. Herbert "Rip" Benzoni was re-elected Secretary by an overwhelming majority. The



DR. D. E. REID
President, K. P. A. A.

26, a loyal and earnest worker for the Association over a period of several years, won out by the narrow margin of 31 votes over "Father" John Shepherd, of Department 50. The office of Second Vice-President went to George J. Gray of Building 12, while the votes for Treasurer were more evenly

divided than for any other office. Trustees for three years are Marguerite Ellis, who received the highest number of votes after Dr. Reid, 2,873 people proclaiming her as their choice for Trustee; William A. Doane of the Electrical Department, and A. Lee MacFarland of the E. & M. Office were the two men elected as Trustees.

The entire list of officers for 1921 is as follows:

| | |
|----------------------------|--|
| President..... | Dr. D. E. Reid |
| First Vice-President..... | Fred Gardner |
| Second Vice-President..... | George J. Gray |
| Treasurer..... | Walter C. Thomson |
| Secretary..... | Herbert Benzoni |
| Trustees for 3 years..... | Marguerite Ellis William A. Doane A. Lee MacFarland |
| Trustees for 2 years..... | Carrie Smith Genrich George W. Fnglehardt George H. Tozier |
| Trustees for 1 year..... | Melissa Gaylord Robert E. Reid George W. Howell |

HAROLD BIRCHER REAPPOINTED MANAGER

The Eastman Kodak Baseball League will open its third season on June 4th with four teams, representing Kodak Park, Camera Works, Hawk-Eye and the Main Office.

Harold Bircher, who displayed much energy and enthusiasm coupled with considerable ability during the season of 1920, has again been elected to manage the Park outfit. As usual the players of the different teams must be employed in the plant which they represent and Kodak Park's prospects are fairly bright, as a number of last year's team are available.

Two games will be played every Saturday afternoon on the Kodak Park diamond, and a new policy has been adopted this year, which should result in obtaining sufficient revenue to maintain the League through the season. Other years no charge was made at any of the games; however, it has been decided that this season 15 cents will be asked for a seat and a number of season passes are also being printed which will be sold for \$1.00 and entitle the holder to a seat at each double-header.

The first practice will be held early in May and anyone desiring to try out is requested to send his name to Manager Bircher, in care of the K. P. A. A. Office, at once.

A word will be in order at this time relative to the support which is needed and expected of the employees. There is sufficient amount of the right kind of talent available at Kodak Park to produce a very good team. One of the things necessary to the success of a team is the support of the employees, and an earnest plea is made that you get behind the Kodak Park team this season and help us to "LAND THAT PENNANT."

Helen G. Ames wishes to thank the employees of the E. C. & P. Department, also the employees of the Sheet Film Department for the sympathy and kindness shown to her at the death of her husband, Rosell N. Ames.

A variety shower was given by Monica Powers and Amelia Hertle, March 9th, in honor of M. Mellenia Sorg of the Main Office, whose marriage to Percy Robinson Gunn of Building 12, took place March 28th, at Geneva, New York. Their many friends wish them every happiness.

BIG MONTH FOR MR. STRUTT

Two important events occurred in the month of March for George W. Strutt, Kodak Park's official guide. On the 3rd he completed eight years of continuous faithful service with the company, and on the 31st he celebrated his 65th birthday.



GEORGE W. STRUTT

The need of a regular guide competent to meet and entertain the people who are constantly visiting the Park became evident several years ago, and we were fortunate in obtaining Mr. Strutt for this position. His courteous attentions and the interesting and efficient manner in which he explains the details of our plant to his guests, have made for him many friends and everyone leaves the Works with just the right impression.

Since coming to Kodak Park in 1913, Mr. Strutt has entertained over 19,000 visitors, representing every country on the globe. 1921 to date has been exceptionally busy, over 1,000 persons having been here up to April 1st. This promises to be the biggest year he has ever had.

Mr. Strutt says that he is healthier than he has been in years. He attributes this fact to the beneficial feature of his work,—the exercise he gets by walking through the Works several times each day. He expresses himself as happy and contented in his work, and feels a great pride in all things Kodak.

We extend to him our best wishes for many more happy, healthy years to come.

YARD BOWLING SEASON CLOSES

After a most exciting and successful season the Yard Bowling League closed its schedule Tuesday, April 5th. Regardless of smoke stacks, sticks and hard luck, cross-fingers, etc., wished on the "No-Fooling" Office team, they finished winners by a three-game lead, having maintained this position all season.

The members of the Office team presented their noble captain, Harold Servise, with a fine hat in appreciation of his great interest and untiring efforts for his team's success. His greatest move was in filling the gap caused by the loss of our famous "Jake."

The last month of the season a two-man tournament was held and proved to be a real "hammer." Everyone talked 400 and 500 scores, but Baker and Underwood were the only producers, their 432 copping the high money with Dirkson and Nelson running a good second.

Earl Davis's 277 landed the high game prize and Harold Servise showed the way for three high games with 658.

At a meeting held in Building 23 on April 6th, the following officers were elected for the 1921-22 season. President, Joseph Matteson; Secretary, Lloyd Zecker, and Treasurer, Almon Jeffers. It was also voted to hold an outing at an early date.

STANDING OF THE TEAMS

| | WON | LOST | PCT. | AVERAGE |
|--------------------------------------|-----|------|------|---------|
| | | | | PINS |
| Office..... | 57 | 27 | .685 | 800 |
| Trucking..... | 54 | 30 | .649 | 784 |
| Garage..... | 47 | 37 | .561 | 769 |
| Steel Shed..... | 45 | 39 | .529 | 782 |
| Inspectors..... | 44 | 40 | .517 | 778 |
| Stores..... | 43 | 41 | .505 | 775 |
| Yard..... | 26 | 58 | .332 | 750 |
| Receiving..... | 20 | 64 | .241 | 727 |
| High individual game—Davis..... | | | | 277 |
| High individual 3 games—Servise..... | | | | 658 |
| High single game—Inspectors..... | | | | 960 |
| High 3 games—Inspectors..... | | | | 2720 |

INDIVIDUAL AVERAGES IN YARD LEAGUE

| NAME | TEAM | GAMES | AVERAGE |
|-----------|------------|-------|---------|
| Brizee | Trucking | 57 | 184.46 |
| C. Selke | Stores | 36 | 184.30 |
| Servise | Office | 78 | 182.21 |
| Shepanski | Steel Shed | 84 | 178.39 |
| Miller | Inspectors | 24 | 177.5 |
| Gress | Yard | 54 | 175.42 |
| Davis | Garage | 75 | 173.48 |
| McConnell | Stores | 30 | 172.22 |
| Dirkson | Inspectors | 84 | 169.24 |
| Rinehart | Garage | 11 | 169.8 |
| F. Nelson | Trucking | 66 | 168.62 |
| Marx | Garage | 54 | 167.26 |
| Bader | Stores | 26 | 165.24 |
| Moss | Yard | 28 | 164.11 |
| Underwood | Inspectors | 75 | 162.51 |
| Staub | Stores | 42 | 161.3 |
| Manilla | Steel Shed | 75 | 160.37 |
| White | Office | 67 | 160.12 |
| Anderson | Steel Shed | 75 | 160.3 |
| Mattries | Office | 60 | 159.44 |
| Loyst | Office | 50 | 159.41 |
| Kern | Yard | 66 | 158.22 |

| NAME | TEAM | GAMES | AVERAGE |
|-----------|------------|-------|---------|
| Sprague | Inspectors | 36 | 156.17 |
| Tornow | Trucking | 84 | 156.11 |
| Wandersee | Trucking | 81 | 155.39 |
| Johnson | Receiving | 84 | 155.36 |
| Zecker | Stores | 70 | 154.50 |
| Scheible | Office | 61 | 154.24 |
| McGregor | Garage | 75 | 153.52 |
| Matteson | Office | 75 | 153.21 |
| Deberger | Steel Shed | 79 | 151.21 |
| Baker | Stores | 84 | 150.66 |
| LaCrosse | Receiving | 84 | 150.45 |
| Kingston | Inspectors | 42 | 150.33 |
| Hawkins | Stores | 56 | 150.10 |
| Lape | Receiving | 20 | 148.17 |
| C. Nelson | Trucking | 82 | 146.73 |
| Heberger | Yard | 65 | 146.13 |
| Klock | Inspectors | 51 | 144.27 |
| F. Selke | Inspectors | 48 | 143.22 |
| Bircher | Steel Shed | 51 | 143.15 |
| Jeffers | Receiving | 81 | 142.54 |
| Hahn | Receiving | 78 | 141.68 |
| Wolcott | Steel Shed | 73 | 140.39 |
| Steele | Garage | 72 | 138.38 |
| Lake | Garage | 50 | 131.7 |

YARD LEAGUE PRIZE WINNERS

| FIRST PRIZE | |
|-----------------------------|---------|
| High Total Pins..... | 2085 |
| Underwood and Baker..... | \$10.00 |
| SECOND PRIZE | |
| Second High Total Pins..... | 2010 |
| Dirkson and C. Nelson..... | \$5.00 |
| THIRD PRIZE | |
| Third High Total Pins..... | 2002 |
| Shep and Jeff..... | \$3.00 |
| FOURTH PRIZE | |
| High 3 Games..... | 434 |
| Baker and Underwood..... | \$5.00 |
| FIFTH PRIZE BLIND | |
| Davis and Wolcott..... | \$2.50 |

GIRLS' BASEBALL UNDER WAY

At a meeting held early in April plans were discussed and policies adopted for the promotion of girls' baseball during the coming summer. A four-team league has been formed, and the opening games will be played the first of this month. This plan worked well last year and afforded recreation and exercise to a greater number of girls than any other activity. The regular team to represent Kodak Park is being organized and will meet other girls' teams during the season.

With several of last year's team available, among them being Louise Singleton, Julia Thayer, Mabel Remulard, Laura Duby, Mary Castle, Catherine Skinner and the Lee twins, Ethel and Edith, and the addition to the squad of Bessie Hinchey, former High School star, Harriet Noble of last year's North-East team, Julia Cushing, Ethel Boan and Beatrice Seren, prospects for a successful season and the city championship are very bright.

We urge you to support the team, to go to the games and show those who are devoting their efforts to have Kodak Park represented in this activity, that you are with them. Watch for the opening date and be on hand!

BASKETBALL SEASON OVER

KODAKS WIN TEN AND LOSE SEVEN OF GAMES PLAYED

Taking everything into consideration the basketball season of 1920-21 can well be called a success. Seventeen games were played in all, ten being won. Our team scored four hundred and thirty-eight points against three hundred and fifty for our opponents. Starting with a few easier teams



HERBERT "RIP" BENZONI
Coach, Kodak Park Basketball Team

which were defeated without trouble, the middle of the season found our boys in fine shape. At this time we met and defeated some of the best teams in the State, including the Buffalo Lincolns, Geneva Eagles, Buffalo K. of C., and Owasco Canoe Club. The tail end of the schedule found us in a slump, with the result that we lost five of the last six games played by small margins, but, nevertheless, these defeats eliminated us from City and Industrial Championships. The famous Centrals administered two beatings, one, 19 to 11, and the second, 14 to 8. The Balcos also took the first two games of the Industrial Championship Series, 25 to 21 and 26 to 15. However, we are inclined to be optimistic, and feel sure that next season will find the Kodak team in the lead. This feeling is strengthened by our last game with the Buffalo Lincolns at Buffalo, which we won 20 to 19, making it two out of three for us against this team which has defeated the Centrals and Balcos several times.

The highest score made by the Kodaks in any one game was 49 points against the Niagalks. This team also scored the greatest number against us, their total being 32 points. It is interesting to know that eleven of the games played were either won or lost by a margin of eleven points or less, which speaks for the quality of basketball our boys put up.

First place in the individual honors goes to Hegedorn, who scored 31 field baskets and 58 fouls, totaling 120 points. Tichenor is second with 77 points and McNeill third with 72. Both the latter accounted for a few more field goals than Hegedorn, but his total was increased by his foul shooting.

It might be well to say a word in connection with the support given the team by the fans. At times it was quite good, particularly towards the end of the season, but at no time did it come up to what had been expected. This is a mighty big feature in the success of a team, not only financially, but morally as well. If the players know that the fans are with them and will come out to help them win, it stimulates their spirit and does much toward attaining this end. We wish to thank the loyal supporters who followed our boys through the season and assure them that the success of the team is their success.

As the curtain falls, we who love this sport sigh in regret that the season is over, and begin the period of waiting until next fall, when we will again be gladdened and thrilled by the referee's whistle, and know that the game once more is on.

RESULTS OF GAMES PLAYED

| | | | |
|-----------------|-----|----------------------|-----|
| Kodak Park..... | 49 | Niagalks..... | 32 |
| Kodak Park..... | 37 | Wash. Excelsiors .. | 18 |
| Kodak Park..... | 42 | Big Brothers..... | 17 |
| Kodak Park..... | 28 | Owasco Canoe Club | 18 |
| Kodak Park..... | 35 | Todds..... | 18 |
| Kodak Park..... | 19 | Perintons..... | 25 |
| Kodak Park..... | 35 | Buffalo K. of C..... | 22 |
| Kodak Park..... | 40 | All-Collegiates..... | 14 |
| Kodak Park..... | 14 | Geneva Eagles..... | 25 |
| Kodak Park..... | 26 | Buffalo Lincolns.... | 25 |
| Kodak Park..... | 27 | Geneva Eagles..... | 21 |
| Kodak Park..... | 11 | Centrals..... | 19 |
| Kodak Park..... | 21 | Bausch & Lomb.... | 25 |
| Kodak Park..... | 11 | Buffalo Lincolns.... | 12 |
| Kodak Park..... | 8 | Centrals..... | 14 |
| Kodak Park..... | 15 | Bausch & Lomb.... | 26 |
| Kodak Park..... | 20 | Buffalo Lincolns.... | 19 |
| | 438 | | 350 |

| PLAYER | GAMES PLAYED | FIELD BASKETS | FOUL BASKETS | TOTAL |
|----------------|--------------|---------------|--------------|-------|
| | | | | |
| Hegedorn..... | 15 | 31 | 58 | 120 |
| Tichenor..... | 14 | 37 | 3 | 77 |
| McNeill..... | 17 | 35 | 0 | 72 |
| Brightman..... | 9 | 16 | 6 | 38 |
| Benzoni..... | 15 | 19 | 0 | 38 |
| Woodams..... | 4 | 10 | 1 | 21 |
| Kates..... | 5 | 3 | 10 | 16 |
| Haag..... | 6 | 8 | 0 | 16 |
| Scheiff..... | 1 | 3 | 6 | 12 |
| Murray..... | 9 | 6 | 0 | 12 |
| Heaney..... | 11 | 5 | 0 | 10 |
| Jones..... | 6 | 2 | 0 | 4 |
| Willis..... | 2 | 1 | 0 | 2 |
| | | 177 | 84 | 438 |

Frances Goss, of the Film Emulsion Department, passed away March 28, 1921, at her home in Burke Terrace. Miss Goss came to this department in May, 1905, and had attained a position entailing great responsibility. It became necessary for her to retire a few years ago, due to ill health. She was held in high esteem and regard by her co-workers and employees. To her surviving relatives we extend our deepest sympathy.

WHY YOU SHOULD GIVE

Few persons realize the work that is being done, the troubles made easier, and the care being given in the hospitals of Rochester today. While we are well and healthy, how many of us give a thought even to the existence of these institutions? Thank God most of us *are* well and healthy and do not need them! But how about those less fortunate, those who are spending long weary days and weeks in these same hospitals endeavoring to regain that which we have?

When we are called upon to give toward the support of the hospitals and other charitable and semi-charitable institutions through the Community Chest, how many of us enter into it in the proper spirit? Perhaps we are inclined to accept the sentiments of someone else, expressed without proper and just consideration, as our own, and use them as an excuse to ease our conscience in not doing what our better self urges.

Committee Visits Hahnemann Hospital

To know what is actually being done, one should visit some of these institutions, as we had the pleasure of doing on Wednesday, March 30th, when, as a committee, we called at the Hahnemann Hospital. We were received as you would be, in the most hospitable manner and conducted through the hospital from top to bottom. We saw room after room, clean, well lighted and well ventilated, and neat alert nurses busy with patients. The free tonsil clinics, laboratories, kitchens, dining rooms, and storerooms evidenced efficient management, cleanliness and order.

One of the most interesting departments of this institution is the Pathological Laboratory occupying a large space on the top floor. Wonderful work is being done here by expert scientists, which results in proper diagnosis and treatment of many obstinate and serious cases.

The kitchen is wonderfully clean and modern in every detail. So are the dining rooms and diet kitchens on each floor, where the food is taken to be distributed to the patients.

We bring this message to you who have not seen for yourselves what is being accomplished, and urge you to give to your limit.

And Workers for the Blind

We next called at the Rochester Association of Workers for the Blind on St. Paul Street. This was something new to most of us and we were most favorably impressed. Mr. Male, with whom we talked, seems thoroughly to understand the problem he has on his hands and appears to be competent to deal with it in all its phases. His object is to eliminate as far as possible all feeling of patronage and to enable these unfortunate persons to become wage earners, and able to take care of themselves in a respectable manner. Several trades are taught such as chair caning, rug weaving, piano tuning, and some of the men are becoming skillful in different lines of work, fitting them for positions in some of our industrial factories. Not a great deal of financial assistance is needed from the Community Chest, for the aim of the Association is to become as near self-sustaining as possible. Rugs, towels, aprons, dish cloths and numerous other articles are made and sold at a fair price.

We believe that better quarters should be provid-

ed, however, than those available at present. The air was not as clear and pure as could be desired. The actual conditions cannot be seen by the workers, but they surely can feel that better air and light might be had and this we strongly recommend.

Those in charge are doing a work that is worthy of our support and we urge others to call here and perhaps become patrons, thereby performing the greatest good that can be done. We surely can help these unfortunates to become useful, self-reliant citizens in spite of their adversities.

Signed,

ROBERT W. COOK, Chemical Plant
RICHARD KEMP, Dope Department
JAMES McBRIDE, Carbon Paper Department
ROBERT A. WEBER

St. Patrick's Asylum

On the occasion of our visit to St. Patrick's Girls' Orphan Asylum on Wednesday, March 16th, we were very much pleased with the institution in general, its modern facilities, homelike attitude and the cheerful and happy dispositions of the children. The buildings are modern, well ventilated and immaculately clean. At the present time there are 164 girls in the institution ranging in age from 2 to 14 years.

One important feature which impressed us was the well equipped and wholesome kitchen and dining hall. The children are given three meals each day, and also a lunch after school, which are prepared under the direction of an able and experienced chef. Every evidence of receiving an abundance of good, wholesome food is apparent from the appearance of the children.

Only one thing could be suggested—and that is more room for the smaller children in the building, and more spacious grounds for outdoor recreation. However, taking everything into consideration, Sister *Selicitas* is to be congratulated on the wonderful institution in her charge, and we appreciate the opportunity afforded us of visiting St. Patrick's. It is worthy in every way of our support and help.

Signed,

JAMES B. CASTLE, Roll Coating Finishing
ALBERT J. PAGE, Distilling
HARRY B. DRAPER, Roll Coating
EDWARD P. FLYNN, D. O. P. Packing
ROBERT A. WEBER

ENTER, THE TWILIGHT LEAGUE!

Twilight baseball has become very popular at Kodak Park since its introduction in 1919, and already those who are interested in this sport are clamoring for action. It is expected that the diamond will be in shape early this month and several teams have expressed a desire to participate. Those already entered are: Film Department, Office, Building 29, Department 50 and the Roll Coating Department. A meeting will be held before the opening game and officers elected for the season.

It is planned to play two evenings each week. Games will start promptly at 6:30 P. M. and either 5 or 7 innings will be played. Umpires, balls and bats will be furnished by the K. P. A. A., under whose auspices the League will be conducted.

KODAK PARK GIRLS WIN CHAMPIONSHIP HONORS

On Saturday evening, April 2nd, the Kodak Park girls' basketball team closed a most successful season, winning the final game of their schedule from the Douglas Girls of Pittsburgh, championship girls' team of Pennsylvania, by a score of 14 to 13. The game was fast and snappy, both teams playing excellent basketball and the spectators were furnished thrills aplenty as one side after the other scored, keeping the count "nip and tuck" throughout.



CHARLES THOMPSON
Coach, Kodak Park Girls Basketball Team

Eighteen games were played during the season, and of this number sixteen were won. The only team to defeat our girls was the Clark Munies of Cleveland, world's championship girls' team. These girls played at Kodak Park on two occasions and won both contests. This, however, considering the ability of these players, did no harm, but only encouraged our players and resulted in their working harder for the balance of the games.

The individual records of the "girl-basketeers" are excellent. Harriet Noble leads the field with 48 field goals and 26 fouls, totaling 122 points. Louise Singleton is second with 65 points, and Julia Thayer and Tillie Hanley next in order, scoring 44 and 28 points respectively. Our two guards, Ethel Stuck and Elizabeth Fratter, did very good defensive work all season and were largely responsible for our many victories.

"Charlie" Thompson, who has coached the team this season, is to be congratulated on his success in developing one of the best outfits in the country. His knowledge of the game, applied in the proper manner, resulted in the confidence of the girls who exerted every effort to do as they were told. Marguerite Ellis, as manager, gave the Park employees and their friends many an interesting and enjoyable evening and displayed excellent judgment in her

selection of opponents.

Although a heavy schedule was played this season, the girls show no ill effects, due to the fact that keeping in condition was one of the things Coach Thompson insisted upon. The coming season will see Kodak Park ready to take up the game where they have left off.

RESULTS OF GAMES PLAYED

| | | | |
|-----------------|-----|--|-----|
| Kodak Park..... | 7 | Ritter Dental..... | 2 |
| Kodak Park..... | 8 | Premo Works..... | 6 |
| Kodak Park..... | 9 | Ritter Dental..... | 3 |
| Kodak Park..... | 13 | Silver Springs..... | 9 |
| Kodak Park..... | 7 | Premo Works..... | 4 |
| Kodak Park..... | 51 | Todd Protectograph | 5 |
| Kodak Park..... | 9 | Hawk-Eye Works.. | 2 |
| Kodak Park..... | 22 | Camera Works..... | 6 |
| Kodak Park..... | 29 | Park All-Stars..... | 7 |
| Kodak Park..... | 13 | North Rose (at North Rose)..... | 3 |
| Kodak Park..... | 7 | Silver Springs (at Silver Springs)..... | 5 |
| Kodak Park..... | 33 | Shredded Wheats of Niagara Falls..... | 2 |
| Kodak Park..... | 7 | Clark Munies of Cleveland, O..... | 14 |
| Kodak Park..... | 5 | Clark Munies of Cleveland, O..... | 22 |
| Kodak Park..... | 23 | North Rose..... | 3 |
| Kodak Park..... | 19 | Ironsides (Boys' Team)..... | 13 |
| Kodak Park..... | 19 | Shredded Wheats (at Niagara Falls) | 5 |
| Kodak Park..... | 14 | Douglas Girls of Pittsburgh..... | 13 |
| | 295 | | 124 |

INDIVIDUAL RECORDS

| NAME | GAMES PLAYED | FIELD GOALS | FOUL GOALS | TOTAL |
|------------------------|--------------|-------------|------------|-------|
| Harriet Noble..... | 18 | 48 | 26 | 122 |
| Louise Singleton..... | 18 | 30 | 5 | 65 |
| Julia Thayer..... | 17 | 22 | 0 | 44 |
| Tillie Hanley..... | 13 | 13 | 2 | 28 |
| Ethel Stuck..... | 18 | 3 | 12 | 18 |
| Elizabeth Fratter..... | 15 | 4 | 0 | 8 |
| Celia Korn..... | 12 | 3 | 0 | 6 |
| Elizabeth Skinner..... | 3 | 1 | 0 | 2 |
| Alma McIntyre..... | 6 | 1 | 0 | 2 |
| Gertrude Bach..... | 2 | 0 | 0 | 0 |
| Carrie S. Genrich..... | 1 | 0 | 0 | 0 |
| | | 125 | 39 | 295 |

It is with regret that the Yard reports the death of Frank Fordham. He had been employed in the Yard Department since May, 1916, with the exception of working a few months for the Fire Department and Power Department during his first year. On the eve of March 31st, while returning home with his family he met with an accident which resulted in his instant death.

Mr. Fordham was an industrious and diligent man, well liked by his superiors and fellow employees. He was a musician and always willingly supplied music and entertainment at the different affairs of the Yard Department.

We wish to express our deepest sympathy to his wife and family.

ARTHUR ROGERS

The many friends of Arthur Rogers, of the Plate Department, were grieved to learn of his sudden death which occurred on Monday, March 14th, at the Homeopathic Hospital. Arthur was ill only a short time and his death came as a great surprise.



ARTHUR ROGERS

During the nine years he had been employed at Kodak Park, his kind, quiet disposition had earned for him many close friends as well as the respect and esteem of all who knew him. To his wife and family we extend our most sincere expressions of sympathy.

SOCCER TEAM STARTS STRONG

The Kodak Park soccer team has played two practice or exhibition games to date, the first on March 27th against the Celtics, which finished in a 2-2 tie, and the other on April 3rd when they defeated the Holland F. C. by the score of 8 to 3. This game proved easy for the "Parkers" and gave us a chance to see our new men in action. This was a very pleasing sight as Foster, Scott, Fratter, Dnthie and Langridge all showed up well. Foster at center scored three goals in the Holland game and Fratter two. Kodak Park is indeed fortunate in securing the services of Fratter, whom they have been after for a long time. He is, beyond a doubt, the best outside left in this district and for a number of years has been the strength of the MacNaughton offense. Simms and McKnight also played excellent football, and the whole team displayed a dash and spirit never equalled in previous seasons.

"Doc" Yates, who has refused offer after offer to look after the training of the team again, in view of the increased amount of private work he has to attend to in this line, at last, after much persuasion has consented to assume the work of trainer for one more year. "Doc's" care of the men has had much to do with the success of the team in the past and everyone is mighty pleased with his decision to be with us.

Harold Sproule, of the Roll Coating Department, seems very arrogant of late. Do you wonder? It is a 9¼-lb. girl—"Dorothy Jane," born April 3, 1921.

E. & M. Stores can certainly save on electricity now that the diamonds are flashing around. Yes, "Betty" Sturge has one and it means the real thing, too. 'Cause Howard gave it to her and soon there will be a plain gold one to go with it. We surely wish Betty and Mr. Gruele heaps of good luck and happiness.

GEORGE COOPER ENTERS NEW WORK

After being employed for about seven years as foreman of the Assorting Department in Building 50, George Cooper was transferred on March 23rd to the Yard Department.

In his new position as Track Foreman he is to have charge of maintenance of the Kodak Railroad Yards at Kodak Park and Kodak Park West.



GEORGE COOPER

Mr. Cooper has been employed at Kodak Park since February, 1912, and has made and kept many friends. His associates in Department 50 presented him with a box of cigars and a beautiful leather chair upon his departure. All wish him success and joy in his new position.

EMPLOYEES OF BUILDING 26 ENJOY PARTY

St. Patrick's Day, or rather night, was celebrated in a most appropriate manner by the employees of the Kodak Park Main Office together with their wives and friends, at the First Annual Dinner Dance of the Main Office.

About 130 persons attended. Dinner was served promptly at 6:30 p. m. on the second floor of Building 28, under the direction of Fred Grastorf. Formalities were not in order, there being no place cards nor any discrimination. Everyone found a seat with his or her particular friends and proceeded to enjoy himself. A bit of local color was furnished by the wearing of high green hats.

The dinner over, everyone adjourned to the Assembly Hall where a number of entertaining features were produced. The hit of the evening was the dancing by the little pupils of Marjorie Miller. These youngsters displayed talent hard to equal and responded to numerous encores. Vocal selections by Ben MacMillan and Frank Wilmot, accompanied by Elizabeth Stubbs at the piano, were also well received.

After the entertainment dancing was enjoyed for the remainder of the evening. Damon's orchestra furnished music, which was all that could be desired. Everyone voted the "First Annual" a grand success and those who were unable to attend received the sympathy of the fortunate ones. To the Committee in charge, composed of Harold Bye, chairman, Helen Quinn, Mildred Sheldon, Esther Furlong, Beth St. Maurice, Elizabeth Stubbs, Ben MacMillan and Fred Gardner, we extend a vote of thanks and look forward with yearning to the "Second Annual."

TENNIS FIENDS GETTING ANXIOUS

Tennis enthusiasts, of which Kodak Park has a goodly number, are impatiently awaiting the word to don their flannels and chase the little white ball around the court. Already they are practicing their "serves" and "strokes" against the garage or back of the house in order to limber up and be in shape when the courts are ready.

Some little "fixing up" is necessary on the Park courts this year before they will be in condition for playing, but this will be taken care of and everything made ready as soon as the weather permits.

Kodak Park's prospects for this season are very good. Practically all the members of last year's team are again available and some new talent will also be tried out. With Fred and George Willis, Wilson, Thompson, Smith, Huse, Meulendyke, Sprague, Farley, Schoen and Thomey to count on, we are confident of victory.

Doubtless we will again be represented in the Rochester Tennis League. Last season, Kodak finished in third place after a hard uphill fight all through the schedule. Other teams in the League are: Rochester Tennis Club, Melville Tennis Club, and Bausch & Lomb, with a possibility that room may be made for two more clubs, admitting the Camera Works, who last season made a good showing in their independent matches, and the Dewey Avenue Tennis Club.

There is always room for a good man on the team and players of ability are not only invited, but urged to get in touch with the manager of tennis.

Born to Mr. and Mrs. John Nickel, a son Vernon John, April 3, 1921. Another "Nickel" added to the cost of living



THOMAS MEIGHAN BUYING NEWSPAPER AT THE
LAKE AVENUE ENTRANCE KODAK PARK

CAMERA CLUB HEARS FINAL LECTURE OF SEASON

A large and representative crowd attended the supper, lecture, and motion picture entertainment given by the Kodak Park Camera Club on Tuesday evening, April 5th.

The first number on the program was the supper which was excellent and thoroughly enjoyed by everyone, after which Rex B. Wilsey, of the Research Laboratory, gave a very interesting talk on X-Ray photography. This was followed by the showing of a film demonstrating the making of X-Ray tubes and the X-Ray machine in operation, which was loaned us by the General Electric Company. This was the last lecture series of the season and one of the most interesting and successful.

During the entertainment which followed a two-reel Harold Lloyd comedy was shown, an animated cartoon (courtesy of the North East Electric Company), and a reel of pictures taken on the various Camera Club hikes. The object of this evening's entertainment was to raise money for the equipment in the new dark rooms. Space has been obtained in a building recently vacated by one of the manufacturing departments and plans for the necessary installation for dark rooms and club rooms are being made. The Club realized nearly \$40.00, which amount will go towards equipping the new quarters. The musical numbers

offered by Louis Wilson and Fred Dierdorf contributed largely to the success of the evening.

During the summer the activities of the Club will be continued along outdoor lines and a number of enjoyable affairs are under consideration. In the fall, lectures will be resumed along with the dark room instruction.

To Mr. Harrison Tuttle is due, in a large measure, the success of the lecture series just closed and the Club wishes to express to him a vote of appreciation. Mr. Tuttle is Chairman of the Program Committee for next season and will appreciate suggestions from the members which may result in improvement.

If there is anyone who desires instruction in some special branch of photography in which he may be interested, communications addressed to the Chairman of the Program Committee will bring results.

To show that the work of the Club is already receiving recognition, we are pleased to announce that we were recently invited to affiliate with the Associated Camera Clubs of America. This Association contains in its membership twenty-eight of the most progressive Camera Clubs in the United States. The principal object of this body is to promote artistic photography. Yes, we have accepted the invitation.

WHO WILL WIN?

The hardest fight in years is being staged in the K. P. A. A. Departmental Basketball League with Department 50, Research and Engineers well bunched as they enter the last lap of the schedule. Department 50 at the time of this writing, is still in the lead by the narrow margin of one game and is closely pressed by the Research team, which in turn is only one game ahead of the Engineers. There are still five games to be played. In four of these games the first division teams will meet the weaker outfits, which may result in an even closer bunching than at the present time. The final game, however, of the schedule will be between Department 50 and the Engineers, and promises to be a "humdinger."

Interest in the basketball league this season has been greater than any time during the past four years. At the beginning eight teams were entered, but the Electrical, Garage, and Reel teams withdrew one at a time, leaving the other five to complete the schedule. Some mighty good men are being developed or staging comebacks in this League and considerable pleasure, as well as beneficial exercise, is being afforded quite a large group of men.

A large pennant has been offered by the K. P. A. A. to be awarded to the team finishing in first place. This trophy is much coveted and is one of the reasons for the enthusiasm shown by the players.

The standing of the teams April 4th:

| | WON | LOST | PCT. |
|--------------------|-----|------|------|
| Department 50..... | 11 | 2 | .846 |
| Research..... | 10 | 3 | .769 |
| Engineers..... | 9 | 4 | .692 |
| Building 29..... | 4 | 9 | .307 |
| Office..... | 3 | 10 | .230 |

The Emulsion Coating Department extends its deepest sympathy to James Shaw, whose wife died March 10th; to Philip Wolz, whose mother died March 30th; and to Perl G. Dryden, whose mother died early in March at Adams, New York.

Edward Doan, James T. McLaughlin, Charles E. Smith, Silan Wheeler, Roland Lockard, and Alex Crane have returned to work after several weeks absence on account of sickness.



C. E. MARTIN PRESENTING EUGENE O'BRIEN WITH THE "KEYS" OF KODAK PARK

KODAK PARK BOWLING TOURNAMENT

Twenty-five two-man teams signed up for competition in the K. P. A. A. bowling tournament and the first matches were rolled off on Thursday, March 31st. Due to difficulty in securing alleys, the tournament could not be held on one night and the plan of having a certain percentage roll each week before the regular matches was adopted. In this way the tournament extends over a period of four weeks and serves to hold the enthusiasm of the men at high pitch during the entire roll-off. In pairing up the contestants the highest man is bracketed with the lowest. Working from both

ends in this way everyone has an even chance. Several of the men have built up good averages this season and the final outcome is awaited with interest.

At the present time it is impossible to pick a winner in the League. The Indians, Building No. 30, and Blue Ribbons are well bunched at the top and the schedule will not be completed until the last of April. The teams are all going fine and it is still anyone's pennant. All are trying hard for a share in the prize money and the sentiment of the League is "No Quarter."



K. P. A. A. BOWLING LEAGUE AT GENESEE HALL

SOMETHING OUT OF THE ORDINARY
FOR FOREMEN'S CLUB

Roselth Knapp Breed, celebrated character portrayalist, impersonator, story teller and humorist, addressed the foremen at their April meeting held Thursday, the 14th, and presented something decidedly different.

Possessing primarily a keen understanding of human nature, coupled with a natural histrionic ability, she is able to depict different characters in such a way that her own personality fades into the subjects of her stories. Her naturalness drew and held her audience from start to finish and every one thoroughly enjoyed the entire program.

About 425 members were present and enjoyed the usual excellent dinner. This feature is in a measure responsible for the popularity of these monthly meetings and is looked forward to almost as much as the speaker. The members are more than pleased with the type of dinner prepared and the manner in which it is served. Mr. Grastorf is to be congratulated on his ability to meet these extra demands on his service, and it is a wonder to many how he can do so well in connection with the many duties which for him constitute a day's labor.

Plans are already being discussed for the summer activities of the club. There will be one more regular meeting in May, after which the committee will go ahead on the arrangements for the annual picnic. Many of the members in view of the pleasures they enjoyed on the Cobourg trip last fall, are in favor of substituting another water trip in place of the regular picnic. Whatever is decided upon, we can rest assured, will be properly carried out.

GOLF TAKING STRONG HOLD

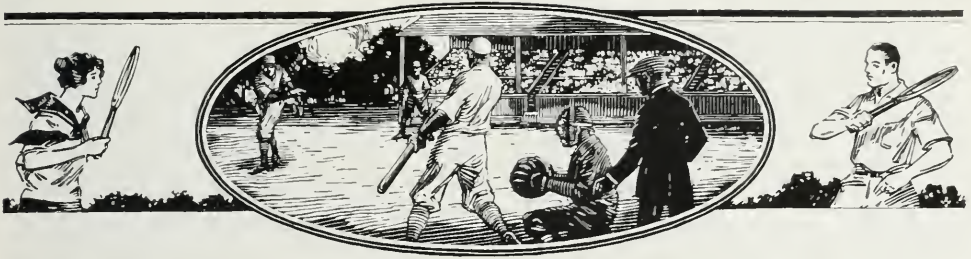
In view of the extraordinary interest displayed in golf, it has been decided to organize an association to be known as the Kodak Park Golf Club to promote this activity among the employees. At a meeting held last month plans were discussed and arrangements are under way toward this end.

The tournament held last season, while the number of entries was small, proved a decided success and resulted in quite a number of new players getting started. Several of the men have been taking private instruction during the winter and this year may develop several new "cracks." It is planned this year to have all those who wish to compete in the 1921 tournament to be held in September and October, send in their names before June 1st and then report their low score each month. A record will be kept and the tournament handicap ratings figured on these results. There are several very good players at the Park, including Fred Willis, Percy H. Case, George Willis, Albert Meyn, Nelson Bruce and Walter Taylor. The method to be employed in allowing the handicaps will eliminate any advantage for the better players and the outcome will be the ground for much speculation.

All persons interested are requested to send their names to the K. P. A. A. Office and full particulars will be furnished them.

We wish to express our sincere sympathy to Paul Dutton and Harry Zieres, each of whom suffered the loss of his father during the month of March.

A T H L E T I C S



FULL STEAM AHEAD!

CLEAR the diamond for action! The storm has lifted, and everything is smooth for the third voyage of the Eastman Kodak Baseball League.

At a regular meeting of the League held at the Rochester Club on Thursday, March 31st, plans for a four-team circuit were completed, and a twelve weeks' schedule was adopted for the 1921 season.

The annual election of officers was the first business of this meeting. H. D. Haight, Kodak Office, was re-elected President. The Vice-Presidency fell to the lot of Arthur T. ("Jerry") Welles, Kodak Park. Edward F. Goodridge, Kodak Park, after having served last year as Assistant Treasurer, was advanced to the post of Treasurer. Herbert S. Thorpe, Camera Works, was made Assistant Treasurer. Charles B. Tutty, Jr., Kodak Office, who was the first Secretary of the League in 1919, comes back into his own and will act as Secretary and scribe for the Kodak circuit during the coming season.

The League this year will be composed

of teams representing Hawk-Eye, last year's champions, Camera Works, champions of 1919 and runners-up last season, Kodak Park, and Kodak Office. Premo

and Folmer-Century both decided not to combine with any of the other plants in putting a joint team on the field. There are, however, in each of these plants a few players who have their hearts set on swinging the willow another year. These players will be given the option of joining with either Hawk-Eye or Kodak Office, the only stipulation being that neither of these plants shall at any one time use more than three players from the two south side branches.

The schedule calls for Opening Day on

Saturday, June 4th, and games will be played each Saturday from then until Labor Day, with the exception of July 2nd. Double headers will be played each Saturday afternoon on the Kodak Park diamond, the first game starting at two o'clock and the second at four. In this way each team in the League will meet every other team four times in the course of the season. The double umpire system



H. D. HAIGHT
President, Eastman Kodak
Baseball League



OFFICERS, EASTMAN KODAK BASEBALL LEAGUE—Season 1921

Left to Right—"Jerry" Welles, Vice-President; Edward F. Goodridge, Treasurer; Herbert S. Thorpe, Assistant Treasurer; Charles B. Tutty, Jr., Secretary

will be used, umpires alternating for each game of the double-header.

Another new departure in the plans for the coming season is the decision to make the League self-supporting by charging admission to all games. Season tickets giving admission to all of the twenty-four games will be sold for \$1.00 per ticket. For single admission tickets, 15 cents will be charged for each double-header.

Prospects for a high-calibre League are indeed excellent. All of the plants have their 1920 line-ups practically intact, and new talent should strengthen the various rosters considerably. Anyway, the plant that emerges on top after the coming twelve weeks of battle, is going to have no lead-pipe cinch of it—and woe betide any challengers for that Industrial Championship won last fall by the doughty boys from Hawk-Eye!

FOUL TIPS

"Daddy Dutch" Irwin has blossomed out into a full-fledged magnate. Our friend Harry is carrying a full line of baseball shoes, and says he wants to do business with the boys in the Kodak League this year. They're reasonable, too, avers "Dutch." (Adv.)

Lee Yoder expects to have the flag all won before August 1st. He's got all of his 1921 outfit left—and some more. That Camera Works Indoor League is a great "feeder" for Lee's team.

"Bill" Fitzgerald, who used to cover the hot corner for the Jack Robertson gang, is a headliner with the Colgate University squad.

"Walt" Hardy, who is to play the Connie Mack role for Kodak Office this year, is counting heavily on the expected influx of "college boys" around July 1st. That one-week eligibility clause ought to help the pen-pushers a lot.

"Doc" Craib's been spreading around a tale of woe, all blue and a mile wide; but we'll take that with large lumps of salt. We know that Hawk-Eye crew; they've got a wild-eat grip on that flat, and it'll be nobody's cinch to yank it away from 'em.

Back to the fold we welcome "Charlie" Tutty, arch-promoter of athletic ventures, sport writer, and himself no mean athlete. "Charlie" worked hard as Secretary in 1919, when the League was still in the infant stage, and now he's back in his old niche again.

If the plans of Walter Hapgood, part owner and business manager of the Rochester Internationals, go through, some June day will find a picked team of Kodak Leaguers appearing at Baseball Park against a major league outfit. That's the present "dope," and if it goes through, this should make another "House of David" attraction.

FINIS, BASKETBALL!

COURT STARS END WINTER ACTIVITY WITH GOOD MARGIN
IN "WIN" COLUMN!

BASKETBALL, adjudged by many of our number to be without a peer in the realm of indoor sport, has, with the advent of sultry days, and daily reports from the spring training-camps, silently "folded its tent" and stolen away—until another winter.

Teams at Camera Works, Kodak Office and Premo closed their schedules with games recorded in the April number of the Magazine, but Kodak Park and Hawk-Eye continued to play through the last two weeks of March. The Kodak Park girls, during this period, added four more scalps to their already long string, and finished the year with a record of sixteen games won, and two lost—a most creditable achievement indeed. Paramount among their accomplishments stands their defeat of the Douglas Girls, of Pittsburg, champions of the State of Pennsylvania, by a 14—13 score on Saturday, April 13th. The Kodak Park men lost the second games of the series with both the Centrals and the Balcos, but closed the year with another victory over the Buffalo Lincolns, thus taking two out of three, and the series. An unusual feature of this series was the fact that, in each of the three games, but a single point separated winner from loser.

Hawk-Eye girls defeated Stromberg-Carlson and Silver Springs and then hung up their suits, while the Hawk-Eye men finished with a win over Stromberg-Carlson.

Already rumors are abroad that next year will see a Kodak basketball league

with at least four teams represented, and perhaps a girls' league as well. Here's hoping!

FINAL STANDINGS

GIRLS' TEAMS

| | WON | LOST | PCT. |
|-------------------|-----|------|------|
| Kodak Park..... | 16 | 2 | .888 |
| Premo..... | 7 | 2 | .777 |
| Hawk-Eye..... | 14 | 5 | .737 |
| Kodak Office..... | 6 | 7 | .462 |
| Camera Works..... | 1 | 5 | .166 |

MEN'S TEAMS

| | WON | LOST | PCT. |
|-------------------|-----|------|------|
| Hawk-Eye..... | 7 | 5 | .583 |
| Kodak Park..... | 10 | 8 | .555 |
| Kodak Office..... | 6 | 5 | .545 |
| Camera Works..... | 1 | 4 | .200 |

KODAK PARK MEN

| <i>Total Score to Date:</i> | |
|-----------------------------|------------------------|
| Kodak Park..... 406 | Opponents..... 310 |
| Kodak Park..... 8 | Centrals..... 14 |
| Kodak Park..... 15 | Bausch & Lomb... 26 |
| Kodak Park..... 20 | Buffalo Lincolns... 19 |
| <hr/> | |
| 449 | 369 |

HAWK-EYE MEN

| <i>Total Score to Date:</i> | |
|-----------------------------|------------------------|
| Hawk-Eye..... 335 | Opponents..... 234 |
| Hawk-Eye..... 21 | Stromberg-Carlson.. 16 |
| <hr/> | |
| 356 | 250 |

KODAK PARK GIRLS

| <i>Total Score to Date:</i> | |
|-----------------------------|-----------------------|
| Kodak Park..... 220 | Opponents..... 90 |
| Kodak Park..... 23 | North Rose..... 3 |
| Kodak Park..... 19 | Ironsides..... 13 |
| Kodak Park..... 19 | Shredded Wheat... 5 |
| Kodak Park..... 14 | Douglas Girls..... 13 |
| <hr/> | |
| 295 | 124 |

HAWK-EYE GIRLS

| <i>Total Score to Date:</i> | |
|-----------------------------|-----------------------|
| Hawk-Eye..... 199 | Opponents..... 100 |
| Hawk-Eye..... 5 | Stromberg-Carlson.. 0 |
| Hawk-Eye..... 4 | Silver Springs..... 3 |
| <hr/> | |
| 208 | 103 |

ALL-KODAKS WINNERS AT BUFFALO

YES, we're on the map and all it required was a score of 2709. And, if you feel elated at the success of our bowlers, thank Mura, Servise, Hinterleiter, Vogler and Kraus for the place and name these

men gained for Kodak in its first showing, March 24-25, at the National Tournament of the American Bowling Congress.

Minus tournament experience and the proverbial "beginner's luck," the All-

Kodak team managed to come through the fray with a score that placed them among the winners. Tournament alleys are brand new, and if you are a bowler you realize how difficult it is to make the old ball sail into the pocket on a new alley and clear away the pins. Splits galore and poor breaks account for the score that the Kodakers pinned. Kraus, the captain of the tournament team, says that, except for an excessive number of splits, a three thousand game would have been a cinch. Vogler and Kraus formed the only

team in the two-man event that captured a prize, their score being 1155.

Rochester has long been the home of bowlers to be feared at these National Tournaments. Now that the Kodakers have thrown their hats in the ring, other cities are not nodding assent by any means, for the Camera Bowling League has gained no little fame during its twenty years of bowling. Next year will see us at Toledo, and we'll carry home one of the first five prizes. Thanks, bowlers, for your good work!

WITH THE BOWLERS

APRIL 15, 1921

Kodak Park Yard League Final Standing—See page 37

CAMERA WORKS BOWLING LEAGUE*

| | WON | LOST | PCT. |
|-------------------|-----|------|------|
| Woodworking..... | 55 | 20 | .733 |
| Buffers..... | 51 | 24 | .680 |
| Shutter..... | 47 | 28 | .627 |
| Office..... | 42 | 33 | .560 |
| Construction..... | 41 | 34 | .547 |
| Tool..... | 28 | 47 | .373 |
| Press..... | 25 | 50 | .333 |
| Polishers..... | 11 | 64 | .147 |

UPS AND DOWNS BOWLING LEAGUE

| | WON | LOST | PCT. |
|------------|-----|------|------|
| Ups..... | 37 | 25 | .597 |
| Downs..... | 25 | 37 | .403 |

KODAK OFFICE BOWLING LEAGUE*

| | WON | LOST | PCT. |
|---------------------------|-----|------|------|
| Service..... | 57 | 9 | .863 |
| Domestic Shipping..... | 53 | 13 | .803 |
| Sales..... | 49 | 17 | .743 |
| Export Shipping..... | 39 | 27 | .591 |
| Industrial Relations..... | 38 | 28 | .576 |
| Billing..... | 33 | 33 | .500 |
| Accounting..... | 29 | 37 | .439 |
| Engraving..... | 26 | 40 | .394 |
| Bookkeeping..... | 25 | 41 | .379 |
| Stock..... | 23 | 43 | .364 |
| Advertising..... | 17 | 49 | .273 |
| Maintenance..... | 7 | 59 | .106 |

EKCO GIRLS BOWLING LEAGUE*

| | WON | LOST | PCT. |
|--------------|-----|------|------|
| Lenses..... | 14 | 6 | .700 |
| Finders..... | 6 | 14 | .300 |

K. P. A. A. LEAGUE

| | WON | LOST | PCT. |
|-------------------|-----|------|------|
| Indians..... | 53 | 28 | .654 |
| Blue Ribbons..... | 51 | 30 | .630 |
| Building 30..... | 50 | 31 | .617 |
| Home Brews..... | 49 | 32 | .605 |
| Building 29..... | 44 | 37 | .543 |
| Plate..... | 35 | 45 | .444 |
| Film..... | 30 | 51 | .370 |
| Autographic..... | 11 | 70 | .136 |

KODAK OFFICE GIRLS LEAGUE*

| | WON | LOST | PCT. |
|------------------------------|-----|------|------|
| Sales..... | 21 | 7 | .750 |
| Service and Ind. Rel..... | 19 | 9 | .679 |
| Finishing..... | 16 | 12 | .572 |
| Advertising and Main Fl..... | 14 | 14 | .500 |
| Tabulating..... | 14 | 14 | .500 |
| Accounting..... | 11 | 17 | .393 |
| Order..... | 11 | 17 | .393 |
| Testing..... | 6 | 22 | .214 |

CAMERA GIRLS BOWLING LEAGUE

| | WON | LOST | PCT. |
|---------------|-----|------|------|
| Specials..... | 21 | 13 | .618 |
| Stereos..... | 17 | 17 | .500 |
| Juniors..... | 16 | 19 | .473 |
| Autos..... | 14 | 20 | .411 |

KODAKAM GIRLS BOWLING LEAGUE*

| | WON | LOST | PCT. |
|---------------|-----|------|------|
| Kodaks..... | 43 | 11 | .796 |
| Panorams..... | 33 | 19 | .648 |
| Brownies..... | 19 | 35 | .352 |
| Juniors..... | 11 | 43 | .204 |

* Final Standing.

EASTMAN KODAK BASEBALL LEAGUE

SCHEDULE 1921

| Date | Time | Umpire in Chief | Home Team | Visiting Team |
|-------------|------------|--------------------|--------------|------------------|
| June 4th | 2.00 p. m. | Murphy | Hawk-Eye | vs. Camera Works |
| | 4.00 p. m. | Manhold | Kodak Park | vs. Kodak Office |
| June 11th | 2.00 p. m. | Manhold | Kodak Park | vs. Hawk-Eye |
| | 4.00 p. m. | Murphy | Kodak Office | vs. Camera Works |
| June 18th | 2.00 p. m. | Murphy | Camera Works | vs. Kodak Park |
| | 4.00 p. m. | Manhold | Kodak Office | vs. Hawk-Eye |
| June 25th | 2.00 p. m. | Manhold | Kodak Office | vs. Kodak Park |
| | 4.00 p. m. | Murphy | Camera Works | vs. Hawk-Eye |
| July 9th | 2.00 p. m. | Murphy | Camera Works | vs. Kodak Office |
| | 4.00 p. m. | Manhold | Hawk-Eye | vs. Kodak Park |
| July 16th | 2.00 p. m. | Manhold | Kodak Park | vs. Camera Works |
| | 4.00 p. m. | Murphy | Kodak Office | vs. Hawk-Eye |
| July 23rd | 2.00 p. m. | Manhold | Camera Works | vs. Hawk-Eye |
| | 4.00 p. m. | Murphy | Kodak Park | vs. Kodak Office |
| July 30th | 2.00 p. m. | Murphy | Hawk-Eye | vs. Kodak Park |
| | 4.00 p. m. | Manhold | Camera Works | vs. Kodak Office |
| August 6th | 2.00 p. m. | Manhold | Kodak Office | vs. Hawk-Eye |
| | 4.00 p. m. | Murphy | Kodak Park | vs. Camera Works |
| August 13th | 2.00 p. m. | Murphy | Kodak Park | vs. Kodak Office |
| | 4.00 p. m. | Manhold | Hawk-Eye | vs. Camera Works |
| August 20th | 2.00 p. m. | Manhold | Kodak Office | vs. Camera Works |
| | 4.00 p. m. | Murphy | Hawk-Eye | vs. Kodak Park |
| August 27th | 2.00 p. m. | Murphy | Hawk-Eye | vs. Kodak Office |
| | 4.00 p. m. | Manhold | Camera Works | vs. Kodak Park |

**SUBSCRIPTIONS TO EASTMAN SAVINGS
AND LOAN ASSOCIATION SHARES
AS OF APRIL 15, 1921**

| ROCHESTER PLANTS | No. of Members | Percentage of Employees Subscribing | Total Shares | Matured or Par Value |
|---------------------------|-------------------|---|-----------------|-------------------------|
| Kodak Park..... | 858 | 13.3% | 7,903 | \$ 790,300.00 |
| Camera Works..... | 1,635 | 67.1% | 15,041 | 1,504,100.00 |
| Premo Works..... | 134 | 43.9% | 1,053 | 105,300.00 |
| Hawk-Eye Works..... | 430 | 61.0% | 2,960 | 296,000.00 |
| Folmer-Century Works.. | 88 | 24.8% | 833 | 83,300.00 |
| Kodak Office..... | 656 | 59.9% | 6,623 | 662,300.00 |
| OUT-OF-TOWN PLANTS | | | | |
| New York Branch..... | 83 | 92.2% | 583 | 58,300.00 |
| Chicago Branch..... | 78 | 58.6% | 756 | 75,600.00 |
| San Francisco Branch... | 31 | 48.4% | 168 | 16,800.00 |
| Taprell, Loomis & Co.... | 124 | 53.2% | 832 | 83,200.00 |
| American Aristotype Co. | 1 | 3.5% | 20 | 2,000.00 |
| Sweet-Wallach Company | 41 | 61.2% | 469 | 46,900.00 |
| Northwestern Photo | | | | |
| Supply Co..... | 10 | 38.4% | 102 | 10,200.00 |
| Robey-French Company | 1 | 1.7% | 15 | 1,500.00 |
| O. H. Peck Company ... | 3 | 8.1% | 30 | 3,000.00 |
| Robert Dempster Company | 11 | 47.8% | 60 | 6,000.00 |
| Glenn Photo Stock Co. . . | 15 | 60.0% | 94 | 9,400.00 |
| Des Moines Photo | | | | |
| Materials Co..... | 7 | 36.8% | 46 | 4,600.00 |
| John Haworth Company | 18 | 29.5% | 101 | 10,100.00 |
| Zimmerman Bros. (Duluth) | 3 | 33.3% | 20 | 2,000.00 |
| Salesmen and | | | | |
| Demonstrators..... | 47 | 33.1% | 781 | 78,100.00 |
| Total..... | 4,274 | ..... | 38,490 | \$3,849,000.00 |

Average Subscription—9 shares.

The

KODAK

Magazine



June
1920

Published in the interests of the men and women of the Kodak organization. x. x.



GRAFLEX

There is certainty in picture-making with a Graflex. The user of the Graflex brushes aside the usual handicaps—he almost disregards subject, time, place or light.

The 1-1000 of a second snap that stops the bird on the wing, the slow snap for an indoor portrait, the prolonged time exposure—all are easily within its scope.



Graflex widens the possibilities of pictorial achievement.

Eastman Kodak Company

Folmer & Schwing Department

Rochester, N. Y.

Catalogue free at your Dealer's or by mail.



KODAK

as you go.

If it isn't an Eastman, it isn't a Kodak.

Eastman Kodak Company, Rochester, N. Y., *The Kodak City*



GEORGE EASTMAN

The KODAK Magazine

VOL. I

JUNE, 1920

No. 1

By Way of Introduction

WHEN you want to introduce a good fellow to a bunch of good fellows, you go at it something like this:—"Folks, meet my good friend, Mr. So and So," and then everybody smiles and proceeds to get acquainted. So why isn't it a good plan to follow in this particular instance. Anyhow let's try it, so, here goes:—

Fellow Workers of the Kodak organization, meet our new worker, "THE KODAK MAGAZINE."

The Kodak Magazine is to be your publication, edited by employees and conducted throughout for employees, and will have the hearty sanction and co-operation of the Company. Its mission will be to make you better acquainted with each other and with the Company and to further our mutual interests in every possible way.

The goods you help to produce and distribute have a world-wide reputation for quality and dependability, and their use extends through an amazing range in the business and scientific world, to say nothing of the pleasure and happiness afforded through the field of recreation. To establish and maintain such a reputation has required an organization of equal quality—and of this you are a part.

We trust that you will welcome this newcomer to your ranks and help individually to make it worth while.

The Kodak Magazine

Published monthly in the interests of men and women of the Kodak Organization.

SPENCER HORD, *Editor*

GLENN C. MORROW *Associate Editor*

NORMAN A. VAN DE CARR *Assistant Editor*
Main Office

ROBERT A. WEBER *Assistant Editor*
Kodak Park Works

HERBERT S. THORPE *Assistant Editor*
Camera Works

CLARENCE H. HARPER *Assistant Editor*
Folmer-Century Works

WILBUR G. WOODAMS *Assistant Editor*
Hawk-Eye Works

L. C. WHEELER *Assistant Editor*
Premo Works

Address all communications to Editor, KODAK MAGAZINE,
Main Office, Eastman Kodak Co., Rochester, N. Y.

This, the first issue of the "Kodak Magazine," would not be complete without the picture of the oldest, in point of service, employee of the Company, Mr. George Eastman.

As a matter of history, Mr. Eastman states that he started work as an office boy when he was fourteen years old at three dollars a week, and has never been out of a job since.

After forty years in the business, Mr. Eastman is still a worker and a producer, with all the energy and enthusiasm that has made "Kodak" known the world around.

It's queer, isn't it, how one thought leads to another? We happened to be reading a little story by Bruce Barton where he tells of an incident that happened while he was fixing over his home in the country. One of his farmer friends happened along and stopped for a chat.

"Going to put all those three bath tubs in one house," he asked. I said, "We are." "Well," he said, "I never went in much for such things. I figure my place was good enough for my father and it is good enough for me." All of

which is a highly mistaken idea, for we must keep progress with the world.

The thought that the little story started with us, however, was this:

Very few of us continue on the same job year after year; we change to another machine, or are transferred to another department, or move up a peg or two in the organization—and so it seems that for the benefit of the chap who comes after us that we should try to leave the old job a little better than we found it. Whatever helps any one person in the organization to do better work helps the whole concern, and that includes you. If you can make the newcomer who takes up your old work feel that he will have to "go some" to hold the pace you set, you add to his feeling of respect for you, and to your own for yourself.

Once in a while the editor is going to ask you to allow him to depart from the editorial "we," and say a few words in person.

The reason for this is that sometimes I may want to say something that I can't get over to you in any other way.

I know I am going to have a whole lot easier time than some editors holding down the same kind of a job, because I am working *for* just about the finest organization in the United States, and *with* the sort of folks that make such an organization possible. I know that this is so because I have worked among you for a good many years.

We have grown to be a pretty big family, and to keep us in touch with each other, and to welcome newcomers and make them feel at home with us is the reason for my new job.

I like my job.

I want to make it a big one, and a happy one, and I can with your help.

Will you?

I believe you will.

SPENCER HORD.

YOUR OWN HOME

PLAN OF THE KODAK EMPLOYEES ASSOCIATION (INCORPORATED)
TO ASSIST EMPLOYEES IN THE PURCHASE OF HOMES

THE Association will, in proper cases, and as far as other demands upon its funds will permit, make loans to employees to enable them to purchase homes. Since the funds of this Association are to be used for the benefit of all of the employees it is necessary that in loaning such funds the directors of the Association take all reasonable precautions to prevent losses. For that purpose the following requirements must be complied with by employees making applications for these loans:

(1) The employee must be prepared to pay at least *ten per cent.* of the purchase price of the property.

(2) This Association *will not loan more than thirty per cent.* of the amount of the first mortgage.

(3) The loan from this Association *must be secured by mortgage upon the property* payable with interest at six per cent. by deducting an agreed sum from the employee's weekly or monthly pay.

(4) The value of the property to be purchased, the purchase price and the

terms of payment must be approved as fair and reasonable by the Association and the title to the property must be approved by the Legal Department.

(5) The record of the employee applying for the loan must be satisfactory, term of employment not less than one year, and earnings appear sufficient to meet payments upon the unpaid purchase price and charges for interest, taxes, insurance and repairs.

(6) The mortgage to the Association may be made subject to prior mortgage or mortgages to secure a portion of the purchase price, but the amount of such prior mortgage or mortgages, together with the amount of the mortgage to the Association, must not be more than ninety per cent. of the purchase price.

(7) Applications for these loans may be made to the Plant Manager or to the Secretary, James S. Havens, Main Office, who will be supplied with application blanks, but all loans must be passed upon by the Board of Directors or Executive Committee of the Association.

TWENTY-EIGHT KODAKERS QUALIFY AS SAFETY MEN

Twenty-eight Eastman Kodak Company employees have received diplomas from Rochester Chamber Local No. 9 of the National Safety Council for having successfully completed the Safety course given by the Council this past winter. In addition, one of the graduates, Richard H. Jennings, Safety Engineer at Camera Works, spoke before the School of Safety Supervisors on the subject: "Instructing the New Employee in Safety!" The other newly-qualified safety experts are:

| | |
|------------------------------|------------------|
| William T. Barrett | Kodak Park Works |
| Eugene McEntee | Kodak Park Works |
| Thomas R. Allen | Camera Works |
| S. J. Barons | Camera Works |
| Earl Carson | Camera Works |

| | |
|------------------------------|----------------|
| Edw. Freislich | Camera Works |
| Herbert J. Fry | Camera Works |
| Grayson O. Helbing | Camera Works |
| R. H. Jennings | Camera Works |
| Walter J. May | Camera Works |
| R. McDonald | Camera Works |
| James McGary | Camera Works |
| Walter L. Myers | Camera Works |
| Max Simons | Camera Works |
| A. J. Spangler | Camera Works |
| Dennis H. Snyder | Camera Works |
| William Watts | Camera Works |
| A. M. Wygant | Camera Works |
| Harry W. Dawe | Folmer-Century |
| C. F. Haus | Hawk-Eye Works |
| Carl F. Nowack | Hawk-Eye Works |
| W. A. DeGarmo | Premo Works |
| Clyde Foster | Premo Works |
| Peter J. Quinn | Premo Works |
| George H. Rake | Premo Works |
| John R. Renner | Premo Works |
| William H. Russell | Premo Works |
| W. Schuler | Premo Works |

ANNOUNCEMENT

The Eastman Kodak Company and its allied companies in the United States, beginning May 1, 1920, will make the following allowances for absence caused by illness of those employed by the hour and on piecework.

No Allowance in any case for First Week's Absence.

| Period of Service | Proportion of Wages Payable | Maximum period covered by these payments during second six months of service or any year hereafter | Maximum Weekly Payment |
|--|-----------------------------|--|------------------------|
| Less than six months..... | ..... | ..... | ..... |
| Six months, but less than one year..... | One-third | Six weeks | \$10.00 |
| One year, but less than three years..... | One-half | Thirteen weeks | 15.00 |
| Three years, but less than five years..... | Two-thirds | Twenty-six weeks | 20.00 |
| Five years, or over..... | Three-quarters | Twenty-six weeks | 22.50 |

Payments of these allowances are to be made only upon the certificate of one of the Company's Physicians approved by the Plant, Stock House, or Branch Manager, showing that absence during the period covered by the payment was rendered necessary by illness of the employee.

SUPPLEMENTARY LOANS

The Kodak Employees' Association (Incorporated) will supplement the Company's allowances to any of the employees by loans from its funds whenever financial need caused by the illness of the employee requires it, all such loans to be payable as agreed on resuming work.

Application for such loans may be made to the Plant, Stock House, or Branch Manager, and will be passed upon by the Executive Committee of the Association.

KEEPING FIT

HOW THE MEDICAL DEPARTMENT CAN HELP



DR. W. A. SAWYER
Medical Director

“YES sir, that Tom is some lad; every morning he comes in with a grin on his face, works like a horse all day, and when quitting time comes he is just as full of ‘pep’ as ever; and Mary over there hasn’t missed but one day in two years, and that was when she went to a wedding.” What is the answer? Good health, that is all.

Did you ever stop to think how much the good health of your co-workers, to say nothing of your own, means to you?

Healthy folks are cheerful; they are easier to get along with; their very nearness helps you to feel good and to do your full day’s work with less effort.

Your own good health, or your lack of it, affects not only you and the members of your family, but every other worker in the Company.

Supposing Will Jones over in the Shutter Department, at the Camera Works, is

a bit “off his feed” and doesn’t turn out his usual amount of work. This holds up production and prevents someone from getting his Kodak work to use up the film you are helping to produce down at Kodak-Park.

The whole organization of which you are a part is just like the works of a watch; if any one part, no matter how small, gets out of kilter, it affects the whole works. And to take the selfish viewpoint for a moment, it is lots more fun to be healthy and well than the reverse.

By the same token, it is far easier to *keep* well than it is to *get* well, and this brings us down to *the* reason for our Medical Department. Just because we want you to like him as much as those of us do who have already come in contact with him, we are printing a picture of Dr. W. A. Sawyer, the head of this Department.

Dr. Sawyer is a graduate of a famous medical college and can tack a whole lot of letters after his name, and has had all kinds of experience, so he is well fitted to head our Medical Department, and every one of his assistants is equally capable for his or her respective position—and equally agreeable.

The old-fashioned idea, from which Dr. Sawyer dissents, was to see a doctor only when you were sick, and to take chances between times. The modern and much more satisfactory way is to take measures to keep well, and to nip in the bud any symptoms that may arise.

Now it has been easy to prove how the sickness and absence from duty directly affect, not only the individual employee, but every other employee in the factory as well, by slowing up production.

Our last year’s report shows that an average of ten and one-half days were lost per employee, through sickness. This

average is far too high, and can be quickly reduced by your co-operation.

Lots and lots of folks don't like to visit a doctor, and put it off just as long as they can, so that when they finally *do* get around to it, the doctor has a real job on his hands.

This may be due partly to the fact that the old-fashioned doctor was a grave, solemn person who threw a scare into you before he commenced to find out what was the matter with you.

Now you won't find Dr. Sawyer nor any of his assistants that way at all. You will be met with a smile and made to feel at home at once, and you'll begin to feel better right off.

The Medical Department has published and will continue to issue pamphlets and bulletins containing simple and easily carried out rules for avoiding or overcoming the most of our common ailments; it will pay you to read all of them carefully, and take them home to your family.

One great source of lost time and serious after effects is the lack of attention to minor injuries, or improper attention by someone not qualified to properly give first aid.

Case after case could be mentioned where lack of attention to some slight injury, such as a small cut, scratch, or insect bite has led to serious and sometimes fatal cases of blood poisoning.

If any of these things happen to you, *don't put off* having them properly attended to. Go at once to the Medical Department in your plant and be fixed up.

If you feel generally out-of-sorts, tell the nurse about it. Nine times out of ten some simple remedy will straighten you out, and if it proves to be something more serious, you have the services of the whole Medical Department to advise you.

Co-operate with the Medical Department in keeping yourself fit; good health is priceless and of the utmost importance to you and your family.

THE FIRST DAY

Do you remember the first day you came to work? Everything was strange and unfamiliar—your surroundings, your fellow-employees and your work. If it was your first job, you felt that everyone was looking at you, and then perhaps a few days later you wished that someone *would* look at you and give you a smile of encouragement.

And that chap that did come over and said, "Hello, how are you getting along?" and gave you a hearty handshake, and helped to make you feel at home: Maybe this was a good many months or even years ago, but you haven't forgotten him, have you?

Perhaps the newcomer has lived right here in town, maybe all his life, and so when the work day is over, he can forget his daytime lonesomeness in his home, or with his other friends.

On the other hand, he may just have arrived in town, doesn't know a soul, has to live in a room somewhere, and eat in some restaurant.

If this has ever happened to you, you know just how he feels.

And again, has it ever occurred to you that even some old-timer in your department might at times be lonely and in need of companionship and sympathy?

Through force of circumstances, an old employee in a department with nearly one hundred people found his home broken up and he had to take refuge in a boarding house. Some time later he was approached on some department "get together" affair, and his reply was characteristic:

"Get together! Oh piffle! Here I have lived alone for three years, and in all that time, just one man in the department has ever invited me to his home: If you fellows want to get together, you can keep on doing it without me."

Give a thought once in a while to the newcomer, and to the rest of your fellow-workers: Maybe some day you'd be thankful for one yourself.

A MODERN APPLICATION

ÆSOP wrote fables and good ones, else they would not have survived all these many years. Do you recall the one in which he tells how to get the best out of a man? It is the fable of "The Wind and the Sun." If you remember, a dispute arose between them as to which could sooner make a Traveler take off his cloak.

The Wind blew furiously with all his might. It almost tore the cloak off, but the Traveler only wrapped himself the more closely and held on.

Then, the Sun had its turn. It shone. Just as soon as the Traveler felt its warm rays he willingly took off his cloak.

All living things respond favorably to warmth, and this applies particularly to us humans. This old fable came to mind because we are so much interested in the proper building up of the Suggestion System throughout the organization.

Everything that helps one department in the organization helps the whole organization, and in turn directly or indirectly each individual, and every adopted suggestion is equally far-reaching.

Without doubt many a good suggestion gets no further than the brain of the person with whom it originates because the employee is not quite sure as to its merit and hesitates to talk it over with his foreman or department head, because he feels that such advances may not be welcome. In very many cases this is a mistaken idea on the part of the employee, just because his foreman is a bit brusque in manner, rarely smiles, or seems to

have no time for any conversation with his people. The employee must remember that his foreman has a good many things on his mind and is constantly thinking about them, which most naturally accounts for his seeming reserve, but that should not prevent him from putting his ideas forward.

Every foreman, superintendent, or other executive worthy of holding his job is always on the lookout for new ideas and realizes that all the good ideas cannot come from him alone.

More than once suggestions that in themselves have seemed hardly worth while have led to other things very much worth while; so it will pay to thoroughly consider every suggestion brought to light. Every suggestion cannot be adopted; sometimes they are really trivial; sometimes, unknown to the suggester, they are already under consideration, or have been previously rejected as not practical. Sometimes the suggestion has merit but will cost too much to put in operation, or while working to the benefit of one part of the business will be harmful to another.

Some big ideas have been brought to light through the Suggestion System, and through which we all have benefited.

If you have an idea for a suggestion go to your foreman or department head, talk it over with him so you can present it in the best possible form.

If you are one to whom an employee should naturally turn, just remember how the Sun beat out the Wind.

When you do not understand, don't be ashamed to ask. There was a time when the man who will explain it to you did not understand it himself.

A MAN'S SIZED JOB

WHEN you exercised your right of franchise last Christmas time, and cast one ballot for the person you wanted to represent you in the Kodak Employees Association, Incorporated, did you realize how much responsibility you were helping to place on somebody's shoulders?

These are the six representatives chosen by the December election as members of the Board of Directors of the Association:

| | |
|----------------|---|
| KODAK PARK | Robert N. Reid.....Electric Shop |
| CAMERA WORKS | S. Herbert Rogers....Engineering Department |
| MAIN OFFICE | Harry S. Irwin.....Shipping Department |
| HAWK-EYE WORKS | Edward J. Thiem.....Tool Department |
| PREMO WORKS | Frank C. Sherman...Experimental Department |
| FOLMER-CENTURY | Charles E. Dorsey...Inspection Department |

Their job is nothing less than that of joint custodians of a two-million-dollar fund.

Papers of incorporation for the Kodak Employees Association, Incorporated, were filed with the county clerk on January 14th. Mr. Eastman is President of the Board of Directors, which includes, in addition to the six elected representatives, the Manager of each Plant, and a representative of the Management from the Main Office.

The Association has been formed to direct the handling of the money in what has been called the Welfare Fund, the potential amount of which is \$2,000,000. The original fund was established by setting aside \$1,000,000 from the Company's surplus. This will be increased to nearly \$2,000,000 by the proceeds of the sale to employees of approximately 10,000 shares of stock donated by Mr. Eastman.

Among the objects of the Association, as set forth in the incorporation papers, are, to administer all funds held by it for the benefit of the employees of the Eastman Kodak Company of New Jersey, or of any subsidiary corporation of that

Company, with power to apply in the discretion of the Association, such funds, principal or income, to the benefit of any such employees during illness, or while disabled by accident or other misfortune, and with power to take appropriate action to safeguard the interests of the employees in the stock distribution plan of the Company, and with power to assist such employees to acquire homes, or to provide educational and recreation facilities, or promote their welfare and well-being by any appropriate means.

These elected representatives, then, are signally honored by the confidence their fellow employees have displayed in choosing them for this important post. They are likewise placed under a heavy responsibility to their fellows for the manner in which they discharge their duties as custodians of the large funds which the Association will administer.

The first meeting of the Kodak Employees Association, Incorporated, was held at the Premo Works on the evening of Saturday, January 17, 1920. By-laws were adopted, and the following officers were elected:

| | |
|------------------------------------|-------------------|
| <i>President</i> | George Eastman |
| <i>First Vice-President</i> | S. Herbert Rogers |
| <i>Second Vice-President</i> | Robert N. Reid |
| <i>Treasurer</i> | J. L. Gorham |
| <i>Secretary</i> | James S. Havens |
| <i>Assistant Secretary</i> | Harry S. Irwin |

Members of the Executive Committee: James H. Haste, John A. Robertson, Charles E. Dorsey, S. Herbert Rogers.

Since this first meeting the Board of Directors of the Employees Association has adopted two important measures. At the meeting of April 9, 1920, the Association adopted the plan of payments to employees who have been absent on account of illness, which is described in the announcement on page 6.

At the meeting of April 13th, the Association decided to make loans to Kodak employees for the purchase of homes. In accordance with the plan



Frank C. Sherman



Edward Thiem



Robert Reid

KODAK WORKERS
ELECTED DIRECTORS
KODAK EMPLOYEES'
ASSOCIATION



Chas. E. Dorsey



Harry Irwin



S. Herbert Rogers

ROBERT N. REID, Electric Shop, Kodak Park Works; S. HERBERT ROGERS, Engineering Dept., Camera Works; HARRY S. IRWIN, Shipping Dept., Main Office; EDWARD J. THIEM, Tool Dept., Hawk-Eye Works; FRANK C. SHERMAN, Experimental Dept., Premo Works; CHARLES E. DORSEY, Inspection Dept., Folmer-Century Works.

outlined on page 5, applications for loans under this heading have been coming in recently.

The Association regrets that it cannot extend this plan beyond the limits which have already been described. It is at present limited to loans for the purpose

of buying homes, and the Association cannot, at present, extend this to include other purposes, even though good real estate or other security is offered. It is, of course, possible, however, that such loans may be given consideration at a future time.

YOUR LIBERTY BONDS

DON'T SELL—BUY MORE IF YOU CAN

IF you are hanging on to your Liberty Bonds—which you should—why worry as to the market price, so long as you regularly receive the interest—which you will.

If you have some money to invest, there is no safer investment than Liberty Bonds—they are backed by the strongest nation in the world—a nation which has never failed to live up to every obligation in full. And did you ever stop to think that *the lower the bonds are quoted on the market, the better buy they are for you*, because the interest is figured and paid on the par, or *full value*.

The Victory Bonds are a particularly good buy, as they mature in 1923, payable full value. Invest in as many of these as you can, and when they mature purchase those of preceding issues which mature at a later date.

As to variations in price of Liberty Bonds, an editorial in a recent issue of the Democrat and Chronicle gives the reason, and proves the advisability of their purchase so clearly that we are reprinting it for your benefit:

“Fluctuations in the quotations on Liberty Bonds will not disturb those who are holding the bonds for investment purposes. They know that the interest will be paid regularly, and that when the bonds fall due they will be redeemed by the government, dollar for dollar.

“Temporary declines affect only speculators and those who are foolish enough to exchange their Liberty Bonds for

worthless stock in the wildeat schemes that at the present are absorbing so much good American money. The mass of thrifty, sober-minded Americans, who are not engaged in speculation, and who are not disposed to chase rainbows, do not lie awake nights, fearful that the value of their bonds has been permanently impaired.

“Officials of the Treasury Department assign the fluctuations in the price of Liberty Bonds in the market place to a number of causes. For one thing, it has been observed that every strike of extensive proportions is followed by heavy offerings of Liberty Bonds in the market, showing that persons temporarily out of employment have been obliged to sacrifice their holdings.

“Wall Street speculators, caught in the fluctuations of the stock market, have been disposing of their bonds. These sacrifice sales, while regrettable from one point of view, offer splendid opportunities for the small investor to buy the bonds at the lower price and hold them until they rise.

“‘Remember,’ said a Treasury official, ‘that for every bond that is sold there is a buyer. And those who buy at the present figures will be likely to hold their bonds for the profit that is bound to accrue when the bonds advance in price.’ It is as true now as it was the day the bond issues were offered for public subscription, that they represent the safest investment in the world.”

AT YOUR SERVICE

LEGAL DEPARTMENT READY AT ALL TIMES TO GIVE
YOU COUNSEL AND ADVICE

LITTLE, yes, and sometimes big, misunderstandings will arise, and sometimes when you feel sure that you are on the right track you will find that your course is *legally* wrong.

Some leases, contracts, and other business papers are sometimes difficult for the average person to correctly understand, and have been signed or accepted without the person knowing exactly what he was agreeing to do.

Then there is the question of investments: At the present time many stocks and other securities are being offered to you, some of which are of little or no value. Extravagant promises of speedy rises in value and enormous interest on your money have been made, which can have but little chance of being realized.

Now every one of us would like to find a way to avoid all these misunderstandings, snags and pitfalls; but going to see a lawyer, as regarded by most of us is, to say the least, an awesome occasion. We have a Legal Department, with offices in the Main Office Building at State Street, and you are invited to go there whenever you need advice in regard to legal matters or matters of investments.

Most of you have attended court at one time or another, and so have recollections of the stern looking Judge on the bench; the court attendants moving around on tiptoe and enjoining silence and order. Possibly you have also watched the cross-examining of a witness by the attorney for the opposite side and seen the unfortunate person on the stand tied up in all sorts of bowknots. So with all this in mind you view a visit to a lawyer with some misgivings—and this is where you make a big mistake.

You wouldn't in the least mind a visit to an editor, a storekeeper or almost any other business man; you know you would be received courteously, listened to with attention and then allowed to go on your way in peace—and this is just the sort of treatment you will receive in our Legal Department.

Lawyers are just as human as the rest of us, more so than a good many of us, because they see more of human nature; so come in and feel free to unburden yourself, should occasion arise. In order not to clog up the wheels in this department, certain regulations are necessary and here they are:

The service will be limited to counsel and advice.

The drawing of legal papers, or the examination of titles to real estate, or appearances in court cannot be undertaken.

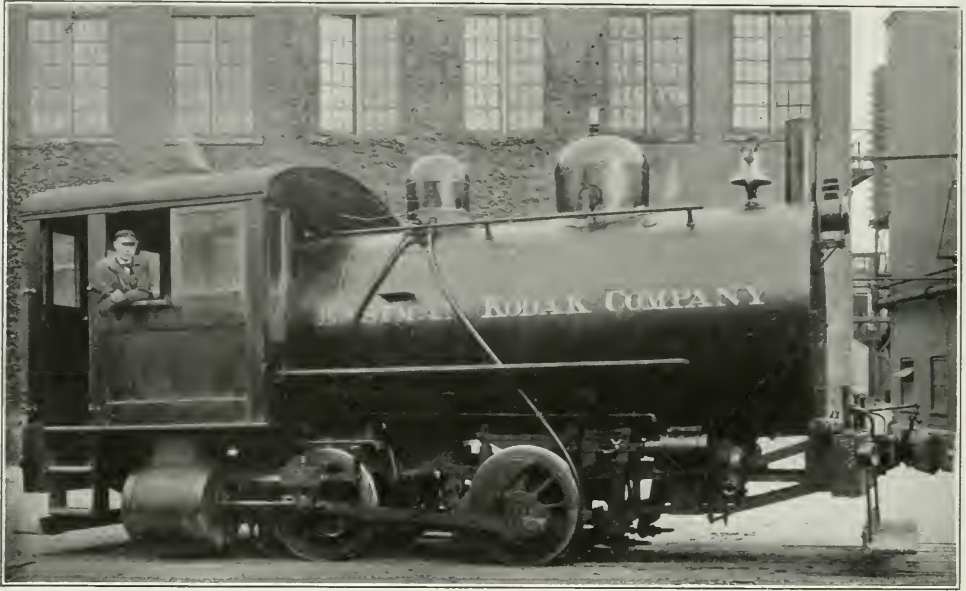
The matters presented must be limited to such as actually affect the employee personally.

Legal questions which are prompted by curiosity or by the desire to aid friends cannot be considered.

The Legal Department will be glad to make such investigations, as its other duties will permit, and give advice regarding stocks and other securities.

All consultations will be regarded as strictly confidential, and will, of course, be without expense to the employee.

In order to save time it will be advisable for employees desiring counsel and advice to make appointments by telephone in advance. Do not hesitate about making an appointment with the Legal Department. Go there when you need advice in regard to legal matters or matters of investment.



KODAK PARK'S FIRELESS ENGINE

WE all know that Kodak Park is a pretty big place, but it may come as news to you that Kodak Park has its own standard gauge railroad, its own freight cars for the transporting of material from one point to another within its boundaries, and its own engines to do the hauling.

We have recently put in operation a new type of locomotive which possesses some new and decidedly interesting features.

Friend Wife may have a fireless cooker, and you have heard of wireless telephones, but have you ever heard of a fireless locomotive? Not an electric locomotive, but one run with real steam, big enough to haul a train of freight cars, and operating without a bit of fire. This is the type of locomotive used at Kodak Park and illustrated above. It is known as a fireless steam storage locomotive.

Here is how it works: The engine carries a tank which is filled about four-fifths full of water, after which steam is admitted to the tank from the boilers at the power house by means of a pipe, until the pressure has reached 125 pounds. At

this pressure the boiling point of water is 353° Fahrenheit instead of 212°, as at normal pressure. As the steam is used the pressure is lowered, and the boiling point of the water is also lowered, so that more steam is formed. The pressure in the cylinders is 60 pounds, but the locomotive can be operated with the pressure as low as 20 pounds, until with the pressure 15 pounds, the locomotive is only able to propel itself back to the power house to be recharged. At 60 pounds pressure, the tractive effort, or pulling power is 14,520 pounds.

This engine in our own yards handles from 30 to 40 carloads of material a day.

We recently received a train of 80 freight cars, two-thirds of a mile long, which this engine was able to haul in one train.

The use of this type of locomotive does away with any danger from fire caused by sparks. All soot and smoke are also done away with, and the engine can be operated by one man, there naturally being no need of a fireman.

The engineer, Mr. George Spencer, seen

looking out the cab window, appears eminently contented with his job, but evidently one thing seemed not quite in keeping with his new horse. Where there isn't any fire there isn't any smoke, and so the manufacturers saw no necessity for a smokestack on a smokeless engine. The engineer missed the familiar outline and so he attached a length of stovepipe,

which, as you see, adds tone and dignity.

A larger locomotive of the same type is now being specially built for us at the Baldwin Locomotive Works. Its tank will hold a pressure of 200 pounds, and its weight will be 128,000 pounds, with a pressure of 60 pounds in the cylinder. It will have a pulling power of 25,660 pounds.

STOP! READ! REMEMBER!

IN the early days of industry, when the boss had any news for his men, he laid down his tools, and said: "Wait a minute, boys." And, like as not, the boys answered: "Shoot, Bill!" Those days are gone. It is no longer possible to transmit information and messages by word of mouth in industrial organizations like ours numbering thousands of people. Use of various substitutes for the verbal message is now necessary to reach the personnel of manufacturing plants. One of the most popular substitutes is the bulletin board.

We have installed in each Rochester plant a series of illuminated bulletin boards, so located as to be easily accessible to everyone. These bulletins are the mouthpiece of the Company—the constant channel for spreading news. They carry announcements concerning the wage dividend and the sale of common stock, advance notices of social and athletic events, and descriptions of articles lost and found. The bulletin boards are the sole means of announcing the sales of the Kodak Employees Co-operative Purchase Committee. Subsequent bulletins give the dates on which articles ordered through the Committee are ready for delivery. The Company likewise maintains an experienced staff for the prepara-

tion of bulletins giving authentic information and advice on health, safety, the suggestion system, and allied subjects. In short, these bulletin boards adapt themselves readily to a variety of uses, their value being limited only by the number of people who see the bulletins which are posted.

Before the installation of this series of illuminated bulletin boards, notices and announcements were prepared in a variety of pen-written, typed, and printed forms, and posted without regularity, remaining on the boards for an indefinite period. Such notices, of course, quickly became soiled, tattered, and unsightly, and in a short time, losing their original news value, served only to occupy needed space. Now, only two bulletins are posted at a time, and so displayed as to make them easy to see and read.

The present schedule provides for new bulletins of general interest each week, in addition to the individual plant notices of local activities. It will pay, then, to give the bulletin board the "once-over" every day. Then you won't have to depend on Bill Jones or Mary Smith to tell you about that choice bargain in the grocery line, the dance Friday night, or the next ball game.

The proper place for a knocker is outside the door.

OUR ADVERTISING

YOU pick up your morning or evening paper and skim more or less hurriedly through it. An advertisement here and there attracts your attention and you read it and most usually profit by the buying information it affords you. Now did you ever observe the way most people start to read a magazine? They glance at the front and back; at a page here and there and then go to the last page and turn leisurely back through the pages. Usually when you pick up a magazine you have more leisure time than is at your disposal for the newspapers, except perhaps the Sunday ones, so you give a bit more attention to the advertisements. Here and there some particular advertisements make a distinct impression upon you because they relate to something you would like to possess, or because they are unusual in beauty.

If you have read a copy of, say, the *Saturday Evening Post*, *The Ladies' Home Journal*, or whatever your favorite magazines may be, and were asked to name the products and concerns whose wares were mentioned in the advertisements, you would be able to recall but a limited number. Now if this were all the attention the average advertisements were able to attract, this form of advertising would not pay. But due to a peculiarity of the human brain, it subconsciously or automatically stores up impressions it has received for future use, and while you cannot recall any particular advertisement of a product, your brain will, if you have seen such advertisements repeated again and again, have this information for you. Just to prove it: When you think of soap, what pops into your mind? "Ivory;" if a cleanser—"Gold Dust Twins," "Old Dutch" or "Bon Ami;" a talcum powder—"Mennen's;" a watch—"Waltham," "Elgin" or "Ingersoll;" a camera—"Kodak," and so on. Why? Because these goods have been advertised, and advertised continuously and well and

their existence and worth have forced a place for themselves in your mind.

You may say that the names of these particular things come to mind because they are in such general use. That is in a measure true, but they would *not* be so generally used if their worth had not been made known through advertising. There is no better proof of this than the success of our own Company. From the very start, the idea behind our advertising has been *to sell the idea of photography*, and this advertising has been continuous.

Millions and millions of people the world over have been reached and influenced to buy through this advertising. Whenever possible we make use of a picture—a photograph—to tell the story, and for this reason the printed part of our message has been and usually is brief. A good picture with such messages as "Take a Kodak with you," "Kodak as you go," "All Outdoors invites your Kodak" and "Kodak the Children," put our selling messages over.

In the younger days of the Company, before amateur photography had been simplified, our world famous slogan, "You Press the Button, We Do the Rest," was employed.

To forestall the imitator and the substitutor, another famous slogan, "If It Isn't an Eastman, It Isn't a Kodak," is used on numerous occasions.

For trade-mark protection we, on occasions, run such an advertisement as the one shown on the back cover entitled "What 'Kodak' Means." In the photographic journals we advertise our chemical products and the many other sundry products, as you doubtless know. We feel pretty sure that you are and will be interested in our magazine advertising, and so we purpose to show you from month to month what we are doing.

Current magazine advertising for the month is shown (reduced somewhat in size) on page 1 and cover pages.



KODAK PARK

ROBERT A. WEBER

Editor

RESOLVED: TO WIN THE PENNANT

The determination which marks the work of the manager and the players, who are out for the Kodak Park team, is most encouraging. Among the men who have reported for practice are "Rube" Weathers, Terhaar, Heaney, and Manager Bircher of last year's team; Jones, former N. E. Electric star, and Metcalf, the crack U. of R. third baseman. There are a number of first-class men in the plant who have not as yet reported. To these we extend an invitation to come out and help Kodak Park win the pennant in the Kodak Baseball League.

The day when a man participated in the different sports for the pure love of it seems to have passed. A spirit of commercialism has invaded athletics which has not helped to improve them. An effort is being made in Rochester, and in the Kodak Company, to get back to the old standard if possible. A League has been organized and equipment purchased which will be furnished to the different teams. The object of the League is to provide interesting sport for the Kodak employees, and we believe that there is more interest in seeing our own people play our games than to have a bunch of paid professionals doing it. If you are a ball player you can help in this by joining the team. If you are not a player you can help by attending the games and giving your moral support to the players.

The diamond at Kodak Park is being scraped and resurfaced, and the fence on the west side removed, making a

larger and better field. We are going to stage some good ball games on this field this summer, and you are asked to do your part to show that our efforts are being appreciated. Whether you are player or fan, get into the game for Kodak.

AMERICAN LEGION NOTES

The "Kodak" and "Frank L. 'Ace' Guillod" Posts of the American Legion, met together at the State Armory a short time ago and voted unanimously to merge and have one large Post, consisting of Kodak workers from all branches in the city. The Post is to be called, "Frank L. 'Ace' Guillod Post."

Mr. P. H. Case, Kodak Park, was elected President; Mr. W. J. Lambert, Camera Works, Vice-President; Mr. C. F. Abert, Kodak Park, Secretary; and Mr. Thomas Ainsley, Camera Works, Treasurer.

The Monroe County organization staged a drive for members, the last week of April, which was successful, inasmuch as it added over 1,000 names to the rolls; but still there are a good many fellows who do not belong to the Legion. The Legion needs members, and the ex-service man needs the Legion. Why not sign up?

The Guillod Post has a mighty strong Baseball team in the Kodak Park Noon Hour League, and promises to bring home the bacon. We also have a team in the Twilight League.

LIST OF KODAK PARK EMPLOYEES

RECEIVING AWARDS FOR SUGGESTIONS ADOPTED FROM APRIL 1, 1920 TO MAY 1, 1920

| | | | |
|---------------------------------|-----------------------------|----------------------------|----------------------------|
| R. Raymo. | Carpenter Shop | John Damaske. | Inside Cleaning Department |
| C. J. Frearson. | Machine Shop | Emory Elmore. | Payroll Department |
| Julia Gibbs. | E. & C. Department | John T. Free. | Main Office |
| A. C. Murphy. | E. & M. Department | Margaret Marshall. | Portrait Department |
| Charles H. Burnett. | Machine Shop | Ned E. Bartlett. | Lead Tube Department |
| Frank C. Behnke. | Garage | C. R. Harrison. | Electrical Shop |
| F. D. Wilmot. | Payroll Department | B. A. Gordon. | F. F. S. Department |
| Louis Fisher. | Pyro Department | Frank Koza. | Tool Room |
| Thomas Burns. | Stock 2 | George Yaeger. | Tin Can Department |
| Arthur Chamberlain. | Yard Department | E. J. Parker. | Dope Department |
| George Beverly. | Baryta Department | John Meding. | Flash Powder Department |
| Fred Lake. | Baryta Department | John Clegg. | Flash Powder Department |
| F. Fleming. | Carpenter Shop | Wm. King. | Flash Powder Department |
| I. Hamburg. | Plate Department | P. T. Joy. | Dope Department |
| Edward J. Bohrer. | Plate Department | Robert Higham. | Carpenter Shop |
| Anne E. Dalzell. | D. O. P. Ctg. & Emul. Dept. | Albert E. Gehrig. | Carbon Paper Department |
| Howard Coner. | Testing Department | Geo. G. Garnish. | Millwright Department |
| A. Johns. | D. O. P. Department | John A. Gerster. | Recovery Department |
| Frank P. Gallagher. | D. O. P. Ctg. Department | Ernest Childs. | Carbon Paper Department |
| Herman Clark. | D. O. P. Ctg. Department | Fred S. Perkins. | Silver Nitrate Department |
| Bertrand L. Twinn. | D. O. P. Ctg. Department | Joseph Hiscott. | Silver Nitrate Department |
| Roy J. Herrick. | D. O. P. Ctg. Department | Joseph West. | Buiding No. 8 |
| John H. Ohl. | D. O. P. Ctg. Department | Theo. G. Fisher. | Pipe Shop |
| Michael Rooney. | D. O. P. Department | R. J. Ellsworth. | Silver Nitrate Department |
| A. W. Madsen. | Machine Shop | Thos. Steele. | Recovery Department |
| James Ryan. | Department No. 35 | P. Paul Pitcher. | Flash Powder Department |
| Alfred Milborrow. | D. O. P. Department | M. LaForce. | Roll Coating |
| T. H. White. | Emulsion Ctg. Department | F. E. Murphy. | Building No. 20 |
| Thos. H. England. | Emulsion Ctg. Department | John Sheard. | Roll Coating Department |
| John A. Rodemerk. | Emulsion Ctg. Department | P. McPhillips. | Tin Can Department |
| Wm. G. Tee Boon. | Emulsion Ctg. Department | Udell Hawkins. | Millwright Department |
| Thomas Henry White. | Emulsion Ctg. Department | M. F. McPhillips. | Roll Coating Department |
| Wm. T. Wegner. | Emulsion Ctg. Department | G. A. Sullivan. | Roll Coating Department |
| George A. Clark. | Emulsion Ctg. Department | Geo. M. Foss. | Roll Coating Department |
| John Greuve. | Emulsion Ctg. Department | E. H. Ashmore. | Roll Coating Department |
| George J. Smith. | Emulsion Ctg. Department | J. W. Newton. | Distilling Department |
| George F. Zimmer. | Emulsion Ctg. Department | Howard C. Jones. | E. & M. Department |
| H. H. Mumby. | Emulsion Ctg. Department | | |
| Louis H. Bonehill. | Black Paper Wdg. Department | | |
| I. Leenhouts. | Building No. 31 | | |
| F. L. Doser. | Warehouse | | |
| James P. Doran. | Drafting Department | | |
| Harris G. Bates. | Machine Shop | | |
| Richard Wohlers. | Machine Shop | | |
| George G. Kingston, Jr. | E. & M. Drafting Dept. | | |
| William Copenhagen. | Sheet Metal Department | | |
| L. J. Hurtubis. | Sheet Metal Department | | |
| W. Taylor. | Electrical Shop | | |
| Oscar E. Zabel. | E. & M. Drafting Dept. | | |
| Helen Pattison. | D. O. P. Ctg. Department | | |
| M. E. Doyle. | Velox Department | | |
| Alice Agness. | Velox Department | | |
| Chas. S. Darling. | Yard Department | | |
| John A. Ramsay. | Velox Department | | |
| Fred B. Meyering. | E. C. & P. Department | | |
| F. D. McGregor. | Garage | | |
| J. Entwisle. | Millwright Department | | |
| John B. Agness. | E. & C. Department | | |
| Jacob Roeland. | E. C. & P. Department | | |
| Geo. W. Perry. | E. C. & P. Department | | |
| J. Wesley Walls. | E. C. & P. Department | | |
| Abe Gorfine. | Job Print Department | | |
| A. Eilinger. | Job Print Department | | |
| Leonard Smart. | Carbon Paper Department | | |

WHERE ARE THE TRACK MEN?

During the past two years interest in track has been mighty low. Of course, everyone knows that the war had a lot to do with this, as most of the good track men were in service, but now that's over and everyone is back; so why not get started again?

There are a few men in the plant who are anxious to see Kodak Park again represented in this activity, and an effort is to be made to reorganize our team. We cannot extend a personal invitation to every track man in the plant, but we do ask that when you have read this article you send your name to the K. P. A. A. Office, so that we can get under way as soon as possible.

NOON HOUR BASEBALL LEAGUE OPENS

The opening day exercises of the Noon Hour Baseball League were held Monday noon, May 3rd. The fans formed in parade, led by the Kodak Park Band, at Building No. 28, and with much music and noise marched through the plant, stopping at the Dining Halls in Building No. 25 and Building No. 50 and then to the Athletic Field. Here the regular opening day exercises were gone through with. Dr. Reid, President of the K. P. A. A., in the pitcher's box; Lee MacFarland, President of the League, at bat; and "Jerry" Welles, Manager of Sports, on the receiving end. Dr. Reid served up one of his celebrated out-drops, which "Mac" leaned on for what should have been good for about three bases, leaving us in the dark as to how good a catcher "Jerry" really is. The game which followed between the American Legion team and Cannan's Crabs resulted in a tie score, each team bringing in three runs.

The officers of the League for this season are: A. L. MacFarland, President; A. Culligan, Vice-President; and E. Goodridge, Secretary; and the Managers of the different teams are: Cannan's Crabs, V. Ayette; Outlaws, J. Ward; American Legion, D. McMaster; Shepherd's Pets, J. H. Shepherd; O'Brien's Colts, H. Shannon; Hudson's Cubs, H. Hudson. Games start promptly at 12:20 and are called at 12:50, giving everyone ample time in which to get to their department. A bell has been installed in connection with the telephone service, which, through the courtesy of Miss Connaughton and Mrs. LaBar, is sounded at the time for the game to stop, which is a most satisfactory arrangement.

SWIMMING CLUB TO BE FORMED

From all reports we are going to have a real summer with plenty of good hot weather. This means one thing in particular—lots of swimming and bathing. It is surprising the large number of people

who are unable to swim, and because of this are unable to enjoy one of the greatest natural sources of recreation.

An effort is to be made to form an Aquatic Club at Kodak Park, to which all members of the K. P. A. A. will be eligible for membership. There are a number of expert swimmers among the employees who are willing to devote some time to this cause, and one of the first steps will be to form a beginners' class. Persons interested may send their names to the K. P. A. A. Office.

GIRLS PLAN ACTIVE SUMMER

Girls, get ready for a busy summer. Miss Ellis, who is in charge of the girls' activities of the K. P. A. A. is planning many things for the next few months. A portion of the Athletic Field is being set aside for the exclusive use of the girl members. You will have your own Tennis courts, Hand and Volley Ball courts, and a Baseball diamond, directly adjacent to the Dressing Room. Miss Marie Forbes, of Building No. 26, has been appointed manager of the Tennis Team and will organize to meet the other girl teams of Rochester. Later in the season a tournament will be run, the handicaps being based on the results of the first week's playing.

A Noon Hour Indoor Baseball League is being formed and games will be played each noon on the Athletic Field. Four managers have been selected to handle the noon hour teams, as follows: Mildred Minard, Box Department; Carrie Smith, Film Department; Hazel Decker, Building No. 40; and Marion Burns, Building No. 26.

An outdoor team will be selected to represent Kodak Park, and Miss Mildred Minard has been appointed manager of this aggregation. William Manhold, of the Main Office, will coach, and a schedule is being prepared to include the other Industrial Girl teams of Rochester. This is the girls' big year, so get into it.



A FEW OF THE PRETTIEST COSTUMES AT THE GIRLS' PARTY—KODAK PARK ATHLETIC ASSOCIATION



PRIZE WINNERS GIRLS' PARTY, K. P. A. A.

Left to Right: Mrs. Fratler, Building 50; Marion Burns, Main Office; Florence Doescher, Building 12; Mary Mahan, Building 12.

SCOUTS MAKE VACATION PLANS

With the appearance of spring, enthusiasm of the members of the Kodak Boy Scout Troop increases with leaps and bounds. Great things are being planned for the coming summer, and every member is intensely interested in the developments which are under way. Arrangements have been made to spend the two weeks following August 9th at the Scout Camp at Canandaigua Lake, and it is expected that practically every one will be able to attend.

The Troop is building a large aerial and receiving set, and is enthusiastically taking up the study of wireless. Mr. Bloom, instructor, reports that great progress is being made in this study, which is highly educational as well as interesting.

There are still a few vacancies in the Troop for sons of Kodak employees.

DEPARTMENT NO. 50 ON THE MAP

There is a great long brick building, No. 50, lying at the extreme northeast end of the plant, that since the U. S. Aerial School of Photography vacated has almost been forgotten, so busy have they been making photographic paper and erecting new mammoth paper machines. Department 50 claims Dr. Reid the new president of the K. P. A. A., John M. Shepherd as second vice-president, and Herbert Benzoni, Secretary, who has been recently transferred to this department from the Industrial Laboratory.

After five years of great anticipation, "Father John" Shepherd of Department No. 50 fame, and long distance Razzler of the Indoor Baseball League, has realized his hopes and Department No. 50 means to be represented on the diamond and on the court this year. While these projects are entirely new and more or less difficult, for the vast majority of the men are employed on shift work, yet Manager Shepherd promises that they will make a creditable showing, and boasts of several well-known players, foremost among them being "Rip" Benzoni, and "Red" Quigley, an all around athlete we have recently acquired from the North East Electric Company and who we know will make his presence known on the Kodak Park Basketball Team this fall. Other members of the team are: Weigand, Meyn, Baumer, Kielson, Kliment, Coogan, Toung, Prescott, Ogden, Page and Dailey.

On March 5th the stork visited the home of Henry Schuth of the Pyro Department and presented him with a husky young son. Make him a ball player, Hank.

Applications should be addressed to Mr. H. H. Tozier, Kodak Park.

PICNIC TIME COMING

Now that you have your garden in pretty fair shape, and your car overhauled and in good running order, let us ask you a question. How about a picnic? A real old-fashioned basket picnic at the Beach, where you can bring the wife and the kids, with a half bushel of lunch, run races, go in bathing, meet your old friends, and do a thousand and one other enjoyable things. How about it?

The K. P. A. A. is considering running such a picnic. If you have any suggestions to make along this line, send them in to "Jerry" Welles at once, because it takes quite a while to arrange everything for a real picnic.

Did you ever have the luck to attend a Velox picnic? The committee are already busy on the arrangements for their 1920 production. It will be held at Rifle Range on Saturday, June 26th. Martin LaForce, Everett Saunders and John Thomas are on the Arrangement Committee; Nelson Milne, Herbert Maxwell and Frank Parshall are looking after the sports; and William Zimmerli and Charles Bonke have undertaken the job of getting the people there and home again.



The mighty Casey at the bat had nothing on our own Ed. Casey, Captain of Building No. 15 Noon Hour Pinochle Club. Ed does not rub his hands in the dirt and wipe them on his shirt. No, sir. He puts them in the glue tank, and says to his partner, George Brackley, "The trumps will stick to us today." George replies, "Hi should bloody well say so, Eddy, old top; what are you trying to give us, a blawsted imitation of a fly paper factory at work?" and the game is on.

Archie White of the Yard Office has purchased a new home on Latta Road, comprising two acres of ground, with about fifty apple trees. Apples plus more apples = cider.

Ernest Ades, Yard Master, has bought a house on Champlain Street.

Mae Roberts, employed in Film Spooling, leaves May 19th to be married. The girls in the Spooling Room will miss Mae very much, and wish her all sorts of good luck. Showers were given by Florence Ward, Madeline Hock, and Nellie Schram.

Anna Hoderlein of the Cine Slitting Department was married on April 29th to Carl Lauterborn. Lots of good luck to Anna.

Edward Baybutt of the Film Boxing, and Laura Gee of the same department, were married on April 29th. We extend our heartiest congratulations to both Edward and Laura.

The death of Mrs. Minnie Lee of the Film Spooling came as a great shock to her many friends, and we extend our sympathy to her family and relatives.

A daughter was born to Mr. and Mrs. James Dennis of the Black Paper Department on Saturday, May 8th. Congratulations.

Mike Grego of Building No. 40 is the proud father of a fine little girl, born April 13th.

The members of the P. A. P. Club of Building No. 40 were entertained at the home of F. A. Gillice, Thursday evening, May 6th. Rehearsal was held for an hour, after which luncheon was served. This was followed by several entertaining numbers by the Club members.

Early in May Percy Collett of the Emulsion Coating Department suffered the loss of his beloved daughter. We extend to him our sincere sympathy.

To W. J. Higgins of Building No. 29 we offer our expressions of condolence in his recent bereavement, the death of his wife.

On Saturday, April 24th, Nida Hoag of the Velox Department was married to John McCaffery. The couple are at present on their honeymoon, visiting in Philadelphia, New York, and Boston. Bless you, my children!

Nick Rago of the Mounting Tissue Department was married on Tuesday, May 11th. Good luck, Nick.

Marie Reid of the Black Paper Department was united in marriage with Charles Pell at the Immaculate Conception Church on Wednesday, April 28th. Best wishes.

Harold Kofahl got married a few weeks ago and the timekeeper marked him sick on the record. No offense, Harold—just a plain mistake.

King Richard must have been some sport when he cried, "A horse, a horse, my kingdom for a horse." We still have sports in our own day. Last week we heard one of our well-known managers in the Noon Hour League cry, "A Pitcher, a Pitcher, My Corn Cob Pipe for a Pitcher."

Some people claim that a Chevrolet is a better car than a Ford, but Nelson Milne disputes this. He says a Ford has the reputation of being able to run anywhere, but Bill Zimmerli's Baby Grand Chevrolet laid down on him when he tried to coax it through a Cadillac last week.

The vacation bug has hit Building No. 29 in earnest. On May 8th, George Lear left on a two months' leave of absence, which he expects to spend in Paris, France. Right after dividend time J. W. McHenry will leave for a visit to his parents in Ireland, and A. Cook and F. Ames are going back home for a few weeks.

Miss Faye Bostwick of the Laundry and Mr. Wm. Griffiths of the Gleason Works were recently married. Best wishes.

A baby girl was born on Friday, May 7th, to Mr. and Mrs. Craig Nelson. Congratulations. Mr. Nelson is employed in the Garage.

Louis Dobler, Night Watchman, returned to work on Monday, May 3rd, after an illness of eight months. Glad to see you back, Louis.

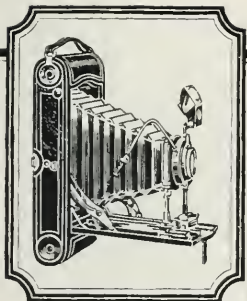
Samuel Cook of the Yard Office recently purchased a home on Ridgeway Avenue.

Alice Meyer, age 20 years, granddaughter of A. E. Christian, one of the employees of the Yard Department, died during the last week of March.

Alice Arner, formerly of the Black Paper Department, was married to Roland Johnson at her home in Avon, New York, on Thursday, May 6th. They will make their home in Detroit, Mich.

The girls of the Black Paper Department are members of the Bungalow Apron Club.

If you have a bit of news, send it in to Editor Weber. We want ALL the Kodak Park news in the Kodak Magazine.



CAMERA WORKS

HERBERT S. THORPE
Editor



THE CAMERA WORKS RECREATION CLUB

SINCE the big smoker, the Committee has attempted to arouse interest in various sports.

Selling tickets to a dance—though it is of, for, and by the employees—is no cinch. The party went across, however, and you may take it from either of the "W's"—Waldron or Wilcox—that the Masonic Temple on the night of April 8th was the scene of a very festive celebration.

Yoder and his Yeomen say they wish we had had less fun and made more money. Same here, Lee! Then we could have bought shoes for the bunch instead of the six, whose soles were shoeless. The Club is necessarily conservative, but it will guarantee to replace all shoes worn out crossing home plate!

This talk of money and ball teams brings to mind the Camera Works Soccer Team. Gaze at those uniforms! Despite the garb, the boys won from the Celties, and, if they don't carry off the honors in the following series, A. G. Spalding & Brothers will be keenly disappointed—to say nothing of the feelings of the Treasurer. Confidentially, though, he nearly wept when he signed the check for that soccer equipment.

Do you recall that night at the Armory—April 14th? The girls played basketball with the Premo femmes. Now basketball, properly performed, is a mild-mannered sport, but in the hands of an enthusiastic, well-meaning and zealous group of females, it becomes more

of a rough pastime. At least, it is considered the part of discretion to protect as far as possible the various parts of one's anatomy. The girls simply had to have knee-pads. Bless their little hearts! Nobody loves a girl with a skinless knee. Well, you should have seen the Treasurer sign *that* check! And, there wasn't a skinned knee in the bunch!



THE REAL TROPHY

The majority of us hope the additional harness was not the cause of the defeat. It happened, however, that only three points kept our girls from winning. But, they're some scouts! They have won the admiration of all our sport-lovers.

The Camera Works Indoor Baseball League closed with the Toolmakers' team in first place. (The cup is on the way, men!) A post-season game was arranged

Lacking in adequate equipment, such as club rooms and athletic field, we have not the facilities required to attract a dues-paying membership, which is necessary if we are to become self-supporting. Nevertheless, the budget was framed and properly reduced; even so, it's too ambitious for us to finance; but it goes, gentlemen, and you may have only three guesses.



THE OTHER TROPHY

The boys of the Tool Room got impatient over the delayed delivery of the Cup they had won for securing the Championship of the Indoor Baseball League.

Above is a picture of the "Trophy" they presented to Harold Marson to remind him of the fact that the Cup was late in arriving.

with an All-Star team chosen from among the other teams of the League, and was played at the Armory. This and the girls' game furnished the double attraction. Two runs are not many, but they were enough to win the game for the All-Stars.

Recently the Chairman, with other members of the Committee, and Mr. Brehm, drew up a detailed budget covering expenditures for recreation in general and athletics in particular. The total assumed such generous proportions that a revision was advised. And so, with the aid of expert judgment and blue pencil, the total was reduced to a point more consistent with our organization.

EDUCATING THE WORKMAN

One of the most important considerations of Industrial Management is the induction of a new employee into the plant.

The new employee should be impressed in a friendly way with the sincerity of the company, the seriousness of the Safety work, and his part in it. The new employee is more liable to injury because he is ignorant of the work and feels strange and hesitates to ask for help.

In the first four months of 1919, the Camera Works had 31 accidents, and in the first four months of 1920, we had 21 accidents, a decrease of 10. We are glad to see the decrease instead of increase, but we should not be at all satisfied with this. Let us as employees of the Camera Works, show the outside world that we have the safest and best factory to work in because we make it so by being careful men and women. Never have the opportunities been so great to prove that we are above the average in everything that we have undertaken. Let us put our shoulders to the wheel and show what we are going to do in our own particular department to reduce accidents to a minimum.

It is our duty as good American citizens to reduce human misery by not taking chances of any kind. I believe the greatest blessing in this world is when we can do something for our fellowman and start him on the road to happiness.

If this is given a fair trial, I believe it will work out far beyond our expectations.

Yours for safety,

R. H. J.

GET-TOGETHER DINNER

THE second of what we hope is only a taste of many "Get Acquainted" dinners, was given by the Management to Superintendents, Foremen, Representatives and special guests on Wednesday evening, May 12th, in the now obsolete dining room, fourth floor. About 220 sat down to a very delectable meal, which, with the addition of an orchestra, cigars and candy, was thoroughly enjoyed.

At the speakers' table were the familiar officers of the Camera Works, in addition to which were Mr. Roland Woodward—Manager of Defender Works; Mr. Lovejoy, Manager of Manufacturing Departments Eastman Kodak Co.; Mr. Haight, Manager of Industrial Relations, Eastman Kodak Co.; and Mr. Stuber, Sr., Manager of Sensitized Departments at Kodak Park. Our own J. A. R. acted as Chairman, enlivening the proceedings with his usual store of jokes and anecdotes, introducing the speakers in his own inimitable way. He drew attention to the fact that the 15 employees, all of whom had graduated

from the course in "Safety Methods," had been invited to the dinner as a token of recognition of their successful efforts, and he (Mr. Robertson) was glad to appoint them as a permanent Safety Committee for the ensuing year.

The Chairman called upon Herbert Rogers to say a few words regarding the Kodak Employees Association, who explained why it was impossible to grant loans on unsecured property, stating that the money must necessarily be used to ensure "the greatest amount of good to the greatest number of people." Mr. Rogers invited suggestions at any time, and he will be happy to explain any point connected with the Association which was not clear to employees.

Mr. Robertson announced that in reference to Athletic and Social Activities the Company would match dollar for dollar for any sum the employees would raise up to \$1.00 per capita, thus assuring our Division of a good share of amusement for this year.

BASEBALL PROGRAM OPENS JUNE FIFTH

CAMERA WORKS TEAM IS SCHEDULED TO MEET FOLMER-CENTURY IN FIRST GAME

FANS, take your calendar and put a big ring around *June 5!* Then go home and tell friend wife to keep supper that evening for you may be late getting home. The first Saturday in June is Baseball opening, and the Camera Works Nine will pry the lid off the old national game at Kodak Athletic Field with Folmer-Century supplying the opposition.

It's the first League game of the season, and "Ye Bugs" want to be on the job to see a real team in action. It will be a real team that represents the Camera Works on the Diamond this season, and, take this tip! It isn't any pre-season dope or the usual bunk when we pass the word that the fastest team this Company has ever had will do battle in the Kodak League this year. The boys have been getting the kinks out by playing a number of

practice games, taking the U. of R., Bastian Bros., Gleason's, besides having the Athletics on the slate. In addition to this, several road trips have been arranged prior to the opening of the season.

New uniforms—blue-gray with red stockings and trimmings will be worn in all probability at the opening game. The roster of players will not be announced until just before the opening game, owing to the number seeking positions on the team. We are not going to consult a ouija board or make any predictions as to who is going to win the pennant this year, but you can be confident of seeing a real ball game when we take the field.

Remember the opening game on June 5th. Plans for our part in the opening are being made. When the bell rings, will you say, "Here I am, let's go?"

HOW ABOUT THAT GARDEN?

A man or a woman who doesn't plant a garden this year is going to feel pretty blue when the winter comes along, and with it the high cost of produce. Vegetables have, rightly, become as necessary to the American table as bread or meat. Some of the good old-fashioned mothers and wives make bread; we can't raise meat; but there is nothing to prevent us all raising our own vegetables. You know, it's just like every other new thing we tackle; it's the getting started that phases us. Most men, however, will try anything once—even if it is only home-made hootch, and what tastes better than a mess of fresh spinach from your own garden, or ears of Golden Bantam corn with the milk fresh in the kernel.

Looking ahead—what do you figure we are going to pay for such staple produce as potatoes? Last fall they harvested at \$1.25 a bushel. Today you are paying \$4.75, when you can get them! Does it

pay to have a garden? Ask the six hundred members of the Gardening Association? Ask the man who held potatoes from last fall to now. Ask YOURSELF.

GARDEN GLEANINGS

Frank O'Grady is out to win the first prize again in the Garden Inspection Competition. Are you going to let him be a third-time winner?

Leo Quinn has had a week's vacation and has come back pretty well "reddened up." He has been getting his farm in good shape.

Jim McGary made a boast that roses were the only garden product that interested him; but we guess Jim is going to put oddments in the way of vegetables in his cellar, like a wise boy.

John Billings says that "beans is beans" and we saw something of John's argument when he almost gave away eleven bushels of seed. Beans should be plentiful in Monroe County next winter.

Thomas Hayes, besides breeding rabbits, is raising quite a large sized area according to the seed order he sent in.

Charles Warren is in luck's way this year. Last season he secured a plot of ground, and the owners built on it before Charlie had harvested all his crops. This year, however, he has discovered and secured a lot half planted. We'll have to handicap him in the final!



AND IT WILL BE SOME WALLOP THE OLD GIRL WILL HAND OUT

INTRODUCING MR. _____

"All right! you are hired." "Come along!" How sweet those words sounded. It was hard to get a job in those days. Even when the Employment man had said the foregoing, my timidity in his awesome presence did not abate much. Following meekly, he led me on through halls to the Department in which I was to work.

We soon arrived at our destination, the center of authority being symbolized by a stand-up, home-made "desk," nearly every inch of the top of which was covered with steel and brass machine parts, tools, tickets and junk. Fussing around was an individual whom I afterward sorrowfully learned was the "Straw-Boss."

My guide stepped up to him, and, without salutation of any sort said, "Where in h— is Bill?" The answer was, "I'll fetch him." After a wait of five minutes in which time I looked around at the machines, "Bill" (the Boss) arrived. The Employment man met him and after an exchange of words left me to my fate.

I guess "Bill" didn't have much faith in the judgment of the Employment man, since his first words to me were, "Ever run a drill before?" I answered in the affirmative and after a suspicious look was turned over to the tender mercies of the "Straw-Boss," Ike. Friend Isaac's sole ambition seemed to be to get the work out and he went along the lines that the end justified the means. I must have been an awful care to him, as he was at my side every so often to see how many pieces I had done.

Nobody else spoke to me for three days. The fourth day I was given a tapping job and was having a little difficulty in getting the tap straight in the chuck. Soon one of my neighbor workers came over and started to give me advice in a patronizing manner. Now, my particular problem at that moment was not a question of technical knowledge, but one of perseverance, and his advice was ill-timed enough to irritate me. I told him I knew how to do it unassisted and he abandoned me as hopeless.

I might go on endlessly, but I have said enough to illustrate what was a common experience in being employed ten years ago. How different the process is at present! and there is still room for improvement.

The "old-school" type of Foremen and Employment man are fast becoming extinct, and in their place are the courteous business-like men of today, who know that they can maintain their dignity and authority and still be courteous and human. There is also a vast difference of attitude among the rank and file of men and women toward the newcomer, and still it can be emphasized.

When Mr. Employment Man brings Mr. Frank Jones to meet and work *with* Foreman, Mr. Brown, a good start is made by the formal business-like introduction. When the Foreman introduces him to his immediate neighbors, that's another step, and when his neighbors are friendly and helpful, well he feels a lot different than I did ten years ago.

ELECTIONS

Three Department elections have been held to replace transfers in the Camera Works during the last two weeks, with the following results:

| | |
|--------------|--------------------------------------|
| Dept. 41 | To replace W. McCoy, George Toates |
| Office | To replace R. Miles, Harry Goddard |
| Office | To replace L. Diesel, Mrs. M. Kane |
| Stock Vaults | To replace C. Cox, Anna Batte |
| Stock Vaults | To replace E. Pagels, Minor Stocking |

The President and Body of Representatives welcome these five new members to their Councils, and thank the retiring representatives for their loyal support.

We regret to announce the death of August Welker, who passed away on May 3rd, at the home of his sister at 34 Texas Street.

He was born in Rochester in 1880, and was a Finisher by trade, and obtained a job in the Camera Works in 1895, working for Mr. Drimiller. Mr. Welker had suffered from ill health since January, and the sympathy of the Company and of his many friends is sincerely extended to the relatives.

NOTICE

Employees requiring housing information or wishing to make application for a loan to buy property—as per the Company's plan—must call at the Industrial Relations Department between the hours of 10:00 to 12:00 A. M. *only*.

All information relative to Gardening, Poultry and Literature may be had between the hours of 2:00 and 4:00 P. M. *only*.

Regarding Photographic Class—4:30 to 5:30 *only*.
Will you please adhere strictly to this schedule?

"COMING AND GOING"

Title—Three men in a boat.

Actors—H. R. Darling, E. Underwood, W. Wilcox.

Scene—Cranberry Pond.

Properties—Fishing lines, worms, a bulge on the hip, and expectations.

Victims—One hundred fifty Strawberry Bass.

Villain—An old mesh bag, *supposed* to hold fish.

Tableau—Split in bag, bottom out.

Curtain—* ? ! " * ? :

Lost: In the vicinity of Lake View Park, two bottles of "developer." Any information concerning the full bottles will be appreciated by Phil Tierney, Engineering Department.

Sympathy is extended to Harry Gunderson, Engineering Department, on the death of his mother, who died in Chicago.

Harrison Ensmen has a new Ford. He calls his bus the "Wonder Car."

Bill Lawrence (Office) didn't care how long the street car strike lasted. He still rides the old bike.

How's the garden coming?

For modern equipment and lighting commend us to the new Drafting Room. The draftsmen are very proud of their new quarters, and we don't blame them a bit.

Jimmie Gordon, "the popular little red-head," has had a pretty tough time with appendicitis and pneumonia, but we hope he will soon take his place again on our Soccer Team.

Alice Alford (Cost Department) is to become the bride of Edward Schiefen on the date of the publication of this magazine. Best wishes, Alice!

All the boys in the Inspection Room are mighty interested in George Brooks' new venture in the Poultry business. From a small beginning his business has grown so rapidly that it has become the largest poultry farm in the northern part of the State. Vast flocks of Rhode Island Reds, Plymouth Rocks and Leghorns scratched, cackled and laid eggs. Then—suddenly and cruelly—the alarm clock rang six o'clock.

We are all glad to see Charles Mackley, Janitor of the Carpenter Department, back on the job again. Charles is almost the "Grand Old Man" of the Camera Works in age, and we missed his familiar figure.

John Goodbody, absentee reporter, says that the Camera Works is remarkably free from serious illness, with only three cases of nervous breakdowns on record. This speaks well for the general policies of the management, who, in spite of high production, arranges for good health by giving us clean surroundings and sanitary equipment.

James McMahon (Screw Machine Department) is taking a rest after twenty-two years of continuous service with very few breaks. You deserve it, Jim!

Fred Drury of the Woodworking Department is very enthusiastic about his garden and it would not surprise us if he figured well in the running for Exhibition entrance.

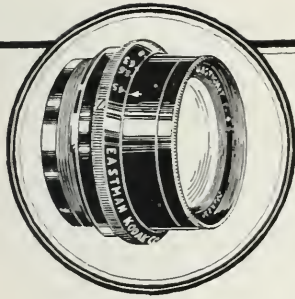
Peter Hoderlein and Laura Radtke, both of Crease & Cover Department, were married on May 4th, and spent their honeymoon in Canada. Peter said that they went through the Canadian plant, Toronto, and Mr. Harry Perkins wanted him to stay over there.

Frances Newman (Covering Department) left for California a short time ago.

Joe Fisher and Bert Brydie are urged to begin their spring golf training as soon as possible in order to be in prime condition when the championship matches are pulled off this fall.

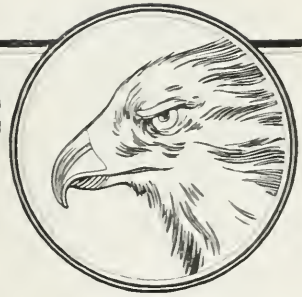
Fred Brehm, in his recent showing of Scotch pictures, illustrated a group of cattle which consumed two weeks of his time to photograph in a correct pose and environment. We wonder if some of the men in the Story-Teller's Class are trailing Rhinoceroses or Wild Elephants? It's over a month ago since the Pin-Hole Cameras were borrowed and all of them are not returned, to date of this writing.

If you have a real Camera Works news item send it direct to Editor Thorpe if you happen to miss the reporter for your floor.



HAWK-EYE

WILBUR G. WOODAMS
Editor



HAWK-EYE GARDEN CLUB

The Hawk-Eye Garden Club has started out this year with a new lease of life and bids well to become one of our strongest organizations. Seventy-five employees have signified their intention of going into the home gardening business as the most effective method of taking a personal wallop at Old Man H. C. L.

The officers of the Club were elected by vote of the members on Friday, May 7th. Mr. F. H. Von Deben, Superintendent of the Lens Department, was elected President. Mr. John Vass, also of the Lens Department, was elected Vice-President. Mr. Frank Hanse, of the Production Department, was elected Secretary-Treasurer. All three men are enthusiastic gardeners and are putting a lot of pep and interest into the Club. Mr. Hanse, especially, has been largely responsible for the growth of the Club.

The effort is being made not only to encourage the growing of home gardens, but also to furnish the information necessary to insure a successful crop. Concise information in pamphlet form is furnished to each of the members at cost and an effort is being made to collect other available material for reference.

The seeds and tools necessary are being purchased co-operatively in order to take advantage of a substantial reduction in cost offered by the wholesale dealers in these articles.

It is planned to maintain interest in the Club by keeping in touch with the progress of the various gardens. The

question of holding an exhibition at the end of the gardening season is to be left entirely to the wishes of the members. The purpose and slogan of the Club, however, is to grow more food; and the question of an exhibition is of secondary importance.



JOHN DEWITTE,
Sanitary Squad

John Downey recently purchased a new eight-room house. We are waiting anxiously for the housewarming.

Harry Jones wears a smile that won't come off. Reason, the arrival of a bouncing baby girl.

James King of the Maintenance and Construction Department, after nearly a year's absence on account of serious illness, has returned fully restored to health. We are glad to have him back.

HAWK-EYE ATHLETIC ASSOCIATION
HOLDS ANNUAL ELECTION

The annual election of officers of the Hawk-Eye Athletic Association was held Friday and Saturday, May 14th and 15th. The Nominating Committee, consisting of Howard Werner, Chairman; John Vass, Pauline Krzywick, Louis Ehrman and Lillian Wilson, had placed three candidates in nomination for each office. The race was close and undecided until Saturday noon. The following were elected to hold office for one year: President, John Vass, Lens Department; Vice-President, John Rearson, Drafting Department; Secretary, Martin Tipple, Tool Department; Treasurer, Alice Gears, Production Department; Trustee, (for three years) Ruth Kurtz, Lens Department.

The new officers are planning to make the Association of interest and benefit to a larger number by devising some new stunts in the line of entertainment and athletics.



PAULINE KRZYWICK
Cementing Department

Martin Birmingham of the Anastigmat Lens Department has just returned from a three-week honeymoon through Canada.

William De Witte of the Anastigmat Lens Department is in the hospital recovering from an operation. He has the best wishes of his fellow workers.

The Hawk-Eye girls held their first practice game of Baseball Wednesday, May 5th, on their own diamond. The game proved quite a success in spite of tight skirts, falling hairpins, heavy bats and a few other disadvantages, such as stiff arms and high heels.

"Tommy" Egan, of the Anastigmat Rough Grinding Department, has been on a hunting trip, devoting all his spare time to it for the past thirty-three days. He has been looking for a house to rent; his efforts were rewarded.

Charles Sandford—"Frank, I see we have a new man at the inspecting bench."

Frank Cooligan—"Oh, no, Charlie, that's not a new man; that's our old friend, Paul Witz, buried in a new shop coat."

Joe Bauerschmidt recently took the family out riding through Victor. Around Dead Man's Curve Joe had to take the incline on second, having stripped his low gear. He failed to make the turn on the bridge and was only able to bring the car to a stop as the engine and front wheels of the car peeked over the side of the bridge. There were eight occupants. Fortunately the only thing that went overboard was Joe's nerve, of which he had not enough left to pilot the car back to Rochester.

The Production Department held a May Walk at Corbett's Glen, May 2nd. Among the events was a baseball game between girls and men, which the girls won.

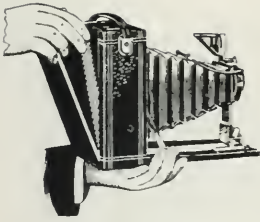
The girls of the "T. A. G." Club were entertained by May Everson at her home, 60 Urquhart Street, Friday evening, May 7th. Marguerite Fehrenback entertained with fancy dancing. May Everson sang, accompanied by Florence Cook at the piano.

Mrs. Etta Wilcox, of the Production Department, is on a sick leave, but we hope to have her with us again soon.

It is expected that Mr. and Mrs. Van Veen and son; Miss Dorothy Kucht, and Miss Lucy Tate will sail for Holland on the *New Amsterdam* on July 10th.

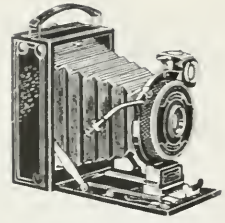
Ruby Erskin is now spending four weeks' vacation at her home in Cobourg, Canada.

Keep your eye on Hawk-Eye for Baseball and Prize Garden news.



P R E M O

L. C. WHEELER
Editor



PREMO CLUB A BIG FACTOR IN SOCIAL ACTIVITIES OF PREMO WORKS

HERE at the Premo Works Friday night is Big Night. It is the time when members of the Premo Club gather in the dining-room, which is equipped with a stage and can readily be converted into an assembly hall, and dance, play cards, listen to high-class speeches, or watch clever amateur vaudevillists (Premo Club special brand preferred). The spirit of good fellowship evinced at these social gatherings is a splendid indication of the atmosphere of good feeling that permeates the entire Premo Organization. Capacity attendance is unfailingly the rule.

Mr. Ruttan is an enthusiastic booster of the Premo Club and declares that nothing short of a calamity itself would keep him away from the Friday night gatherings. So it is all the way down the line. Everybody in the Premo Works stands by the Premo Club. In fact, when you say Premo Works, you might really mean the Premo Club, so well has the club idea taken hold of both the men and women in the plant.

The first Friday night of the month is especially important in Premo Club activities, for it is then that an outside speaker of note is brought in and the evening's entertainment is rounded up with vaudeville of distinctly Premo Club high-class variety. All month dramatists and playwrights of the Club work overtime concocting new morsels and friendly jabs at their fellow workmen. No one is missed, not even Alf Ruttan (that's the name Mr. Ruttan goes by

over here) and no one laughs more heartily or enjoys a joke on himself more than he. At this meeting, the members bring their wives and sweethearts and parents, and how they do enjoy it! Healthy fun is always the rule, and as one member expresses it, after an evening of merriment such as the Club provides on this night, one feels just a bit closer to everyone



MISS LINDA SCHWING
Secretary Premo Club

else. After all, what more could one want to accomplish in the realm of human relations?

The second Friday evening is devoted to dancing and the third to progressive pedro (which has the advantage of taking people from one table to another, thus bringing everybody in close social contact

some time in the evening with everybody else). The last Friday night is used for "extras" and usually is well taken up, too.

The Premo Club is also strong for educational innovations and frequently a short program of specially educational type is interspersed with the vaudeville acts. One particularly valuable feature of this kind was produced some time ago in connection with the Premo Works Safety Campaign. The stage was rigged up as the plant's hospital with the nurse at her desk. The telephone bell rang announcing that some one from the factory was hurt. "Send him at once," the nurse replied. Next, one of the men from the Premo Works who had been actually injured (accident listed avoidable) was brought in, his hand swathed in first-aid bandages. The nurse took him to the dressing table and dressed the wound exactly as she had done immediately after the real accident had happened.

Just as the injured man was taken off the stage the lights suddenly went out and a slide was thrown on the screen showing the man at his machine and in the position he was when the accident occurred. A lesson was driven home here in the strongest manner for the operators to be careful. The next slide showed the healed hand with the fingers missing. Such a realistic display, of course, was powerfully effective and helped much to keep the accident toll down.

Actual operations are also illustrated on the stage by men and women who perform them every day in the factory. At one meeting, for instance, some of the wood-working that is done on a Premo camera was demonstrated by one of the men from the Wood-working Department. At another time, a man from the Finishing Department held forth. Experts from the other Kodak plants have also been called in to talk on such

topics as shutters and lenses, of special interest to Premo workers. Men and women from inside the plant are asked to talk, too, on the work they are particularly concerned with. Mr. Ruttan sees to it that the foremen especially get up at these meetings and let themselves out; it tends to improve their power of expression and explanation, he says. Of course Mr. Ruttan also is often called upon to discuss various topics.

The Premo Club was founded in 1914 when only foremen and their assistants who made of it a sort of bowling club were eligible. The charter members numbered thirty-five, all of whom are still in the factory excepting one man who has since passed away. Later the Club's activities were enlarged and all men and women in the factory were invited to join. Dues are \$2.00 a year and the Club is entirely self-supporting. A large number of the Premo workers belong to the Club. As a get-together project, they swear by it.



PREMO CLUB MASCOT

ASSISTANT EDITOR'S NOTES

This is the first time in the history of the Premo Works that we are publishing Works' news items, so we will need your help. Tell us about the little get-together parties held at someone's home, department outings, births, marriages, deaths, your unusual garden or flower bed, and perhaps we will want a picture of you and your garden. If you can draw humorous cartoons, send them in. Any ideas along these lines will be acceptable. This is your department, so let us get news to fill it and make it interesting for each and every employee.

PREMO ATHLETIC AND RECREATIONAL GRADUATES



*Standing Left to Right—Vernie Osborn, Frank Seelman, William Britt, Homer Ransom
Sitting Left to Right—Albert Wilcox, Joseph Isaac, Frank Heier, John Renner*

During January, February and March the Central branch of the Y. M. C. A. under the leadership of A. Metzdorf gave a course of ten lessons in Athletics and Recreation. This course was offered free to ten men from each of the Manufacturing Plants in Rochester. We are glad to announce that the Premo has been represented and we are now prepared

to pull off most any kind of a stunt. Just step out into the South Street yard most any noon hour, get acquainted with the boys and try some of their stunts, but look out for Percy Brown. The graduates of the Premo Works are Vernie Osborne, Joseph Isaac, Homer Ransom, Albert Wilcox, Frank Heier, Fred Enders, Arthur Fleisch and William Britt.

RECOGNITION AND AWARDS FOR SUGGESTIONS ADOPTED AND PUT IN FORCE FROM JANUARY, 1920, TO MAY 1, 1920

REDUCTION IN COSTS; AWARDS \$44.00

| | |
|---------------|--------------------|
| George Ritter | James Vance |
| George Rake | William Travis (2) |
| Auga Hara | |

IMPROVEMENT IN MANUFACTURING

METHODS; AWARDS \$18.00

| | |
|---------------|----------------|
| Lee Schlicht | Clara Shone |
| Anthony Amann | Edward Whincup |
| Ethel Mestler | Edwin West |
| Robert Bond | Joseph Vannell |

REDUCTION IN ACCIDENT OR FIRE

HAZARD; AWARDS \$69.00

| | |
|----------------|----------------|
| Allie Yahn (3) | Oscar Muenster |
| Guy Higgins | Linda Schwing |
| Clara Shone | William Cox |
| Elmer Krapp | John Friesman |
| | Robert Bond. |

GENERAL MAINTENANCE OR CONVENIENCES; AWARDS \$27.00

| | |
|----------------|---------------------|
| John Hartleben | Walter Van Sanford |
| Allie Yahn | John Lyons |
| Homer Ransom | Philip Voelckel (2) |
| Guy Higgins | Walter Saxe |
| Linda Schwing | Michael Strebler |
| Robert Bond | Louis Wheeler |
| | Elmer Krapp |

SPECIAL MENTION

William Travis—Saving in cost by simpler compound operations in Woodworking Department.
Oscar Muenster and William Cox—Devising special side wings for power presses to prevent reaching behind the guards.

PREMO CLUB COMMITTEES HAVE OUTING

AFTER working hard the past season preparing and putting on entertainments for the club members in general, the different committees just wanted to get outdoors where they could let out, and May first was the date set. As the whistle blew Saturday noon thirty-eight persons, representing all the committees for the different activities, assembled in front of the building where a sufficient number of autos was waiting to take them to Maplewood. On their arrival there one of the best chicken dinners, Mr. Henry

Winters said he ever sat down to, was served. During the meal, slams, which had been prepared in advance on each one present, were passed around, each taking a turn in reading, and from the laughter that followed, evidently they were well taken. After the dinner all adjourned to the lawn where there was something doing every minute. Homer Ransom, one of our Y. M. C. A. recreation graduates, was just chuck full of stunts and kept things on the move until a late hour.



TWO OF THE "WILD WOMEN" AT PREMO CLUB COMMITTEE OUTING

PREMO CLUB DANCES

On the third Friday of each month beginning with November about ninety of the Premo Workers have full swing on the hardwood floor in the Premo Club Room and they do it creditably.

On special nights such as Valentine, St. Patrick, etc., Mr. Rake with his faithful committee sure knows how to decorate the hall for the occasion. With the wind-up of the season Friday evening, April 16th, they gave us some surprise; instead of the regular orchestra which had been supplying music at the previous dances, music was furnished by Premo Works "Own Brand" which, without any question, has the approval of all. The committee in charge of all dances is as follows: George Rake, Chairman; George Topel, Linda Schwing and Mary Dafner.

The consolation trophy of the Bowling League, won by the Camera Works for 1919-1920, has adorned our Manager's desk since the close of the 1918 season. Albert Knitter, our janitor, says he is glad that the darn thing is gone.

Mrs. Rhoda Stott of the Assembly Department has solved the high rent problem for the present. Rhoda rented a lot up the river and is building a camp. Fine business, Rhoda, but do not forget the mosquito netting.

Vernie Osborn of the Assembly Department has purchased a car. Bring it around, Vernie, we all like to get a shaking up once in a while.

HEALTH CLASSES FOR GIRLS



MISS JUSTINE CUNNINGHAM

Justine Cunningham, our nurse at Premo, is making quite a hit with her health classes for girls, and so successful has the first course of lessons proved to be that another course will be given for a new class, and an advanced course inaugurated for girls who want to continue their studies.

In the first class which began in November, 1919, forty-six girls were enrolled. The classes meet on Monday and Wednesday immediately after 5:30 in the evening and continue in session for one hour.

Subjects for consideration in these classes are personal and general hygiene and other important topics of interest to young women. All sorts of questions are solicited by Miss Cunningham, and to avoid embarrassment the girls are asked to turn in their questions unsigned, in writing. Dr. Sawyer has also been called in to give talks on certain appropriate occasions.

All in all, the health class idea for girls is a very commendable one, and Miss Cunningham deserves a heap of credit for initiating the movement.

PREMO WORKS NOTES

We have a number of articles found in the Plant. If you have lost or found any articles, call at the Employment Department.

The average number of absences and coming late is gradually decreasing. In order to earn all the money to which you are entitled, special effort should be made to work full time and not come late. Let us try!

Clyde Foster, William Schuler, John Renner, George Rake and Peter Quinn received diplomas on the completion of a series of lessons, comprising the course for Safety Supervisors conducted by the Safety Council at the Rochester Chamber of Commerce.

The present officers of the Premo Club are: President, A. A. Ruttan; Vice-President, J. H. McKenny; Treasurer, A. E. Wilcox; Secretary, Linda Schwing. Election of officers is by secret ballot.

The first morning of the street car strike 95 per cent of the employees were at work when the whistle blew. This being a short day and considering where some of us live, we can hardly blame the boss for feeling "chesty" about it.



MR. AND MRS. KEETON W. CLARK

Wedding Bells. Keeton W. Clark of the Cabinet Department was married to Miss Marjorie Bailey, April 17, 1920.

Friday evening, April 30th, a variety shower was given in honor of Miss Frances Dullea of the Assembly Department, by her sister, at their residence, 172 Genesee Street, a number of girls of the Assembly Department attending. After dancing and playing several games, a buffet lunch was served. Miss Dullea received a number of valuable and useful gifts.

We congratulate Mr. and Mrs. "Tony" Amann of 547 Linden Street on the arrival Saturday, April 24th, of an eight-pound son, Carl Adolph. Mr. Amann is an employee of the Tool Department.

We extend to Mr. Philip Voelckel of the Receiving Department, and his family, our sympathy on the death of his father, who passed away Tuesday, April 27th.

The girls in Mr. Rake's Department are leading in wedding-bell announcements. In a short period four girls were committed as follows: Helen Prevost to John Franklin, November 14, 1919; Margaret Winn to Joseph Beiter, November 2, 1919; Emma Koester to Arthur Finzer, December 12, 1919; and Ethel Lodder to Hamilton Mercel, December 18, 1919.

Through the courtesy of the S. B. Roby Company a moving picture production was given in the Premo Club rooms showing the uses and abuses of the twist drill. About sixty of the men and women who work on the drill presses stayed to see the picture from 5:15 to 6:15. It graphically covered such vital subjects as drilling, grinding, how to determine the best feeds and speeds, common troubles and how to avoid them; in short, how to get the most money out of the drills regardless of the make. This was a very interesting and instructive picture.

AGE 10 YEARS

We want to congratulate John Roach of the Metal Department in helping some of the employees of his neighborhood to work during the street car strike. John unloaded eight from his "Flivver" the other morning.

If you have a relative or friend you would like to recommend for employment with the Company, ask your foreman for a recommendation for employment blank, fill it in and send to the Employment Department. We have placed a number of your friends through this medium.

Why not be careful now? We have seen some near accidents by the employees rushing out across the street without looking to the right or left and seeming to have only one thought in mind, that is to catch a street car. It is better to always be careful than to always be crippled.

We want your suggestions. Get your ideas on paper if you are interested in better factory conditions, improving products, reducing accidents or fire hazards. Any thoughts along these lines might seem small to you but might be a great saving to the Company and prove profitable to you.

At last we have Albert Noyes back of the bars. "Allie" moved into his new Department April 16th and takes care of all special repair jobs.

Mrs. Leddy says that we will have some real coffee now that the Boss has bought her a coffee grinder. Better still, see the brand of coffee the Company has made it possible for us to buy!

George Franklin, foreman of the Focusing Department, was taken to the General Hospital Wednesday, January 14th, to be placed in a plaster Paris cast on account of a strain in his back, due to lifting a heavy object. Through the prompt and efficient care received from our Medical Department he was able to return to his work in less than eleven weeks.

There is a certain Premo man who likes to get things done; the following is one of his stories:

In Montana a railroad bridge had been destroyed by fire, and it was necessary to replace it.

The bridge engineer and his staff were ordered in haste to the place. Two days later came the superintendent of the division. Alighting from his private car, he encountered the old master bridge builder.

"Bill," said the superintendent—and the words quivered with energy—"I want this job rushed. Every hour's delay costs the company money. Have you got the engineer's plans for the new bridge?" "I don't know," said the bridge builder, "whether the engineer has the picture drawn yet or not, but the bridge is up and the trains are passing over it."

This young chap has worked at the Premo for the past twelve years. Isn't he a fine looking boy? He hasn't changed much in looks and is on the job throughout the Plant every day. There is one dollar waiting in the E. & S. Department for the first Premo employee guessing who this is, providing they are not acquainted with his wife.



Florian Mura of the Metal Department finished up in the Bowling League with high individual average, high game and highest average; not so bad for one man. Let us see if we can develop a few more like Florian for next season.

ROOT FOR
THE
PREMO TEAM.
OPENING
GAME
KODAK PARK
JUNE 5



FOLMER - CENTURY

CLARENCE H. HARPER
Editor



FOLMER-CENTURY ATHLETIC ASSOCIATION



OFFICERS, FOLMER-CENTURY ATHLETIC ASSOCIATION

Left to Right—J. W. McKenna, President; George T. Roche, Treasurer; Joseph Dreschler, 2nd Vice-President; William B. Daly, 1st Vice-President; Clarence H. Harper, Secretary.

The first of June brings to a close the first year of our Athletic Association.

Starting with a membership of 150 we have rapidly grown until now we have 297 members.

We have been very successful in the past year in carrying on all our social and athletic activities and we expect to

carry on the work this year on a much larger scale than ever before. We have been handicapped considerably in the past on account of insufficient room to hold our meetings, smokers, entertainments, etc. But in the near future our new building will be completed and we have been promised ample room there to carry on our work.

SUGGESTION AWARDS

- | | |
|-----------------------|-----------------------|
| Harry D. Barnard | Edward J. LeBeau |
| W. E. Brewer | Geo. Phaff |
| Oscar W. Beyer | Fred Stiefel |
| Stanley Bird | Lester I. Silliman |
| Richard H. Clarke | Ambrose J. Smith |
| Chas. H. Clark | Arthur J. Thoman |
| George Crumb | Ellsworth E. Winegard |
| Joseph Dreschler, Jr. | Rosalind Williamson |
| Irene Henderson | |

James Kirvan, Assistant Foreman of the Assembling Department, has been very ill for the past few weeks, but it is hoped that he will soon be back with us again.

John Walz was seen rushing to a street car with a suspicious package. Can it be possible, John, that you are in league with Eddie Burkhardt.

HAPPENINGS THAT NEVER HAPPEN

- Freddy Lintz refusing to match nickles.
- Charley Roth saying no one has a better dog than mine.
- Bill Marceau without a smile.
- John Sgambaty without worries.
- Charles Jewett neglecting to tell us about his Ford.
- Charles Miller looking happy.
- Otto Petroske refusing to talk baseball.
- Frank Dannenberg passing out good cigars.
- Fred Barber without a rush job.

The wedding bells will soon be ringing for Carrie Ernest and Margaret MacMullen from the Covering Department, and also Freda Smith from the office. Congratulations.

NEW COST DEPARTMENT HEAD

Mr. Lynn P. Root, a former employee of the Company at the Camera Works, is now in charge of the Cost Department in this office.

Mr. Root left the employ of the Company in 1917 to enter government service with the Marines, and spent nearly two years at Paris Island, and on his return was engaged in accounting work with public accountants.

He is well fitted for the duties of this Department and we offer him best wishes and fullest co-operation in his service to the Company.

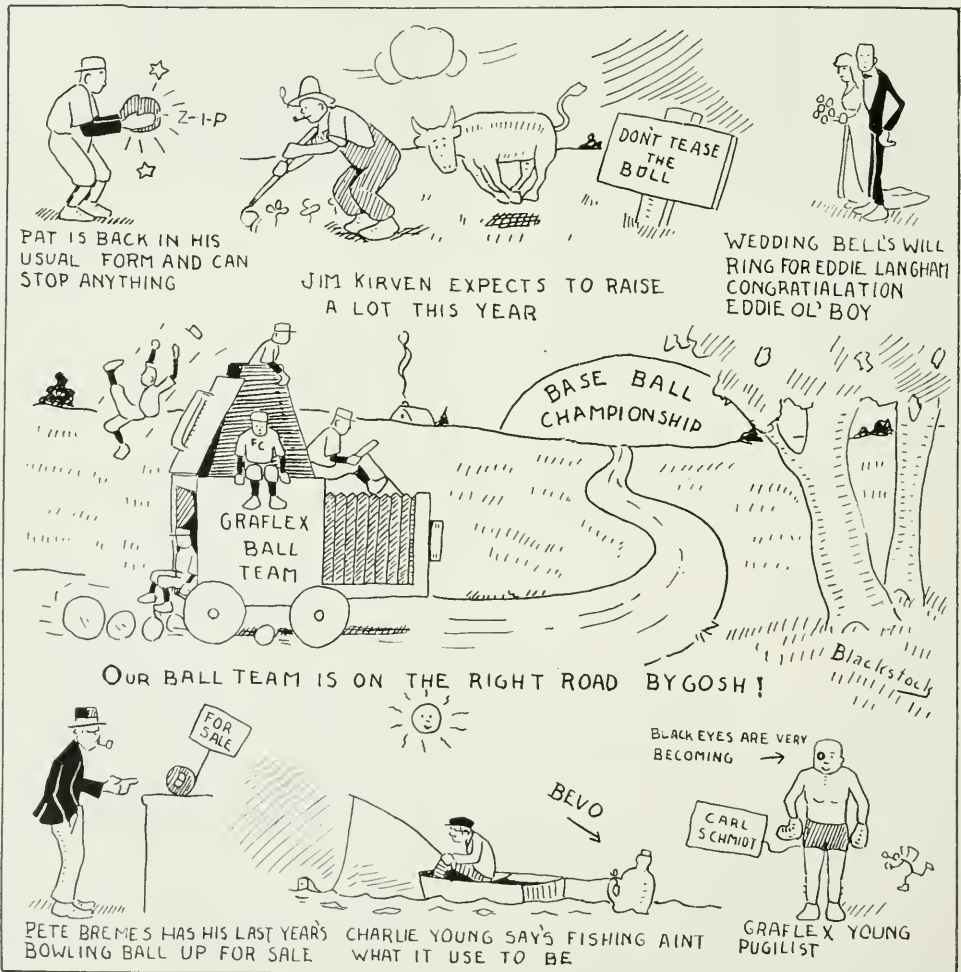


LYNN P. ROOT

BIRTHS

Mr. Frank X. Knittle of the Plate Holder Department was passing out the cigars on April 15 in honor of a visit of the stork which left with him a baby boy. Congratulations to all.

Mr. Harry Pink of the Wood Machine Department is the proud daddy of an 8-pound girl born April 22, 1920. They have named her Violet Rose.



After lamping the third fingers on the left hands of many of the fair sex, we are inclined to believe that the furniture dealers are going to have a busy season soon.

Everybody on the fifth floor is wondering if Art Mildahn is going to continue his noon-day walks this summer.

Has anyone ever noticed how Marie Kohlman says "HOLD THE LINE" through the telephone?

Lucille Fitzgerald is taking vocal lessons. Another Galli Curci so they say.

Eddie Burkhardt was overheard telephoning the grocer the other day for ten pounds of raisins. Well, Eddie, let us know how it turns out; we want to make some.

Mr. Harry W. Dawe, Safety Engineer of this plant, received a diploma from the National Safety Council for having successfully completed the course of study given by the Rochester Chamber, Local No. 9, of the National Safety Council.

Items of interest will be welcomed by the plant Editor. Write them plainly and drop them in the Kodak Magazine Box.

BASEBALL

FOLMER-CENTURY TEAM



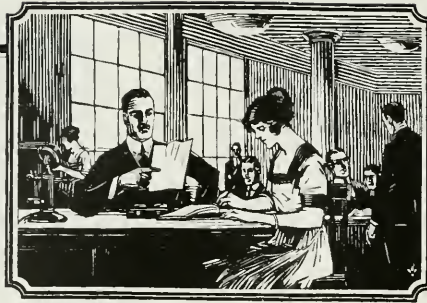
EDWARD LANGHAM, Manager
Folmer-Century Baseball Team

Baseball practice has started. Manager Langham issued his call for players nearly four weeks ago and about thirty-five responded. With Petroske, McCormack, Fleming, Perrin, Willer and Drabinski still with us from last year's team our prospects for a winning team this year are very bright.



A PROPHECY?

MAIN



OFFICE

N. A. VAN DE CARR *Editor*

MAIN OFFICE ATHLETIC ASSOCIATION

It looks as if we were going to have an Athletic Association here in the Main Office, even though we have been a bit slow in organizing one. The results of the circular letter which was sent to each employee by the Promotion Committee consisting of W. German, J. Leysennar and N. A. Van De Carr, were very gratifying; 938 employees are in favor of such an organization and are willing to support it. We believe that when we get under way and start the ball rolling the two hundred who failed to sign up will want to be among us. The following representatives have been chosen by the employees to represent their various departments at a general organization meeting:

| | |
|------------------------------|-------------------|
| <i>Sales</i> | H. Seaman |
| <i>Testing</i> | J. O. Flannigan |
| <i>Billing</i> | G. Lloyd |
| <i>Welfare</i> | M. Handy |
| <i>Bookkeeping</i> | F. Allen |
| <i>Finishing</i> | E. Huck |
| <i>Tabulating Department</i> | Sally Keefe |
| <i>Order</i> | F. Flynn |
| <i>Auditing</i> | F. Smith |
| <i>Advertising</i> | J. F. Hodgson |
| <i>Stock</i> | C. Howard |
| <i>Maintenance</i> | B. Hayter |
| <i>Service</i> | M. Reid |
| <i>Shipping</i> | C. Johnson |
| <i>16th Floor</i> | E. Uhler |
| <i>Patent</i> | C. S. Narramore |
| <i>Stationery</i> | M. DeRyke |
| <i>Personnel</i> | R. A. Armstrong |
| <i>Receiving</i> | L. De Witt |
| <i>Mailing</i> | G. Nolan |
| <i>Development</i> | N. A. Van De Carr |
| <i>Repair</i> | F. McDonald |
| <i>Credit</i> | I. Hoyt |
| <i>Engraving</i> | C. Mattern |

Mr. Frank Percy, who has been with the Company since October, 1912, has been transferred to the Hawk-Eye Works, where he will be associated with Doctor Fredricks. Mr. Percy has done excellent work in Mr. Lansing's Department and we wish to congratulate him on his promotion.

Mr. Richard Behrens, who has been sick for some time, is improving rapidly and the employees of the Sixth Floor hope to see him back soon.

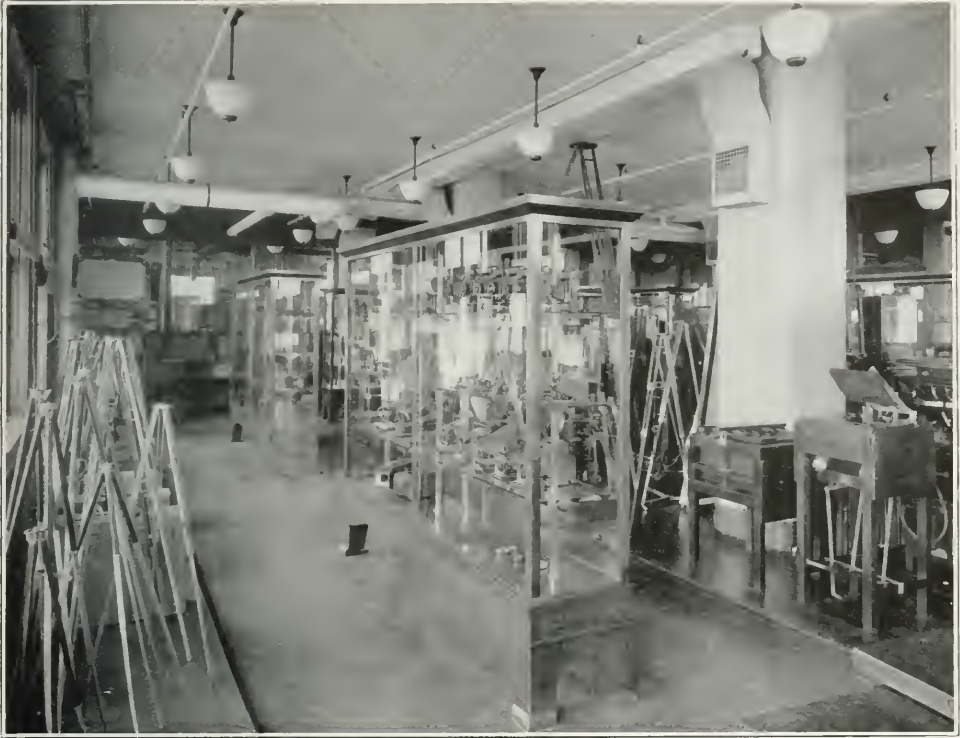
Mr. Elmer Sparling, who has been an employee of the E. K. Company for a number of years, has left on account of ill health of his mother and is going to California.

"A MESSAGE FROM THE WOODS"

A very interesting letter was recently received from Mr. Leon Hill of the Auditing Department, who is spending a few months in the Adirondacks. Mr. H. C. Rayten, to whom the letter was addressed, kindly passed it about the department and Mr. Hill's associates learned with pleasure that he is improving in health and enjoys his present surroundings. Mr. Hill mentioned particularly the pleasure he derived from reading the last issue of *Kodakery*, which also, through the kindness of Mr. Rayten, had been sent him. It occurs to the writer that possibly others could send Mr. Hill some of the later magazines after having finished with them. You can obtain information as to how to forward mail matter by telephoning to Mr. Rayten. Do this—it will throw another ray of sunlight into the woods where Mr. Hill is and make his stay there even more staying.

Fred Bachelder is a newcomer in the Sales Department. We are glad to have him with us.

Have you visited the 8th Floor recently? A few weeks ago 'twas like a prairie, but it is fast becoming a bee hive of industry. Miss Natt and her telephone girls were the early settlers. Then came Mr. Favour and the Service Department and Mr. German and the Stock Department. The latest to realize the advantage of an 8th Floor location is Mr. Turner, who, with the Welfare Department, will occupy the west end of the room.



OUR DISPLAY ROOM

FOR a good many years the Sales Department at State Street was content with just a display case containing samples of the various styles of Kodaks and Brownies and amateur sundries. But in our organization things just seem to grow over night, and we kept adding new lines for both amateur and professional use until this display case afforded anything but a fair idea of the goods we manufactured.

Then when we had a dealer, or some other visitor, who was interested in the line, we had to take him around to the other plants to look things over. This was always a pleasant duty because we like to have our customers see what a fine factory organization we have, but

oftentimes the visitor could not spare the necessary hours and minutes.

Now, however, we have a finely-appointed, well-lighted display room which contains a sample of everything we manufacture from the simplest Brownie to the lordly Century Grand Studio Outfit. Should the visitor, for instance, inquire as to what we have in tripods we can show him everything from the small metal one that you can carry in your overcoat pocket to the twelve-footer used by the commercial man.

The illustration herewith shows only a portion of the display room, as its location and arrangement prevents our photographing it in its entirety.

Good times for all can only be the product of good work by all.



This is, "DEL".

EXPORT DEPARTMENT'S FAREWELL PARTY

THE Executive Office of the Export Department tendered a farewell party to Mr. D. E. Delgado, Mr. Edgar Shuford and Mr. Edouardo Llerena, on the evening of April 28th, in the rest room of the Main office, which had been very attractively arranged for the occasion.

The evening was spent in playing games and dancing, after which a most delightful luncheon was served by the young ladies of the department.

The tables were very prettily decorated with spring flowers.

Music was rendered by Mr. Anselmi. A reading was given by Miss Clara Schulz. A prophecy of the department

entitled "Ten Years Hence" was read, to the great amusement of all present.

Mr. Shuford and Mr. Llerena were presented, in behalf of the department, with a very beautiful remembrance, which was accepted very gracefully by them.

Mr. Shuford and Mr. Llerena left on the steamship "Avare" the latter part of May for Rio de Janeiro, Brazil, where they are to open a branch house for us.

We wish them all joy and success in this new adventure.

Mr. Delgado left on May 4th for San Francisco, where he will attend the National Foreign Trade Convention.

An encouraging letter came in last week from Branch Kinney of the Bookkeeping Department. He is at Saranac and writes that while he is still confined to his room, his general condition is much improved. Make it snappy, Pop, we want you to umpire some ball games this summer.

Mr. Howard L. Small and Mr. Albert D. Parker are at the present time in Tokio, Japan.

Mr. Small is to remain in Japan as our permanent representative. His address is Imperial Hotel, Tokio, Japan.

"Bob" Wood is getting to be quite a poker player. A few more games like the one after the last foreman's dinner at Kodak Park, and "Bob" can retire—to the tall timbers.

Harry Mahar has been spending most of his Saturday afternoons and Sundays lately trying to make both of the headlights on his automobile burn at the same time. Harry is thinking of having the headlights painted with phosphorus so he can find them after dark.

THE "FLYING SQUADRON"

MAIN OFFICE MESSENGER GIRLS HAVE A PARTY



THE 'FLYING SQUADRON'

A great many of the women employed at the Main Office, occupying responsible positions with the Company today, started their business career with us as messenger girls. For this reason we are very particular as to the class of girls we select for this work, and as to their appearance and deportment.

A few weeks ago, the Rest Room having been refurnished quite scrumptious, Mrs. Armstrong decided to give the youngsters a party, and you may rest assured no one declined.

The "Flying Squadron," as they have been aptly termed, had more than a good time, ice cream and trimmings, and other doings. Then they had a real honest-to-goodness business session and formulated their own rules as to dress and general deportment. They displayed most excellent judgment and we are mighty proud of them.

If any of the other plants can show a better looking or brighter bunch of youngsters, the Main Office challenges you to produce them.

ENGAGEMENTS

Miss Margaret M. Donovan of the Receiving Department to Mr. John E. Rielly of this city.

Miss M. Quinlin of the Export Department to Mr. Fred Hodgson of the Advertising Department.

Miss N. Ruth Voss of the Billing Department to Mr. C. Franklyn Fose.

Mr. Eugene Corbin to Miss Mildred Van Saum of this city.

WEDDINGS

Miss Mae Reinhart to Mr. Warren MacKelvey.

Miss Martha Desens to Mr. Louis Horn.

Miss Isabel Holley to Mr. William Crisp.

The new Premo Inspection and Packing Department is under the supervision of Mr. Sunblad. This department should rank among the best.

Madeleine Coffey is a new member of the stenographic force of the Advertising Department. She is at present secretary to Messrs. Wilder, Bartlett, Tennant, Hodgson, Harscher, Ruffner, Webber, Potter and Gillette. In other words, she has practically nothing to do.

Justin McCarthy's brother, James, was struck by an automobile recently. He was so seriously injured that a blood transfusion was imperative. Justin immediately asked to undergo the operation and was accepted by the doctor, and it is reported that his brother is doing well.

Miss Ruth Shipley, formerly correspondent for Section D and E, in the Order Department, left Rochester on April 30th for Los Angeles, California, where she intends to reside. A good correspondent can be replaced, as Miss Mabel Yates is proving to everyone's satisfaction, but Ruth Shipley cannot, and many a long and busy day will have passed before we cease to miss her very vital personality. None of us will be likely to forget her warm friendliness, her sincerity, her generosity, or her capacity for fun. Do we wish her well? We do.

Miss Corrine Welch is our new Visiting Nurse. She is a graduate of the Rochester Homeopathic Hospital, Class of 1917. If you are planning a motor trip this summer it might be well to talk it over with Miss Welch. She has all the latest information on driving Fords across rivers, over trees, through houses, and she can even make hers go up and down steps.

Miss Edith Kate Reid, formerly of the Testing Department, is now residing in London, in the employ of Kodak Limited. Her many friends are pleased to know that she is enjoying her stay abroad.

Mr. Carl Mattern of the Engraving Department is now the happy owner of a Ford Touring Car. He extends a cordial invitation to all the girls to ride with him.

Mr. Arthur Heckler of the Engraving Department has bought a house on Woodland Park. Congratulations to Mr. and Mrs. Heckler on possessing their own home.

Arthur Wells Graley

Arthur Wells Graley, of the Sales Department, passed away at the family residence, 86 Elmdorf Avenue, April 28th, age 38 years. He had been with the Company since October, 1901, originally at Kodak Park, later being transferred to the Sales Department, where he had been continuously employed since.

We find no words that adequately express the deep loss that is felt at the taking away of one who was so closely associated with us. He had the happy faculty of carrying with him an atmosphere of good cheer and always had time for a pleasant word of greeting, which was passed along without favoritism—all evidences of his goodness of heart. His passing is not only deeply felt by his co-workers, but by a large circle of friends and acquaintances outside of the Company.

KODAK ATHLETICS SHOW STEADY ADVANCE SINCE PIONEER DAYS

ROCHESTER has in past years built up an enviable reputation as a lively town for athletics which turns out crack teams in all sports. "A first-rate town" is the way the Kodak City is known throughout the sporting world. It is, therefore, very appropriate that Rochester's leading industry should likewise have a fair name in athletics.

The development of an athletic spirit and the growth of athletic interest throughout the various Rochester branches of the Eastman Kodak Company have shown steady though gradual progress, with greatly increased activity during the past few years. Each plant is now distinctly interested in athletic ventures of many kinds, and the program of events is constantly enlarging.

Of course it would have been a serious blot on the strictly American escutcheon of this Company if any other sport than baseball had been the first to claim a following among Kodak men. W. H. Durfee, of the Main Office, who started with the Company way back in 1887, and who is still very much on the job, helping to turn out photographic materials, is one of the few remaining witnesses of those early days. At that time the whole force consisted of only twenty-five or thirty men. "No Saturday afternoons off those days nor no five-thirty quitting time," said Mr. Durfee, "but just the same, in the summer time when the days were longer, a bunch of us used to go down to the River. There was a vacant lot down there where the Gas Company's plant now is. We'd play 'two old cat,' or, like as not, we'd only have enough to play 'one old cat.' But, after a year or two, as business kept growing, we had to move down to another vacant lot near the Driving Park Avenue Bridge."

The first scheduled game of baseball recorded in the annals of the Company was played as a feature of the Company's first picnic at Manitou Beach in 1888. Here the married men lined up against the single men, and naturally, it was a merry tussle. Ask Mr. Durfee, he knows.

Baseball has thus been played practically since the earliest days of the Company. The first baseball league was organized in 1906, with a team representing each of the six Rochester plants. This league lasted for only one season. During the following years independent teams were maintained at Kodak Park and at the Camera Works. In 1919 the Eastman Kodak Baseball League was organized, and played a 15-game schedule. The completion of the schedule found Hawk-Eye and Camera Works tied for first place, and the play-off game at Baseball Park drew a crowd worthy of a professional attraction. The Camera Works team, after winning the League championship, competed unsuccessfully for the City Industrial title. The Baseball League is back on the job again, stronger this year than ever, and there is now little doubt that the organization is here to stay.

The athletic organization boasting the largest history of any in the Company is the Camera Bowling League, which has been constantly in existence since 1903. This was the first bowling league formed in the City of Rochester, and its history dates back to the old nine-pin days. As a trophy for the League, the bowlers have a perpetual challenge cup which was put up by Mr. Eastman in 1903, and has been fought for every year since that time. There are also two other prizes—a consolation trophy for the team finishing second, and a handicap trophy. The following chart shows which plant has carried off the

main cup each season since the League was organized:

TROPHY-HOLDERS IN CAMERA
BOWLING LEAGUE

| Season | Plant |
|-------------------|----------------------------------|
| 1902-03 | Rochester Optical Co. (Premo) |
| 1903-04 | Rochester Optical Co. |
| 1904-05 | Rochester Optical Co. |
| 1905-06 | Camera Works |
| 1906-07 | Camera Works |
| 1907-08 | Folmer-Century |
| 1908-09 | Kodak Park |
| 1909-10 | Folmer-Century |
| 1910-11 | Kodak Park |
| 1911-12 | Kodak Park |
| 1912-13 | Kodak Park |
| 1913-14 | Kodak Park |
| 1914-15 | Kodak Park |
| 1915-16 | Kodak Park |
| 1916-17 | Camera Works |
| 1917-18 | Camera Works |
| 1918-19 | Camera Works |
| 1919-20 | Kodak Park |

From this beginning, interest in bowling spread until at the present time, not only is every plant represented in the Camera Bowling League, but several interdepartmental bowling leagues have been organized at the different factories as well. Last winter saw the first season on the alleys for an eight-team league from the Folmer-Century association. The Camera Works Bowling League has been on the alleys every season for about the last decade, and last winter a four-team circuit known as the Shutter League rolled a short schedule. Kodak Park has the Yard League and two other leagues under the supervision of the Kodak Park Athletic Association.

A mellow memory of the Camera Bowling League has been the banquets often held at the end of the season. These events have furnished the occasion for a general celebration. The League numbers among its participants and supporters more of the old-timers of the Company than any other athletic activity—a natural result of its long establishment and the steady interest which has been shown.

Indoor baseball is also a sport which attracts the attention of many people at

each plant. Last winter both Hawk-Eye and Kodak Park were represented in the City Indoor League. Six interdepartmental teams made up the Camera Works Indoor League, which played a three-months' schedule.

Track and field athletics came in for their share of attention at the first Annual Field Day at Exposition Park, October 4th, 1919. There were over 400 entries for a well-balanced program of events.

The advance of athletics at Kodak Park has been noticeably rapid since the organization of the Kodak Park Athletic Association. Football was tried for one season, but had to be dropped because of the time required for training. Since that time, soccer football has been a regular feature of the athletic program, and Kodak Park has been a hot contender for local and state championships.

Under the K. P. A. A., the Noon Hour League and the Twilight League have enabled many other employees to play baseball. Other summer activities of the Association include the maintenance of a bathhouse on Beach Avenue at Charlotte, the conduct of an annual swimming meet at Seneca Park, and an annual tennis tournament. This tournament is used as a means of selecting the team to represent Kodak Park in the City Tennis League.

In basketball Kodak Park has built up an enviable reputation throughout Central and Western New York. One of the feats recorded by the Park five is a victory over the World's Champion Buffalo German-Orioles.

Basketball in the Company is not confined, however, to the efforts of this team. The Departments at Kodak Park to the number of eight played in the K. P. A. A. Basketball League.

The Kodak Park girls have been playing basketball for several seasons, one stipulation being, however, that the game shall be played according to men's rules. Premo girls have also played in other years, and were on the court

again last season. Hawk-Eye and Camera Works teams also made their initial bow to the basketball world last winter.

Recently both the Hawk-Eye and the Folmer-Century plants have organized athletic associations somewhat similar to the one at Kodak Park. The Hawk-Eye Association has an exceptional record with 85 per cent. of the employees on its membership roll.

The Camera Works Recreation Club is another recently formed organization of the same nature, but its activities during its brief existence have been numerous, a Camera Works soccer team in the Rochester and District League being one of its notable accomplishments.

That the other plants of the Company have not been represented to a greater extent in athletic endeavor is due, for one thing, to the difficulties experienced in getting suitable places for practice and games. Kodak Park, of course, has its Assembly Hall for the use of its basketball teams. All the bowlers have been, however, dependent upon down-town alleys, which were rented for the various Leagues.

The return of former employees from the military and naval service of the country, together with the employment of new service men who have not previously worked here, has added appreciably to the material available. There are almost 1,600 former service men on the payroll. This furnishes a reservoir of athletic strength, which will enable each plant to turn out very good representative teams.

WARNING

If you wish to send money to foreign countries use the banks as a medium of exchange rather than the Post Office, as exchange rates have not been adjusted to permit any reduction by the latter department in favor of the sender, and there is a possibility you will lose money if you use the Government orders instead of bank drafts.

HOW TO MAKE GOOD PICTURES

"Oh! so you work for the Kodak Company. I'm going to bring my Kodak over some night and have you see what is wrong with the shutter;" or, "you ought to know all about pictures, tell me what is wrong with these prints," and so on almost every place you go.

There is an old saying to the effect that "cobblers' children are without shoes," and, while there are dozens of our employees who are first-class amateur photographers, there are also, and likewise, many hundreds whose real knowledge of photography is best represented by the hole in a doughnut.

When you come to look into the matter, however, you find that most all of us are interested in amateur photography and have made more or less progress towards photographic efficiency, but have been working in an aimless sort of fashion without skilled guidance and without an idea as to just where to go for instruction.

The Camera Works, under the guidance of Mr. Brehm, has started a class in photography with most excellent results. Why don't you start something similar in your own plant? If you prefer to go it alone, you will find a most excellent guide in our amateur text book, "How to Make Good Pictures." This book covers practically the whole range of amateur picture making, it is profusely illustrated and is written in language that every one can understand. Even if you are a fairly well advanced amateur you will still find many useful pointers within its covers.

"How to Make Good Pictures" may be ordered in the usual manner, and its price to employees is twenty-four cents per copy.

Wouldn't it be nice if everybody's work was as easy as the other fellow thinks it is?

BASEBALL STARS ALL SET FOR SECOND SEASON

Save Saturday!

Opening Day—Eastman Kodak Baseball League.

After finishing up in a dead-lock which required a post-season play-off to decide its first championship, the Eastman Kodak Baseball League is back in line for 1920.

Saturday, June 5th, is Opening Day, and everybody is all set for big ceremonies at the Kodak Park Athletic Field. At 2:00 o'clock Frank Crouch, as Official Announcer, will start the ball rolling. The six teams, in uniform, led by the Kodak Park Band, will parade about the diamond, and then line up in front of Fred Brehm for one of his famous Cirkut pictures.

After that, a team of Company officials will take the field while the first ball is pitched. This team will consist of Messrs. Folmer, Haight, Haste, Havens, Higgins, Lovejoy, Riggs, Robertson, Ruttan, and Wilcox.

In order to conclude the three games on one diamond, it is necessary to limit each struggle to five innings. Hawk-Eye's warriors, runners-up in last year's race, will start it off against Premo. The second game of the afternoon will bring together Kodak Park and the Main Office. In the final battle, Folmer-Century's sluggers will try to take a fall out of the Champions from Camera Works.

Arrangements for the Opening Day have been perfected by a committee of which Wilbur G. Woodams, Hawk-Eye, is Chairman, with the following as representatives of the other branches: Frank O. Strowger, Main Office; Arthur T. Welles, Kodak Park; John S. McKenney, Premo; Clarence H. Harper, Folmer-Century; and Fred W. Brehm, Camera Works.

As last year, the schedule calls for fifteen games, one each Saturday, with the

finals carded for September 11th. A copy of this schedule will be found on the third cover of this Magazine.

Four new managers are making their debut in the League this year. Harold Bircher, outfielder of repute, will hold the helm for Kodak Park, and it's a cinch the Ridge Road outfit doesn't expect to finish in the cellar again. J. T. O'Neill is slated to guide the Hawk-Eye stars. At Premo, an old-timer at the game will teach the young idea how to hit and field. The South Street Manager this year is William LeBlanc, who gained his experience on the Mayflower and Camera Works teams, and in the Catholic League back around 1900. Main Office players will take orders from Gustav Seyfried. Folmer-Century and Camera Works are quite content to let well enough alone, and will retain Edward Langham and Lee Yoder as their respective managers.

Another part of the League's activity this year is the organization of what will be known as The Kodak Team, an all-star outfit picked from the cream of the material in the Company. This nine will engage local and out-of-town industrial and semi-pro teams on Sundays and holidays. Harry Murphy will utilize his many years of umpiring experience in selecting and managing this Kodak Team, with "Ed" Goodridge to act as Business Manager.

Admission to the League games on Saturdays will be free, as heretofore. An admission charge will be made for the games played by The Kodak Team.

Election of officers for the League has resulted in the choice of Harry D. Haight, Manager of Industrial Relations, as President; J. T. O'Neil, Vice-President; Glenn C. Morrow, Secretary; Frank O. Strowger, Treasurer, and Edward F. Goodridge, Assistant Treasurer.

Come around on Saturday; see three snappy games, and help the boys get off to a good start.

SCHEDULE, Eastman Kodak Baseball League, 1920

| | Premo Works | Hawk-Eye | Main Office | Kodak Park | Folmer-Century | Camera Works |
|--|-------------|---|---|---|---|---|
| P r e m i o w o r k s | K | June 5..... (1) July 10..... (1) August 14..... (2) | June 12..... (2) July 17..... (1) August 21..... (3) | June 26..... (1) July 31..... (2) September 4..... (3) | July 3..... (3) August 7..... (1) September 11..... (2) | June 19..... (1) July 24..... (2) August 28..... (3) |
| H a w k e y e | O | | July 3..... (2) August 7..... (3) September 11..... (1) | June 19..... (2) July 24..... (3) August 28..... (1) | June 26..... (3) July 31..... (1) September 4..... (2) | June 12..... (3) July 17..... (2) August 21..... (1) |
| M a f i n e | | July 3..... (2) August 7..... (3) September 11..... (1) | d | June 5..... (1) July 10..... (3) August 14..... (1) | June 19..... (3) July 24..... (1) August 28..... (2) | June 26..... (2) July 31..... (3) September 4..... (1) |
| K o d a k P a r k | | June 19..... (2) July 24..... (3) August 28..... (1) | | a | June 12..... (1) July 17..... (3) August 21..... (2) | July 3..... (1) August 7..... (2) September 11..... (3) |
| F o l m e r C e n t r y | | June 26..... (3) July 31..... (1) September 4..... (2) | June 19..... (3) July 24..... (1) August 28..... (2) | June 12..... (1) July 17..... (3) August 21..... (2) | k | June 5..... (1) July 10..... (2) August 14..... (3) |
| C a m e r a w o r k s | | June 12..... (3) July 17..... (2) August 21..... (1) | June 26..... (2) July 31..... (3) September 4..... (1) | July 3..... (1) August 7..... (2) September 11..... (3) | June 5..... (1) July 10..... (2) August 14..... (3) | Nineteen Twenty |

(1) Kodak Park Diamond

(2) Maplewood Park Diamond

(3) West High Diamond

What "KODAK" Means

AS a word, a trade-name "Kodak" is simply an arbitrary combination of letters. It is not derived from any other word. It was made up from the alphabet, not by lucky chance, but as the result of a diligent search for a combination of letters that would form a short, crisp, euphonious name that would easily dwell in the public mind.

As a trade-mark, "Kodak" indicates certain of the products of the Eastman Kodak Co., to which it has been applied, as, for instance, Kodak Cameras, Kodak Tripods and Kodak Film Tanks.

As an institution, "Kodak" stands for leadership in photography. To the world at large it is best known for its simplification of photography for the amateur, for its Kodak and Brownie Cameras, for its films and papers. To the professional photographer, it is known for its progressive leadership in the manufacture of everything that is used in the studio. In the cinema world it is known as

the producer of the film that made the motion picture possible. To the army and navy, it is best known for its aerial cameras and aerial lenses—the latter a modification of the Kodak Anastigmats. To the scientist, it is known for its X-Ray products, now so vital in the mending of men, and for the work of its great Research Laboratory.

In 1888, when the two "k's", the "o", the "d" and the "a" were euphoniously assembled, they meant nothing. To-day they mean protection for you in the purchase of photographic goods.

If it isn't an Eastman, it isn't a Kodak.

Eastman Kodak Company

Rochester, N. Y., *The Kodak City.*



