

The KODAK
Magazine



June 1922

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

ACCIDENT RECORD

APRIL, 1922

PLANT	Accident Cases		Accidents per 1000 Employees	
	1922	1921	1922	1921
Kodak Office	1	..	.98	....
Camera Works	2	4	1.52	1.65
Folmer-Century	1	1	3.45	2.78
Hawk-Eye	..	..	....	....
Kodak Park	11	14	1.82	2.19
Total - Rochester Plants	15	19	1.65	1.73

NATURE OF ACCIDENTS DURING MONTH

9 cases of injury from bruises, burns or lacerations

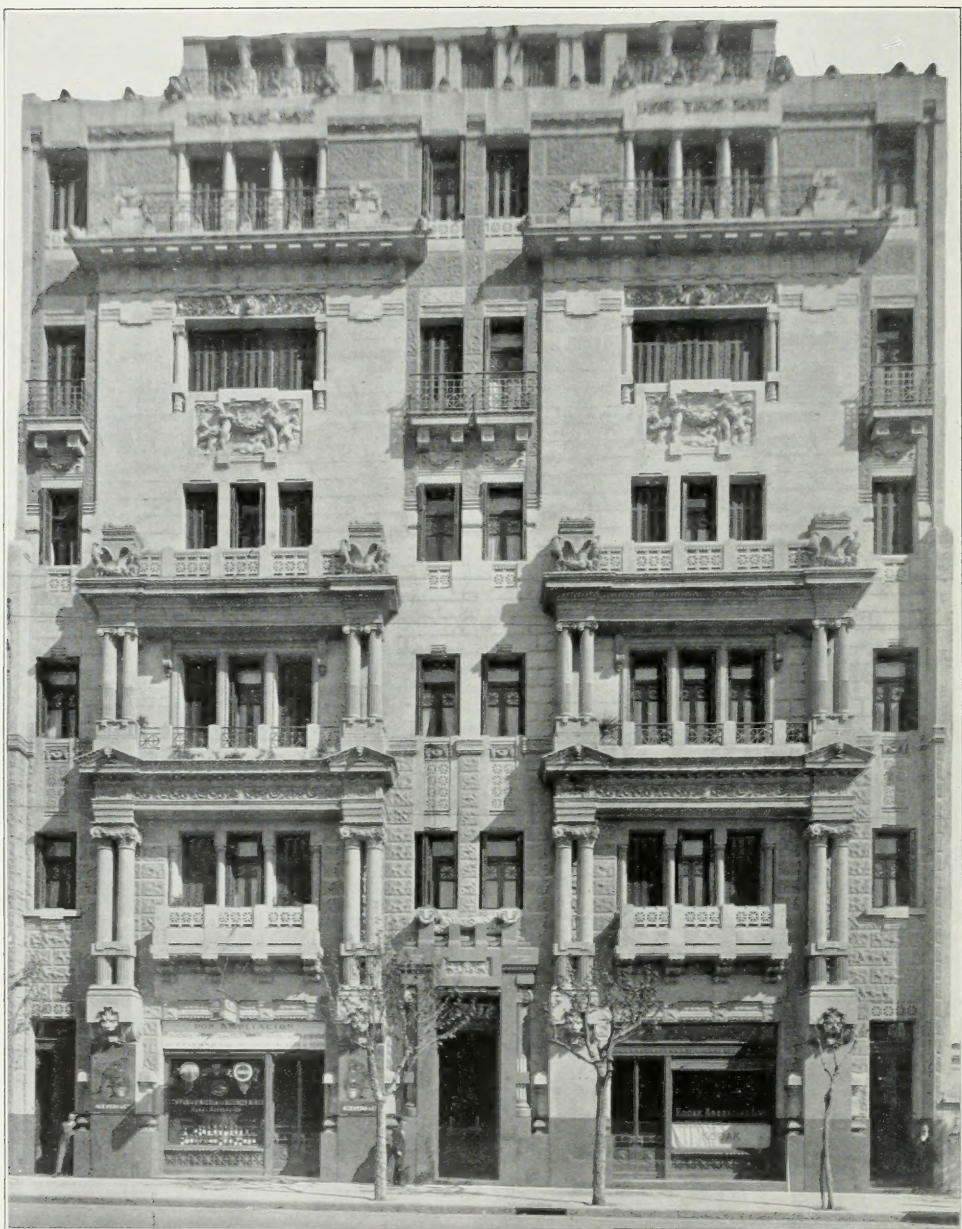
3 cases of injury from falling and slipping

2 cases of injury from strain

1 case of injury around lathe

15 employees' accident cases during the month

*If life were all one
bed of roses, just
think of the thorns
you might stick your-
self on.*



KODAK HEADQUARTERS AT BUENOS AIRES, ARGENTINE, S. A.

The KODAK Magazine

VOL. III

JUNE, 1922

No. 1

IN SOUTH AMERICA

KODAK AT RIO AND BUENOS AIRES

OUR average American citizen who has traveled but little, has now outgrown the idea that the Indians are still scalping settlers in Indiana, and other points west, and, thanks to the illustrated press and the small expense of good books, is willing to concede that at least some parts of Europe are civilized.

But when it comes to that great sister country of ours, South America, his ideas are still a bit hazy.

Quite possibly the map makers have something to do with the misconception as to relative size. Mr. American Citizen sees, say, a map of New York State, occupying a full page in the atlas, and

further over in the book, the whole of South America included in the same amount of space.

This little prelude seemed necessary in introducing our two distributing houses in South America: Kodak Argentina, Limited, at Buenos Aires, Argentine Republic, and Kodak Brasileira, Limited, at Rio de Janeiro, Brazil.

Our house in Buenos Aires was opened in 1915, and the one in Rio in 1920. Both establishments carry a full line of amateur and professional products, and serve as wholesale distributors in their immense territories.

Our Argentine house distributes to



KODAK BRAZILEIRA, RUA CAMERINO 95, RIO DE JANEIRO, BRAZIL

the Argentine Republic, Paraguay, and Uruguay, a territory of about the same area as all of the United States east of the Mississippi River. A free port at Montevideo, where goods can be re-shipped to distributors at other points without payment of duty, greatly facilitates our business in this territory.

Kodak Brasileira covers the United States of Brazil only, but this territory will probably be deemed sufficient when you stop to consider that the whole of the United States could be spread out inside its confines and have ample margin on all sides.

The estimated population of Argentina is 8,500,000, and that of Brazil is estimated at 25,000,000; the population of Buenos Aires is 1,800,000 and Rio totals 800,000.

Both cities are noted for the beauty of their surroundings, and both possess many architectural triumphs in public and private buildings. Buenos Aires leads in architecture, which is due quite possibly to a law of the country whereby a committee each year passes on all buildings erected during the period. The one having the highest general excellence in design is exempt from taxation for a period of years.

The managers and assistant managers of our houses are well known to us in the Kodak Office as they received their photographic training here.

Our business with South America is in a highly successful condition and is steadily increasing each year.

CHICAGO STARTS SOMETHING

MANY NEW MEMBERS FOR THE EASTMAN SAVINGS AND LOAN ASSOCIATION

MANAGER A. C. BRACE, of our Chicago Branch, had been studying the monthly tabulation of the Eastman Savings and Loan Association in the *Kodak Magazine*, and he sez to himself, sez he: "How come that more of our folks here haven't got in on this good thing?" and so he passed the word along. Result: Forty-nine new members and six increased subscriptions, with a total of 234 shares. Altogether, the Chicago Branch now totals 100 per cent.

The folks of the Taprell, Loomis, and Company factory, in the same building, just couldn't see why the organization in Rochester should appear wiser than they are; so they rolled up a total of fifty-five new members with 226 shares.

Along about this time, Manager C. E. Snow, of our New York Branch, felt these vibrations from the west, and, obeying the uncontrollable impulse, turned in nineteen new members with a total of 140 shares.

Over at Hawk-Eye these waves from both east and west created such a commotion that the lens-makers also got busy, and came across with eighty-two new and additional share members in April and May.

All of which is highly gratifying.





KODAK HEADQUARTERS, RIO DE JANEIRO, BRAZIL. S. A. See page 3.

The Kodak Magazine

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

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IF you have an idea for something new or something better, and turn it in in the form of a suggestion, do not become discouraged if it is turned down by the Suggestion Committee.

Your idea may be all right, but not practical in the form submitted, and in the last analysis, suggestion and other committees are only human after all.

Way back in 1879, soon after Thomas A. Edison had invented the electric light, the *Revue Industrielle of Paris*, a journal devoted to the development of science, after an examination of the new invention, declared its study of the patents "has more than ever convinced us that the system of electric light of the learned physicist of Menlo Park is very much beneath his reputation. From a practical point of view—all is mediocre, childish or impossible of realization. We should not have even referred to this patent had not the patentee the distinguished merit of having invented the phonograph. It is especially the errors of great inventors that should be exposed, since these are the most dangerous."

Can you imagine Edison, after reading the above, going off into a corner to sulk and then forever abandoning the idea?

"When I want to discover something," Mr. Edison recently remarked. "I begin by reading up on everything that has been done along that line in the past. I see what has been accomplished at great labor and expense. I gather the data of many thousands of experiments as a starting point, and then make a thousand more."

EVERY man worth while is anxious to get ahead—to make himself a success, and what follows, taken from the May issue of *Trained Men*, seems to point the way with unusual clearness. "Personal responsibility and latitude are perhaps the two biggest factors in business success. In an individual case two elements are to be considered: First, *the feeling of personal responsibility of the man to himself*. He should do all things to his own personal satisfaction; do them so well that he is proud of his work. He should review and analyze every day's work to satisfy himself that it could not have been improved, but if it might have been bettered, he should use that thought in his future work. He should form the habit of recording ideas for future use. Second, *The feeling of personal responsibility of the man to the business*. A man should impress upon his own mind that *results*, or work accomplished in the best manner possible, mean more than talk about things proposed."

To demonstrate the truth of the foregoing, there is a young man who drops in to see us occasionally. Without exception he always wants some advice as to the work he is engaged in, and the job in hand is the best ever, mighty interesting, and "Have I got all the 'dope'—and if you can't tell me give me a tip as to who can?"

He has already traveled quite a way from where he started and he is not through yet, because he *has* the feeling of personal responsibility to *himself*, and to the *business*.

HOME CONVENIENCES

IF you are planning to build your home instead of purchasing one already constructed, here are a few suggestions that may add to your comforts and conveniences. Many doors swing the wrong way; they should swing so that they will afford the most convenience. There is no harm in having a door open into a hall instead of opening into the bedroom or bathroom side where the space inside is limited.

We do not open a closet door inwards and there is no objection to it; therefore, why persist in having all doors open into a room when it will mean more convenience to have them open outward? Closet doors should open so that the light from the window, or lighting fixture, will not be obstructed when the door is open.

The height of the windows is another point frequently overlooked. A table is almost always used in a kitchen, and too often the window is set so low that the top of the table is above the bottom

of the window. If you have your window sill about thirty-two inches above floor level it will be about right.

Also consider whether the lady of the house is much above, or below the average height, and if so, plan the height of your sinks, work tables and pantry fixtures accordingly.

Have the locks on the doors at a convenient height. Very often one finds them too low for convenience. On the other hand, a door latch which is too high may entail many extra steps in letting a small child in or out.

Give a thought to your back fence. In the majority of cases the housewife looks out of the back windows more often than the front. When you come to think of it the back fence can be made attractive as well as the other parts of the house, and with but little expense. A pergola effect, or a few small lattice work trellises for climbing plants will work wonders.

OBVIOUS ADAMS

THE story of Obvious Adams can be read with profit by every business man, and by every young man who has aspirations for the future.

"Obvious" was not the name with which he was christened, but it was "wished" upon him by his employer because he solved many problems by seeking out and doing promptly the obvious thing.

When he applied for a job with the man who later on re-christened him, he was turned down, and as he got up to go, he said: "Well, Mr. Oswald, I have decided that I want to get into your line of business and that I want to work for you, and I thought the obvious thing to do was to come and tell you so. You don't seem to think that I could make good and so I will have to set out to find some way to prove it to you. I

don't know just how I can do it, but I'll call on you again when I have found out."

Later he was employed by this man and he made good. He has had much success because he never has allowed himself to get carried away from the facts.

In speaking of his work, he remarks: "Thinking is the hardest work many people ever have to do, and they don't like to do any more of it than they can help. They don't gather all the facts, and then analyze them before deciding what really is the obvious thing.

"Theodore Vail, for instance, worried over the telegraph equipment that stood practically idle eight hours out of the twenty-four, and he conceived the night-letter idea to spread the business over the dull hours and make more new business. What could have been more obvious?"

IN THE "GOOD OLD DAYS"

GET a bunch of old-timers together and pretty soon you have a meeting of the "Do You Remember When Club" going full speed ahead.

"Say, do you remember the old Court House, and the funny looking fountain that stood at one corner of the paved yard? And how one night the fountain just disappeared and no one ever found out where it went?" And "Do you remember when they ran pleasure steamboats on the Genesee River almost up to the lower Falls?"

As the heads of the members present nod an assent, there will be a surreptitious patting of bald spots coming—or arrived—and if a mirror be handy there will be hasty glances for new gray hairs.

Just the same the old-timers get a lot of fun "reminiscing", and nothing adds more to the pleasure of such meetings

than a collection of Kodak pictures of places that used to be.

In the last few years Rochester has witnessed many changes in both the business and residential districts, and the next year or so will witness many more, particularly the business section.

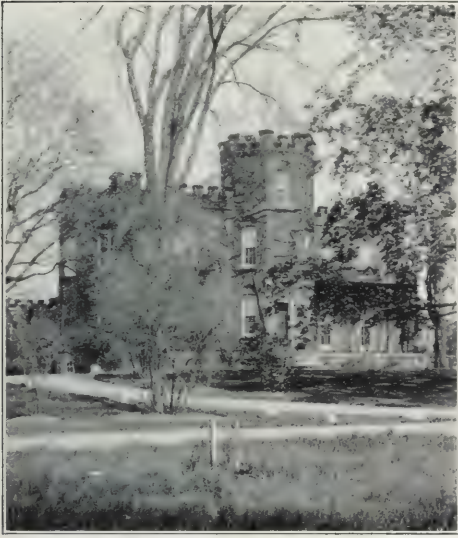
The old must make way for the new; witness the changes now in progress on Exchange and other down-town streets. Even the staid old *Democrat and Chronicle* is putting on a new business gown, and these examples are bound to be followed by many more.

Witness also the beautiful new Eastman School of Music, the Sagamore Hotel, and the changes on Clinton Avenue and other streets adjacent.

It was only a few years ago that one of our finest residence streets was in the middle of an ice pond, and when Driving



THE OLD COURT HOUSE AND THE FOUNTAIN THAT VANISHED
MAIN AND FITZHUGH STREETS



WARNER CASTLE
MOUNT HOPE AVENUE



THE OTIS ARCH—MAIN AND
NORTH STREETS—1900

Park Avenue really led to the speedway where the famous "Maud S." established a new trotting record.

There is no more progressive city in the whole United States than this Rochester of ours, and soon many well-known landmarks will be but memories.

Rochester and its immediate vicinity are likewise rich in historical interest. Council Rock, just off East Avenue, a meeting place for the Indian tribes of pre-revolutionary days; the marker for the Indian trail near the old mouth of Red Creek in Genesee Valley Park; the

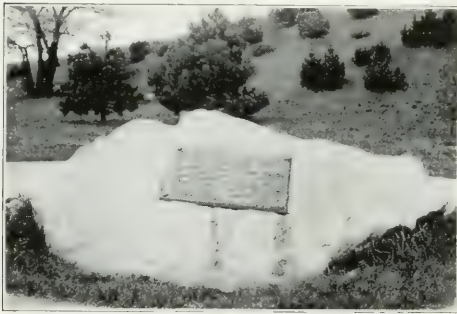


THE AQUEDUCT WHERE THE ERIE CANAL CROSSED THE GENESEE RIVER



ROCHESTER COTTON MILL
COMMERCIAL AND MILL STREETS

Ohio Trail marker at Cobb's Hill Reservoir; the Indian Trail to Lake Ontario along the gorge of the lower Genesee; the falls where Sam Patch made his



OHIO TRAIL MARKER—COBB'S HILL

famous and disastrous leap, and many other points of equal interest.

Likewise, and also, when it comes to beautiful scenery in general, Western New York bends the knee to no other part of the globe.



WESTERN TERMINUS—PORTAGE TRAIL
GENESEE VALLEY PARK

Some day you will be a member of the old timers' club yourself, and a collection of Kodak pictures of things as they used to be will afford a greatly added pleasure to your meetings with others of the class. Perhaps some of the illustrations herewith will serve as an incentive to starting your collection.

But few of the local historical spots in the vicinity of Rochester are mentioned or pictured in this brief sketch. We will be very glad to receive others from the readers of *The Kodak Magazine* as a basis for another article.

Such pictures should be accompanied by a brief description, and printed preferably on glossy paper.

We will also welcome pictures of the various resorts and beauty spots in and around Rochester, to serve as a guide to such newcomers as may be Kodak enthusiasts, and to serve as a stimulant to those few who have not already succumbed.



BREWER'S DOCK, A FAMOUS OLD-TIME PLACE ON THE LOWER GENESEE

POINTERS FOR HOME OWNERS

COUNTLESS thousands of people have purchased homes and enjoyed them in perfect security; on the other hand you hear, now and then, of a person who has lost a piece of property due to some defect in the title, or through failure to pay taxes, or other levied assessments.

There are very few things of which we can be *absolutely* sure, but, with proper precautions, one can at least be *reasonably* sure in the purchase and ownership of a bit of real estate.

Some Title Risks

In purchasing real estate, if you do so without legal advice, you are worse than careless, because a flaw in the title may not become apparent during your ownership, but show up years later, when it would be much more difficult, and perhaps impossible, to correct.

By all means employ a competent attorney to pass on the title; however, the fact that an attorney has passed the title as good, and that a bank, or the Eastman Savings and Loan Association, has been willing to make you a loan on the property, cannot *guarantee* you a good title, or do away with all possible chances of loss. Forgery, perjury, children born after the father has died, unknown heirs, deeds made by those under age, or lunatics, wives mistakenly supposed to be divorced, et cetera, are some of the things that stand in the way of a perfect title; fortunately, such instances are comparatively rare. In the majority of cases, trouble with titles is due to the negligence of buyers in not securing proper legal advice, because oftentimes these defects would have been discovered and steps taken to perfect the title, or the buyer advised not to purchase.

Tax and Assessment Obligations

Find out just what taxes, and assessments, are levied against your property. Obtain your bills for these, and pay them promptly. City taxes should be paid during the month of May, and County taxes

each January. Assessments, such as for street paving, sewer extension, and the like, are usually made payable in five or ten equal annual installments, *but* the total amount of the assessment bears interest at six per cent from the time it is levied, so that it is to your advantage to pay it off as soon as possible. Also, the amount of the assessment is a lien on the property, and must be paid before you can borrow on first mortgage on the property. In a case recently called to our attention, a man bought a lot subject to assessments; he did not pay these assessments or his taxes for a period of five years, and then the city started a foreclosure action against him. He said he did not know that these taxes and assessments had to be paid, but learned at a considerable expense that his ignorance was no valid excuse in law.

City Ordinances and Department Regulations

There are many ordinances and department regulations affecting property owners, for instance, those relating to snow removal, storing of inflammable material (such as gasoline), plumbing, garbage, cesspools, keeping domestic animals, nuisances, et cetera.

If you erect a building or make any alterations in your house, make sure that they are fully in conformity with the city building code.

Fire Regulations

Just because you have a fire insurance policy, or policies, covering your house and its contents, don't play tag with them. Certain things that you might do, or fail to do, would prevent your collecting a cent from the insurance companies in case of loss. Common sense will tell you what most of these are. Get in touch with your insurance agent if you have the slightest doubt about anything you are doing, or if you have any doubt as to the way your heating and lighting equipment is, or is to be, installed.

If you live outside the city limits, don't house your automobile in your barn without having an automobile permit attached to your policy.

Building Restrictions

Nearly all recently developed residential property in the city and suburbs is restricted as to the character and cost of the buildings, distance from street line, occupations permitted, et cetera. These restrictions are usually imposed on the property by the one who divided the tract into lots. The deed to you may, or may not, specify any such restrictions; an examination of the abstract of title to the property is the only sure way to discover whether they exist or not.

When you come to build, it is highly important that you be able to recognize and accurately locate your property, and to know just what you can do on it. Make sure that you know just where your property begins and your neighbor's leaves off. Only a surveyor can tell you with exactness. If you should happen to encroach on your neighbor's land, this error is liable to be costly. Not

long ago a man built his house three feet from the west line of his lot when a restriction called for a building three feet from the east line. He found this a very serious error. The violation of a restriction makes it practically impossible to sell, or to borrow money on the property.

That ignorance of the law excuses no one is a principle well laid down; so you will find that it pays exceedingly well to be posted.

The officers of the Eastman Savings and Loan Association will be glad to answer any questions in regard to the foregoing. Should you apply to the Association for a real estate loan, it will exercise the same degree of skill and prudence that it uses in the conduct of its own affairs, but, in the nature of things, it cannot guarantee you against all possible loss. The Association cannot be held responsible for seeing that every real estate owner knows and observes all the various laws, ordinances and regulations affecting his property, nor can it be responsible for any damage which those who violate said regulations bring upon themselves.

OUR HEALTH EXAMINATIONS

A LETTER OF APPRECIATION

OUR health examinations, conducted by the Medical Department, have met with decided approval, practically all being eager to avail themselves of its advantages.

Results in a most practical way are already in evidence. Take just this one case as an instance. To all appearances this person was in a fairly good physical condition, but the X-Ray examination disclosed a tuberculous condition of the lungs; not a serious active condition, but one that might, upon slight provocation, become serious.

Acting upon the advice of the Medical Department, this employee has gone to a sanitarium from which point the following letter was received.

"It is with great pleasure that I am writing you tonight, after having my medical examination here.

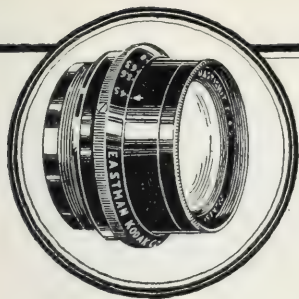
"The doctor here inquired as to how I happened to come to the sanitarium, and I told him that it was due to my health examination at the Eastman Kodak Company.

"He praised the work highly and its value to all the employees.

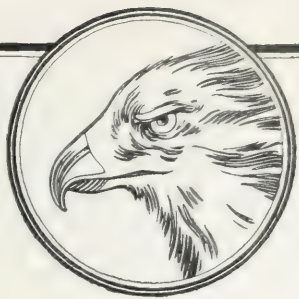
"I have met people here who will require two or three years treatment to effect a cure, just because the disease got the start of them; the doctor says only six months for me.

"I cannot find words to express myself as it means so much to me, as I realize how my examination has saved me from a more serious break-down."

It is not our policy to cite individual cases, but in this particular instance, we are doing so at the urgent request of the writer of the above letter.



HAWK-EYE



P. R. MEINHARD

Editor

GREAT STUFF

The first of May saw the beginning of lawns and gardens and the end of the foremen's gym class. Inaugurated last winter by Mr. Woodams as an experiment, the class proved so interesting that it severely taxed the capacity of the quarters that were available. More than that! It even made the power plant hustle for a time to supply enough hot water for the newly installed showers. And when it leaked out into the plant in general that the foremen were "gymnasting" two evenings a week, there were numerous inquiries as to whether everyone would be allowed to participate. Owing to a lack of facilities this was, of course, impossible.

In some of the girls' departments, however, five-minute recesses were taken every day at 10:00 a. m. and 3.00 p. m., during which the girls exercised under the direction of the foremen. Were the exercises popular and did they do any good? Word comes to us that some of them even introduced them at home, and had mother and dad and "the kids" doing the "full knee-bend" and the "touch-your-toes-with-your-finger-tips."

As for the foremen, they went through regular setting-up exercises and wand drills, and played a certain favorite game with the medicine ball.

The drills were done to the accompaniment of Walter Kempf's playing, and, during the first few weeks, the cracking of stiff joints. Incidentally, there was a lot of exercise for the lungs that was not on the program, because the class whistled or shouted everything that was played.

With one or two exceptions, the men had not been getting regular exercise, but this condition was taken into account by working into the exercises gradually. As a result there was very little lameness, and the progress was surprisingly rapid. It was astonishing to see how much punishment with the twelve-pound ball "Chris" Haus was able to stand after about a month, and even "Jimmy" Weldon's knees stopped cracking before the class closed for the season. Some of the more venturesome spirits went so far as to propose running down to Summerville and back again, as a sort of "night-cap," and were only restrained by the cooler heads with difficulty.

The excellence of the instruction, the fact that the exercises were done to music, and the convenience of the "gym" and showers all conspired to make the class the most successful experiment ever undertaken along such lines at Hawk-Eye.

A LUCKY THIRTEENTH

It's lucky our men don't worry about the portentous nature of the thirteenth, or else they might have been afraid to try the stiff grades and dubious roads that led to and from the party at "Gene" Easterly's farm on the jinx day of last month. About forty made the excursion, starting from the plant at noon. The farm is near West Walworth, but judging from the appetites worked up on the way, one might have thought that they had journeyed to East St. Louis or thereabouts. Immediately upon their arrival, and while lunch was being prepared, the men played ball out in the pasture. Neither side displayed much vim or vigor—in fact,

every one seemed to be playing with an ear cocked toward the trees under which the refreshments were being spread. That there were no casualties in the rush, when dinner was announced, again belies the unlucky nature of the day.

After a soul-satisfying meal, the men went back to the diamond, or other pursuits, as suited their fancies. Some of them were tired out before evening and went home to rub stiffening muscles. The others lingered longer, because the supper and entertainment were good and the road before them rough. But their waiting made the ride no shorter and they finally left about eight o'clock.

WILLIAM RAAB

William Raab died on Saturday, May 6, after a short illness. He was born in Germany on December 29, 1858, and came to the United States at the age of twenty-five. He came to Hawk-Eye in June of 1918 as a member of the Sanitary Department, and has always been one of Mr. Huntington's very best and most reliable men.

Mr. Raab was well liked by all who came in contact with him, and will be hard to replace, not only in the work of his Department, but in the hearts of all his friends at Hawk-Eye.

MARZULO-CAMPBELL

As exclusively predicted in these columns a few months ago, Deltha Campbell finally "put one over" on her friends, when she suddenly announced that she was to be married to "Pat" Marzulo on April 25. Then she took one final step to throw her friends off her track and was married a day earlier, on the twenty-fourth. The Cleaning and Inspecting Department presented the young couple with a mahogany clock. They left for a trip through the middle west and are now residing in Buffalo. We extend our best wishes.

A NOISY MAY-WALK

The musicians seem to predominate in this photograph, and yet, the occasion was neither a parade nor a dress rehearsal of the band, but a May-walk to Rifle Range in the year 1914. The group comprises most of what was then our Lens Department, so that it is a very easy matter to judge its growth since then. A number of the musicians were Hawk-Eyes, among them John Zientara, bass horn, Frank Zientara, bass drum, and Michael Ziminski,

alto horn. In the rear ranks you will also find Michael Klos, Edward Murrell, George Diehl, Carl Carlson, Christ Ott, Eugene Easterly, Edward Ott, Arthur Reiber, Joseph Engel, Christ Oehler, Joseph Paller and William Eyer.

This picture was, of course, taken in the days before the main entrance was remodeled and the stone steps added.



A VERSATILE GENTLEMAN

John E. Button is such a busy and versatile gentleman that it is a difficult matter to do him justice in a few words. At Hawk-Eye he is,



JOHN E. BUTTON

officially, a fireman, watchman, pitchmaker, purveyor of gasoline, and dispenser of dry humor. Outside of that he is a farmer, fisherman and kitten-fancier. He is shown holding one of the young rat-catchers with which the power plant is usually over-run. The sad expression on "Jack's" countenance is usually a warning sign of the approach of a funny story.

Arnold John Pehta, nine and three-quarter pound son of Mr. and Mrs. Julius C. Pehta, was born on Tuesday, April 25. Congratulations!

The Filter Department regretted the necessity of saying good-bye to Mrs. Perry, who resigned early in May. She is now visiting friends in New York and Connecticut.

The Cleaning and Inspecting Department extends its sympathy to Mrs. Julia Short, whose brother died recently.

Irene Wanda Kliss, daughter of Mr. and Mrs. Charles Kliss, was born on May 17. Congratulations, Mr. and Mrs. "Charlie"!

OUTDOOR-INDOOR BASEBALL

In the spring, the regulation baseball scribe lovingly lingers on his description of the echoing crack of the bat against the ball. But that won't do for Hawk-Eye this year. With no Kodak or Industrial pennants to win, all of our old-timers are resorting to the soft-ball game for exercise, and in an outdoor-indoor game, you don't hear "cracks," but only thuds. And they are easily swallowed up by the gentle razzing of Ralph Burhans, the bawlings-out administered by "Mike" Klos, and "Jimmy" Weldon's barbed comment. And if the cripples' league should come to life again between one and one-thirty, its thuds would undoubtedly be lost in the sage post-mortems of "Jim" Bohan. No matter what the brand of baseball on a blue Monday, the "chin music" is always of a high order, and is, in itself, worth twice the amount it costs us to remain in the Association for a year.

Of course it is only music and no one takes it very seriously except "Jack" Holley and, occasionally, "Charlie" Prentice. There was one other that was almost fooled by it and that was "Charlie" Johnson, who came down from State Street, with the Kodak Office team as umpire. His genial smile was in imminent danger of being entirely effaced until he realized that the dire charges and threats emanating from the side-lines were not very seriously intended. From that time on he enjoyed himself.

Hawk-Eye won the game, 1-0. It was not exactly a swatfest, each team garnering but two hits. The only run of the game came in the third, when Eggert walked Ott, and Ingleby smashed a triple into left center. Both Graham and Eggert pitched well, the latter having the edge by virtue of fanning nine batters.

A second game was played later at Brown's Square, entirely surrounded by car-tracks, automobiles and infants. Under the circumstances it wasn't surprising that a number of spectators were bowled over by the scampering fielders, nor that the new Kodak Office umpire rendered some dizzy decisions on fouls and near-fouls. The game was close throughout, the score being tied at four-all at the end of the scheduled seven innings. In an extra frame Kodak Office squeezed in one more tally to win the game and even up the series.

The plant league, as was the case last year, is composed of four teams. They aren't named for any famous Turkish ladies, or other kinds of cigarettes, but they are a big drawing card, nevertheless. "Duke" Quetchenback and his colleagues would have nothing of the frivolous in the names, and anyway—why advertise somebody else's cigarettes, when one can advertise one's own products? And so the teams are known as the Finders, the Rapid Rectilinears, the Motion Picture Kodaks and the Folding Pocket Kodaks. They are managed by Russell Bryson, Louis Schnorr, "Charlie" Becker and "Mac" Harding. Their standings to date are as follows:

TEAM	WON	LOST	PERCENT
M. P. K's.....	5	1	.833
Finders.....	3	2	.600
R. R's.....	3	3	.500
F. P. K's.....	0	5	.000

"Charlie" Becker, pitcher-manager of the M. P. K's, is leading the rest a merry chase, and although

the season is young, he will be very hard to drag down from the top of the heap.

Harry Moore, who plays the short field position on both the M. P. K's, and the plant team, is one of "Charlie's" mainstays. He is just as snappy a fielder and as dangerous a batter as ever, and in spite of what the gallery may say, his headwork is usually faultless.

"Charlie" Prentice continues to lose his temper when the comment from the benches is not to his liking. As a result, he occasionally juggles one of the raps which comes to him in the hot corner, but his average is splendid withal.

"Mike" Klos, of the ill-fated F. P. K's, has made some terrifying threats against those who pick on him, when he has one of his accidents in center field. It seems that on one occasion "Mike" dropped a short fly, fell down, and rolled over the ball. When he got up, the ball was so flat that he did not recognize it, but started on a still hunt for the pill. In the meantime, all hands loped home. Half of the time, though, "Mike" has the laugh on his tormentors, when he makes a fancy catch or punches out a Texas-leaguer.

"Cliff" Johnson's wing is the subject of much admiration and envy. His speed has this drawback, though: when he lines the ball home from somewhere in deep center, nobody can stop it. And more than one rooter has been on the point of calling the morgue wagon when "Cliff" has shot the sphere from first to some innocent infielder.

"Comet Johnnie" Rearson has pulled some heart-breaking catches in center. His best effort came in a game between his team, the M. P. K's., and the R. R's., when, with the bases crowded, he streaked down somewhere near the beautiful Genesee and robbed Prentice of a home run and the game.

The Ott's, "Eddie" and Carl, are not far behind Rearson in their fielding averages. Both are fleet of foot and sure catches, and unless someone knocks the ball out of the League, they may be expected to pull down everything that comes in their general direction.

Let's not forget "Mac" Harding! He seems to have a very serious attack of "cellaritis" but he bears up very bravely under his affliction, and is as cheerful as any league leader. He seems to have a good time losing, and his opponents have a good time seeing him lose. And so everybody is happy.

As usual, Hawk-Eye was in the van in contributing to the Community Chest. The first edition of the *roCHESTER News* showed us to be over the top. The final total amounted to 108 per cent of our quota. The campaign in the plant was in the hands of Robert Bowen, chairman, and William Schlegel, secretary. All honor to them, to their committee and to the departments in general for their generous co-operation in the community undertaking!

Mrs. Harriett Owens, of the Cleaning and Inspecting Department, has been on her farm at Churchville for a few months, recuperating from a severe attack of spring fever. Our sympathy (or was it envy?) went with her.

Sydney E. Clarke is the right-hand man in Superintendent Phillip's office, and when we say right-hand, we use the term advisedly. He is famous for his efficiency and anyone who has not



SYDNEY E. CLARKE

had any dealings with him may be enlightened on that point by Mr. Phillips. "Syd" was born in Blackpool, England, and came to the United States in 1911. He is now a full-fledged American citizen.

The first position he ever filled was at the Premo Works. Then he left the company for several years, to turn up at Hawk-Eye in the spring of 1920. Besides taking on all comers in the way of secretarial duties in his office, he is one of the warbling tenors of the double quartette which appeared on various occasions during the winter. From the stand-point of personality "Syd" is easily summed up, for he is as fine a gentleman as one could wish to meet.

"STILL WATERS"

Ella Wienecke was at first in our Cleaning and Inspecting Department, but has been transferred to the Disk Inspecting, where she is now one of George Brennan's star workers. She is a Canadian



ELLA WIENECKE

by birth, coming to the United States in 1919. Those of her friends who ought to know, say that Ella is a case of "still waters." Be that as it may, it is evident that if she is a representative sample of the girls they raise across the Lake, we needn't worry either about the quality of Canadian Kodak's products or the attractiveness of its workers.

GIRLS' BASEBALL

Hooray! The girls are playing ball again! And there isn't only one team, as in the past. There are two of them. And they are playing every Wednesday noon, instead of evenings. As a result, the plant, at large, gulps down the lunch room's exquisite offerings and hot-foots it for a seat in the first row, to observe the dainty ones at play and to tell 'em how it should be done. At first, some of the girls were shy in the face of so much publicity and good advice, but now they are developing into good players in spite of both.

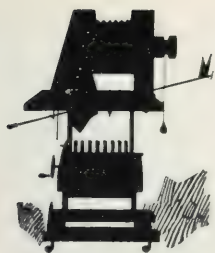
The two teams are strictly modern in their names, being known as the Flappers and the Slickers. The first named aggregation was chosen from the fourth floor, and the second represents the rest of the plant. In the first encounter, the Slickers, led by Alice Gears, came from behind and won, 7-6, Jane De Graff scoring the winning run. The second game, played a week later, was replete with hitting and errors, and produced a few situations that tickled the side-lines immensely. The Slickers again had one or two bad innings and again tried

to overtake their opponents. This time they were outdistanced, however, and lost 14-11.

The teams are at present made up as follows:

FLAPPERS	SLICKERS
Elizabeth Meerdink.....p.....	Magdalen Hettel
Catherine Wurtz.....c.....	Jane De Graff
Lois Kurtz.....1st.....	Alice Gears (Capt.)
Mary Kuhls.....2nd.....	Loretta Ereth
Ruth Kurtz.....s.s.....	Ella Wienecke
Wanda Rychwalska.....3rd.....	Grace Close
Edna Steve.....r.f.....	Evelyn Gardner
Helen Kieffer.....c.f.....	Rose Ling
Irma Walzer.....l.f.....	Zelma Burgess

Interest among the girls seems to be at white heat. There are reports current of both teams sneaking in clandestine practice, and otherwise attempting to outdo the opposition. We may yet see the pulling of hair and throwing of powder puffs on our old diamond. At any rate, the girls get exercise and we all have a good time—and the lunch room receipts have jumped wonderfully on Wednesday. Fine business!



FOLMER-CENTURY

CLARENCE H. HARPER

Editor



ALL SET

We are all looking forward, in happy anticipation, to the third annual picnic of the Folmer-Century Athletic Association, which will be held the latter part of this month.



FRANK PERRIN

Chairman, Sports Committee

The General Committee, under the direction of Chairman Ambrose Smith, is now hard at work in the preparation of a program which, it is confidently predicted, will surpass the successful picnic of last year.

Frank Perrin, chairman of the Sports Committee, reports that his group is arranging a program entirely different from that of a year ago.

The Committee on Refreshments, headed by George Jost, has also promised to provide plenty for those who attend.

The Committees in charge are as follows:

Ambrose Smith, general chairman; Clarence Harper, treasurer.

Arrangements Committee—Richard Northrup, Spencer Pope, Boyd Rollins.

Refreshments Committee—George Jost, Henry Speigel, Albert Tyler, Herbert Graf and Stanley Bird.

Committee on Sports, Prizes and Music—Frank Perrin, Oscar Beyer, William McCormack, Walter Drabinski.

Transportation, Publicity—A. W. Crittenden.

OVER THE TOP—TWO WAYS

Folmer-Century has once again done its share in the Community Chest campaign—and done it well. Every employee signed a pledge card, thus putting us in the select circle of 100 per cent plants, while our total pledges amounted to 111 per cent of the quota assigned us.

OTT-LA DUKE

On Tuesday, May 16, at St. Joseph's Church, Magdalene La Duke, of the Covering Department, was married to Raymond Ott. Mr. and Mrs. Ott will reside on Pearl Street. We wish them much happiness.

DOMVILLE-DE WITT

On Saturday morning, May 6, Myrtle De Witt, of the Covering Department, was married to Edward P. Domville, formerly employed in the Assembly Department. Folmer-Century's best wishes for a life of happiness and prosperity went with them on their honeymoon.

We are glad to learn that Carl Schultz, of the Wood Department, is recovering from his recent injury.

A surprise party was held Saturday afternoon, May 13, by men of the Metal Department, in honor of Joseph Graffley, who is soon to join the ranks of the benedicts. Frank Dannenburg, of the Tool Department, presented "Joe" with a handsome gift.

We extend to Harold Dunning, of the Wood Department, our sincere sympathy on the death of his Mother, which occurred recently at Bath, New York.

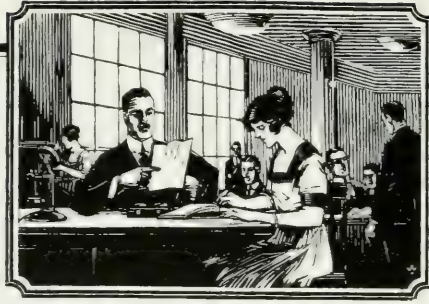
John Gordon, Jr., attended the national convention of the Photographers Association of America, at Kansas City. On his return trip Mr. Gordon spent a few days at Langley Field, Dayton, Ohio.

Harold W. Meyer, of the Assembly Department, recently purchased a small farm near Spencerport.

We are glad to welcome Patricia Strong, of the Purchasing Department, who has returned to work after a long illness.

John Troy, of the Metal Press Department, has been promoted to the position of timekeeper on the fourth floor.

MAIN



OFFICE

C. EDWARD COOLEY, *Editor*

ECLIPSING PAST RECORDS

On July first, the Kodak Office Recreation Club celebrates its second anniversary. Without claiming credit for more than it has accomplished, the Club may, perhaps, look back with reasonable satisfaction in considering the service it has rendered to its members. K. O. R. C. activities are not limited to one or two seasons; it is an all-year organization. So, when you're asked to sign your name for another year of the good times fostered by the Club, just call to mind some of the advantages you are enjoying now—as a member.

As a result of a series of meetings, conferences, and some hard work on the part of those who are directing the summer course of the Recreation Club, we have had arranged for us a program that will surpass even that of last year. Here it is! Look it over!

Quoits—a noon-hour league is in operation, on a regular schedule, at Brown's Square. "Charlie" Thurston is chairman of the Quoit Committee.

Dance—The Club is to hold its summer dance at Windsor during the month of August. The date will be announced in the next issue of the *Kodak Magazine*.

Boat Trip—Saturday, July 22, is the day set for our annual voyage across the Lake.

Tennis—Plans for a standing challenge tournament are nearly completed. "Milt" Sauer, Kodak Office's "champ" is directing the Tennis Committee, and prospective contestants are asked to send in their names to him, care of the Service Department.

Golf—Read the story concerning the inter-plant golf tournament on page 31, Athletic Section. Fred Rogers, Sales Department, has the entry blanks.

Baseball—The Kodak Office Baseball League plays its games every Tuesday, after business hours, at Exposition Park. Eight departmental teams comprise the organization.

Picnic—The 1922 picnic will be held at Durand-Eastman Park in August. The exact date will be announced later on the bulletin boards.

THANKS TO "BEN" CLINE

Thanks to "Ben" Cline, of the Advertising Department, we are able to picture here the good time the members of the Girls' Bowling League had at their recent banquet.

The affair was held at the Genundawah Country Club.



A PRETTY PEPPY PACK OF PIN PICKERS

IT'S ON ITS WAY

On Tuesday, May 9, was born the 1922 Kodak Office baseball season.

'Midst a death-like quiet—a quiet at times scarcely audible above the chatter of the players—the first ball was pitched. From that first soul-thrilling moment, until the four games perpetrated had come to a close, Exposition Park fairly vibrated with

that the first flood of enthusiasm over the League has settled down into a steady, strong stream of live interest, the success of the season is assured. The men are all working for it; the girls are all talking about it. That's all! That's enough! It's on its pennant-directed way, this Kodak Office Baseball League of ours, and it's going strong.



THE LEAGUE'S TROUBLE MAKERS CAPTAINS AND "UMPS"

Left o Right: Eggert, Mesmer, Handy (ump), Harrison, Junker (ump), Brannigan, King (ump), Dill, Uschold (ump), Dailey, Capell, Ringelstein

infield plays of the "big league" type, while the air above it was periodically punctured by a long streak of white, as one of the balls sped on its way. And sometimes, it's a funny way.

The scores, the individual achievements, the team standings—all are now matters of historic record, "Chronicle'd" faithfully and forever, "Heralded" here and there, "Posted" near and far.

But unannounced have been such memories of the day as the ache of sore muscles, and the predictions of rival captains who are already planning on the proper place in their departments to park the elusive pennant.

For a pack of pen-pushers, carton-carriers, service-slingers, stock-stokers, and traffic-tanglers, the brand of baseball was really above par. And, now

Here's the schedule for the June games:

JUNE 13

Accounting	vs. Domestic Shipping
Industrial Relations	vs. Service
Stock	vs. Billing
Traffic	vs. Advertising

JUNE 20

Traffic	vs. Industrial Relations
Accounting	vs. Billing
Advertising	vs. Stock
Service	vs. Domestic Shipping

JUNE 27

Industrial Relations	vs. Stock
Domestic Shipping	vs. Advertising
Accounting	vs. Traffic
Service	vs. Billing

THIS YEAR'S FIRST

The honor of holding the first outdoor picnic of the season belongs to the members of the Stock Distribution Department.

On Saturday, May 6, fourteen of the "Distributors" met at East Maplewood. A vast quantity of delicacies had been previously prepared by the girls; so, the only task left to be accomplished was the roasting of the product that has made Ottman famous. "Ed" Meinhard is now the champion "hot dog" roaster, having wrested the title from "Jumping Jack" Newton.

SPRING-DREXEL

The marriage of Anna Drexel, of the Receiving Department, to Mr. Harry J. Spring took place recently at Holy Family church. The "Receivers" gave a shower for Anna in the dining room, and numerous other parties preceded the "big" event.

Lena Wuensch, formerly of the Testing and Packing Department, has been promoted to stenographic work in the Box Department, Kodak Park. Lena has been with us since May, 1915.



THE VAN GUARD OF PICNICERS

NOT SO LONG AGO

To most of us it seems a far cry back to May, 1897. But, to ask "Ben" Harris, of the Finishing Department, if his twenty-five years spent with the company seem a long period, would be to bring out one of "Ben's" well-known smiles and the words, "No, I should say not!"



"BEN" HARRIS

Amateur photography was somewhat in its infancy when "Ben" came to work at Kodak. He had had some experience along professional lines, but his eager desire to know more about picture-finishing prompted him to apply for work with us. During his twenty-five years here, he has worked under Harry Sprague, Charles Turpin, and "Ben" Cline. And his work was never *finished*, as he says. Very often, he would have to plan his work for the next day, at home, nights, and in the early days long hours overtime were not uncommon.

Today, "Ben" has charge of the finishing under Mr. Lansing, and approximately thirty-five employees are under his direct supervision. He "owns his own" on Parsells Avenue and has two children; altogether, three reasons why he's one of the happiest individuals on the sixth floor. Look at "Ben" Harris today; picture ahead twenty-five years, Kodak as you go, and it's not difficult to imagine that he'll still be with the company. Here's hoping!

IT'S ABOUT TIME

How about your vacation? Where are you going to spend your two weeks? Miss Crafts, of the Industrial Relations Department, has some interesting information regarding places where one might spend a *quiet*, or enjoy a *livelier-than-quiet*, summer outing. Or she will be glad to obtain any information that you may desire, along this line.

GOLFERS

Turn to the Athletic Section and learn all about the formation of a Kodak Golf Club, with a clubhouse situated right on what promises to be one of the best courses in the country. And we're going to have a big golf tournament this summer—handicap, of course—with numerous prizes and—well, anyway, read all about the plans on page 32.

OVER THE TOP!

We're "over the top" in the Community Chest drive, and that means we over-subscribed our quota. Kodak Office people, every year, seem to welcome this opportunity of *giving to help* and 116 per cent proves that we really *care*.

AU REVOIR, BUT NOT GOOD-BYE

After twenty-seven years service with the company, Bert C. Sellen has resigned his position in the Sales Department to attend to personal interests. Bert originally started at the Premo factory in 1895. In 1900 he became associated with the Century Camera Company, which was absorbed by the Eastman Kodak Company in 1903, and is now known as the Folmer-Century Division. He was transferred to the Sales Department at Kodak Office in 1917.

Mr. Sellen has taken over the management of the Kan-Ya-To Inn, one of the houses of the Southern Tier Hotel Company, with which he is associated. Kan-Ya-To is situated on beautiful Skaneateles Lake in the Finger Lake section, and Bert hopes that all his Kodak friends, while touring that way, will call and enjoy a *regular* meal amid the wonder-



BERT C. SELLEN

ful surroundings of Skaneateles. It has been the pleasure of some of us to know Bert as a most entertaining host, and all guests who have been lucky enough to secure reservations, will surely have a good time at the Inn.

Kodak wishes Mr. Sellen the best of success in his new undertaking.

MORRISON—STORR

On Tuesday evening, May 16, Lucille Storr, of the Stationery Department, was married to Mr. Howard Morrison of this city. Kodak Office extends its best wishes.

A. S. Greenhalgh, of the Credit Department, is taking a few weeks leave of absence. "Al" had the flu last year, and it left him in a run down condition which nothing but a complete rest will remedy. He has promised us some good fish stories upon his return.

SOME SPEED

Frank Strowger and John Gordon, Jr., have been entertaining Captain St. Clair Streett and Lieutenant George W. Goddard, of the United States Air Service, who have been making special photographic tests over our city. Captain Streett was in charge of the Air Service flight expedition to Alaska, in 1920.

What is believed to be a record trip between Rochester and Buffalo, a distance of approximately sixty-five miles, was made by the officers in twenty-two minutes.

"Ken" Williams, of the Service Department, has at last found real cause for anger. Out in St. Louis there's a certain individual who made three home runs, all in one game, and is expected to rival "Babe" Ruth himself for 1922 home-run honors. Yet he persists in calling himself "Ken" Williams.

The Sales Department welcomes Agnes Beck, who will assist Miss Hennessey with correspondence.

THIRTY-FIVE YEARS AGO

Take a glimpse of the first outing of the employees of Eastman Kodak Company, which was held in July, 1889, at Manitou Beach. These six employees are still in the employ of the company:

Frank M. Crouch	Kodak Office
Charles E. Johnson	Kodak Office
Martin Freidell	Kodak Office
William Croft	Kodak Office
"Jack" Hoffman	Canadian Kodak Company
Fritz Boyer	Kodak Park

ONE LAST FLING

Recently a crowd of Sales Department girls held a party at Eyer's on Lake Avenue. A special feature of the evening was the rendering of a Scotch dance by Catherine Sheridan, assisted by Catherine Kennedy. Prizes were awarded Jean Gaffney, Mary Dissett, Mildred Craft and Helen Flynn, for we all know the Sales girls are some bowlers and perform on the alleys in summer as well as winter.

The engagement of Betty Lannin, of the Sales Department, to Mr. Merton Taylor of this city was recently announced.

William Benstead, of the Domestic Shipping, is now a resident of Brockport, having purchased a home there through the Eastman Savings and Loan Association.

The man who packed and shipped the first Kodak is "Charlie" Johnson, manager of the Shipping and Traffic Departments. Mr. Johnson completed thirty-four years service, May 11.

Walter Peer, employed in the Domestic Shipping for several years, now occupies a desk in the Service Department.

Roy Childs, of the London Shipping, announces his engagement to Miss Helen Simons of this city. The wedding is to take place June 21.

Arnold McNamara, formerly of the Parcel Post Department, has returned from a two-year period spent in the Navy, and is now located in the Domestic Shipping room.

Shake hands with "Jack" Schoenewitz, of the Freight Shipping. "Jack" is the proud father of a nine-pound girl—Betty Jane.

May 10 marked the completion of twenty-three years continuous service for Florence Hunt, of the Testing and Packing Department. Her associates celebrated the occasion by giving a luncheon in her honor.



AS GOOD AS NEW

A Kodak, like any other high-grade instrument, after a number of years of use, will sometimes need repairs. With too many manufacturers, the working theory is: "Out of sight, out of mind." Consequently, they pay but little attention to their products when once they have been passed along to the public.

That, however, is not the policy of the Kodak organization. When a Kodak gets out of order it means, at the least, inconvenience for the owner. It means, moreover, that he will not be buying film and paper from us until it has been put in shape again.

It is to guard against such an unsatisfactory state of affairs that we have always made it our policy to handle all repair work with the greatest possible speed, consistent with high quality workmanship. Our Repair Department was formed in April, 1913, by the union of the men in the repair and inspection rooms at the Camera Works, and the force at Kodak Office which had previously handled the clerical work. The twenty-nine employees

Cameras sent in for repair are opened in the Receiving Department, where a four-sheet record is made out giving the description, lens and shutter equipment, and serial number. Two of these sheets are kept in the Receiving Department; the remaining two, one of which is the work ticket, are sent on to the Inspection Department. Here the camera is inspected, and the necessary instructions are entered on the repair ticket which is attached to the camera. The instrument is then sent to the Repair Room and the work begins. In the meantime, the original ticket and letter are sent on to the entry clerk who takes care of the shipping order and other office details while the repairs are being made. As soon as the work is completed, extensions are made on this ticket, after which the camera, with the shipping ticket attached, is sent to the Repair Shipping Department. Thus, the camera never leaves the seventh floor from the time it is sent up from the Receiving Department until it is ready for shipment.



A PEEK AT THE REPAIR DEPARTMENT

comprising the personnel of this new Department were established on the seventh floor of the new office building.

In the year 1914, 38,059 cameras were received for repairs. One-third of this number had to be sent back to the factory for repairs. In 1921, the eighty-nine employees of the Repair Department handled approximately 82,000 cameras for repairs, and less than five per cent had to be returned to the factory. In the beginning, the Department handled Kodaks and shutters only; today, it handles all work of this nature.

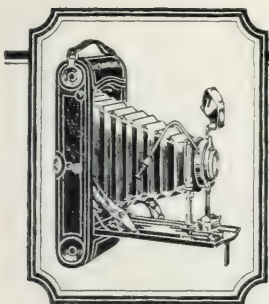
In 1913 it required ten days, on the average, to handle a single repair job. With the present improved methods, however, the time has been cut down until we now are making deliveries within forty-eight hours.

During the busy summer months (for the work is somewhat seasonal), we handle from four to five hundred jobs each day. Each camera must be handled as a separate unit, and quite an elaborate system is necessary in order to keep things running smoothly.

Some parts of cameras, such as shutters, are not repaired during the busy season. In these cases new parts are furnished and the old ones are laid aside for future repair. In this manner the personnel of the department may be kept intact during the dull winter for, at the end of a busy season enough of such material has accumulated to tide the men over until spring. Thus, we are able to maintain the same corps of highly skilled workers year in and year out.

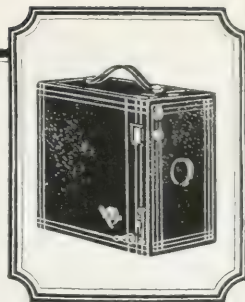
Naturally such a corps of repair men must include operators of experience. Seventeen men in our Repair Department have been with the company for over fifteen years, and eleven of these same men have records of twenty years and more of service. Newcomers are put under direct guidance of experienced men for training, and after a period of two or three years apprenticeship, they become skilled workmen.

And, all this that we may continue to uphold the Kodak reputation for service.



CAMERA WORKS

HERBERT S. THORPE
Editor



EARLY DAYS

In 1891, Kodak Park boasted but four buildings, Chemical, Engine House, Carpenter Shop and Office.

Of particular interest for us at the Camera Works is the Kodak Park of thirty-one years ago, because of the fact that Mr. Robertson, now manager of this plant, allied himself with the company in those pioneer days. This picture shows the carpenters and machinists, with their foreman, Mr. Robertson (upper row, left). The "masterpiece of construction," around which the "gang" is so proudly gathered, is one of the first film-winding machines. How this hand-turned machine would cope with the present monthly output is a problem which would tax even the ingenuity of the 1891 foreman.

We are assured that "J. A. R." was neither shivering nor suffering from nervousness when this picture was being made. The lack of photographic "sharpness" is simply due to the fact that Mr. Robertson (being then, as always, a few steps ahead

of the game) endeavored to create the "soft focus" atmosphere, which is now the last word in artistic photography.

"Archie" Johnson, of the Cost Department, has succeeded Mable Kane as billing clerk. While we miss Mable, we are glad to know that her successor is just the chap he is.

"Nothing venture—nothing have," is the motto that Carl Czadzeck had in mind when he decided to leave us to start in business. Sorry to lose you, Carl, but we wish you all kinds of success.

Our sincere sympathy is offered to Irving Briggs, who recently suffered the loss of his Mother.



BACK IN 1891

STR-R-I-KE ONE!

The lid is off! Each Thursday, from six to eight o'clock, at Exposition Park, Norman Robinson's "dreadnaught" ball teams battle for honors.



NORMAN J. ROBINSON

"Robbie's" election as manager was unanimous. After his service in that capacity for our Twilight League last year, no wonder the players wanted him to take the reins again this season.

Since players are not so plentiful in our factory as in previous seasons, the League this year is composed of only four teams. The captains are: First and fourth levels team... Minor E. Stocking Second and sixth levels team... William G. Beuter Third and fifth levels team... John S. LaValle Seventh level and basement team... Charles R. Irwin

Now, rooters! get out and shout for your team! Nothing counts in a ball game like support from the bleachers. It's some trophy this year too! Let's go!

AN IMPORTANT DECISION

Recreation Club Members:

At a recent meeting of the Board of Managers of the Camera Works Recreation Club, the following decision was unanimously passed.

"No equipment, whatsoever, will be loaned unless the person or persons borrowing the said equipment, sign an agreement to the effect that the goods borrowed will be returned at a time designated, and in good condition—allowing for reasonable wear and tear. In lieu of this, the cash value will be collected."

This motion was passed for *your* protection.

While we believe that people borrowing equipment and supplies are honest in their endeavors to return it, sometimes they are careless about the matter, because of no personal responsibility. Goods lost, or damaged, have to be replaced, which means unnecessary expenditure. Every cent counts in a Club of this kind where activities are so varied, and funds limited.

Your co-operation is requested in this matter.

CURTAIN!

The Recreation Club held its last spring entertainment on April 28, when a varied program was enjoyed by about 200 members.

Those of us who were unable to attend the party, missed an interesting talk on the latest of our American indoor sports—radio. Mr. Lloyd Reynolds, a local expert on the mysteries of wireless, came equipped with an elaborate apparatus, and "caught" several numbers from the broad-casting station of the *Times-Union* as well as sundry long distance happenings. His talk on the "Whys and Wherefores" of radiography was all too short, and we hope, upon resuming our indoor entertainments, to hear him again.

One never tires of seeing Mr. Brehm's Scotch pictures, famous for their artistic beauty of composition and color. The audience was appreciative of the fact that days of labor were spent to secure the desired pose and environment for some of the cattle pictures.

Oh, yes! We all sang. Margaret Gilbert, Grace Whitcomb and Herbert S. Thorpe sang the verses of popular songs, and the choruses were shown on the screen. "Betty" Johnson and "Tom" Allen were very pleasing in solos and—as usual—George Whitcomb's performance at the piano was first class.

"SMILIN' THROUGH"

If you have had occasion to go to the Milling Stock vault on the first floor, you must remember some one smiling a welcome, or saying a cheery "Good-day" as you pass through. August F. Mungenast—better known as "Gus," believes in that kind of "sunshine," and impersonates it.

"Gus" was born in Germany, but his birthplace seems remote, for he came to this country when he was five years old, and has lived in Rochester for thirty-one years.



AUGUST F. MUNGENAST

Mr. Mungenast came to us four years ago and worked as a punch press operator for a short time. He was transferred to the Stock Record Department in those busy times of night work, but was later promoted to a day job. Now, he is responsible for the milling parts in the Stock Record Department.

GRADUATES FROM SAFETY SCHOOL

Hats off to the fifty-one men and women who successfully completed the course of instruction at the Chamber of Commerce School for Safety Supervisors!

It meant sacrifice to attend the nine stipulated periods of study. While there is no question that the knowledge gained was more than worth the time spent in attendance, it took brave hearts to face inclement weather or forego social engagements; but—these people are now *worth* more because of their knowledge. The opportunity to acquire practical safety instruction will be available next fall. You may register *now* by getting in touch with "Dick" Jennings, or the Editor.

Make up your mind to add *safety* to your store of knowledge.

The following Camera Works employees received diplomas:

NAME	DEPARTMENT
Albert W. Bremer	Press
Frank J. Bisnett	Press
William J. Powers	Press
Frank Schaefer	Press
Alfred Snyder	Press
Harry Stuehler	Press
Emil C. Thomas	Press
Antonio L. Valente	Press
Peter J. Hubertus	Press
John Freisman	Press
Harry R. Parent	Press
Peter Sak	Press
Albert R. Erickson	Milling
George Powers	Milling
George N. Blum	Buffing
Fred Roesser	Buffing
Max Simons	Buffing
Walter Hinds	Buffing
Tullio Marinetti	Buffing
Gabrielle Constanzo	Dipping
Alfred H. Lenhard	Screw Machine
Alexander Russell	Foreign Shipping
Nicholas Rick	Riveting

NAME	DEPARTMENT
Howard Duke	Creasing
Samuel Coventry	Creasing
John O'Rorke	Creasing
George V. Rossner	Creasing
William H. Houghton	Kodak Assembling
Imelda Grappenstetter	Kodak Assembling
Robert Lindie	Kodak Assembling
Charles L. Swain	Kodak Assembling
Joseph Tschiderer	Kodak Assembling
Frieda Brandstetter	Brownie Assembling
Jacob C. Sattel	Brownie Assembling
Harold Cochrane	Brownie Assembling
Grace Schweickhard	Brownie Assembling
Irving Wolf	Brownie Assembling
Alma Foos	Bellows
Martha Ginegaw	Bellows
Laura Irons	Bellows
Elizabeth Peters	Bellows
Madeline Stanton	Bellows
William V. Curran	Inspection
Charles Houck	Inspection
Fred C. Swan	Inspection
Emil Temple	Accessory
Nicholas J. Cole	Tool Supervision
August F. Mungenast	Stock Record
Earl Carson	Office
Peter Iacobelli	Buffing Department
Robert E. Parkin	Brownie Department

PHOTOGRAPHERS—A REMINDER

Again, we are directing attention to the fact that the Industrial Relations Department maintains a service on film, paper, and cameras on Fridays *only*, from 12:30 to 1:15 o'clock. The stipulation made on borrowed cameras is that they *must* be returned by the following Wednesday. Only by this procedure can each of us give "the other fellow" his fair chance at this opportunity.



SOME OF THE FIFTY-ONE SUCCESSFUL STUDENTS

ON SENTRY GUARD

"The uniformed guardian has a cold, penetrating eye when strangers make their entrance. Backed by an austere countenance, each glance suggests a doubt as to the stranger's respectability, causing the intruder to wonder whether, in error, he has not entered some holy temple and offended its guardian by the omission of some point of ritual."



JOSEPH McVEIGH

Thus a visitor described his entrance to our factory. Whether Joseph McVeigh has a "cold penetrating eye," we leave for our readers to decide, but we insist on stating that he has a genial personality, and the main entrance would be incomplete without him.

Joseph came to us from a job which he had held for 25 years. He has a son and daughter working in the Camera Works, and strictly in confidence, told us that he is sorry he didn't leave Ireland thirty years before he did, because he could now be boasting longer friendships with the hundreds of boys and girls who pass his "eagle eye" four times a day.

"Billy" Lawrence decided that this year, instead of carrying his "wheel" to work, he would get one that would carry him. Hence, a brand new "bike"!

To Glenn Webster, we offer our sincere sympathy on the recent death of his wife.

Clinton Freudenwohl never does things by halves! He is to be congratulated not only on his marriage, but also on his purchase of a home on Field Street.

The boys and girls of the Detail and Estimate Department wish to welcome Harry Johnstone and Irving Delinsky, recent employees of the Premo factory. We know that they will enjoy the good fellowship which is so pronounced in that Department.

COMPANY GIVES "WELCOME" SUPPER

The management of the Camera Works gave a supper to the newly-elected Employees Representatives, together with the superintendents and foremen, on May 4, served in our dining room by Miss Crarer and her staff.

After an address of welcome, Mr. Robertson gave a brief review of business conditions, which pointed hopefully to future prosperity.

The principal speaker of the evening was Mr. Shapiro, representative of a Boston financial paper, who took for his subject the slogan, "Investigate Before You Invest." The speaker gave us some concrete examples of "bubble" stocks, and convincingly illustrated his talk by quoting living examples of suffering caused by unwise speculation.

The supper was excellent, and an up-to-the-minute orchestra supplied the music. Mr. George Frank sang baritone solos to everyone's satisfaction, and the evening was voted a very enjoyable one.

WHO'S WHO—IN PICTURES

"Bill" Fritz, a regular father to the Tool Department boys, has worked at the Camera Works since 1898. Twenty-four years of service means many changes, and William can tell great stories of what happened in the so-called "good old days."

As for hobbies, "Bill's" opinions are divided between calisthenics at the Y. M. C. A. and a new Hupmobile, with photography running a close second. Bowling parties and picnics would be in-



"BILL" FRITZ

complete without him, and whether it's work or play, William is "right there." He has been a foreman in the Tool Department for some years, and is active in the Foremen's Executive group. Here's a wish for twenty-four more years of "Bill's" comradeship!



KODAK PARK

ROBERT A. WEBER

Editor

PHOTOGRAPHIC EXPERTS ADDRESS CAMERA CLUB

The Kodak Park Camera Club has been fortunate during the past two months in having, as speakers, some exceptionally well posted photographic experts.

At the first meeting of the present season, the Club was addressed by A. H. Harscher of the Advertising Department, Editor of "Kodakery." Mr. Harscher's subject was "Outdoor Photography."

S. M. Fernald gave an extremely interesting talk on "Commercial Photography" at the next meeting of the Club. He emphasized the fact that it is not necessary to have elaborate and expensive equipment in order to obtain good results, and demonstrated a few things about "stunt" photography.

C. H. Turpin, of the Educational Department at Kodak Office, was our next speaker. His talk was entitled "The Development of the Kodak from the Time of its Inception." Mr. Turpin has been with the company for twenty-eight years and is, therefore, well qualified to handle this subject.

The final lecture of the spring series was given by Mr. Harrison Chapin, a prominent local banker, who has travelled extensively.

The first Club "hike" is scheduled for early in June. John A. Crabtree, of Building 3, will act as leader, pointing out suitable subjects and giving pointers on composition and exposure. The Club's first picnic will be held during the month of July.

Four or five photographic publications are kept in the Library in the Assembly Hall for the benefit of Camera Club members, who are urged to avail themselves of the opportunity thus afforded. The Camera Club organization now numbers about one hundred members. Space for dark rooms has been obtained and these will be available for use in July. Certain nights will be designated on which the dark rooms may be used by the girl members of the Club, and other nights for the men. Competent instructors will be on hand to help the members.

Florence Van Hoesen has left the Research Laboratory to take up work at the Rochester Public Library (Monroe Avenue Branch), preparatory to entering the State Library School in the fall. Our best wishes go with you, Florence.



KODAK PARK CAMERA CLUB OFFICERS

*Left to Right—Standing—Harold Hudson, recording secretary; Karl Gruppe, vice-president; Gordon Chambers, lanternist
Seated—Edna Pownall, financial secretary; Alfred Hargreave, president*

FOR OUR SAFETY AND PROTECTION

"ALF" RUTTAN, ERSTWHILE OF PREMIO, HEADS NEW DEPARTMENT

January 1, 1922, saw the organization of our new Safety and Protection Department with A. A. Ruttan, formerly Superintendent of the Premo Works, as general superintendent. This department covers three distinct branches—Fire Protection, Police Protection and Safety. The first division is headed by Fire Chief Robert C. Ruckoldt, who has supervision of all things pertaining to fire prevention and fire fighting. Charles Schlansker, Chief of the Police Division, supervises the night watchmen, gate men and parcel pass system. The third section is headed by Ronald C. ("Cap") Hands, Safety Engineer, whose responsibility covers the Accident Prevention work of Kodak Park.

Co-operating with this new department is the Kodak Park General Safety Committee, of which Mr. Ruttan is chairman, the other members being: Messrs. Ruckoldt, Lustyke, Johnson, Adams, Smith, Hands, Schlansker and Weber. This committee meets each Thursday afternoon to discuss safety work. In addition to this General Committee, we have more than two hundred representatives throughout the plant. These men are designated to represent the various department heads and superintendents, and it is their duty to be constantly on the watch for accident hazards, and to report any which they may find. Weekly instruction classes are to be held to prepare our safety representatives for the proper execution of their duties. These classes will meet, during working hours, each Tuesday afternoon in the Assembly Hall, with the exception of Tuesday, July 4.

At the first meeting on May 9, Mr. Ruttan outlined, in a general way, the plans of the organization and explained to the representatives their particular place in our Safety organization. Speakers for other meetings of the classes are Messrs. Ruckoldt, Hands, C. H. Thompson, and Dr. Benjamin J. Slater.

A study of the summary of Kodak Park accidents in recent years shows that only a very small percentage of all our accidents occurred on machines and power driven equipment. Most of the cases were the result of carelessness. Slight cuts and lacerations which should have been only minor injuries were neglected and resulted in serious infections. A new type of bulletin board has been placed in each of the five entrances to the Park, which will keep employees informed of accidents and their causes. This board shows every accident case, its cause, and a comparison with the corresponding month of the previous year.

An effort will be made to present each month in *The Kodak Magazine* some interesting article on the Safety and Accident work at Kodak Park. Employees are urged to co-operate in making our new organization a complete success. Mr. Ruttan has had wide experience along these lines, and is particularly well-qualified to head our safety work. His past record shows great activity in connection with the Industrial Safety Congress of New York State. Mr. Ruttan is an ex-President of the Rochester Safety Council, and has been a Vice-President of the Automobile Club of Rochester, and in both of these offices was able to make a thorough study of safety work.

FOUR ACES

Four of our employees recently celebrated the anniversary of their coming to Kodak Park—Richard Kemp, of the "Dope" Department—thirty years' service; John Leopold, of the Roll Coating Department—thirty years' service; Edward Doyle, of the Carpenter Shop—thirty years' service; and George Sornborger, of the Machine Shop—twenty-five years' service.



THREE OF THE FOUR

George Sornborger, John Leopold, Richard Kemp

Mr. Kemp is general foreman of the "Dope" Department, and in this Department, he has put in all of his three decades of service. Mr. Leopold was for many years foreman of the Engineering and Maintenance Department. Mr. Doyle is in charge of the Carpenter Shop, while Mr. Sornborger has been connected with the Engineering and Maintenance Department during his entire period of employment.

Here's to you, "Dick," and "Tom," and "Ed," and George! You may well be proud of your long and satisfactory service record. We congratulate you, and hope you may be with us for many years to come.

GET SET!

The April dinner meeting of the Kodak Park Foremen's Club concluded a winter which has been exceptionally interesting, for a number of excellent speakers have appeared before the Club this year.

July 29, and Cobourg have been named as the date and place for the annual outing of the Club. The committee expects almost 1,000 people to make the trip this year. This annual voyage is becoming an established event in the year's program, one which is eagerly awaited by the entire membership.

A SEMI-PRO TEAM FOR KODAK PARK

The disbandment of the Kodak Baseball League has resulted in the forming of a semi-pro team at Kodak Park. Manager Thomas Baker has gathered together an aggregation of talent, which is expected to put us again among the best semi-pro teams in the state.

Fred Gardner, whose experience both as player and manager, dates back to the years when industrial baseball was a new thing, is assuming the position of business manager, and already has a formidable schedule mapped out. Games are pending with Manchester, Stoco-Lens of Geneva, Ampicos of East Rochester, Dansville and some of the higher class local outfits. The city semi-pro championship is the objective, and prospects for the realization of this ambition are very bright. Games will be played at Kodak Park every Sunday.

Promising candidates for battery positions are hurlers Frostbauer, McCormack and Lustyk. Petroske and Shepanski will work behind the plate, with Skiby, Dernoga, Rodman, and Faulk around the infield. In the garden, will be "Chet" and "Bill" Drabinski.

Tickets for Saturday and Sunday games of George Stalling's Chiefs, at Baseball Park, are on sale at the K. P. A. A. Office up until eleven o'clock Saturday.



THOMAS BAKER, *Baseball Manager*

SOCCER

During the spring schedule, the Kodak Park soccer team has consistently held its own.

The Northwestern Competition which will open early in the fall is expected to be the most closely contested since the organization of the League in



EDWARD ALLARDICE, *Soccer Manager*

this district. The opposition which the other teams are offering our boys only strengthens their determination to bring this trophy to Kodak Park in 1923.

PICNICS AHEAD!

The 1922 picnic season promises, from early indications, to be one of the busiest. Already, many departments have picked out their dates, and made their reservations, while the committees in charge are even now working out the preliminary details. Buildings 22 and 48 will hold their outing at East Maplewood on June 17, with A. A. Ruttan Louis C. Wheeler, Emma MacBride, John S. Harmon and Horace E. Robinson, in charge of the arrangements.

Elaborate preparations are being made for the annual outing of the E. & M. Stores Department scheduled for Manitou Beach on June 24. This is one of the big picnics held during the year, and it is expected that all previous attendance records will be broken on this occasion. The committee in charge of the 1922 outing is composed of Jacob Kirchgessner, chairman, John E. Osier, Peter McArdle, Ross Miller, Charles Kendall, Donald Donoghue, Almon Jeffers, William Young, Herbert Williams, Dorothy Kuhnert, Viola Wilson, Anna O'Mara, Mary Sullivan, Irene Shea, and Louise Murphy.

The following other picnic dates have already been announced:

Industrial Economy.....	June 3—East Maplewood
Stores.....	June 24—Manitou
Black Paper.....	June 24—Nine-Mile Point
Drafting.....	July 8—Nine-Mile Point
Building 36.....	July 15—Manitou
Finished Film.....	July 22—Manitou
Foremen's Club.....	July 29—Cobourg

The Emulsion Coating Department extends its sympathies to Lawrence Knittel, whose son died recently.

NEW FORM OF SERVICE PROVIDED BY THE K. P. A. A.

PICNIC EQUIPMENT AVAILABLE FOR DEPARTMENTS HOLDING OUTINGS

In the summer of 1920, after a lapse of several years, a general picnic for the members of the Kodak Park Athletic Association, their families and friends, was held at Ontario Beach Park. An outing was again held in 1921. Both of these affairs were only passively successful—because of the fact that a great many of the different departments here at the Park have their own yearly outings which their members prefer to attend. In view of this, the Board of Governors of the Association has decided it inadvisable to continue this

custom, and is now fostering, in every way, these departmental affairs.

There are certain articles of equipment which are needed in handling the different events at a picnic, and, were it necessary for each group to procure them for such occasions, the cost would be prohibitive for all but the larger picnics. The Association has decided to purchase equipment that will be available for the use of all departmental picnics. Reservations should be made at the K. P. A. A. office, as early as possible, for the date on which they are to be used.

TENNIS ENTHUSIASTS CROWD COURTS

Unusual interest, is being displayed in Kodak Park tennis this year, and a number of the "old timers" are back at the game, none the worse for their "lay-off."

The success of the team is assured in the appointment of Walter L. Farley as manager for the 1922 season. Assisting him on the Tennis Committee are Dr. Frank E. Ross and H. H. Adams. The courts were opened May 1, and are in use most of the time. "Joe" Minella and Charles Flagg, have been engaged as care-takers, and are attending to the wants of the players in a commendable style.

The usual dues of \$1.00 for the season, including locker rental, are being charged, together with the key deposit of thirty-five cents which is returned at the end of the year. In addition to this, members of the Association pay five cents per hour while using the courts.

The committee is arranging a rating list to be used in classifying the players in the annual handicap tournament. Considerable honor is connected with winning the Kodak Park championship. The handsome trophy awarded will provide keen competition up to the final round.

NOON HOUR BASEBALLERS IN HOT RACE

"Rangers"—"Birds"—"Yankees"—"Grants". If there is anything at all in a name, try to picture what it is going to mean to toss four such names, representing the cream of Kodak Park's playground baseball talent, into the arena. There is no better place to spend your noon hour than the athletic field, where these conflicts are staged.

It is too early in the schedule to attempt to pick a winner, but at this writing the Birds are leading by a game.

Standing of Teams

	WON	LOST	PCT.
Birds.....	3	1	.750
Yankees.....	2	2	.500
Grants.....	2	2	.500
Rangers.....	1	3	.250

HEADS GIRL "RACQUETERS"

Marie Forbes, of Building 26, has again been appointed manager of the girls' tennis team. Two courts have been designated exclusively for the girl members of the Association who wish to participate in this healthful and pleasant pastime.

The annual handicap tournament will be run off again and a trophy awarded the winner.

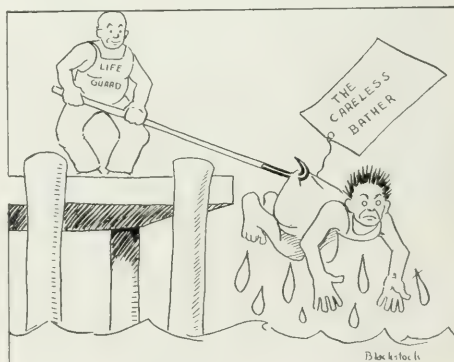
Provision has been made to have competent instructors for those who do not already understand the game, and any member of the Association desiring to take advantage of the opportunity is requested to get in touch with Miss Forbes, Building 26, or call 391.

HOW 'TIS DONE!

\$33,131.93! That's the total amount Kodak Parkers pledged to the Community Chest. Of this sum, \$12,445.49 was contributed by 207 individual subscribers. Our quota in the Industrial Division, for 5624 employees, namely \$18,263.70, was oversubscribed by thirteen per cent, the total being \$20,686.44.

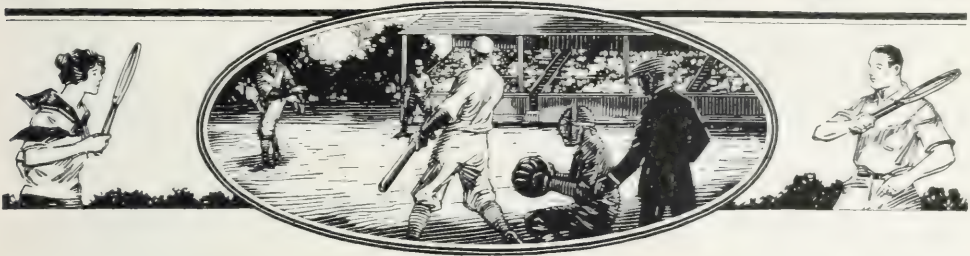
The departments topping Kodak Park's "Honor Roll" are the Industrial Economy Department, in which seventeen employees subscribed 172 per cent of their quota; the Roll Coating Department with 310 employees, 158 per cent; and the Box Department, where 152 employees subscribed 156 per cent of their quota. On Monday, May 15, the first day of the campaign, all the employees of the Box Department had subscribed to the Chest. Some record!

Our per capita pledge was \$3.68.



Three-fourths of the mistakes a man makes are made because he does not really know the things he knows.—JAMES BRYCE.

A T H L E T I C S



GOLF CLUB-HOUSE AT DURAND-EASTMAN PARK

THROUGH the efforts of the Kodak Park Athletic Association, permission has been granted by the Rochester Park Board for the erection of a golf club-house convenient to the links at Durand-Eastman Park. The house is to be built on the knoll east of Sunset Point at the sixth tee, a very fine location, by the way.

Plans for the club-house have been submitted to the City Art Commission and its approval is practically assured.

The Durand-Eastman Golf Club was organized a few weeks ago at Kodak Park to build and maintain the club-house, and to re-create and sustain the interest in the wonderful course laid out some years ago. The temporary officers are: Thomas Frost, president; Gerould Lane, vice-president; Nelson Bruce, secretary and treasurer.

Membership in the Durand-Eastman Golf Club is not limited to Kodak employees, but is open to all citizens of Rochester, when application is approved by the Membership Committee.

To aid in the construction of the Club-house, the Club is now selling bonds in \$50.00 denominations, payable \$25.00 with application, and \$25.00 on or about July 1, this year. Bondholders dues are \$10.00 per year, other members paying \$15.00.

An invitation is extended to all Kodak employees to join this Club.

This project should receive the hearty approval of every Kodak golf enthusiast, as the links at Durand-Eastman have been pronounced by experts as one of the finest natural courses in the country.



NEAR THE SIXTH TEE AT DURAND-EASTMAN
Site of New Club-house

JUNE 17, RED LETTER DAY FOR KODAK GOLFERS

INTER-PLANT HANDICAP TOURNAMENT TO BE PLAYED ON GENESEE VALLEY PARK LINKS

GOLFERS! when you go home tonight, don't forget to tell Friend Wife that you are apt to be late for dinner on the evening of Saturday, June 17. This is the date selected for the first tournament arranged by the Kodak Inter-Plant Golf Committee.

Members of this Committee met with Chairman "Jim" Weldon, of Hawk-Eye, on May 10, and arranged to hold a handicap tournament over the Genesee Valley Park course on the above date. Any Kodak employee is eligible to enter this tournament. Entry fee will be \$1.00. Tournament will consist of eighteen holes, medal play.

Each entrant must submit to William Melvin, Folmer-Century, on or before June 12, entry fee and record of his last three scores for the eighteen holes at Genesee Valley Park. These scores will

be used as the basis for determining handicaps. Prizes, consisting of golf equipment, will be awarded to the holders of low gross score and the first four or five low net scores.

This, the first event of the season, is looked upon by the Committee as more or less of a "feeler." It is the intention of the Committee to stage several additional tournaments during the course of the summer, provided the interest shown in this first event is sufficient to warrant additional competitions. The tentative schedule for the balance of the season calls for one tournament, match play, each month.

If you want to see the thing go through, here's your opportunity. Sit down now, and send your entry to "Bill" Melvin at Folmer-Century.

IN OR OUT OF SEASON

WINTER or summer, rain or snow, League or no League, those boys from Hawk-Eye and Kodak Office just *have* to find some excuse for getting together in an athletic contest of one kind or another. Even the abandonment of the Kodak Baseball League has not served to keep them apart, for these friendly rivals promptly hitched up in an indoor-outdoor series.

The opening engagement was fought in the abandoned quarry, which the St. Paul Street folks dignify by the name diamond, and resulted in a 1-0 shut-out victory for the lens-makers.

Encounter number two transpired among the spaghetti-haunted environs of Brown's Square, where the sixteen-story-ites evened the series count by taking a 5-4 decision after an extra inning. "Connie" Van Lare provided the sensation afield with a leaping one-hand snare of a liner through the trees, at a time when two were out and the bases crowded.

Of course, these two teams aren't wearing any chips on their shoulders. However, if any of the other three plants wish to administer (or receive) any lessons in this sport, challenges will be gratefully received and courteously acknowledged by Elmer Eggert, Kodak Office, or Frank Quetchenback, Hawk-Eye.

There's a certain bunch of semi-pro ball-tossers in town who seem to hang together, season after season. Once they played under the cognomen, Polish Nationals, later as the Norwich Clothes, and now most of the same players are wearing Kodak Park uniforms. The dropping of the Kodak League has given the Parkers another opportunity to do battle for the city industrial and semi-pro honors, which they formerly held, and Manager Baker seems to have collected an aggregation which gives excellent promise of achieving this feat.

SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF MAY 10, 1922

	No. of Employees	No. of Members	Percentage of Employees Subscribing	Total Shares
ROCHESTER PLANTS				
Hawk-Eye	401	325	81.0	2,571
Kodak Office	1,177	714	60.6	6,927
Kodak Park	6,038	2,933	48.5	21,658
Camera Works	1,341	543	40.4	2,595
Folmer-Century	287	82	28.0	762
Direct Members		20		212
OUT-OF-TOWN PLANTS				
Chicago Branch	112	112	100.0	931
Zimmerman Brothers (Duluth)	8	8	100.0	50
New York Branch	92	77	83.6	664
Taprell, Loomis and Company	175	123	70.2	934
Glenn Photo Stock Company	20	14	70.0	80
Zimmerman Brothers (St. Paul)	25	17	68.0	94
San Francisco Branch	68	46	67.6	231
Sweet, Wallach and Company	67	44	65.6	509
Denver Photo Materials Company	21	13	62.3	50
Howland and Dewey Company	48	27	56.2	169
Robert Dempster Company	18	10	55.5	56
Robey-French Company . . .	46	23	50.0	194
Salesmen and Demonstrators	124	54	43.5	940
Northwestern Photo Supply Company	26	11	42.3	90
John Haworth Company . . .	55	22	40.0	114
Des Moines Photo Materials Company	15	3	20.0	29
Milwaukee Photo Materials Company	20	4	20.0	40
O. H. Peck Company	31	4	12.9	40
American Aristotype Company	28	1	3.6	20
Total	10,235	5,230	51.0	39,960

Average Subscription—7.6 shares.

Total Matured or Par Value—\$3,996,000.00.

*MAN is the only
animal that you can
skin more than once.*

PRINTED AT LONDON

The KODAK
Magazine



July 1922

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

ACCIDENT RECORD

MAY, 1922

PLANT	Accident Cases		Accidents per 1000 Employees	
	1922	1921	1922	1921
Kodak Office	1	..	.95	....
Camera Works	..	2	....	.83
Folmer-Century Works	..	1	....	2.77
Hawk-Eye Works	..	..	....	....
Kodak Park Works	6	12	.98	1.89
Total—Rochester Plants	7	15	.76	1.38

NATURE OF ACCIDENTS DURING MONTH

2 cases of injury from bruises, burns or lacerations

3 cases of injury from falling material

1 case of injury from obstruction in passageway

1 case of injury on machine of special nature

7 employees' accident cases during the month

HAWK-EYE

***One year without a lost-time
accident. See page 27***

*Whatever you
are, be a good one*



1



2



3



4



5



6



7

BEAUTY SPOTS OF ROCHESTER

- | | | | |
|---------------------------------------|----------------|---|----------------|
| (1) The Lake in Seneca Park | F. E. Ross | (4) Along the Lower Indian Trail—Maple- | |
| (2) Lilacs at Highland Park | F. E. Ross | wood Park | L. E. Jewell |
| (3) A Woodland Roadway | Durand-Eastman | (5) The Entrance to Palmer's Glen | William Wincup |
| Park | J. M. Trayhern | (6) Along the Glen Haven Road | William Wincup |
| | | (7) The Dugway | William Wincup |

The KODAK Magazine

VOL. III

JULY, 1922

No. 2

KODAK CITY BEAUTY SPOTS

ROCHESTER, THE IDEAL HOME FOR THE KODAK

WESTERN New York has been aptly named the garden spot of America, and one need proceed no farther than our own city of Rochester and its immediate surroundings for verification.

Beauty spots are to be found on every hand, and the Kodak enthusiast could spend a lifetime without exhausting the possibilities.

Both the upper and lower reaches of the Genesee River abound in scenic beauties; Lake Ontario and its numerous adjoining bays and ponds provide many additional opportunities for the artistically inclined.

The rolling hills to the south and east afford a wonderful series of panoramas ever changing with the seasons.

Should you care to wander a few miles from home, you have again a wide selection: Canandaigua Lake, Conesus Lake, Canadice Lake, Keuka Lake and the many others of the famous "Finger Lake" chain, all supply inexhaustible material.

When it comes right down to it, you will not have to go outside the city limits to fill a goodly number of albums with beautiful pictures. Our system of public parks is everywhere recognized as one of the finest in the country, and ideally

located as they are, each one provides a different series of settings.

Panoramic views of remarkable beauty can be obtained from Inspiration Point on Irondequoit Bay, from Cobb's Hill Reservoir, and from the summit of Highland Park.

Handsome residential districts abound, and the beauties of East Avenue enjoy a national fame.

Even some good "Western stuff" has been produced among the sand bluffs adjacent to Cobb's Hill.

In winter you can picture the fantastic ice formations at the falls of the Genesee, or along the shores of Ontario, or proceed to Irondequoit Bay for pictures of the flying ice yachts and of fishing through the ice.

If you are a lover of flowers and birds, you will find both in infinite variety close at hand. Truly Rochester, the home of the Kodak, is also the ideal home for the Kodaker.

The pictures shown on pages 2 and 4, do not by any means cover the field, but were selected more to show the pictorial possibilities of the various locations, all of which can be easily reached by a short trolley ride.



WILLOW POND—EAST AVENUE

Herbert S. Thorpe



1



2



3



4



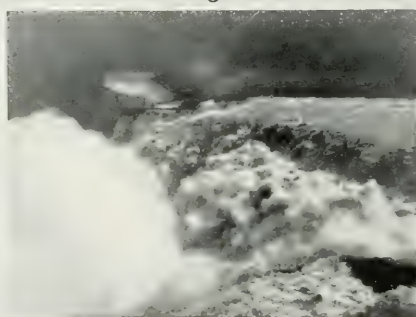
5



6



7



8

MORE BEAUTY SPOTS

- | | | | |
|---|-----------------------|---|-----------------------|
| (1) The Lake Shore near Manitou Beach . . . | <i>E. P. Wightman</i> | (5) The Indian Trail and the Lower Genesee . . . | <i>F. E. Ross</i> |
| (2) Another View of Durand-Eastman Park . . . | <i>A. C. Hardy</i> | (6) Sunset on the River - Genesee Valley Park . . . | <i>L. E. Jewell</i> |
| (3) Buck Pond, on the Manitou Line . . . | <i>E. P. Wightman</i> | (7) Bradlock's Bay, on the Manitou Line . . . | <i>E. P. Wightman</i> |
| (4) Oxford Street's Famous Magnolias . . . | <i>Frank O'Brien</i> | (8) The Lower Falls of the Genesee at
Flood Time | <i>L. E. Jewell</i> |

HOW TO REVIVE A DROWNED PERSON

A SIMPLE AND EFFECTIVE METHOD REQUIRING NO ASSISTANCE AND NO APPARATUS

HAVE you ever been at the water's edge and seen some person brought ashore unconscious, and then stood there with the rest of those present, wringing your hands, because no one knew just what to do to revive the patient?

If you have ever had this experience, you will need no urging to read what follows carefully so that you may be prepared, should such an emergency again arise.

There are several different methods, and a number of mechanical devices for producing artificial respiration, and all of them with some merit. It frequently happens, however, that a case of suffocation from drowning or other cause presents itself when there is no possibility of securing a pulmotor or other device in time to be of any service.

The Schaeffer Method

This fact need cause but little concern, provided some one present is familiar with the Schaeffer or prone pressure method of producing artificial respiration.

In fact, this method is now generally considered to be superior to all other means for the purpose.

Before describing this method, let us understand first what suffocation is. Suffocation or asphyxiation is an unconscious

condition due to the inability to get oxygen into the lungs. This may be due to a number of causes: first of all drowning; second, from some form of asphyxiation from gas; and third, paralysis of the breathing centers following severe electric shock.

Lay the individual face down; arms extended forward above the head. Turn the face to one side. Remove false teeth, tobacco, or any other contents of the mouth, and draw the tongue forward. Loosen tight clothing from about the neck. Step astride of the subject and with hands grasped under the abdomen, lift about eighteen inches above the ground so as to allow the water (in case of drowning) to run out of the air passages and stomach.

Following this, wipe out the mouth and nostrils so as to be sure that air may pass in and out freely.

Position of Fingers Important

Kneel fairly well back straddling the patient's thighs, as shown in Illustration 1, facing the head, and resting the hands *with fingers together* on the lower ribs. If the fingers are spread open, they may cover too much of the chest walls and so prevent proper action. Swing forward



FINGERS CLOSE TOGETHER; WHITE LINE INDICATES LOWER RIBS



HANDS IN CORRECT POSITION—READY TO MAKE PRESSURE

and gradually bring the weight of your body on your hands, and thus upon the patient's back.

Then, immediately remove pressure and swing backward. Repeat this movement about twelve or fifteen times per minute without interruption until natural breathing has been started and maintained.

If there is anyone present to assist you, have him get the patient's body warm, either by rubbing the limbs vigorously *toward* the heart, or by applying heat in some form to the feet.

Don't Give Up!

Two hours is not too long for a life, and respiration has often been restored after this length of time.

Care should be exercised so as not to conduct this method of respiration too rapidly; when the action is too rapid, the lungs do not have a sufficient length of

time to expand after the pressure upon them. Twelve respirations to the minute are sufficient.

As soon as possible, without interfering with the breathing, get the patient under cover and warm with hot water bottles, hot bricks, or vigorous rubbing.

Do not attempt to give anything to drink, until breathing has been well established.

Keep Counting

A very good way to control the rate of respiration, is to count "one," "two" as you make the pressure upon the lower ribs; release the pressure when counting "three," "four," "five," when you again start over and make pressure upon the ribs. Even though one counts rapidly, this will keep the rate somewhere near normal.



LEANING FORWARD TO APPLY PRESSURE

In performing this prone-pressure method, there is a tendency at first to feel that you are not accomplishing anything because there seems to be little "give" to the ribs when you are making this pressure, but despite the seeming ineffectiveness of this method, it will do its work and can be persisted in for a

great length of time without fatigue on the part of the operator.

This same method can be used in any form of suffocation, with excellent results.

Read the foregoing over again carefully so that you will fully understand the method, and be able to remember it. It may mean the saving of a human life.

THE NEW WAGE DIVIDEND PLAN

By the time this reaches your attention, you will have cordially slapped your Wage Dividend check on the back, and neatly inscribed your autograph across his broad shoulders.

Incidentally, let us hope that you have put him to work for you; in the Eastman Savings and Loan Association, for instance.

The letter accompanying your Wage Dividend contained two paragraphs of unusual interest; the one announcing a new method for the computing of future Wage Dividends, owing to the change in the company's shares to shares without par value, the other allowing all employees, otherwise eligible, who have been laid off on account of slack work, to participate in the Wage Dividend if they return to work by December 31, 1922, regardless of their having been away for more than six months.

Up to the present time, the Wage Dividend has been computed on the basis of extra dividends declared to holders of common stock of \$100.00 par value. Now that the company's stock has been changed from shares of \$100.00 par value to shares of no par value, the stock dividend rate cannot be figured on a percentage basis but must be on a basis of so many dollars per share. To conform to the change in calculating the stock dividend, it is necessary also to make a similar adjustment in connection with the Wage Dividend.

The new plan provides that future Wage Dividends shall be determined as follows: For each dollar of dividends declared during the calendar year upon the com-

mon shares over and above \$1.00 per share, the Wage Dividend rate shall be \$5.00 per \$1,000.00 of the salaries and wages upon which the Wage Dividend is computed.

This works out in this manner:

Dividend to Stockholders per share	Wage Dividend Rate per \$1000 of Earnings during last period of continuous employ- ment within last five calendar years.
\$1.00	\$ 0.00
2.00	5.00
3.00	10.00
4.00	15.00
5.00	20.00
6.00	25.00
7.00	30.00

During the last few years there has been a very considerable increase in the number of new stockholders who purchased their shares at the market price and who are receiving only a moderate return on their investment. Some of us occasionally get the idea that because the dividend rate on common stock during the last few years has been 40 per cent, that all the stockholders have received a 40 per cent return on their investment. This, of course, is not a fact, if we analyze the situation carefully. For example, suppose you buy a share of Kodak stock on the market today. This would cost you about \$73.00 (at the time this was written), and the cash return to you at the present dividend rate would be \$5.00 per year. Putting this on a percentage basis, the return you would have would be about six and eight-tenths per cent (6.8%), not a high rate for an industrial stock, and a greatly increasing number

of stockholders are receiving only about this amount. It is also true, that while the amount paid to stock-holders since the Wage Dividend plan was adopted has remained the same, with the exception of one year, the amount paid to employees in the form of the Wage Dividend has increased more than 400 percent. It seems only fair, therefore, that these new stockholders should be taken into consideration.

Because the basis for computing the Wage Dividend is not a fixed sum, but is the total wage or salary over a five-year period, which in most cases is an increasing amount, the amount of the Wage Dividend paid will show an actual increase in practically all cases, although there has been a reduction in the rate.

The unusual conditions prevailing during the past year have been recognized in the decision to suspend the regular six months rule in connection with the wage dividend. This means that employees participating in either of the two previous dividends, who have been laid off on account of slack work, and return on or before December 31, 1922, will receive the dividend payable this year, and will not be considered to have had any break in service for future dividends, regardless of their having been absent for over six months. It is pretty difficult to find any one who is not willing to share his prosperity with less fortunate associates; so it is safe to say that those of us who have been continuously employed, noted this special ruling with almost as much pleasure as those who have directly benefited by it.

We can all help in boosting the amount of the Wage Dividend; we can all do a little more work, or better work, and particularly can results be accomplished by finding means of preventing waste, both of time and materials.

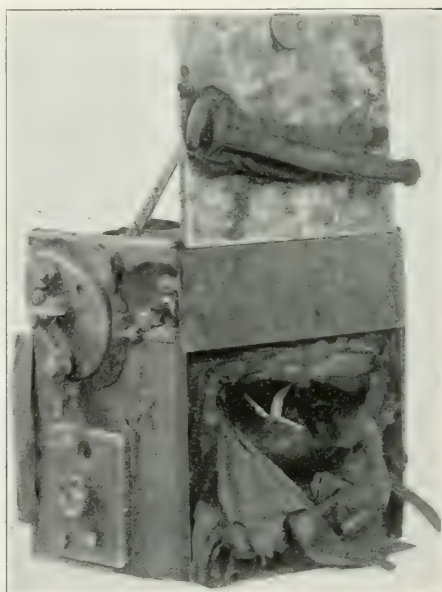
We can co-operate more fully with our associates; what helps them helps us; what helps us both helps the company, and that is what makes dividends grow.

RADIO ACCIDENTS

In the interest of universal safety, the Rochester Gas and Electric Company has issued a warning telling of the great danger involved in fastening radio antennae or aerials to its poles. A storm may cause a high tension wire to be blown across an aerial wire with fatal results to those "listening in" on a receiving set. Under no circumstances will the G. & E. Company give permission to use any of its poles for this purpose, and any wires found thus attached will be removed as soon as possible. It is desired that this information be broadcasted among the readers' friends, especially parents and children, that no fatality may occur through this possible source of danger.

A SURVIVAL OF THE ROMA

The accompanying illustration shows all that is left of the Graflex camera that fell with the ill-fated airship "Roma," at Hampton Roads a few months ago.



This camera is the property of C. W. Dvorack, who installed the Liberty motors in the ship, and who accompanied it on its fatal trip.

Mr. Dvorack was painfully burned but is now well on the road to recovery.

The Kodak Magazine

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

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HERE is the greatest stumbling block in the world, and yet, as printed here, it is only ten seventy-secondths of an inch high: "if."

"If" bars the way to all progress. If I hadn't done this, if I hadn't done that; if I had this, or if I had that; always standing in the way of what you desire.

Most of our unfulfilled desires arise from the lack of money; if I had fifty dollars, five hundred or a thousand dollars. There are four ways to acquire money: earn it, have it given to you, or find it; the fourth way usually leads to legal complications, so we won't mention it. None of these methods avail in getting rid of that pestiferous little "if"—unless you save. When it comes to the show-down, it isn't what you had, but what you have.

Now as friendly advice is frequently resented, we are having the following bit set in very small type, so as to make it as inoffensive as possible.

Invest your Wage Dividend in Income or Savings Shares in the Eastman Savings and Loan Association.

CASTING about for a thought upon which to base a hot weather editorial, came the idea to write about something

cold; so, after due deliberation, and consideration with our stenographer, we selected ice cream.

The eating of frozen substances dates back to remote antiquity. It is said that Alexander the Great had a great fondness for frozen sherbets. However, we have it that the chef of Louis XIV, King of France, placed before his R. M. one hot day a dish of cream ice, as he called it, which was probably the first ever made. Other chefs had made water ices, but this genius used cream and milk in his invention and thereby produced ice cream.

Ice cream began to be popular in America before the Revolution, and one early producer received one dollar a quart—which was going some for those days.

A good many years later, some say along about 1876, a druggist, whose soda fountain trade was falling off, became possessed of an idea. Why not place a dab of ice cream in the bottom of the glass and then squirt in the fizzle water.

He tried it—Um! Um! great! He liked it; his patrons liked it, and so ice cream soda came to be, and today many millions of dollars are invested in its production.

Now quite some water had passed under bridges between the time King Louis' chef invented ice cream and the invention of ice cream soda; so you see there is always opportunity to improve on an old idea.

ONE of our advertising friends tells a story of a boy who had a bantam hen and a belief in desk mottoes. The hen was a good layer, but its eggs were disappointingly small; so, the boy got an ostrich egg and hung it up in front of the nest, accompanied by a card reading: "Keep Your Eye on This and Do Your Best."

Of course, we cannot all of us hope to become a second Edison, Marconi or Morgan, any more than the bantam could hope to come up with the ostrich—but it won't do any harm to keep our eye on what has been done by some of the big fellows and do our best.

MILK HABIT GROWING

IN our various plant cafeterias and lunch rooms, we consume about 875 quarts of milk daily. A good proportion of this is used for cooking purposes, but the use of milk as a food beverage is decidedly on the increase among the employees. At Kodak Park, just a little less than half the meals served include milk as the beverage. At Hawk-Eye and Camera Works, the average is quite a bit higher, running between four-fifths and two thirds.

At Kodak Office a small lunch room is maintained, where the office girls are at liberty to prepare lunches for themselves. Also, there are a number of girl employees acting under medical advice who visit the lunch room twice daily for a drink of milk,

and this plan has been productive of most excellent results.

About forty quarts of milk are consumed in Kodak Office lunch room daily.

All milk used in our plants is sold at cost, and everything is done to insure cleanliness and quality.

You were no doubt very much aware of the fact that June 5—10 was "Milk Week" in Rochester.

At that time, a definite effort was made to show the beneficial results of drinking milk.

Outside of the fact that milk is nourishing, as a drink, on a hot day, it is particularly beneficial. It is cooling, stimulating, giving one renewed energy without unfavorable after results.



AT THE BAR



KODAK PARK

ROBERT A. WEBER

Editor

CUTTING DOWN THE PERCENTAGE

If we classify the accidents which occurred at Kodak Park during 1921, we find that only ten per cent of the total number were what are called "machine accidents." This speaks well for the way in which all our machinery is guarded. Six per cent of these accidents were of a special nature, impossible to foresee and guard against by the regular methods.

"Materials and moving" accounted for 21.7 per cent of the injuries, hand operated tools seven per cent, while the remaining 70.6 per cent were caused by falling, poor conduct, strains, burns and cuts, explosions, and construction and repairs. Of all causes, "burns and cuts" resulting in infections and poisoning, were the most frequent source of injury. 23 per cent of all our accidents were of this nature. "Tripping and slipping" rank second with 17.6 per cent of the total. Such accidents as these are unpreventable, except through the co-operation of each and every employee. It is this fact which influenced our newly formed Safety organization in adopting its present policies and for accident prevention.

So far this year, figures for the first five months being used, the total number of accidents is considerably less, forty-eight being shown against sixty-three for the same period in 1921. This is a reduction of practically 25 per cent. "Falling and dropping material", which last year caused 13 per cent of the accidents, has decreased to 8 per cent. However, that the human element is the most vital point in accident prevention work, is clearly demonstrated by the fact that in spite of a decrease of 25 per cent in the number of accidents during this five-month period, injuries from "tripping and

falling" have increased 1.1 per cent, and from "infections and poisoning" 10.3 per cent.

Occasionally, if the condition of the patient's blood is not good, it is impossible to prevent infection following a cut or burn, but a large percentage of the accidents under this classification are due to failure of the employee to report to the Medical Department for treatment promptly.

There are one or more Safety Inspectors in your department, whose duty it is to see that conditions are right. These inspectors, appointed by your Superintendent, are being given a course of lectures in safety work. You can be of assistance to them, and incidentally to your department and yourself, by reporting to them any unsafe conditions. You can help also by cautioning the careless man and by adhering strictly to the safety regulations which have been issued.

TWO POPULAR TIME OFFICE CLERKS LEAVE TO BE MARRIED

June is ever a hard month for industry, as so many of the fairer sex leave each year to take upon themselves the newer duties of housekeeping. During this June, the Time Office, Building 25, has lost two of its popular young lady clerks for this reason.

On June 10, Helen Harroun was married to "Matt" Lorscheider, and Frances Bates to Howard VanSaum. The other employees of the Department entertained both the girls before they left, and suitable gifts were presented them as a token of their friendship.

KODAK PARK WORKS		WILL YOU GET HURT THE SAME WAY?											
ACCIDENTS CAUSED BY		JAN FEB MAR APR MAY JUN JUL AUG SEP OCT NOV DEC											
1	MACHINERY - SHEET METAL	1	1	1	1								
2	WELDING												
3	STEEL WORKING												
4	DRAPER												
5	PRINTING												
6	POWER												
7	SPECIAL NATURE												
8	MATERIALS - FALLING OR DROPPING												
9	TOOING PARTS ETC.												
10	MOVING - REMOVING OR GRASS												
11	ROAD OR WATERWAY CROSS												
12	ELEVATORS - CONVEYERS												
13	HAND OPERATED TOOLS - JEN FIXTURES												
14	DRILLING - DRIPPING - SCREWING												
15	BURN - CORROS - ACID BURN - SCALD												
16	STRAIN - PUNCH - CUT - PULL ETC.												
17	BURNS - CUTS - INFECTION - POISONING ETC.												
18	CONSTRUCTION - CONSTRUCTION OR POWDER												
19	CONSTRUCTION - AND REPAIR												
TOTALS FOR 1922		112	10	8	13	8	9	11	15	15	9	9	15
TOTALS FOR 1921		132	14	11	15	15	15	9	9	9	15	15	15



THE DENTAL HYGIENISTS AT WORK—See Page 13

AN UNUSUAL OPPORTUNITY

Kodak Park employees were offered an unusual opportunity when, through the efforts of the Medical Department, sixty-three young ladies from the Rochester Dental Dispensary spent two weeks at Kodak Park beginning May 17. These young ladies were the members of the graduating class, who had completed the course in oral hygiene. During the two weeks they spent at the Park, they cleaned the teeth of all employees who wished it. There was, of course, no charge for this service. So soon did they demonstrate their efficiency, that during the period nearly twelve hundred employees applied for and received treatment. This practical experience served the students as a final test and completed their work prior to graduation.

This clinic was established as a part of the service furnished by the Medical Department, and was carefully supervised by Dr. Sawyer, Dr. Slater and Miss Gaylord. Dr. Harvey J. Burkhart, head of the Dental Dispensary, had general charge of the clinic, assisted by Dr. H. E. Tompkins with Miss Costich and Mrs. McChesney as inspectors.

Not only did each patient's teeth receive a thorough cleaning, but a chart was made out for each case, showing where further attention was needed. This chart showed the number of cavities, and cases where extractions would be advisable. In many cases where abscesses were suspected, patients were advised to have X-Ray determinations made.

People in general have, of course, long appreciated the value of good teeth as a means of preventing disease. Most of us, however, are prone to procrastinate and to neglect our teeth until they have to have immediate and painful treatment. Oftentimes this means the loss of one or more of these very valuable servants, which might have been saved had they been cared for regularly.

Those of us, therefore, who took advantage of this service have nothing but praise for the operators, and appreciation for the work of the Medical Department, and the Dental Dispensary which made it possible.

THREE QUARTERS

Truly, an employee who can boast of twenty-five years of continuous service with any one concern has much reason to be proud, and is in line for sincere congratulations both from his employers and fellow workmen. Here, at Kodak Park, scarcely a month passes without one or more of our comrades acquiring this distinction. On this occasion, we have the pleasure of extending our best wishes to three who have passed the quarter-century mark of honor. They are Charles Murphy and Fred Russell, of the D. O. P. Packing Department, and Patrick Laules, of the Film Emulsion Department.

Patrick Laules came to Kodak Park just twenty-five years ago this month, and began work in the Film Coating Department. A few days later, he was transferred to the Film Emulsion Department, then known as the North Emulsion, where he is still employed.

A little impromptu get-together was staged a few days ago in the D. O. P. Packing Department to celebrate the twenty-fifth anniversary of "Charlie" Murphy and Fred Russell. Both these men have

been here since 1897 and have spent nearly all of the twenty-five years in the Velox Department. The fact that they have hosts of friends was well demonstrated by the gifts their comrades presented to them, a purse of gold for each.

In congratulating these men, our friends, we conclude with best wishes for many additional years in our midst.

GIRLS!

The annual tennis tournament for the girls members of the K. P. A. A. will be held in September, *providing twenty-five entries are secured.* Send in your name to Marguerite Ellis, K. P. A. A. Office, not later than August 1.

Of course there will be trophies for the winners!



THREE TWENTY-FIVE-YEAR EMPLOYEES

Left to Right: Fred Russell, D. O. P. Packing Department; Patrick Laules, Film Emulsion Department; Charles Murphy, D. O. P. Packing Department.

TRACK HONORS IN SIGHT

After several seasons of inactivity in track work, this sport is again in the ascendancy at Kodak Park. Interest of the most encouraging type is being manifested by athletes and lovers of the sport.



COACH "JACK" DONOHUE

John Donohue, former Syracuse University star, has been secured to coach the team, and assist in the point getting as well. "Jack" was captain of the Syracuse runners in 1915, his work being to a great extent responsible for the excellent showing made by the team that year. Although a valuable man in the relay and sprints, his specialty was the quarter-mile in which he holds a mark of 49 seconds. Fourth place in a blanket finish, in the quarter, at the 1915 Intercollegiates was perhaps his greatest feat. This event was won by the famous "Ted" Meredith of Pennsylvania, when he established his world's record time of 47½ seconds—a record which still stands. Wilcox, of Yale, captured second place with Riley, of Dartmouth, third.

Among the most promising candidates at the Park are Albert Fratter, former city champion in the 100-yard dash, Harry Prescott, Ranton Wedel, Carlisle Gardiner, "Chris" Kelly, and William Doane. About twenty-five men will eventually be selected to represent the Park. An invitation is extended to anyone of ability to report to Coach Donohue. Manager Robert A. Weber is arranging a series of meets which will carry the activity well into the fall.

The following committee has been appointed by President McMaster, and the members have pledged themselves to make a real success of the activity:—Charles Schlansker, Albert Fratter, Ranton Wedel, Arthur E. Williams, John Donohue, "Don" McMaster and R. A. Weber.

FOR THE ROYAL EXHIBIT

A FINE COLLECTION OF SCIENTIFIC PHOTOGRAPHY BY THE RESEARCH LABORATORY

A very unusual collection of photographs representing scientific advance in photography has been assembled by the Kodak Park Research Laboratory for the forthcoming exhibition of the Royal Photographic Society of Great Britain.

The collection embraces some exceedingly remarkable astronomical photographs, and long distance panoramic work; another series shows the action of bullets in flight, including one of a bullet entering and passing through a soap bubble.

A fine collection of motion picture films in natural colors by the Kodachrome process, and a series of toned lantern slides by the Research Laboratory are included.

Many other photographs of great interest to the scientific photographer go to make up the exhibit.

GIANTS LEAD IN NOON-HOUR LEAGUE

At the end of the second week of June, we find the Giants leading the Kodak Park Noon-Hour League by a slight margin. The Yankees are in second place, although only a few points separate them from the Birds. The Rangers, who occupy the cellar position, can easily upset the whole line-up by a few wins at the right time.

Just how many times it has been said that the popularity of this activity is greater than at some previous writing or season, would be hard to tell. Never, however, did this statement contain more of the truth than at this particular time and year. Today, the noon-hour baseball game has a stronger hold on the people at the Park, and is attended by a greater number of ardent, interested, "dyed-in-the-wool" fans than ever before. The mere eating of our lunch is incidental with the noon-hour; the real reason for this period is the baseball game at which five or six hundred fans are present each day.

Among the forty-odd players, it is hard to select any individual for particular mention, as the teams are all fast and represent the cream of the Park talent. However, from a standpoint of both offensive and defensive "all-around" playing, attention may justly be called to "Joe" Manilla, "Jack" Brightman, Walter Grunst, "Charlie" Forstbauer, Harold Servise and Harry Sill.

PICNICS—OUTINGS

During the month of June, picnics were held by the Industrial Economy Department, Buildings 22 and 48, E. & M. Stores, Film Emulsion Department, and the Soccer Club. July promises to surpass the earlier month with five big events already signed up. On the eighth, the Draftsmen will go to Nine-Mile Point. The Plate Department has taken over Grand View Beach for the fifteenth. The big outing of the Finished Film Department is scheduled for the twenty-second at Manitou Beach, while the Chemical Plant and the Foremen's Club, preferring water trips, have arranged for the steamship Ontario on the fifteenth and twenty-ninth, and will voyage to Cobourg.

The popularity of the recent move by the K. P. A. A. in purchasing picnic equipment is evidenced in the demand for this paraphernalia, which will be in almost constant use for the balance of the summer season.

JINX STILL WITH SOCCER TEAM

Once again the Kodak Park soccer team and its followers must bear the disappointment of losing another soccer series. The City-Moose nosed us out by the narrow margin of two points in the special spring series just completed.

Some consolation is derived from the fact that Kodak has the best goal average of the League. Twenty-nine goals were scored by our team, while only twelve were counted against it.

The entire team will be intact for the opening of the regular season in the fall, and "Here's hoping." The following players are signed for the new series: Norton, Freason, Clegg, "Sid" Ackroyd, Anderson, Walker, Sims, Allardice, McKnight, Mears, Brightman, Greely, Foster, Fratter, Scott and "Doc" Yates. We promise them our support and co-operation.

Negotiations are under way for a game with the Canadian Kodak team at Toronto, early this month. The Park club is very anxious for these plans to mature. If they do, it is expected that a large delegation from here will accompany the team.

GIRLS ISSUE DEFI

As a result of the joint picnic held by the employees of Buildings 22 and 48, the girls of the E. C. and P. Department have organized a baseball team, and would like to arrange a series of games with the girls of other departments at the Park. The games will be played immediately after 5:30.

INDUSTRIAL ECONOMY STARTS PICNIC BALL ROLLING

The picnic season was ushered in successfully by the employees of the Industrial Economy Department on Saturday afternoon, June 3. Maplewood Inn, East Avenue, was the scene of the outing with thirty-nine people, members of the Department and their guests, present.

The feature of the affair was, as usual, the excellent chicken dinner, which was followed by a fine musical program and sports. The outing was a complete success and not one casualty resulted during the outdoor events.

CHEMICAL PLANT EMPLOYEES TO INVADE COBOURG

After a lapse of several years, popular sentiment among the employees of the Chemical Plant has resulted in the decision to hold a department outing, and a committee has been appointed to perfect the plans and arrangements for Saturday, July 15, on which date the S. S. Ontario has been chartered for the Cobourg trip.

The Transportation Committee has arranged matters to leave promptly at noon, and arrangements have also been made for those driving their autos to Uptonville to leave them inside the fence at Kodak Park West until they return. The Refreshment Committee will provide plenty of ice-cream, soft drinks, and peanuts for everyone. The Sports Committee is arranging a program of games and stunts as well as music for dancing and other entertainments.

It is with regret that we learn of the death of Mrs. Young, Mother of John Young, of the Film Emulsion Coating Department.

HANDS—ALLEN

Ronald C. "Cap" Hands, Safety Engineer of Kodak Park, entered the ranks of the benedicts on Wednesday, May 31, when he was married to Miss Cecelia Marion Allen. The ceremony took place



"CAP"—THE BRIDEGROOM

at the home of the bride's aunt, Mrs. Lemue Jeffrey, 32 Chestnut Street, Rev. C. Waldo Cherry, pastor of the Central Presbyterian Church officiating. Mrs. Jeffrey gave her niece in marriage, and Charles J. Casey of the Kodak Park Traffic Department was best man.

A wedding supper was served after which the newly married couple left for Old Point Comfort for their honeymoon. Upon their return, they will reside at 604 Magee Avenue. Sincere wishes for happiness and prosperity are extended to the Captain and his wife by his many friends at Kodak Park.

TWILIGHT BASEBALL ON THE MAP

John Harmon, of the Reel Manufacturing Department, has been elected president of the newly-formed Twilight Baseball League.

The schedule runs from June 12 to September 15. A trophy and banquet are offered the winners at the end of the season. Seven-inning games will be played four evenings each week, starting at 5:45 p. m.

Herbert Hanse, of the Time Office, will act as secretary, and the affairs of the League will be handled by a committee composed of President Harmon, Secretary Hanse and the following managers and captains:

Building 22.....	Charles Gilbert—Howard Bayer
Building 48.....	John Bergan—Julius Masters
Office.....	Fred Gardner—Leon Hibbard
Time Office.....	Herbert Hanse—Harold Bye
E. and M. Stores.	William McAuliffe—Earl Hawkins
Finished Film....	Ward Metcalfe—Harold Coogan
Garage.....	James Brizee—Earl Davis
Research.....	Floyd Righter—Leo Chase

James Ward and "Ted" Chamberlain, of the Steel Shed, and James Hart and Lee McFarland, of the E. and M. Shops, have volunteered their services as umpires.

OSCAR SPRAGUE TENNIS CAPTAIN

The affairs of the Kodak Park tennis team for this season are under the direction of a committee appointed by President "Don" McMaster, the members of which are W. L. Farley, H. H. Adams

team is entered in the City Tennis League, which will be composed of teams from the Rochester Tennis Club, Dewey Avenue Tennis Club, Melville Club and Kodak Park.



H. H. ADAMS



DR. F. E. ROSS

TENNIS COMMITTEEMEN

and Dr. F. E. Ross. This committee will act in conjunction with Manager of Recreational Activities Arthur E. Williams in an attempt to produce a championship team.

Oscar V. Sprague, of Building 23, who has been a member of the Park team for the past ten years, and an ardent worker in the interests of the Club, has been appointed captain for the 1922 season. Mr. Sprague's extensive acquaintance in tennis circles will be of much benefit to the team, and some excellent exhibition matches will be arranged with local and out-of-town teams, including a series with the Kodak Office. In addition, the

In accordance with the usual custom, a tournament will be held, although the regulations will be slightly different from those of other years. All matches will be doubles, partners being selected by drawing. This will result in the Club members becoming better acquainted, and for this reason, it will be known as a "sociability" tournament.

The courts this summer are in charge of Joseph Manilla, who is giving perfect satisfaction through his courteous and efficient service. "Joe" is also developing a game which deserves watching, and his addition to the regular team would not come as a complete surprise.

LAND HO!

FOREMEN CRUISE TO COBOURG ON JULY 29

Even more than the usual amount of enthusiasm is being shown in the arrangements for the annual Cobourg Outing of the Kodak Park Foremen's Club, which is scheduled for Saturday, July 29. The members plan to leave the Park at noon, take the boat train at the Uptonville station, and be well on their way by one o'clock.

As usual, the majority of those who attend will arrange to take mammoth boxes of lunch to appease the stupendous cravings of the inner man so predominant on a water trip. A few of the unfortunate bachelors will have to resort to the offerings of the chef, and have their eats prepared and served to them as usual. Worse Luck!

Jackson B. Wells, of the Roll Coating Department, has been appointed by President Schaeffer, to act as General Chairman. Other members of the

committee in charge are: Charles Casey, transportation; Robert A. Weber, publicity; James A. Hart, entertainment and sports; Ben Castle, refreshments; "Don" McMaster, dinner; Charles Schlansker, tickets; and John Schaeffer and Charles Suter.

The number of tickets to be sold is limited to six hundred. During the first two weeks, the sale will be confined to the members of the Club. At the end of this time, if they are not all disposed of, an opportunity will be offered non-members to purchase them until the limit has been reached. The ticket covers transportation, refreshments, and participation in the numerous entertainment features. Arrangements have been made for a photographer to accompany the picnickers, and a motion picture will be made of the events of the day.



C. EDWARD COOLEY, *Editor*

WHAT HAPPENED TO THE THIRTEENTH ON THE TENTH

Down at Grand View Beach on June 10, we tried to find a Thirteen-ite arguing with a trial balance. We couldn't! We tried to discover one, out of the two score and ten, who, after a silent toast to "Rudie" Speth, felt a bit bashful about calling for chicken and shortcake. We couldn't! We sought out an individual who wasn't helping "Dave" Evans sing "Yoo Hoo." Such wasn't!

We don't claim to have unbiased accounts on the field events. "Herb" Rayton was announcer. He had plenty of assistants. Van Neil was starter. Rose Schlitzer and Frank Smith were judges. "Reggie" Kron passed out the prizes, and Mary Hogan and Grace Wilbur saw to it that everybody got peanuts.

"Jessie" Gunderson and "Ed" Stevens had the "dope" on the time walk. Ruth Webster crossed the tape just ahead of Dorothy Seeley in the fifty-yard. We think Alice Zingsheim must have stopped somewhere. "Walt" Hardy failed to beat out "Bill" Skinner in the hundred. Olive Wallace and "Bill" Skinner headed the three-legged species seconded by Katherine Kern and "Pete" Potter. We guess Dolores Kinsella and "Bill" Brown will favor the quadruped class after this. "Joe" Ringlestein and "Walt" Hardy evinced brickyard experience when it came to wheelbarrow business, but "Bill" Brown and "Pete" Potter mistook the event for a somersault contest. "Bob" Holmes and Grace Young connected the needle and thread

in fastest time. We have an idea that Percy Farrar and Alice Harris got a needle without an eye. The pop-drinking contest stood neck and neck in the last lap, Percy Farrar winning from "Bill" Skinner by one gulp. The only hitch during the "Olympics" came when Daisy Kelletts and Walter Fritz were put off the field for undue commotion, and had kidding been barred, Irene Taylor would have gone the same route. "Fat" Burhans and Skinner lined up their baseball "tens" and pitchers Ringlestein and Gordier were announced. Someone asked "Can the best team win?" When "Jack" Leysenaar, the "ump" with the famous "compensating decision," took charge, there was no longer any doubt.

In the dance hall, honors were divided between the latest numbers of Gladys Smith and "Herb" Glaser, and "Jack" Leysenaar and his troupe. (Sure, they let "Jack" live after the game.) But the syncopated orchestra made it easy for everybody to step.

A look at the picture will give a line on the rest of the crowd. Myrtle Dalgety, long on the afternoon's sports, lost out in the back row. Notice that Bakker, Baltzer and Kron didn't get their places by mistake.

We're set for another year and want George Sackett for master of ceremonies again. We hope, though, that O'Bolger and Spencer won't try to beat out "Reggie" Kron getting on the grounds, and that Harry Thomas won't have to "get home" early.



OFF TO PHILLY!

Another veteran of the Repair Department, Catherine Carey, has left us to take up her duties with John Haworth Company, Philadelphia. The girls of the Office gave Catherine a farewell luncheon in the dining room shortly before she left, at the same time presenting her with a string of pearls.

After thirteen years of continuous service in the Repair Department, Catherine's smiling face will surely be missed by her many Kodak friends.

"The two Franks"—Carson and Pellett, both old Shipping Department employees, are back with the company after an absence of several years. Carson is in the Export Shipping, and Pellett is in the Domestic.

Best wishes for success went with George Brown, who recently resigned his position in the Receiving Department to become a salesman for the North-west Chemical Company of Marietta, Ohio.

We wish to express our sympathy to Harry Fenn, of the Service Department, on the recent death of his Mother.

The Sales Department welcomes the arrival of J. J. Proskauer, who has always had a "corner" on our hearts, and is now brightening one of the corners on the fourteenth.

WHO SAID, "FISH?"

What was purported to be a fishing trip was recently made to Conesus Lake by the "All-Knights" pictured around the table. Conesus was reached about four o'clock on a Saturday afternoon, and after four more hours of arguing as to how a tent should be pitched, and eggs scrambled without breaking the shells, the first onslaught on the fish was made. And much to the amusement of the fish!

There is lots of fresh air at Conesus—but as to the fish—they were A. W. O. L. (if you know what that means.) "Jack" Newton moved that the Fish Commissioner of New York State be appealed to for at least one hungry member of the finny tribe. It is not known, for sure, whether the appeal will be granted or not, but our Isaak Waltons will not flivver Conesus way again, until slight nibbles are reported at least.

Anyway, they had their fun, for Mahar took his "chips" along.

WITH THE BILLERS AT NEWPORT

Saturday, June 10, saw about forty-two Billers journeying Newport-way for their annual picnic.

The Arrangements Committee had the menu all prepared in advance, the dinner being served in the dining-room of the Newport House. In the afternoon, various athletic contests were staged. It is reported that every one won a prize, but the much-coveted prize (for the girls) a five-pound box of Martha Washington candy, given by "Charlie" Hersey, was carried home by Eva Fleming. In the backward-running race for men, Howard Wagoner had the misfortune to fall, breaking his wrist. At the present writing, however, Howard is rapidly getting back to normal.

The following Billers looked after the arrangements: The four "Charlies"—Hersey, Hanley, Tutty and Wulf, "Ed" Hilbert, and Anna Brady.

Viola DeWitt, of the Tabulating Department, gave a variety shower at her home, for Leila Qualtrough, whose marriage to Mr. Arthur Collett took place June 10.

Dorothy Seely, formerly of the Tabulating Department, has been transferred to the Auditing Department, and Louise Brazie has been assigned to fill Dorothy's place.

Mrs. Kenneth Brown, of Cambridge, Massachusetts, was in Rochester recently, and paid a visit to her old friends in the Stock Distribution Department.

WHO'LL EMERGE THE WINNER?

It looks like another season of "big hopes" for the doughty Shipping Department baseball team. Their record, to date, shows that they have won seven games and lost none. The Advertising team had a clean slate up to June 13, and if some aggregation can "put one over" on the Shippers, the publicity men are bound to hold their own for a tight race for the pennant.

WATCH THE BULLETIN BOARDS!

Already a number of the white spheres have been "back-handed" over the net in the Kodak Office Tennis Tournament. In all, thirty-five men have entered the elimination contest for tennis honors and, as the results of their first matches show, the competition is to be very keen.

Watch the bulletin boards for the rules and regulations of the tournament and the line-up of the contestants.



"ALL-HOUR-KNIGHTS" AT MESS

SAILORS—"FRONT AND CENTER"!

COBOURG TRIP SCHEDULED FOR SATURDAY, JULY 22

Two years ago, the Kodak Office Recreation Club fluttered in upon the audience at Kodak Office. Today, it has attained sufficient stature to reach around with one hand and pat itself on the back a bit. And the Club feels inclined to put out a few remarks on the subject.

It has been gratifying, first of all, to note the growth of a favorable attitude on the part of the folks at State Street; the membership campaign this year surprising even the Club's most optimistic leaders. Only a scattered few know what a struggle it took to put the K. O. R. C. on the plane it occupies to date.

But those few know how much is due the persistence and enthusiasm of that first line of officers. Since the start, two directorates have served faithfully and well, and two presidents and general committee chairmen have gone forth with crops of

gray hair. It seems assured now that all this hard work has not been in vain, and that the K. O. R. C. is now well established for a long and successful career.

The main event to occupy our attention this month is the annual trip to Cobourg. July 22 is the big day, and the Arrangements Committee is wondering, even now, how it is going to accommodate the big crowd expected. But leave it to the *Ontario* to take care of the crowd, and the committees to look after you. If you sailed the deep on the last two outings, you'll be on deck for the third. But if you happened to miss them and are not inclined to "Cobourg-it" this year, you'd better hide from sight Saturday, July 23, for sure enough, some one of your altruistic friends will drag you down to the dock and you'll just have to embark on the *Ontario* for one of the best times you've had in your career.

GREENWOOD-O'KEEFE

The sixth day of June was awaited by the girls of the Order Department, with as much joyous expectancy, as was the first day of July, for it brought the wedding day of one of the most popular girls on the eleventh floor. On that date, Lois Greenwood became the bride of John O'Keefe, at the Chapel of the Cathedral. John is a Kodaker, too, having been in the employ of the Camera Works for quite a period.

Numerous gatherings and parties were given for Lois by her many friends, among them being a kitchen shower by Mae Hektor, a grocery shower by Grace Murray, a personal shower by Elsie Berg and Myrtle McDowell, a variety shower by Marion Lawn, a towel shower by Blandina Primeau, and a lawn party by Agnes Opdyke. The picture at the bottom of the page was taken at a gathering in the girls rest room a few days before Lois left us—"for better or for worse." Lois is third from left, front row, seated.

Fourth Lake, Adirondack Mountains, was the scene of Mr. and Mrs. O'Keefe's honeymoon.

CAN WE BLAME THEM?

Not all the Shipping Department employees are married—yet—but at the rate they are going, the Department will soon be one hundred per cent.

Rebecca Chait, of the Export Shipping, was married June 20, to Mr. Lester Kaplan, of this city, and on the next day, "our own" Roy Childs, of the London Shipping, was married to Miss Helen Simons.

Word has come from the Branch Shipping that "Little Joe" Stutz, one of our champion athletes, has announced his engagement to Miss Marion LaPatra, of the Shur-on Optical Company.

HEAVY ON THE SALES

The Sales Department announces the marriage of Isabel Chase to Mr. Burt Klem, on June 1, at Corpus Christi church, and of Edith Gravier to Mr. Clifford Young, of Palmyra, on June 10. The Department extends its best wishes to the brides and congratulations to the grooms.



THE GIRLS GIVE THEMSELVES A TIME

Caesar came, saw, conquered ("venit, vidit, vixit"). When the girls from Kodak Office entertained themselves at the "Y. W." on May 31, our reporter *venit* all right, *vidit* much, and—*beatit!*

But, before this rash manly atom—who single (i. e. unmarried) and alone, dared rush in with girls to the right of him, girls to the left of him, girls who regularly run Remingtons, girls who patiently push pens, girls dressed as men, girls disguised in black-face—before—we repeat, this intrepid youth fled the ensemble of enticing femininity, he *learned*.

He learned that the girls who, during the day, powder their noses at 343 State Street, have accomplishments other than vocational. Their histrionic ability made a success of something even a producer like George M. Cohan has never attempted. Years ago, Cohan wagered he could "put across" a show with men only in the cast, and he did. But he never tried to stage a production in which women actors only should take part. It remained for the girls of Kodak Office to show him how at their party.

The skit presented by the Advertising Department, "Seen and Heard at the Movies", was easily

the climax of the evening. It was novel in character, ably acted, and deservedly received with a riot of hilarity that fairly loosened the plaster.

Then there was a splendidly clever act, "Ekcos from Mrs. Jarley's Wax Works," in which the Accounting and Auditing Departments lampooned favorite figures about the plant with telling success.

The Sales Department's circus reflected the advent of Messrs. Barnum and Bailey on the previous evening, and it would most certainly have turned those two worthy showmen emerald with envy could they have been present.

At this point in his description of the evening, our reporter—the same nonentity who imagined himself the optical center of the auditorium, while, as a matter of fact, all that was interesting and amusing was on the stage, and not in the corner into which he blushed himself—became quite excited and incoherent, and we must omit the rest of his reminiscences of the evening's fun. It seems that at this juncture, someone mistook him for a well-known character in the circus and nearly choked him with peanuts!

NEW BOOKS

Each month, we will include in the *Magazine* a list of the new periodicals, reports, and books that are in the Business Library, thirteenth floor. Here are a few books that have been recently added:

Photographing in Old England Adams
The First Book of Photography Claudy
Window and Store Display Fischer
Elements of Retail Selling Ivey
How to Make and Operate Moving Pictures .. Jones
How to Improve Bad Negatives Newcomb
The Lure of the Camera Olcott
The Art Appeal in Display Advertising ... Parsons

SULLIVAN-HENNESSEY

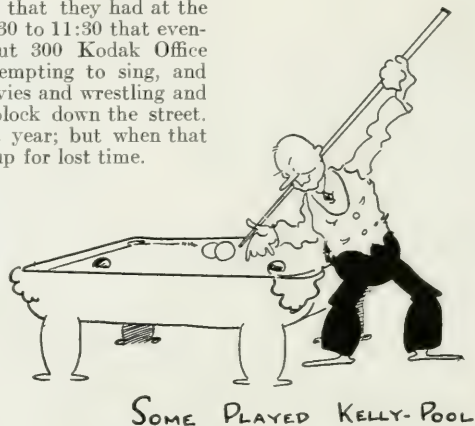
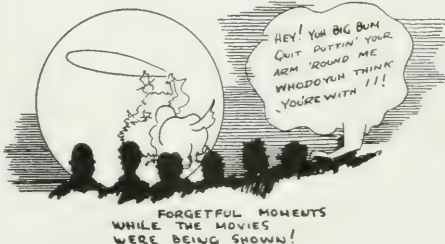
On June 1, at St. Mary's church, Florence Sullivan, of the Service Department, was united in marriage to Mr. John E. Hennessey. Freda Ryan entertained Florence's friends at a shower and party just before the wedding.

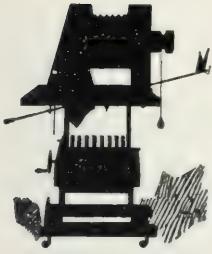
After an absence of fifteen weeks, due to poor health, Elizabeth LaPalm has returned to her former position in the Testing and Packing Department.

FORGETFUL MOMENTS

Ask the men from Kodak Office where there's a good place to spend an evening. Immediately their thoughts will wander back a few weeks to remind them of the party that they had at the Central "Y." on a Saturday night. From 7:30 to 11:30 that evening, the Gibbs Street building housed about 300 Kodak Office revellers—who spent some of the time attempting to sing, and stirred up enough enthusiasm during the movies and wrestling and boxing bouts to move the whole structure a block down the street.

The men's "blow-out" occurs but once a year; but when that event comes the State-Streeters surely make up for lost time.





FOLMER-CENTURY

CLARENCE H. HARPER
Editor



THE BIG DAY—JULY 15, NEWPORT

The third annual outing of the Folmer-Century Athletic Association will be held on Saturday, July 15, at Newport. The location is ideal for an outing of this sort, and the outing committee promises many alluring novelties in the way of entertainment.

Chartered cars will leave the factory at 10.00 a. m. to carry the members, families and friends to Glen Haven, where boats will be waiting for the Bay trip to Newport.

The Newport House will serve one of its famous chicken dinners. Those who prefer may bring

their baskets, but the chances are that the wives and sweethearts will want a day off as well as the men, and so most of the folks will probably dine at the hotel. During the day, ice cream cones and other suitable delicacies will be served to all comers. An unusual program of athletic events has been prepared, including, of course, the usual baseball game between the married and single men. Wolsky's Folmer-Century Band will supply the music. George Jost and Henry Spiegel have charge of the refreshments and Frank Perrin will direct the athletic events.



HENRY A. SPIEGEL
Chairman Refreshment Committee



A. W. CRITTENDEN
Chairman Transportation and Publicity Committee

HEGNAUER—RICE

Myrtle E. Rice and Oscar Hegnauer, of the Assembly Department, were recently united in marriage, Reverend Allison of the Church of the Ascension performing the ceremony. After a wedding trip to Cleveland, Mr. and Mrs. Hegnauer returned to their new residence at 542 Court Street.

Born to Mr. and Mrs. George A. Schultz, a daughter, June Rose, June 13. Mr. Schultz is employed in the Engine Room.

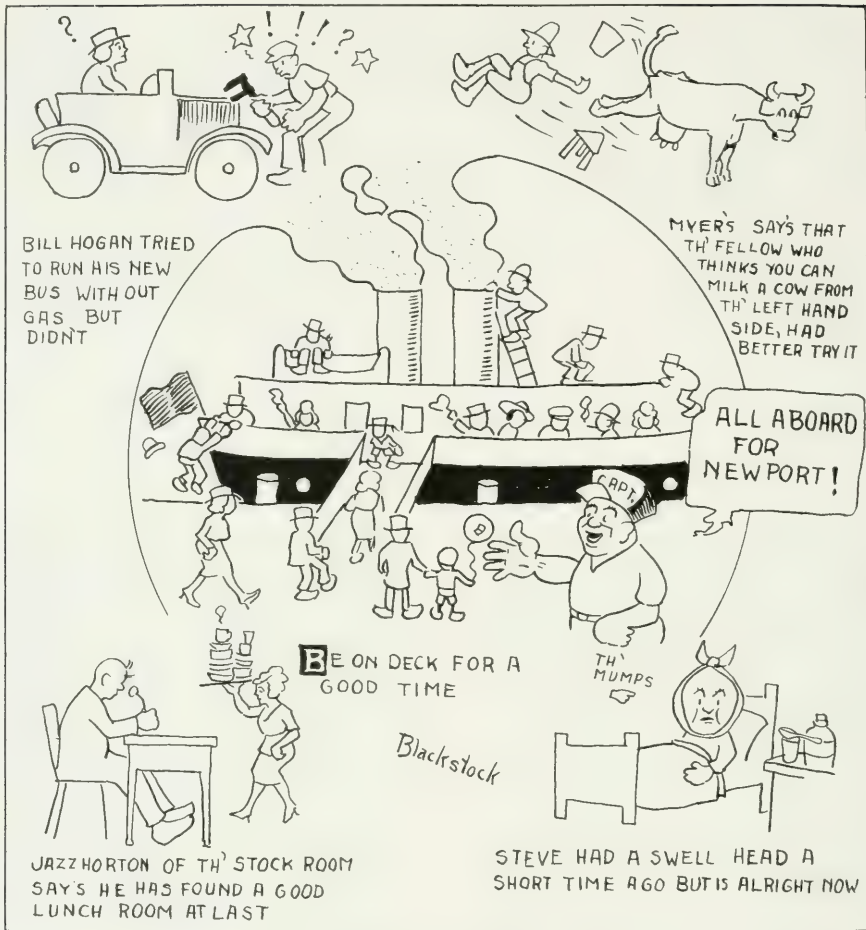
The Plate Holder Department congratulates Mr and Mrs. Joseph Dreschler on the birth of a daughter, Dorothy Ida.

The arrival of a daughter, Dorothy Helen, was the cause of much rejoicing among Mr. and Mrs. Arthur Mildahn's many friends throughout the factory. Mrs. Mildahn was formerly Mildred Bailey of our Accounting Department.

We extend our sincere sympathy to Merinus Mason on the death of his Mother, Caroline Mason.

Our heartfelt sympathy is extended to Oscar Hegnauer of the Assembly Department on the sudden death of his Mother, which occurred June 4.

We hope for the speedy recovery of August Krauter, of the Sanitary Department, who has been on the sick list.



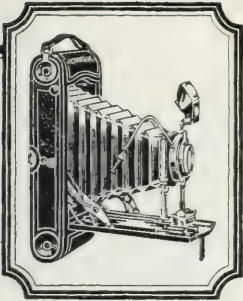
OUT SPENCERPORT WAY

The boys in the Assembly Department heard so many good things about Harold Meyer's farm, that they decided to investigate for themselves; so accordingly, on Saturday, June 10, about twenty made

the journey to his ranch just the other side of Spencerport. After a ball game, a pie eating contest was staged between "Art" Thoman and Frank McKee. McKee had the better of the argument



"DOWN ON THE FARM"



CAMERA WORKS

HERBERT S. THORPE
Editor



"BOYS—TAKE A TIP FROM ME!"

This is a true-story—just the way it was told to us
by a Camera Works employee.—THE EDITOR

"My Mother is a widow. You know what that means—that it's been my job to take care of her, and to keep her supplied with the comforts she ought to have. I don't need to tell you it hasn't always been easy. It has meant strict economy, and doing without a lot of pleasures I would have liked to have. However, I did it—and, in addition, I was able to put away for a 'rainy day' about two hundred dollars. So I felt pretty well satisfied and secure.

"Then, one day, along came a friend of mine—at least, I'd always *thought* he was my friend. He said to me:

"Pat, you've got some money saved up haven't you? Coupl'a hundred in Liberty Bonds, you say? An' how much is it payin' you? Four, or four and a quarter? Why don't you sell those Libertys and put the money into something that'll pay *dividends*?"

And then my friend continued:

"Now, just between you and me, Pat, I've got a thing here that's got Liberty Bonds beat forty ways from Sunday. This here's some stock I got for myself, and I wasn't goin' to let *anybody* in on it—but, I know you need the money, and, as long as you're a friend of mine, I'll let you have two hundred dollars' worth—at fifteen dollars a share."

"What stock is this?" I asked him.

"The ——— Motor Company, incorporated in Delaware. You know their car—s a great little boat—they're bound to sell by the thousands. You can't go wrong on it. Par value is ten dollars a share, but the way these shares are selling, you're lucky to get 'em at fifteen." (I learned later, that there were hundreds of these shares on the market to be had at the rate of about three for twenty-five cents!)

"Well—I fell for his smooth line—sold my bonds, and bought ——— Motors — at fifteen dollars a share. Promptly, I received a nicely engraved certificate, and then sat down to wait for my dividends. And, *wait* is just what I did. I'm still waiting.

"Finally, after a long time, during which I heard nothing at all from Delaware, an emergency came up at home. I had to have ready money—and I had to have it quick. Then, I thanked my stars I had several 'certified' shares of stock in a concern manufacturing high-grade motor cars. I hated to part with them, but I had to have the money.

"So, I went up town to a bank, and presented them as the basis for a loan. When they refused to

accept my stock as collateral, I couldn't understand it. Finally, I took my shares to a stock-broker, who told me the sad truth—that they had no market value whatever.

"And there went my protection for the 'rainy days.'

"That's my story, boys, and I've only one 'tip' for you. Lay off the 'good thing'—and investigate before you invest!"

But, there's a sequel to Pat's tragedy. A few days ago, a letter was received from the Federal Bank which has been appointed to administer the affairs of the "high grade motor car corporation." Here are a few significant sentences:

"All the money paid in by stockholders has been exhausted and spent."

"Several damage suits are pending against the company, one of which is for \$296,000 for alleged commissions due on the sale of stock."

"The factory was not large enough, or equipped for quantity production. The few cars manufactured were practically all 'hand made,' to help the stock salesman sell the stock."

"No schedule of manufacturing costs was established."

"The American Appraisal Company shows assets of \$338,000, which is practically all the tangible assets left to show for over \$3,000,000 of stock issued."

Such eloquent quotations as these need no comment. And, the worst of it is, this is far from our only experience with "fake" investments. Dozens—yes, hundreds—of such "bubbles" burst every month. The above letter concludes by

"Taking the liberty of suggesting to you that you beware of 'tips,' 'get-rich-schemes,' and 'sure things.' Do not buy stocks or bonds from a salesman who comes to your door, unless you know that he represents a good company."

Sound advice, that, and Pat, for one, only wishes he had "locked the door *before* his horse was stolen."

We extend our sympathy to Frank O'Brien on the recent death of his aged Mother. Frank wishes to take this opportunity to thank his many friends for their kind expressions, especially the Executive group, the Foremen's group, and the boys of the Tool Supervision and Detail and Estimate Departments, for the beautiful wreaths and baskets of flowers.

DIAMOND "DOPE"

Every Wednesday night finds our embryo Ty Cobbs disporting on the so-called diamonds at Exposition Park. Our baseball league is a regular bee-hive of enthusiasm—minus the stings. Every time one of the boys gets his hands on the willow, he is there to hit and hit hard; "four sacks or none" seems to be the motto. If you want an eyeful of all kinds of baseball, come around to Exposition Park every Wednesday evening from six to eight.

All the teams are stronger this season. The Office crowd has shown the most improvement. "Chuck" Irwin's gang of pen-pushers slammed the leather all over the Park in their game with the Shutter team, while Ray Miles on the mound, held the heavy-hitting opposition down.



ENJOYING THE GAME
Ray Miles and George Whitcomb

The only calamity of the opening game was the total destruction of a sporty looking straw hat. John Lavalle hung it up—on the ground; one of the spectators did the rest.

The strike-out kings are going in good form. Here are the records to date:

Ruttan—Brownies.....	13
Miles—Office.....	13
Rick—Shutters.....	8
Duggan—Kodaks.....	8

"Bill" Gargon clipped the first circuit swat of the season off the delivery of no less a pitching "Ace" than "Pinkie" Ruttan. "Pinkie" himself has also connected for a round trip wallop. The other members of the charmed circle are "Clint" Freudenvol, "Bill" Seufert, Frank Miller and Francis Duggan.



THREE GRACES

George McCleary, Charles Irwin and James McClymont

This year's trophy is worth putting up a fight for. The Shutter team carried off the cup last season, but the other three contenders guarantee that it won't happen again. Incidentally, every team seems to go better when its rooters are out in force.



THE WHOLE GANG OF SWATSTERS

IDEAS THAT "GET OVER"

Here are a few hints regarding ideas for suggestions that will "get over:"

- Decreasing cost of production.
- Routing work that has no definite procedure.
- Decreasing number of handlings of parts.
- Method of using obsolete or imperfect stock.
- Designing of tools to combine operations.
- Changing of shearing sizes for raw material to eliminate waste.

Better method of storing or carrying stock to prevent breakage or loss.

- Improving designs of cameras.
- Preventing waste of light, heat and water.
- Designing new tools to replace hand operations.
- Safeguarding machines and belts.

The field for suggestions is unlimited. Don't wait until you chance to discover them. *Look for them!*

SERVICE TO INVESTORS

In order to safeguard possible investors, the management has subscribed for copies of a well known financial publication. This publication gives authentic reports on various investments, on the market, and about to be offered for sale.

These magazines will be loaned from the Industrial Relations Department.

If you are considering investing your savings in stocks or bonds, we will be glad to investigate the merit of the investment which you are considering.

We were all mighty pleased, but really not very much surprised, when "Charlie" Rogers made the announcement that, thirty-six hours after the Community Chest Campaign was opened, the Camera Works had gone over the top with one thousand dollars to the good. The Camera folks are always willing to do their full share and can be depended upon to give their co-operation to worthy causes.

LUCKY JOHN

Now we know how to get a gathering of fair damsels to pose for such an attractive picture as reproduced below. The secret is, to be John Hennop, own a nice farm in the town of Webster, and get John Lohwater to take the picture.

In spite of a rainy Saturday, the girls had lots of fun, and some of them told us in confidence that John grows wonderful elderberries—and that some had been preserved from last year in syrup!



"WATCH THE BIRDIE"

WHO'S WHO—IN PICTURES

When a person can boast of being number five in the application files for employment at Camera Works, said person is one of the real pioneers; at least, he is a much older employee than Number

23334—the last number at this date of writing Frank Dreimiller isn't half as old as you might think by the difference in the numbers; in fact, he is much younger than he *thinks* he is. If you have ever had the good fortune to be with Frank at a picnic, or any social gathering, you'd know that he is the liveliest wire in the party, and certainly the most youthful in temperament and spirits.

Frank is one of the best known men in our plant, and since the year 1887 has been connected with the "finishing" end of manufacturing. Besides being an ardent supporter of the Recreation Club, he is an Elk and a Forester.



FRANK DREIMILLER

AROUND THE SHOP

"Joe" Fisher, popular bachelor of the Tool Department, wishes to announce to his many friends that his summer villa, "The Love-Nest," which snuggles on the shores of Conesus Lake, is now open for the season.—Adv.

Isadore Rapp's wife presented him with a brand new baby girl; we know she must be as "pretty as a picture," for Rapp told us she was "the image of her Dad."

George Sabin, of the Foreign Shipping Department, says that "Herb" Collins is right about fishing at Conesus, only—make sure that the piles supporting the pier are not rotten where you tie up your boat. George forgot to find out this important fact, and learned that lake water tastes rather insipid in hot weather.

A BEAUTIFUL FLOWER GARDEN

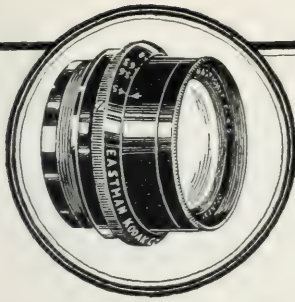
With all due respect to the collections in our public parks, we have never seen a finer display of peonies than the one belonging to Fred Group. Some of the magnificent specimens are seventeen years old, and when you learn that it takes seven years for a peony to reach the blossoming stage, and that some of Fred's specimens were raised from the

seed, you will have some idea of his interest in flowers. One plant carried over forty blossoms, some attaining the height of four feet.

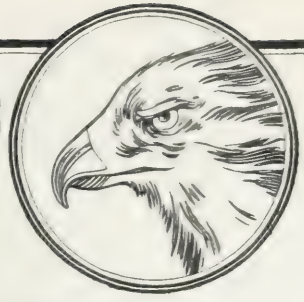
Fred will be very glad to see you at any time at his home on Sanford Street, and pilot you through his garden.



PEONIES IN FRED GROUP'S GARDEN



HAWK-EYE



P. R. MEINHARD

Editor

A PERFECT SCORE

ONE YEAR WITHOUT A LOST-TIME ACCIDENT

A full year without a lost-time accident!

A full year and still going without the pain, mutilation and waste which are the inevitable results of carelessness. What is to be said about such a record? How is it done?

It has frequently been asserted that it *could not* be done; that a certain number of accidents are inevitable; that while we might reduce their number to a minimum, we could not hope to do more. But when we went through four months early last year with a clean record, we decided that it *was* possible. *Now* we have proved it!

It might be well to acknowledge at the outset that conditions in the plant may have favored our efforts to keep the slate clean for twelve successive months. For the last five years (1916-1920 inclusive)—while the plant was expanding rapidly and new help was being taken on, we had averaged nineteen lost time accidents annually. During our no-accident year, on the other hand, we employed few new people, thus practically eliminating the most prolific source of accidents. Experienced operators, careful workmen, long-service employees are not accident makers.

And yet, it is a question whether the advent of such a "slack" period can automatically cut out all accidents without the aid of an intensive safety campaign. High pressure for production exerted on new employees may be very instrumental in causing accidents, but conceivably a lack of pressure, a feeling that there is no need of doing one's work either very quickly or very carefully, may be just as dangerous. In fact the experience of a number of plants during the past year demonstrates this very thing. In spite of a reduced personnel and smaller production, the number of their lost time accidents has grown. And in plants where safety work has been purposely curtailed or dropped as being for the present unnecessary, the results have been startling, and threaten to undo all the good work that has been accomplished in past years.

Consequently, we cannot help but feel that the splendid results obtained at the Hawk-Eye Works must in the last analysis be credited to our safety organization. The question, therefore, naturally arises as to what sort of an organization it is that can achieve such a record.

We are organized simply with a Plant Safety



OUR SAFETY COMMITTEE

Upper Row, Standing, *Left to Right*—Charles Darkin, Fred Yaeckel, John Feist, Henry Freitag
Second Row—George Wacker, Howard Lent, Ralph Burhans, Otto Wittel
Seated—Clara Smith, Emma Solomon, Chairman George Aulenbacher, Laura Knoefel, Margaret Duske

Committee, headed by a carefully selected chairman. The committee itself is made up of a representative from each department, and changes semi-annually. The committeemen are appointed by the foremen, an idea which has proved to be a long step toward real co-operation.

Nothing remarkable about the committee, you say. No, there isn't, with the exception of the spirit there is in it and behind it. Any form of organization would have done the job with the spirit of the last eighteen months for motive power.

What have we done to build up that "spirit"? To begin with, our propaganda has been steady and persistent, and our inspections regular. We have employed many of the best known educational means. But most of all, we have taken the problem back to the individual, back where it belongs and where it does the job. There were many irksome details to consider, peculiar ideas and reactions to change and, perhaps the hardest of all, common everyday inertia to overcome. Yet the summation of all of these commonest of daily occurrences, met day by day by the boosters, has built up a mass of safe thought and action which has produced, and will continue to produce, wonderful results.

We are a plant normally of about eight hundred people, but during the depression dropped to ap-

proximately half of that number, our average for the twelve no-accident months being four hundred and two. During the last eighteen months, over two hundred safety suggestions have been made in a plant which for years has been notoriously safe and well guarded. In other words, it has been the *refinements* of Accident Prevention which have been combed out by this spirit. And more important than the accident prevention ideas actually derived from the suggestions, is the fact that they are an indication of constant interest, and watchfulness, and care, on the part of our people. When we speak of our safety organization, we really include practically every man and woman in the plant, because safety is part of their work. It is bred in the bone.

It is this organization and this spirit that have reduced our serious accidents from a score a year to none, that have cut our annual compensation payments from a thousand dollars to nothing. But more than that, it is this organization and spirit that have eliminated for a year, the loss of production that follows an accident, the idle machinery, the lost time, the repairs, the spoiled material, the shaken morale and, lest we forget, the terrible pain, the mutilation, the anguish, that are the inevitable concomitants of the accident.

A WIRELESS DANCE

"Louder, Bill!" cries Fred Altman, and straightway gives away the whole trick. Thereby hangs a tale.

It was on a dark, damp night that the Hawk-Eye Athletic Association held its annual spring hop at Cain's, Summerville. The preliminary advertising announced it as a "Y-R-Less" or radio dance, and while a regular orchestra was on hand, six men strong, the chief interest naturally centered about the mysterious panel board, with its switches and tubes and other gadgets galore, not to mention the big brass horn that protruded into the hall. The whole lay-out looked so intricate and powerful that it was confidently expected to open up at any time with an overture by the Borneo Symphony or something equally impressive.

Nothing happened until intermission, however. Then lights began to flicker, a bell rang, and the whole outfit came to life. The operator had apparently picked up Sousa's band, albeit the march sounded rather scratchy, not unlike an abused phonograph record. Then followed an announcement of the day's baseball scores and, for the special

benefit of smokers, the condition of the cabbage crop in Connecticut. By this time the voice that eased the minds of our tobacco addicts and afterward tore through a few choice readings and a song, sounded strangely familiar. It was during the rendition of the song that Fred uttered those fatal words: "Louder, Bill!" Immediately there flashed into the minds of the audience a vision of one "Bill" Eyer, famous Hawk-Eye elocutionist and song-bird. A suspicion that they had been hoaxed was just taking form when "Bill" obligingly completed the disillusionment by appearing in the opening where the horn had been.

The dancers' spirits were apparently unruffled by the trick—in fact, they seemed to have a better time than ever during the second half of the evening.

The committee consisted of Lindsay Sondheim, Leighton Young and Walter Kempf. "Leight" had charge of the ticket selling contest, which netted Helen Kieffer a five-pound box of candy. "Red" and Walter were responsible for arrangements in general and for the "hoax" in particular.

Martin Tipple is again umpiring in the Genesee-Erie-Wyoming County League. So are Harry Moore and "Johnny" Reason, and Norman Graham is pitching for one of the teams.

William Herman, of the Buff and Plate Department, was absent early last month on account of the death, on June 6, of his sister-in-law, Mrs. Charles R. Herman. We offer our heartfelt sympathy to the bereaved husband, who was formerly employed at Hawk-Eye.

Mrs. Louise Miller, grandmother of Louise Hopf, of the Blocking Department, died recently. We extend our sincere sympathy to the family.

Both Edwin Meyers and Fred Albers, of the Tool Room, have new homes of which they are justly proud. Louis Ehrmann has contented himself with building a new home for "little Scrippsey", his coupe.

Born to Mr. and Mrs. Frank Zientara, on June 6, an eight and one-half pound girl. She has been christened Eleanor Lucy. Congratulations!

We can't wait for the name, but we are sure of the arrival of a daughter born to Mr. and Mrs. Frank VanBuren, on June 10. She weighed eight and three-quarters pounds. Congratulations, Mr. and Mrs. Frank!

BLAME IT ON THE "UMP!"

The two famous girls' aggregations, the Flappers and the Slickers, have played only one regular game of late, and that went to the Slickers by a score of 7-6. The hot weather being here, it is doubtful whether the girls will continue to play regularly. And there is another reason for this besides the weather. The predictions of powder-puff fights on the diamond were not entirely idle, because there have been charges and counter charges between the two teams that would do credit to the major leagues, with the result that it has been rather hard to schedule games. The feeling is, however, only the

result of the spirit of rivalry that prevails and is bound to wear off. To be sure, it has been whispered that "Chuck" Prentice, the umpire, has sometimes involuntarily favored one or the other of the fair performers, and that the trouble started from this source. But then it is only natural that "Chuck" in his role as arbiter should be blamed for everything that happens.

The girls staged a surprise on June 14, when a picked team defeated a nine chosen from men. The latter claim that it was incumbent upon them to be chivalrous and let the girls win, but we suspect they could not help themselves.



JANE DeGRAFF
Catcher, "Slickers"

"BABE" MEERDINK
"Laying" for one in the groove

ALICE GEARS
First Base and Captain, "Slickers"

ON YOUR MARK—GET SET

Once more the annual Hawk-Eye A. A. picnic occupies the center of the stage. George Kosel has been chosen general chairman, and the following will act with him in the various phases of preparation, with committees of their own: Frank Fink, entertainment; "Art" Rapp, refreshments; "Johnnie" Rearson, sports; "Bill" Schlegel, transportation; Howard Werner, publicity. The time, the place, and all other important factors have been chosen by vote of the Association members, and as a result, it is expected that every one will be behind the project, heart and soul.

The date is the last Saturday in August, the 26th, and the place is Durand-Eastman Park. Chartered cars will leave the plant at about eleven o'clock in the morning, and will take the crowd direct to the picnic grounds, arriving just in time for lunch. The latter will be of the basket variety, that is, each family or party will bring its own, though this will as usual be supplemented by drinks,

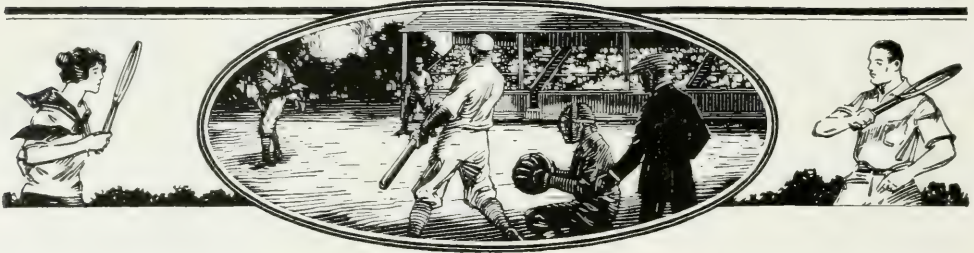
suckers, peanuts and other goodies supplied to all of the bona fide picnickers by the Association.

After lunch "Johnnie" Rearson, sports chairman, will run off a snappy program of contests that will probably be somewhat a departure from last year's events, but that will, if anything, be more interesting than ever before.

In the meantime, or thereafter, the golfers can golf, and the swimmers swim, and the dancers dance. There will be something to attract everybody, including the children, of whom we hope there will be about a thousand. The committees are preparing a wealth of entertainment of all sorts that will satisfy the most critical—and they tell us it is going to be very inexpensive.

The first thing for every loyal Hawk-Eyete to do is to set aside that last Saturday in August—set it aside hard and fast, and not subject to change. The next thing to do is to boost the party for all we are worth.

A T H L E T I C S



WELDON'S GROSS OF 78 LOW IN GOLF TOURNAMENT

PIERCE, HEAPHY, AND GILLETTE CARRY OFF NET SCORE HONORS

WINNERS

KODAK INTER-PLANT GOLF TOURNAMENT, GENESEE VALLEY PARK, JUNE 17, 1922

Golf Equipment Valued at		Golf Equipment Valued at	
Low Gross: James W. Weldon	\$5.00	4th Low Net: John Campbell	\$2.50
Low Net: Walter L. Pierce	5.00	5th Low Net: Arleigh Heaphy	2.00
2nd Low Net: Tie between John W. Heaphy, Jr. and L. W. Gillette			7.50

"THE Grand Old Man of Kodak Golf!" Once again, on Saturday, June 17, James W. ("Jimmie") Weldon, of Hawk-Eye, demonstrated his indisputable right to this title and retained his place as the dean of our knickered fraternity by traversing the eighteen holes at South Park in 78 strokes, eleven less than were required by his nearest competitor, Frank O. Strowger. But this was a handicap tournament; so, when the net scores were computed, the best "Jimmie" could do was to place fourteenth in a field of twenty-two.

The first prize for low net score was ensnared by Walter



JAMES W. WELDON

While yet but a downy-cheeked stripling cavorting in the shinny lots of the Nineteenth Ward, our James Niblick Weldon was nipped in the w. k. cerebellum by Mr. and Mrs. Golf B. Bug. One of them wouldn't have been enough—it must have been the whole family that bit "Jimmy," because he has never sufficiently recovered at any time to have even a mild relapse. All of which accounts for the way Hawk-Eye "Jim" can meander about the greensward (which is "Commish" Riley's sheep pasture) for a 78.

"Jim" teed off with a pencil at Hawk-Eye some twelve years ago, and it has taken a lot more than a measly 78 strokes of good nature for him to build up the respect and admiration in which he is held by all who know him—and that means everybody.

L. Pierce, who, when he isn't pursuing the pesky pellet around the Park pastures, propels a powerful pen in the Sales Department at Kodak Office. Pierce negotiated the eighteen fairways in an even century, which gave him a net score of 55. Second place provided a dead heat between "Jack" Heaphy, Jr., the three-sport star from Camera Works, and "Bill" Gillette, the "Little Corporal" of our Advertising Department. Also, in the money (technically speaking *only*—for all prizes were golf equipment) came John Campbell and Arleigh Heaphy, both from Camera Works.

Full many a fair-faced score blossomed



WALTER L. PIERCE

Back in the year eighteen eighty umpty-ump occurred a bad slip in nomenclature. For, in that memorable year, the Pierce family was blessed with lusty male offspring, upon whom was bestowed the melodious title "Walter L." Which, gentle reader, was wrong—all wrong—as our recent tournament has conclusively shown. One appellation—and one only—aptly applies to our newest golf champion, and that is "Robert Bruce." For, like the famous Scottish chieftain, Walter L. is an ardent practitioner of the cob-webby motto: "If at first you don't succeed——."

Hark back for a moment to the K. O. R. C. tournament of 1921. Behold two stalwart linksmen coming, all even, to the fifteenth green, Fred C. Rogers and the above-mentioned "Walter L." 'Tis the final match on which hinges the wearing of the laurel wreath. Alas! the brimming cup is rudely dashed from the lips of our hero—and Rogers wins out, 3 and 2!

But, nothing daunted, he emulates his many-legged preceptor—and 1922 finds him all set to "try, try again." Whereby hangs the tale of our newest "champ." Consider carefully, all ye who doubt that "keeping everlastingly at it——!"

Don't be misled by this picture. Pierce's speed is not really so great as to phase our press photographer's trusty Graflex. All the details were correct; exposure, 1-40; diaphragm wide open, and super-speed film. But—even a champion instrument can't always eradicate the effects of such a cloudburst as enveloped "Walter L." when he made this sterling drive. After all—why not a futuristic photo of such a forward-looking fellow?

however, long enough to permit the players to finish—all save two. "Cliff" Johnson, Hawk-Eye's elongated pivot-man and initial sacker, and "Bill" Melvin, who wields a wicked hook on the Folmer-Century alleys, were very late in starting, and, in consequence, had just rounded the Cape of Good Hope at the southernmost point of the Baker Farm, when the storm burst loose with all its pent-up fury. For another thousand yards they struggled on, through miry fairways, dripping rough, and leaden greens, before—deciding on discretion in preference to valor—they folded their bags and silently stole away.

That the cares of matching up the entries wore heavily upon his iron-gray pate is shown by the unfortunate score of Fred Rogers, who claims he made "all the mistakes in the book, and a few original ones." For the next tournament, however, Fred promises to be in the mythical "pink" of condition, even if he has to call on "Bonesetter Doc" Knight to get him there.

Strong evidences of collusion, Merlin-



W. F. FOLMER and JOHN A. ROBERTSON

Notice the incredulous expression with which "Jack" listens to "W. F." telling how he made the last one in three.

luxuriantly over the first five holes, only to flatten out to dismal 7's, 8's, or 9's on that treacherous No. 6, where no yellow primroses grace the river's brim. Full many a spotless Baby Dimple and uncut Silver King here sank suddenly beneath the translucent surface of the turbid Genesee. And, doubting but not dismayed, their luckless drivers plodded on.

As a result of copious rains the preceding night, the course was slow and heavy, a fact which makes the low gross scores even more creditable to their signers. The daily drizzle subsided,

JOHN W. HEAPHY, JR.



One of those irrepressible sort of guys is "Jack" Heaphy. In fact, his friends don't quite know whether to call him "Jack-in-the-Box" or "Little Johnny Jump-up." To those of you who know his "Dad," "Jack" Heaphy, Sr., it is merely necessary to mention that "Jack, Jr." is a "chip off the old block." For the others, however, we might enumerate that, in addition to his golfing proclivities, "Jack" is a soccer star, and a bowler of parts, who carried off a prize in the Inter-Plant Bowling Tournament last March. 'Tis said he is making a collection of these prizes with a view to transacting a little home-building business with the Eastman Savings

and Loan Association. That "Jack" works when he plays, may be judged from the fact that he has recently been made Acting Foreman of the Buffing Department.

Just one more word about this here now Heaphy family—and we're through. Take a look at the tournament summary and notice that the Heaphy brothers—count 'em—one, John; two, Arleigh; three, R. A.—occupy three of the first seven places. Now bring on your Smiths, Browns, and Joneses!

L. W. GILLETTE

The hero of this all-too-brief biography appears on the company's rolls as L. W. Gillette.

Just what "L. W." stands for no one seems to know, because every one calls him "Bill."

One usually acquires a nickname because of an outstanding personality and in this instance the appellation is no counterfeit because "Bill" is the "real thing."

"Bill" cut his first teeth on a Babson Statistical Report, and his early diet consisted almost entirely of pre-digested statistics served in graphic form.

Early in the season "Bill" carefully plotted a relief map of the Genesee course and compiled charts showing trajectory, average wind resistance, and potential velocity of all makes of golf balls.

This, accompanied by charts showing his weight, chest expansion, and muscular flex for a period of days so awed the handicap committee that they allowed "Bill" to call his own number.

"Bill" tied for second honors with Heaphy of the Camera Works, and was able so to demonstrate by a series of red, blue and green lines on a sheet of profile paper, that Heaphy would stand no chance on a "play-off," that Heaphy agreed to divide second money.



ism, or other forms of arithmetical magic were seen in the fact that W. F. Folmer and "Jack" Robertson, paired together, turned in identical gross scores of 99.

Plans are being considered for a match

play tournament later in the season, on the Durand-Eastman course.

Here are the tabulated results, and, we are also printing the 1920 scores of those who were entered in that event.

Name	Plant	Gross	Handicap	Net	1920 Gross
1. Walter L. Pierce	K. O.	100	45	55	...
2-3. John W. Heaphy, Jr.	C. W.	98	38	60	105
2-3. L. W. Gillette	K. O.	95	35	60	...
4. John Campbell	C. W.	100	39	61	102
5. Arleigh Heaphy	C. W.	105	39	64	100
6. W. F. Folmer	F. C.	99	32	67	...
7. R. A. Heaphy	C. W.	107	40	67	112
8. Frank O. Strowger	K. O.	89	22	67	92
9. Adolph Stuber	C. W.	98	30	68	...
10. H. F. Anderson	K. P.	103	35	68	...
11. W. P. Anderson	K. P.	94	24	70	...
12. John A. Robertson	C. W.	99	29	70	98
13. J. B. VanDusen	K. O.	102	32	70	92
14. James W. Weldon	H. E.	78	8	70	82
15. John W. Newton	K. O.	100	29	71	96
16. Jack Leysenaar	K. O.	102	29	73	100
17. W. A. Springer	H. E.	98	24	74	103
18. Ray Miles	C. W.	111	33	78	...
19. W. S. Silsby	K. O.	115	35	80	108
20. F. A. Rogers	K. O.	111	30	81	...
21. C. L. Johnson	H. E.	...	43	...	122
22. W. J. Melvin	F. C.	...	40	...	...

SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF JUNE 10, 1922

ROCHESTER PLANTS	No. of Employees	No. of Members	Percentage of Employees Subscribing	Total Shares
Hawk-Eye Works	405	316	78.0%	2,503
Kodak Office.....	1,195	700	58.4%	6,743
Kodak Park.....	6,200	2,817	45.4%	20,867
Camera Works.....	1,372	538	39.2%	2,571
Folmer-Century Works..	297	80	26.9%	754
Direct Members.....	.....	21	.....	232

OUT-OF-TOWN-PLANTS

Zimmerman Brothers				
(Duluth).....	9	9	100.0%	51
Chicago Branch.....	122	112	91.8%	916
New York Branch.....	106	76	71.7%	652
Glenn Photo Stock Co..	20	14	70.0%	80
San Francisco Branch...	68	46	67.6%	231
Taprell, Loomis and Co..	181	121	66.8%	936
Sweet, Wallach and Co.	66	44	66.7%	509
Zimmerman Brothers				
(St. Paul).....	26	17	65.4%	94
Denver Photo Materials				
Co.....	20	13	65.0%	50
Howland and Dewey Co.	51	27	52.9%	169
Robey-French Co.....	45	22	48.9%	190
Robert Dempster Co...	21	10	47.6%	56
Salesmen and				
Demonstrators.....	121	54	45.4%	940
Northwestern Photo				
Supply Co.....	26	11	42.3%	90
John Haworth Co.....	55	22	40.0%	114
Milwaukee Photo				
Materials Co.....	20	4	20.0%	40
Des Moines Photo				
Materials Co.....	16	3	18.7%	24
O. H. Peck Co.....	31	4	12.9%	40
American Aristotype Co.	28	1	3.6%	20
Total.....	10,501	5,082	48.4%	38,872

Average Subscription—7.6 shares.

Total matured or par value—\$3,887,200.00.

*THE principal trouble
with the easy-going
fellow is that it's
so hard to get him
started.*

—BETHLEHEM BOOSTER.

The **KODAK**
Magazine



August 1922

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

ACCIDENT RECORD

JUNE, 1922

PLANT	Accident Cases		Accidents per 1000 Employees	
	1922	1921	1922	1921
Kodak Office	..	1	....	.88
Camera Works	1	1	.71	.43
Folmer-Century Works	..	..	....	....
Hawk Eye Works	..	1	....	1.91
Kodak Park Works	7	9	1.11	1.40
Total—Rochester Plants	8	12	.84	1.12

NATURE OF ACCIDENTS DURING MONTH

2 cases of injury from falling and slipping

3 cases of injury from sprain

1 case of injury from falling material

1 case of injury from bruises, burns, or lacerations

1 case of injury from fingers and hands between punch
press and shears.

8 employees' accident cases during the month.

*Punctuality is the courtesy of
kings,
The duty of gentlemen,
A necessity with business men,
And a habit with persons of
judgment.*



BEAUTY SPOTS AT KODAK PARK

The KODAK K Magazine

VOL. III

AUGUST, 1922

No. 3

KODAK PARK

THE PLANT BEAUTIFUL

IT hardly seemed fair, in mentioning and picturing some of the many beautiful places in and around Rochester, to call the job complete without including some of the beauty spots of our big plant down the Boulevard. In fact, this was promptly called to our attention by the Kodak Parkers on the appearance of our July issue.

When it comes to the beauties *in* our plants, we would just have to include all of the plants and Kodak Office, and get out a double-header to get them all in.

But, as it is, speaking strictly of beautiful surroundings, Kodak Park is the only one of our plants so favored, this being largely due to its location outside the city business limits, and to its extensive area.

Pure air and cleanliness are absolutely necessary to the production of sensitized products such as are made at Kodak Park.

Beautiful and well-kept grounds have very much to do with instilling the habits of cleanliness and orderliness, and no-

where has this been better demonstrated than at Kodak Park.

While passersby on Lake Avenue Boulevard catch glimpses of trees, beautiful shrubbery, and ivy-clad walls, they can form but little idea of the extensive area included within the Park domain which, including Kodak Park West, totals 283 acres.

It has always been a habit with us to look years ahead, and so, to provide for future as well as present needs. So, at the beginning, Kodak Park had very much more territory than was needed for buildings, and the area not so occupied was carefully landscaped. Business expansion has, of course, materially reduced the space for lawns and shrubbery, but enough remains, and always will remain, to keep Kodak Park one of the most beautiful industrial plants in the world.

On page 2, we reproduce a few of Kodak Park's beauty spots, not alone to satisfy the clamorings of the folks down there, but because we are mighty proud of them as well.



The Kodak Magazine

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

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EVERY one likes to work for a concern recognized as the leader in its line of industry.

With such a concern there is greater certainty of steady continuous employment, and more and greater opportunities for advancement.

The man with ideas always seeks connection with the leader in his line, because he feels sure that such an organization will have the facilities with which to work out his ideas and put them into successful operation.

There is a natural and mutual attraction between the best minds in any industry, and the leader in that particular industry.

The beginner in business life finds it worth while to connect with the leader, because he can obtain the broadest experience along lines which have been proved sound.

A leader in industry can maintain supremacy only so long as it maintains and lives up to the highest business ideals.

One slip downward in quality or one step backward in progress, and the leadership has vanished.

Leadership demands a never-ceasing vigilance, and an inflexible adherence to

standards, and in so doing, the organization is dependent upon every unit that goes to compose it.

A chain is no stronger than its weakest link; let one department, a certain number of employees, or one single employee let down in quality—and the whole organization is weakened in proportion.

When you first went to work for the company, you were pleased that you had been able to connect not only with the largest concern in the city, but with the greatest industry of its kind in the world.

Leadership in industry is due in large measure to good team work; it has been a big factor in our success; so, when you feel like letting down a bit, buck up and pull with the leaders again.

“As clean as a hound’s tooth” is a phrase made famous by the late “T. R.”

Toss a bone to a good healthy dog and note how he chews on it—first on one side of his mouth and then on the other, so that every tooth and every jaw muscle gets its full share of the work.

Why does an opossum play “possum”? Because by feigning insensibility he has the advantage over his enemy; he knows just what he is going to do the moment an opportunity presents, and the enemy doesn’t. Look close and you will note that his beady little eyes are not entirely closed; turn away for a moment and when you look again he just won’t be there if there is any underbrush near at hand.

Why will a trout push aside with his nose, and the utmost contempt, an artificial fly closely resembling his favorite food, and then a few moments later, strike hungrily at some other lure that resembles nothing in particular.

I can’t tell you the reason for this, but perhaps some fake stock promoter can.

Nevertheless, you can learn quite a bit of sound wisdom from the animal kingdom.

OUR NUTRITION ADVISER

THE proper selecting, preparing, and serving of food stuffs has a great deal to do with health—very much more than the average person imagines.

In line with the fundamental idea of our Medical Department—preserving health rather than restoring it—the problem of proper nutrition has received, and will receive, much attention. To aid in carrying out this important work, the services of Miss Laura Comstock, an expert in nutrition problems, have been secured.

Miss Comstock comes to us with an enviable record. After graduating from Pratt Institute in 1909, in Domestic Science and Domestic Art, the next four years found her at the University of Maine organizing extension work along home economic lines. From 1913 to 1920, she was extension professor of Home Economics at the Massachusetts Agricultural College. From 1920 until coming to the company recently, Miss Comstock studied at the Teacher's College, Columbia University, where she

received the degrees, Bachelor of Science and Master of Arts.



MISS LAURA COMSTOCK

So you see, our nutrition adviser is well fitted for her work in the Kodak organization. If you are twenty pounds underweight, or a few such plus, don't worry—for Miss Comstock's advice will aid in keeping you close to normal.

YOUR WAGE DIVIDEND

HOW TO FIGURE IT BY THE NEW PLAN

THERE appears to be a misunderstanding in some quarters as to just how the new method for figuring the Wage Dividend works out. The most prevalent error appears to be due to not reading carefully the article in the July issue of the *Kodak Magazine*. Those who have figured incorrectly took the statement that "the Wage Dividend rate shall be \$5.00 per \$1,000.00 of the salaries and wages upon which the Wage Dividend is computed," and figured their dividend accordingly without reference to the table given further along in the article.

To clear up this misunderstanding, let us take as an example, an employee whose wages have averaged \$25.00 per week, with total wages of \$6,500.00 for the five-

year period upon which the Wage Dividend is computed.

For this example, we will assume that the dividends declared to stockholders for the preceding year have been \$5.00 per share with a Wage Dividend rate of \$20.00 as given in the table in the July issue, and below, so the Wage Dividend would be figured this way: \$6,500.00 is $6\frac{1}{2}$ thousands; $6\frac{1}{2}$ times \$20.00 is \$130.00.

Let us put it in table form:

Dividends declared to Stockholders per share during last calendar year.	Wage Dividend Rate per \$1,000 of earnings during last period of continuous employment within last five calendar years.	Wage Dividend
\$5.00	\$20.00	\$130.00
6.00	25.00	162.50
7.00	30.00	195.00

With the above for a basis it will be a very simple matter to figure out your Wage Dividend in accordance with the new plan.

Those who are eligible for the Wage Dividend, but who have worked for the company less than five years, will receive the prevailing Wage Dividend rate on their actual earnings from the beginning of their employment (if more than three months) up to December 31 of the year for which the dividend is paid.

By referring to the above table, you will see that your Wage Dividend increases relatively with any increase of dividends paid to stockholders, meaning increased profits to the company and its stockholders are shared with employees through the Wage Dividend.

Through careful, conscientious effort and application to the work upon which we are engaged, we can materially increase our Wage Dividends.

DAVID GOFF

EVERYONE in the employ of our company who has ever had the good fortune to come in contact with "Dave" Goff, of the Chicago demonstrating force, will, upon reading this announcement of his death, feel the loss of a friend.



"DAVE" GOFF

He was a friend to everyone he knew. And, besides being one of the whitest and squarest men one ever meets, he radiated energy, good nature, and enthusiasm.

He never found fault; he was always anxious to help anyone he could; he was absolutely free from the notions, prejudices and unpleasant streaks of

character that make so many friendships unsatisfactory.

"Dave" was an all-around, well-developed, sensible and level-headed man—a true friend. And, if by any chance, you yourself did not feel exactly up to mark, the glint of humor which was always in his eye—the sympathy which was always in his heart—sincerity which you always felt in the clasp of his hand, would make you feel better for having passed his way. That is the highest tribute one can pay to a friend.

His straight-forward honesty and loyalty to his employers made friends, not only for himself, but for all of his associates. We will miss him greatly, but the lesson of loyalty, cheerfulness and good nature he taught us will never be forgotten.

Mr. Goff submitted to an operation in Chicago, contracted pneumonia, and died on July 7. He leaves a wife, three children, and one grandchild, to whom we extend our sympathy.

TAKE IT FROM FINNIGAN

Have you ever commenced to worry about some job looming up just ahead of you, and become all tired out overcoming the difficulties in advance?

Finnigan was leaning up against a wall and a friend remarked, "You sure look tired," and Finnigan heaved a sigh and said: "It's turrible hard work carrying the hod up to the third story." "Have you been doing it long?" "No, I start tomorrow," said Finnigan.

FOR THE LATE VACATIONIST

THE vacationist who, through chance or choice, finds that those invaluable two weeks are coming late in the summer, often wonders just what is left for him to do. Of course, until Labor Day, the world is open to him, but after that, many places are closed for the season.

Then it is the "madding crowd" betakes itself back to school, and the opportunity for enjoying nature is at hand. Those who have had the experience of wandering through the woods after the touch of autumn has begun its magic work on the leaves of the trees, and the autumn skies are reflected in all their glorious color in the waters of the lakes, know a vacation that is impossible in the height of the so-called "season."

Many places offer special inducements in their rates and attract guests during the fall months. More and more the camps are extending their seasons to include the hunting period, and some keep open all year. This is true of the majority of the Adirondack camps.

Anyone who has ever been in the Adirondacks during September or later will testify that autumn is the perfect time of year in the mountains.

The Catskill Mountains offer many attractions to the camper or boarder, and by locating at a camp and taking "hiking" trips through the surrounding section, an absolute change from anything like city life is enjoyed. Taking your favorite nature book with you, you can make the acquaintance of birds and growing things on delightful excursions into the wilds so generously opened up as playgrounds for the weary city dweller.

The Finger Lakes Region Association is booming the section so accessible to Rochester. Many camping sites have been opened up recently, which can be utilized. If planning to stop at hotels, it is well to inquire rates before starting a trip, as some take advantage of the unwary tourist.

For the person who travels by train, any of the Lakes offer many attractions. Besides the regular hotels, there are private families along the shores who furnish room and board at reasonable rates. Boating, swimming, and hiking are not limited to seasons and, while game laws must be obeyed, there is no law that prevents the mighty hunter stalking his prey with his Kodak and bringing home many a valuable trophy.

For those who wish to take a camping trip through the western part of the state, a new section called the Allegheny State Park has been set aside with the idea of developing it into a natural playground for the people of Western New York. In its present state it is quite wild, but clearings have been made for camp sites. Tents, and cots with mattresses, may be rented. There is an administration building where water and supplies may be obtained. There are several large camping groups on the grounds. This territory is south of Salamanca, and adjoins the Pennsylvania boundary line.

While considering Western New York, Chautauqua Lake should be mentioned. It is a gem of a lake with a wonderful improved road extending along the north shore, which should not be passed by if your route takes you in that vicinity.

The boat trips on the Great Lakes offer many attractions. The boats to Duluth run until September 14, and the big steamer "See and Bee" plies between Cleveland and Buffalo until September 2. Going the other way, one may take a boat on the Canadian Steamship Line and go to the wonderfully interesting city of Montreal until September 16, or proceed on up to Quebec and the Saguenay. The Montreal-Quebec Division closes its season September 25, and the Quebec-Saguenay Division October 24. From Quebec to Chicoutimi, the last port on the Saguenay, the boats run four days a week after September 5.

The Thousand Islands are always a source of wonder, and it would be impossible not to find enjoyment and pleasure among the myriad beauty spots of that region.

At Thousand Island Park, the Rochester Cottage does not close until October 1. Amusements and excursions are planned for the guests, and patrons are sure of a good time. The rates are from \$20.00 per week up. There are many other cottages and hotels here and at other points among the Islands that remain open until October.

If one happens to be on the convalescent list or in need of a rest, Miss Julia Brewington, of this city, has a most attractive camp for women and girls at Landon's Bay on the Canadian Shore. Here the girls sleep outdoors with the stars for a roof whenever the weather permits. The cost is covered by a charge of \$4.50 per week, and the small amount of work is divided among the girls. This camp is open as long as there is a demand.

Of course, any short article can merely touch the surface of the possibilities for stimulating or restful vacations, but we must not forget to consider our own Lake Ontario. For those who wish to spend their vacations at the beaches, there are numerous cottages to be rented and a goodly number of private families who are willing to rent rooms. The prices vary both with the location and the season. Charlotte, being the most accessible, commands the highest prices, while the other resorts along the shore temper their rates in proportion to the difficulty of reaching the city. From Sodus Bay, with its cottages and comfortable boarding houses, down the shore to Troutburg and beyond, one finds many Rochester people attracted by the inimitable bathing beaches, wonderful shore dinners, and all the good times possible when congenial people meet in pleasant surroundings. It's a grand old Lake, and after we wander all over the state in search of the Blue Bird of Happiness, it is quite possible that, somewhere

within a few miles of Rochester, with the waves for an accompaniment, we will hear its song.

Anyone wishing specific information regarding any of the above-mentioned resorts or trips, is invited to phone Miss Crafts, Kodak Office. On the other hand, if you have spent a vacation late in the year in some particularly interesting place, will you make notes of such details as would be of value and mail them to Miss Crafts so that others may be benefited by your experiences?

PROFITS

We received a very chummy letter not long ago from a "philanthropist" who is quite certain that he can make a lot of money for us.

All we have to do is to send him a certain sum monthly, which he will put in a pool to play the stock market, and then sit down and wait for him to send us checks for our share of the profits.

All he gets out of it is one-third of the net profits for his services. He claims to have paid his clients as profits for twenty-six months \$1,634.20, for each \$1,000.00 "invested."

Now what we cannot just understand is this: If money can be made as easily as this, why doesn't he grab all the profits for himself instead of letting everyone else in on it. Also, and likewise, if profits come so easily, why do hard-headed business men all over the country put in long hours running factories, and stores, and all sorts of enterprises that demand ability, the best years of their lives and the hardest sort of work, when by "investing" with our friend, they could just take it easy and spend the money?

In a circular accompanying the letter from our friend, appears this paragraph: "But the small speculator of necessity is in essence of a gambler who cannot afford to lose. He should be protected against himself."

This last has our full endorsement.



SAFETY SUPERVISORS

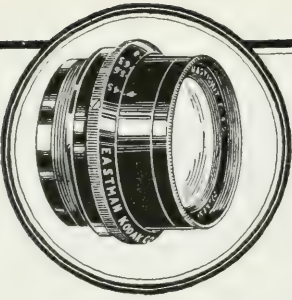
Upper Left: W. F. McNerney, Sweet, Wallach and Co., Chicago, Illinois.

Upper Right: R. C. Claybaugh, Robert Dempster Co., Omaha, Nebraska.

Center: Thomas Roberts, Jr., Robey-French Co., Boston, Massachusetts.

Lower Left: A. McK. Weir, D. H. Hogg Co., Montreal, Canada.

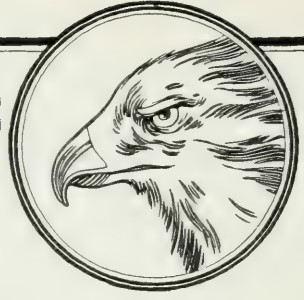
Lower Right: J. F. Werner, John Haworth Co., Philadelphia, Pennsylvania.



HAWK-EYE

P. R. MEINHARD

Editor



DURAND-EASTMAN THIS TIME—ON AUGUST 26

Now—about that picnic. Each year it comes along, and some of us begin to talk about it. Some of us never stop talking about it. Some of us won't even admit that we like it. The fact is, that about half of us work up our blood pressure every year trying to persuade the other half of us to go to the picnic. Sometimes we wonder if it is worth while. The other half of us would do the persuading if we didn't. Anyway most everybody shows up at the picnic every year. Why? It's because we always get our money's worth. No tomfoolery or nonsense about it. Just a regular get-together that we wouldn't miss for worlds. "A Hawk-Eye blow-out" is all we need to say to most of us.

Then, there is this about the picnic. We have a nice way of doing such things. Some of us wanted to go to Manitou. Some of us wanted to go to Cobourg—or some place else. But most of us wanted to go to Durand-Eastman Park. We all had a chance to say what we wanted—what kind of a picnic—where, and when, and all about it. Some of us wanted food served us by a caterer. Most of us wanted a basket picnic. So, when the committee read what we all wrote about the picnic and found that most of us want a basket picnic at Durand-Eastman Park, they made the arrangements for Saturday, August 26.

But, here is the remarkable part about it. (This is what we started out to say.) Those of us who wanted to go to Manitou or Island Cottage, or Cobourg, what do we say now? Do we "crab" or whine and find fault with the decision? I should say not! That is what makes these Hawk-Eye blow-outs go over big. Why, man alive! We discover that Durand-Eastman Park and a basket picnic is what we wanted all the time. That's

Hawk-Eye. What the gang wants suits us. We'll not only have a good time ourselves, but we'll boost the thing to show the rest the time of their lives.

No use in being over-confident, but we could probably hold a Hawk-Eye picnic in a sand lot and get away with it. Getting the Hawk-Eye bunch together has the same effect as raisins or yeast. A good time just naturally happens.

A basket picnic is a new one on some of us, but a lot of us must have had the idea. Kind of hard on the bachelors, if we are not mistaken. Seems it goes something like this. Friend wife gets busy the day before and mixes up some sandwiches, potato salad, cold meat, and the rest of the good things that go to make up a real picnic lunch. Of course, right there is a big advantage in the take-your-own-food idea. We take what we want.

Some way now, we've got to take care of those unattached young men. Guess they will have to find a girl for the occasion. Then, too, we can make up little groups to kind o' work together on the food question. Maybe we'll ask the lunch room to help by making up some salads, meat, sandwiches, etc., for those who would like to get their lunch, or any part of it, here. The committee is looking after the drink question. There will be coffee and soft drinks on the grounds, and also some "goodies" for the "kiddies."

And what a day it's going to be for those same "kiddies!" Each year they are a little bit bigger than the year before. Each year they want a bigger part in the games. But, also, each year they enjoy it more. Their enthusiasm grows. It's their day. We are justified in making some sacrifice to have them there. We enjoy it more if the Hawk-Eyelettes are there. They help to make



GENERAL COMMITTEE—H. E. A. A. PICNIC

Left to right (Standing): John Reardon, Frank Quetchenback, Ross Long, Sydney Leggatt, Leighton Young, George Kosel, William Schlegel, Arthur Rapp, George Ansell, Howard Werner, John Vass.

Seated: Harriett Owens, Mary Kuhls, Irma Rommel, Erma Walzer, Helen Kieffer, Mildred Zachman, Margaret Duske, Edna Steve, Jennie Gardner, Helen Plain, Edna Nicol.

the party. We want them there. If we haven't any of our own, we might bring someone else's. And Durand-Eastman Park is a good safe place to take them where we won't have to worry about their getting hurt. We do not have to change cars to get there. Let's do our part and bring the "kiddies."

Then, too, we are to have all the regular "makins" of this regular picnic. The games, the music, the lollypops and all. It will be no half-baked party in any sense of the word. The plans are right and the Hawk-Eye gang will be there. 'Nuf said, 's picnic, 's all.

The following boosting Hawk-Eyes make up our committees, and will be glad to hear from us when we feel a picnic idea coming on:

General Chairman, George Kosel; Sports: Chairman, John Rearson; John Vass, Edna Steve; Transportation: William Schlegel, chairman; George Ansell, Frank Quetchenback; Music: Frank Fink, chairman; Publicity: Howard Werner, chairman; Refreshments: Arthur Rapp, chairman; Ross Long, Sydney Leggatt, Leighton Young, Harriett Owens, Mary Kuhls, Irma Rommel, Erma Walzer, Helen Kieffer, Mildred Zachman, Margaret Duske, Jennie Gardner, Helen Plain, and Edna Nicol.

Let's give them our support! They are doing their best to put the party across big. They are trying to do only that which will please you. Lend a hand, but most of all let the world know you'll be there.

OLD FRIENDS

Michael Willig, Frederick J. Lander, William J. Dean, and John Clune have all called at Hawk-Eye recently to see how we are running the plant while they are away. These Old-Timers are always assured of a hearty welcome here, where they worked so many years. We are always glad to see them and hope we are to have that pleasure for a long time to come.

EVEN UP ON THE SERIES

Outdoor-Indoor baseball at Hawk-Eye has been bubbling merrily between rain spells, the activities in this line being divided between our own League games and the hair-raising contests with our friends from Bausch and Lomb's. Right at the start, and before we forget it, we want to say that when it comes to turning out a crowd of rooters, our neighbors bat one thousand per cent.

They descended on us in droves for the noon game on July 7. And what a game it was! The Hawk-Eye rooters, though out-numbered, certainly got all the excitement they could stand. They rose to the occasion in a superb manner when the team staged its "Garrison finish" to overcome the visitors by a five to four score.

The first game played on June 27 at Bausch's field had ended at the time limit in a tie. All of which put halo on game number two mentioned above.

It was the last inning. The time limit almost expired. Two out. "Cliff" Johnson reached second on a two-base error. Harry Moore then popped up a fly which filtered through to the ground. Johnson going home on the play, and Moore to second on the throw-in. Then came Elmore Ingleby with a two-bagger. He went to third on the play to catch Moore at home. Enter "Johnny" Rearson with his sprinting shoes on. Score tie. Ingleby on third. Pandemonium. Bunt! Consternation! Safe all around, and the game won in a puddle of smiles. It was a great day.

But then came July 12, and the third game. This time at Bausch's field. It was quite a different story for the B. and L. outfit walked off with a 5 to 1 victory, evening up the series. The count now stands one-all between the two teams, and both sides await impatiently the chance for a decision.



THIS BUNCH RUNS THE H. E. A. FRUIT CARNIVAL

Left to right: Standing: William Dean, George Diehl, Arthur Rapp, William Eyer, Howard Werner, John Downey, George Carson. Seated: Lillian Wilson, Alice Gears, Ella Wienecke, Elizabeth Meerdink, Florence Eling, Mae Ferguson.

JENNIE DeGRAFF

Jennie DeGraff claims that she has to take a lot of joshing on account of her athletic proclivities. It may be a case of sour grapes on the part of the



JENNIE DeGRAFF

joshers because Jane is one of the best girl athletes in the plant. She has played on every girls' baseball and basketball team that Hawk-Eye has had since she came to us. And she played basketball last winter even though Hawk-Eye had no team. They say that she bowls, too, and though very few of us have seen her perform at that sport, we are not inclined to question her prowess.

With the exception of a few months spent at Kodak Park during the past winter, Jane has passed the last four years at Hawk-Eye. She was originally in the Blocking Department but is now inspecting glass disks for Mr. Brennan.

PAGE THE GAME WARDEN

"Joe" Engle and Mr. VonDeben caught an unlucky pike up at Conesus early last month. It weighed thirteen pounds, but was caught on Monday, rather than Friday. If this fishing epidemic at Hawk-Eye doesn't soon pass over, there is going to be a real shortage of game fish in the next few years.

WELCOME, MRS. MAULE

Ruth Pierce, of the Filter Department, sprang a real surprise when she returned to work on Wednesday, June 21, and announced that she had been married the day before. We take pleasure in extending the good wishes of all her Hawk-Eye friends to Mrs. Carl Maule. A week later the girls of the Department surprised the bride with a variety shower.

We congratulate Mr. and Mrs. George Hilger on the birth of a son, Walter Eugene, weighing seven pounds, two ounces.

ANOTHER H. E. A. A. PARTY

On Friday evening, July 14, the Hawk-Eye Athletic Association entertained its friends and members with an "I Scream Canteloupe" party in the court yard. The evening offered a variety of entertainment. It began with dancing, while the sky over the river gorge was still colored. It then evolved into vaudeville with the coming of the stars, both in the sky and on the stage, and returned to the dance and the music of Groh's orchestra as the moon began to dim said stars.

William Eyer, of the Anastigmat Fine Grinding Department, opened the vaudeville with a clever impersonation of "Si" Perkins of Hooksville. He first called for Miss Marion Kurtz, sister of Ruth and Lois Kurtz, of our Lens Department, who was encored several times, after presenting a Russian dance which was both strenuous and entertaining. Miss Hilda Nunne then sang two delightful numbers. She has a pleasing contralto voice and was warmly received. Mrs. John Lehle, wife of John Lehle of the Centering Department, sang two numbers which added greatly to the success of the evening. Arthur Rapp, of the Mounting Department, then closed this part of the program with a humorous monologue of his Western experiences.

Much of the success of the party was due to a mining camp atmosphere which was given to the surroundings by "Art" Rapp's signs. To reach the scene of festivities, it was necessary to go down the driveway and around the building. As one progressed, each shed became a dynamite shanty or a Western "gin mill." The coal pile became "pay dust," and carried the warning that it should not be carried off.

Dancing on a brick pavement lubricated with corn meal did not promise well, but the bricks proved surprisingly adaptable.

The committee received hearty commendation and appreciation for the good work it did in making the arrangements and carrying the party off in a most enjoyable manner.

MOVING DAY

The Disk Inspection Department held a farewell party in the dining room on Friday, June 23. The occasion was the removal of the Department to its new quarters on the fifth floor. The girls brought suitable food from home, and commemorated the occasion in a most fitting style.

Fourth Annual
HAWK-EYE PICNIC
DURAND-EASTMAN PARK
SATURDAY, AUGUST 26

Tickets, 40c

The picnic this year will be a basket affair, or, in other words, bring your lunch.



KODAK PARK

ROBERT A. WEBER

Editor

PARK PICNICS ARE GALA AFFAIRS

STORES DEPARTMENT EMPLOYEES AT MANITOU

The employees of the E. and M. Stores Department held their Third Annual Outing at Manitou Beach. Between 250 and 300 people were in attendance.

Although not the largest Kodak Park picnic of the summer in terms of number attending, the spirit and enthusiasm of those present made it one of the most popular and successful of the thirty-odd events of the season.



THOMAS FROST

The happiest man at the Stores Department Picnic

Upon arriving at Manitou, dinner was served at the Hotel Odenbach. During the meal a musical entertainment was furnished by the Misses Helen Heintz and Helen Murphy. In addition, everyone joined in community singing led by George W. Engelhardt.

Following the dinner a fine program of sports was run off, commencing with the grand old ball game, which proved to be a red-hot contest. Building 49, after a hard battle, was victorious over

Building 23 by a score of 9 to 6. James Hart and Clarence Coons were the umpires.

Winners in the other sports were: Don Donoghue, Fred Austin, Dorothy Kuhnert, Mary Hurlihy, Edward Buckler, Chester English, Mrs. George Gough, Viola Wilson, Florence Martin, Earl MacLeod, Gladys Byrne.

Building 49 also defeated Building 23 in the Tug-of-War. There were a number of special events for children.

The special prize for the happiest man on the grounds was won by Thomas Frost.

Immediately after the sports program was completed, a buffet luncheon was served in a large tent erected on the ball ground for this purpose. During the evening dancing was enjoyed in the Pavilion, music being furnished by Fagan's Orchestra.

The following made up the committee in charge: Jacob Kirchgessner, chairman; John Osier, Peter McArdle, Ross Miller, Herbert Williams, Charles Kendall, Don Donoghue, Harold Francis, Mary Sullivan, Almon Jeffers, William Young, Dorothy Kuhnert, Viola Wilson, Anna O'Meara, Irene Shea, Louise Murphy, Margaret Sheehan.

Emulsion Makers at Maplewood

Not to be outdone by the larger departments, the Film Emulsion Finishing Department employees held their annual get-together at East Maplewood. That numbers alone do not make an affair of this kind a success, was demonstrated to everyone's complete satisfaction and the fifty-odd persons who attended voted the Second Annual Outing superior to the "First." This, perhaps, because of its being more recent.

However, the ball game, which seems to be the principal reason for most of the Picnics, Outings, Clambakes, etc., was won by Building 30-A, with Building 30 a sad but wise loser. Races and games were also enjoyed. A chicken dinner was served at 6:00 p. m., following which the prizes for the different events held during the afternoon were awarded the winners. Details were in charge of William Ofschlagler, John Allen, and Joseph Meredith, who arranged everything in a most satisfactory manner.

(Continued on pages 16 and 17)

KODAK SCOUTS WIN FROM TROOP 12



JOINT FIELD DAY OF BOY SCOUT TROOPS 50 AND 12 AT MILITARY HILL,
DURAND-EASTMAN PARK

The annual Field Day of Troop 50, Boy Scouts of Kodak Park, was held in June at Military Hill, Durand-Eastman Park, in conjunction with Troop 12, of Dewey Avenue Presbyterian Church.

The first event was knot-tying under the direction of Fred Wellington, Assistant Scoutmaster of Troop 12. Scouts were eliminated until only three members of Troop 12 remained.

Semaphore Signalling, in charge of H. H. Tozier, Scoutmaster of Troop 50, was a competition between two teams of eight scouts each. The message was sent in relay form to four stations. This event was also won by Troop 12.

The third and most important number on the program was First Aid Test, in charge of Donald McMaster, Assistant Scoutmaster of Troop 50. Notable work was shown by both troops, but Troop 50 proved to be the winner.

The Tug-o-War between ten Scouts from each Troop, in charge of Mason McKinney, Assistant Scoutmaster, Troop 50, was won by Troop 12. Then came the equipment race, also supervised by Mr. McKinney. Ira Cohen of Troop 50 proved to be the fastest in this event.

After all the field events were finished, an exciting game of Indoor Baseball was played between Troops 12 and 50, the former winning.

Troop 50 accumulated the greater number of points and won the meet.

Earl Wood, Scoutmaster of Troop 12, prepared the hot dogs, coffee and sandwiches. These, with the basket lunches brought by each family, provided an excellent and much appreciated meal.

Races for girls were run off, while the Scouts prepared for the Campfire.

SOCCER TEAM PREPARING FOR BUSY FALL

A meeting of the members of the Kodak Park Soccer Club was held on Wednesday, June 28. The principal business transacted was the election of officers. Although the present term had not expired, changes in the playing schedule of the R. and D. League, and the fact that the U. S. Cup Competition begins in the fall, made advisable the deviation from the regular custom. An unusually large attendance resulted in a very enthusiastic election. Leigh Rife was selected to head the Association as president. James Canavan will act as vice-president, and Ralph Breary as secretary and treasurer. The office of financial secretary, held for many years by James Canavan, will be filled by David Anderson. The team officers are: manager and coach, James Denholm; trainer, Herbert Harper.

Kodak Park is looking forward to a successful season. Most of last year's players are still available, and a few new ones have been added. Since we obtained the new field on Lewiston Avenue, the attendance has been greatly increased and many persons who, until recently, did not follow this sport, have been enthusiastic fans.

William Mears, former member of the Park Club, has returned to his old home in Wales. Upon his departure, the club presented him with a handsome clock.

The Annual Outing of the organization was held

on June 25 at Manitou Beach, about seventy-five people attending. Dinner was followed by the usual picnic sports, and every child present received a prize. The final number on the program for the day was the ball game between the English and the Scotch, the latter winning 13 to 9.

FOR RENT—FOR SALE

It is not at all unusual, in view of the great number of people employed at Kodak Park, that there should be a continuous demand for living accommodations—houses, rooms and apartments. Arrangements have, therefore, been made to assist those in need of these accommodations.

A bulletin board has been prepared and is now located in the employment office on which are listed available locations. Persons wishing to take advantage of this convenience may call at this office, where full information will be given them. In addition, anyone having property for sale or rent may list it here also, so that an efficient exchange bureau is at your service.

In view of the large number of current events for which the regular department bulletin boards are needed, it is not possible to advertise houses and rooms through this medium. Therefore, anyone wishing to advertise is requested to take the matter to Mr. Maston. If you are contemplating making a change, call and look over the available locations.



WITH THE BLACK PAPER WINDERS AT NINE-MILE POINT



JULY 8 FOUND THE E. AND M. DRAFTSMEN ALSO AT NINE-MILE POINT



THE BLACK PAPER COATERS CHOSE GRAND VIEW BEACH FOR THEIR OUTING, WHILE —



EAST MAPLEWOOD ENTERTAINED THE BOYS OF THE FILM EMULSION DEPARTMENT



EMPLOYEES OF BUILDINGS 22 AND 48, KODAK

PARK PICNICS A

(Continued)

Rain Fails to Hamper "Ruttan's Bunch"

It takes more than a down-pour of rain to keep the employees of Buildings 22 and 48 away from a picnic. Immediately upon their arrival at East Maplewood Inn, East Avenue, this joyous bunch proceeded to the dining hall where 200 employees, their families and friends were served a chicken dinner.

A musical program was given by Mr. and Mrs. Horace Robinson, William I. Merson, Mrs. R. W. Eddon, and William Uhl, accompanied by Elizabeth Stubbs.

George Howell and J. S. Harmon received "fake" telegrams which they "swallowed"—hook, line and sinker—with the result that one of the fair waitresses received a good substantial tip.

J. S. Harmon, the toastmaster, called on "Alf" Ruttan for a few remarks, which were delivered in his usual happy manner.

By the time dinner was completed, the sun was shining again, and the diners, upon leaving the Inn, paraded before a motion picture machine with which Harris Tuttle was recording the events of the day. This film is to be shown next winter at one of our Community Night parties. And we have some great pictures; don't miss them!

The big event of the day was the treasure hunt. Five hundred pennies were hidden; the directions for finding these informed the seekers to run once

around the ball diamond, go west to the farthest lover's nest, around the hotel, back to the home plate, then north to the thirteenth tree, and the treasure was within fifteen feet. Mrs. Sherman J. Pierce found the treasure box after ten minutes' digging, as the money was buried nearly three feet under ground.

Another feature of the picnic was "The Ruttan's Tin and Lumber Blatter," a sixteen-page magazine, issued for the occasion by Louis C. Wheeler, assisted by J. C. Crelley, Frank Morrell, Anna Cushing, Martha Delenke, Jane Crawford, and Linda Schwing.

Games and races, held under the direction of Horace Robinson, were won by William Lusink, Elmer Brasser, William Merson, Carl Schlottman, Mrs. R. W. Eddon, Lucille New, Dorothy Burton, Mrs. George Bott, Mrs. Daniel Welch, Mr. and Mrs. New, Dorothy Robinson, Edward Dolan.

The Tug-of-War was won by the E. C. and P. Department, while the girls' Indoor Baseball Game went to the "Cracker-Jacks"—score, 12 to 11.

The Committee in charge was as follows: General Chairman, A. A. Ruttan; S. E. Lash, Emma McBride, J. S. Harmon, L. C. Wheeler, R. C. Hands, P. E. McPhillips, H. E. Robinson, W. S. Schuler, M. J. Gibbons.





HOLD ANNUAL OUTING AT EAST MAPLEWOOD

GALA AFFAIRS

(page 13)

Sheet Metal Department Outing

Another outing at which everyone had an enjoyable time, was the Sheet Metal Department picnic held at Drew's Grove, July 3. About thirty members of the department motored to the grounds, where the party voiced immediate agitation for food with very good effect.

Soon after dinner the sports program was started. The baseball game between two crack teams, under the direction of "Doc" Stewart, ended with victory claimed by both sides.

A buffet lunch was served during the afternoon and it was voted to have another outing in the fall.

The committee, which so ably conducted the affair, consisted of Thomas Burns, Irving Drew, Grant Carr, William Copenhagen, and Henry Eckert.

Black Paper Departments Also Hold Outings

Grand View Beach was the scene of the Annual Outing of "Mike" Culhane's "Coaters." About forty attended, and spent a very pleasant day.

The Black Paper Winding employees journeyed to Nine-Mile Point, the trip being made in automobiles. "Bill" Dagge, William Mosley, Henry Brice, and Walter Woodard became interested in fishing immediately upon their arrival and spent a

good share of the day at this pastime, while the others were enjoying the ball game and races. The regulation "Chicken Dinner" was served at noon, and at five o'clock a buffet lunch tided the hungry ones over until they reached the city. The prizes were donated by Lincoln Burrows, "Don" McMaster, and William Dagge. The K. P. A. A. supplied the necessary picnic equipment, and Fred Grastorf prepared the lunch. A vote of thanks is extended to them for their part in making the affair a success. The committee in charge consisted of Louise Hutchison, Mildred Grow, William Dagge, Charles Suter, George Hetzler, William Anderson, and Thomas Quigley.

Under the leadership of L. C. Wheeler the following employees have been selected to report the news items for the departments they represent in Buildings 22 and 48: Abram Eilinger, Lewis Leppla, Fred B. Nelson, Alfred Fratter, Charles W. Marri-son, Minnie Burns, Linda Schwing, Emma McBride, Mrs. Anna Cushing, Patrick McPhillips, and Francis Morrell. They will need your support. Tell your representative all about the little get-together parties, births, and marriages.



BIRD PICNIC ON JULY 15. See page 21

POPULAR EMPLOYEE PASSES AWAY

The Lord has seen fit to remove from our midst one of our most valued friends and workmen. Henry J. England, Trick Foreman in Department



HENRY J. ENGLAND

50, died on June 28. Although away from work but three weeks previous to his death, Henry had been in poor health for several months and, despite heroic efforts on the part of his physician, assisted by Dr. B. J. Slater of Kodak Park, and his many friends, thirty-seven of whom offered themselves for blood transfusions up to the end, all things seemed powerless and he finally passed away.

During the seven years he was employed at Kodak Park he had made hosts of friends, who unite in extending to his wife and two children their heartfelt sympathy.

GOLF INTEREST SLOWLY INCREASING

For some unknown reason interest in tournament golf among the Kodak Park employees has been slow in gaining headway this season. The invitation from the Kodak Inter-Plant Golf Committee to participate in their June tournament went unheeded, the Park players seemingly preferring individual matches. Recently about twenty of the more ardent players have started a preliminary tournament and Medal Play matches are being staged Saturdays and Sundays at Durand-Eastman Park. The principal activities in this sport take place later in the summer, and the regular K. P. A. A. handicap tournament will be staged late this month. The scores made during the earlier matches will be used for classifying in the main event.

HAHN-DOBNER

The marriage of Miss Lillian M. Dobner to Raymond J. Hahn occurred at St. Monica's Church on June 28. Mr. Hahn is employed in the Film Storage Department. Rev. Francis Ruby, of Boston, N. Y., cousin of the bride, performed the ceremony. Nuptial mass, with music by the choir, was celebrated by Rev. Francis Ruby, with Rev. John Brophy, pastor of St. Monica's, and Rev. Hildebrandt, in the sanctuary. After a short western trip Mr. and Mrs. Hahn will make their home at 62 Ellicott Street. Employees of Building 32 presented Mr. Hahn with a Dresden china dinner service.

PERSONAL PICKINGS AROUND THE PARK

We are glad to have Mr. Frost, of the E. and M. Stores Department, with us again after his recent illness.

Mrs. Stanley Loasby, of the E. and M. Receiving Department, left July 29. Mrs. Loasby was formerly Marie Koehler. Both Marie and her husband were at one time employed in the E. and M. Department. Another Kodak Park love affair!

Miss Evelyn Jonroe has announced her engagement to James Ryan. Both are popular employees of the E. and M. Stores Department. The happy couple are to be married on the 8th of August.

Marian Pritchard, of the E. and M. Stores Office, left July 22 to take a position as Office Manager at Odenbach's. We rejoice in her good fortune, but will miss her from our ranks.

We wish to extend our sympathy to Joseph Handee, of the Cotton Washing Department, whose wife died recently.

Eward G. Bosworth, of the Roll Coating Department, started upon a vacation July 1, the first in fourteen years.

Charles E. Smith, Emulsion Coating, and Miss Irene Klein, of Parsells Avenue, were married in June. Good luck and best wishes.

Born, to Mr. and Mrs. L. M. McCowan on June 24, a boy. Some boy—8½ pounds. Congratulations.

The many friends of Robert Benske are pleased to hear he is recovering rapidly from his recent operation.

After an illness of several weeks Hannah Crowley, of the Envelope Department, Building 48, is back with us again.

Evelyn Huff, of the E. C. and P. Department, Building 48, has announced her engagement to Irwin Witzel.

Edward Kaiser, of the Cylinder Press Department, Building 48, has gone into the gardening business as a side line, raising cabbage, carrots, weeds, and pumpkins. If you want some good spinach next Thanksgiving, order now.

William Storey, Sundries Manufacturing Department; William Merson, Shook Department; Emma McBride, matron; and Louis C. Wheeler, of the E. C. and P. Department, have been appointed safety inspectors for Buildings 22 and 48.

John Agness, a veteran of Building 48 and a resident of the Twenty-third Ward, has a fine flock of chickens. He came in the other morning all smiles with a bag filled with eggs. John says he will produce some fine birds to enter as prize winners at the next Kodak Poultry Show.

"SLATS" VAN LARE GAINS REPUTATION AS "UMP"

GIANTS HOLD ON FIRST PLACE SHAKY

How seldom we hear praise of an umpire! Although this official is almost as necessary to a ball game as the ball itself, very little credit is ever given him. With the attitude of a martyr, he takes his place each day, struggles through the criticisms of the players and jeers of the crowd, and lets it go at that. Everyone praises the pitcher, catcher, and even the manager, but we hereby claim that in "Slats" VanLare, the K. P. A. A. Noon-hour League has one of the best and fairest umpires in the game. "Slats," ever a lover of baseball and for many years one of the best players in the Park League, has surrendered his place among the playing stars and taken unto himself this thankless occupation. In his new capacity he is a success. His eye and judgment are unerring, and the absence of disputes in the hard-fought games is attributed to the faith which the boys have in him.

The Giants are still in first place, although their hold has weakened. The plucky Yankees won

seven of eight games, while the Leaders were defeated twice in a like number of attempts. The Rangers and Birds have changed places, the latter now reposing in last position.

The playing of several of the boys is worthy of mention. Of the pitchers Harry Sill (Giants) and Harold Servis (Yankees) seem to be the best. William Amering (Giants) and Milton Pike (Yankees) are showing the best stick-work, while field honors go to Walter Metcalf (Yankees) and "Jack" Brightman (Birds). The season still has some time to run, and the winner will undoubtedly remain undecided until almost the final game.

TEAM STANDING JULY 10

	WON	LOST	PCT.
Giants.....	14	5	.737
Yankees.....	14	6	.700
Rangers.....	6	14	.300
Birds.....	5	14	.263

"BARNEY" AGNESS PITCHES SHUT-OUT GAME

"Barney" Agness has recently sprung into the limelight as a pitcher. "Barney" toils (?) daily in the Kodak Park Main Office and, until this spring, very few people knew that he packed a "George Mogridge" delivery. During the series of practice games before the opening of the Twilight League schedule, the Main Office team was going fine, winning six straight games. This streak continued even after the League opened and the "Pen-Pushers" in their first official appearance defeated the Garage by the overwhelming score of 23 to 0. "Barney" came in for most of the credit and repeated in the next game against the Time Office. The Main Office, although it has lost one game to the Stores outfit, has a fast bunch of players, and is expected to finish very near the top.

The Stores Department and Finished Film teams are perhaps at the present time the two most dangerous contenders for the trophy. Both the outfits are made up of fast, experienced ball players, and at the end of the first lap of the schedule, neither had lost a game. Claim to third place is being keenly contested between Building 48 and the Main Office. The Office is leading with a total

of 48 scored runs, the Stores next with 40, and Research third with 31. The defensive playing of the Film team puts them in a class alone, their home plate having been crossed but 14 times in three games, while they in turn tallied 30 counters. Among the pitchers, Agness of the Office; Servis, Yard; and Raker, Lumber, are considered best. Although the Lumber has yet to win a game, the fault is not with the delivery end and with time, as the team steadies down, things will no doubt be different.

Aside from the usual honor of winning the beautiful silver trophy presented by A. G. Spaulding and Brothers, there is an added incentive which perhaps accounts for the keen interest being manifested. The exact nature of this additional feature has not been made public. It is being planned by John S. Harmon, president of the League, and we have his assurance that it is well worth trying for.

The Twilight League Rooters Club, an organization in no way official, is doing much to make this activity a success. Stay down some evening. The games are only seven innings, and you can be home before dark. Try it just once, and you will then and there become a "regular."



OFFICIALS OF THE K. P. A. A. TWILIGHT LEAGUE

Standing: Charles Gilbert (Lumber), Leon Hibbard (Office), Harold Coogan (Film), Ward Metcalf (Film), Julius Masters (Building 48), Leo Chase (Research), Floyd Righter (Research), Herbert Hanse, secretary (Time Office), Howard Bayer (Lumber).

Seated: Earl Hawkins (Stores), Harold Bye (Time Office), James Brizee (Garage), John Harmon, president; William McAuliffe (Stores), Earl Davis (Garage), John Bergan (Building 48), Fred Gardner (Office) not in picture.

CITY CHAMPS? QUITE POSSIBLE

Contrary to prediction and the opinion of certain followers of baseball, the semi-pro brand of this sport is not dead in Rochester, particularly at Kodak Park. The decision to discontinue the Eastman League after a three-year trial, resulted in Kodak Park making an attempt to carry on this activity along pre-war lines. The earlier plans of the season did not materialize. However, with the "fans" still clamoring for a team, Business Manager Fred Gardner and Charles Forstbauer have produced. At the beginning of July, Kodak Park stood as the champion nine of semi-pro baseball in Rochester.

The Kodak Park people want a team, beyond all question of a doubt. That they are willing and eager to support a team is evidenced by the attendance. With less than two hundred at the opening game, the following has grown within three weeks to almost one thousand, and will continue to grow judging from the ejaculations heard about the plant. The members of the Association are proud of their team—first, because, with one or two exceptions, the players are all employed at Kodak Park; and, secondly, because they are playing "ball." The condition of the diamond has been greatly improved. A new home plate and new bases, together with the care given the infield, have made the Kodak Park field one of the fastest in the city.

Although the opening game with the Judge Motors was lost by the narrow margin of 5 to 3, our boys came through with a victory over the Big Brothers the following week, and on Sunday, July 2, defeated Frank Rutz's celebrated Moose team, 6 to 5. The latter is considered the best local outfit, and Kodak Park has established itself

as an important contender for local championship honors through winning this important game. The work of "Chuck" Forstbauer, "Pat" Petroske, and "Speed" Martin has been the outstanding feature of the Park's playing.

Record to date is as follows:

Kodak Park.....	3	Judge Motors.....	5
Kodak Park.....	10	Big Brothers.....	8
Kodak Park.....	6	Moose.....	5

TRACK MEN AT SYRACUSE AND BUFFALO

Interest in the newly organized K. P. A. A. track team continues to increase. At the end of the first month this activity is firmly established. In the first try-out against the Redwing A. C. in June, Kodak won easily with 74½ points to their opponent's 33½. Recent rains had left the field slow, but, despite this handicap, some good time was made. Dunn won the 100-yard dash for the Park in 10.1, with Fratter second. Durkee, of the Redwings, placed. The feature event of the meet was the 880-yard run, won by Kellogg, of Kodak Park. The time in this race was two minutes, twelve seconds. Billings, Kodak, took first in the shot put, and Warnock won the high jump for us. Kodak Park took 10 firsts, 6 seconds, and 7 thirds.

The committee in charge of the team plans to enter all the principal meets during the summer and fall. On Saturday, July 22, the outfit won the Highland Gathering and Caledonian Games at the Syracuse University Stadium, under the auspices of the Clan Douglass. Another important meet in which the Park team will participate is the Policeman Games in Buffalo on August 9.

RAIN CURTAILS TENNIS PROGRAM

"Forty Days" rain can do a great deal to upset tennis plans. The Kodak Park-Kodak Office match, twice arranged, and as many times postponed, was played off Sunday, July 9. This match aroused considerable interest. Kodak Office, a newcomer in local tennis circles, as compared with the Park and other leading teams, has a first-class string of players. Aside from the fact that three of the best Park men were unable to play on this date, the 5-4 victory for the State Street boys, while it had little effect on the Lake Avenue Club's standing, was of great moral benefit to them. In the pre-season match with the Maplewood Y. M. C. A. team, played on Saturday, July 8, the Park lost 6-3.

Some sentiment has been unearthed among the Park players for a Tennis League to include the other Eastman branches. Kodak Office is already in the field, and little trouble should be experienced in forming teams at Camera Works and Hawk-Eye. The Kodak Park Club is interested and will welcome overtures from the representatives of the other plants.

Opinion regarding the type of courts most satisfactory for Kodak Park has been divided for several years. An experimental clay court is being installed. If this type proves more successful, the others will be changed over gradually.

Slow progress is reported in the "Doubles" tournament. This is a handicap event and the ratings have been assigned so carefully that every match has been close. The winners in the opening round were: Thompson-Righter, Willis-Jenkinson, Wilson-Dryden, Billings-Ross, Walley-Hart, and Gunderson-Bush.

At a meeting held on July 11, the Rochester Tennis League was organized. Of last year's teams, Kodak Park, Rochester Tennis Club, and Melville Tennis Club are again members. Kodak Office has taken the place of the Dewey Avenue organization, and the Maplewood Y. M. C. A. has been added. Competing against the best talent in Rochester, Kodak Park has a job ahead to secure a place in the first division.

Recently the girls of the Reel Gauging Department, Building 48, gave a variety shower at the home of Estelle Garley, in honor of Mildred Hemley, who left us to take up a new line of work—general housekeeping. Games were played, luncheon was served, and prizes given for the different contests. Alice Rowles carried away the first prize in the memory contest.



FOLMER-CENTURY

CLARENCE H. HARPER
Editor



SEVEN HUNDRED GRAFLEX-ERS STORM NEWPORT

RECORDS ESTABLISHED AT ANNUAL OUTING OF F. C. A. A.

Seven hundred picnics, ranging all the way from four months to seventy-odd years, helped to make the annual outing of Folmer-Century Athletic Association at Newport, on Saturday, July 15, the most successful of its kind in the history of the plant.

The Graflex makers and their families set forth from Caledonia Avenue at 9:15 a. m., on a fleet of chartered cars, and made a rapid run to Glen Haven, from which point they were conveyed in special launches down the bay to the picnic grounds at Newport.

The crowd started off the program for the day's events by watching a red-hot ball game staged between "Ed" McCormack's "Benedicts" and "Bill" Drabinski's "Bachelors." The husbands proved that they were still far from back numbers by carrying off a 6 and 5 decision. Close on the heels of this battle came another diamond contest between "Ryan's Floor-Walkers" and "Harper's Pen Pushers." This game, however, bore more resemblance to a marathon race. The Office team pushed around fifteen runs, while Ryan's outfit could dent the rubber but twice.

Throughout the morning everyone engaged in the Treasure Hunt, a regular Captain Kidd search for a mysterious black bag reputed to contain five hundred pennies. This was a case of "Finders, Keepers," and "Herb" Graf was the lucky finder.

A chicken dinner was served at the Newport House at 12:30. Wolensky's Folmer-Century Band furnished music during the dinner and played for dancing throughout the afternoon and evening.

The athletic events were started at two o'clock. The first on the program was the 25-yard dash for boys under twelve years, in which John Ulp nosed out Joseph Curincoone. Mildred Hooker carried off the honors in the Spot Race for ladies. Then came the 50-yard dash for men over thirty-five, which was won by "Ed" Burkhardt, with "Al" Ryan close on his heels.

Vera Dewitt and Lillian Martin led the field in the 25-yard dash for girls under twelve. Next came the Leap Frog race for boys, in which Olds and Dubinkoff finished ahead of Kinsky and Frost. Charles Miller and Santo Marino won the Wheelbarrow race, with Edward Murphy and Joseph Shippler second.

Ruth Olds and Lillian Martin finished first and second in the 25-yard dash for girls under sixteen. Then came the 50-yard dash for ladies, which was won by Mildred Janeck, with Marcelle Viullier, of Kodak Office, second. Mark Howland and James Silliman were the winners in the 50-yard dash for boys.

George Bailey won the Time race for men over fifty, and Spencer Pope the Spot race for men. The married men scored another victory in the Tug-of-War, while a prize for the youngest baby on the grounds was awarded to Harold William Saffron, age four months.

Winners of the other events were as follows:

Backward Race for Ladies—1st, Margaret Rickbert; 2nd, Irene Carey.

Race for Auto Owners—1st, Edward McCormack; 2nd, Herbert Graf.

Shoe Race for Ladies—1st, Miss F. Martin; 2nd, Miss L. New.

Standing Broad Jump for Men—1st, John Shannon; 2nd, George E. Kosel.

Ball Throwing for Men—1st, Frank Dannenberg; 2nd, Charles Roth.

50-yard Dash for Married Ladies—1st, Mrs. Otto Petroski; 2nd, Mrs. Fred Norter.

Three-legged Race for Men—1st, Elmer McNamara, James Gamrod; 2nd, William Martin, Fred Boeff.

Running Broad Jump—1st, Charles Umhofer; 2nd, James Howland.

Ball Throwing Contest for Ladies—1st, Miss Martin; 2nd, Miss Vera Babbage.

100-yard Dash for Men—1st, Fred Norter; 2nd, Herbert Graf.

At four o'clock the ladies and children took free launch rides around the Bay.

George Jost deserves a heap of credit for the way he marshalled the Refreshment Committee. That his was no small job may be judged from the fact that he and his helpers passed out

1,600 hot dogs	1,200 suckers
3,000 ice cream cones	35 pounds of steamers
3,800 glasses of orangeade	20 gallons of coffee
1,600 bags of peanuts	

Take a look at the 700 on pages 16 and 17.

We extend a hearty welcome to Romana Mason, Dorothy Ryan, Mildred O'Brien, and Fannie Boyer, who have recently joined our office force.

Albert Doering, foreman of the Plating Department, has returned from a week's trip to Cincinnati, where he attended the convention of the American Electro Platers' Society.

Carl S. Muller, one of the most popular men of the Assembly Department, left on July 1 on a three month's leave of absence to visit his mother in Sparneck, Germany. Carl has been at Folmer-Century about seven years. His friends wish him "bon voyage" on his long trip.

MAIN



OFFICE

C. EDWARD COOLEY, *Editor*

A BULL'S EYE FOR THE "FINISHERS"

A proposition that seemed almost as large to the Finishing Department as the task of building the Panama Canal did to the United States government, was that of the record-breaking enlargement order that the "Lansing corps" recently completed for the Advertising Department.

When the "Finishers" were informed that the enlargements—73,000 in number—were wanted immediately by the Advertising Department for our dealers' summer advertising, not so much the task itself was a matter for concern, but the lack of sufficient space and facilities. There was no room in the Finishing Department not already utilized; so, space in the adjoining Bickford Building had to be made over; a dark room was constructed, sinks installed, washers provided, drying racks built, work tables devised, and numerous other things made ready for the task of getting out the 73,000 enlargements in the quickest possible time.

The enlargements were made with two Eastman Projection Printers—a new Eastman product that greatly facilitates enlarging operations—and after the dark room in the Bickford Building was completed, two more were put into commission. 18,000 enlargements, size eleven by fourteen inches, were made from each of four negatives, and 1,000 from another negative. As the results had to be strictly Kodak quality, great care was taken in making the exposures, developing, washing, and "spotting." 18,000 of the total were finished in sepia, which requires, on account of re-developing, about twice as much time to complete as the black and white. In a little over eight hours one day Louis Bonehill, of the Finishing Department, made 1,060 enlargements—a record that is bound to stand for some time.

The dry mounting was also accomplished in the Finishing Department under the supervision of "Ben" Harris, and after the dry mounting came the work of glueing on the flaps or mats, as they are called, in which seventy-five gallons of glue were used.

Altogether, thirty-five people were required to get the work out by June 30. Additional experienced finishers—people who had previously worked in the Finishing Department, had to be called in to complete the order.

Certainly a great deal of credit may be heaped upon the members of the Finishing Department.

W. I. Lansing, who had supervision over the enlarging, and Richard Behrens, who assisted him, said: "It frightened us at first when we thought of the 73,000 enlargements ahead of us, when 10,000 was the largest number we ever made before, at one time. However, after we got organized, it was an easy matter."

A THIRTY-THREE YEAR RECORD

In September, 1889, a young lady who evidently possessed no keen regard for Horace Greeley's advice, "Go West," decided to about face and "Come East." Yes, thirty-three years have elapsed since Luella Thompson left Michigan and ended her journey when she stepped off one of the then modern nineteenth-century trains at Rochester. The same amount of time has passed by, too, since Luella began work at Kodak, for she obtained employment in the Finishing Department, under Simon Haus, two months after she arrived in the Kodak City.

Luella has witnessed many changes at Kodak Office in the manner in which prints were made in the by-gone days, and the modern methods with their cool dark rooms and better working conditions. She was given a four-months' leave of absence last winter for a much-needed rest. However, the end of those four months saw Luella back at her old post in the Finishing Department, just as enthusiastic about doing her work well as she was thirty-three years ago.

Everyone in the Kodak organization extends best wishes to Luella Thompson for many more years of faithful service; and the girl who "came east" in 1889, may well feel proud of her fine record of thirty-three years with Kodak.

DO YOU

wish to join the Kodak Office Umbrella Club? A payment of fifty cents entitles any Office employee to an umbrella in case of rain. If a member of the Club leaves the employ of the company, the membership fee is refunded. Those who wish to join the new Club—and it's mighty nice to be a member on a rainy day—are asked to send their names to the Industrial Relations Department.

ON A SKIP WITH THE "SKIPPER"

Through the labyrinthine by-ways between Kodak Office and Grand View Beach, there sped, on a recent Saturday, almost one hundred of the Sales Department, on outing bent, for the annual gambol of the "Lambs and Goats" which inhabit the fourteenth and fifteenth floors. Harry Seaman, in charge of arrangements, had for some time been throwing charm and mystery over the coming event, and the many who took the royal road to detachment from the cluttering life of everyday, felt that even the "Skipper's" extravagant press agent talk was not exaggerated, for a "pleasant time was had by all."

Festivities started with a dinner at two o'clock, and did not end until the last sunbeam reluctantly sank into the horizon in which it belonged. During the dinner Harry Seaman presented prizes to various popular members of the Sales Department. And—let us remark—in passing—Harry is *some* presentationeer!

Charles ("Chuck") Culbertson, newest of the correspondents, was given a diploma entitling him to be known as a "bachelor of B. B.," which degree is not conferred except by special dispensation of the entire Sales Department. J. J. Proskauer, late

of the road forces, was given a silver watch and chain "as a token of regard."

A magnificent sail-boat, bought by contributions from all members of the Sales Department, was given C. F. Ames, who is known from Maine to California as an intrepid and daring sailor. Mr. Ames first achieved fame as a skipper of renown when, as a young man, he was captain of a fishing smack off the coast of Rockford, Maine.

Prizes stupendous in their intrinsic worth were given the winners of varied sporting events. A handsome meerscham pipe was given "Jack" Roberts, as an award for winning the lobster race. Mildred McGrady won the gorgeous diamond ring in the "Mrs. Grigg's Contest," and Thelma Crounse captured a beautiful vanity purse which was first prize in the banana race. Mildred Warren took first honors in the ball throwing tourney, and was awarded a pair of dainty silk hose. Norman Ferris won the "hop, skip and jump" and claimed, as first prize, a cute cigarette holder.

"Mollie" Creary, Helen DeVaney, Ann Durnin, and Mildred Kraft furnished the means to the ends for the collection of a large sum of money to pay for some of the very expensive prizes. F. E. Bachelder cooperated with the young ladies, as



KALEIDOSCOPIC GLIMPSES OF THE SALES JAMBOREE

Don't miss the "Skipper's" Salesboat!

The "J's"—Benham J. Chme and Julien J. Proskauer—cranking away

What do you call *this*—a ball game?

did Charles Markus, D. E. Delgado, Charles Hutchinson, and Julien J. Proskauer.

The fourteenth floor won both the tug-of-war for girls and the ball game for the men. Ha! Ha! fifteenth! Harry Wills tried to help the fifteenth floorers, but was disqualified on good and sufficient grounds.

Clara Efford, though petite, screamed louder than any girl in the Sales Department, and won the "Running High Squeal." O. H. Hicks, Display Room guardian, captured the Cave Man's Race for men and girls, and was awarded an exquisite necklace imported from Japan by Howard Small.

Arthur H. Paul and D. E. Delgado were the prize awarders and C. F. Ames was claim adjuster. "Norm" Ferris was starter, and Harry Haight, Charles Hutchinson, and Charles Markus were the judges.

The committee on arrangements was Harry Seaman, "Norm" L. Ferris, Stewart Mason, and Fred L. Martin. F. E. Bachelder was secretary and "Chuck" D. Culbertson was treasurer.

NEW BOOKS IN THE BUSINESS LIBRARY

Advertising and Its Mental Laws..... Adams
Photoplay Making..... Dimick
Commercial Photography of Today..... Hance
The Art of Retouching..... Hower
Photography in Colours..... Johnson
Principles of Salesmanship..... Whitehead

DAVIS-HUGHEY

The Repair Department announces the marriage of H. Warren Davis to Miss Verna Eloise Hughey, the ceremony having taken place early in July.

KOETH-WALDEN

Charles Koeth, of the Domestic Shipping, was quietly married on July 7 to Miss Josephine Walden of this city. "Charlie" has obtained a leave of absence and the happy couple sailed on the Mauretania, July 18, for a four months' honeymoon trip to Europe.

SO IT IS WITH THE SHIPPERS



SHIPPING STARS AT GRAND VIEW BEACH

When the 112 shippers left State Street office at noon, July 8, for Grand View Beach, everything was all in readiness for the best outing the first-floorers have ever attended—that is, since the forever-remembered one of 1918 (B. P.). "Mein Host" Rossenbach had everything on deck at the Hotel, and immediately after their arrival the picnickers sat down and "dove in."

As a sort of an "after-mint," Frank Foskett led the singing, with "Johnnie" Marcello at the piano. In between the "agony"—for that is just what the Shippers called it—some prizes were handed out to the best songsters. The singing leader himself was given a guaranteed-to-break-if-you-drop-it vacuum bottle, while "Bill" Lear was presented with a stop-light, with the hope that he would use it on crowded State Street at 5:30 in the afternoon. Alphonse Wallack now wears his sleeves rolled down because of his new cuff links, while "Chubby" Collins persists in sharpening things with his new pen-knife. Bert Smith was given a steel fishing rod, "Joe" Stutz a belt, Ray Oaks a neck-tie, "Flivver" Fogarty a carton of *Home-Run* cigarettes, and Harry Dennis walked home with an Eversharp pencil. George Welker, "Bill" Lear, Fred Siefried, Ray Kesel, "Ed" Vrazel, and "Bill" Culver each received a prize—and all for nothing.

In the 100-yard dash, "Mose" Eggert romped home in nine seconds flat (?), with "Eddie" Greenauer a short second behind. Francis Donovan and "Eddie" Goetzman both demonstrated that

they can still skim the dust in the 100-yard dash for the "married men," where the former won first prize and "Eddie" second. Ray Kesel won the time race, and, paired with Collins in the elephant race, came in ahead of Marcello and Greenauer. "Hash" McNeil won the bag-boxing contest, Collins the crab race, and Marcello the clothes-pin struggle.

The Kodak Park Branch Shipping took part in the events, and administered an overdose to the State Streeters in the medicine ball game. Likewise, they were victorious in the tug-of-war, but the ball game between the two rivals resulted in a 12 to 2 win for the State Street men. The game between the married men, led by "Abie" Steinlein, and the single men under "Cap" Frank, was won by the former, 13-12.

The committee in charge of the affairs that day consisted of "Charlie" Johnson, chairman; Fred LeClare, "Ed" Graupman, "Vic" Harding, "Jack" Schoenwitz, "Charlie" Thurston, and "Eddie" Goetzman.

BOLSTER-HERMAN

A recent wedding was that of Edward Bolster, of the Repair Department, to Miss Olive M. Herman, at St. Mary's church. The members of the Repair Department extend their congratulations to "Eddie," and best wishes to the couple for a life of happiness.

"NEATH THE SHADE OF THE OLD APPLE TREE"



JULY 8 FINDS INDUSTRIAL RELATIONS DEPARTMENT AT EAST MAPLEWOOD

Twenty-six Indian Relics (i. e. namely, viz., and to wit, members of the Industrial Relations Department and their friends) on Saturday, July 8, commandeered a fleet of four flivvers, one "Puick" and a Moline-Knight, and set sail out the East Avenue boulevard, Maplewood bound. The occasion was the second annual outing of the Department over which H. D. Haight rules supreme, and surpassed, if that were possible, 1921's successful affair at Manitou Beach.

The festive board was amply spread 'neath the fabled "shade of the old apple tree"—and groaned beneath its figurative burden of "milk and honey."

Came next the staccato snapping of numerous shutters and every picnicker was Kodak-ed, Graflex-ed, or Panoram-ed, not once, but many times in the course of the afternoon.

The sports program led off with an inter-departmental relay quite as fraught with thrills and spills as any steeplechase, from which the

Medical Department quartet emerged victorious, following sensational speeding on the part of the Misses Straiton, Van Allan and Welch, with "Old Reliable" "Doc" Crain cast in the role of anchor man.

Ruth Gill, chair-mistress of the picnic committee and chief major domo of the occasion, expended a modicum of effort in winning the time race, thereby conserving enough strength to hurl the baseball some fifty yards and take another first place. May Craugh displayed adeptness in winning the shoe race, while "Gerry" Dill made a runaway of the backward event. "Hermie" Bakker uncovered some prodigious hops and leaps to "cop" the one-legged race, while Mabel Crafts and "Jeff" Jefferson won by a knot in the necktie event.

Three innings of baseball wound up the program, Ruth Gill's squad of diamond artists triumphing 4-3 over the troupe marshalled by Mabel Crafts.

OFFICE OCCURRENCES

Robert Harkins and Arthur VandeVoert, of the Repair Department, have been transferred to the Chicago Branch.

Walter Capell, of the Stock Department, has been promoted to the position formerly held by "Bob" Miller, while the latter is now occupying a desk in the Stock Department office.

A recent addition to the messenger staff is Hans Arnesen, who worked at Kodak Office in the same capacity last summer.

Florence Huber, for several years "Charlie" Johnson's stenographer, has left the company and now has her cards engraved Mrs. Roe. The best wishes of her many friends follow her. Fern Wood has succeeded to her position.

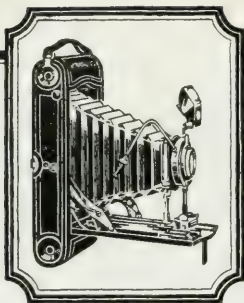
The engagement of Katharine Russell, of the Order Department, to Jose M. Tristan, of the Export Sales Department is announced.

"POP" WILLIAMS GETTING ALONG FINE

It would be hard to find a man in the photographic industry better known, or better liked, than our own "Pop" Williams, who represents us in Washington, D. C.

A few weeks ago, due to an extremely serious condition, "Pop" suffered the loss of a leg, a calamity sufficiently severe to cause most of us to feel that the limit had been reached. Not so, however, with "Pop"; "What's a leg between friends?" says he, and he is getting along fine as the following extract from the *Washington Harmony Lodge Bulletin* will attest:

"Past Master G. E. S. Williams, "Pop" Williams to a host of friends, is in Garfield Hospital minus a leg. But don't think he is minus courage and grin, because he has lots of both. "Pop" has had a pretty serious time, but he is coming through all right and sits up in bed with a cigar stuck in his face and talks Masonry to any and all who come to see him. Suppose you who read this, and who have a couple of legs, be one of those who go and tell "Pop" to be glad it wasn't his head he lost!"



CAMERA WORKS

HERBERT S. THORPE

Editor



AUGUST 12—SENECA PARK—FROM ONE TO SIX

"Oh, Maw! don't forget we're goin' t' meet Daddy right outside the Camera Works at twelve o'clock Saturday. "Jimmie" Brown told me he was going to see his Pa at the end of the car loop at Seneca Park 'cause his home is on the other side of the river; and, Maw, don't forget my bathing suit, and plenty of pickles in the basket to eat with the sandwiches. An' say, Maw, remember to bring lots of quarters, so's I kin buy lots of extra coupons. Gee, Maw, ain't we got fun!"

We hope "Tommy" is a prophet. There's no reason why this picnic shouldn't be the forerunner of many. All that the committee is praying for now, is fine weather and a big crowd and, believe us, when "Charlie" Rogers (General Chairman) prays, it means something. "Herb" Thorpe (General Secretary) hasn't taken any chances, however, and has surrounded himself with thousands of extra coupons, and enough badges to label a good-sized army.

At one o'clock a military band, in full uniform, will start from the car loop and escort the crowd to the baseball diamond, when the two crack teams of the Twilight League will battle for honors. The band will then lead the procession to the athletic field, where the following events are scheduled:

- 2:15 to 2:25 100-yard dash for men
Employees only
- 2:25 to 2:35 50-yard dash for women
Employees only
- 2:35 to 2:45 Three-legged race, open
All employees
- 2:45 to 3:00 Tug-of-war
All employees
- 3:00 to 3:30 Everybody line up and watch the
birdie come out of Fred Brehm's
camera
- 3:30 to 4:00 Swimming and diving contests
- 4:00 to 4:10 50-yard dash for sons of employees
- 4:10 to 4:20 50-yard dash for daughters of employees
- 4:20 to 4:30 Cigar race for superintendents only
- 4:30 to 4:40 Shot put for men
Employees only
- 4:40 to 4:50 Ball throwing contest for women
Employees and families
- 4:50 to 5:00 Time race for foremen only
- 5:10 to 5:20 Running race for children under eight
years old
- 5:20 to 5:30 Sack race for men
Employees only
- 5:30 to 5:40 Straw and bottle contest for women
Employees and families
- 5:40 to 6:00 Watermelon contest
Open to everyone

In addition to these events, the swimming pool will be open for men. From three to four-thirty o'clock the band will play dance music, and a roped enclosure will take care of those wishing to "trip the light fantastic toe."

A large tent will be erected on the grounds for the purpose of taking care of any injuries. The Medical Department has kindly co-operated with us, and a trained nurse will be in attendance. Cots will be provided in the tent, where "Maw" can take the little ones and rest them a while. The tent will also serve as a depot for lost or found articles.

Remember

To wear your badge.

HERE'S A CHANCE FOR CAMERA ARTISTS!

In order to encourage the study of photography among Camera Works employees, the management has offered three prizes for the best examples of landscape pictures, photographed, developed, and printed by a man or woman working in this factory.

	Value
First Prize, No. 3 Autographic Kodak..	\$19.00
Second Prize, No. 1 Kodak, Junior.....	12.00
Third Prize, No. 2C Brownie.....	5.00

Rules of Competition

Limit of six pictures from one competitor.

No person can receive more than one prize.

Data showing type of camera used, length of exposure, location of subject, competitor's full name, and register number, must be written on back of each print.

All prints must reach the Editor not later than September ninth.

The Editor reserves the right to publish any picture submitted in the *Kodak Magazine*.

All prints will be returned to the owner.

Judges: Fred W. Brehm, James Muir, Herbert S. Thorpe.

The decision of the judges must be accepted as final.

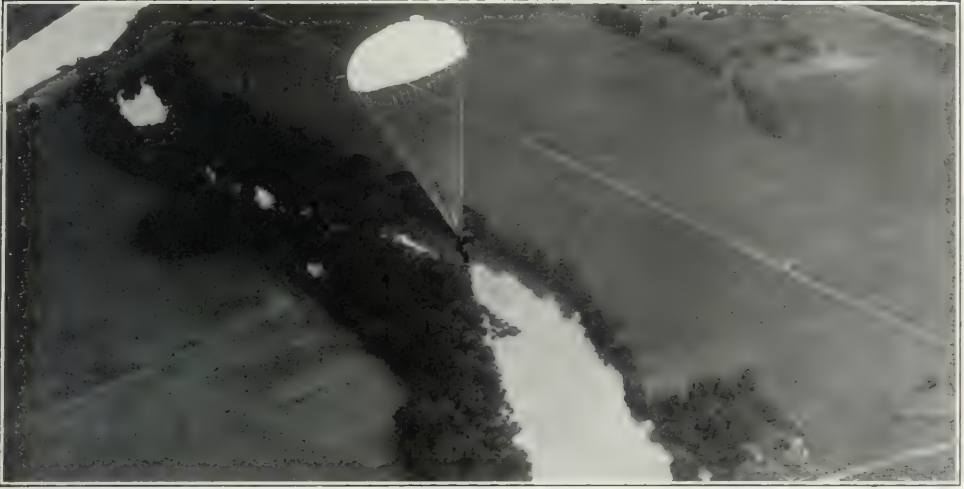
E. DEY MATHER

We regret to announce the passing away of a familiar figure in our factory. E. Dey Mather has been with us since the year 1910, working in the Kodak Assembling Department and Complete Inspection. The duration of his illness was only eight days. Sincere sympathy is offered to his wife and relatives.

CZADZECK—WARRINGTON

We extend our congratulations to Edith Warrington and Carl Czadzeck, of the Pay Roll Department, on their marriage.

UP IN THE AIR



DROPPING TO EARTH

A splendid example of photographing a moving object. Notice the white socks of the balloonist

There are at least two real "high flyers" among our Camera Works boys. Terra firma now has few attractions for Benjamin D. Chamberlin and George Ohlau, after their experiences above the clouds.

"Ben" and George recently had an opportunity to visit Dayton, Ohio, where they spent most of their time in, around, and above the famous McCook Flying Field.

First of all—a word as to the McCook Field. We have no figures regarding the acreage of this Government Experimental Station, which is situated just outside the Dayton city line. It must be enormous, however, for nearly one hundred aero-

planes are there housed and operated. In addition to the hangars, there are workshops, living quarters, and testing laboratories. The personnel of the plant includes about 1,500 executives, engineers, and mechanics, whose activities cover all the intricacies of engineering, aeroplanes, engines, photography, parachutes, and general aeronautics. The Dayton experimental depot is a competitor in the great world race to develop that vision of scientists, the helicopter.

Eight thousand feet may not be very high up—as flying goes—but at that height "Ben" and George were nearer Heaven than some of us ever thought they'd be. The boys made their first flight on



SECTION OF DAYTON, OHIO, SHOWING MIAMI RIVER. HIGH SCHOOL AT LEFT OF PICTURE

this trip in a Martin Bombing Plane, staying in the air for an hour and five minutes. This particular plane has two Liberty motors, each of 400 horsepower, and is equipped with "superchargers" for the special purpose of high flying. This was the machine with which Captain Stevens made his record-breaking parachute drop of four and one-half miles. By the way, aerial operations are rather more expensive than operating "flivvers." "Ben" tells us that the actual operating cost, figuring depreciation of the plane, is \$1,400 per hour.

Never having been in an aeroplane, we asked "Ben" just what the sensation was. "Well," he said, "first, you feel scared; then you begin to worry about your sins of commission and omission, and all the good pals you left on earth. After a few minutes of uncomfortable suspense, nothing happens. You rather frightfully peep over the sides of the plane, and you see the earth dropping away from sight. The air seems colder, and it's

getting fogged. The far-away earth now is enveloped in mist. The sun has disappeared. It does not appear to be raining, yet your clothing is wet. 'What's happened?' you shout across to the pilot. 'Happened?' queries the driver; 'nothing at all, except that we have just passed through a cloud.' " "Ben" claims that there are no distressing sensations, such as one is apt to get in crossing the ocean, unless you happen to be riding with a trick aviator; "and *that* won't happen to me," he added.

George and Benjamin stayed eighteen days in Dayton, making the McCook Field their headquarters. They made four flights in all, three in the "Martin" plane, and one in an observation machine of the De Haviland type. Both the boys, being interested in photography, made good use of the occasion, and we are indebted to them for the loan of the wonderful pictures reproduced with this article.

HIGH JINKS AT HILTON

There was great excitement among the boys and girls in the Folding Brownie Department when it was noised abroad that a picnic was about to be held at Hilton. "Jim" Redfern, recently an employee in the Kodak Assembling Department, has purchased a large farm, and invited the old "gang" to visit his newly-acquired country house.

To "Charlie" Gustke and "Tommy" Downs goes the lion's share of the credit for most of the success of the outing. The Brownie boys mustered up enough cars to transport forty-two men, women and children to the scene of activities. Each woman vied with the others in her efforts to bake the best cake, or make the finest salad; so the culinary department was well managed. After lunch "Charlie" and "Tommy" both "made a few well-chosen remarks," and presented everyone with a gift—and they were *real* ones at that. This popular foreman and his assistant also provided cigars and candies for the crowd.

With the aid of the Victrola, dancing was enjoyed in a large barn cleared for the occasion. Grace Hitt made paper caps for all the women and children, and each child had a toy from the grab bag. One of the features of the day was the aesthetic dancing of William Christman's little daughter. There were all kinds of races and contests, including, of course, a ball game, and even an impromptu wrestling match between "Tommy" Downs and Mrs. Gustke.

With the rising of the moon everyone gave a vote of thanks to everybody else, and the picnic was "adjudged" par excellence!

BOWLING GIRLS HOLD SAUSAGE-FEST

Nothing daunts the ardor of the damsels of the Camera Works Bowling League. We raise our hat to the fair manager who, having next winter's activities in view, keeps the League together when the midsummer sun dispels all thoughts of indoor sports.

Everything was all arranged for twenty-nine girls to revel among the glades of South Park, but the rain prevented. This, however, failed to dampen their spirits. Securing the good services of Miss Crarer, the girls used the dining room in disposing of innumerable hot dogs, creamy potato salad, and all the delicacies of a picnic. They sang, danced, and played, giving not a "hoot" for the inclement weather outside, and wound up the festivities by vowing to beat every other bowling league in existence this coming season.

PHOTOGRAPHERS—TAKE NOTICE

Our Camera and Supply Service (in the Industrial Relations Department) has become quite a feature in the factory. On the Friday prior to July 4, we established a record with fifty-seven cameras loaned to photographic enthusiasts, in addition to hundreds of rolls and packs of film, and a large quantity of sensitized paper.

In order to insure good service, the following stipulation has been made:

"Cameras must be returned within four days from date of borrowing."



'THERE WERE LADIES PRESENT'. (At Hilton)

ON TO DETROIT

There is no greater booster for practical safety than John A. Robertson. He delights in reading the report which states that "there are no accidents this month." Great satisfaction was expressed over the fact that fifty-two of our boys and girls graduated from the Safety School, held at the Chamber of Commerce last winter.

Word was passed around that the management would send three of the graduates to Detroit during the last days of August, when the National Safety Council holds its annual convention. For the purpose of electing the delegates, a meeting was attended by the entire group, and the following boys were elected to represent us from the Camera Works:

William J. Powers
Frank J. Bisnett
Harry R. Parent

Congratulations, boys! We are all looking forward to reading your impressions of the Convention in an early issue of the *Kodak Magazine*.

FORGING AHEAD!

Three of our boys—Leon Morey, Lawrence Weis, and James A. Christie—are well on the road to a lucrative future. They have successfully passed the prescribed "Mechanics" course in mechanical drawing, Leon graduating from the third course with one hundred per cent honors; Lawrence with ninety per cent on the second course; and James with one hundred per cent from the second course also.

The company takes note of these endeavors to specialize. Whenever possible, a place is found for the successful student who, through his own efforts, has earned recognition by proving his ability to master any particular vocation. Leon Morey has been transferred to the Drafting Room. We congratulate all three of the boys on their success.

WE'RE MISSING YOU, "MOLLY"

One's first glance at the above picture causes the exclamation—"Pretty soft for 'Mike'!" And one wonders why he was so favored. We find, however, that the festivity was in honor of "Molly" Gund, who has left the Crease and Cover Department to take up the responsibilities of her own household. We congratulate her husband, Mr. Edward DeWitt, and wish him and "Molly" every happiness.

AROUND THE SHOP

Fred Graus, of the Press Department, always impresses us as a man who does the right thing. He confirmed this opinion last month when, weary of the "joys" of bachelordom, he married Miss Elizabeth Gall, of this city. The boys of the Department wish the happy couple every joy.

The mysterious disappearance of August Kubissa, of the Kodak Assembling Department, has been solved. A hasty trip to Canada somewhat alarmed the boys, but the tell-tale countenance of the "Count," as he is familiarly called, dispersed any shadow of doubt in the minds of his pals as to the object of his journey. The Editor is anxiously awaiting news of the nuptials.

The boys of the Tool Department "said it with aluminum" when Charles J. Speidel vowed "I do" in the presence of Miss Grace A. Reddy. We wish them every happiness.

Harry Parent, late of the Press Department, has been made Material Inspector in the Stores, under the supervision of the chemist, Garson Meyer. Not knowing whom to compliment—Garson, for getting such a good helper, or Harry for getting such a good chief—we'll state that both of them are lucky in their choice of man and job.

Sympathy is extended to Sadie Meaney, of the Office, on the recent death of her brother.

The Cost Department will miss Thomas Goetzman, who has left to start in the contracting business.

We welcome back two popular boys who have undergone operations. "Tom" Ansley, of the Shutter Department, and Harold Brown, of the Detail and Estimate Department, vow that they feel all the better for their hospital rest.



"MIKE RUBY" AS A JEWEL IN GORGEOUS SETTING

A T H L E T I C S



TENNIS EPIDEMIC IN KODAK PLANTS

CITY LEAGUE UNDER WAY—KODAK LEAGUE CONTEMPLATED

WITH Kodak Park and Kodak Office as strong contenders in the City Tennis League, and tentative plans already made for a four-team Kodak circuit, the racquet sport seems destined for the most successful season in E. K. Co. history.

Five teams make up the City League this year: the Tennis Club of Rochester, which, under the leadership of "Russ" Griffith and George Holton, has almost established itself as perennial circuit champion; the Melville Tennis Club, the Maplewood Branch Y. M. C. A. team, a newcomer in the organization; Kodak Park, and Kodak Office. The Park players have been entered in the League for many years, but the Office boys are having their first fling in the big time.

Opening matches were played on July 15, when Melville lost to the Rochester Tennis Club, 5-4, while Kodak Park took the short end of a 7-2 encounter with the Maplewood "Y" court artists. Kodak Office drew a bye for the opening week.

Following is the City League schedule for the balance of the season:

AUGUST 5

Melville Tennis Club	vs.	Maplewood "Y"
Kodak Park	vs.	Rochester Tennis Club

AUGUST 12

Kodak Office	vs.	Maplewood "Y"
Kodak Park	vs.	Melville Tennis Club

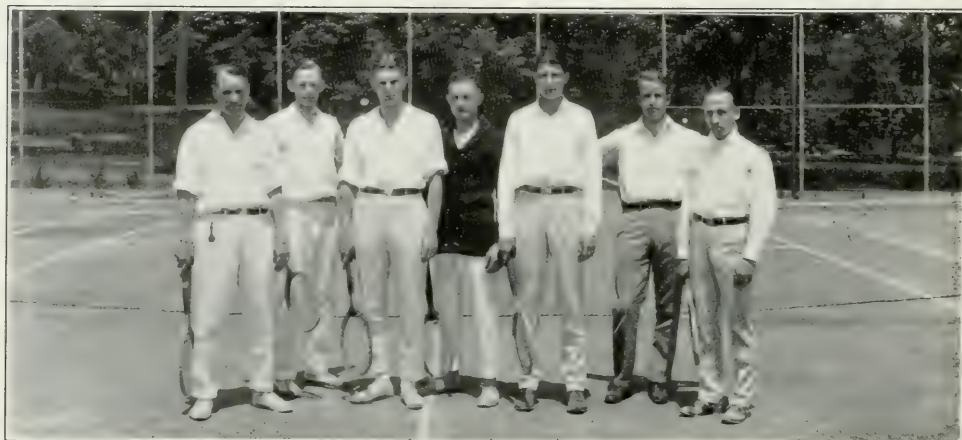
AUGUST 13

Kodak Office	vs.	Rochester Tennis Club
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SCORES

JULY 15

Rochester Tennis Club. 5	Melville Tennis Club. 4
Maplewood "Y"..... 7	Kodak Park..... 2



KODAK OFFICE TENNIS TEAM

Left to Right: Ross A. Robertson, E. Leonard Stapleton, George Sackett, Milton A. Sauer, captain; Sumner Kilmarx, Edward P. Curtis, Harry Smith.



KODAK PARK TENNIS TEAM

Left to right First Row : Arthur E. Williams, Fred Willis, Howard E. Trimby, Frank E. Ross.

Second Row: Oscar Sprague, captain; George W. Willis, Charles Thompson, Harold Gunderson, Herbert Wilson, Walter E. Farley.

Tentative plans for the formation of a Kodak Tennis League were laid at a meeting held on July 17. These plans call for a four-team circuit, with Kodak Park, Kodak Office, and Camera Works each represented by a six-man team, the fourth team to be a combination entry representing Hawk-Eye and Folmer-Century.

Each team is to play every other team in the League once, the schedule starting

about Labor Day. A silver trophy will be offered for the winning team.

The tennis mentors of the various plants are Oscar Sprague, of Kodak Park; "Milt" Sauer, Kodak Office; Ralph Welch, Camera Works; Bruno Lehman, Hawk-Eye; and John Shannon, of Folmer-Century.

An organization meeting for the League was scheduled for Tuesday, August 1.

AUGUST 26—ANOTHER RED-LETTER DAY FOR GOLFERS

HERE you are, Gentlemen of the Niblick, Mashie, Cleek and Putter! Here's your chance to become the Hagen or Sarazen of our Kodak firmament, of which "Jim" Weldon, "Walt" Pierce, "Jack" Heaphy, and "Bill" Gillette now shine as the scintillating stars.

Saturday, August 26, has been picked as the date for our next Inter-Plant Golf Tournament. Chalk up the date now on your calendar, and start tuning up your drives and approaches for the big occasion. Rules and regulations, constitution and by-laws, articles of incorporation—in short, all the unavoidable legal impedimenta of such a meeting are to be practically the same as those announced for our June tournament. Eighteen holes, medal play, over the Genesee Valley Park course. Entry fee—eight bits—

one round iron cartwheel. Entries to be submitted not later than Monday, August 21, to

Glehn C. Morrow, Athletic Editor, *Kodak Magazine*, Kodak Office.

Entry blanks may be obtained from any of the following members of the Inter-Plant Golf Committee:

James W. Weldon, Hawk-Eye, *Chairman*.

Gerould Lane, Kodak Park.

John W. Heaphy, Jr., Camera Works.

Fred A. Rogers, Kodak Office.

William Melvin, Folmer-Century.

An earnest effort will be made to overcome that bugaboo of all tournaments—the handicap problem. Each entrant will be asked to submit with his entry blank a record of his last two eighteen-hole scores—preferably at South Park.

If scores were made on some other course, this fact should be stated.

Now, be it true or otherwise, there is a long-standing tradition among our knickered sportsmen to the effect that certain local links are far more "sporty" than others. (For proof, consult the devotees of Oak Hill, Genundawah, or Durand-Eastman.) In order, therefore, to make the handicaps just as fair as possible, an effort will be made to obtain one of the local "pros" to assist in the handicapping and to attempt to reconcile the alleged differences between the South Park links and the course over which each entrant's scores have been made.

First, foremost, and primarily, friends of the greensward, this is a sporting proposition, but, lest ye forget, there are also to be the usual prizes of golf equipment for low gross and the first five low net scores. And—if the field of entries lives up to present expectations—some of these prizes will be decidedly worth carrying off. Isn't this an easy way to

get that new spoon you've been coveting—or a dozen Silver Kings?

Here then, gentlemen, is your opportunity. Hitch your wagon to the above-mentioned scintillating stars, and ride rough-shod over them to the nineteenth hole of Kodak golfing glory!

KODAK PARK SOCCER TEAM BEATS JAMESTOWN

Kodak Park's Soccer Team invaded Jamestown, New York, on July 16 and carried off the honors from the Swedish Gymnastic Club of that city by a 4 to 1 score. The match was cleanly played and interesting. McKinley, Foster, Clegg, and Brightman booted the Kodak tallies.

Kodak Office won the first inter-plant tennis tilt of the year, nosing out Kodak Park, 5 to 4, in a match which was not decided until after the last serve had been launched. The Parkers plan to reverse the figures at the next meeting of the two teams.

HOW I REACHED A BATTING AVERAGE OF 1015

By "Bart"

(With Apologies to "The National-ite")

Right at the start I must admit that there was a slight element of luck in my reaching this batting average. Considering the way it happened, there is no doubt but that some officials would have ruled against me on this decision, but, inasmuch as both umpires—McNulty of Spencerport, and Krazykat of West Henrietta—decided in my favor, I feel justified in being proud of my record.

It all happened towards the close of a hard season some years back. We were neck-to-neck with the Roughs, a rowdy team noted for its razzing ability. Previous to this last game I had been at bat sixty-five times and had credit for sixty-five hits, thirty of them being home runs. This made my average for the season 1000. The last game, with the Roughs, was for the championship of Monroe County, including Sea Breeze. During the early part of the game I was up to bat twice, and got a hit each time, thus making my total sixty-seven hits in sixty-seven times at bat. As we came in for our last turn at bat, the score was 5 to 4 in their favor.

The crowd was with our opponents and did not hesitate about showing its preference. One of our men said something back, and a pop bottle laid him cold. The first two men up for our side struck out and it looked as if we didn't have a chance. I was the third man up, and two strikes were called on me before the Rough's pitcher put one over. I laid it against the left field fence, making three sacks easily, and started for home with the tying run. The crowd saw that the play was going to be close and somebody threw a bat at my head. I slid under it and touched home plate. The ball had been relayed to the pitcher and he threw it home just in time to hit the fast-flying bat, fair and square. The ball soared over the right field fence. I was rather dazed, but "Jack" Leysenaar, who was standing there, said: "Run, you fool, run!" I got up and ran around the bases again, thus making the score 6 to 5 in our favor, and boosting my batting average to 1015, with sixty-nine hits out of sixty-eight times at bat.

SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF JULY 10, 1922

ROCHESTER PLANTS	Standing Last Month	No. of Employees	No. of Members	Percentage of Employees Subscribing	Total Shares
1. Hawk-Eye	1	416	313	75.2%	2,507
2. Kodak Office.....	2	1,193	699	58.6%	6,715
3. Kodak Park.....	3	6,400	2,713	42.4%	20,315
4. Camera Works.....	4	1,412	543	38.4%	2,540
5. Folmer-Century Works.	5	314	75	23.9%	723
Direct Members.....	..	.....	21	.....	232

OUT-OF-TOWN PLANTS

1. Zimmerman Brothers (Duluth).....	1	9	8	88.8%	47
2. Chicago Branch.....	2	127	108	85.0%	903
3. Sweet, Wallach and Co.	7	65	44	67.7%	509
4. Taprell, Loomis and Co.	6	176	118	67.0%	924
5. Glenn Photo Stock Co..	4	21	14	66.7%	80
6. New York Branch.....	3	115	76	66.1%	652
7. San Francisco Branch..	5	71	45	63.1%	227
8. Denver Photo Materials Co.....	9	20	12	60.0%	49
9. Zimmerman Brothers (St. Paul).....	8	27	16	59.2%	92
10. Howland and Dewey Co.	10	52	26	50.0%	165
11. Robey-French Co.....	11	45	22	48.8%	190
12. Salesmen and Demonstrators.....	13	123	54	43.9%	940
13. Robert Dempster Co...	12	21	9	42.8%	54
14. John Haworth Co.....	15	55	21	38.2%	112
15. Northwestern Photo Supply Co.....	14	28	10	35.7%	78
16. Des Moines Photo Materials Co.....	17	18	4	22.2%	29
17. Milwaukee Photo Materials Co.....	16	19	4	21.1%	40
18. O. H. Peck Co.....	18	31	4	12.9%	40
19. American Aristotype Co.	19	28	1	3.6%	20
Total.....	..	10,783	4,960	45.9%	38,183

Average Subscription—7.7 shares.

Total Matured or Par Value—\$3,818,300.00.

***If you are not a member, you're missing a good thing.
Sign an application card today.***

*IF YOU have half an
hour to spare, don't
spend it with someone
who hasn't.*

—FORBES.

The KODAK *Magazine*



September 1922

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

ACCIDENT RECORD

JULY, 1922

PLANT	Accident Cases		Accidents per 1000 Employees	
	1922	1921	1922	1921
Kodak Office	2	..	1.90	....
Camera Works	1	4	.69	1.70
Folmer-Century	..	1	....	2.80
Hawk-Eye	..	..	....	....
Kodak Park	8	7	1.28	1.09
Total—Rochester Plants	11	12	1.15	1.11

NATURE OF ACCIDENTS DURING MONTH

4 cases of injury from falling and slipping

4 cases of injury from bruises, burns or lacerations

3 cases of injury from falling material

11 employees' accident cases during the month

*“I DO NOT care to fool
any man; when he dis-
covers I have fooled him,
he will do me more harm
than my cunning did me
good.”*

—E. W. HOWE



Kodak as you go

The lens sees with you — the autographic record remembers for you — and the story is complete for all time. Kodak brings back the trip to your library table.

Autographic Kodaks \$6.50 up

EASTMAN KODAK COMPANY, Rochester, N.Y. *The Kodak City*



Keep a Kodak Story of the children

Autographic Kodaks \$6.50 up

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

The KODAK Magazine

VOL. III

SEPTEMBER, 1922

No. 4

"INSIDE STUFF"

HOW SOME OF OUR ADVERTISEMENTS COME INTO BEING

WE are all of us familiar with the series of cartoons by Briggs—"Wonder What a Goldfish Thinks About!"—and other subjects. So, with such a standard authority as an example, it will not seem improper, or out of the way, for us to wonder what an advertising man thinks about.

Of course, he thinks about a whole lot of things, the same as the rest of us, but we can confine ourselves to his thoughts when planning out a series of advertisements, so far as this brief tale is concerned.

Let us for an example take the two Kodak advertisements reproduced on page 2, which are appearing in larger size in a number of the September magazines, and see if we can determine just how they came to be.

All publications go to press quite a ways ahead of the date of publication for a number of very good reasons; so, you see our advertising staff has to plan and prepare our advertisements a good long time in advance.

We will imagine that he is now ready to prepare his advertisements for the month of September (perhaps it was some time last March), and so he thinks about as follows:

"Let's see; September, um, um, vacation season most over; still lots of folks will go in September, and it will be just fine out of doors—best part of year for motoring"; and then he turns to his stack of photographic illustrations—(because we make a good picture tell most of our story)—and finally selects the one of the girl in the car Kodaking the two youthful Nimrods.

With that picture as a basis the advertisement almost writes itself, and we will leave it to you if it won't help to sell Kodaks.

After this advertisement has been planned, he thinks some more; "Can't catch all the Kodak prospects with just one appeal." And then he happens to think of his youngsters—husky and brown as berries from the many weeks of out-of-doors. "Must never forget the kiddies; everybody who has 'em wants their pictures," so he selects the picture of the young lady Kodaking the smiling youngster with the pup, and again the advertisement practically writes itself. It is not always as easy as this, but that is another story to be told, perhaps, some other time when the Ad man is in a reminiscent mood.

TECHNICALITIES

A whole lot of the folks in our organization are pretty well posted on technical points concerning our products, and so are apt to forget that what seems perfectly plain to them may sound like Sanscrit to the newcomer.

Which reminds us of the description afforded of a machine once upon a time installed in a machine shop. "By means of a pedal attachment a fulcrumed lever converts a vertical reciprocating motion into a circular movement. The principal part of the machine is a large disc that revolves in a vertical plane. Power is applied through the axis of the disc and work is done on the periphery and the hardest steel by mere impact may be reduced to any shape."

The machine was a grindstone.

THE CHANCE TAKER

NEGLECT OF SMALL INJURIES OFTEN LEADS TO SERIOUS RESULTS

IT is neither polite nor diplomatic to say "I told you so," but you just cannot help from *thinking it* once in a while.

Repeated warnings in the form of bulletins posted on our boards, and articles in the *Kodak Magazine*, as to the great importance of reporting seemingly trivial injuries to the Medical Department for treatment appear all too often, to go unheeded.

A whole lot of folks seem to have the impression that they are tougher than the ordinary run of mortals. You frequently hear someone say: "I never pay any attention to small wounds because everything heals up on me quickly."

Then comes the exceptional time—infection develops—and the result is the loss of a finger, a toe, or a foot.

When conditions assume a serious aspect, we suddenly wake up to the fact that we are not so strong as we imagined, and so, after the germs have obtained a good footing, we consult the Medical Department.

Unfortunately, there exists everywhere a certain number of persons who feel specially called to render first aid. They give their services undoubtedly with the best of intentions, but all too frequently the results are disastrous.

Our experience has shown that not fifty per cent of the first aid as given by an employee meets with the requirements of up-to-date practice. Too many apply iodine and forget the bandage; too many put too much faith in grease, oil, or pastes.

Most of the remedies of grandmother's time should be placed in the discard. The result of this amateur first aid all too often ends with a serious infection, which can be traced of course to neglect and poor treatment.

Almost every week we read of some person dying as the result of a mere scratch. Perhaps the greatest wrestler that America has ever seen died from a

small infection which began in his tooth, and one of the greatest of our ball players nearly lost his life from an infection.

No matter how strong you may be, there are certain infections which you cannot resist if they are allowed to gain a headway.

The employee who fails to report even trivial injuries to the Medical Department is taking serious chances.

Nero fiddled while Rome burned. The man who neglects the small things until serious infection sets in will find that he is starting a fire that will be quite apt to consume him as completely as Nero's fire did Rome.

An injury to the eye permits of no neglect. Our rule that employees are not to attempt to remove particles from each other's eyes is now pretty well established; the consequences are often too serious.

The eye is a very delicate organ, and even the slightest injury will sometimes prove disastrous.

A person gets some small particle in his eye, and the chance taker attempts to remove it with a tooth pick, a nail, or even the corner of a soiled handkerchief.

We even have had cases where some unskilled persons have attempted to dig out pieces of steel deeply imbedded in the eyeball; such practices almost invariably result in disaster.

Such an injury frequently demands the services of a specialist, as even the regular physician with large experience will not venture to attempt treatment.

In every case eye injuries, no matter how trivial they may seem, should be reported to the Medical Department for treatment.

Neglect from any cause, injury, or disease, will invariably lead to serious results; make it a rule to consult a physician early.

Many diseases are easily curable if taken in time; if neglected, it may require years to effect a cure.

The Medical Department is always glad to advise you concerning any health problem as well as any injury.

Many employees are just beginning to learn of this, and we hope that you will all let it sink in that our Medical Depart-

ment is here to advise you in all health problems as well as for the treatment of injuries.

A visit to the doctor can certainly do no harm and it is entirely possible that it may do a great deal of good.

THE 86 CLASS

I KNOW I spend a lot of money foolishly, but somehow I just can't seem to help it. How often have you made this remark yourself, and how very many times have you heard it from others?

However, there is an almost sure cure for this habit of foolish spending, and it usually requires less than a month's application to produce results—but it takes a little nerve to keep it up.

Here is the cure: Put down on a sheet of paper the name or names of some of the things you want very much, but which you feel that you cannot afford, and their cost. Then for just one month put down in a little book that you can carry with you all the time, each item of expenditure—foolish and otherwise. At the end of the month add up the foolish items, and the total will prove, in most cases, decidedly conclusive evidence that the thing or things you really want, that you felt were beyond your means, are to be had by simply cutting out foolish expenditures.

The journey from twenty to forty is much more speedy than most young folks imagine, and from forty to sixty the years seem to pass by with even greater rapidity; so, if you want to have comfort and independence in your old age, you cannot begin laying away any too soon.

You may carelessly disregard theories, but you cannot get away from facts, and here is what carefully compiled statistics disclose: That, out of every one hundred men who started with equal opportunities, age 65 found 86 to be financial failures and dependent on others; twelve self-supporting and independent; and but two marked successes.

Where will 65 find you? Keep out of the 86 class; the saving of but ten per cent of your wages, and the saving of your Wage Dividends and the dividends on your allotment of Kodak stock, will put you in the independent class.

To aid you to independence in old age is one of the foundation planks of the Eastman Savings and Loan Association. It will keep you out of the 86 class.

A BIT OF HISTORY

BY THE OFFICE BOY

WUNST upon a time, there was a young Greek guy running a banana stand in Athens, and business being sort of punk, he figgered that it would be a good idea to study, and get himself a lot more knowledge, but he didn't just know how to go about it.

One of his customers was an old bird named Socrates, who was known as the wisest owl in his ward. So one day he up and asks Soc how he could get a lot of this here knowledge, and Soc he says, "Come with me." Soc he leads this guy down to a pond, and he wades right out into the drink holdin' the future banana king by the mit. When he gets out to where it was about up to their necks, Soc gets a neck hold and ducks this young Greecer under, and holds him there. When Soc finally lets him up and gives him a chanst to come to, he asts him what he wanted most when he was under, and he says "air." Then Soc says, "On your way son, and when you want anything as bad as you wanted that air you will be pretty blame sure to find a way to get it."

ON THE ROAD IN INDIA

THOSE of us who had anything to do with the Aerial School of Photography at Kodak Park during our recent muss with the Hohenzollern dynasty will recall an energetic and decidedly agreeable instructor by the name of Charles Hazlett. At that time Mr. Hazlett was sent over by the British Government to aid our Government in organizing the School, and to afford our boys the benefit of his valuable experience.

At the present time Mr. Hazlett is associated with us, with headquarters at Bombay, India. Mr. Hazlett, in a recent letter to Paul Favour, the Manager of our Service Department, writes interestingly of his experiences in India, and

the pictures reproduced on page 7 were enclosed in his letter. Judging from these pictures, our well-known sign—"Picture Ahead, Kodak As You Go"—would be superfluous, at least to our Western eyes, as everything in sight would be of interest.

Mr. Hazlett speaks rather feelingly of the lack of good hotels in many localities, and also of the modes of transportation, good roads in many places being either impossible to construct, or left as a matter for future consideration.

When one learns that in many cases the ordinary tap water is well over 90 degrees, the difficulties attending a successful demonstration will be appreciated.

TRY IT SOMETIME

THE amateur who has never developed a bunch of his own exposures under the dark-room lamp has missed a thrill.

To see the high lights begin to appear on the creamy yellow surface, and the image gradually unfold before your eyes; "Gimminy Whiz! but that is going to be a crackerjack of a negative"—and then after the negatives have been through the fixing bath, so that you can examine them by the full light of day—oh man!

Yes, sir, the experts in the Kodak organization have made it too easy for the amateur of today; all the hazards have been removed, and likewise, according to us old-timers, a lot of the fun. Oh, yes, we, like the rest of you, now pop our films in the tank, but once in a while, we dig up the old trays and the dark room lamp, and have a real good time messing around.

If you want to see an old-timer grin, just ask him if he remembers the first time he attempted to tray develop a roll of film in the strip. An eel with St. Vitus dance has nothing on a long strip of the film that was made before the "non-curling" days in the hands of a beginner, but any one of the small sizes, or a six-exposure length of the present film can

be handled successfully by even the novice.

In the days before non-curling film came to be, one had to give the film a glycerine bath after washing, to prevent curling. Sometimes the glycerine bath would be too weak, or else there would be no glycerine handy, and so you would take a chance and dry the film without it. The first set of prints might be made in some degree of comfort, but when you tried to print from them a bit later, a one-armed paper hanger with the hives would have an easy time by comparison. Curl was their middle name; get one end straightened out, and the other end would carry on so that if you finally succeeded in getting the printing frame closed with the film and paper anywhere near in line, you wired Carnegie for a hero medal.

Just the same, we old-timers had a lot of fun, and we learned to pay a whole lot of attention to proper exposures.

For your own satisfaction, try the old dark-room tray development a few times; you'll admit its fascinations then, and learn a few things you didn't know before. Of course, you will go back to the tank method, but the experience will have been worth while.



ON THE ROAD IN INDIA

1, 2, 4, 5, 6 and 7—Typical Indian Scenes
3—The Kodak Force in Bombay

SOME FACTS ABOUT YOUR ALLOTMENT OF STOCK

THE original common stock of the Eastman Kodak Company was divided into shares, with a par value of \$100.00 per share.

Under the plan now in operation all issued shares of common stock were called in and new shares issued, ten shares of the new for one share of the old; the new shares having no par value.

At the time of this writing, August 22, 1922, the old shares (par value \$100.00) if still outstanding, would have a market value of \$770.00 each, since the new shares (sold to employees on the basis of \$10.00 per share) have a market value at this time of \$77.00 each.

Shares of stock are given a par value, usually \$100.00, which is supposed to denote the amount paid to the company by the original stockholders when the shares are issued to them, but the shares are often issued for patents, or good will, or other things of that sort which are called "intangibles" at exorbitant valuation, so that the par value of shares has no real meaning. It is what the assets and earnings of the company issuing the shares make them worth that fixes their value, not the amount stated on their face as the par value.

Stock is said to be below par when it can be purchased for less than its face value, and above par when it sells for a higher figure.

Stock entirely worthless and which never should be bought at any price can, as stated above, be issued with a par value of \$100.00 or more, and by the same token there are shares of stock in many companies, like the old common shares of our company, which are worth much more than their par value.

Due to the fact that a stated par value was misleading to many investors not familiar with corporation methods, and that it didn't mean anything *real* anyway, the present practice, coming into use more and more every day, is to issue the shares *without a par value*. The market value of such shares depends upon the

value of the net assets and the ability of the company to earn dividends.

Bearing this in mind, if you were among the employees who had completed five years service at the time of the first stock allotment, and received your Managers' Certificate calling, say, for 1 3-10 shares of the old common stock, you will be entitled when your Managers' Certificate matures, to 13 shares of the new. At the present market price one share of the old would be worth \$770.00, 3-10 of one share would be worth \$231.00, totalling \$1,001.00. 13 shares of the new stock at the present price of \$77.00 per share also totals \$1,001.00, so there you are. It is the *real* value, not the *par* value that counts.

Of course, the *future* value of the stock is entirely dependent upon the success of the company, and in that *you* have an important part; so you see *that* is, in a way, largely up to you.

The first allotment of stock has now been paid for—in most cases by the dividends on the stock—so such shares have not cost the holders of such Managers' Certificates a penny.

A cash dividend paid by check on July first was delivered to all holders of Managers' Certificates under the first allotment, who were working for the company at that date, and all dividends declared on common stock will be paid to them hereafter, according to the number of shares they are entitled to as long as they are in the employ of the company.

All employees of the company on attaining two years continuous service are permitted to apply for common stock under the Stock Distribution Plan, and to make additional annual applications until the full five years service period is reached; this to continue so long as the shares set aside by the company are available for such purpose.

The Stock Distribution Plan provides, subject to the conditions embodied therein, that employees may apply for

and purchase shares of common stock of the Eastman Kodak Company equal to two per cent of their total salary or wages during five years of continuous employment.

No such shares of stock will be transferred to the holders of Managers' Certificates until the maturity of such shares, even if the stock has been fully paid for. There are three exceptions to this rule: (1) In case of the death of an employee holding a Managers' Certificate; in such case the stock will be transferred to the next of kin. (2) In case a female employee of the company holding a Managers' Certificate leaves the employ of the company to be married. (3) Retirement on account of old age or disability.

No female employee who has received her five years allotment of stock upon leaving the company to be married will be permitted to apply for a further allotment of stock in case of her re-employment after her marriage. If she has not received her stock and continues in the employ of the company after her marriage, her rights are the same as those of any other employee under the Stock Distribution Plan.

The standing of employees who are laid off on account of lack of work as regards their stock allotment was fully explained in the May, 1921, issue of the *Kodak Magazine*.

When you sign an application for common stock, turn it in immediately to your superintendent or department head in order that it may be properly entered on the records of the stock distribution office.

When you receive your Managers' Certificate be very careful not to lose it, and keep it in a safe place so that you will always know exactly where to find it. *This is important.*

Signing an application for common stock under the Stock Distribution Plan commits you to nothing except to eventually receiving something that will prove your best friend in time of need.

The very best way to regard your allotment of stock is in the light of a paid-up life insurance policy. In many cases its value will be greater than any insurance policy you can afford to carry; it will supplement any insurance you may be carrying and will pay cash dividends while you are alive, and to your heirs afterward. Hang on to your stock *tight*—don't let it get away from you.

Hang on to your stock—you will never find a better friend.

GOOD "MIXERS"

We all like to be popular with the rest of the people we know, for man is by nature a friendly animal—and when we are not, or think we are not, it is usually our own fault. But we have pretty near got to be what the other fellows think we are; we cannot be sly and a bit deceitful and have the other folks believe that we are four square for any length of time. On the other hand the most unpopular or disagreeable person that you know has friends who think that he, or she, is perfectly all right.

One man, a really bright chap, lost many friends by his peculiar jealous temperament. He just couldn't seem to bear to see anyone else but himself succeed. If some new chap came into the department and seemed to be getting a good start, he would go to the next man to the boss in the department and tell him how the new man was trying to undermine him with the boss, or if that didn't work he would try to stir up dissension some other way. When he felt like it he could be just the pleasantest chap imaginable and then without warning, or provocation, turn on someone and "roast" him to a turn. We all heaved a sigh of relief when he left for pastures new.

You don't have to be noisy or boisterous, and go around slapping the fellows on the back to be popular; or be what is called a "good mixer," but you have got to be what you want folks to think you are if you want your good standing to be permanent.

The Kodak Magazine

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

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THE editor of *Forbes Magazine* very pertinently remarks that much has been said and printed about how bosses should handle men, while but little has been said about how the workers should handle their boss. He follows up the thought with this: "Get it into your head and always keep it in your head that the boss has at least as much gumption as you have and that it is just as difficult to fool him as it would be to fool you, that he knows a fair amount about human nature and that he is up to all the tricks of employees who are more anxious to curry favor with him than to do first rate work and keep on doing it day after day, week after week, and month after month."

"The boss doesn't want taffy—he wants results."

"Instead of always looking for a chance to say something flattering to the boss, you will get very much further if you 'say it with work.'"

SOMEONE in an attempt to be facetious said that the "nuts" could learn a lot from the squirrels.

And all joking aside, you (strictly impersonal this) *can* learn a lot from the squirrels.

The Indians have a legend that away back near the beginning of things, the hickory trees made a bargain with the gray squirrels. So if you should happen to be out in a hickory clump after the first good frost, you will find the squirrel family mighty busy; watch the difference in the way Mr. Squirrel will dispose of an acorn, and then note what he does with his hickory nuts. He will scamper up a tree with a couple of acorns and drop them in some hollow place in the tree, but when he finds a good sound hickory nut he buries it at the foot, or near the foot, of the tree just as deep as his front legs and paws will let him.

The acorn having a thin shell will germinate when but slightly covered, but the hickory nut must be buried in the earth, or else it will dry out before it germinates. So for this reason the compact between the hickory tree and the squirrel was made, the squirrel getting about ninety-five per cent of the output for food and the other five per cent which the squirrel might overlook, going to produce new trees.

If you don't believe this is so, see if you can find a new hickory growth in any section from which the gray squirrel has disappeared.

WHEN things are going along fairly well and you haven't had any good hard bumps in quite a while, a rather chesty, self-satisfied feeling is quite apt to develop.

The other evening, a few of the neighbors dropped in and one of them happened to note that we were careful not to spill any ashes on the rug.

"My, but you are a nice, thoughtful man!" she remarked.

We passed the remark off lightly and intimated that there was no necessity for parading virtues.

At this juncture the lady of the house quietly remarked: "Don't worry about that; it takes quite a number to make a parade."



KODAK PARK

ROBERT A. WEBER
Editor

JULY PICNICS BREAK ALL PREVIOUS RECORDS

July is apparently the "ideal" month for picnics, outings, water trips, and the like. During that month five different groups did their best to "cram" 364 days planning into one of execution, and all succeeded very well.

On July 8 the Draftsmen motored to Nine-Mile Point; Building 36 employees spent the 15th at Grand View Beach; while on the same day the Chemical Plant voyaged to Cobourg. The big Finished Film Department outing was held at Manitou on the 22nd, and the Foremen selected the 29th as the date for their annual boat trip to Canada. The attendance at these five affairs totaled nearly two thousand.

Plate Department Outing

The employees of the Plate Department, together with their guests, numbering in all about 130, held their first annual outing at Grand View Beach on July 15. An excellent dinner followed by the usual outdoor picnic sports made up a very satisfactory program. The ball game between the single and married men was given its usual important position in the program. For "political" reasons the results are not being published.

Lester E. Bliss acted as chairman of the committee of arrangements, which included all the foremen of the Department.

Chemical Plant Sets Sail

On July 15 one of the most successful picnics ever held by the Chemical Plant was enjoyed on a trip

to Cobourg. Luncheon came first on the program. The events of the afternoon started with a cock-fight for men, which was won by William Izard. Susan LaDine won the cracker race for women. Ruth Cragg demonstrated that she could successfully drive Albert Armstrong through a crooked path lined with empty bottles, but as the blinders completely covered his eyes, he came in for a prize. The shoe race for boys was won by Robert Fox. Robert Newell, by placing most of his crackers in his pocket, won the cracker race for men, because the judges did not discover this until after supper. Clara Phillips won the nursing bottle race for women. As amateur "Blondins" we have to take our hats off to Ruth Worthington and Guy Vinton, who won the rope-walking contest. The shoe race for girls was won by Rose Brightman.

Paul Seel demonstrated that he could sign his name much better balancing himself on a jug, than he usually does at his desk, thereby winning the name writing contest. Marie Farrow entertained with a very clever balancing act, and won the peanut race for women. Mrs. Nelson and Herbert Stevens proved themselves the champion ice-cream eaters of the day. George Gridley and Daniel Davies won the wheelbarrow race. That Ruth Worthington has a very sweet tooth was proved by the rapidity in which she was able to devour the candy in the gumdrop race.

The climax of the events was reached when it was announced that Paul Seel, William Webb, and



YATES'S TRICK OF THE ROLL COATING DEPARTMENT CHOOSES
RIFLE RANGE FOR ITS ANNUAL OUTING



THE "HAPPY FAMILY"
On the Chemical Plant's trip to Cobourg
"Daddy" Tozier at the bat

Edward Farrow would start the Kiddie Kar race. Considerable time was lost waiting for Paul Seel to reach the finish line so that the next set could start. After many entries had been eliminated, Neal Kocher was declared champion. William Webb was a close second and "Don" McMaster third.

The last and most memorable on the list of events was the tug-of-war between teams captained by Paul Seel and William Webb, which was won by Webb's team.

After an hour's stay at Cobourg the boat was again boarded for the return journey. After lunch the balance of games were run off and dancing was the order of the day until eight o'clock, when the bow of the boat was transformed into a miniature ball room, where a clever dance exhibition was given by Clara Phillips.

Finished Film Makers at Manitou

The annual outing of the Finished Film Department was a complete success. First of all we place the credit where credit belongs, to Herbert Gosnell, whose untiring interest in the performance of all duties from errand boy to director-in-chief, proved a versatility of which he may well be proud.

Chartered cars carried the picnics from the city to Manitou Beach, where the first event on the program, taking of the group photograph, was staged on schedule time. A picture nearly ten feet long was made by J. H. C. Evanoff and, aside from being one of the largest ever made, is of unusually fine detail.

Dinner was served at the Hotel Odenbach at 1:30 p.m. This event was enlivened with vaudeville entertainment by the members of the "Sheet Film Hollywood Club," assisted by Margaret Twamley.

The majority of the picnics participated in the sports program, although many spent the afternoon on the bathing beach, conditions being ideal for this pastime. Motion pictures of the day's events were made by Harris Tuttle, these to be shown at the Finished Film Community entertainment during the coming winter. The evening was devoted to dancing, and Clara Luce and Harry Long entertained during intermission.

The following were in charge of the outing: Honorary chairman, B. H. Meyering; chairman, Walter L. Farley, Herbert Gosnell, Florence Doescher, L. Reiss, Fred Dyekell, Howard Sauer,

Edwin Pifer, Elon Welch, Charles Parry, Arthur Ramsey, Harry Ward, George Fallesen, Edward Goodridge, Tillie Honley, Maude McCann, George Gray, and Henry Ireland.

Prizes in the various athletic events were awarded to: Helen DeMor, Rose Mete, Otto Schmidt, Harold Coogan, Ros Frieberger, Edith McCabe, Ralph Fallesen, Lorraine Slater, William McCarthy, Frank Pincher, Adelaide Radke, Margaret Field, Alice Scudamore, Harry Green, Stella Kubiak, Harriet Taft, Frank Herbstsommer, Bertha Besant, Ralph Bloom, Luella Sullivan, Fred Meigs, Henry Ireland, Carol Schmidt, Antoinette Sattel.

The tug-of-war between girls of the Sheet Film and Inside Pasting Departments was won by the Sheet Film Department.

Foremen Spend Delightful Day on Water

Early reports on the morning of the annual Cobourg outing of the Kodak Park Foremen's Club, were somewhat discouraging. Persons living at the lakeside came in with reports of a rough sea and predictions of a bad day. By noon, however, the wind had died down and ideal conditions prevailed.

Nearly 500 attended. Shortly after dinner, James Hart, premier sport promoter, mounted the bridge and megaphone in hand, directed or conducted the events of the afternoon. There were events for all—men, women, and children—with a whole suitcase full of prizes for the winners. The feature of the program was the rummage race for men. Dr. B. J. Slater, Horace Robinson, William Andre, and George Diemer, the only entries, endeavored to "encase" themselves in complete ladies' outfits. Some of the more intimate articles gave considerable trouble, they not being marked "top," "bottom," "front," but the "merry" Doctor finally succeeded in "tucking" himself into the required apparel before any of the others, and was acclaimed winner. Horace Robinson finished second.



HOW DO YOU LIKE 'EM?
These four chic damsels (?) fought for the Rummage Race
prize on the Foremen's Outing



HERE'S THE WAY THE EMPLOYEES OF BUILDING 36 LOOKED AT THEIR FIRST ANNUAL OUTING, HELD AT GRAND VIEW BEACH



A GLIMPSE OF THE MASS GAMES ON THE FOREMEN'S TRIP TO COBOURG



AND THIS IS THE ARRANGEMENTS COMMITTEE WHICH MADE THE CHEMICAL PLANT OUTING THE HUGE SUCCESS IT WAS

In the mass game events for men, the team captained by Howard A. Sauer won with eleven points, two more than William Zimmerli's team. "Don" McMaster's team finished first in the "straddle" race.

After a stay of about forty minutes in Cobourg, the boat started on the return trip. During the evening, Joe Monk's "family" orchestra provided music for dancing. Clara Luce entertained with dances and the Rochester Operatic Quartette, composed of Mrs. Lewis, Miss Davis, George Frank, and Ferre Marzluff, rendered several vocal numbers.

A "Harold Lloyd" motion picture comedy was projected on the main deck during the evening by Harris Tuttle, who also took "movies" during the afternoon, recording the events of the day in true "Kodak" fashion. Group photographs were taken by James Trayhern.

Prizes were won by: Frank Jepson, Mrs. Roy Bronder, Mary Phalen, Mrs. Charles S. Murphy, James Kerwin, William Merson, Marion Schell, Arline Hogan, Dr. B. J. Slater, Horace Robinson.

Roll Coaters at Rifle Range

The men employed under Ernest Yates, of the Roll Coating Department, held their annual picnic at Rifle Range on July 25.

John Miller, chairman of the sport committee, called a ball game between "Mike" Murphy's "Bulls" and "Mike" LaForce's "Colts." The "Bulls" led by Frank Hedges, became unmanageable and trounced the frightened "Colts" 24 to 9. Building 20 won the tug-of-war. Honors in the 25-yard dash went to Henry Perkins; George Reithel won the fat man's race as well as the smoking contest. The cracker eating contest was won by Henry Perkins; the pie-eating contest by Henry Pillen, and the baseball throwing contest by Martin F. Bieck. Levi Peachy, 72 years old, was the oldest man present.

Ernest Yates was voted the best looking man and "Jack" Seabury the homeliest. "Pat" Donnelly gave a forceful lecture on prohibition, while the rest of the "bunch" did justice to a fine chicken dinner. A vote of thanks was extended to M. F. Bieck, "Jack" Kamm, and "Pat" Donnelly, members of the committee, after which a group picture was taken by Frank Hedges.

"SPECIAL" TODAY

Our "mathematician" has figured out that the quantity of food served in the dining room at Kodak Park in one month is sufficient to feed a man and his wife three meals a day for twenty-five years.

The employees of the Sundries Manufacturing Department, Building 48, wish to express their sympathy to George Yaeger on the recent death of his daughter Pauline, age three years.

A new arrival at the home of "Bill" Storey, of the Sundries Manufacturing Department, Building 48, was announced recently. Edward is his name. Congratulations!

Our sincere sympathy is extended to the wife and family of George Goldsmith, a former employee of the Finished Film Department, whose sudden and untimely death occurred July 27.

YARD BOWLERS ORGANIZE

Several important changes for the Yard Department Bowling League were adopted at a recent meeting. First and foremost of these was the decision to change the name of the League. A new name is to be adopted at the next meeting on Friday, September 8, at 5:30 p. m., Building 28. The size of the League will also be increased this season from six to eight teams. Departments wishing to enter a team in the League are requested to call Almon Jeffers, of the Receiving Department, who will present the entries.

Election of officers for the coming year has resulted in the choice of Clifford L. Zecher, president; Fred K. Nelson, vice-president; Almon Jeffers, secretary; Frank Wolcott, treasurer.

The coming season marks the eighth year that this League has performed on the Genesee alleys, and the circuit now includes among its personnel many of the city's best bowlers.

A full attendance at the next meeting is important because, at that time, the rules and schedule for the coming season are to be adopted.

WANTED—COMPETITION

For weeks and weeks we have been shouting from the housetops that Kodak Park has the one best industrial or independent track team in Rochester, Monroe County, or the United States. But it begins to look as though our defy will have to be launched from the top of our mighty chimneys if we wish to get a fall out of any one.

The ease with which Coach Donohue's men disposed of the Redwings in the first try-out of the season apparently discouraged other aspirants to the position Kodak Park considers its rightful property. Consequently, no other local meets have been held.

The overwhelming victory of the Blue and White squad at Syracuse on July 22 strengthened our claim to championship honors, and brought to Kodak Park the beautiful silver cup offered by the Clan Douglass. In addition to the cup, every member of the team won at least one prize, ranging from clothing to household articles. The value of the prizes won is estimated at about \$300.00.

The team members are holding regular practice, and will be ready for any events which may be arranged.

Mildred Hemley, of the Reel Gauging Department, Building 48, was married to Daniel Finkle recently. Among the prenuptial events was a variety shower given by Estelle Garley, of the Reel Gauging Department.

Wilhelmina Bladergroen, of the Finished Film Spooling Department, sailed July 29 for Rotterdam, Holland, aboard the steamship "Ryndam." Bon voyage, "Billy"!

Alice Bladergroen Williams, who for several years previous to her marriage, was one of our most popular employees, surprised us one day recently when she called at the Park with her little son "Billy."

BASEBALL ROAD ROUGH

PARK ENTERS NEW SEMI-PRO LEAGUE

For some time the semi-pro baseball situation has been decidedly unsettled. A new League has recently been organized, composed of the following teams: Kodak Park, Moose, Athletics, Mount Carmels, Judge Motors, and Genesee. William Buckley, manager of the Judge Motors, has been elected president, and John Holden, secretary and treasurer. They, in conjunction with the Board of Directors, including the managers of the other teams, control the action of the organization. The schedule opened on Sunday, August 13.

Kodak Park has built a team practically from nothing. Managers Forstbauer and Gardner, both men of much baseball experience, have succeeded in placing Kodak Park back in the ring as one of the leaders in local semi-pro baseball circles.

Up to August 12 six games had been played, with three victories and an equal number of defeats.

The mythical city semi-pro championship is the bone of contention and the determined attitude of the Park players places them among the leading candidates for this honor.

"Chuck" Forstbauer, who is doing the bulk of the pitching, is having an excellent season, his strike-out record having reached a mark of fifty-four in the six games played. Other members of the Kodak team who are playing good ball are "Speed" Martin, "Pat" Petroske, "Joe" Mooney, and Lee Yoder.

Kodak Park's record to date is as follows:

Kodak Park..... 3	Judge Motors..... 5
Kodak Park..... 10	Big Brothers..... 8
Kodak Park..... 6	Moose..... 5
Kodak Park..... 1	White City..... 6
Kodak Park..... 4	Mount Carmels.... 3
Kodak Park..... 8	Athletics..... 10

SOCCER TEAM SET FOR LEAGUE
OPENING

Last month's *Magazine* told you of Kodak Park's fine victory at Jamestown over the Swedish Gymnasium Club, in which our boys took a 4 to 1 decision after a hard-fought struggle. This was just the tonic needed to put the team on edge for the opening of the Rochester and District League schedule this month.

The Club officers are busy signing up players, and confidently expect to retain all the members of last year's first-rate eleven. The Club has acquired a thoroughly competent coach in the person of M. J. Denholm, who will manage the team this season.

We all congratulate Edward Allardice, Kodak Park's 1921 Manager, on his recent election to the presidency of the Rochester and District League, and wish him a most successful administration.

COOGAN-EDDY

At Middlesex, New York, on July 8, Harold ("Doc") Coogan, of the Film Spooling Department was married to Lucille B. Eddy. This is just one more Kodak Park romance, for Mrs. Coogan was also a member of the Spooling Department for several years.

John Coogan, brother of the groom, acted as best man, with Mrs. Arlo Palmatier, sister of the bride, as matron of honor. Mr. and Mrs. Coogan are now at home to their many friends at 7 Daisy Street.

GIRLS IN TENNIS TOURNAMENT

The annual tennis tournament for the girl members of the Kodak Park Athletic Association will start during the first week of September. Instead of the usual handicap meet, all players will start from scratch. Although some of the entrants are still new at the game and can hardly expect to win over the more experienced players, the benefits they will derive should stand them in good stead, and effect considerable improvement in their playing.



MARIE FORBES

Who is handling the reins for the Girl's Tennis Tournament

Twenty-one girls have entered. The tournament is in charge of Marguerite Ellis, assisted by Marie Forbes, manager of the Kodak Park girls' team, and among the most likely contestants are Marie Forbes, Theresa Zick, Tillie Hanley, Louise Murphy, and Mary Herlihy. There is always the danger from the "dark horse" and it is, therefore, not wise to attempt to pick a winner early in the play.

Following are the names of the girls who will compete: Wilhelmina Byers, Madeline Downs, Marie Forbes, Josephine Meinweiser, Theresa Zick, Celia Korn, Esther Wilson, Mabel Olser, Tillie Hanley, Alma Drumm, Florence Peterson, Marion Debergomaster, Gertrude DeYoung, Martha Hennrich, Ethel Stuck, Edna Gawer, Izola Jane Collier, Augusta Schmitt, Louise Murphy, Mary Herlihy, and Elise Garvin.

The members will be guests of the Association at a party to be held at the Lake soon.

WHITMAN-SNYDER

Guy Whitman, of the Finished Film Department, was married July 29. We have been unable to obtain any particulars, with the exception of the bride's name, Ethel Snyder. This was undoubtedly one of those strategic moves in which Guy was so well trained during the World War.



MANITOU BEACH OVERWHELMED BY FIN

This is the first time in the history of the *Magazine* we have ever been confronted with a picture which even a double-page spread could not accommodate. On this occasion, we have had to make a double-decker of it in order



CHEMICAL PLANT EMPLOYE



FILM DEPARTMENT INVASION

to include all the merry mob of the Finished Film joy makers. Not so strong in numbers perhaps but just as full of merriment was the outing illustrated below. of —



WHO VOYAGED TO COBOURG

K. P. A. A. PLANS BUSY WINTER

Although we are still in the season of summer vacations, the advance guard of winter will soon be upon us, and with it will come the desire for winter recreation. While these things are still far from the thoughts of most of us, the officers and directors of the K. P. A. A. have for some time been busy formulating plans.



DONALD McMASTER
President, Kodak Park Athletic Association

This summer has been one of the most successful in the history of the Association. Our baseball, track, and tennis teams have been among the best in the city. Over fifty men are actively interested in golf. The athletic field has been in constant use. Aside from the usual Saturday and Sunday activities, the noon-hour League has drawn its several hundred persons each day, and the evenings have also been utilized by the Twilight League and for interdepartmental games.

The selection of Donald McMaster for president has proved to be a wise one. His thorough knowledge of all phases of recreational and athletic activity and his ability as a leader have been largely responsible for the success of the Association this year.

October will mark the official opening of a long program of indoor events. "Art" Williams announces a series of six dances to be held during the winter, the first scheduled for Friday, October 20. Eight community night entertainments will be given, beginning with "Finished Film Night" on October 27.

Besides the regular Kodak Park men's basketball team, there will be a girl's team and a Departmental League. Soccer will be another headliner. The K. P. A. A. team is at its best, and will enter the National Cup competition as well as the Rochester

and District League. In addition to the regular K. P. A. A. Bowling League, and the Yard League, an attempt will be made to establish a girl's team to compete against the other industrial clubs. A gymnasium class for men, to meet one evening each week, is also planned.

A series of "smokers" will be staged for the men. These, during past years, have been found one of our most popular forms of amusement. For the girls, the annual banquet and frolic answers the same need. This party will be held in either January or February. Among the banquets already arranged for are: the Sheet Film annual dinner, dance and minstrels, and the Emulsion Coating annual banquet and entertainment.

Dates have also been assigned for meetings and activities of the Camera Club, Male Octette, Fur and Feather Club, and Hobby Club.

The annual exhibition of the Fur and Feather Club will be held in the Assembly hall during the week of December 4. The first regular meeting of the fall will be held on Tuesday, September 12, at 5:30 p. m., in the Assembly hall, with regular meetings every second and fourth Tuesday thereafter. A full attendance is anticipated. The Hobby Club will exhibit in conjunction with the older organization.

One other feature is the noon-hour entertainment. There will be dancing in the Hall every noon and an entertainment by professional talent at least once each month.

With the great variety of activities offered, no one should fail to find something in which to become interested. It is *your* Association, and those whom you elect to preside over its destiny are doing everything in their power to please. Support them by attending.

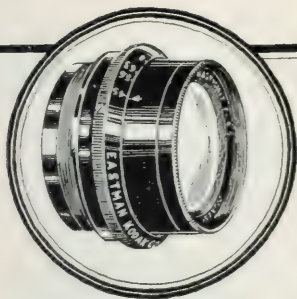
TESTIMONIAL TO DANIEL MARSHALL

Although it is more than a year since Daniel Marshall has been at work regularly, as general foreman of the Roll Coating Department, he still occupies the place in the hearts of his fellow employees that many years of loyalty and kindness have won for him.

His friends in the Department, wishing to express their good will, recently purchased for him a beautiful three-piece set of mahogany furniture. Mr. Marshall has always been an ardent checker player and was considered one of our best. The gift, therefore, took the form of a table with an inlaid checkerboard, and two Windsor chairs, which were presented to him by a committee selected from his former workmen.

Daniel Marshall came to Kodak Park in 1892 as night watchman. He left us the following year, but returned in 1897 as foreman of the South Film Coating Department. In 1901 he was transferred to the Roll Coating Department as general foreman, and held this position up to the time of his retirement.

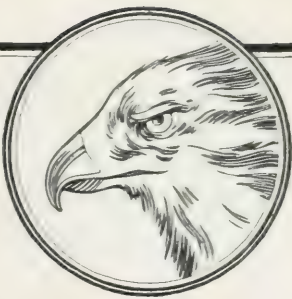
Mr. Marshall is now 76 years of age, and his many friends extend their sincere wishes for his continued health and enjoyment.



HAWK-EYE

P. R. MEINHARD

Editor



A LETTER FROM "BOB"

Denver, Colorado.

Dear Hawk-Eyetes:

Far be it from me to gloat, but have you ever watched a sunset from the summit of Lookout Mountain, or seen the moon rise in Big Thompson Canyon? If not, make a memorandum to breeze out to Colorado some Saturday afternoon in your flivver-plane, to take in the sights. Either of those mentioned is more than worth the slight trouble involved, and the moonlight scene is downright dangerous to a bachelor's state of single cussedness if he happens to be in the right company.

Yes, this country offers some compensation for what I left behind this summer. There is no Genesee Gorge, but there are fifty other canyons that give one a stiff neck and help to make the loss lighter. I miss "Bert" Groh's and "Bill" Schlegel's fish stories, but console myself by pulling a few rainbow trout out of the swift mountain streams. The city cannot boast of a Lake Ontario, with its breakwater of unpacked sardines and dredging sludge, but who wants to boast?

Instead of the Hotel Windsor, Denver has Elitch's Gardens as a background for the best dance music in town, and in the place of Sea Breeze, there is Lakeside Park with its myriad flapperish attractions. (One might also find in the same place a

parallel for "Joe" Engel's dee(a)r hunting.) Naturally, as a bonafide tourist, I have visited both of these resorts, but merely in the role of a spectator, you understand.

Thus far I haven't found anything quite like the Hawk-Eye men's parties, but then we have the Cheyenne Stampede and round-up not so far away and they are almost as wild.

I am hard put, though, to find a substitute for the picnic that annually functioning safety-valve for the Hawk-Eye spirit. As I recall last year's event, it was a day of days, not only on account of the variety of the entertainment, and its success, but because the safety-valve of good fellowship was working every minute. They tell me that the arrangements, the mechanical details, were more nearly perfect this year than ever before. If that is so, I am sorry that I was unable to attend, but what I missed more than "Johnny" Rearson's athletic stunts, or Frank Fink's entertainment, or even "Art" Rapp's refreshments, was the common contribution of every good Hawk-Eyete to the everlasting success of the occasion—the Hawk-Eye spirit. Congratulations on the best picnic of them all.

Sincerely,

P. R. MEINHARD

LEST WE FORGET

Lest we forget. Our safety work goes on.

The close of each day marks the achievement of a new record.

Each month is a milestone on the road of safe progress.

You were a unit in the organization which made the record of the past.

You are a unit in the record of today and tomorrow.

Each unit is exactly equal to any other unit.

Safety plays no favorites.

There is no half-way stop.

Either the record goes on or it is broken.

The failure of one single unit would break the record.

It can be repeated no faster than the passage of time.

The opportunity of adding another month to a record of fourteen months standing may not be ours again.

The distinction of being the unit to fail will not be enviable.

It will be painful and costly.

Do your part well and carefully that our record may stand and grow.

Otto Wittel, of the Instrument Department, has returned to Germany to visit his parents. It is expected that he will be away for three months.

Matthew Kuhn, who used to "pound them out" on our 1919 championship baseball team, is back with us temporarily, helping Harry Moore with the electrical work.

George Wacker, Jr., born July 16, son of George Wacker, of the Tool Department. Congratulations, George!

It is difficult to express in words the sympathy which Hawk-Eye holds for Mr. and Mrs. Henry Miller and Mrs. Mildred Miller Lauterborn in the death of their son and brother, Henry Miller, Jr.

"Ed" McLean, of the Centering Department, has returned to work after an illness of six weeks' duration.

Virginia Baker, of the Lens Department, has announced her engagement to Lawrence Markle of this city. It is a pleasure to extend the good wishes of all Virginia's Hawk-Eye friends.

SMITHERS KNITTER

A pretty wedding was solemnized at Castleborough Gardens, Saturday, July 29, when Helen Knitter of the Filter Department, became the bride of Ralph Smithers of Rochester. Bertha Knitter, sister of the bride, acted as maid of honor and George Recklenhouser as best man. The bridesmaids were Jennie Gardner, Edna Nicol, Helen Plain, and Esther Benham, Pearl Lee acting as flower girl. Alden Seymour and Lysle Groh were the ushers.



MRS. RALPH SMITHERS

"Oh Promise Me" was beautifully rendered by Clara Smith, accompanied by Evelyn Greenwood. The colors carried out in decorating were yellow, blue, and white.

The happy couple left late Saturday night for an extended trip through the West.

Most of the members of the bridal party are also members of the Filter Department, and with them we extend the hearty congratulations of all the bride's Hawk-Eye friends.

TARNOW-HAHN

Laurence Tarnow, of the Production Department, was married Saturday, August 12, to Miss Ester Hahn. The wedding took place at the Holy Rosary Rectory on Lexington Avenue.

GOOD-BYE, ESTHER

Esther Meyers, of the Drafting Department, left on Saturday, August 12. She is to be married early in September.

The esteem in which Miss Meyers is held by her friends was shown by the complete silver breakfast set with which they remembered her.



ESTHER MEYERS

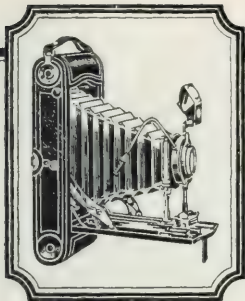
HOW'S RILEY?

Riley Sprague, of the Maintenance and Construction Department, has been away from us now for nearly three months. That we miss him at Hawk-Eye is evident from the number of times each day the question of his progress is asked. Riley is a loyal Hawk-Eyete and a good shopmate. His serious illness is a matter of great concern to us and every word of improvement brings smiles all around. That we may have him back soon is the hope of all Hawk-Eye.



THREE HAWK-EYETES

Elizabeth Weaver, Dorothy Kucht, Ella Steckholz



CAMERA WORKS

HERBERT S. THORPE
Editor



KODAMATIC MAKES A CONVERT IN THREE SCENES



CAST

<i>Lawrence Foster</i>	<i>An out-of-town visitor</i>
<i>Henry Asbrand</i>	<i>An official guide</i>
<i>Charles Clark</i>	<i>Foreman of the Kodamatic Department</i>
<i>George Weyl</i>	<i>An assembler of shutters</i>
<i>Bertha Warren</i>	<i>A telephone operator</i>

SCENE I

*Entrance to Camera Works—Platt Street, Rochester.
Enter Mr. Foster (approaching telephone booth).*

Good morning. Are visitors allowed in this building?

Bertha Warren: Yes, sir! If you'll please sign the Visitors' Book, I'll phone for someone to show you over the plant. You'll find some magazines on the table while you're waiting for the guide.

Enter Henry Asbrand: Miss Warren, did you say there was someone— Ah! good-day, sir, you wish to see our factory? Pleased to meet you, Mr. Foster. Oh, yes, Rochester is a fine city. We are proud of our industries here—especially, of course, the Eastman Kodak Company. You must find time to visit Kodak Park, sir. What year? in 1878, Mr. Eastman began experimenting with the wet plate process. You mean the Camera Works? The first building was acquired in 1893. At that time . . .

(Outline of company's progress is told as visitor and guide get into elevator.)

End of Scene I

SCENE II

The Kodamatic Department.

Time: One hour later.

(Visitor and guide are seen entering Department).

Lawrence Foster: Very remarkable. Had no conception that the camera industry was so interesting.

Henry Asbrand: I think we have yet to see the most interesting part of camera construction—the new Kodamatic Shutter. Of course the lens is the paramount feature in photography, but the precision of the Shutter certainly runs a close second.

(They approach the foreman's desk.)

Henry Asbrand: Mr. Foster, this is Mr. Charles Clark, foreman of what we are pleased to term the most efficient shutter department extant.

Charles Clark: Glad to meet you, sir. I don't know about the most efficient department. Of course, every foreman thinks his particular part of camera-making is the one that counts most. However, we think a whole lot of this shutter, and I'll be glad to tell you something about it.

Lawrence Foster: From the looks of things, you'll have to tell me a whole lot about it! I suppose I am like thousands of other amateur photographers. Simply accept a shutter as something that clicks, and never give a thought to the mechanism behind it! In fact, if I didn't know, I might think that this department made watches rather than camera parts.

Henry Asbrand: The Kodamatic Shutter is almost as delicately assembled as an ordinary watch. I had a visitor the other day who remarked that our gear cutting machines for shutter parts equalled, if not excelled, similar equipment at the ——— Watch Company. A fully jewelled watch is corrected to the second. This shutter is accurate to the two hundredth of a second.

Charles Clark: The Kodamatic gears must be correct to a five thousandth of an inch. In fact, all of the 161 parts have to be machined very correctly. This type, being known as a "set" shutter, the springs must test at a certain tension, although devices are installed to correct too great a degree of weakness or strength. How many speeds? Seven, Mr. Foster. 1/200, 1/100, 1/50, 1/25, 1/10, 1/5, and 1/2, as well as time and "bulb" action. With these speeds at his disposal, the amateur is equipped for virtually any picture in the hand camera field. Let us go over to one of the assemblers, and watch the shutter being built.

The visitor, guide and foreman walk to assembling bench of George Weyl.)

Lawrence Foster: By the way, how long does it take a man to become a shutter assembler?

Charles Clark: That's hard telling. Some men would never make good assemblers on this job. It requires someone who is a natural mechanic with precision instruments, who has a steady hand, a good "assembling" eye, and lots of patience. Doesn't it, George?

George Weyl: (looking at "T and B" lever through an eye glass). You'd think so if you were fitting this lever. There is a small burr somewhere, and it doesn't work as smoothly as it should. Ah——— *(catching sight of trouble)* here's the offender. *(Takes small file from a kit of tools, passes it lightly over end of lever, screws down same, and smiles at foreman.)* That's the way I like them to work, Charlie.

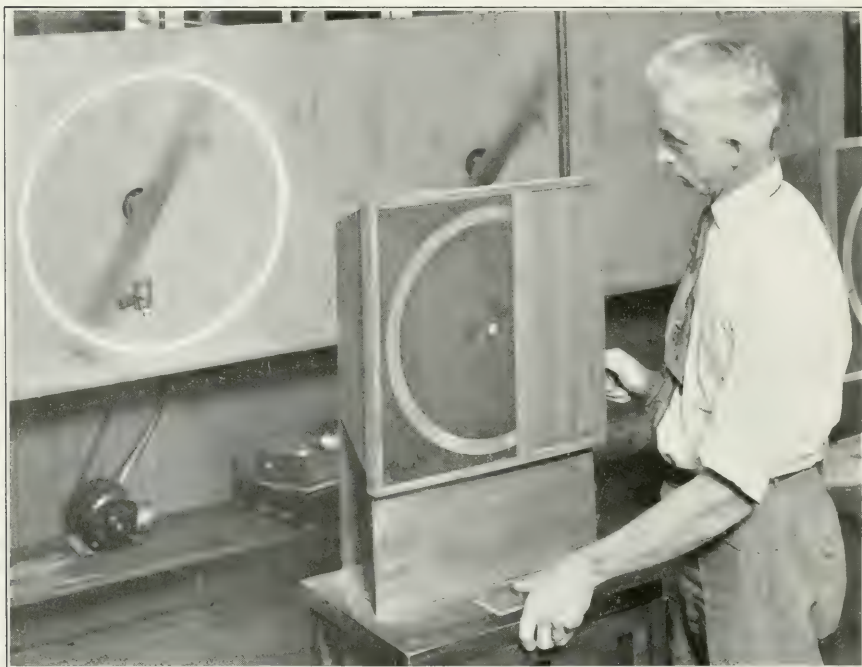
(Demonstrates mechanism.)

Lawrence Foster: From now on, I'm going to treat my camera with the respect to which it is entitled. By the way, Mr. Clark, you said something about accuracy of speed. How is it possible to measure each operation of the shutter?

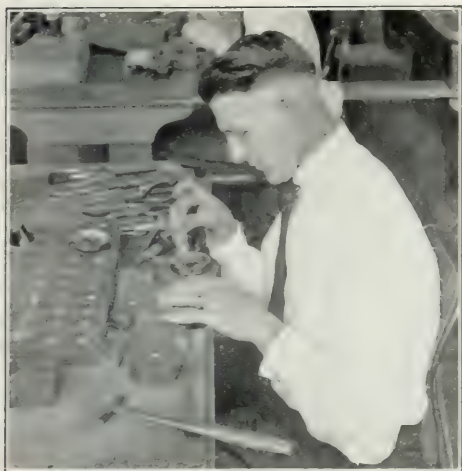
Charles Clark: By a revolving light. Let us step over to the testing machine. Mr. Young has just started to test a shipment. Excuse me, sir, my phone is ringing. *(Leaves visitor, temporarily.)*

Henry Asbrand: (as they go towards testing apparatus). This is the machine that proves the work of the assemblers. Some shutters, during "pioneer" days were "forced" to operate by tightening up the spring tension with absolutely no regard to registered speed at all. The Kodamatic, however, is careless-proof, and must be assembled mechanically perfect to pass the light test.

Charles Clark: (returning to visitor and guide.) This machine, Mr. Foster, was created in the company's Research Laboratory at Kodak Park. You will notice that the electric



TESTING THE SHUTTERS



GEORGE WEYL—ASSEMBLER

bulb revolves at a fixed speed, covering an arc during a given time. Each length of exposure, as defined on the shutter, corresponds with a prescribed arc. In addition to this test, a multi-sided mirror reflects a light, passing a certain point in $1/1000$ of a second. This would prove the accuracy of, for instance, the shutter speed of $1/100$. A rapidly moving strip of film, upon being exposed, should record ten flashes of the mirrored surfaces. The photographer, therefore, is assured of correct time in shutter speeds.

Lawrence Foster: What a tremendous improvement over the old "hit or miss" method! We used to think that the climax of camera construction had been reached when the folding Kodaks made their appearance, but there seems to be no limit to improvements.

Charles Clark: Well—it will have to be a wonder that beats this shutter! Notice this sliding scale attached to the indicator plate (*picks up shutter from bench*). It automatically shows which speed to use for each stop under four lighting conditions—dull, gray, clear, or brilliant.

Lawrence Foster: Mr. Clark, if this was a sales room, I'd say, put me down for a *Special Kodak*. I've thoroughly enjoyed my visit to your department. Good-day.

(*Visitor and guide exit.*)

End of Scene II.

SCENE III

Same as Scene I. Half an hour later.

(*Visitor and guide get off elevator.*)

Henry Asbrand: Well, sir, that gives you a very fair idea of how Kodaks are manufactured, and I trust you enjoyed your trip through the factory as much as I enjoyed showing you our product in the making. Goodbye, Mr. Foster. We'll be glad to see you again or any of your friends that are interested in "Kodaking."

CURTAIN

WHO'S WHO—IN PICTURES

This month we have managed to picture the man who makes most of the illustrations for our section of the *Kodak Magazine*. Ladies and Gentlemen! Meet James D. Muir, expert photographer, and general all-round good fellow. "Jim" has a studio and workshop in the Industrial Relations Department, and many an idea for new or improved products emanates from his "sanctum sanctorum." Working under direct supervision of Mr. Brehm, James naturally "gets next" to the latest thoughts in camera construction, and he is also just as much at home with tools as he is with the latest formula in photography.



JAMES D. MUIR

"Jim" was born in Canada, but became a naturalized American many years ago. This versatile photographer is likewise a carpenter. During the days of the St. Louis Exposition he had charge of a large construction gang. His principal forte these days is making negatives for etched plate work, a job which calls for the highest type of photographic precision. "Jim" has to his credit a "multiplying camera-back," a device which simplifies etched plate photography, and saves much valuable time.

Hobbies? Oh yes, James has them. He is a fisherman, enjoys a good story and a cigar, and, listen girls, he's a bachelor!

LOOK FOR THE PICNIC STORY

We are telling the story of the picnic in the next issue—pictorially rather than in words. The services of such good amateur photographers as John Lohwater, Ralph Handley, Gussie Bornkessel, Nellie Stark, and others, can tell more graphically what we did and how we did it than cold hard print.

MARTINSVILLE MIRTH-MAKERS

In the "Sasiety Kolum" of the *Martinsville Gazette* (a literary masterpiece published especially on the occasion of the office picnic) the first item runs like this: "Bernice Martin says: If you raise cain at home, raise cain here, for we want you to feel at home on our farm."

The "letter of the law" was faithfully carried out by the boys and girls of the Cost, Payroll, and Inventory Departments, who gratefully accepted the privilege of again using Bernice Martin's famous farm at Henrietta for their annual doin's. They

crowded every second, too. The program *only* featured twenty-six races and contests, to say nothing of games, and feasting, and singing.

Everyone seems to have had a hand in acting on the committees, although we suspect that Myron Hayes was the guiding star. The only thought for regret—according to the aforesaid *Gazette*, was the fact that Norman Robinson couldn't bring along his radio set for the purpose of keeping in touch with certain important matters.



DOWN ON THE FARM

AT MANITOU BEACH

The two six-foot guards on each end of this picture are really not a bit more important than the little fellows in the middle of the Industrial Relations group. In fact, "Senator" Asbrand and

"Marshall" Barons were just kids along with the rest of us. After lunch at the Manitou Hotel, the boys and girls enjoyed various games, and "Jimmie" Muir insisted on making this photographic record.



"WE ALSO WENT"

DO YOU PLAY S E S L A!

What's this, Camera Works? We are in fourth place, and that doesn't seem just right, does it? We usually take advantage of all the good things that come along, but one sure bet has gone by us!

While admitting that Hawk-Eye, Kodak Office, and Kodak Park, are gentlemanly opponents in the game of *S-E-S-L-A*, we sure do hate to be 38 per cent, when the winning team shows an average of over 75 per cent. It isn't like us, at-all at-all.

S-E-S-L-A is an abbreviation for Shares of the Eastman Savings and Loan Association. Only one employee out of three subscribing to this splendid organization, is not up to our usual standard. Perhaps we don't understand the advantages of saving a "nest-egg" by investing in a thoroughly safe loan association. Why not get some information on the subject? The Eastman Savings and Loan Association was organized for our advantage, and those of us who have invested *know* that it is one of gilt-edged value and security.

AGAIN THIS YEAR

The Detail and Estimate Department gathered the clan together at Durand-Eastman Park for the annual out-of-door conference on "How to Demolish Hots," William Zimmer presiding. Motion was made and carried that everyone present have a real good time. This was faithfully carried out, and the meeting adjourned until next year's good old summer time.

"All aboard for John Hennop's farm!" The boys and girls of Mr. Noble's Departments responded readily to the cry, and away they dashed to Webster to enjoy the delights of the country.

We are sorry to state that William Whincup, of the Tool Room—champion steel treater and photographer—has been obliged, because of ill health, to absent himself from us for six weeks. Here's hoping "Bill" will come back feeling better than ever.

POINT PLEASANT JUSTIFIES ITS NAME

Garbed in their best bibs and tuckers, about one hundred men of the Tool and Engineering Departments motored to Point Pleasant for their annual "stag" frolic and sports.

After absorbing a well-served fish and chicken dinner, including plenty of good entertainment, the crowd wended its way to the grove. There the committee had been measuring the tracks and generally preparing for the athletic events in which the following were winners:

Herman Lower, Albert Frank, Henry Zobel, Meyer Davis, Rudolph Olsan, Joseph Camelio, William Beuter, John Kuhn.

Possibly the most exciting event of the day was the baseball game. Things got so hot that Bernard Williams, the "ump", refused to finish unless he was provided with a body-guard. Several "huskies" banded together for this purpose, but their services were not required, as both teams kissed and made up. The single men, however, swore revenge at the next tussle.



INTERNATIONALLY FAMOUS

BOWLING

The season is rapidly approaching for this great indoor sport. The C. W. R. C. has reserved six alleys at the Genesee Hall for a plant league. "Bill" Stark is getting his trusty right arm in good shape and swears that he'll beat even "Hank" Auer this year. We are looking forward to a match game between the girls and the men for some of our fair bowlers have an average which many of the fellows envy.

AN EXTENDED OPPORTUNITY

Owing to vacation time, we are extending the date of the photographic competition (as announced in last month's issue of the *Kodak Magazine*) to September 30.

In addition to the extended date, we have also decided to include "*Marine or Lake Scenes*"—together with "*Landscapes*." Every employee is eligible to enter this contest. The winners' names, together with the prize pictures, will be published in the November issue. All entries will be returned to their owners.

See August issue for details of contest.

NEWS FROM THE FRONT

Employees of the Foreign Shipping Department, together with their wives and sweethearts, spent an enjoyable time at Herbert E. Widman's home in Irondequoit.

The members of the Kodamatic Department extend their hearty congratulations to Arthur Gresens and wife, on the birth of a son. Here's hoping little Arthur will be as good a shutter-maker as his "dad."

The boys who play in the Twilight League claim that never has there been a more successful organization promoted by the Recreation Club. At the time of writing, the Brownies are still plowing their way to the front. Last month's *Magazine* stated that the Office team had shown the most improvement. The Brownie ball-tossers, however, qualify this statement by saying that there is still more room for improvement, as they are now holding down the cellar position.

Sympathy is extended to our old friend, Ernest Witte, on the recent death of his wife.

The boys of the Press Department unite in sympathy for Albert Stowe, who recently suffered the loss of his father.

MAIN



OFFICE

C. EDWARD COOLEY, *Editor*

SHIPPERS HOLD ENVIABLE RECORD

Two championships in two years! That's the record the Shipping Department's baseball team has taken away from the many other contestants of the Kodak Office Baseball League.

The Shippers evidently started off their winning streak last year with the idea of not losing any games—just as every other team starts. The first-floorers are very, very different from *other teams*, however, because they have not lost one game in the Kodak Office League for two years.

When the idea of an inter-plant baseball league was abandoned last spring, "Charlie" Johnson's protégés conceived the idea of keeping their team together, to book games with other Kodak plant nines as well as teams outside the Kodak organization. Hawk-Eye flung a challenge early in the season at the Shippers, and the teams got together for their first bout during a noon-hour. Four and one-half innings were played and the fray was won by the Hawk-Eyes, 1 to 0. The latter had been at bat five times to the Office team's four, and because of the fact that a game that must of necessity be "called," has to go five innings to decide a winner, the Shippers have every right to forget that first game by casting it off their records.

Another game arranged with the St. Paul Street aggregation was hotly contested. The score was tied during the majority of innings, but the final

tally showed the Shippers on the "long" end with the narrow margin of one run.

Following are the scores of some of the other games:

Shipping.....	16	Alderman-Fairchild.....	4
Shipping.....	3	Bausch & Lomb.....	2
Shipping.....	1	Y. M. C. A.....	0
Shipping.....	12	K. P. Branch Shipping.....	5
Shipping.....	3	Kodak Park.....	1

Thirty full games played in two years and not one defeat! That's a real record, one of which every baseball fan and fanette at Kodak Office may well be proud. In fact, when it comes to athletic contests in the Kodak organization, no division accomplishes more than the Shippers.

The time is near for the laying away of baseball equipment until another season. Right now, the Shipping Department personnel is beginning to talk about the late fall and winter sport so popular in Kodak circles—bowling. If confidence holds much in getting away to a good start on the alleys, the Shippers are already leading the twelve-team Kodak Office Bowling League, for a glance at the records of that organization's last two seasons reveals the fact that they were second to place in the 1920-21 season and led the League in a walk-away last year.



LOOK 'EM OVER

Hicks, McNeil, Stutz, Collins, McNamara, Eggert, Marcello, Greenauer, Neufeglise

"NOT JUST ANOTHER GOOD TIME"

If there's any point outside their own homes and the environs of Kodak Office, the members of the Service Department are better acquainted with, it's Grand View Beach, some fifteen miles from Rochester, on the Lake.

For the third consecutive year—since the inauguration of an annual summer picnic—the Servicemen have dined, danced, and contested in truly Utopian style. Little wonder, then, that they repaired to the Beach again this year, on August 12, with the grand view of having another one of those famous outings.

For two weeks preceding the fiesta, "Genial Frank" LaDuke, chairman of the Arrangements and Publicity Committees, cudged his brain for

managed to keep the crowd at an even tenor and it is said that Fred LaPalm reached high "see" on the word "rascality" in the song, "Peggy O'Neill." But there was a method in Fred's high note, for it gave him an opportunity to come forth with "All out for the races."

And here are the results:

Contests	Winners	Prizes
Lobster race (men)	Lionel Shultz	Pipe and tobacco
Blind race for girls	Belle Sherwood	Perfume
Pie-eating contest	"Dan" LaPalm	Tie and cuff links
Shoe race (girls)	Helen Greenwood	Handkerchief
50-yard dash (men)	"Dan" LaPalm	Cigars
Ball throwing contest (girls)	Loretta Carbone	Powder and puff



WITH THE SERVICE FOLKS AT GRAND VIEW BEACH

some unique ideas. And after these were all set down on the four-page program, "Duke" started on a scour of the chariot-drivers in the Department. He found enough "toters" to more than take care of the crowd, and as a result "no one walked."

The picnickers left the Office at 12 o'clock noon, and soon after their arrival—one hour later—the hard work for the waiters at "Mine Host" Rossenbach's blue ribbon hostelry began. The dinner was the first event checked off the program. Next came the singing and if it were not for Fred Bachelder's swinging of the baton—"Bach" can do that to perfection, you know—this act of the afternoon would have resulted in a biscuit throwing contest. Between swinging and singing, "Bach"

Time race (men) "Herb" Rayten Belt and buckle
Lochinvar race (small men—big women)
Carl Schlemmer and Catherine Finnity Chocolates
Ball game—Benedicts and Bachelors—Won by Benedicts via default.

The success of the whole affair, this year, was due to the untiring efforts of the committees to make the third annual outing one to be remembered. The "Two Franks"—Messmer and LaDuke—deserve much credit for the manner in which they handled things, and everyone on the different groups who worked to make August 12 a real day, has reason to feel that every Service Department employee had "not just another good time, but the best one yet."

"O-HIGH-O" LIFE

A travelling man is supposed to be able to stand for anything, especially delays. Delayed meals, delayed pay checks—to say nothing of delayed sleep and the like—render him absolutely impervious to anything else he may encounter—highwaymen included.

From a "good hotel in Ohio"—that's what it is, so the stationery informs us—came a letter the other day from one "Bob" Allen, S. E. (salesman extraordinary). The recipient of the letter at Kodak Office, once a road man himself, turned the masterpiece over to us, in the hopes that readers of the *Magazine* might gain a fair conception of how a salesman "has the time of his life"—nearly all the time. Some excerpts follow:

"Now let me tell you how 'tix here so you'll be lonesome for the rattle of the bowl and pitcher and the 'front boy'!! with the usual 'ten-cent' look.

"These 'clod-busters' are having a dance just opposite my window that resembles several wrestling matches with a cow-bell and pan attachment. Sleep? Well, I've tried it, but about the time I get a fair start the drummer gets *magnus capitus* and spoils the prospects. It's a great life, but would be better if you could bump some of these rent reducers and noise producers with a twenty-four pound sledge.

"I'm using one of these Kodak Special fours to tour the corn rows with, and it's a big help but makes the day shorter. When night comes after a hundred-mile bounce, you can hardly see to sign on the dotted line—; unless they have one of these musical wrestling matches next to your official hotel. In that case, you wax literary, read the stock reports, and take notice of the new Kodak figures.

"The noise is stopped."

'IN A ROW-BOAT OUT TO SEA'

From Kodak Office to the Canadian shores and Cobourg, the annual outing on the "buffeting billows" of Lake Ontario was one round trip of fun for the State Street pen-pushers.

When the crowd of 350 left Kodak Office on a recent Saturday for the lengthy cruise on the *S. S. Ontario*, everyone knew he was going to have a good time. He had either been on the two previous trips across the Lake, or had heard so much about them that his desire to "give it a trial" brought about his going.

Before the boat had left Charlotte a mile to the rear, things began to move. Under Harry Seaman's direction and Ruth Gill's "carrying out," hots, salads, and other delectables began to move from the k. p. (not Kodak Park) table to different points on the deck. After the lunch, those who sailed for a rest looked for places of "quietus" and, believe us, there was none-such. The remainder looked for fun in their own way.

A few rounds of dancing and then came the contests of afternoon. "Betty" Pree came home in the hoop race by a roll and filed out of the arena with a manicure set as a reward. Event number two was the Fatima race for men, sixty-five and under, in which "Charlie" Locke stuck out his two hands to receive a pound of smoking tobacco, for "Chawles" won, don't you know? Ruth Gill has one more bar pin as the result of the rag-chewing contest, and "Chuck" Culbertson now

owns one pint thermos bottle for his ability to pitch deck quoits in a raging calm on the Lake. "Walt" and "Sid," respectively, Hardy and Walton, wheeled over the line in the barrow race for the fountain pen and Eversharp pencil. "Bud" Davis is still trying to figure out how to use the Gillette razor he won in the "bull-dog bite." "Milt" Coan had a Studebaker a short time ago; now he has a stop light to worry about as a result of quick foot-work astride the "kiddie kar." And notice George Weis's new stick-pin which was second prize for this laughter-producing and thirst-quenching event. The girls had a "kiddie" race, too, and Christine Barker made it very plain that she was brought up on one of the three-wheel chariots. She "skidded" the "kar" ahead of the other contestants and was presented with an electric boudoir lamp.

After the contests, "Pop" Durfee yelled, "On with the dance!" and a good share of the 350 again danced, encored, and danced again until the boat docked.

We Kodak Officers who were there, had such a good time that we're more than profuse in telling the "stay-at-homes-on-shore" what they missed. But, really, words cannot tell the latter what they missed on our third annual paddle to Cobourg. From the minute the train left the B. R. & P. station at noon, until it brought us back at eleven-thirty that night, things moved.

OFF FOR THE SOUTH!

Jose M. Tristan and Louis C. Buttrick, accompanied by F. Preston Root, are leaving this month for Mexico City to open our new house there—Kodak Mexicana, Ltd. Kodak Office employees will be glad to learn that "L. C." is to manage the

new establishment, and many good wishes of success go with "The Buttrick Trio."

Mr. Root anticipates travelling through Guatemala before his return to "The Kodak City."



TWO OF THE THREE

LOUIS C. BUTTRICK

JOSE M. TRISTAN



CAUGHT ON THE COBourg CRUISE

1. All set for some "Laffs."
2. A pair of "degrees" from the Medical Department.
3. Some of the Stock.
4. Fred Hornsby takes the air.
5. "Hold 'er, Ben."
6. "And they rolled, rolled, rolled....."
- 7 and 8. Trippers.
9. "Ben" Cline, "Jessie" Natt and "Pop" Durfee.
10. "Doc" Stinchfield and "Milt" Robinson *back on*.
11. Two of the K.P.'s, Ruth Gill and "Charlie" Howard pouring "Who's-who-and why."
12. "Let's be Kids Together."

TENNIS TEAM UNDER WAY

SAUER REGARDED AS "CHAMP"

Kodak Office seems to be the habitat of "champs" in all lines of athletic activities.

"What is that game they play upon the links?" finds many ardent supporters at 343 State Street. Then there's that w. k. and feared group from the Shipping room which seems to have learned but one thing in baseball and that is, to win every game the team plays. But a game that requires much exertion and skill is tennis, and when one talks to a Kodak Office tennis enthusiast, he is conversing with one who has every reason for being enthusiastic.

Up to the present the Kodak Inter-Plant Tennis Tournament has not seen a beginning, due to the fact that many of the players on the different Kodak teams are linked up with tennis clubs that are playing off their annual tournaments. Particular among those that are "linked up" is "Milt" Sauer, of Kodak Office, for that said individual—the manager of our Office team—has been showing the members of the Rochester Tennis Club "how 'tis done."

It is the consensus of opinion that the best players of the city are found on the membership rolls of the aforementioned organization. Every year, in August, a tournament is run off, and "Milt" as a contestant for two successive years appears to be handling his racquet in a deft manner. In the preliminaries, he downed Gorsline, Brady, and Lewy in straight sets. In the semi-finals "Milt" ran up against stiff opposition when he met Brewer, but after a three hours' battle, emerged the winner.

At the present writing our Office star has one more match, the outcome of which is to decide whether he or Hoffman is "Champ."

The Kodak Tournament will be under way by the time you receive this issue of the *Magazine*, and it will be well worth one's time to follow the Office team in its pursuits. A little encouragement from the lines will greatly enhance our chances for the Kodak title, and a good grip on the handle of that tournament cup.

REID-SHEMMING

On the morning of August 8, at St. Luke's Church, occurred the marriage of Winifred Edis Shemming, of the Testing and Packing Department, to Alfred James Reid, a former employee of the Maintenance Department, Kodak Office.

Lena Wuensch, recently transferred from the Department to the Kodak Park Office, was maid of honor. Best wishes were extended by the Testers at a farewell get-together, at which time Winifred was presented with a fireside chair, a gift of the entire floor.



MR. AND MRS. A. J. REID

After a honeymoon through the New England States, Mr. and Mrs. Reid will return to make their home in Rochester.

QUETCHENBACH- McGINLEY

The marriage of Raymond Quetchenbach to Rae McGinley, of the Sales Department, was celebrated Friday, July 21, in the Church of the Immaculate Conception. The bridesmaid was Vivian Martin, while the groom was attended by his brother, Walter Quetchenbach.

The prenuptials included a luncheon and kitchen shower by the girls of the Sales Department, a Five Hundred party at the home of Bessie Tracy, and a luncheon at the Coffee Shoppe by Ruth Tickner.

"Milt" Coan, of the Engraving Department, was the victim of much laughter recently. It seems that he was in Genesee Valley Park and a golfer drove a ball in his direction. Not being versed in golf, "Milt" picked up the ball and threw it back to the gentleman. Coan is still trying to figure out why the man called him the names he did.

Everyone will be glad to learn that "Dan" Brannigan, of the Traffic Department, who has been quite seriously ill with pleurisy, is convalescing. "Dan" wishes to extend his thanks to his many friends, and particularly to the Welfare Club of the Shipping Department, for their many good wishes for his early recovery.

Howard L. Small, our Japan representative, left a short while ago for his return trip to Japan. He left San Francisco on the *S. S. President Wilson* September 2, and on reaching Honolulu, will be joined by J. F. Dorsey, who will also return to Japan.

Lillian Schneider, who resigned her position in the Medical Department August 1, is enjoying quite a lengthy vacation at Eagle Bay, Fourth Lake.

Alfred Sproat, a graduate of the University of Rochester, class of 1922, has recently been added to the Planning Department's staff.



FOLMER-CENTURY

CLARENCE H. HARPER
Editor



HARD LUCK, CLARENCE!

The editorial chair is vacant. Editor Clarence H. Harper was stricken with appendicitis on Monday, July 31, and rushed to the General Hospital.

The operation was successfully performed, and he is convalescing as well as could be expected.

His room at the hospital looks like a miniature floral and horticultural exhibit.

His many friends may now look confidently forward to his resumption of editorial duties in the near future. All will be glad to see him on the job again.

BROCKWAY-BAILEY

Hazel Bailey, of the Inventory Department, has changed her name to Mrs. Ernest E. Brockway.



HAZEL BAILEY

The ceremony took place on Saturday, July 29. The best wishes of all, for a bright and happy future, attend the young couple.

GRAFFLEY-MYLACRAINE

Joseph Graffley, of the Tool Department, was married on July 27 to Miss Marion E. Mylacraine. We trust that happiness and success will accompany their future.

WELCOME, CAROL^{ANNE}

Mr. and Mrs. J. Elmer Roland announce, with pardonable pride, the entrance into our social circles of Carol Anne Roland. Miss Carol arrived in town July 27, making four of a kind in the Roland family. We congratulate the proud parents.

ON THE COURTS

Folmer-Century and Hawk-Eye have joined forces in putting a team in the Kodak Tennis League. The team is composed of Kemp, Lehman, and Altman from Hawk-Eye Works, and Shannon, Burns, and Pope from our own plant. We look to the team to keep the ball going.

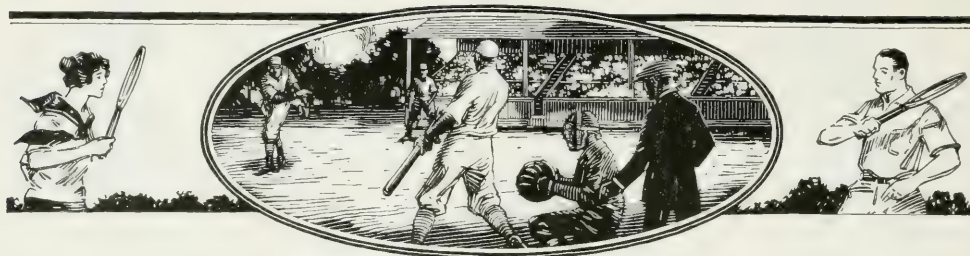
August Krauter has returned to work after a protracted illness. We are glad to have him with us again, enjoying good health.



JOHN TROY
One of our timekeepers

William F. Folmer and family are spending their vacation in the Adirondacks. We understand our Manager is working out some new stunts in golf practice which will be put into use in future tournaments.

The time is ripe for the formulation of our Folmer-Century Bowling League. Let's get every bowler out for the teams this year, and—*may be*—we'll trim the Parkers in a post-season tournament.



TENNIS AND GOLF IN SPORT LIMELIGHT

AUGUST 17. As this issue of the *Magazine* goes to press, the major interests of Kodak's athletes are bent toward the tennis courts and the golf links.

The City Tennis League has completed its schedule with the exception of a match on August 20 between Kodak Office and the Maplewood "Y" sextet. On the outcome of this match depends whether the Office team finishes in third place or in a tie for last. A victory will give the State Streeters a clear title to the midway station, with two matches won and two lost; on the other hand, if the "Y" racquetters defeat our boys, the League's finish will find three teams, Kodak Park, Kodak Office, and the "Y" tied, each with one victory and three defeats. The Rochester and Melville Tennis Clubs are bracketed for the top notch, and a play-off will be necessary to determine the title.

The newly formed Kodak Tennis League got under way on August 12, when Kodak Park scored a clean sweep over the less experienced combination from Hawk-Eye and Folmer-Century. Shannon was the only member of the losing team to furnish stiff opposition.

Plans are being made to supply a trophy for this League, which will become the permanent property of the first team winning it three times. Members of the trophy committee are:

Don McMaster, Kodak Park, *Chairman*
M. B. Hodgson, Kodak Office.
Albert Weltzer, Camera Works.
Lindsay Sondheim, Hawk-Eye Works.
John Gordon, Jr., Folmer-Century.

The schedule of the Kodak League for the balance of the season is:

AUGUST 20

Camera Works *vs.* Kodak Office

AUGUST 26

Kodak Park *vs.* Kodak Office
Camera Works *vs.* Hawk-Eye and Folmer-Century

AUGUST 27

Kodak Office *vs.* Hawk-Eye and Folmer-Century

SEPTEMBER 2

Camera Works *vs.* Kodak Office

"Jim" Weldon, "Walt" Pierce, "Bill" Gillette, and all the rest of our greensward experts are straining at the leash for the second Inter-Plant Tournament, booked for Saturday, August 26, at Genesee Valley Park. From present indications, the field will show quantity as well as quality. Kodak Park expects to increase its contingent to fifteen or twenty, while Camera Works and Kodak Office can, as usual, be depended upon for strong delegations. Hawk-Eye and Folmer-Century may not be strong in numbers, but long experience has taught us to look for stiff competition from their representatives. So, once again say we, "May the best man win!"

Kodak baseball interest is centered in the activities of the Kodak Park team, which is making a strong bid for honors in the newly-organized City Semi-Pro League. Here's luck to Gardner, Forstbauer, and their cohorts!

SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF AUGUST 10, 1922

ROCHESTER PLANTS	Standing Last Month	No. of Employees	No. of Members	Percentage of Employees Subscribing	Total Shares
1. Hawk-Eye	1	420	314	74.8%	2,514
2. Kodak Office	2	1,193	687	57.6%	6,906
3. Kodak Park	3	6,257	2,733	43.6%	20,255
4. Camera Works	4	1,460	547	37.4%	2,537
5. Polmer-Century	5	360	75	20.8%	721
Direct Members			21		232
OUT-OF-TOWN PLANTS					
1. Zimmerman Brothers (Duluth)	1	9	8	88.8%	47
2. Chicago Branch	2	127	107	84.3%	938
3. Howland and Dewey Co. (San Francisco)		12	9	75.0%	31
4. Glenn Photo Stock Co.	5	21	14	66.7%	80
5. Taprell, Loomis and Co.	4	182	121	66.5%	946
6. New York Branch	6	115	76	66.1%	652
7. Denver Photo Materials Co.	8	20	13	65.0%	51
8. San Francisco Branch	7	71	46	64.8%	235
9. Sweet, Wallach and Co.	3	72	44	61.1%	509
10. Zimmerman Brothers (St. Paul)	9	33	16	48.4%	92
11. Salesmen and Demonstrators	12	121	56	46.3%	990
12. Howland and Dewey Co. (Los Angeles)	10	55	25	45.4%	161
13. Robey-French Co.	11	49	21	42.9%	195
14. Robert Dempster Co.	13	23	9	39.1%	54
15. John Haworth Co.	14	55	21	38.2%	112
16. Northwestern Photo Supply Co.	15	28	10	35.7%	78
17. Milwaukee Photo Materials Co.	17	19	4	21.0%	40
18. Des Moines Photo Materials Co.	16	19	3	15.7%	24
19. O. H. Peck Co.	18	32	4	12.5%	40
20. American Aristotype Co.	19	28	1	3.6%	20
Total		10,781	4,985	46.2%	38,460

Average Subscription—7.7 shares.

Total Matured or Par Value —\$3,846,000.00.

*THE sure way to fail
is to stop trying.*

The KODAK *Magazine*



October 1922

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

ACCIDENT RECORD

AUGUST, 1922

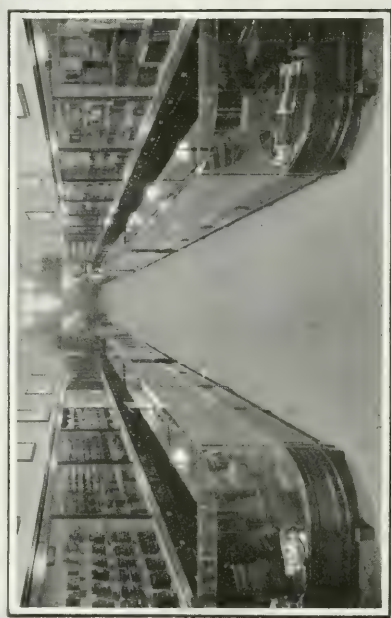
PLANT	Accident Cases		Accidents per 1000 Employees	
	1922	1921	1922	1921
Kodak Office	1	..	.97	....
Camera Works	..	..	....	....
Folmer-Century	..	1	....	3.03
Hawk-Eye	1	..	2.33	....
Kodak Park	10	8	1.65	1.31
Total—Rochester Plants	12	9	1.29	.88

NATURE OF ACCIDENTS DURING MONTH

- 4 cases of injury from bruises, burns, or lacerations
- 3 cases of injury from falling material
- 1 case of injury around punch press
- 2 cases of injury from strain
- 1 case of injury from sprain
- 1 case of injury from electric shock

12 employees' accident cases during the month

*A*BLEMISH *may be taken*
out of a diamond by
careful cutting and
polishing, but a word
once spoken roughly,
is said for all time.



OUR NEW SAN FRANCISCO STORE
 Exterior, Interior, and the "Men (and Girls) Behind the Gun." See page 9

The KODAK Magazine

VOL. III

OCTOBER, 1922

No. 5

PROVE YOUR INTELLIGENCE

HANG ON TO YOUR STOCK

THE plan for the sale of common stock to employees of the company was carefully worked out with definite ideas in mind, and designed to be of practical advantage to both company and employees; the central thought being to provide the means for creating and sustaining an *intelligent interest* in the company by the employees.

The part owner in a business, even though it be a relatively small part, should take a greater interest in its success than one whose interest is governed solely by the wage received.

For this part ownership the plan provides, and in a most satisfactory manner. The shares of stock allotted by Mr. Eastman were an outright gift to the employees, as the fund derived from the sale of such shares became the property of the Kodak Employees Association.

The shares allotted by the company are offered to employees at about one-eighth of their present market value; the first allotment was paid for by dividends credited, and the shares now being allotted can be paid for the same way; so, as a matter of fact, the stock comes to the employees as a free gift from the company.

Now, let us for the moment revert to the central thought back of the plan; to create and sustain an *intelligent interest* in the company by the employees.

Intelligent interest presupposes intelligence upon the part of the employee, and in no way can he indicate his intelligence more plainly than by the manner in which he regards his allotment of stock.

First of all it makes him a part owner in a great, successful industrial organization and creates in him the pride of

ownership, and it also forms the basis of a steadily increasing fund for protection in old age.

Easy come, easy go, will have no place in the mind of the straight-thinking employee. He will retain his shares at all hazards because he knows that no sounder investment exists.

Temptations always come to the thoughtless; think of the millions of dollars worth of Liberty Bonds that disappeared into the hands of the get-rich-quick traders.

Already traders of this class have their eyes upon the shares of common stock now being allotted to Kodak employees. Pay no attention to those who offer to accept your shares of stock at \$100.00 per share for any purpose whatsoever.

These schemers can well afford to pay you this price in trade for their goods, no matter what the temporary market value may be. Assuming in such a trade that you would receive one hundred dollars cash value for each share of stock you parted with, you would still be the loser in the end.

Almost anything you can purchase, with the possible exception of real estate, has a steadily *decreasing* value from the time you buy it—and *pays no dividends*.

In a short time, that for which you have exchanged your stock is valueless, and you cannot regain your shares, and, in addition, you have lost that certain added incentive that comes as a part owner in the company where you are employed.

It is obvious that any employee who parts with his stock does not take an intelligent interest either in himself or in the company, and so, cannot have the best interests of the company at heart.

So strongly does the company feel regarding this that it will cancel the Managers Certificate of any employee who

pledges his certificate, or the stock which it represents, or future dividends thereon, the moment it learns of such pledge.

RUSTIC BOOTH SHOWS KODAK EXHIBIT

THE Eastman Kodak Company was represented as usual at the 1922 Rochester Industrial Exposition by a well-chosen exhibit attractively displayed.

The Kodak booth this year, as you will see from the accompanying illustration, gave a rustic effect. The exhibit contained the usual display of cameras and albums of all kinds, as well as an attractive lay-out of enlargements.

Durfee Pittinger, of the Advertising Department, Harry Mahar, of the Service Department, and Orton H. Hicks, of the Shipping Department, played chaperon to the Kodak booth.

Inquiries, as in previous years, covered every conceivable subject in connection with amateur photography.

The three good-natured Kodakers named above were kept busy from morning until night demonstrating cameras and helping interested amateurs with their particular problems. One lady visitor launched the most unexpected question of all when she asked Mr. Pittinger: "Can you tell me where Kodak stock is today?" He proved to be Durfee-on-the-spot, and came back instantly with the latest stock market quotation. Whereupon the lady departed wearing what appeared to be a smile of satisfaction. Perhaps she has a block of that desirable security tucked away in the family safe deposit vault. Who knows?



THE KODAK EXHIBIT AT THE ROCHESTER EXPOSITION

THE CREATION OF GOOD WILL

HOW OUR SERVICE DEPARTMENT GOES AT IT

WHEN a person goes into a store and purchases his first Kodak, that store has not made a customer—yet.

No store can claim a purchaser as a customer until he returns again and again because of satisfactory goods and adequate, friendly service.

It is most decidedly to our best interest that the hundreds of thousands of our amateur customers not only get started right, but that their interest in amateur picture making is sustained.

Although picture-making the Kodak all-by-daylight-way has been simplified to a high degree, there will always remain some questions of a more or less technical nature. Many of these the dealer can and does satisfactorily answer, but it has been found necessary for us to supplement his efforts in this direction.

Out of this one need has grown our Service Department, and you will possibly be surprised to learn of the variety of ways in which it functions.

Letters from our amateur customers have always been welcomed, in fact, we solicit such correspondence. Every issue of *Kodakery*, our magazine for the amateur, contains an invitation to the amateur to submit his photographic queries or complaints to us, and his negatives and prints for suggestions and criticism. All such correspondence is handled by the Service Department.

A disabled camera does not aid in the consumption of film, paper, and other amateur incidentals; so, we maintain an elaborate repair department with a large force of experts; this section of the Service Department is extensively patronized by both amateurs, and by dealers who have not the facilities for work of this nature.

Another section of the Service Department is devoted to amateur finishing, developing, printing, enlarging, copying, and lantern slide making. The work going through this section affords us an accurate idea as to how the amateur

is able to handle our cameras, and enables us in turn to show him the best in the way of prints and enlargements.

Many Kodak dealers maintain their own finishing departments, and it is to our mutual interest that they turn out the best possible work, and here again our service is available as the Educational division welcomes any Kodak dealer or his assistants for a personal course in the latest methods of amateur finishing.

The examination and testing of goods returned for credit or for replacement is taken care of by the Service Department.

The preparation of all manuals and amateur instruction books, and the designing and supplying of the many hundred varieties of labels required for the containers of our products, are also a part of the work of this department. This work, it is very evident, must be given the utmost care and requires an extensive knowledge of the goods and of the organization.

We can have the pleasure of meeting but few of our customers face to face, and so, in most cases, they have to form their opinions of us from our correspondence with them.

It is of the utmost importance that every letter going out under our company signature be accurate, concise, and in good English, and create a friendly feeling between the recipient and us.

To insure this insofar as dissatisfied patrons are concerned, all letters, together with our replies, are sent to the Service Department. In this way we are able to get a good line on the way our correspondence is being handled, to find out the weak spots, and to correct them; so, you can see that this last is by no means the least important function of this varied, and busy, department.

Summed up, all these various activities of the Service Department stand for the creation of good will between our customers and the company—through painstaking, willing, and intelligent service.

The Kodak Magazine

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

SPENCER HORD, *Editor*

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Hawk-Eye Works	

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THE good fellow; you know him; perhaps you are "him."

The good fellow is always ready for anything; you always get him to sit in at a little game; to play around until he has to run to beat the milkman to his home in the morning. You can always touch him for a small loan—if he has it. Oh, yes, he is everybody's friend.

And everybody is his friend—until he joins the "he was a good fellow when he had it" class.

You know *him* too; his clothes have grown a bit shabby; his smile is not quite so ready; you see him hanging around the edge when the gang gets together instead of being in the center of it, and sometimes he crosses the street when he sees you coming.

Then there is the other fellow; he doesn't play around with the gang, and it is only occasionally that you see him downtown after working hours.

Some say he is a bit tight with his coin, and some even say that he has the first two bits he ever earned.

Still you never have him come and touch you for a couple of "cases" or a "five spot" until the "ghost walks;" but he will come across every time when he hears that someone is up against it.

Some of the fellows will pooh-pooh him to the gang, but way down in their hearts

they know he is a heap good sort, and secretly wish that they had the nerve to be more like him.

SOME one has said that the conspicuous failures in life can be divided into two classes: The dreamers who have no foothold, and the plodders who have no foresight." Such is the way Melvia Thomas Shelford, Ph.D., D.D., prefaces his article on "Foothold and Foresight" in *Trained Men*. In continuing he says:

"We have witnessed the defeat of the dreamers who could accomplish nothing, though they had great expectations. Analysis of the known facts usually brings us to the conclusion that their failures were more often due to the lack of practical plans and persistent effort than it was to the nature of their dreams. Others all about them were accomplishing more than they had hoped for and yet the dreamers failed. Realization of one's hopes and ideals is the result of wise planning and steady work. The higher we hope to build, the deeper we must excavate and the more permanent must be the foundation.

"Foresight is a quality of mind which may mean more than the long look which plans for the future. A relief car, which was sent to bring in the passengers from a trolley stalled in the snow on the Hackensack meadows, did not have a single shovel on it. The man who sent out that car and crew was strangely lacking in foresight. A little imagination would have helped him to see that two or three snow shovels would be very useful. As a matter of fact, the relief car got to within a few feet of the stalled car. The drift could have been shoveled away and then the stalled car would have followed the relief car into the city under its own power. As it was, the passengers were forced to wade through the snow to the car that had been sent out to meet them, while the one they had occupied was left for hours in the grip of the storm."

CIRCULATION—OVER 300,000 A MONTH

WHEREIN THE MAILING AND PARCEL POST DIVISION OF THE ADVERTISING DEPARTMENT HANDLES MORE MAIL THAN MANY OF UNCLE SAM'S POST OFFICES

YOU know that methods of putting the Kodak story before the general public are of various kinds. There are the "Picture Ahead, Kodak as You Go" road signs that are seen wherever one travels on the highways, magazine and newspaper advertising, enlargements, street car cards, the six-inch gilt letters seen on retailers' windows, and others. But perhaps the least familiar to us here at Kodak, a big manner of "hammering home" the well-known name, is through our four house organs, magazines devoted to photography, published by the company's Advertising Department, and distributed to the salesman, the retailer, the professional photographer, and the amateur.

Back in 1900, shortly after we began publishing the *Kodak Trade Circular*, the first of our house organs, which goes to Kodak dealers only, we had 3,000 names on our list, and the mailing containers were addressed by hand. Today, the circulation of this one publication is 19,000. Of our other three, *The Kodak Salesman* reaches about 28,000 dealers and retail salesmen, while *Studio Light*, a publication for the professional photographer, totals about 19,000 circulation. Topping the list is *Kodakery*, our magazine for amateur photographers, with 250,000 readers.

Over twenty thousand changes are made on these mailing lists every month; the most of them being for *Kodakery*. Naturally there's a lot of work to be done by the Mailing and Parcel Post Division in placing the names on the lists, addressing envelopes and mailing every four weeks.

For instance, when subscriptions for *Kodakery* are received, stencils of the names and addresses are made out on the typograph, an electrically-motored machine for this work. The stencils are then filed in the trays of the large metal cabinets according to expiration date, and in order alphabetically, as to state, city, and name. Addressing the envelopes for mailing is also accomplished by machines. Quite different from the old-time hand method! One, the electrically-driven automatic, addresses 6,000 per hour and is a real labor saver. The envelopes are placed in one side of the machine, and one by one are moved up under the stencil, addressed, and carried over to the opposite side. If, for any reason, a stencil becomes misplaced, or an envelope is hindered in its movements, the machine automatically stops, thereby avoiding any omissions on the lists.



ONE OF THE MAILING ROOM'S CORNERS
Showing the Printers and their Helpers at Work



THE STENCILLING AND ADDRESSING MACHINES

More than 20,000 changes per month on our mailing lists keep these girls very busy

Next comes the work of inserting the publications in the envelopes, and, it might be interesting to know that each of three girls averages about 8,000 envelopes per day. Mail directed, for instance, to Philadelphia, is tied together in bunches of one hundred, placed in a bag marked for that destination and sent to the Rochester postoffice. Here it is weighed and then dispatched on its way, minus the usual looking-over for a stamp on each envelope, for such mail matter is sent by weight, under permit. Consequently our third-class mail arrives at its destination almost as quickly as does first class matter.

The envelopes used yearly to send out this publication total around the 4,000,000 mark. They are made at Kodak Park. Placed end to end, these envelopes would extend a distance of approximately 630 miles, or as far as from New York City to Columbus, Ohio.

Aside from sending out the house organs, the Mailing and Parcel Post Division mails display and advertising material to our dealers. A short while back, enlargements, show cards, and other matter were sent out to the dealers. Each container, packed, tipped the scales at ten pounds, and the complete weight of the whole shipment was 180,000 pounds, or ninety tons. A carload of corrugated paper was consumed in packing the material.

On a recent Sunday there appeared in the rotogravure sections of the country's

big newspapers, a page Kodak advertisement. Shortly before it appeared, there was sent to each of our dealers a large cardboard mailing tube, containing an exact reproduction of the page advertisement that was to appear, with the suggestion that they place this reproduction in their show windows, thus tying up our newspaper advertising directly with their stores.

The artistic framed enlargements you have seen in retail establishments selling Kodaks, are also sent out from the Mailing and Parcel Post Division of the Advertising Department.

Then, too, when a dealer requests a number of catalogues, there's a battery of four printing presses to imprint his name on the back cover.

To avoid errors that often are made in type composition, thus rendering the catalogues with a misspelled name or address practically worthless to the dealer, an electrotpe is made upon the receipt of his name and address. This is filed away for imprinting on catalogues and other advertising matter which are sent to the dealer from time to time.

So, you see, where the copy staff of the Advertising Department leaves off, some real hard work begins for its Mailing and Parcel Post Division. 300,000 pieces of mail monthly, and loads of other advertising matter! That's more than hundreds of Uncle Sam's post offices handle in a year.

ANOTHER LINK

OUR NEW RETAIL STORE SAN FRANCISCO

IN line with our policy of affording our customers, both professional and amateur, the best possible service, it is obvious that our methods of distribution must keep pace with the ever-growing demand for our goods.

In our March issue we afforded you a glimpse of our eighteen retail stores located at different points throughout the country, and now we have the pleasure of introducing to you our new retail store recently opened in San Francisco, California.

A good name is worth perpetuating and as our Los Angeles store, operated under the name of Howland & Dewey Company, Eastman Kodak Company, enjoys a splendid reputation in the South-

ern California territory, it was but natural to operate the new store in San Francisco under the same name and with the same manager, Tony O. Babb, in charge.

The new store is located at 545 Market Street, right in the heart of the best retail district, and as you can see from the illustrations on page 2, is strictly modern in every feature.

As the Pacific coast is some jaunt from the Rochester base of supplies, and as the wants of our customers there are just as often immediate and imperative as those of our customers closer by, the new store will carry a large and very complete stock of both our amateur and professional goods, and there will be but few orders that it cannot immediately fill.

\$923.00 PER MINUTE

THE National Board of Fire Underwriters in a recent bulletin stated that the total fire loss in the United States for 1921 amounted to \$485,000,000, or \$923.00 per minute. Ninety per cent of all fires are preventable, for they are due to carelessness.

Everything points to a shortage in the supply of anthracite coal for the coming winter. This will entail the use of bituminous coal, wood, and kerosene as substitutes for heating homes.

The use of any of these substitutes demands extra precautions to prevent accidents. First of all the smoke pipes and flues should be thoroughly cleaned before any furnace fire is started. Soft coal burns more rapidly than anthracite, and gives off considerably more flame and smoke, thus increasing the danger of a chimney fire unless the flues have received proper attention.

Soft coal is also liable to take fire spontaneously, particularly when stored in large quantities, and should never be piled near the furnace, nor against the wall of a wooden bin.

With the use of soft coal the radiated heat from a smoke pipe leading to the chimney is far greater than when hard coal is used, and this increases the chances for the woodwork taking fire.

With shingle-roofed houses, unusual care must be taken to prevent roof fires when soft coal and wood are used in the furnaces and grates. Many embers will be given off and through the greater heat generated this danger will be increased.

Great care should be taken with oil stoves. Kerosene, while not so dangerous as gasoline, gives off inflammable vapors which will explode under certain conditions. The use of the portable oil stove heater should also be attended with great care. Many fires have been caused by filling the reservoir with the stove lighted. The reservoir should always be filled by daylight, and away from open fires or lights. Never move an oil heater while lighted, and make sure the wicks are in good order.

The foregoing precautions are not at all difficult to put into practice, and by observing them you will do much to prevent the chance of loss by fire.



C. EDWARD COOLEY, *Editor*

LIVELY RACES KEEP UP GAYETY AT OFFICE PICNIC

K. O. R. C. MEMBERS TURN OUT SEVEN HUNDRED STRONG

Fully seven hundred K. O. R. C. members, together with their families and friends, invaded Sea Breeze for the last Club event of the summer season.

The first event of the day, and by far one of the most important, was the noon-day lunch. In true army fashion, one behind the other, the picnickers filed past the k. p. table, took up and partook of the plentiful. Then followed the real problem, for each individual had to decide which of the many things he should do first. There was the dance hall, with its good music, hired by the Club for the entire afternoon, the lively program of sports, bathing, rambles through Sea Breeze and rides on the mechanical thrillers.

In spite of the numerous attractions, the majority of the crowd took part in the program of sports. The fifty-yard dash for women served as a means of learning that Bessie Leonard is just a bit faster than Clara Efford, while Carl Schlemmer won first prize in the monkey race from "Bill" Skinner by a hair. Ethel O'Brien came in first in the fifty-yard dash for girls, "Tommy" Slow "shoe-d" his feet faster than did "Frankie" Dunlavy, Catherine McGreal won the bag race, and Mabel Herbert dashed over the line in a short race for girls under seven.

But the surprise race was the feature of the afternoon. All other sounds were drowned in the burst of laughter which followed when the men donned articles of lady-apparel to win the prize. When the laughter had subsided a bit, "Charlie" Disbrow was declared the winner, while "Tom" O'Brien was his second. Frank Strowger oozed over the goal, right behind Harold Knierim in the fat man's race.

GOOD WORK, DWIGHT!

Here's what the *Spokesman-Review* of Spokane, Washington, has to say of one of our Kodak men, who is now traveling through the West: "In a specially arranged long-distance swim, Dwight Paul, of Rochester, New York, swam two miles at Liberty Lake last Saturday, in forty-six minutes. He used the crawl stroke the entire distance, in choppy water."

According to the newspaper report, Paul won the race with apparent ease.

Carl Mattern refutes the statement in last month's *Magazine*, regarding the golf episode in which "Milt" Coan figured at Genesee Valley Park. Carl says that it was he who threw the ball back to the golfer, not Coan.

Katherine Kennedy and "King Chawles" Howard collared the prize in the collar and tie race, with Clara Efford and "Ed" O'Brien a knot behind. Frank Dunlavy, the elder, won the sack race for men, Mrs. Frank Hagaman threw the ball farthest in the ball-throwing contest for women, "Bob" Kinzel timed himself just right in the time race for the "kids" and Florence Kesel hooped across the line ahead of the other rollers. There were other sports, too, but the Office reporter was enticed to the baseball game by an ardent fan. Here the champion Shippers were battling an aggregation of players from the other Kodak Office Baseball League teams. They called themselves the All-Stars and surely made the Shippers extend themselves to win, 6-3. Let's see, this is the thirty-third consecutive game the "champs" have won in a period of two years, isn't it?

At six o'clock, another lunch was served in the pavilion and then the crowd, still merry, departed for the four winds. Some went home, others remained at Sea Breeze, and many motored over to the other Lake resorts. And believe us, the seven hundred Kodakers and their friends were quite reluctant to quit the place that had afforded them such a good time that Saturday afternoon.

"Eddie" Goetzman and "Chawles" Howard headed the General Committee, while "Jack" Schoenwitz had charge of the sports. Transportation fell to the hands of "Charlie" Johnson and Florence Wright reigned supreme at the dance pavilion.

DID YOU SIGN IT?

The Kodak Office Suggestion Committee has received a number of unsigned suggestions. It is, of course, impossible to act on these ideas without knowing the names of the authors. If you have received no acknowledgment of your suggestion, the reason is probably that you neglected to sign it. In that case, you should send in another copy, marking it "duplicate"—and please sign your name to this one.

The Suggestion Committee has been able to make a number of sizable awards recently—\$25. and \$50. It is quite possible that some of these unsigned ideas may also be big money-winners. The Committee is, therefore, very anxious to be enabled to consider them. Once again let us remind you of our suggestion policy—Big Awards for Big Thoughts.



HIGH-LIGHTS ON THE PICNIC

1. All lined up for lunch
2. Some of the prize-winners
3. "Hank" and "Gawge" in a tubful of fun
4. The surprise of his life
5. The w. k. hoop race
6. Just for two
7. "King Chawles" is having the "knot" tied once more
8. "Gee! But the dancing was fun"
9. "Bon" Harris was a featured comedian in the surprise race
10. One of the pleasant scenes

CRASH! BANG! SPLIT! STRIKE!

FROM NOW ON IT'S BOWLING

The Kodak Office Bowling Leagues, both men's and girls', virtually own the Elm Bowling Hall every Thursday night now for twenty-one weeks.

When the different team captains of the Men's League looked around the office for a capable and

League—in name only—is the Comptroller's team, made up of bowlers from the Accounting and Book-keeping teams of last year's League.

Mae Thrasher has been elected manager of the Girls' League and "Millie" Gomminger is to take charge of the records. Last season, it will be remembered, the girls occupied but four alleys, upstairs, and each team rolled two games each week.



OFFICERS OF THE MEN'S LEAGUE

"Jack" Gordier, *Secretary*
Frank La Duke, *President*
"Walt" Capell, *Treasurer*

impartial veteran of the alleys to settle occasional disputes and otherwise keep the League on an even keel, they found Frank LaDuke, the man best fitted for the—we'll call it "job," for that's just what it is. "Walt" Capell has consented to act as treasurer, succeeding "Ed" King, and "Jack" Gordier will answer a thousand and one times the question: "What's my average to date?" for "Jack" is secretary.

The Men's League is to consist of eight teams, instead of twelve as in previous years. There will be three teams from the Shipping Department, one to be known as the Shipping, one the Branch, and the other the Export.

The Service has re-entered a team, as have the Advertising, Stock and Billing. A newcomer to the



OFFICERS OF THE GIRLS' LEAGUE

"Millie" Gomminger, *Secretary*
Mae Thrasher, *Manager*

This year, they are to have the entire second floor with its eight alleys, and every team is to bowl three games. The eight teams entered for the matches this season are the Finishing, Order, Tabulating, Testing, Sales, Sr., Sales, Jr., Industrial and Service.

Each bowler in either the Girls' or the Men's League must be a member of the Kodak Office Recreation Club in order to participate in the fun. It costs approximately one dollar per person per evening to roll in the League games, for the alleys are rented from 8 p. m. to 12 p. m. The K. O. R. C. pays the difference from its treasury thereby making it a Club affair. Therefore, it is imperative that each bowler be a member. The Club's yearly fee is one dollar, so you see, your money is more than returned to you.

A THRILLING RESCUE

A near-tragedy for a schoolboy was averted on the morning of September 18, when Harry Murphy, of the Advertising Department, leaped into Lake Ontario from the side of the Charlotte pier, and rescued the lad as he was sinking for the third time.

"Murph," who was on his vacation, was fishing from the pier, when two schoolboys happened along. They inquired as to the number of fish he had caught, and then wandered farther out the pier towards the lighthouse. A few minutes later "Murph" heard a splash, and realizing that something had happened, started on a run for the spot 200 yards away, where one of the boys was standing, too dumb-stricken to call for help.

Arriving just as the victim was going down for the third time, he dove into the Lake without

removing his coat and shoes, and grabbed the boy.

Hampered by his water-soaked clothing and by the high pier which he could not reach from the water, "Murph" sank twice before a man whom he had signalled to follow him out the pier, arrived and helped in getting the boy up out of the water. If it were not for the timely aid, a double fatality might have resulted, for the swim to shore was too great a distance to attempt to carry the boy. But, as we know, "Murph" would never have given up without a desperate struggle.

"Murph" was quite reluctant to talk about the incident, and made the remark, "Lucky for the kid that someone was there to help him." And indeed it was, for the Coast Guards could never have reached the boy in time to effect a rescue.

OUR EDUCATIONAL DIRECTOR

Go down the long list of old-timers at Kodak Office, and you will find no one better known, or with more friends, than Charles H. Turpin.

"Turp" has seen twenty-eight years of service with Kodak and is still going strong.

He began his career with the company and served on the road as a demonstrator; next he was placed in charge of the Enlarging Department, and then in charge of the Printing Department. This was in the days of "You press the button, we do the rest."

Some years later, when the amateur was beginning to "do the rest" himself, it was felt that a correspondence course would help greatly to better results, so the Kodak Correspondence College came into being with "Turp" in charge.

The enormous growth of amateur photography resulted in the establishment of hundreds of finishing plants throughout the country, to take care of the work of the amateur who had not the time, nor the facilities, to "do the rest."

To aid all such users of our products in securing the best possible results for their patrons, our Educational Department was established.

For the past ten years, Charles H. Turpin has been the Director of this department, and scores of students from all over the country have received instruction at his hands.

Mr. Turpin is a lecturer of no mean ability, and frequent calls are made upon him in this capacity. In fact, "Turp" is "there" from almost every

standpoint, and we all hope to help him celebrate at least his fiftieth anniversary with the company.



CHARLES H. TURPIN

"SHOT" IN MEXICO



DWIGHT PAUL

A short time ago Dwight Paul, one of the Sales Department's "order hounds" out West, received a few days of "blighty"; donned clothes most conducive to comfort while travelling, and started on a motor tour of Southern California.

As most of us at Kodak know, Dwight never took to the road in a gasoline wagon without covering many miles before his return. After burning up the "pikes" in California, he decided to take a squint at the country south of the Rio Grande. The accompanying picture was photographed "somewhere in Mexico," and the structure in the background is a restored Pueblo Indian dwelling. We have been trying to figure out whether the exact location is Tia Juana or Puebla, but we have every reason to believe that Dwight headed for the former.

We'd all like to have Dwight travel east on his next leave of absence, for it has been quite some time since he left Kodak Office. In a recent letter he concluded with a "good hearty handshake to all my old Kodak friends."

"PETE" GOES TO "PHILLY"

Waldo B. "Pete" Potter has closed up his desk in the Statistical Department, and will be located at our Philadelphia branch, John Haworth Company, for some time to come.

"Pete" departed from the Office ranks two weeks ago and intended to spend a few days at his home in New Hampshire before settling in "Philly".

A VETERAN OF TWO WARS

"Charlie" Thurston of the Shipping Department is a veteran of the Spanish-American war. Previous to his enlistment, he was presented with a small pocket Bible, which he carried with him during the term of his service. In 1914, he brought the Bible to his desk at the Office and, after a period of illness, returned to find that it had disappeared. He made numerous inquiries as to its whereabouts, yet no one was able to give him any information.

Enter into our little story another Kodak Office man, Horace Lloyd, of the Billing Department. In a ramble along a country road near Corbie, France, on November 9, 1918, Lloyd came across a Bible. He picked it up, looked for the name and found that it belonged to an Ervine Thurston, of Medina, New York. He had previously learned that the Medina company of the 27th Division had been hard hit in the Argonne forest and thought, undoubtedly, Thurston had been picked off by the Boche. He pocketed the Bible and brought it home with him when his company returned to America.

About a month ago, he came across the Bible in his home and thereupon decided to go to Medina to locate any relatives of Ervine Thurston. He did not find the family of the person who had lost the

keepsake, but did learn that an Ervine Thurston who formerly lived in Medina, was now living in Rochester and working at Kodak Office.

Horace had never heard of an Ervine Thurston at Kodak, but knew "Charlie" and decided to consult him. He brought the Bible to the Office and showed it to Thurston a few days ago. Sure enough, it was the same Bible the Spanish-American veteran had carried through the war of '98. It seems that "Charlie" answered to his middle name, Ervine, a few years back, which accounts for the name, Ervine Thurston, inscribed on the inside front cover.

It will undoubtedly remain a mystery as to how the Bible reached France. As it was first missed in 1914, the beginning of the War, it might have been there during the entire four years struggle; or perhaps an American doughboy came across it somewhere and carried it to the fighting zone in 1917.

The treasure is now in the hands of its original owner, who is proud of the fact that he has in his possession a veteran of two wars. He knows what experiences it encountered in the Spanish-American war, but doubts if he will ever learn just how it went through the late war.

AU REVOIR AND WELCOME!

The Stock Distribution Department extends its very best wishes to Edna Schultz and Loretta Bickel, who have left the employ of the company to be married this month. "Ed" Meinhard has been re-transferred to Hawk-Eye, and newcomers to the Department are Thelma Crouse of the Sales and Edward Bennett of the Auditing.

"DOG DAYS" FOR MARCELLO

"Johnny" Marcello, of the Shipping Department, has a dog that won two prizes in its class in the recent Dog Show at the Exposition. To look at the winner, one might think that it's a collie pup, but "Johnny" states that it is an Eskimo dog or, in distinctive canine terms, a Samoyede.



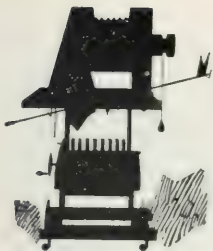
SOME OF THE "SALES"



SOME OF THE "SALES"

Clara Efford
Genevieve Jaeger
Thelma Crouse
Irene Jaeger

Mildred MacGrady
Anna Olsen
Ida Clark



FOLMER-CENTURY

CLARENCE H. HARPER
Editor



WINTER SPORTS LOOM ON HORIZON

The intermittent chills of October days bring a reminiscent look into "Pat" Petroske's eyes, as, while puffing a cigarette, his thoughts wander back over the recent season, and he tells the Sons of Swat about swatting home runs for the Kodakers.

The same chill air causes Melvin, Kirvan, Breemes, Fenner, and others to stir about, uncover the favorite ball, test the muscles of their good right arms, and in fancy see visions of glorious strikes as the ball goes rolling just where they knew it would go.

YES—we've got to get together for the season, boys, and set the ball a-rolling for a winning team for 1922-23.

Pope and Shannon are sheathing their tennis

HOW LONG IS A YEAR?

Ask any employee who has been with the company twenty years (and you can find a lot of them), and he will tell you that it doesn't seem any time at all since he started to work.

The foregoing remark comes from the statement of one of our young men who said that it wasn't worth while for him to start saving, because he couldn't put aside more than a dollar a week. Well, let's see, one dollar a week saved and invested at four per cent would amount to a little over \$1,600.00 in twenty years. Three dollars a week at four per cent will grow to \$862.00 in five years, \$1,914.00 in ten years and \$4,805.00 in twenty years. Suppose you save \$5.00 a week invested at four per cent; you will have \$1,432.00 in five years, \$3,190.00 in ten years, and \$8,009.00 in twenty years.

A habit is a habit. Acquiring the saving habit may be a bit more difficult than some of the others, but it grows upon you, and is just as difficult to shake off as any of the others far less profitable.

If you can only start saving a dollar a week, make the start.

Money is the common denominator of barter. In our chase after filthy lucre many of us forget that money is only the symbol of wealth. It is the unit of trade that was invented for convenience, and it only stands for labor, material or service in some definite form. However, don't let these words discourage you from saving it.

—*Speed Up.*

George Rake, of the Stand Department, is now at his post after an absence of three weeks, due to a sprained ankle.

We are pleased to announce that Clarence H. Harper is convalescing very satisfactorily, after a close call during his recent operation.

rackets, and preparing to play the best rolls of their lives on the alleys.

The Nominating Committee of the Folmer-Century Athletic Association has selected an array of talent from which the members will elect the executive body of the Association, in the orthodox manner of a government of the people by the people, everyone vote, and let the best man win! The result of the election will be announced in our next number. The new executives will then make a real start for the season.

Will the ladies have a bowling team this season? We await the answer.

The basketball quint is in the offing, and receiving serious consideration. Who will constitute the famous five?

GARDINER-WALLS

Mary B. Walls, of the Cost Department, has returned from her vacation, during which she assumed for life the title of Mrs. Ralph Gardiner. We express the wish that the young people will find their future one of brightness and happiness.

William Melvin, of the Assembly Department, is sojourning at home with an injured foot. "Bill" will undoubtedly put his best foot forward when the bowling season opens.

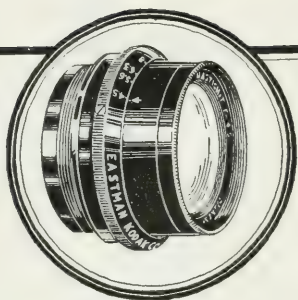
Patricia A. Strong has resumed her duties in the Purchasing Department, after successfully passing through the ordeal of an operation for appendicitis.

H. Eloise Howell has come to us from Kodak Office, and has taken up her assignment in Mr. Gordon's office. We welcome her addition to our office force.

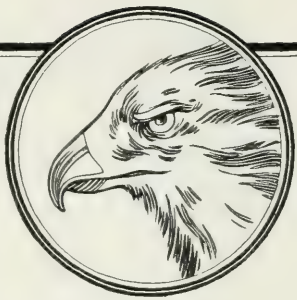


A. WHITMAN CRITTENDEN'S NEW HOME

Built through the Eastman Savings and Loan Association by
Frank J. Bravat



HAWK-EYE



P. R. MEINHARD

Editor

ONE MORE HAWK-EYE BIG TIME

MORE THAN A PICNIC WAS OUR OUTING AT DURAND-EASTMAN

That long-awaited picnic came upon us much more quickly than we had anticipated, and now it remains only for us to count the seemingly endless number of days which separate us from the next one. And what a picnic it was!

The big day was ushered in by the usual serenade shortly before quitting time. When eleven o'clock finally came, the big rush for the chartered cars began. Those who were more fortunate, hurried for the machines which had previously been decorated with bright colored pom-poms. Soon we were on our way to the big party.

The walk from the car to the picnic grove was quite long, but the weather man was so very partial to Hawk-Eye that no one cared about a few extra steps. The lunch baskets did get real heavy at times, though, but not a complaint was heard.

The first and always welcome event was dinner. Those baskets contained everything selected by everyone in the family, and, as always, just about twice the required amount. Those who had not prepared a basket lunch presented their little checks to one of our good-looking girls at the cabin window and received in exchange a sandwich, coffee or orangeade, hots, and ice cream.

Then "Bill" Eyer grabbed a megaphone, and, with a mighty roar, announced that a group picture was to be taken on yonder hill. It took him some little time to get them over there because everyone had eaten so much. However, the roll-call was finally completed.

The ball game between married and single men turned out to be the usual peppy affair, but everything ended all right. After seven innings, the hard-fought battle stood five and five, and an armistice was declared, while the boys divided the prize box of cigars. We were glad that Mr. Hunt-

ington and Mr. Tessier arrived in time for the game. Perhaps they were allowed to try the cigars, too.

The famous Rearson-Vass line of contests was next on the program. Those two "Johnnies" are not to be beaten when sports are mentioned. They had events for the tots and for the grown-ups. We certainly had to laugh when the Special Spectacular Race for men took place. Each man was given a package of clothing with which he ran fifty yards, opened the package, donned the clothes it contained, and scuttled back to the starting point. Leo Mason staggered in first in a long one-piece voile dress, but alas! and alack! he didn't button it, and was counted out. Poor Leo couldn't find any buttons and he had no pins; so what could the poor man do? "Norm" Graham and "Bob" Witz looked all dressed up in their old costumes. "Bill" Eyer looked mighty well in his long-sleeved black dress with hat to match. If the contest had been for looks, it would have been a terrible task to pick the winner.

The rewards for our efforts must not be forgotten. There were ships, dolls, aeroplanes, games, pocket-books, much money, and more "Fanny Farmer's" than we have seen in years. While they were being given out our more than generous musicians were still at it. They were now parked for the dancers and ready to fight it out to the bitter end with these seemingly tireless terpsichoreans.

It sure was one grand day, and, without doubt, the best picnic ever. It takes a Hawk-Eye crowd to be congenial, and that's what makes our picnics such a success. We can't think of a thing that was not just right.

It hardly seems possible for this big time to have passed so quickly. Our only regret now is, that we can't get together more frequently. As things



HERE'S THE WAY WE ALL LOOKED



A PICNIC GROUP

Left to Right: Alma Hart, Hazel Hart, Ella Steckholz, Elizabeth Weaver, Alice Cunningham, Frances Van Wicklin, Marie Cunningham

stand, we expect and know that you will all be on hand next year, for everyone knows that a Hawk-Eye picnic can't be beat.

MAC DONALD-EVERSON

Mae Everson, of the Production Department, was married to Mr. William Mac Donald on Tuesday, September 12. Among the pre-nuptial events were showers given by her mother, Mrs. Teckworth, Mrs. Leighton Young, and Hilda Specht. Best wishes are extended by her many Hawk-Eye friends.

"Joe" Frank, of the Wood Department, who was operated on for appendicitis, has joined us again.

We wish to express our deepest sympathy to Andrew Lettau, whose sister, Mrs. John Bernard, died recently at Pittsford.

"Tony" Miceli, of the Anastigmat Lens Department, now claims Brooklyn as his home. Our best wishes are always with you, "Tony."

George Kosel, formerly foreman of the Anastigmat Roughing Department, has taken up his arduous duties as assistant to Mr. Snapp.

Best wishes for a speedy recovery are extended by all his Hawk-Eye friends to John Beveridge, of the Tool Department, who is in the General Hospital at the present writing.

DALZELL-ERNISSE

Mabelle Ernisse, one of our former Mounting Department girls, was married on August 28 to Mr. Frederick Dalzell. Mr. and Mrs. Dalzell are now at home at the Alexander Apartments after a honeymoon to the Thousand Islands.

Wilfred A. Springer, of the Cost Department, is the proud father of one Wilfred Alonzo, who arrived on September 2. "Bill" now has three pairs of little feet to boot.

Mrs. Ellen Freeman, our worthy cook, was most agreeably surprised to hear of the arrival of a granddaughter, Betty Eileen Foley, on September 2.

Joseph Brady, of the Anastigmat Lens Department, has moved into his new bungalow at 40 Rutledge Drive. "Joe" promises us a house warming soon.

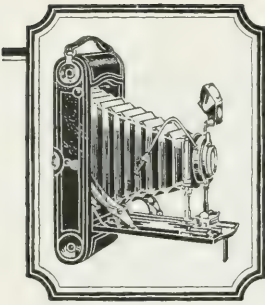
Joseph Engel, foreman of the Anastigmat Fine Grinding Department, has been placed in charge of the Rough Grinding Department. The best of luck, "Joe"!

KLEM-McRAE

Lena McRae, of the Inspection Department, left us to be married to Mr. George Klem on September 12.

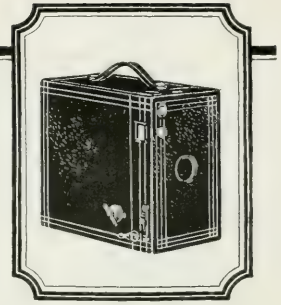


AT DURAND-EASTMAN



CAMERA WORKS

HERBERT S. THORPE
Editor



"IT WAS MORE THAN A PICNIC!"

We are about to "cut ourselves a piece of cake"—and a good big thick slice at that! When it comes to reviewing our recent gathering at Seneca Park, we are entitled to say it was "more than a picnic"—thanks to the spirit shown by everyone. What could be more conducive to whole-heartedness than—for instance—the sight of "Jack" Heaphy, Junior, hustling from one end of the course to the other, first conferring with the judges on technical matters of racing, then, running back again to the starting point, where an eager line-up of contestants awaited the crack of his starting pistol. Then—again, who could help catching the enthusiasm of John McKenny, who was eager to give away the prizes. We could comment on everyone's eagerness to fully enjoy the outing, but those fifteen hundred men, women, and children know how they felt; so why add regrets to those of us who unfortunately missed a real good time?

There was only one criticism heard, and that was leveled at the "Superintendents' cigar race." Someone said, "Pretty soft for the superintendents. Half of 'em knew they couldn't run, but the cigars looked good; so, they made a stab at it anyway." This, however, was hardly true, for Harry Darling proved he could run at least five yards. It wasn't his fault that a blade of grass got in the way, causing him to give a demonstration of swimming on dry land! By the way, if you wish to learn the art of lighting a match in the breeze, while running, Ray Waldron will tell you how. He won the race before the others had started.

Without further comment we will give you the list of events and winners, and leave the pictures to tell their story. We cannot end, however, without thanking Arthur Williams of Kodak Park, for loaning us a great deal of the picnic equipment.

Robinson's Married Men won the baseball game and the box of cigars from Kivel's Single Men, by a 15 to 6 score.

The Maintenance men carried off the honors in the Tug-of-War, defeating the Office team.

Prize winners in the individual events were: Raymond Graham, Arleigh Heaphy, George Blum, Esther Lusk, Margaret Murphy, Mrs. St. John, Eva Brier, Martha Piekunka, Emily Herschell, Charles Kivel, Richard Heaphy, Irving Delinsky, "Jack" Sullivan, Harold Dennis, Reuben Lynch, "Jack" Lynch, Louis Bauer, Paul Rekers, Clarice McDonnell, Edna Webster, Margaret Richie, Mrs. Laura Miller, Ethel Martin, Gabriel Rapp, Anthony Stein, Bernard Hanna, Evelyn Gerew, Jean Richie, William Mostyn.

The following organization had charge of the arrangements for the outing:

General Chairman: Charles Rogers.

Secretary: Herbert S. Thorpe.

Advisory Committee: Edith Partridge, Margaret Murphy, Frank Reynolds, Frank O'Brien, Frank Miller.

Dancing Committee: Ralph Welch, Adelaide Trost, Russell Young, John Sullivan, William Sinden, Bertha Schmitt, Pauline Hill.

Sports Committee: Joseph Sullivan, Walter Wilcox, Glenn Webster, Arthur Burchard.

Starters of Sports: "Jack" Heaphy, Junior, "Jack" Heaphy, Senior, James Noble, Alfred Geiger, "Archie" Love.

Judges of Sports: Harry R. Darling, Charles Collins, "Ray" Waldron, George Rekers.

Photographic Squad: Arthur Santay, Ralph Handley, John Lowater, Robert McKague, Gussie Bornkessel, Nellie Stark, May Nesbit.

First Aid: Kathryn Westlake, L. D. Hondorf.

Reception Committee: John A. Robertson, Adolph Stuber, Frederick W. Brehm, Charles Speidel, George Adams, George Adams, Junior, "Ray" Wilson, Arthur Wallace, Herbert Gregory.

Property Committee: Simon Denman, Robert Forge, George Kummer.

Distributors of Prizes: John McKenny, William Zimmer, E. E. Underwood, Charles Diegel.

THE GUNMAN

"Jack" Heaphy was the official starter of the picnic races. Of course, his wife was on hand to see if he was as good in that capacity as in other athletic "doin's." We doubt if John "starts" anything at home, however, for his capable little wife looks far too pleasant to need even such an easy "boss" as "Jack" to work for.



MRS. "JACK" AND "JACK"



SOME SNAPS SNAPPED AT SENECA PARK

1. Where the music came from
2. Carl Bailey in full regalia
3. Waiting for the swimming events
4. Just a few "bites" to eat
5. "Ma Gracious! Dat's good watermelon!"
6. "Jack" Heaphy, Sr., "Jack" Robertson, Harry Darling, George Adams
7. "Herb" and "Three smiles"
8. "And they call it a holiday for Mothers!"
9. "Ain't We Got Fun!"

AUTOMATIC SCREW MACHINES

Definition—"Auto"—Action of, from, within, by, or upon self.

"Matic"—Carried on or performed by self-acting machinery.

We trust that this article won't be half as "dry" as you, dear reader, may infer from the "definition" paragraph. We use the explanation of Noah Webster to emphasize what "almost human" machines "automatics" are; in fact, we have shouldered a big job in trying to explain why, how, and what they do. It's worth the effort, however, for the average person has little idea of the wonderful mechanism with which our factory is equipped for the purpose of putting on the market reliable cameras at popular prices.

"'Bill', can you spare us half an hour? We need some 'dope' on automatic screw machines." With this request, we went to "Bill" Ure, expert "automatic" man and General Foreman of the Lathe Department.

"Come right in," answered "Bill". After proceeding to sign a few orders, confer with a foreman, look over sample pieces, and phone the Superintendent, "Bill" tipped his cap a little bit further back, tilted his chair, and said, "Shoot!" So, we proceeded something like this: "Let's tell the Kodak folks a few things about screw machines."

"Bill" came back with: "Picked kind of an easy subject, didn't you? Only took me twenty years to learn them, and I'm just beginning to find out how much there is in really understanding 'em!"

"Bill" was right. To the onlooker, each machine seems to work differently, but with such precision that they might be described as "human devils whose food consists of metal rods and oil."

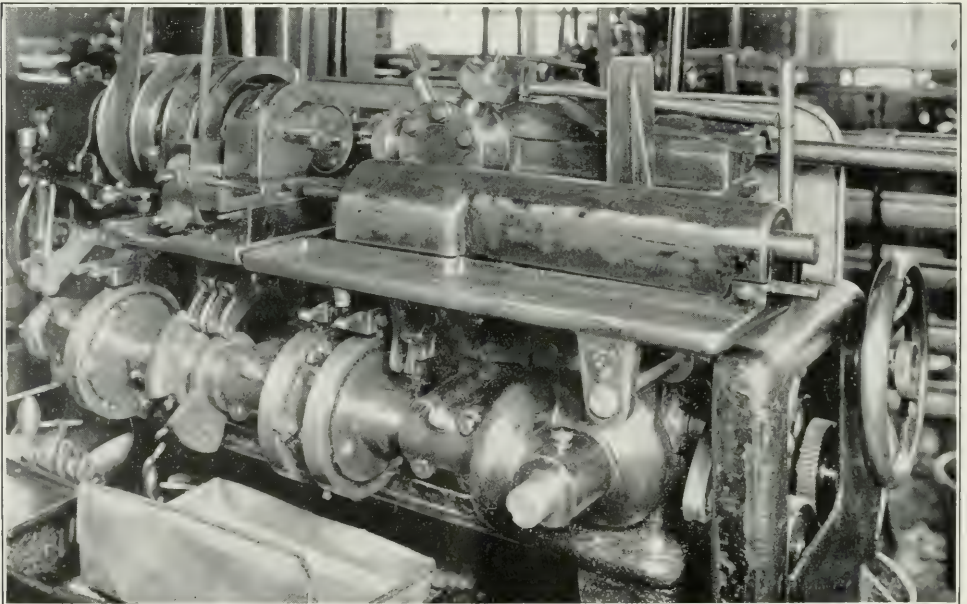
Back in our childhood days, a tale was told of Hans, a mythical butcher, who, possessing a wonderful machine, put live dogs in one end of it, and out of the other came superfine sausages. Today, such a machine is not a fairy tale, but, substituting screws and rivets for sausages, an actual reality.

"How many automatics have you, 'Bill'?" we queried, trying to get him warmed up to the subject. "One hundred eighty-nine," was the answer. "Brown and Sharp's machines, of which we have four different types, take one bar of metal, but the National Acmes eat up four bars at each swallow."

We both left "Bill's" office at this point, and, standing in front of one of the machines, the writer got some idea of how they operate. As our illustration shows, the machine looks like a glorified lathe. A spindle carries a ten-foot bar of metal in either direction, being reversed by friction clutches, actuated by trips from the cam carrier shaft. The spindle speeds have a wide range adapted to the various sizes of metal rods used in producing camera parts.

"What's the solid wheel on top of the machine that seems to perform so erratically?" we fired at "Bill".

"That's the 'turret' that holds the taps, dies, or whatever tools are necessary for the particular operation", answered the "boss". "The movement of the 'turret' is controlled by cams, which regulate the exact second when every tool must perform its duty. When the metal rod is automatically fed through the spindle against the 'stop', the tools in



ONE OF THE AUTOMATICS

the 'turret' and on the 'cross slide' engage the metal rod and act upon it. A circular cut-off tool performs the final operation."

"How many pieces does each machine turn out per hour?"

"Depends on what the operation calls for", said "Bill".



"BILL" URE
General Foreman

"For instance, on Brownie spool centers, we get one thousand eighty pieces, but a screw, which, of course, must be cut to length, the head formed, the shank threaded, and the slot cut, is a longer cut. Some screws run only about four hundred sixty per hour, but, even at that, a week's production is *some* little heap. During our pioneer days we used about



"JIMMIE" McMAHON
Veteran screw machine operator

two million screws, rivets, and other small parts produced by automatics in one year, but, during the 'rush' days of the war period, this was twenty-

four hours' work! The smallest screw we make measures forty thousandths, and has one hundred threads to the inch. About three thousand can be held in the palm of the hand. I'd like as many pennies as 'Jimmie' McMahon has turned out pieces. He's our oldest screw machine man in length of service. It takes a rare job to 'stick' 'Jimmie', and——" Right there we "budded in": (Automatics have a nasty way of throwing oil over those who get too curious as to their inner workings.) "Sort of need rubber boots on this job, don't you, 'Bill'?"

"What's a few splashes of oil to a screw machine man?" scoffed our informer. "That's the life blood of an automatic. You notice that oil continually pours over the part being formed. A chute through the center of the bed allows the parts, chips, and oil to drop freely into a pan and tank. A deflector is arranged to separate the parts from the chips, and the oil, after passing through a strainer, is driven by a centrifugal pump up to the feed tap."

After a slight pause, "Bill" said: "That's about as far as I can go without getting into technicalities." At that moment, a bell rang somewhere on the machine we had mentally dissected. When we asked what that meant, Mr. Ure told us that a bell automatically told the operator that the ten-foot metal bar had been gobbled up by the hungry machine. Putting his hand down into the "nest box", he pulled up a handful of small screws, clean and perfect, with hardly a blemish among the hundreds that he was exhibiting. This, we took it, was a hint that the "half an hour" had expired, so, with many thanks to "Bill" for his courtesy, we left him—he to go back to his office, we to rub the oil spots from our clothes, and wonder how on earth we could write a story of such a complicated device as an Automatic Screw Machine.



RALPH WELCH—Manager, Tennis Team

A REPORT FROM DETROIT

WILLIAM POWERS, FRANK BISNETT AND HARRY PARENT ATTEND ANNUAL CONVENTION
OF NATIONAL SAFETY COUNCIL

Camera Works was represented at the Annual Convention of the National Safety Council, held in Detroit during the last week in August, by three men, whose total length of service in this plant is fifty-three years. Harry Parent has been on the job for twenty-two years, William Powers for seventeen, while Frank Bisnett put in his first day at Camera Works fourteen years ago, and in all that time there has been but one lost time accident among these three men—a record to be proud of, particularly considering the dangerous nature of the work they do.

We are glad to be able to give you in this issue, the following report of our delegates to the Detroit Convention:

The first step toward safety is education. The thing to do is to get all of the superintendents and foremen together, and have them talk over accident prevention with the Safety Inspector. In that way, every man can be taught the safe method of handling his job and accidents will be eliminated. More work will be produced and a man or woman will be as happy in his or her work in the factory as at home.

If you get something in your eye, the first thing to do is to go immediately to the doctor. If your watch needs fixing, do you take it to a blacksmith? Then, why let the eye-picker operate on you? Your eyes are worth more than your watch.

Did you ever stumble over something which had been left in the middle of the floor? Then, you have learned by experience that things left out of place are the cause of accidents. Therefore, do your part to keep the shop spick and span at all times. Remember this: your family wants you home tonight and your employer wants you back here tomorrow.

We, the undersigned delegates, have been favorably impressed with the efforts of the National Safety Council to reduce casualties in industry. The work is one for which there is a great and pressing need. The economic waste which is represented by such casualties each year is, in itself, a tremendous burden on the nation. Experience

has thoroughly demonstrated that an effective organization can accomplish great results in the prevention of accidents.

To accomplish the desired results in any industrial plant, it becomes necessary to interest one or more of the executives to such an extent that safety work will be regarded not as a side issue but as equally important as production.

Carelessness is today taking away the lives of hundreds of our best citizens.

The epidemic of grade crossing accidents can be checked by inoculating motorists with a determination to avoid taking chances. Only in this way can the accident germ be put out of business. Some of the "be careful spirit" which has been injected into workers on the railroads and in industrial plants must be instilled in the minds of motorists. Accidents can be prevented in much the same way that an epidemic of disease is checked. If smallpox threatens a community, steps are taken immediately to isolate those who have the disease and to vaccinate the other members of the town or city.

Your foreman represents the man who has come up through the ranks. He knows his job thoroughly. He is a leader, and if he is to be successful as a foreman, he should be the instructor in safety for his department.

In Detroit there are 150,000 automobiles which use almost daily the 1,500 miles of streets. On these streets are 10,000 intersections. It is at times necessary for the work of the Police Department to be supplemented by co-operation from the various organizations of the city, such as the Detroit Automobile Club, the Federation of Women's Clubs, and the Detroit Safety Council. This co-operation has helped Detroit to reduce materially its accident toll. Let's all endeavor to do the same thing here at Camera Works and in Rochester.

We extend our hearty thanks to the management for the privilege of attending this Convention.

(Signed)

WILLIAM POWERS
FRANK J. BISNETT
HARRY R. PARENT



THREE OF OUR SAFETY MEN
William Powers, Harry Parent, Frank Bisnett



KODAK PARK

ROBERT A. WEBER
Editor

SAVE THE 20TH!

FOR THE OCTOBER DANCE; FINISHED FILM COMMUNITY NIGHT ON OCTOBER 27

Simultaneously with the placing among the archives of the accomplishments of a busy and successful summer, comes the official announcement from Arthur E. Williams, that a fine program of fall and winter events will be launched this month.

The first big event will be the "October Dance" scheduled for Friday, October 20, which will be the premier number of a series of six monthly parties. Following out the policy of last year, which proved so successful, each dance will be handled by a different committee.

On Friday, October 27, the first Community Night entertainment will be held, this affair being for the employees of the Finished Film Department and their guests. The Community Night entertainments will be handled by a general committee of twenty-five members selected from among the employees in general. This body will be assisted

by sub-committees composed of employees of the department or departments for which the entertainment is being staged.

The program for the Finished Film night will consist of vaudeville, motion pictures, department stunts, dancing, and a specialty by the Van O. Browne Novelty Trio. Their act consists of vocal and instrumental numbers, impersonations, and comedy.

Another activity which will be launched the latter part of this month is basketball. Plans are under way to organize a team competent to compete with the best local and out-of-town aggregations. Our girls' team will be of the usual high calibre, and an effort will be made to bring the best teams to Kodak Park. There will also be the usual Departmental League.

DIAMOND STARS PLAYING GREAT GAME

"The Millionaires", a title applied to the Kodak Park baseball team because of the exceptional class of its players, is, to say the least, "well put". Our line-up compares favorably with many of the professional outfits. Small wonder that the lovers of real baseball predict the return of the championship to the Park.

Playing in the infield are two former International Leaguers: Cunningham of Newark, and Mercier of Buffalo and Jersey City. Another star is Dobie of the Wyoming Valley League. "Joe" Manilla, a real "home-bred" product is at first base, while Dernoga, another local lad, is filling the short field. The pitching staff consists of "Chuck" Forstbauer, "Mose" Eggert, State street twirler, prominent in the former Kodak League, and "Lefty" Melville. The receiving is being handled by "Pat" Petroske, of Folmer-Century, and Keegan, former Syracuse varsity catcher. The outfield positions are played by "Speed" Martin, former Steel Leaguer, Lustig, Levine of Hawk-Eye, Yoder, Camera Works, and "Kid" Mooney.

The Blue and White aggregation is playing a strong offensive game; eight of the members are hitting better than .300, while the team average is .292. Petroske, the leading batter, has a mark of .385 for five games, while Mercier and Manilla follow with .500 and .390 respectively.

Few people realize the work that has been necessary to bring this team to its present standing. Manager Fred H. Gardner and Captain Charles Forstbauer devoted every moment of their spare time for several weeks toward building up a real

team. Reverses were suffered time and again, which served only to increase their determination to make good. The position which Kodak Park now holds is ample proof that their efforts have resulted in success, and the realization of their ambition is within reach. The spirit of the players has also helped.

The winners of the League will be presented with a pennant, emblematic of the Rochester Semi-Pro Baseball championship, while the members will receive individual medals.

STANDING OF TEAMS (September 10)

Team	Won	Lost	Pct.
Moose	5	1	.833
KODAK PARK	4	2	.667
Genesees	4	2	.667
Mt. Carmels	3	3	.500
Judge Motors	1	5	.167
Athletics	1	5	.167

COOK-THOMPSON

Otto W. Cook, employed at the Research Laboratory, was married Saturday, September 9, to Belmont Thompson, daughter of Charles H. "Chief" Thompson, Safety Supervisor of the Eastman Kodak Company.

The ceremony took place at the Brighton Presbyterian Church, East Avenue. Mr. and Mrs. Cook are spending their honeymoon in the Adirondacks.

PICNICS STILL IN ORDER

"If you want to know the time, ask a policeman" is an old and true saying, but the time-honored "cop" could never tell you the time the members of the Carbon Paper Department, their wives, friends, and children, enjoyed at the corn and sausage roast held at "Jerry" Moynihan's farm last month.

Big "Jerry" was unanimously elected chief engineer and did not only the construction work, but the "other" work as well. "Len" Smart took care of the transportation, while "Jimmy" Thomas, assisted by "Chris" Kelly and Ralph Breary, looked after the cooking.

The prize for the corn-eating contest was won by Joseph, the two-year-old son of "Jerry" Moynihan, who was never without an ear of corn in each hand during the entire evening. As a dispenser of "dawgs", we have to hand the palm to "Jimmy" Thomas, although "Ernie" Childs was a close second, with "Eddie" Kaiser just two or three bites behind.

During the evening, dancing was enjoyed, and solos were sung by "Chris" Kelly, Edward Allardice and Joseph Breary.

Garage Employees at Island Cottage

Thirty-five employees of the Garage attended the annual picnic held at Island Cottage on a recent Saturday. The trip was made in autos and an excellent chicken dinner was served immediately upon arrival. Following the dinner, a baseball game was played between the shop men and the

drivers, which resulted in a victory for the former. The team captained by Harry Fenner won the tug-of-war after a hard struggle.

Toward evening, Charles Kellogg slipped the boys a surprise which was well received and appreciated, by inviting them to his cottage at Summer-ville, where supper was served. For the complete success of the outing, we are indebted to Andrew Byrnes, James Stewart, and Harry J. Zieres.

Film Storage Department has Outing

The employees of the Film Storage Department and their families, numbering in all about sixty, held their first picnic at Willow Beach. The usual program of sports was run off, including a baseball game. The success of the outing resulted in the decision to hold a corn and sausage roast later in the fall.

Printers at the Pond

Cranberry Pond was the scene recently, of one of the gayest outings on record, when the workers of the Cylinder Press Department, Building 48, spent the afternoon at the summer home of Mr. and Mrs. George Perry, this being their third annual outing. "Whitey" Leppla prepared the dinner. John Reynolds entertained with a song, entitled, "Sweet Rosie O'Grady", while "Joe" Kolb carried off the honors at fishing. A list of sports was run off, consisting mostly of African Golf, Old Maid, and Spin, Spin, Spin, a new game by "Frenchie" Clarence L'Huillier. Mrs. Perry still has a few



AT THE ANNUAL OUTING OF THE GARAGE MEN

articles left over, a shirt, collar, tie, and shoe, which will be returned to their rightful owners on presentation of the proper proof of ownership.

Roll Coaters at Rifle Range

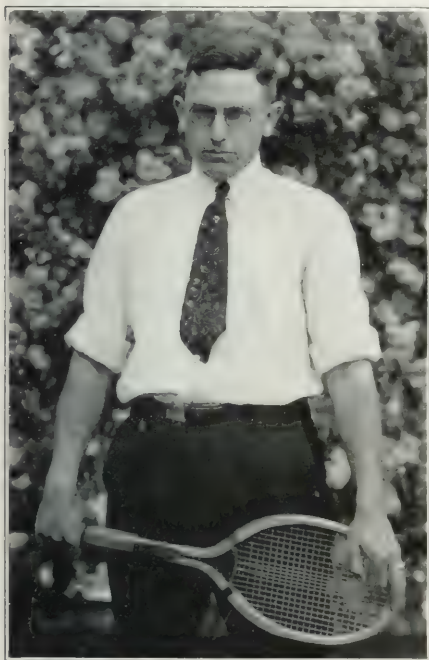
"Charlie" Smith's "bunch" from the Roll Coating Department motored to Rifle Range a short while ago and proceeded to do all the stunts on the picnic card. The main feature of the afternoon was the ball game between Buildings 20 and 21. William

Upton, of 21, was chosen as umpire. After 20 had gone into the lead, however, "Bill" joined up with his own building, and, with ten men on the team, the result was obvious.

The prize for the most handsome man was easily won by William Weston. "Bill" has won many prizes of this nature and the fact that he was present kept many of the other "beauties" from competing, for they knew full well that they would not have a chance.

"CHARLIE" THOMPSON WINS TENNIS CHAMPIONSHIP

With the exception of a few more matches in the K. P. A. A. doubles tournament, and the usual friendly competitive play, tennis, for this season, is finished.



OSCAR SPRAGUE
Captain, Kodak Park Tennis Team

The past season has been a most successful one. A good share of the credit for the team's showing is due to the committee: H. H. Adams, W. L. Farley, Dr. F. E. Ross, and Captain Oscar Sprague. The reverses suffered during the first half of the schedule did not discourage the players, but rather stimulated their spirit, with the result that they succeeded in winning the last four matches played. In the Rochester League, only once was the Park victorious, but the fact that this win was from the championship Rochester Tennis Club almost offsets the bitterness of the other defeats. The Park made a fine showing in the Kodak League, winning every match played.

In the three matches played against the Kodak Office team this season, the advantage lies with the State street players, who won two of the three

contests. Congratulations are in order, for we realize the handicap under which the Office team labored. This was their first season in this activity and they had no home courts. Another year should find them dangerous contenders for the city title.

In the singles scratch tournament recently finished, Charles Thompson was the winner, with Donald Burrows as runner-up. These men were awarded the trophies offered by the Association.

RESULTS OF MATCHES PLAYED

Kodak Park	3	Maplewood "Y"	6
Kodak Park	4	Kodak Office	5
Kodak Park	2	Maplewood "Y"	7
Kodak Park	3	Melville	6
Kodak Park	2	Kodak Office	7
Kodak Park	5	Rochester Tennis	4
Kodak Park	9	Hawk-Eye	0
Kodak Park	6	Kodak Office	3
Kodak Park	7	Camera Works	2

FALL SERIES OF NOON-HOUR LEAGUE UNDER WAY

GIANTS WIN SUMMER TITLE

The summer series of the K. P. A. A. Noon-Hour League was won by the Giants, with seventeen wins out of twenty-two contests, and a percentage of .772. The Yankees claimed second place, with the Rangers and Birds well out of the running.

The fall series opened late in August and at the present writing (September 15) the Giants are again in the lead. Under the leadership of "Rip" Benzoni, who succeeded Alan Ferguson as manager of the Birds, this team is showing new strength and is at present in second place. One other change in management is noted, "Cam" Doone having been appointed leader of the Rangers to succeed Harold Hudson.

Although first class ball is being played by all the team members, "Bill" Doone, Harry Prescott, "Putty" Sheldon, "Jack" Brightman and "Charlie" Thompson are demanding special mention for their all-around ability. Several new pitchers are being used in the final schedule. Those showing to the best advantage are "Barney" Agness, Birds, and "Dan" Hawley, Rangers.

The present staff of "Umps", composed of John Bergan, James Jenkinson, James Hart, and John ("Slats") VanLare, is giving complete satisfaction, which is just one more reason for the smooth running of the League. Considerable credit is also due President John Sheppard and Secretary and Treasurer Edward F. Goodridge.

TRACK ARTISTS CONTINUE TO GAIN LAURELS



KODAK PARK'S 1922 TRACK TEAM

Left to Right (Standing): "Ted" Durkee, "Bill" Cox, William Fennessey, Herbert Koppinger, Coach "Jack" Donohue
 Seated: Milton Loyson, Stanley Paul, William Amering, "Jack" Dunn
 Absent when picture was taken: Fratter, Warnock, Garlock, Gales, and Manager Robert A. Weber

Hats off to "Jack" Donohue and his team of speeders. The ease with which the Kodak Park track team carried off the honors at the Fulton Athletic Championship Meet at Fulton, New York, on Labor Day eliminates any question regarding their ability. Kodak scored 33 points, second place going to the Fulton A. C. with 15. Four other teams were entered and finished in the following order: Brown-Lipe-Chapin, 12; L. C. Smith Brothers, 12; H. H. Franklin Company, 10; Syracuse Washer Company, 5.

Only seven of the nine events were open to the Rochester team, the others being tri-county championship numbers. Albert Fratter and "Jack" Dunn placed in the hundred, "Bill" Cox won the half-mile, and William Amering took first in the 220. Milton Loyson, star jumper of the Blue and White, was the individual luminary of the meet, winning both the high and broad jump events. The team brought back, as their share of the spoils, a large silver cup offered to the winners of the relay race, and a beautiful embossed shield, as the prize for the team scoring the greatest number of points, as well as several individual medals.

At the city meet, conducted by the *Syracuse Herald* at Syracuse on Saturday, August 19, the Park boys were again victorious, winning twelve gold medals in the different events. Several other industrial teams competed. Fratter, Amering, and Loyson again starred.

Again, in the Rochester City Playground meet on Saturday, September 9, the Kodak Park team proved the sensation of the day, winning the first three places in both the hundred and the 220, and first and third in the broad jump. Loyson also tied for first in the high jump.

In the five meets in which our team has participated, it has on each occasion covered itself with glory. The interest of everyone connected with this activity is all it should be, and faithful attention to every detail has made the team what it is today.

Anna Sorg, of the Job Print Department, Building 48, was recently taken to the General Hospital, where she underwent an operation for appendicitis. We are glad to learn that Anna is improving and hope to have her back with us soon.

KODAK CHEMISTS ATTEND CONVENTIONS

By Thomas F. Murray, Jr., Chairman, Rochester Section, American Chemical Society

During the early weeks of September several of the Kodak chemists went far afield in their search for new ideas and new apparatus. Several of the "Researchers" also contributed to the world's chemical knowledge by presenting papers on the various subjects in which they are interested.

Dr. S. E. Sheppard, chairman of the Division of Inorganic and Physical Chemistry, Dr. H. T. Clarke, chairman of the Division of Organic Chemistry and counselor of the Rochester Section of the American Chemical Society, E. M. Billings, secretary of the Division of Industrial Chemistry and counselor, secretary, and treasurer of the local section, Dr. E. P. Wightman, Donald M. McMaster, B. V. Bush, F. A. Elliott, A. P. H. Trivelli, and Neil Kocher, all attended the fall meeting of the American Chemical Society, which was held in Pittsburg during the first week in September.

The Kodak chemists presented several papers before various divisions and sections of the society. Dr. H. T. Clarke and E. R. Taylor told how they prepared pure ortho and para xylenes, while Dr. Clarke and F. A. Elliott presented a "Note on Quinaldine Pink". (We hasten to advise the ladies that this is not the new color for spring hats.) Dr. Sheppard, S. S. Sweet, F. A. Elliott, and Miss Anber Benedict combined in telling the world, or

that part of it which knew what they were talking about, what were the latest discoveries in the chemistry and physics of gelatine.

The spare time of the chemists was pleasantly passed as guests of the Pittsburg Section of the American Chemical Society at a smoker held in the Syria Mosque, and an outdoor play, "The Wonder Hat", by the Carnegie Institute of Technology drama students at Oak Manor Club House. Trips were also taken to the steel, window glass, and by-product coke plants about Pittsburg.

During the week of September 11-16, the following Kodak chemists attended the chemical show at the Grand Central Palace, New York:

Dr. S. E. Sheppard, H. A. Gillan, E. M. Billings, F. A. Gillice, Adolph Nietz, L. W. Eberlin, Edward Farrow, Grover Milbee, and Garson Meyer.

The returning chemists said that the show this year did not come up to their expectations nor to the standard set in former years, although the exhibitions of the General Filtration Company, The Pfaudler Company, The Bausch and Lomb Optical Company, and The Will Corporation, all of Rochester, were of exceptional merit, attracting and holding large throngs of visitors throughout the whole week.

"OUR GEORGE"

Few there are, if any, who do not know or have not heard of "Our George," as he is generally known in Building 29.



GEORGE YEARS

George Years began his career at Kodak Park on April 11, 1904, in the Yard Department. On December 16, 1908, he was transferred to the Emulsion Coating Department, Building 29.

Recently on the eighty-first anniversary of his birth, his many friends in the Department presented him with a framed enlarged photograph of himself, recently taken, as an appreciation of the high esteem in which he is held.

"Joe" Seiler, of the Job Print Department, Building 48, was given the surprise of his life recently when his sister, Sophia, sent out invitations to a number of his fellow-workers to attend a surprise party given at their summer home in Sea Breeze, in honor of "Joe's" twenty years on this earth. The boys capped the climax by presenting "Joe" with a gold ring.

Earle Potter, of the Job Print Department, Building 48, is the happy "Daddy" of an eight-pound son, Earle Harmon, Jr.

Mary Kennedy, one of the popular employees of the Job Print Department, Building 48, has left us to take up a new line of work, entering the Catholic Normal School on Augustine Street. Mary's shop-mates presented her with a silver wrist watch and a fountain pen, the pen being given to her as a reminder that we will, at any time, appreciate a few lines from her.

Harold VonBramer, of Department 40 Laboratory, is the proud father of a baby girl born recently. Congratulations!

BREEDERS PLANNING FOR ANNUAL EXHIBIT

HOBBY CLUB ALSO TO SHOW

The annual exhibit of the Kodak Park Fur and Feather Club will be held in the Kodak Park Assembly Hall, from December 5 to December 8. The show will open at 9:00 a. m. Tuesday morning and continue until 9:00 p. m. Friday. The Hobby Club, one of the newer organizations at the Park, will exhibit in conjunction with the "Breeders."

At present there are about 150 employees enrolled as members of the Fur and Feather Club. Last year, over 300 entries were received, and in view of the increased interest at this time it is expected that this number will be exceeded at the 1922 show by nearly 100. All employees, whether members

of the Association or not, are eligible to enter their stock this year.

The feature of the show will be the egg-laying contest. Last year ten pens were entered. The success of the feature has resulted in over twenty members signifying their intention of competing in 1922.

In addition to the beautiful cups being offered by the K. P. A. A. and the Fur and Feather Club for prizes, there will also be several cash premiums and the usual ranking ribbons. Any one desiring to join the Club should send his name to President Frank Hauser, Building 8.

TWO OF KODAK PARK'S FINEST!

Herbert Wilson and Seymour Lash, two chums of the Envelope, Carting and Printing Department, Building 48, began their career with the Kodak Company back in 1907. Judging from the smiles on their faces, they are well pleased with the world and all its surroundings.



HERBERT ("Pop") WILSON AND SEYMOUR E. LASH

"Pop" Wilson, as he is called, would not tell us what the white badge on his coat means, but a pretty good guess is, that he attended the Buildings 22 and 48 picnic, and wanted to make sure that no lolly-pops or pink lemonade got away from him.

And Seymour Lash!—How he does love the old pipe! The only reason you see it in his pocket is that he thinks it spoils the looks of one's face in a picture.

"Pop" Wilson is responsible for the good work you find in our poster binders, and Seymour Lash is foreman of the Printing Department.

GIRLS!

ARE YOU INTERESTED IN BOWLING?

If a sufficient number of the girl members of the K. P. A. A. care to enroll in a bowling club, a meeting will be called to give the matter consideration.

If you are interested, send your name to Marguerite Ellis, K. P. A. A. Office, Building 28.

FRATTER LEADING FIELDER
IN TWILIGHT LEAGUE

An all-around athlete is a rare individual. Although we occasionally run across a man who is able to participate creditably in more than one branch of sport, he is seldom a star in any. The exception proves the rule in the case of Albert Fratter, of the Reel Manufacturing Department.

Born in Glasgow, Scotland, he was already an experienced soccer player when he arrived in this country, and today is considered the fastest forward in the Rochester and District League. When he won the city championship for 100 yards in 1920, he placed himself among the leading track men, a position he has easily maintained with the Park team this season. His ability as a basketball player has also been proved and now, as the leading fielder of the K. P. A. A. Twilight Baseball League, he occupies a position we all might envy. Aside from his work on the defense, his hitting and base running are also worthy of commendation, and have contributed largely to the success of the Building 48 team.

The positions of the teams have not changed to any great extent during the past month and with only a few more weeks to go the race is bound to be close and exciting. At present the Film team is in first place. Building 48 has moved to second place and the hard-working Stores outfit has dropped to third. The strong effort which the Garage has been making all season to dislodge the Lumber team from the cellar position may yet result in success as they have at last been able to work themselves into a tie for last place.

Interest in the "treat" President Harmon has promised the winning team is second only to that of winning the trophy. Very few disturbing factors have been encountered. Every manager is faithfully living up to his pre-season agreement, and a successful, harmonious League is the result.

BACK OVER 'OME

Cardiff, Wales, has rung in his ears so long that William Mers, of the Reel Making Department, Building 48, could stand it no longer. William has resigned his position and is now on his way back to his old home town.

We wish to extend our deepest sympathy to Edmund Paeltz in the loss of his Mother.

ON THE SOCCER PITCH

The Kodak Park Soccer Club opened its season on Sunday, September 10, winning from the MacNaughton Rangers at the new Kodak Park field, 5 to 2. The 1921-22 team which made such a good showing, is practically intact, and is expected to bring the championship to the Park this year. Only one new man, Neville O'Connor, has been signed, but he is considered a very valuable addition.

In addition to the games to be played in the Rochester and District League, the Park team has been entered in the National Cup Series and the Northwestern New York State Championship Series. Some very good soccer teams are now in existence, and, although the championship of the United States is a mighty big object to shoot for, our chances are even better than a possibility.

The first round of the Northwestern games will be started on October 8, when Kodak Park will play the Moose. All Rochester and District League games are to be postponed in favor of the Cup matches.

Games are played almost every Sunday at the Park field, situated on Lewiston Avenue, just a few steps west of Dewey Avenue, and this sport is drawing large crowds each week. If you are not already a fan and a supporter of your team, we urge you to go out some time and enjoy a few real thrills.

We congratulate Mr. and Mrs. Fred B. Meyering on the arrival of a nine-pound son, Bernard. Fred is an employee of the E. C. & P. Department, Building 48.

PERSONAL PICKINGS

Two big increases have been reported in the lumber industry, Building 22. On August 9, William Austin was presented with a nine-pound boy, while more recently Charles Gilbert announced the arrival of a son, James Lawrence.

Mrs. Minnie Burns, reporter for the Envelope Department, Building 48, has returned from her vacation, which was spent at Island Cottage. Mrs. Burns is now ready to chronicle the news of her Department for the *Kodak Magazine*. Hand it to her!

Linella Schick, of the Reel Making Department, says she realizes it is no use trying to keep the secret any longer. Linella will soon become the happy bride of David Barry, also of the Reel Making Department. The employees of the Department recently held a shower at the Frontenac Canoe Club, Genesee Valley Park, and presented the future Mr. and Mrs. Barry with a purse of gold.

Another Reel Making Department lassie, Maude Stevens, has announced that she will soon become the bride of William Knowlton, of the Branch Shipping Department, Building 33.

WITZEL-HUFF

Evelyn Huff, of the Envelope Department, Building 48, has plunged into the sea of matrimony with Irwin Witzel.

We extend our sympathy to Jesse Briggs, Building 29, on the death of his Mother.



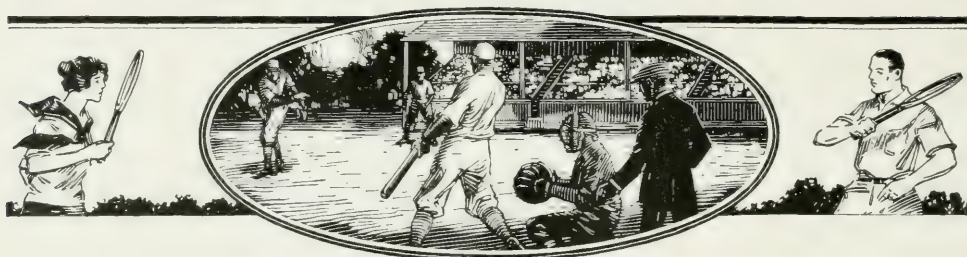
"EMCOS"

Baseball Team of Trick III, Emulsion Coating Department, Building 29

Left to Right (Standing): Dawson, Phillips, Eckerson, Martin, Ryam, Neary, Sinclair
Seated: Behan, Brown, Rinckman, DePalma, Wolz

This team has had a very successful season, losing but one game

A T H L E T I C S



OCTOBER 7 AND 8 DATE OF FINAL INTER-PLANT GOLF TOURNAMENT

ENCOURAGED by the increased interest of Kodak golfers in tournament play, the Kodak Inter-plant Golf Committee has scheduled the final event of the year for October 7 and 8. The rules of competition will be practically the same as announced for preceding tournaments—18 holes of medal play over the Genesee Valley Park course. Handicaps will be based on the scores turned in for the two previous tournaments of the season. In case an entrant has not participated in either of these tournaments, it will be necessary for him to submit his last two scores, stating the course and date on which they were made, in order that the committee may be able to compute his handicap fairly.

Entries are to be submitted to Fred A. Rogers, Sales Department, Kodak Office, not later than Monday, October 3. Entry fee will be \$1.00. Each entrant will be asked to state on his entry blank whether he prefers to play Saturday,

October 7, or Sunday, October 8. So far as possible, pairings will be arranged accordingly.

Prizes will be awarded for first, second, and third low gross and the first five low net scores. As in previous tournaments, winners of low gross prizes will be barred from participation in the net prize distribution, and in case of a tie, prizes will be divided.

Just as a little side issue, with no bearing whatever on the outcome of the medal play tournament, the Kodak Park golfers have issued a defy to Kodak Office. Accordingly, eight men from each plant will be matched against each other in the tournament and will combine team match play with their individual medal play. The outcome of this "side bet" will be awaited with interest, and it is quite possible that the winner will be challenged by one of the other branches before snow and ice put an end to the golfing season.

PARK RACQUETERS UNDEFEATED

WILL HOLD KODAK TENNIS LEAGUE TROPHY FOR ENSUING YEAR

AS a result of the six matches played in the newly formed Kodak Tennis League, the 1922 championship rests with Oscar Sprague's Kodak Park contingent which swept the field with decisive victories in all three of its matches.

The Kodak Office squad had previously defeated the Park players twice this

season, once in a City League contest and again in a special match, but they tripped up in the Kodak League battle and had to be content with second place.

STANDING OF TEAMS (FINAL)

	Won	Lost	Pct.
Kodak Park.....	3	0	1.000
Kodak Office.....	2	1	.667
Camera Works.....	1	2	.333
Hawk-Eye-Century.....	0	3	.000

The report of the Trophy Committee has not yet been made. "Don" McMaster, chairman, is reported, however, as saying—"Now that we have won it, we will have to get a good one."

"Milt" Sauer and Leonard Stapleton, mentors of the Kodak Office forces, declare that the Parkers will not hold the trophy long. "We will win it back

next year and don't you forget it," is their boast.

SCORES OF MATCHES PLAYED

Kodak Office.....	7	Camera Works....	2
Kodak Park.....	6	Kodak Office.....	3
Camera Works....	7	Hawk-Eye-Century	2
Kodak Office.....	6	Hawk-Eye-Century	0
Kodak Park.....	7	Camera Works....	2
Kodak Park.....	9	Hawk-Eye-Century	0

LOW SCORES FEATURE SECOND INTER-PLANT GOLF TOURNAMENT

FIVE ENTRIES BREAK 90 OVER SOUTH PARK COURSE

JIM WELDON, Kodak's past master of the art of golf, again ran true to form on August 26, at the second Inter-plant Golf Tournament, when he turned in an 80 for the 18 holes at Genesee

they could be made is evidenced by the large number of ties in the net scores.

Both Nelson Bruce and "Oui-Oui" Willis, of the Kodak Park contingent, suffered from the ruling which allowed no entrant to take more than one prize. Scores of 84 and 86 are not far from par golf, and we congratulate the Park on the showing made by these men. Bruce's net of 71 and Willis's of 76 were first and third low, but the fact that both men figured in the gross prizes prevented their receiving a net award.

One of the most interesting matches of the day was that between two Oak Hill "buddies"—George Blair and "Irv" Hoyt. At the finish, they were just four strokes apart, but the difference in handicaps enabled them to tie, and divide the fourth net prize.



GEORGE B. HENRY

Camera Works Golfer, who carried off Low Net Prize

Valley Park and carried off the prize for low gross. Close behind came George Willis of Kodak Park, with an 84; Nelson Bruce of Kodak Park, with an 86; and Frank Strowger of Kodak Office, and G. B. Henry of Camera Works, with scores of 87 and 88 respectively.

Under the rules of the tournament, winners of gross score prizes were barred from participation in the net prize distribution. The first net prize, therefore, went to G. B. Henry of Camera Works, on a 75 score.

The handicaps had been carefully worked out and that they were as fair as

PRIZE WINNERS

SECOND KODAK INTER-PLANT GOLF TOURNAMENT, AUGUST, 1922

Low gross:	James W. Weldon
2nd low gross:	George W. Willis
3rd low gross:	Nelson R. Bruce
4th low gross:	Frank O. Strowger
Low net:	G. B. Henry
2nd low net:	J. B. Van Dusen
3rd low net:	Walter L. Pierce
4th low net:	Tie, George A. Blair and Irving F. Hoyt



A QUARTETTE OF PRIZE WINNERS FROM KODAK OFFICE

Left to Right: Frank O. Strowger, Irving F. Hoyt, J. B. Van Dusen, George A. Blair

"Jim" Weldon played his usual steady consistent game, turning in an even 80. "Jimmie" plans to be on the green every time in two, and the fellow who can do that regularly won't be far from even 4's when he hits the old 19th tee.

Another tight battle was that fought between two recently-converted devotees to the Royal and Ancient sport, "Sid"

Walton, of Kodak Park, and M. B. Hodgson, of Kodak Office. "Sid" slid over the mark, winner by a single stroke.

The Office boys set the pace with fifteen contestants; from the Park came a delegation of ten golfers; and six Camera Workers were entered. Springer and Weldon upheld the Hawk-Eye name, while Folmer-Century failed to send a representative.

SUMMARY

	Gross	Handicap	Net
N. R. Bruce, Kodak Park	86	15	71
G. B. Henry, Camera Works	88	13	75
G. W. Willis, Kodak Park	84	8	76
J. B. VanDusen, Kodak Office	93	16	77
W. L. Pierce, Kodak Office	99	20	79
G. A. Blair, Kodak Office	100	20	80
I. L. Hoyt, Kodak Office	104	24	80
J. W. Weldon, Hawk-Eye	80	Scratch	80
A. Stuber, Camera Works	91	10	81
J. B. Wells, Kodak Park	92	11	81
A. W. Heaphy, Camera Works	94	13	81
D. McMaster, Kodak Park	94	13	81
F. O. Strowger, Kodak Office	87	6	81
H. T. Anderson, Kodak Park	95	13	82
J. W. Newton, Kodak Office	95	13	82
G. McMurray, Camera Works	100	18	82
J. Campbell, Camera Works	97	14	83
F. H. Willis, Kodak Park	97	14	83
W. S. Silsby, Kodak Office	103	20	83
W. P. Anderson, Kodak Park	97	13	84
F. A. Rogers, Kodak Office	103	19	84
John Jones, Kodak Park	104	20	84
M. B. Hodgson, Kodak Office	111	25	86
W. E. Brown, Kodak Office	112	25	87
L. W. Gillette, Kodak Office	96	8	88
J. W. Heaphy, Jr., Camera Works	101	13	88
W. R. Webb, Kodak Park	108	19	89
W. P. Hardy, Kodak Office	105	15	90
S. Walton, Kodak Park	110	20	90
J. K. Boeing, Kodak Office	112	22	90
W. A. Springer, Hawk-Eye	99	8	91
G. C. Morrow, Kodak Office	112	20	92
F. A. Elliott, Kodak Park	125	33	92
C. D. Culbertson, Kodak Office	113	17	96

SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF SEPTEMBER 10, 1922

ROCHESTER PLANTS	Standing Last Month	No. of Employees	No. of Members	Percentage of Employees Subscribing	Total Shares
1. Hawk-Eye	1	430	313	72.8%	2,549
2. Kodak Office	2	1,160	703	60.6%	7,015
3. Kodak Park	3	6,122	2,979	48.6%	21,436
4. Camera Works	4	1,472	545	37.0%	2,504
5. Folmer-Century	5	288	72	25.0%	720
Direct Members .....	..	.....	21	.....	232
OUT-OF-TOWN PLANTS					
1. Chicago Branch	2	119	108	90.7%	946
2. Zimmerman Brothers (Duluth)	1	10	8	80.0%	47
3. Howland and Dewey Co. (San Francisco) ..	3	12	9	75.0%	31
4. Sweet, Wallach and Co.	9	68	44	64.7%	509
5. Glenn Photo Stock Co.	4	22	14	63.6%	80
6. San Francisco Branch .	8	74	45	60.8%	229
7. New York Branch	6	120	72	60.0%	610
8. Taprell, Loomis and Co.	5	206	122	59.2%	966
9. Zimmerman Brothers (St. Paul)	10	30	16	53.3%	92
10. Denver Photo Materials Co.	7	22	11	50.0%	47
11. Salesmen and Demonstrators.	11	122	58	47.5%	1,012
12. Robey-French Co.	13	48	21	43.7%	195
13. Howland and Dewey (Los Angeles)	12	55	24	43.6%	154
14. Northwestern Photo Supply Co.	16	26	10	38.4%	78
15. John Haworth Co.	15	57	20	35.0%	103
16. Robert Dempster Co. .	14	26	9	34.5%	54
17. Milwaukee Photo Materials Co.	17	18	4	22.2%	40
18. Des Moines Photo Materials Co.	18	20	3	15.0%	24
19. O. H. Peck Co.	19	33	4	12.1%	40
20. American Aristotype Co.	20	28	1	3.6%	20
Total .....	..	10,588	5,236	49.4%	39,733

Average Subscription—7.6 shares.

Total Matured or Par Value—\$3,973,330.00.

*Buying what you
do not need is an easy
road to needing what
you cannot buy.*

—THE MORSE DRY DOCK DIAL

The KODAK
Magazine



November 1922

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

ACCIDENT RECORD

SEPTEMBER, 1922

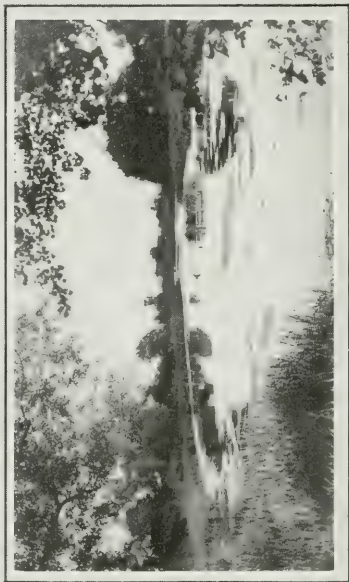
PLANT	Accident Cases		Accidents per 1000 Employees	
	1922	1921	1922	1921
Kodak Office	2	..	1.98	....
Camera Works	3	..	2.02	....
Folmer-Century Works	..	..	....	....
Hawk-Eye Works	1	..	2.24	....
Kodak Park Works	6	13	1.02	2.22
Total—Rochester Plants	12	13	1.31	1.61

NATURE OF ACCIDENTS DURING MONTH

- 1 case of injury around punch press
- 6 cases of injury through bruises, burns or laceration
- 1 case of injury through strain
- 1 case of injury through sprain
- 1 case of injury through falling and slipping
- 1 case of injury around elevator
- 1 case of injury around grinding wheel

12 employees' accident cases during month

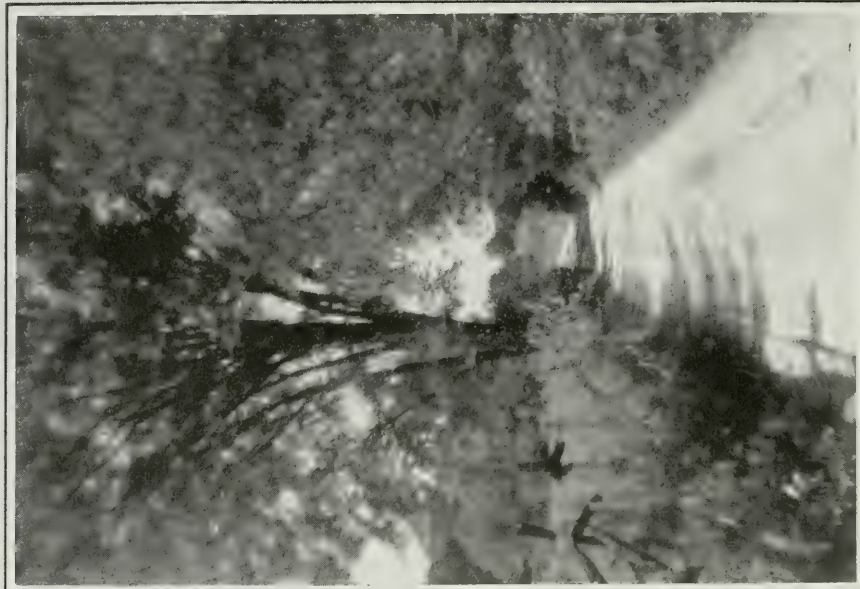
*“It is better to ask
questions first than
to make apologies
afterwards.”*



2



2



3

CAMERA WORKS AMATEUR PHOTOGRAPHIC COMPETITION (see page 17)
 First Award—William Whineup (No. 2). Second Award—Benjamin Chamberlin (No. 3). Third Award—Harold Cochrane (No. 1).

ANOTHER ANONYMOUS LETTER

THE usual method of dealing with an unsigned letter is to toss it into the waste basket. First, for the reason that the person receiving the letter does not know to whom to address his reply, and secondly, because such letters do not, as a rule, deserve consideration.

There are exceptions; a little over a year ago Mr. Eastman received an unsigned letter from an employee regarding the employment situation. This letter was published, and answered in full in the *Kodak Magazine*. This was done because the writer had the right to know the true reasons for the condition that existed, and because it is the policy of the company to give every one connected with it, or doing business with it, a square deal.

Once again we depart from the accepted procedure; here is the reason:

Mr. George Eastman

Dear Sir

Would you please give your working men a chance at some stock. I saw it advertised in paper and tried to get 4 shares to make 5 as through your kindness I have 1.

I was told that the money guys had bought them all up. Why not give us fellows that sweat all day a chance

Very respectfully

Employee

Now there is no reason for the writer of the above letter not disclosing his identity. He evinces a friendly attitude, an intelligent appreciation of his stock allotment, and also that he is thrifty; in fact, very much of the type of employee

we want to have with us. He all too evidently lacks information in one respect and has been misinformed in another, and we are glad to have this opportunity to set him straight.

For many years Mr. Eastman has been the principal stock holder in the company, a goodly portion of this stock being issued to him in payment for some of his early inventions.

With certain plans in mind, Mr. Eastman at different periods, transferred shares of his stock to the University of Rochester, the Rochester Dental Dispensary, and to the Massachusetts Institute of Technology.

When this stock was given to the three institutions, it was of the old issue, no longer quoted, but on the basis of trading value established at ten shares of the new common stock to one of the old, it is now valued at more than \$800 per share.

It was specified by Mr. Eastman that the stock should not be sold until the market value equalled, or exceeded the price fixed by him as his estimate of its true value, but when that mark should be passed a part of the stock might be disposed of.

That time having arrived it was decided by the beneficiaries of this gift to dispose of a certain amount of the stock for the following reasons: first, because funds were needed for building and other purposes, and second, because it is deemed that too large a block of any security is an undesirable possession for any educational institution, no matter how stable the value of the security may be.

These shares are the ones now being sold on the Exchange.

Our company is sound, successful, and well managed, and for this reason the shares find a ready sale to discerning investors.

Any local stock broker will take your order for these shares, for one share, five, six, or any number that you wish to purchase at the prevailing price, and will do his utmost to secure the stock for you.

A local broker showed the writer of this article orders for one share, four shares, and ten shares of Kodak common stock, and stated that he would work harder to fill these small orders than some of the big ones, because he felt it his duty to aid and encourage the small investor.

We hope we have made the situation plain to our fellow employee, and to such other of our employees who may not have fully understood.

If anything comes up pertaining to your relations with the company that you do not understand, talk it over with your foreman or department head, and you will find that they will be only too glad to try and put you straight. If, after this, there still remains some point not quite clear to both of you, get in touch with the Industrial Relations Department. You will be met with every courtesy, and a sincere effort to arrive at a satisfactory understanding.

OUR SAFETY ORGANIZATION

ROCHESTER has just passed through a month's intensive safety campaign with highly satisfactory results. In view of this, it seems fitting that we follow it up by affording you some idea of what we are doing in the way of safety work in our own organization.

From time to time we have shown you pictures of various safety groups, have told you of the fire department at Kodak Park, and have called to your attention various hazards and risks, and have told you how to avoid them.

General safety and accident prevention is given most serious consideration by us, and the work is carried out along definite lines, and through a thorough organization.

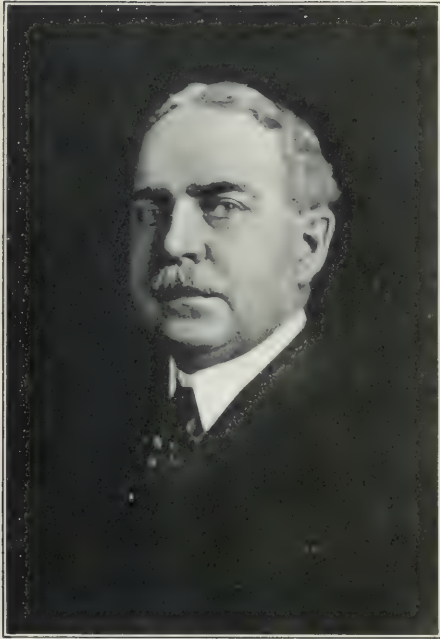
With the great variety of products manufactured, and the difference in the area and in the number of employees in our four Rochester factories, and the executive offices, it is obvious the same system cannot be applied to all. The same general principle, however, can apply and that is *thoroughness*.

For instance, a safety inspector going through a department or a building looking to see if *everything* was right, would be quite apt to overlook something. To

avoid this each inspection is made for one definite thing; one visit to check up the sprinkler system, another to inspect the electric light system, following this by checking up the general maintenance, covering elevators, stairways, locker rooms, and any alterations in progress. Another visit will be devoted to the inspection of safety devices, and machines, and another to testing the fire apparatus, hose, extinguishers, fire pails, and all other fire prevention apparatus. These special inspections are followed at stated intervals by general inspections. Department safety men and safety committees work hand in hand with the safety inspectors, and there is a most decided rivalry in all our plants in attaining and holding the best record.

The work of our safety organization is of great importance to every one of us no matter from what angle it is considered. Most accidents are due to carelessness, and all are costly in suffering and time lost. Many of us are stockholders, all of us hope, and have the chance to be, so if we consider safety from but the standpoint of dollars saved, it will be very much worth our while to appoint ourselves unofficial members of our safety organization.

WILLIAM S. GIFFORD



WILLIAM S. GIFFORD, a director of the Eastman Kodak Company, passed away at his residence in James-

town, New York, on the evening of October 7, aged 66 years. He leaves surviving him, his wife, May Love Gifford, a daughter, Katharine, wife of E. Fenton Gilbert, two grandchildren, John Albert and May Gilbert, and one brother, Frank E. Gifford.

William S. Gifford was long associated with the company, becoming manager of the Camera Works in 1902. In 1908 he was elected Managing Director of Kodak Limited, with headquarters in London, England. He served in this capacity until 1920, when he resigned and returned to this country, still retaining, however, his position on the Board of Directors of the Eastman Kodak Company.

Mr. Gifford was a man of unusual business qualifications, and in addition possessed a charming personality which brought and held to him many close friends.

In his passing we have lost a man of sterling worth and useful achievements.

SELLING THE IDEA

IT IS sometimes pretty difficult to convince a growing boy as to the value of study and education.

Here is how one father solved the problem for his son.

The boy wasn't a bad youngster, but nothing could induce him to keep up with his class, and he finally announced to his father that rather than study he would quit school entirely.

His father stopped arguing with him at once, but after dinner that evening, he said to the boy:

"I want you to take a little trip with me."

The father took him to a poor quarter of the city and pointed out the character of the houses in which the poor people had to live.

After walking through the slums for an hour, the father said, "I wanted you to

see that part of life, so that you might compare your life in a comfortable home with the lives of the youngsters who live in this neighborhood. I felt that after you had seen these sights you would then be in better position to make a decision for or against continuing your studies. I'm willing to continue providing a comfortable home for you until you have completed your education. The chief job at the present moment is to settle down and work so that you will keep up with your class. If you don't want to accept this offer, you are free to go out tonight, if you wish, and earn your own way."

Needless to say, it wasn't necessary for the father to indulge in any more scolding. The boy, who certainly wasn't lacking in ability, settled down, studied and graduated with credit.

UNEXPECTED ELECTRIC HAZARDS

THE most careless man accidentally shot his neighbor's dog. In explaining how it happened, he shot his neighbor. Summoned before the coroner's jury, he demonstrated by shooting the coroner.

"Prisoner discharged," yelled the deputy coroner, beating the jury to the door by three jumps.

Most accidents are caused by carelessness, but a good many more are caused through ignorance.

In this class come the not infrequent accidents due to the use of electric lights, or other electric apparatus in bathrooms.

Some fatal accidents have been caused by attempting to turn on or off an electric light while standing in a bath tub.

It is commonly accepted as a fact that the ordinary 110 volt lighting current cannot cause a dangerous shock, but a number of fatal accidents have occurred just the same.

If a person is standing or sitting in a metal bath tub, or in a porcelain tub containing water, or on some other conducting object or surface that is a good electrical connection with the ground, and at the same time touches an electric light fixture (especially with wet hands) the possibility of receiving a dangerous shock is greatly increased.

If the electric fixtures are high grade and properly installed and maintained, there should be but little danger from this source.

On the other hand, we know that electric light sockets become worn and loosened, with a consequent leakage of current.

Tile floors are good conductors of electricity, particularly when damp or wet, and the necessary piping provides an excellent ground connection even when wooden floors are used; the danger arises when a person touches the electric light socket and the bath tub, lavatory or some metallic object at the same time.

Recently a woman was killed by an electric heater while taking a bath. The

heater which had been standing on a hamper, close to the bath tub, fell into the tub and the unfortunate victim was apparently electrocuted.

Nobody knows exactly what happened because the woman was dead when found, the heater being then in the tub.

See to it that all electric light sockets and all other electrical apparatus in your home are constantly in first-class condition, and instruct the members of your family as to the possible hazards we have mentioned.

AS A MEASURE OF ECONOMY

Every successful business concern strives to conduct its affairs with the greatest possible economy; to lop off every needless expense in order to swell the profit side of the ledger for the benefit of its owners or shareholders.

In line with this attitude the Eastman Savings and Loan Association decided to discontinue the issuing of certificates to those members holding installment shares. Due to business conditions, very many holders of installment shares found it necessary to withdraw, and to turn in their certificates. In many cases the shareholder would fail to bring his certificate with him for cancellation, causing delays and waste of time, so that figuring all costs conservatively, each cancellation cost the Association in the neighborhood of eight cents.

These certificates are really not necessary, as the books of the Association show ownership and amounts paid on shares, and withdrawals or transfers can be made just as well without them. However, shareholders who have had certificates issued to them should preserve them carefully, as in such cases the certificates must be presented in case of withdrawal, cancellation or transfer. The money saved by the non-issuance of certificates means just so much more to be credited to the dividend column.

THE "MUNCHING" HABIT

"WHAT do you want?" asked a girl of her friend as she clambered onto the high stool in front of a soda fountain.

"Oh, I don't know," she responded.

"I think I'll have a walnut chocolate ice cream soda."

"Well, I'll take that, too."

This conversation took place about half-past five o'clock on one of our hot afternoons.

What kind of an appetite could these two young girls have had for the rather mild-flavored foods which should have formed the bulk of their evening meal? What kind of dispositions had they the next morning? Cross and querulous, or sunny, animated, and eager for business? Would it not have been much wiser for those two young women to have waited an hour or so and then have had a cold dessert made of gelatin, or cornstarch, or perhaps frozen milk or fruit juices? Mrs. Rose states that "if taken slowly at the end of a meal, frozen dishes will not chill the stomach unduly. This is much better than icing the stomach at the soda fountain between meals. If it is impossible to resist its temptations, it is much better to take a plain soda or phosphate, lemonade, or grape juice, than to indulge in ice cream sodas or sundaes."

This eating-between-meal habit is one that fastens its tentacles upon us with an iron grip before we are aware of its presence. We are amazed at hearing ourselves exclaim: "I just *have* to have something to eat in the middle of the afternoon."

It may not be ice cream soda, but candy, peanuts, or crackers tucked away in a pocket or drawer and munched on for an hour or so in the middle of the forenoon or afternoon. The poor stomach which is so unfortunate as to be owned by such an unthinking person, is certainly to be pitied. No wonder it cries out for mercy. Would that its warnings were heeded!

The stomach is the "receiving room" for the intestinal tract. It stands guard over it. Its muscle walls tire if stretched beyond reason by overeating or if called upon to do service at all hours. We should give it time to rest. What is true of the stomach, holds good for the other parts of the busy digestive system. To eat at seven, ten, twelve, three, six, and sometimes at nine or ten, for good measure, leaves but a few minutes for rest. A baby has to have his meals served often because his stomach is so tiny, and he needs nourishment frequently for his growing organism. A normal adult can eat three meals a day and feel that he is treating his body as nature intended he should.

A person not up to par needs to modify this rule. He is an exception. He may need a mid-morning or mid-afternoon lunch. If so, it should be of the right content, should be regarded as a meal, and should be taken with regularity.

Help safeguard your health by eating regular meals at regular hours.

"IN THE DAYS OF '49"

We are all given to sighing for the good old days before the high cost of living had enmeshed us in its tentacles.

The old law of supply and demand has, however, been in operation for quite some time, so the following item taken from the menu of the Eldorado Hotel at Placerville, California, in 1849, may prove of interest.

Bean soup, \$1.00—Grizzly fried, 75 cents.

Beans, plain, 75 cents—Beans, greased \$1.00.

Hash, 18 carat, \$1.00—Jack Rabbit ' (whole), \$1.00.

Plain rice pudding, 75 cents—Rice pudding with molasses, \$1.00.

The last three items on the old bill of fare are as follows;

Square meal with dessert, \$3.00

Payable in advance.

Gold scales at end of bar.

THE LAID-OFF EMPLOYEE

HIS STATUS UNDER THE STOCK DISTRIBUTION PLAN

SEMI-ANNUAL statements are sent out by the manager of the Stock Distribution Plan to all employees on the pay roll who hold Managers Certificates.

These statements are not sent to employees who were laid off on account of slack work because, until they are requested to return to work, their status cannot be determined.

When an employee does not return to work within a reasonable time after being notified to return, his Managers Certificate is cancelled. In such case the date of his leaving the company must be figured as the day he was laid off, and not from the date he refused to return to

work. Consequently, dividends on the stock allotted to him paid after he was laid off cannot be credited to him.

Employees who have not been asked to return to work up to the time of the maturity of their Managers Certificates will be paid the dividends in excess of the par value of the stock applied for which have been held back, less interest at 5 per cent on the semi-annual unpaid balance.

At the maturity of their Managers Certificates they will also be able to exchange their certificate for a stock certificate issued by the company for the shares allotted to them, in the same manner as employees on the pay roll.

THE ANCIENT ORDER OF N. S. F. T.

A MAN holding a good position wrote to an acquaintance in another city requesting a loan of three hundred dollars.

In his letter he said: "It is my own fault for getting into this temporary financial jam, but somehow I just can't seem to find a way to save any money. I am asking you for the money because I don't want to have my friends and business associates here know that I am hard up."

Incidents such as this are all too common, and the uncomfortable part of it is that in many cases it is not the chap who has to plan and scheme to make both ends meet, but the man whose salary is large enough to meet his needs, but who has never learned to save.

Borrowed money, or the refusal to loan it, has severed many a friendship; nothing makes you feel more uncomfortable than to have to ask some one for a loan, and particularly so when you are pretty sure your friend knows that being busted is your own fault.

In all probability he has been in the same position and you have helped him out, but as some wise one once remarked,

"We are least tolerant of the faults in others that we ourselves possess."

Some of you, if you have perused this far, are going to get a bit red behind the ears and say to yourselves, "What right has this guy got to preach to us."

The answer is that for a good long time he was a thirty-umph degree brother in the ancient order of "Never Save for Tomorrow What You Can Spend Today." And he knows from experience all the painful and embarrassing degrees of the order.

When it comes to the show-down, it is the man who has got it instead of the man who spends it that commands respect.

If you do not believe that you can save any money, just check up for one week the amount you have spent foolishly, and you will find your answer.

If you had not spent it you would have had it, and could have saved it.

Ask any former member of the "Never Saves," who has taken the "Hang On to It" degree in the Eastman Savings and Loan Association, and he'll tell you how it can be done.

The Kodak Magazine

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

SPENCER HORD, *Editor*

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Main Office, Eastman Kodak Co., Rochester, N. Y.

WITH thoughts of a few remarks on Thanksgiving Day in mind, we asked a man well known to a lot of you, what was the best Thanksgiving dinner he ever had. He replied, "Baked beans, a big dish of 'em, and two cups of coffee, eaten sitting on a stool in a cheap lunch room. Oh, Boy! but they were good."

This happened a good many years ago when he landed in a town broke, and a big-hearted citizen staked him to a meal.

It doesn't require china, damask, cut glass, silver, and a big gobbler done to a turn, with all the other fixings, to provide the dinner that lingers longest in the memory; you remember longest the things you were thankful for.

Have you ever been away from home on Thanksgiving Day and had to spend the day and eat your dinner all by your lonesome? If this has ever happened to you, the memory doesn't fill you with enthusiastic desire for an encore.

Of course, Thanksgiving and Christmas are the two holidays when you feel that you just want your own folks with you—but if you happen to know of some one who stands a big chance of spending a lonesome day, it would be mighty nice, and maybe make your dinner taste better, if you would invite him or her over to your house for the day.

Your guest or guests won't care whether

you have turkey, or if you serve hash, ham sandwiches—or beans. No sir, they will be so all-fired pleased to be taken in and made to feel at home that you could almost feed them the candles from an Eskimo's Christmas tree and get away with it.

We do not meet on Thanksgiving Day as did our sturdy forefathers, to give thanks for being saved from the perils of the deep or from the attacks of the hostile Indians, but we have many other things to be thankful for just the same.

We have our individual worries and sorrows; we can never be exempt from these, but as a people we are in far better shape than we were a year ago, so let us give thanks.

NOTES and interest payments never seem to forget the exact date when they are due, and they have a most annoying habit of expecting to be promptly paid.

All this is very well if you have the coin ready to hand over, but unless you are a systematic saver sometimes a payment sneaks up on you before you know it and you have to do some frantic scurrying around to make good.

Systematic saving by means of Savings Shares in the Eastman Savings and Loan Association offers the simplest plan for meeting such future obligations. You know just how much you will have to pay and just when it will come due.

Divide this amount by the number of weeks before it is due, and instruct your payroll department to deposit the necessary weekly amount to meet such payment to your credit with the association. This way is entirely automatic and when your obligation comes due you have the money ready to meet it.

Quite a number of Kodak employees who are financing the payment of their homes outside of the Eastman Savings and Loan Association are making use of the association as suggested above, as the most satisfactory method of saving to meet their payments.

THE OLD DAYS RECALLED

W. H. ("POP") DURFEE

"THE old days of the Testing and Packing Department, in 1888 and '89, have their pleasant remembrances, like many other things. At that time the Department's working force was made up of four men, and Kodaks were handled not in quantities of one hundred, but in lots of from one to ten. To test the early Kodaks necessitated a dark room



A TEST PICTURE OF THE OLD DAYS

where the test sheets were put into the cameras. They were then taken out to an adjoining room to be exposed to the light to ascertain if the lens was in focus. On some occasions, due to light conditions, the exposure was somewhat prolonged and someone had to stay on guard over the cameras, so eager were the employees to see themselves in pictures. An inspector, returning after a brief absence to some other part of the shop, would be very apt to find an employee sitting in front of a Kodak with his favorite co-worker of the gentler sex close alongside. (Mrs. Armstrong was not here then.)

"After the exposures were made, the Kodaks were returned to the dark room, the film removed, and the number of the Kodak making the exposure marked on the back of the film. After the test sheet was developed it could be brought

out into the white light, for that is what we called daylight in those days.

"Now came the examination for focus, which was accomplished with an eye-loop. If the block containing the lens was too far forward we drove it back with a wooden mallet, such as carpenters use in chiseling out frame pieces for a barn. An instrument of wood, known as the 'big tooth,' together with the mallet, comprised the tools necessary to drive a lens block back, for it was made to fit tightly. If driving did not correct the trouble, we knew that the lens must be pushed forward. Thus we pounded and pushed and pushed and pounded until the block reached the correct position. Next we secured the wooden block containing the shutter and the lens to the frame with two nails, as the Kodak in its early days was shaped something like a cardboard shoe box. The O. K. test, which was the last print showing the focus to be absolutely right, was kept as a record for future reference. The lenses in those days were not Anastigmat *f.* 6.3 or *f.* 4.5.

"Now came the packing. All Kodaks went out loaded with film, some of 48 exposures, some for 60, and others for 100 exposures. Extra spools with as many as three hundred exposures, were also furnished. The matter of loading again took us back to the dark room, and when completed the winding key was wired and fastened with a lead seal, as a protection to the customer.

"After inspecting, the Kodak was put into a wooden box with a number on the outside, and held for orders from the shipping room. This necessitated the keeping of books. If the Kodak workers had an order for one thousand Kodaks, as long as the number on the Kodaks hit somewhere between one and one thousand, everything would be all right. Quite different from today, with our present method of keeping account of

every camera and Kodak by means of consecutive numbers. They (Camera Works) were like the fellow that made the cider barrel—made the bung-hole first, then built the barrel around it. ('Jack' Robertson was not with us at that time.)

"When we came to the point of getting out 100 Kodaks a day we thought we were 'going some.' It was not eighty-three or nine o'clock in the morning, but seven o'clock, six days in the week, and many times we worked well into the night and perhaps some on Sundays. And we found no 'overtime' in our pay envelopes on Saturday night either. We did not stand and wait five minutes for an elevator to go up or down one flight. We walked! You boys of today do not know what hard work is.

"The old stuffy dark room with no ventilation was not a pleasant place, but it had its advantages for all of that, with its side shows. When a stranger came in who was not used to the darkness, one of us would call out: 'Look out for the hole in the floor!' Then we would go and take him by the hand, lead him first one way, then another, turn him around and say: 'Now step high and perhaps you'll make it. Look out now, for the hole!' This was fun for those who could see, especially if the visitor chanced to be a girl. It was a good thing that they didn't wear skirts of the modern style in those days; they never would have made it. Then when Mr. Eastman came in, we could always see him first so he never caught us not working. I think we were the only ones who ever got the best of him.

"We saw more of Mr. Eastman in those days than now, for he was often on the job when we arrived early in the morning. He lived on Jones Avenue in a house that rented for four dollars or a little more a week, and walked to work every morning. All of us who worked with him in those days side by side have great reason to congratulate

him on his success. We wish him many more good healthy years with us.

"How well I remember at noon, when we got ready to eat our lunch, how we would draw straws to see who would go after a pail of water from the well under the maple tree that stood across from the shop—not Kodak Street then, but Vought Street. The old fellow who lived there was glad to give us the water, but we must be sure to shut the gate that was hinged to the picket fence, otherwise his pig would escape from the yard."

Today, as W. H. "Pop" Durfee, as head of the Testing and Packing Department, sits down at his desk on the sixth floor of the new Kodak building on State Street, his organization presents a much different appearance as compared to thirty-five years ago. The dark room, the mallet and the "big tooth," and the necessity of making an exposure to test the focus of a Kodak, are all things of the past.

From a department of four men, permitting the testing and packing of from five to ten cameras and Kodaks a day, it has grown until its forty-five men and women have handled as many as 8,500 in the same length of time. All Kodaks and cameras are serially numbered, and accurate records show on what date each was tested, and just when it was sent to the stock room.

When one considers that in some shutters, there are as many as 120 parts, all of which must be in perfect working order, only then can we realize a part of the work of the Testing and Packing Department. Eight complete tests are made on every Kodak, and when one of these products of the Eastman Kodak Company reaches a customer's hands, it is a foregone conclusion that it is right.

The most precious thing under the sun today is a minute, and he who can do the most with it can demand the most.

MAIN



OFFICE

JACQUES E. ROBERTS, *Editor*

THE KODAK OFFICE RECREATION CLUB

At the time of this writing, with outdoor activities practically concluded, there is nothing very definite to report regarding the K. O. R. C. Bowling is, however, in full swing this year, there being eight men's teams and eight girls' teams as fully explained in last month's magazine.

There will not be an official K. O. R. C. basketball team. The expense of maintaining a team and hiring halls is greater than has been warranted by results, judging from the past two seasons. Last year the up-town teams played on the court at the Assembly Hall at Kodak Park, but these teams were not sufficiently well supported by the folks from up-town. We understand, however, that

there is to be an unofficial basketball team composed of some of the Main Office boys who will conduct a team as a private enterprise.

No definite plans have as yet been formulated for winter dances, but without doubt a series will be held, of which due notice will be given.

The endeavor as to theatricals last year proved highly successful, and at the present time tentative plans are being made for another show to be given during the winter.

Various committees are now being appointed by the officials of the K. O. R. C. for the winter's amusements, and altogether everything points to a highly successful winter season for the club.

MEN FROM SERVICE DEPARTMENT IMPLICATED IN FAIRPORT AFFAIR

Habit is a great thing. The boys in the Service Department know that they have to do things pretty close to one hundred per cent perfect to hold their jobs. So accustomed have they become to this way of doing things that it extends to activities outside of working hours, and so when a bunch of them assembled for a clam bake at Oscar Stenzel's farm, you may rest assured that it was *some* bake.

Frank LaDuke and Oscar, assisted by Mrs. Oscar, or maybe it was the other way around, officiated at the bake which was served al fresco.

(Paul Favour says that is foreign langwidge meaning "out-of-doors.")

A lengthy program of sports followed the bake. The following named individuals were incriminated in the affair: Phill Hupp, Harry Fenn, Bob Wood, Bill Cusick, Paul Favour, Fred LaPalm, Carl Schlemmer, Bob Duncan, Charles Gerew, Warren Davie, Ed Ennis, Jack Gunderson, Harry Mahar, Ray Laufer, Joe McGwinn, Phil Hartman, Tommy Aeslin, Frank LaDuke, Oscar Stenzel, Milton Sauer, Art Herrick, and Vic Marceille.



THAT AFFAIR AT FAIRPORT

A PARTY FOR THE "ABOUT-TO-BE'S"

The about to be "newlyweds," Alice Harris and Percy Farrar, were the guests of honor at a party given Monday evening, October 16, by their friends of the 13th floor. The festivities opened with a real banquet served by the girls in the Office dining-room. Between courses "Reggie" Kron nearly scared Percy out of taking a honeymoon, but Frank Smith smoothed everything over with a few honeyed words on married life. On behalf of those assembled, "Herb" Rayton presented Alice and Percy with a most useful weapon—a Big Ben. The meal broke up in a near riot when "Maggie" Fournier became the bride of "Boob McNutt" Bakker. Parson "Bart" in powerful words convinced everyone present that it was not good for a man to live alone—that he should take unto himself a hindrance.

Two hours of dancing and games in the Girls' Rest Room completed a most enjoyable evening. Even Percy, when all the congratulations were over, remarked that it wasn't half as bad as he expected.

A SHOWER FOR LORETTA

The girls of the Stock Distribution Department gave Loretta Bickel a surprise variety shower at the home of Madeline Maloy.

After the ceremony of undoing packages with the usual accompaniment of Oh's and Ah's, the guests were requested to demonstrate their artistic skill with the needle. Each guest was provided with a piece of orange cambric and a needle threaded with black thread. A clever little rhyme accompanying requested the recipient to outline the profile of her sweetheart. The results were startling to put it mildly. Irma Wahl proved the winner, and was rewarded with a suitable prize.

Luncheon and games were other features of the occasion.

Mrs. Benowitz also gave a luncheon for Miss Bickel.

MORROW AND COOLEY LEAVE
FOR NEW FIELDS

Glenn C. Morrow, of the Industrial Relations Department, and Associate Editor of the *Kodak Magazine*, severed his connection with the company on September 30. He is now on the editorial staff of the Rochester Democrat & Chronicle.

C. Edward Cooley, best known as "Scoop," of the Industrial Relations Department, and Editor of the Main Office section of the *Kodak Magazine*, has also departed for pastures new. He is now a member of the advertising staff of the Yawman and Erbe Company.

Our best wishes go with both for success in their new fields of endeavor.

SHIPPERS, RAIN, CLAMS

Thirty members of the Shipping Department gathered at Point Pleasant on October 7 for their annual clam bake.

It was demonstrated to the complete satisfaction of all present that a rain storm does not in any way interfere with the appetite. The condition of the ground interfered with the traditional ball game, so a fine series of indoor sports was run off, including "indoor" golf and one other wherein every so often some one remarks "that's good."

Fred LeClare and Jack Schoenwitz, both past masters, served as the committee of arrangements.

ENGRAVERS TICKLED

The folks in our Engraving Department take great pride in their work, and so are naturally just a bit elated over a letter received by Mr. Newton, from the Bureau of Engraving of Oklahoma City:

"We have noted with interest the engraving work in *Studio Light* (this is our publication going to professional photographers—Editor) for September. The engraving in that booklet is something wonderful. Our foreman wishes to know exactly the process used."



WHEN IT SHOWERED FOR LORETTA

GOOD BYE, GOOD LUCK

The Order Department reports the loss of two popular members, Arline Alhart, who has enrolled in the Dental Hygiene Class at the Rochester Dental Dispensary, and Adelaide Knuth, who has entered the Highland Hospital for the nursing course.

Both were entertained at a dinner party in the Main Office dining room. Along with best wishes for success they were each presented with a fountain pen to insure their keeping in touch with their many friends in the department.

The Billing Department, with every good wish following them, said good-bye to four of its co-workers who returned to college on September 16: Harold Soule, Howard Wagoner, and Maxwell Goebel, to attend Columbia University, and Ernest Ward to the University of Rochester.

MR. AND MRS. ED. ENTERTAIN

On the evening of September 5, Ed and Mrs. Surrey again entertained the members of the Export Billing Department at their home on Baird Road. After a supper, most thoroughly enjoyed, the balance of the evening was occupied with an impromptu musical program.

JOHNSON-STEEL

On October 19, in the Lake Avenue Baptist Church, at 7:30 in the evening, Dorothy Steel, of the Tabulating Department, became the bride of Reuben Johnson. The pre-nuptial events included a kitchen shower at the home of Bessie Lawson in Rugby Avenue, and a sausage roast at the summer home of Anna McCarthy, at Conesus Lake.

RICE-BURKE

Lois "Billie" Burke has left the Sales Department for good, having signed a life contract with Mr. Allen Rice, to whom she was married Thursday, October 19, in Our Lady Chapel. The best wishes of the department go with her.

PURELY PERSONAL

Our sincere sympathy is extended to Ira P. Gillette, of the Cine Film Sales Department, whose wife passed away last month.

"Tom" Craig, of the Service Department, is again passing out the cigars—boy this time, Tom, Junior, 10 pounds.

With two older sisters it looks as though the youngster will have a hard time to keep from being spoiled.

Harry Irwin, of the Shipping Department, is matching Tom Craig in smiles. Yep—same reason—ten-pound boy.

"Eddie" Greenauer, formerly with the Domestic Shipping, has been transferred to the Service Department.

Dan Branagan is back at his desk in the Traffic Department, after a long absence due to illness.

The sincere sympathy of the Shipping Department goes out to Rose Heusler, on the loss of her mother, who died recently at Geneva, N. Y.

Marion Lawn has fully recovered from the effects of her recent operation, and is once more at her desk in the Order Department.

We extend to Archer Keeler, of the Stock Department, our sincere sympathy in his illness, and hope that he will soon be able to be with us again.

We are very glad to welcome back to work Anna Moran, who has been confined to her home for the past five months, owing to illness.

Al. Greenhalgh has returned to his desk in the Credit Department, after an absence of nearly five months. A general physical breakdown caused the absence, but he looks like the village blacksmith now. Welcome home, Al.

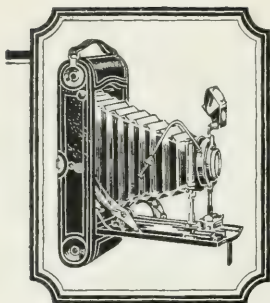


"CHARLIE" HOWARD, CHEF

"Charlie" Howard is fast achieving a more than local reputation as a "bake" artist and so was unanimously selected to boss the bake of the Stock

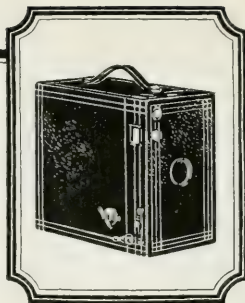
Department, at Island Cottage.

That it was in every way a success the accompanying picture attests.



CAMERA WORKS

HERBERT S. THORPE
Editor



FOR IMPROVEMENT

"If you want to grow you have got to know" is quite evidently the motto of a goodly number at Camera Works.

Many are attending the night courses in the public schools, and others have registered with

the company for night courses at Mechanics Institute and other institutions.

The following employees have registered for special courses:

Paul Balling	Office
William Halpin	Brownie
Nellie Stark	Stock Record
Thomas C. Ansley	Standards
Harry E. Lambert	Standards
Henry Saufnauer	Kodak Assembling
Benjamin Lipson	Bellows
Josiah Porrey	Kodal Assembling
Arthur W. Cooman	Engineering
Alexander Leschorn	Detail and Estimate
Arthur Arnold	Kodak Assembling
Lawrence Gleisle	Woodworking
Leon P. Morey	Engineering
Ralph C. Welch	Employment
George Boll	Standards

Advanced Bookkeeping
Mechanical Drawing, third year
Stenographic Course
Mathematics
Applied Arithmetic
First Year Electrical
Chemistry, first year
Commercial Course
Mechanical Drawing, first year
Mechanical Drawing, first year
Mechanical Drawing, first year
Mechanical Drawing, fourth year
Applied Psychology
Applied Arithmetic

The above list does not include those who are attending public school courses.

The management is naturally much pleased with this showing and will watch with interest the progress made.

THE T. AND E. CLAMBAKE

There are clambakes and clambakes. The one which the Tool and Engineering Departments held was *THE* clambake par excellence. About one hundred and fifty of the men motored to Nine Mile Point, accompanied by the famous sixth floor clown band, and everyone did full justice to every delicacy which the "bake" included.

If there were any two events more successful than others, we would bet on "Ben" Chamberlin's photograph—reproduced below—and the "greasy pig" event, in which Arthur Dill proved too great a match for the elusive porker.

The Tool Department is strong on athletics,

so the actual clam eating contest was only a part of the afternoon's fun. "Dave" Olsan and "Ed" Wagner won the married and single 75-yard dash, and "Al" Gears plus "Joe" Kreuzer played wheelbarrow better than the other contestants. Some people object to being dubbed a fat man, but "Vic" Ayette and "Ben" Chamberlin have no scruples on this score, and won the race for the "heavyweights." The married men proved their strength over the single ones in a tug-of-war. "Al" Fidman played "ump" in a hotly contested ball game, and now the merry-makers are intending to hibernate for the winter.



PRIZE WINNERS

The judges of the amateur photographic competition almost threw up their hands and quit!

Out of about fifty pictures submitted, more than half were in the "prize" class. After Mr. Brehm, Mr. Muir, and ye editor had spent considerable time in trying to make up our minds as to which were the finest examples of photography, we sent out an S. O. S. to the Editor-in-chief, Mr. Hord. He expressed no surprise that so many of the pictures were really A-1, but confirmed our opinion that it was a difficult job to decide "which was which."

After a very careful process of elimination, the judges made the following awards:

William Whincup.....First prize
Benjamin Chamberlin.....Second prize
Harold Cochrane.....Third prize

Honorable mention: Arthur Santay, who submitted good examples of waterfalls; Florian Schueler for views of Irondequoit Bay; and Ralph Handley, who entered several pictures of Georgian Bay.

We hope to hold another photographic competition during the next few months, so—camera enthusiasts—save your best prints for future reference. (*See page 2.*)



DOWN ON JOHNNIE'S FARM

"THIS IS THE LIFE"

Again John Hennop is responsible for a merry gathering of young folks from Mr. Noble's Departments. John's farm in Webster is an ideal spot for a sausage and corn roast, and the orchard is convenient not only for yielding fruits for dessert, but, we are told, when the moon comes up, it is a delightful rendezvous for budding romances. Be this as it may, the roast was a complete success and the boys and girls extend their hearty thanks to John and his family.

FOURTEEN DROPS OF SOLDER

A well-known canning factory is responsible for the statement that a saving of forty thousand dollars per year has resulted from using fourteen drops of solder instead of fifteen when sealing up cans.

While reading this extraordinary piece of news, we wondered whether or not a Suggestion System was in vogue in that factory, as an employee was given the credit for discovering that superfluous drop of metal.

Frequently the little things count more than the big ones in the matter of cost reduction.

There must be hundreds of "superfluous drops" in our plant. The lower the cost of production—always considering, of course, the "Kodak" quality which *must* be maintained—the more cameras sold, and consequently, manufactured.

It will pay all of us to look for the unnecessary "drops."

CAMERA WORKS BOWLING LEAGUE

We hoped to put a six-team league in the field this season, but after conjuring several schemes to average up the teams, we were forced to be content with a four team line-up, the captains choosing their own bowlers to their mutual satisfaction.

The financial position of the Camera Works Recreation Club is not such that the managers can vote in their budget any appreciable sum to spend on bowling activities. A referee is being provided, however, and the league is now under way. The teams are known as follows, although the players are by no means confined to the particular departments whose names the teams have adopted:

<i>Office</i>	<i>Shutter</i>
"Hank" Auer (Capt.)	"Rudie" Olsan (Capt.)
"Bill" Stark	"Barney" McGuire
"Art" Miller	Harry Stokes
"Bill" Seuffert	John Friesman
"Sandy" Weeks	Alexander Englert
<i>Woodworking</i>	<i>Buffers</i>
"Bill" O'Neill (Capt.)	Leo Nowack (Capt.)
George Kraus	George Kiske
Frank Metzger	"Bill" Vogler
"Joe" Biedenbach	"Fred" Hinterleiter
"Al" Tyrell	Ray Walch

Each Friday at 8:00 p. m., the boys exert their strong right arms to mount up scores at the Genesee Hall. They have arranged among themselves a "kitty" containing prize money, and competition is running keen, especially so in view of the high scores made by some of our girls during last season.



HAIL TO THE BOWLING DAMSELS

Leo Nowack—dean of the girls' Bowling League—gathered his pupils together for the purpose of introducing them to a corn and sausage roast at his home. We are told that the only period in which the girls were quiet was when the above snapshot was Kodaked.

Friday, October 6, marked the opening of the regular season. Twenty-four fair bowlers were there, and two men in official capacity. Leo, as manager, and "Jack" Robertson as the starter. Mr. Robertson bowled the first ball, and offered "sweet" prizes for the first and second best teams at the end of the season. Lively competition is anticipated for the coming year.

LINE-UP

Brownies

Delia Meerdink
Edith Waterstraat
Lucy Diesel
Bernice Martin
Agnes Darcy
Helen White (Capt.)

Kodaks

Myrtle Matthews
Agnes Hart
Theresa Megerle
Anna Doyle
Ethel Martin
Florence Waterstraat (Capt.)

Juniors

Margaret Matthews
Florence Rosch
Peggy Weaver
Betty Johnstone
Irene Frank
Stella Mayer (Capt.)

Specials

Mildred Mildahn
Ruth Kehoe
Fanny Charles
Laura Hergenrother
Elizabeth McVeigh
Bertha Schmitt (Capt.)



"FOLDING BROWNIES" ENJOY CLAMBAKE

Forgetting the troubles that occur even in such an expert assembling department as the Folding Brownies, the boys and girls—together with friends—feasted on clams at the Rifle Range. "Charlie"

Gustke's Department is noted for the good times the "gang" have, and this one goes down in history as a "humdinger," with all strong for a "repeat" next year.



THE C. AND C. GIRLS AT ROCK BEACH

GUSSIE GIVES A PARTY

Gussie Bornkessel is the possessor of a house at White City, and being also the possessor of a good heart, she invited the girls from the Crease and Cover Departments to a sausage fest at Rock Beach. After demolishing all the good things provided for the feast, the girls vied with each other in such events as a beauty contest, ball throwing competition, plump ladies race, three-legged, running, and time races. We understand that Elma Parrish, Mary Flannagan, Anna Anselm, Nellie Stark, Grace Schrank, Louise Kellogg—and—Robert McKague, won prizes. Wonder why "Bob" was privileged to attend a girls' party!

The wind-up came all too soon, and the girls voted the party a "grand and glorious one"—thanks to Gussie.

THIRTY-ONE YEARS SERVICE

After thirty-one years of faithful service, Vincent Zick decided to take a well-earned rest, and so has retired from active service with full honors and the good wishes of his friends.

Since January 1, 1891, Vincent has fashioned more carrying cases and straps than we could count in a month of Sundays. Before the days of machinery, when leather goods were cut and stitched by hand, Vincent was an expert with the knife and needle, and, up to the last minute before his retirement, he made special carrying cases in his capacity of a master leather worker.

The Leather Case, Leather Cutting and Bellows Departments, where Vincent made his headquarters, gave him a meerscham pipe and a box of cigars.

A most happy incident was the presentation to him of a full jewelled Elgin watch as a token of regard from the superintendents and foremen. Adolph Stuber, as spokesman, expressed the hope that the years to come would be joyous ones, free from labor and cares, and abundant in good health and pleasant memories.†

Sincere sympathy is extended to Leo Quinn and family on the recent death of his mother.

FOREMEN'S BOWLING LEAGUE

Among the enthusiasts devoted to the maple pins we must not omit to register the group, known as the Foremen's Bowling League, where good fellowship is a paramount feature of the Friday evenings spent at Liederkrantz Hall. The line-up runs as follows:

Reynolds' Revellers

Frank Reynolds (Capt.)
"Gus" Krenzer
"Sandy" Weeks
Frank O'Brien
"Charlie" Kivell

Sullivan's Savages

Joseph Sullivan (Capt.)
"Art" Burchard
"Ed" Frank
Ray Waldron
Frank Dreimiller

Wilcox's Wanderers

Walter Wilcox (Capt.)
Isadore Rapp
Louis Rosner
"Al" Geiger
Fred Davey

Gregory's Gangsters

Herbert Gregory (Capt.)
John Heaphy
"Jimmie" Wright
"Charlie" Rogers
"Newt" Smith

OVER THE WIRELESS

Ray Miles, chief clerk of the Pay Roll Department, is to be congratulated on the birth of a daughter, "Norma," born September 16.

We welcome back among us two men who have fought for life and won against long odds. August Bauer, late of the Die Casting Department, after seven months' absence from the effects of pneumonia has resumed work, and Edward Crawn, after two serious operations and their after effects, has returned to the Foreign Shipping Department.

The Press Department extends sincere sympathy to Charles Weihonig, who recently suffered the loss of his mother.

It matters little to John O'Rorke what happens in other families, for he is too greatly concerned over the increase in his own by the advent of a baby boy. Congratulations, John.

WHO'S WHO—IN PICTURES

There is not much need to name the subject of our article this month, but, for the benefit of our Canadian and European friends (for this *Magazine* is mailed to every part of the globe), we'll say that it is *not* a picture of the late Theodore Roosevelt but of John Lohwater. He is by profession, a tool maker; by instinct, a photographer; and by nature, just as congenial as he looks.

John first saw the light of day in Germany, although he almost forgets the incident, not because it was long ago, but rather because he became an American at the first opportunity. He was a pioneer machinist and assembler in the camera business, and joined the Eastman Kodak Company in 1897.

Many photographs—especially the ones of long ago—which have been reproduced in our section of *The Kodak Magazine*, owe their origin to John. In fact, we confess that, if we are “shy” on pictorial matter, he has a regular wholesale store of possibilities on hand, and is always ready to lend them for “the good of the order.” By the way, the above excellent likeness was “snapped” by Ralph

Handley at *the* picnic, where John, as usual, was very busy with his camera and tripod.



JOHN LOHWATER

SENSATIONAL ENDING OF TWILIGHT LEAGUE

We have just wound up the most successful baseball season in the annals of Camera Works sports. Every team ran close, resulting in three post-season games. The champions held a hotly-contested first place for seven games. The Kodaks three lost games were taken away by the Brownies, while the Shutters won their three victories from the “champs.” Harold Meehan twirled for the Kodaks, and it almost looked as if he had the trophy cinched for his team, but the Brownies got wise to his “slants” and the honors jumped from then on.

One of the outstanding wonders of the League was Pressley's performance in the final game.

He held the Kodaks to three hits, and struck out twelve men in seven innings. The score showed Brownies, 17; Kodaks, 1.

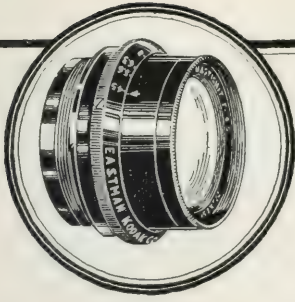
The wind-up left the teams as follows:

	Won	Lost	Pct.
Brownies.....	7	3	.700
Kodaks.....	6	4	.600
Office.....	3	6	.333
Shutters.....	3	6	.333

Thanks are expressed to Norman Robinson, the manager of baseball, who contributed a full measure of good management and efficient service to the Club and the players.



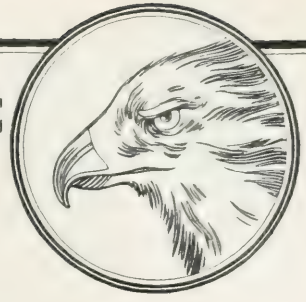
“LOOK 'EM OVER!”



HAWK-EYE

P. R. MEINHARD

Editor



HAWK-EYE CLAMBAKE

On Saturday, October 7, the Hawk-Eye men made the trip to Rifle Range for their annual clambake. The entire party motored under the leadership of Harry Althoff, who made a new low record by driving not more than fifteen miles an hour.

"Bill" Vaeth took a movie of the procession as it wound around Trout Lake.

The bake proper was held indoors, due to the heavy downpour. Every one seemed unusually hungry, due undoubtedly to a purposely omitted breakfast, but first honors were awarded George Phillips by unanimous vote.

Wet grounds made a ball game impossible, and pinochle, bridge and five hundred were substituted.



RUTH ALBERTSON

Introducing Miss Ruth Albertson, of the Industrial Relations Department.

Miss Albertson has taken charge of the medical dispensary at Hawk-Eye and will devote full time to the work. She comes to us peculiarly fitted for the task as she combines with her experience as a nurse, a keen interest in industrial life.

We welcome Miss Albertson and assure those who have not already discovered the fact that competent treatment and a cordial reception await them at our Medical Department.

INSTRUMENT MAKERS AT RIFLE RANGE

On a recent Saturday, the Instrument Department assembled en masse at Rifle Range for its fall chicken feast and athletic contests.

As is always the case, the dinner was first stowed away in preparation for the more strenuous activities to follow. Two 200-yard dashes planned as food settlers developed keen competition. The first race for men under 35 years required two heats, as "Bob" Lehmann and "Gus" Aldinger tied for first place. The final honor was carried off by "Gus" Aldinger, who proved too fleet-footed for "Bob." The second race for young men over 35 showed that Frank Grossman was still the youngest among the "young" ones. Frank carried off first honors in easy style.

The ball game over which "Bill" Vaeth officiated, proved to be one of many thrills and many runs. Two teams, dubbed the Hawks and Eyes, fought eight innings to a final score of 34-23, the Hawks on the long end. "Ed" Staub, of the Hawks, drove out three homers.

The tamer pastime, pinochle, brought the day's outing to a close. The whole affair was such a success that plans are already under way for a larger and better time for next year, provided such a thing is possible.

O'NEILL-McCLELLAN

One of the surprises of the year came when Frances McClellan, of the Office, nonchalantly put on a set of rings at eleven o'clock on a recent Saturday morning, and announced that she was leaving Hawk-Eye. It appears that "Fanny" put one over on all of us for she had been Mrs. J. T. O'Neill, the wife of our superintendent of production, for some time. "Fanny" and "Joe" tell us that they have been married since April, but have put off the honeymoon until now. After a trip to Montreal, Mr. and Mrs. O'Neill will be at home at 199 Wellington Avenue.

WORLD SERIES

After a series of hectic contests in the Hawk-Eye Noon Hour League, the big series is now on between "Doc" Craib's Yankees and "Jim" Bohan's Giants. From the preparation one would be led to believe that a real world series was on. It took much diplomacy to satisfy the managers of the teams in the choice of umpires, but all is now set for the big show.

<i>Yankees</i>		<i>Giants</i>
Craib.....	c.....	Doan
Kuhn.....	1 b.....	Johnson
Graham.....	p.....	Quetchenback
Prentice.....	ss.....	Moore
Becker.....	r. f.....	Meyer
Ott.....	l. f.....	Rearson
Callahan.....	3 b.....	Ingleby
Witz.....	c. f.....	Burhans
Fischer.....	2 b.....	VanLare

SCORES TO DATE

<i>Giants</i>	<i>Yankees</i>
4	3
1	1
4	1
5	4
8	3

PLATING DEPARTMENT MOVES

Spring as a rule ushers in the moving season for most of us, but not so for "Bert" Groh, chief amongst the platers. That skipper of the steaming kettles is slowly being moved to the ground floor to newly prepared quarters. The work is going along steadily and every day sees some of "Bert's" trick paraphernalia in its new home. It won't be very long before we have a full-fledged plating department on the first floor of Building 1.

ALTMAN-CROSSETT

Fred Altman, of the Scientific Department, was married Saturday, September 30, to Eileen Crossett. After a trip to New York City, Mr and Mrs Altman are now at home at 67 South Washington Street.

GIRLS' BOWLING LEAGUE

Our girls are to have an opportunity to demonstrate their ability in the bowling line. A meeting held on October 5th showed that a sufficient number of girls are interested in this sport and so plans are being perfected to have one night a week set aside for bowling.

George Kosel has volunteered to instruct the girls in the art of toppling the timbers, and his efforts should net us some polished bowlers.

The Hawk-Eye Athletic Association has promised to furnish prizes to the best bowler and also to the winning team.

Go to it, girls; bowl 'em over.

KOSEL-COOLIGAN

George Kosel, Assistant to Mr Snapp in the S. A Lens Department, and Caroline Cooligan, formerly at Hawk-Eye, were married Saturday, September 23. Mr. and Mrs. Kosel are now at home at 74 Ravine Avenue.

We congratulate Mr. and Mrs. Erwin Smith on the birth of a daughter, Dolores Erna, born on September 26.

INSPECTING DEPARTMENT PICNIC

Nineteen of the Inspecting Department girls picked out a pleasant Saturday and sallied forth to Churchville to have a little picnic at the farm of Mrs. Owens, one of our former employees. The party left Hawk-Eye in a truck loaded down in the good old "8 chevaux—40 hommes" style, and slowly made its way to Churchville. After the usual picnic dinner various games and races, followed by a ball game, took up the balance of the afternoon. Several rounds of "hots" restored everyone and put them in shape for the dancing which ended the party.



ON THE WAY TO CHURCHVILLE



FOLMER-CENTURY

CLARENCE H. HARPER
Editor



F.-C. ATHLETIC ASSOCIATION



EDWARD McCORMACK, Prest. F.-C. A. A.

The annual election of the Folmer-Century Athletic Association was recently held, with the following results:

President Edward McCormack
First Vice-President Frank Perrin
Second Vice-President Ambrose Smith

The offices of Secretary and Treasurer were filled by the re-election of Clarence Harper and George T. Roche, respectively.

Much interest was manifested this year by the adoption of the ballot system which gave an opportunity for each member of the Folmer-Century Athletic Association to participate. Other years the election was held after working hours, the nominations being made from the floor, which resulted in only a very small majority of the members taking part. This year a nominating committee consisting of Edward McCormack, Leo Lynett, John Barron, Spencer G. Pope, George Spiegel, Ambrose Smith, Stanley Bird, Peter Breemes, Charles Connolly and William Melvin, was appointed, which met and prepared their "slate." This was followed by issuing official ballots to

every member, who in turn marked same and deposited in ballot boxes for that purpose. The ballot boxes were opened the night of the election, a tally of the votes taken and the results posted later on the bulletin boards.

The Association, under the direction of the new officers, is already planning events for the coming year.

BOWLING

Attention! ye bowlers with the brawny arms and eagle eyes. Our season is just beginning and it behooves each and every one of you to step in line to assail the enemy pins in the coming competition. Help us to make a flying start toward the Plant Championship, and clear the field of all questionable competition for the F. C. A. A. Bowling League. We all know the old adage "He who hesitates is lost," so rather than lose our opening games—and allow our courage to wane, don't hesitate, don't waver—help us to present an impregnable line of defense around Her Highness Lady Champion, this coming winter.

The Folmer-Century Athletic Association Bowling League opened its fourth annual bowling season Tuesday evening, October 17, at the Grand Central alleys. The League this year is under the guidance of Albert Fleming, President, and Edward Burns, Secretary and Treasurer.

There are four teams represented as follows:

Auto Jr.	Graflex
Fenner, <i>Captain</i>	Kirvan, <i>Captain</i>
Sold	Fleming
Topel	Perrin
Lebeau	Nau
Dalton	Burns
Stereo	Compact
Melvin, <i>Captain</i>	Drabinski, <i>Captain</i>
Burke	Bird
Clark	McCormick
Genova	Schiel
Bradley	McNamara

Any bowlers wishing to join the League, kindly get in touch with Albert Fleming or Edward Burns.

AROUND THE PLANT

Our sincere sympathy is extended to Charles Roth, in the death of his son.

We are pleased to learn that Christian Fleischer, of the Metal Bench Department, who has been ill for some time, is convalescing.

We extend a hearty welcome to Walter Hof, who has been transferred from Camera Works to our Detail and Estimate Department.



KODAK PARK

ROBERT A. WEBER

Editor

OPENING DANCE OF THE K. P. A. A BIG SUCCESS

The opening dance for the season of the Kodak Park Athletic Association was held in the Assembly Hall on the evening of October 20.

The hall was, as is usual, beautifully decorated and lighted, transforming it into a garden of the Far East. The color scheme was blue and gold and most effectively worked out, forming a charming setting for the masqueraders.

Members and guests to the number of one thousand were present, and the judging of the costumes proved a highly complicated proposition, owing to their bewildering beauty and variety.

The souvenir program, in the form of a fan, was another ingenious and artistic feature of the occasion.

Prizes were offered for costumes in three classes: most original, most elaborate, and most comical, while a special prize, a very handsome silver cup, given by the Association, was awarded to the Finished Film Department, they having the best all-around representation. The grand march held during intermission, was a beautiful spectacle, round after round of applause greeting the participants as they filed past the spectators. Prizes were awarded as follows:

Most Elaborate—Ladies, 1st Ester Carl; 2nd Josephine Burleigh. Men, 1st William H. Thompson; 2nd Harry Collins.

Most Original—Ladies, 1st Harriette Galen; 2nd Anna Sinke. Men, 1st Morse Moore; 2nd R. Roberts.

Most Comical—Ladies, 1st Mrs. Forsyth; 2nd Louretta Bauer. Men, 1st Bob Zimmerli; 2nd John F. Fleming.

Best Couple—1st Misses L. and M. Ereth; 2nd Eleanor Creamer and Hazel Richie.

Best Groups—1st Miss Crawford and George Hill; 2nd Misses Waterstraat.

Refreshments were served throughout the evening. The music furnished by Taylor's Orchestra, was fully in keeping with the other happy features of the evening.

The plan which proved so successful in handling the dances last year, will again be followed this season. A series of six parties has been arranged and Charles W. Markus appointed as general chairman. Six active chairmen have been selected to attend to the details of the dances: David A. Babcock, of the Emulsion Coating Department, Building 29, being the one who directed the successful opening party, and Paul C. Seel, Chemical Plant, will head the organization for the November or Autumn Dance. The following persons assisted at the October party: David A. Babcock, Chairman; Robert A. Weber, Publicity; William Thompson, Refreshments; Alexander Sinclair, Programs; Charles Flagg, Tickets; George Dryden, Decorations; Clinton Eysamen, Stage; Mrs. A. Thompson, Melissa Gaylord, Mildred Grow, Frances A. Fox, Imogene Barnes, Anna Walsh, Emma McBride, Florence Doescher, Helen Williams, Augusta DeYoung, Mrs. Cora Lintz, Esther Carl, Harriet Voight, George Clark, Frederick Hopkinson, Charles Blackwood, Joseph O'Keefe, Roy Yeomans, Christian Kneer, Arthur Yates, Fred Listman, James Payne, Donald McMaster, Wilson C. Maston, Arthur Williams, Marguerite Ellis, and Gladys Anderson.

BASEBALL CHAMPIONSHIP NOT FOR KODAK PARK

The much coveted semi-pro baseball championship is lost to the Park for this year. Conceded to have the best team in the league, the matter of annexing the trophy should have been, according to the experts, merely a matter of playing the required number of games. However, the element of luck entered into the plans with the result that the dope was upset and the best that may be hoped for is second place.

Much satisfaction is derived from the fact that baseball has returned to Kodak Park on something like its former plane, as the weekly games staged at the Lake Avenue field have been well attended.

In an effort to have the team as nearly representative as possible, a large number of the employees were given an opportunity to play, and after picking those with sufficient ability, the remaining positions were filled from outside. The result has been a first-class outfit.

Manager Fred Gardner and Captain Charles Forstbauer, because of their earnest effort to give Kodak Park real baseball, are deserving of great credit. No plans have been laid for 1923, although it is quite probable that a league, similar in many ways to the organization hurriedly formed late this season, will be the means of promoting the game among industrial and fraternal bodies.



FILM TEAM GUESTS AT TWILIGHT LEAGUE OUTING

With the final result in doubt up to the last game, the K. P. A. A. Twilight Baseball League completed its schedule late in September. The Finished Film team took the honors after playing off the tie with the boys from 48.

Although a twilight league had been started several times in the past, this is the first time that the entire schedule has been played off. The idea first originated at the time the U. S. A. S. A. P. was at Kodak Park, as a means of providing recreation for the soldiers. During the past couple of years interest waned after the first few weeks, and the success of this season is due largely to the efforts of President John Harmon, and the co-operation of his staff of umpires.

The Film Team members were the guests of the league on Saturday, September 30. An excellent steak dinner was served at the Frontenac Canoe

Club, Genesee Valley Park, at noon, after which games were played up to 5:30 o'clock, when a buffet lunch was served. Secretary Herbert Hanse, on behalf of the league, presented President Harmon with a beautiful humidor well filled with "smokes." In the evening the crowd attended the theatre, completing a most enjoyable program.

FINAL STANDING OF THE TEAMS

Team	Won	Lost
Finished Film.....	12	3
Building 48.....	11	4
E. & M. Stores.....	8	6
Research Laboratory.....	7	7
Garage.....	6	8
Time Office.....	5	9
Main Office.....	5	9
Lumber Cutting.....	2	12

FOREMEN RESUME MONTHLY DINNERS

The first regular monthly dinner-meeting of the Kodak Park Foremen's Club was held on Thursday, October 12, about three hundred and fifty persons being present. As usual, a very pleasing dinner was served, enlivened by excellent music.

The first speaker of the evening was Mr. Cyrus W. Phillips, Commissioner, State Industrial Commission, who gave a very interesting talk on Safety work, the title of his address being, "Accident Prevention and Workmen's Compensation from the Viewpoint of the Referee." Mr. Phillips was one of the most ardent champions of the compensation law and was largely responsible for its adoption. The members were given many good points, which will be of value to them in conducting their share of the prevention work, within their own departments.

Mr. Herbert Leon Cope, celebrated humorist, lecturer and entertainer, made a decided "hit" with his audience. The club was indeed fortunate, after over two years of endeavor, to secure Mr. Cope, and his versatility went a great way toward making this one of the most thoroughly enjoyable meetings ever held.

THE E. C. AND P. BAKE

Ordinarily speaking, all clam bakes are much alike, but the boys of the Envelope, Carton and Printing Departments have the happy faculty of making their affairs always a bit out of the ordinary. Their annual bake at the Rifle Range this season was no exception, but you will have to go to some one of those present for details, as the secrets of this organization are closely guarded. John Crelley, George Hinch, Jim Elinger, and Thomas Ryan had the affair in charge.

JACKSON B. WELLS PARK GOLF CHAMPION

The finish of the K. P. A. A. Golf tournament was quite spirited and the honors as champion of Kodak Park go to Jackson B. Wells, of the Roll Coating Department. Gerould Lane, of Department 50, finished second. Golf balls were awarded as prizes.

The Park golfers were quite active this season, taking part in the two Inter-plant tournaments and also in the City play-off. Some good men are being developed, and with the increased interest it is expected that the K. P. A. A. tournament of 1923 will be among the most important as well as one of the largest events of the year.



FRED W. ANDERSON

TWENTY-EIGHT YEAR EMPLOYEE RETIRES

Fred W. Anderson retired from active service with the company on September 30, 1922.

"Dad," as he has always been known among his many friends and fellow workers, is seventy years of age, and has been with the company continuously since 1894. He first worked as a film coater in Building 2, later being transferred to the Solio Department, then to the D. O. P. Emulsion Coating.

Just before leaving us, "Dad" was the honored guest at a dinner given by a committee of his fellow workers to mark the occasion. "Dad" was presented with a purse of gold and beautiful autographed book.

All of us extend our sincere wishes for his future happiness and continued good health.

FOR RENT—FOR SALE

It is not at all unusual, in view of the great number of people employed at Kodak Park, that there should be a continuous demand for living accommodations—houses, rooms and apartments. Arrangements have, therefore, been made to assist those in need of these accommodations.

A bulletin board has been prepared and is now located in the employment office on which are listed available locations. Persons wishing to take advantage of this convenience may call at this office, where full information will be given them. In addition, anyone having property for sale or rent may list it here also, so that an efficient exchange bureau is at your service.

In view of the large number of current events for which the regular department bulletin boards are needed, it is not possible to advertise houses and rooms through this medium. Therefore, anyone wishing to advertise is requested to take the matter to Mr. Maston. If you are contemplating making a change, call and look over the available locations.

VAN WYNGAARDEN-MINKS

Grace Minks, an employee of the Kodak Park Dining Hall for over seven years, was married on Saturday, October 7, to John Van Wyngaarden, the ceremony being performed by Rev. Jacobs, of the Brighton Reform Church. After a brief honeymoon Mr. and Mrs. Van Wyngaarden will be at home at 144 Argo Park. The bride was presented with a beautiful electric lamp by her associates.

RUSSELL-EIGABROAT

One of the prettiest weddings of the season took place at the Lake Avenue Baptist Church, when William T. Russell, of the Roll Coating Department, and Francis Eigabroat were quietly united in marriage.

They were the recipients of many gifts, including a set of kitchen ware, a chair from the fellow-workers of the groom, and a beautiful clock from the mechanics in the Roll Coating Department.

Thomas Maher, Job Print Department, Building 48, announced the arrival of a nine-pound baby boy, born Sunday, October 1. We all extend our congratulations.

Emulsion Coating extends its sympathy to George Blacklock, whose father died at Spencerport, September 21.

McGARRITY-DICKINSON

Another belle of the Envelope, Carton and Printing Department of Building 48, has left us to learn the art of housekeeping. Isabelle Dickinson became the bride of Lester McGarrity. Isabelle's shop mates presented her with a handsome wicker chair.

COURTNEY-HASSEL

Robert Courtney, of the Carton Department, Building 48, made good use of his vacation. On his return "Bob" announced that he was married. The lucky girl is Lillian Hassel.

QUINN-BERRY

One more of our boys has left the bachelor state. This time it is Timothy Quinn, of the Sundries Manufacturing, Building 48, who was married recently to Catherine Berry at Blessed Sacrament Church.

FREY-BREINBUECHER

Frank L. Frey, Emulsion Coating Department, and Miss Johanna Breinbuecher were married on Wednesday, September 20. Our heartiest congratulations, Frank.

CONKLIN-BARGER

William S. Conklin, Emulsion Coating Department, and Dorothy Barger, Honeoye Falls, were married on Wednesday, September 20, at Ojibway Island, Ontario, Canada. Our best wishes, "Bill," for your future happiness.

THIS LETTER TELLS ITS OWN STORY

12 Chase Street,
Rochester, New York.
September 21, 1922.

Mr. R. A. Weber, Secretary,
Kodak Park Community Chest Committee.

Dear Sir:

I have just returned to work after a long period of sickness at the Highland Hospital. I have frequently heard people criticizing the Hospital, the Community Chest and other good work, which is carried on in the community. As I come from the hospital my heart is full because of the kind treatment which I received from doctors, nurses, and hospital officials. No one could have been more kindly, thoughtful and considerate than they all were to me. It makes my heart ache when I hear people talking against them after my long period of sickness, when they were so good to me.

I am one of those fellows who believe in sending flowers before a man dies. I also want to thank the visiting nurses for coming to me, and the officials of the Kodak Company, who have made it possible for me to receive such a generous portion of my wages when I needed it so badly.

Just pass this along to the rest of the boys, to let them know that there are people in this city who are looking out for us, although we may never know it until we need it very badly.

Very truly yours,

(Signed) ALBERT G. KLIPFEL.

GIANTS OR BIRDS?

With but one game separating the Giants and Birds, the outcome of the Noonhour Baseball League schedule is a matter for speculation. True, the Giants won the summer series, but the Birds under the leadership of Herbert "Rip" Benzoni, have emerged from their position as tail-enders of the preliminary schedule to within grasp of the trophy. The Yankees have a firm hold on third place, which leaves the undisputed possession of the cellar to the Rangers.

The past month has seen the return of two old-timers to the game, John Weidenkofer and "Tom" Wright, both of whom are playing well up in the averages. Just how many years Weidenkofer or "Snips," as he is generally known, has been playing, is hard to say, but among our oldest pictures and records, we find his name.

The annual banquet of the Noonhour League will be held early this month, the winning team as usual to be the guest of the league. President John Shepherd will act in his official capacity, and the anticipated good time is assured.

STANDING OF THE TEAMS OCTOBER 10

Team	Won	Lost	Pct.
Giants.....	14	6	.700
Birds.....	13	7	.650
Yankees.....	8	12	.400
Rangers.....	4	14	.222

YARD BOWLING LEAGUE UNDER WAY
K. P. A. A. LEAGUE NOT ORGANIZED THIS YEAR

Kodak Park is represented in the bowling world by but one league this season. Every effort to form the regular K. P. A. A. club was made by Charles Natt, president of the organization, but after several meetings the project was abandoned. The lack of interest among the bowlers is responsible for this action, only two or three departments being at all definite in their plans. As near as can be determined the real cause for the lack of interest manifested is the high cost of the alleys. Although the association stood ready to contribute its usual quota toward the running expenses, the cost per man still remained too high.

The Yard League, a strictly independent organization, made up from departments about the plant, which had been unable to secure a place in the regular K. P. A. A. league in past years, has again been started. The opening matches were staged on September 19. Eight teams are entered, meeting every Tuesday evening at the Genesee alleys. The following officers are in charge of the league this year: Lloyd Zecker, president; Fred Nelson, vice-president; Almon Jeffers, secretary; and Roy Sampson, treasurer.

The results of the few matches rolled to date lead us to believe that the race will be close. At the present time the Steel Shed team is in front, having lost but one game of the twelve rolled. Stores are in second and the Yard and Tool Room are tied for third.

STANDING OF THE TEAMS ON OCTOBER 17

Team	Won	Lost	Pct.
Steel Shed.....	11	1	.916
Stores Department.....	9	3	.750
Yard Department.....	7	5	.583
Tool Room.....	7	5	.583
Garage.....	6	6	.500
Receiving Department...	4	8	.333
Time Office.....	3	9	.250
Baryta Department.....	1	11	.083

MADELINE DOWNS WINS GIRLS'
TENNIS CHAMPIONSHIP

The 1922 Girls' Tennis tournament, conducted by the K. P. A. A., was by far the most successful in the record of the association. Eighteen girls participated, and much enthusiasm was displayed both by contestants and fans. The final match was played on September 29 between Mary Herlihy, of the Stores Department office, and Madeline Downs, of the Finished Film Department. Madeline Downs, a newcomer in the girl's activities, proved to be a dark horse and defeated her opponent in as fine an exhibition of the court game as has been witnessed at the Park in some time.

On the evening of October 6, a dinner was given for the members of the girls' tennis club, twenty-two persons being present. The table was beautifully decorated and the affair was greatly enjoyed. Marie Forbes, to whom the credit for the successful tournament is due, presented, on behalf of the association, the regulation silver cup to the winner and a handsome bracelet to the runner-up. Marguerite Ellis, director of girls' activities, thanked the members of the club for the interest they had shown and presented Miss Forbes with a very fine portrait of herself as a testimonial of appreciation.

FIRE HAZARDS AND FIRE PREVENTION

By ROBERT C. RUCKOLDT, Chief, Kodak Park Fire Department

Years ago a catastrophe occurred in Chicago which will never be forgotten. Mrs. Clary was milking a cow, and the cow kicked. She had a lamp handy, which the cow kicked into a hay-pile. Had Mrs. Clary been a wise woman, she would have extinguished the fire with the pail of milk or some water; instead, she probably said things to the cow which would have started a fire all over the country. The result was a \$250,000,000 conflagration.

We hear about fire prevention and become momentarily interested and enthused, thinking it very good and deciding to put in force the points we have learned, but in a few days we forget all about it.

Consider what a very destructive fire here at Kodak Park would mean, with over 6,000 employees, their wives and children, dependent on the plant for their bread and butter!

How many would suffer from such a fire? How would we feel if it were caused by something we had done?

Housekeeping Conditions Vital

We are all aware of the fact that there are numerous hazards in a plant of this size. For example, take wood piled against a radiator. The heat is turned on and it becomes hot; it is turned off and the wood cools; in the same position it is heated again, and in this process has become absolutely dry. In the third process the wood turns into charcoal, and it is not long before there is a fire. In many cases fires have been traced to this origin.

Another cause of fire is new printer's ink on paper placed on a steam pipe. New printer's ink ignites quickly. All of these things relate to carelessness in attending to housekeeping conditions. I do not mean to say we are unusually careless. Far from it; I think our housekeeping conditions are to be commended.

Safety Matches

The carrying of unsafe matches is always a hazard. The company gives out what are called "safety" matches, which are obtainable at each gate on the way out.

Think of the losses in the United States in lives and in money! \$250,000,000 a year, thousands of lives lost, and most of it through carelessness, because people do not have a practical knowledge of good housekeeping. With up-to-date safety men on the job of fire prevention, these losses can and have been greatly reduced.

The Careless Employee

As you go about the plant, watch for the man who carelessly throws things in a corner. Linseed oil and turpentine combined will ignite in two hours. In your department, watch the motors. Have you ever noted the quantity of oil that has dropped into the pan? Dust is one of the most inflammable things we have to deal with. It flashes like gunpowder. In it are many things which are highly inflammable. Now, this accumulation is in the pan; the motor goes wrong—a short circuit, and you have a fire. *Look in the corners!* Watch every piece of waste, the drips on the floor, paraffin, everything of an inflammable nature. See that everything is clear from your radiators. Watch your conduits—electric lights. There are many things you can watch—lacquers, oils, paints, your lockers.

When a man takes his soldering iron and throws it down on his bench while it is still hot, he must be watched. A careful man who places it on the stand intended for it, is the one we want here.

Importance of Fire Drills

As you have no doubt witnessed, we have many drills at the Park by which we train employees the right way to leave the buildings in case of emergency. Buildings are divided into districts by fire walls. When the horns blow, the employees know exactly what district is coming in, and how to get away from it. Too much cannot be said for the importance of these drills. Attention to what you are about is necessary, not only for your own safety, but that of others as well.

One of the principal things in getting out of a building is presence of mind. I was once working in a big warehouse fire. Upon going up where the



GENERAL SAFETY COMMITTEE—KODAK PARK

Standing—left to right—Walter Johnson, Dr. B. J. Slater, Frank J. Lustyk, Robert A. Weber, (Sec'y.), Robert M. Adams. *Seated*—left to right—Ralph Smith, Charles Schlansker (Charge Police Protection), Alfred A. Ruttan (Safety Director Superintendent of Safety and Protection Department), Ronald C. Hands (Safety Engineer), Robert C. Ruckholdt (Chief, K. P. Fire Department and in charge of Fire Prevention).

fire had penetrated, I found a man standing there in a peculiar position.

I asked him: "What are you standing like that for?"

He said: "I can't move."

After he had been picked up and taken down, he was all right. He looked me up afterward and said:

"I want to explain to you, if I can, my feeling on that occasion. When I found the building was on fire, I started to go out and got so frightened that I suddenly stopped and simply could not move a muscle in my body, and if you had not come up, I should have burned where I stood."

That is known as muscular paralysis caused through fright; so, you can see we are not all constituted alike. Some people are very excitable. Some people come out in a fire drill breathing heavily from panic and fright. Now, that is one of the reasons we ask the girls particularly to link arms

when leaving a building. If anything were to happen to either of them the other would be there to save her from a vicious fall. Understand, they never wilt in a case like this; they pitch forward—and this is the reason for linking arms.

The drill has saved a great many lives, and I think that had drills been instituted years ago, many persons would be alive today who are now sleeping under the ground.

Absolute quiet is necessary. You know, you can't concentrate on anything and at the same time talk and laugh about something else. You have to concentrate on your work.

We cannot be too careful nor too thoroughly realize the importance of giving the matter of fire hazards and fire prevention sufficient consideration. Remember, your own welfare is in the balance. Co-operate with the Safety Engineer, Fire Department, and the Safety Inspectors in your department!

SOCCER NOTES

The Kodak Park soccerites got away to a flying start when they defeated the Macs' in the opening game of the Rochester and District Football league, September 11. The Macs' were considered to have the best team in this district, having secured Morrisn and Brownhill from the Moose, but the dope was upset, when our boys took them into camp, defeating them quite easily with a score of 5 goals to 2.

The following week the unexpected happened again, this time it was the Holland eleven, who turned the trick and defeated the Kodak Park's 1 to 0. In the next game of September 24, we defeated the Moose in a hard fought game, the score being 2 goals to 1.

On October 1st came the tussle with the league leaders, the Celtics, and a most spectacular exhibition of soccer football was witnessed by the fans who visited the Lewiston Avenue grounds that day. It was only until well into the second half that our boys showed their superiority, and the first tally came from the toe of "Jack" Brightman. A few minutes before the referee blew the whistle, Kodak's

left got into action and the beautiful team work of "Billy" M. Knight, "Al" Fratter, and "Charlie" Scott resulted in a second goal, Scott being credited with the score.

On the 8th of October the Kodaks were scheduled to play the General Electric Athletic Association of Erie in the preliminary round of the National Cup competition. Owing to unforeseen circumstances the Erie team could not make the trip, thereby forfeiting the game to Kodak Park. The first round of the National Cup competition was played on October 15, when our boys met and defeated the McNaughton Rangers, 3-0. During the last half, Albert Fratter, Kodak's speedy forward, collided with the Macs' goal keeper, suffering a broken leg. This is a great blow to the Park team and will somewhat weaken their play. A large crowd of fans were present.

The Kodak team's management have strengthened up their forward line by securing two new players, George Pounds and "Archie" Pemberton, former Camera Works stars.

KODAK PARK ACCIDENT RECORD

	1921	1922
January	14	10
February	11	8
March	13	13
April	15	8
May	10	9
June	9	7
July	9	7
August	5	7
September	16	5
	102	74

A decrease of $27\frac{1}{2}\%$.

49 (or 66%) of the accidents in 1922 were preventable and should not be charged to our record.

ON THIS BASIS our total number of accidents for the nine month period should be 25.

Our accident record is showing an improvement. Last year there were 24.2 accidents per 1,000 employees. In 1922 this has been cut to 12.3 per 1,000 employees.

EXERCISE CARE IN YOUR DAILY WORK

REPORT THE "SLIGHT" CUT OR ABRASION TO THE MEDICAL DEPARTMENT PROMPTLY



KODAK PARK TRACK TEAM'S 1922 TROPHIES

KODAK PARK TRACK TEAM COMPLETES SUCCESSFUL SEASON

The hope that track activities may become one of Rochester's leading attractions, is much brighter in view of the fine showing made by the Kodak team this year. We are encouraged to believe that another year, other industrial concerns, and some of the semi-athletic organizations will see fit to get behind what is conceded to be one of the leading world sports.

Great credit for the showing made and the results obtained goes to our coach, John M. Donohue. Untiring in his devotion to the team, he succeeded in building the best track team in Western New York, and in so doing brought honor to the Kodak Park Athletic Association.

The summer season closed on September 22, with the American Legion meet at Syracuse. The Kodak Park team entered this meet representing the Frank "Ace" Guillod Post, also known as the Kodak Post. Despite the fact that several of the best men were ineligible, entries being restricted to former service men, our team succeeded in placing

in two events. Considering the fact that many of the best track men in the state were among the contestants, and the Kodak men were the only Rochester representatives to reach the winner class, the meet added greatly to our already splendid record. Commander Lambert, of the Kodak Post, co-operated materially with the association in arranging this trip.

The return of "Donohue's Running Expedition" (a very appropriate title applied to the team by "Art" Williams in view of the many out-of-town engagements), has resulted in a somewhat crowded condition of our trophy case, and the job of "cup polisher" has grown to be one of major importance.

The hope that track activities may become one of Rochester's leading attractions is somewhat brighter in view of the fine showing made by the Kodak team this year. We will welcome suggestions from other industrial concerns, and the local athletic organizations regarding the promoting of track team activities in 1923.

CAMERA CLUB OFF TO A GOOD START

The first fall meeting of the Kodak Park Camera Club was held on the evening of October 17. Our own Dr. Mees delivered a highly interesting and instructive talk on "Photography Through the Microscope."

On the evening of November 1, we had the pleasure of listening to Mr. H. W. Poor, of Boston, his subject being "Scenic America." Mr. Poor not only understands art thoroughly, but in addition possesses the happy faculty of putting his subject over in an understandable way. His slides were superb and we hope to have him with us again.

We are now a complete organization, and our dark room is an actuality.

Our rooms still lack a bit in equipment, but we are well fitted out for all ordinary work.

We have been exceedingly fortunate in securing space and there is still sufficient room for a studio and a meeting room of fair capacity.

Every member is urged to make use of the dark room—there is no charge.

Our photographic contest is under way; the rules governing same have been mailed to all members of the club and additional copies may be obtained from the officers. There is still time to join the club and get in on this contest.

We urge all members to attend the lectures, as they are very much worth while in developing skill and ability as photographers.

A T H L E T I C S



BOWLING NOW TAKES THE LEAD

NO KODAK BASKETBALL LEAGUE THIS SEASON

WITH this month ends the season for the organized outdoor activities. For the next few months the athletic lovers of the out-of-doors will be forced to content themselves with skating, skiing, snowshoeing, and other similar forms of recreation the Frost King provides—and sometimes he is not so liberal in this vicinity.

When it comes to indoor athletics with us, bowling seems to have the lead, although there will be no K. P. A. A. bowling league this season. There are, however, various bowling teams at the Park and leagues in the other plants, as you will note when you read the plant news elsewhere in this issue.

Due to a number of reasons, basketball as an interplant activity seems to have lost its attraction.

There will, however, undoubtedly be some plant teams organized. At Kodak Office there will be no team playing under the auspices of the Kodak Office Recreation Club, but a team is being organized by some of the boys who send in the following communication regarding it:

“The Kodak Office basketball team will be well represented on the court this season with some of the best players in this section of the state. ‘Johnny’ Marcello has been chosen to manage the team as he has had quite an experience in that line. He has managed the Straight Arrows, a local semi-pro quint for the



“JOHNNY” MARCELLO
Manager, Kodak Office
Basketball Team

“HASH” McNEIL
Coach, Main Office
Basketball Team

last nine years. ‘Hash’ McNeil, who starred with the Lincoln Wonders of Buffalo, has volunteered his services to coach the team. He will also take charge of the team on the court. So far, ‘Johnny’ has signed up ‘Danny’ LaPalm, who made quite a record with the Catholic High, to play one of the forward berths. Marcello will play on the other wing. ‘Joe’ Stutz, who has been pastiming with the Niagaras, will hold down the pivot position. ‘Dip’ Murray, the crack guard of the Buffalo Orioles, will do guard with ‘Hash.’

“Plans are under way for playing a series of three games with the Hawk-Eye quint at Masonic Temple. Damon’s Orchestra will be on hand to furnish music for dancing. The manager of the Kodak Park quint is asked to get in touch with Manager Marcello.”

THE FINAL GOLF TOURNAMENT

WELDON WINS LOW GROSS WITH 79—CULBERTSON, LOW NET WITH 71

C. D. CULBERTSON
First Low NetH. T. ANDERSON
Second Low GrossJ. W. NEWTON
Second Low Net

THE WINNERS

	Name	Plant	Score	Award
1st low gross	James W. Weldon	Hawk-Eye	79	\$5.00
2nd low gross	H. T. Anderson	Kodak Park	84	4.00
3rd low gross	F. O. Strowger	Kodak Office	88	3.50
4th low gross	A. W. Heaphy	Camera Works	90	2.50
1st low net	C. D. Culbertson	Kodak Office	71	7.50
2nd low net	J. W. Newton	Kodak Office	77	6.50
3rd low net	D. O. Babcock	Kodak Park	79	5.00
4th low net	F. H. Willis	Kodak Park	80	4.00
5th low net	J. Sullivan	Camera Works	81	3.00
6th low net	G. T. Lane	Kodak Park	81	2.00

THE Weather Man was a bit unkind on the days of the final Inter-plant Golf Tournament. As one player remarked, "the only dry spot was the nineteenth hole."

"Jim" Weldon, of Hawk-Eye, went his previous tournament score one better, turning in a card of 79 from scratch and annexing the prize for first low gross.

C. D. ("Chuck") Culbertson, of Kodak Office, won the first low net with a score of 71.

John W. Newton, Main Office, capturing second low net with a 77.

Frank Strowger followed the lead of "Jim" Weldon by capturing third low gross, thus moving up one from the previous battle.

VanDusen, who landed second low net last time, failed to show in the prize list this time, but so far has presented no alibi.

George Blair and "Irv" Hoyt failed to face the starting gun, both claiming incipient colds as an excuse.

All the plants were well represented in this event for the season, except Folmer-Century. W. F. Folmer paid his entry fee, thus qualifying for Folmer-Century, but did not play, claiming that his recent adversary, "Jack" Robertson of the Camera Works, had swiped his rubber boots.

The season closed with golf a strong favorite in all the plants, and some exciting times are to be looked for next season.

SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF OCTOBER 15, 1922

ROCHESTER PLANTS	Standing Last Month	No. of Employees	No. of Members	Percentage of Employees Subscribing	Total Shares
1. Hawk-Eye.....	1	447	328	73.3%	2,658
2. Kodak Office.....	2	1,143	729	63.7%	6,940
3. Kodak Park.....	3	5,875	2,926	49.8%	21,097
4. Camera Works.....	4	1,489	552	37.0%	2,543
5. Folmer-Century.....	5	294	71	24.1%	713
Direct Members.....			21		232
OUT-OF-TOWN PLANTS					
1. Chicago Branch.....	1	114	104	91.2%	966
2. Zimmerman Brothers (Duluth).....	2	9	8	88.8%	47
3. Howland and Dewey Co. (San Francisco).....	3	12	10	83.3%	39
4. Eastman Stockhouse (New York City).....		23	16	69.5%	144
5. Glenn Photo Stock Co.....	5	22	14	63.6%	80
6. Taprell, Loomis & Co.....	8	206	123	59.7%	980
7. Sweet, Wallach and Co.....	4	69	40	57.9%	477
8. Denver Photo Materials Co.....	10	19	11	57.8%	47
9. New York Branch.....	7	115	66	57.3%	530
10. San Francisco Branch.....	6	75	41	54.6%	201
11. Zimmerman Brothers (St. Paul).....	9	28	15	53.5%	86
12. Howland and Dewey Co. (Los Angeles).....	13	55	27	49.0%	164
13. Salesmen and Demonstrators.....	11	122	58	47.5%	1,012
14. Robey-French Co.....	12	47	21	44.6%	195
15. Northwestern Photo Supply Co.....	14	25	10	40.0%	78
16. Robert Dempster Co.....	16	26	10	38.4%	82
17. John Haworth Co.....	15	57	19	33.3%	98
18. Milwaukee Photo Materials Co.....	17	18	4	22.2%	40
19. O. H. Peck Co.....	19	32	4	12.5%	40
20. Des Moines Photo Materials Co.....	18	21	2	9.5%	19
21. American Aristotype Co.....	20	28	1	3.6%	20
Total.....		10,371	5,231	50.4%	39,528

Average Subscription—7.5 shares

Total Matured or Par Value—\$3,952,800.00.

FINAL GOLF TOURNAMENT

SUMMARY			
	Gross	Handicap	Net
F. O. Strowger	88	7	81
Fred Willis	93	13	80
G. B. Henry	92	7	85
A. W. Heaphy	90	16	74
J. W. Newton	91	14	77
F. Elliott	117	34	83
W. S. Silsby	109	23	86
D. McMaster	100	14	86
G. T. Lane	102	21	81
H. Stephenson	116	28	88
J. Boeing	110	25	85
R. Heaphy	103	21	82
Wm. Melvin	119	24	95
F. Rogers	108	21	87
J. Jones	105	19	86
W. Hardy	104	20	84
W. Pierce	98	16	82
A. Stuber	97	12	85
L. W. Gillette	97	13	84
C. Culbertson	96	25	71
H. Anderson	84	15	69
W. Anderson	97	13	84
J. Weldon	79	Scratch	79
H. Smith	108	21	87
J. Sullivan	116	35	81
D. Babcock	107	28	79
J. Campbell	101	15	86
A. Meyn	98	9	89
Geo. Clark	105	23	82
M. B. Hodgson	108	25	83
W. A. Springer	Did not finish.		

The **KODAK**
Magazine



December 1922

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

ACCIDENT RECORD

OCTOBER, 1922

PLANT	Accident Cases		Accidents per 1000 Employees	
	1922	1921	1922	1921
Kodak Office	1	1	1.01	.95
Camera Works	5	..	3.40	..
Folmer-Century Works	1	..	3.47	..
Hawk-Eye Works	1	..	2.33	..
Kodak Park Works	10	23	1.63	3.78
Total—Rochester Plants	18	24	1.94	2.59

NATURE OF ACCIDENTS DURING MONTH

- 3 cases of injury through strain
- 5 cases of injury through sprain
- 4 cases of injury through bruises, burns or laceration
- 4 cases of injury through falling and slipping
- 1 case of injury through obstruction in passageway
- 1 case of injury through falling material

18 employees' accident cases during month.

We wish you a very

*Merry
Christmas*



OUR NEW YORK STORE; MAIN FLOOR DISPLAY ROOM — see page 3

The KODAK Magazine

VOL. III

DECEMBER, 1922

No. 7

IN THE BIG TOWN

OUR NEW STORE—MADISON AVENUE AT FORTY-FIFTH



EXTERIOR OF OUR NEW STORE

RIGHT in the heart of New York's best retail district, Madison Avenue at Forty-fifth Street, you will find the home of the Eastman Stockhouse, Inc., our newest and finest American retail establishment.

You will see from the accompanying illustrations that the store is light, airy and spacious, and provided with every convenience in the way of fixtures and other business equipment.

The space occupied totals 15,500 square feet, embracing the main store floor, devoted almost entirely to the sale of Kodaks and other amateur products; the mezzanine for the office and projection room; the first basement for displaying professional apparatus, and the finishing department; the sub-basement for the receiving and shipping departments, print-

ing and washing machines, and storage for reserve stock.

The fixtures in the office and main floor are of American walnut, the professional department being of finished oak.

Thomas Roberts, Jr., as manager, heads the staff of thirty-five employees; the staff includes two men well known to the Rochester folks—W. B. ("Doc") Haskell, formerly of our Advertising Department, and Henry C. Fincke, of Folmer-Century.

All of us have a right to feel proud of our newest establishment, as it marks another distinct advance in Kodak progress.

When you visit the big town be sure to pay a visit; you will find a warm welcome, and will see something to further increase your pride in Kodak.



OUR NEW STORE, SHOWING SECTION OF PROFESSIONAL APPARATUS DISPLAY ROOM

LOSING TO WIN

WHEN you have had a meal, or a lunch of good, wholesome, well-cooked food, you experience a feeling of satisfaction and contentment. When you feel satisfied and contented, you can do better work. All sentiment aside, there you find the reason for the dining rooms in our Rochester plants.

Quality and cleanliness are the outstanding features of our dining rooms. The milk, butter, eggs, meats and everything used in the preparation of our various dishes must be of the very highest quality, and skilfully cooked in kitchens of spotless cleanliness. The comfort and convenience of these rooms needs no more than mention, because they are so apparent.

We do not make a profit on the food sold in our dining rooms. On the contrary, we frequently show a loss in the month's operation. You can readily see

that with the constantly fluctuating prices of all foodstuffs that it would not be possible to arrange a scale of prices that would be the exact cost for each item, but the prices are arranged so that as a *whole* they do not more than cover costs, and on an average our dining room prices are about one-third lower than dishes of the same quality would cost you in the public lunch rooms.

In conducting our dining rooms, no charge is figured for the very valuable space occupied nor for the original costly equipment, so that even with the most careful figuring and good management, our dining rooms are operated at a financial loss.

We have accepted these losses because we believe they come back to us indirectly through the better health of our employees, which means better work and less lost time.

Get ready for 1923: Budget blanks for either individual or family expense records may be obtained free from the Eastman Savings and Loan Association office.

TAKING A HEALTH INVENTORY

THOSE who understand the ways of health advocate periodic physical examinations by physicians. In this way disease is prevented, or at least taken in time for early and less difficult cure. "Everyone should visit his physician for an examination every three months," said Brig-General Charles M. Sawyer, personal physician to the President, at a medical society meeting in New Jersey last year. To learn where one stands in health is as necessary as to know where one stands in business. It is the only sensible way.

The need for such a visit was brought home forcefully at the time of the war when, according to analysis of defects found in drafted men prepared by the office of the Surgeon-General of the U. S. Army, 82,000 men were found to have tuberculosis in an active or suspicious form. All but 1,200 of this number were unqualifiedly rejected from the service. Out of every 1,000 men examined, 25 were found to have frank or suspected tuberculosis. This meant that from the "flower of the land," men between the ages of 18 and 30, two and one-half per cent had tuberculosis. Such a condition is scarcely believable. Yet, a proportionately large number of unsuspected tuberculosis cases were routed out at Framingham, Massachusetts, where a Tuberculosis Health Demonstration is being carried on. In 1917, when the Framingham Demonstration was begun, there were 37 known cases of tuberculosis. By November, 1918, 215 additional unreported cases had been uncovered. For the preceding years approximately 121 persons per 100,000 were dying each year of tuberculosis. In 1921 the number was reduced to 40 per 100,000 population.

When such findings as those instances cited above are brought to light, is it not proof that every human body needs a thorough overhauling at stated intervals? And how do we know what sort of an overhauling we require? It is not for the

average person to determine whether he should omit the midday meal; the exercises we most require are not known to us. Possibly, it is not exercise anyway that we need, but rest. A doctor trained in the science of overhauling the human machine is the only one upon whose judgment we may safely rely.

The body is an instrument. Paderewski never attempts to give a concert without full knowledge of the condition of his piano. With one string out of order, a whole concert might be ruined. The human instrument also has many strings and its construction is even more intricate and delicate than that of the piano. Yet, we attempt the most hazardous "concerts" with never an idea of examining the body.

Machines, also, must be thoroughly overhauled at regular periods. Whether it is a turbine, a motor car, or a lawn mower, the owner makes a business of inspecting its condition every so often. He wishes to keep track of this and thereby obtain a one hundred per cent driving power. Instead of waiting until the machine breaks down, he watches over it in order to prevent its breaking down. He then brings in an expert to put it in order. With our human body machine we should do the same. In that way only can disease be warded off. If we do not call upon the "Inspector" or physician regularly for examination, how can we be surprised if a breakdown should unexpectedly occur. How can we know that we are working with a one hundred per cent driving power?

In the prevention of sickness by frequent overhauling, no disease can be better kept in check than tuberculosis. Infection usually takes place in childhood. The germs enter the system more easily at that period of life and oftentimes remain dormant or inactive until a weakened condition of the system causes them to become active tuberculosis. When we find that there are 1,000,000 persons with the disease in an active form in this

country alone, and as many more inactive cases, then is the realization forced upon us that every precaution must be taken to protect against its spread.

During the past sixteen years that the National Tuberculosis Association and its affiliated agencies have been carrying on their big educational campaign, the number of deaths from tuberculosis has been cut in half. Yet, in 1920, the last year for which statistics are available, 122,000 persons died in the United States from tuberculosis. Of that number three-fifths were persons between the ages of 15 and 44. In that age period, moreover, are the majority of the 1,000,000 active cases of tuberculosis. It has been said: "Tuberculosis is the disease which kills producers." Certainly that true statement makes one understand how essential are all efforts to stamp it out. Living from day to day in a well-balanced way

to keep the human machine in good trim, and having this machine periodically inspected by an expert physician, are two methods of prevention urged by the National Tuberculosis Association and its affiliated agencies. A consultation with one of our company physicians may be had for the asking.

To help spread a knowledge of tuberculosis in order that it may be prevented and thus decrease the yearly death toll, the National Tuberculosis Association and its 1,200 branch organizations, carry on an annual Christmas Seal Sale. The fifteenth sale will be held this month, and the amount of co-operation which is given by the men, women and children of the country will determine how far the campaign can push ahead in 1923. Overhaul your own human machine by going to a doctor and getting his advice, then be a partner by telling others to do the same.

WHERE SKILL IS DEMANDED

TONSIL OPERATIONS REQUIRE THE SERVICES OF A SPECIALIST

AT the close of the Tonsil-Adenoid Clinic at Convention Hall in April, 1921, there still remained about 10,000 children who were in dire need of the tonsil-adenoid operation, and it is safe to assume that this number has not materially decreased.

This clinic brought out the fact that there existed in Rochester a group of physicians highly skilled in this class of operations.

This is a fortunate situation because to be successful and properly beneficial, this class of operations demands the services of a specialist.

It is out of the province of the family doctor to perform tonsil operations, and many physicians will frankly admit it.

To have the operation a success, the entire tonsil must be removed, and this requires special knowledge and special skill.

If the tonsils are not entirely removed, a second operation will sooner or later be necessary and this second operation is

more dangerous and more difficult to perform—and usually more costly.

Operations of this class when performed by a specialist are safe, and easily performed, but in the hands of the unskilled, there is danger from hemorrhage, infection, or incomplete removal.

A large percentage of heart disease, rheumatism, and a number of other chronic diseases originate from infected tonsils.

If it has been determined that your tonsils should be removed, do not delay the operation but by all means select a physician skilled in such work. The services of a specialist can be had for a reasonable amount and the Medical Department will be glad to counsel with you as to a selection.

Every one of our employees who have had their tonsils skillfully removed, have greatly benefited by the operation, so if yours need attention, we again urge you to attend to it at once.

ON BEING A STAFF PHOTOGRAPHER



WHY IS A PHOTOGRAPHER?

ONE of the advertising department photographers switched his cap around to the normal position, with the peak pointing forward instead of aft, and remarked, "Why is a photographer?"

"You mean, what is a photographer?" we responded, and then quickly added, "a photographer is a man who makes photographs."

"How do you get that way," came back our Knight of the lens. "Why, say, any guy on our job has got to be a carpenter, mechanic, artist, athlete, psychologist, animal tamer, juggler, scenario writer, actor, electrician, mind reader, diplomat, modiste, milliner—and say, you just come along on the next job I have to do and I'll dig up a few more things we have just got to be."

You see, when the Boss wants anything he just natcherly expects to get it, and it's up to you to produce.

One smoker of a day in July he calls me in and he says: "We have got to have something snappy for the cover picture on our winter booklet; something that will typify the joys of the great outdoors when nature has spread her mantle of white over hill and dale."

The Boss is some poetical all right, but sometimes he don't seem to be altogether practical, because with this small order he didn't say "draw some expense money and buy yourself a ticket to Siberia; no sir, all he did was to turn on the electric fan and say, "show me proofs day after tomorrow."

"Did I produce?" Say, that one was the microbe's vest compared to some of the jobs he has handed me. I gets me two big sheets of ground glass and lays 'em on the floor of the studio and sprinkles a little salt over 'em, and I had the coldest lookin' ice you ever saw; honest, the studio cat froze her feet doing the Eliza act on 'em. Had to pay the model double time though to wear a sweater and a fur cap while she was skating on my cute little pond.

Maybe, some other day, along about the time of year when the wife is lookin' over the market reports, and wonderin' whether it will be turkey or pot roast, the Boss will get the idea that we otta have something different for our next summer's campaign, and this time he ain't no more practical than he was the other time. He don't say to get Flo

Ziegfeld on the long distance an' charter a car for Palm Beach; nope, he jus' says, "you know what I want," and then looks out the window to see if his choffer has had sense enough to come with the closed car.

Well, anyhow, I ain't never yet had to get me a bushel of artificial leaves or flowers, and go pin 'em on the trees to make good, but I have come blame close to havin' to.

You see, we advertise in all sorts of mediums; "mediums" is advertising lingo for magazines, newspapers and such like, and we use a lot of farm papers.

The Boss says to me one day not long ago that he thought we had otta have some new stuff for our farm advertisements, somethin' to express the bucolic atmosphere; "bucolic" sorta got me because he had me in over my head, and my water wings not blowed up, but I didn't say nothin', but I want to tell you right now that this here now bucolic is the real goods.

He says, "I would suggest," and when he says that instead of leavin' you roll your own, you can usually look out for trouble, and I could feel them bucolic pains comin' on.

"I would suggest," says he, "that you go out to my farm and make some pictures of Abdulla-Yucca," or some such name,

meanin', says he, "my two year old prize winner Holstein bull."

Seein' as how I didn't clap my hands with joy an' say "goody goody," he says, "he's just as gentle and playful as a kitten." Guess he was thinking of wile cat kittens, an' he sure was right.

When I gets out to the Boss's estate, that's what they call a place that's too big for the city and too small for a farm, I tells the main squeeze there that I come out to photograph Abdulla-what's-his-name, and he says, "don't you know that it'll take a ambulance a hour to get out here," and I says to can the chatter an' lead forth Ab.

Say, if Ab was only two years old, Hercules was a runt; honest, Ab didn't look no bigger to me than the Chamber of Commerce building, and I says to the man that I guessed I had better go back and get me a Cirkut so as I could get him all in the pitcher.

Finally we compromised on makin' a pitcher of Ab's ma, an' I got away with it because the Boss by the time I showed him the proofs had forgotten what he had suggested—and this same forgettin' ain't no new stunt for bosses neither.

An' say, take it from me that we gotta be mind readers, and whadda ya call them guys that peer into the future, cause why?

S'pose we pick out a swell Jane for a



AB'S MA CONSENTED TO POSE

model and her scenery ain't anything less than a year ahead of the styles; why the minute that pitcher shows up in one of our ads the Boss will get letters from Kalamazoo to Kamchatka kiddin' him on account of her skirt bein' a half a inch too long or too short.

An' then maybe the Boss will want a sports series; if it's of a Jane or slicker

playin' golluf, we gotta know just which one of them there sticks to use and how to stand, an' wich is a tee and wich is a niblick, an' if you put 'em in a row boat or on a horse, you gotta know enough not to have 'em facin' the wrong way.

An'—but what's the use, as I sed before, you just come along with me sometime and I'll dig up a new one for you.

KEEPING FIT IN COLD WEATHER

WHEN "Dad" was a small boy, his "Dad" on the first appearance of cold weather, would go all over the house and carefully batten down all the windows to keep out the cold air.

In a few days the tip of mother's nose would begin to turn red, and she would sneeze now and then with increasing violence, and soon the whole family would be "enjoying" their first round of winter colds.

Some folks still pursue Granddad's plan, with the consequence that the first cold weather shows an immediate increase in cases of colds, bronchitis, tonsilitis, and pneumonia. The reason for this is plain. With the windows open we get a circulation of fresh air containing a sufficient amount of moisture, or humidity, as it is called. But, with the windows closed, unless care is taken to secure proper ventilation, the air in the house soon becomes unfit to breathe. Also, with our modern methods of heating the air soon becomes a great deal drier than the air of the Sahara Desert (a good opportunity for a prohibition joke here, but we refrain). This dry air takes the moisture from the nose, throat and bronchial tubes, irritating these surfaces so that they are not in condition to repel any disease germs that may be inhaled or taken into the mouth.

To avoid these cold weather diseases we must ventilate our homes, and the

place where we work, regularly and systematically. One window opened a few inches at the bottom to let fresh air in, and another opened a few inches at the top to let the foul air out, will work wonders in keeping the air fresh.

If your rooms are not so arranged so that this can be done without creating a draft, try opening several windows or a door for a few minutes twice a day. Also, be sure to sleep with your bedroom window wide open at night, and thoroughly air the room in the morning.

Most of our modern heating methods take too much of the moisture from the air, and we must have this moisture if we wish to avoid dry, irritated throats. A receptacle filled with water and placed near the radiators or registers will help supply this needed moisture.

Take a brisk walk outdoors each day, as it will do a lot towards keeping you in good health.

Cold water dashed on the chest night and morning, followed by a brisk rub will prove highly beneficial.

The common cold is an infectious disease, so avoid close contact with people so afflicted. When you cough or sneeze use a handkerchief as a protection to others.

To keep well in cold weather breathe fresh, moist air, both asleep and awake, get plenty of exercise and avoid, as much as is possible, contagion from other people.

SPECULATION OR INVESTMENT

THE November monthly bulletin of the Investors' Protective Committee of the Rochester Chamber of Commerce contains considerable information and much food for thought. Here follow a few extracts:

"Promoters often tell of the large dividends paid to stockholders of the Ford Company, Bell Telephone, or Eastman Kodak, but they do not tell that 50 or 60 per cent of the money received did not go as profits to the promoter—every cent went into the development of the idea in the first place, not to the enrichment of stock salesmen. No one can show among the successful companies, one which was established by paying high commissions and other heavy promotion expenses."

"The Director of the U. S. Geological Survey has brought the attention of the public to a misrepresentation made by an oil company. In their advertising matter, in order to impress the reader with the belief that the government has endorsed the particular enterprise as a 'sure thing,' a map of the region published by the Federal Geological Survey is said to be reproduced. On the map as printed in the elaborate prospectus, a route of supposed oil drainage extends from the St. Lawrence River southwestward across the Adirondacks and the intervening states to a point on the Mississippi River. Several of these drainage routes are pointed out as all heading in a bee line for Louisiana. The title of this map reads, 'United States Geological Survey map showing center of oil drainage of United States.' Look what Uncle Sam says about it: 'The truth of the matter is, there is no resemblance or connection between the government map specifically referred to and the oil map of the promoters. The Geological Survey never published such a 'drainage map.' This goes to show how small investors are duped."

"Many new mortgage companies are not financed in the proper way for continued success, and investors are urged to investigate any company which offers to handle their money for them. It is frequently found that the insiders carry less of the risk than they should, but that they control the company. If the outside investors are not to have any real control, through voting power, then these investors ought to be well removed from the risks. Prospective investors should apply the following tests:

"Get record (not estimate) of earnings.

"What are the quick available assets?

"Who has the voting stock?

"What is the element of risk?

"How is the real estate appraised for loans?"

"Many investors in well-known radio companies have recently received circular matter from the Radio Products Corporation of America. Those who receive this circular matter are likely to confuse this new company with the Radio Corporation of America, a well established concern of good repute. The new company has mailed out a 'certificate of subscription rights' which gives the impression

to prospective investors that they are being given an opportunity to realize on privileges derived from prior holdings. Careful investigation of the literature shows that the prospective investors are being offered nothing but promotion stock in a new company."

Without doubt a good many of you have received promotion literature such as mentioned in the above bulletin, and have received calls from stock salesmen. For your own best interests in case any of these so-called "investments" appeal to you, get in touch with our Legal Department before you sign your name to any contract or part with any of your savings. This department will have the matter investigated at once and afford you an unprejudiced and unbiased opinion without expense to you.

SUGGESTION POINTERS

EVERY employee who sends in a suggestion hopes for speedy and favorable action.

Of course, for varying reasons, all suggestions submitted cannot be adopted, but considerable can still be done towards speeding up action and decision.

One thing that holds back quick action is that the idea is not clearly expressed, and so not fully understood, or perhaps entirely misunderstood.

Before you send in a suggestion, write it over several times and try to put it in the clearest possible form, and see that you have covered every point.

Then follow it up with your reasons for its adoption. If it pertains to some form or office blank, attach the blank and one embodying your changes, to your suggestion.

If your suggestion is regarding new product, send along a drawing, or model, with the suggestion.

In other words, have everything as clear and complete as possible before sending it in.

Do not become discouraged if you do not receive an immediate decision on your

suggestion. It will have to be referred to from anywhere from one to half a dozen people; say it has been referred to four persons, two of whom are in favor and two against. In such cases, the secretary of the committee will have to again refer the matter to them and try to obtain a majority vote one way or the other before bringing the matter up for final action.

The suggestion may concern the workings of two or more departments; it may be found to work well in one department and slow up the work in another; these facts must be ascertained before a decision can be made.

If the suggestion concerns a new product, or an improvement on an old one, patent records may have to be looked up; costs will have to be figured,

and the probable market estimated before its worth or practicability can be determined.

Sometimes the suggestion keys in with some other one, or with some plan already under consideration, so you see a good many things have to be carefully figured out before the suggestion can be brought up for final consideration.

If you have any doubt as to whether or not you have made your suggestion clear, take it up with the secretary of your committee, who will be very glad to help you.

Be sure and sign your name to all suggestions you send in, as we occasionally receive one without a signature which entails considerable work to locate the author, and sometimes without success.

SELECTING THE RIGHT JOB

THOSE of us who had the pleasure of listening to Dr. Chester M. Sanford, when he addressed the Kodak Park Foremen's Club last winter, will vividly recall his remarks regarding the proper guidance of young people in the selection of their life's work.

Dr. Sanford has very kindly sent us a list of books on vocational guidance which we are very glad to publish, as some or all of them will be of much interest to many of our readers:

"Women and Work," by Helen Bennett. D. Appleton & Co., New York City.

"Youth, School and Vocation," by Meyer Bloomfield. Houghton, Mifflin & Co., Boston, Mass.

"Vocational Guidance for the Professions," by E. T. Brewster. Rand, McNally & Co., New York City.

"Vocational and Moral Guidance," by Jesse Davis. Ginn and Company, Boston, Mass.

"Careers for Women," by Catherine Feline. Houghton, Mifflin & Co., Boston, Mass.

"Starting in Life," by Fowler. Little, Brown & Co., Boston, Mass.

"Occupations," by Gowin and Wheatley. Ginn & Co., Boston, Mass.

"The Young Man and His Vocation," by Franklin Harris. Richard D. Badger Press, Boston, Mass.

"The Girl and The Job," by Henry Hoerle. Henry Holt & Co., New York City.

"Choosing a Vocation," by Frank Parsons. Houghton, Mifflin & Co., Boston, Mass.

"How to Choose the Right Vocation," by Holmes Merton. A. C. McClurg & Co., Chicago, Ill.

Write to "Boy Scouts of America," New York City, for their series of pamphlets entitled "Be Prepared."

For Government Pamphlets on the Vocations, write to U. S. Department of Education, Bureau of Vocational Guidance; also to Department of Labor, Bureau of Labor Statistics; also to Bureau for Rehabilitation of Wounded Soldiers, Washington, D. C.

"When I hear myself being praised, I tell this story to bring me to a realization of what every true man ought to feel," says Charles M. Schwab.

"I was going home from the mills at Homestead about thirty years ago. I was manager there, and a manager in a steel town is a pretty big fellow. Being young, I was puffed up. I was seated in my buggy with my negro servant, Bob, preparing to go home, when a working-man's wife and little girl came by.

"'Look, dear,' I heard the woman say to the child. 'That is Mr. Schwab.'

"The child looked quickly, and asked:

"'Which one?'"

The Kodak Magazine

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

SPENCER HORD, *Editor*

JACQUES E. ROBERTS	Main Office . . .	Assistant Editor
ROBERT A. WEBER	Kodak Park Works . . .	Assistant Editor
HERBERT S. THORPE	Camera Works . . .	Assistant Editor
CLARENCE H. HARPER	Folmer-Century Works . . .	Assistant Editor
E. J. MEINHARD	Hawk-Eye Works . . .	Assistant Editor

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

MOTHER is keeping a certain closet door locked, Father slips into the garage, or down into the basement, before announcing himself as home for the day, Brother Bill and Sister Kate are consulting mysterious lists, and the youngest member of the family openly hints as to skates, and other things dear to juvenile hearts. The "newsie" on the corner hands out your paper with an extra flourish, and Jimmie, who brushes you off in the barber shop, grins expectantly. These are the signs of Christmas.

Once upon a time there was a church badly in need of new hymn books. The pastor being a thrifty man, as most pastors have to be, decided to do a little shopping, and he read the advertisement of a concern which offered to supply the hymn books at a greatly reduced rate because they included a little advertising matter.

The pastor embraced this opportunity and sent for the hymn books, which arrived just in time for the Christmas Eve service. Hurriedly the box was opened and the books distributed to the congregation.

Announcing the number, the pastor intoned the opening hymn as follows:

"Hark the Herald Angels sing,
Beecham's pills are just the thing,
Peace on earth and mercy mild,
Two for man and one for child."

This little story may perhaps seem out of place here; its mission is but to cause a smile, and so perhaps put you in closer touch with the Christmas spirit.

Christmas is our greatest and most universally celebrated holiday. It is the time for the exchanging of remembrances and the expression of good will, the cementing of old friendships and the creating of new ones.

It is the time to remember those less fortunate than ourselves; to do some little act of kindness that will brighten the day for some one; it's Christmas.

We extend to you our sincerest wishes for a truly Merry Christmas.

AFTER-EFFECTS

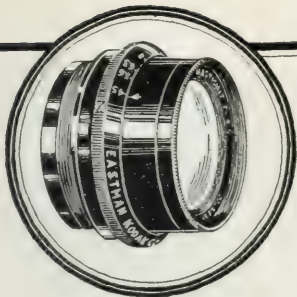
ALONG in February and March every year there are a whole lot of us suffering from financial "tummy" ache.

It happens this way: When we are making up our Christmas lists we are so filled with the desire of making every one happy that we are quite prone to get in over our heads, as it were.

In every newspaper we read, "your credit is good with us," or "only two dollars down and twenty-five cents a week," and other alluring offers. Or perhaps we "have it charged" at one of the stores who expect to be paid at the end of thirty days. So, instead of staying within the limits of what we could comfortably spend, we fall for this deferred payment idea.

If we have indulged in this dubious luxury we always find that the biggest installments fall due on the weeks when we have just got to have the money for something else, and it is very seldom that we can find a collector who will act in sympathy with us.

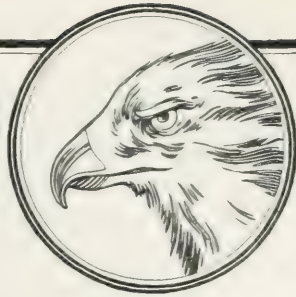
It will not make the recipient of a Christmas remembrance happy to feel that perhaps the giver will have to cut corners mighty close for months to come to pay for it. Be reasonable.



HAWK-EYE

E. J. MEINHARD

Editor



THE GIRLS' BOWLING LEAGUE

ILEX

Frieda Topel
Edna Steve
Daisy Shoemaker
Gladys Watson
Grace Burns
Jennie Gardner
Clara Quenan
Ada Wells

OPTIMO

Elizabeth Meerdink
Marion Hergenrother
Ida Meerdink
Alice Barry
Tina Drummond
Helen Plain
Evelyn Gardner
Catherine Wurtz

KODAMATIC

Pauline Leimberger
Jane DeGraff
Elvira Ladwig
Josephine Burleigh
Louise Hopf
Lyda Ladwig
Lauretta Watley
Blanche Parker

The bowling season was properly ushered in on October 18, when twenty-six girls reported. Naturally there were both good and poor bowlers, but nevertheless, three teams were selected and they went to it with loads of pep. Many a rusty muscle saw service that night after many months of rest.

George Kosel, our veteran bowler, was on hand to coach the fair ones in the art of bowling them over. George has spent many an evening on the alleys and his experience will undoubtedly help the girls in their efforts to take off the pins.

Leighton Young is serving as manager for the teams and is getting results. "Leight" sees to it that the girls report and do their best while on the alleys.

TEAM PERCENTAGE TO DATE

1. Optimo.....	.527
2. Ilex.....	.523
3. Kodamatic.....	.521

HIGH INDIVIDUAL BOWLERS

Frieda Topel.....	96.5
Elizabeth Meerdink.....	87.5
Elvira Ladwig.....	87.5
Ada Wells.....	86.5
Ida Meerdink.....	82.0

GUIDING STAR OF HAWK-EYE PARTY



GEORGE KOSEL—Bowling Coach



CARL FISCHER—Chairman of the big night

NOON-HOUR DANCING

All that was needed to again popularize our noon-hour dancing was the appearance of Harold Groh, and the famous "Snappy Five." Harold is a violinist of no mean ability and he sure put his heart in his work on this occasion. We hope that this form of noon-hour recreation will continue, as it is not only the best of fun but furnishes the needed exercise for bad weather days.

CEMENTERS AT CHURCHVILLE

Not to be outdone by the Inspection Department, the girls of the Cementing Department migrated to the farm of Mrs. Harriet Owens at Churchville.

A ball game played shortly after the arrival did wonders to sharpen the appetite and the clamor of "when do we eat?" grew in volume ere the well known "hot dogs" were ready for slaughter. The absence of food soon became mute evidence of the cementers' deadly work.

Old-fashioned square dances served as food settlers. "Charlie" Prentice carried off a red handkerchief as a prize for the best fox trotter. Harriet Owens and Mary Kuhls entertained with solos and Helen Kieffer gave an exhibition of the advanced terpsichorean art which brought heavy applause, and which carried off the prize.

These little departmental gatherings do much to promote our well known Hawk-Eye spirit and we are heartily in favor of them. We hope to hear of more of them before the snow flies.

SOME "CHUG-WAGON"

An old timer at Hawk-Eye, a veteran of long service with the stripes of many a cruise, is the catamaran of Eugene Easterly, of the Production Department. His chugging flivver has toted the old grub pack to many a Hawk-Eye blow-out, and unless "Gene's" disposition changes a whole lot it will go chugging along to many another. Its pilot house amidships, cozy and complete in its every appointment, is a work of art and blends into the rakish lines of the body in a way to please the most

exacting motor critic. But it gets there, and "Gene" uses it in the service of Hawk-Eye whenever we need it. What could be sweeter?

RILEY SPRAGUE

Riley Sprague has been away from us since early July, yet during all these weeks, while subject to the most cruel suffering, he has constantly sent messages of cheer to his friends at Hawk-Eye. Never, till the day his suffering ceased, did he give up the fight, and never did he fail to rally to kindly words sent to him from Hawk-Eye.

And Hawk-Eye never forgot Riley. Day by day his progress was anxiously watched while he fought a losing fight, and day by day we hoped for his complete recovery.

Nor shall we forget him now that we know that he is not to return to us. Such a friend and shopmate is not easily forgotten. We shall miss his quiet good nature, his fellowship and his earnest desire to help those about him. We shall feel the absence of his personality. Optimistic and cheerful always, though seared with pain such as few have been forced to bear, his patience and perseverance have been an object lesson to us all. Riley made a place for himself at Hawk-Eye, a place which is not vacant while he is gone, for his memory will live on in reality.

TRAP SHOOT

One of the easy ways to earn a good Thanksgiving dinner was to turn out for our annual trap shoot, and for this reason, we found a long list of entrants parked on "Doc" Craib's desk. When the crowd assembled at the Flower City Gun Club on November 25, a prize turkey, a goose, a duck, a chicken, and many cash prizes were in evidence. Last year Fred Albers, "Willie" Klos, Julius Pehta, and "Doc" Craib carried off the birds. The official report for this year's shoot had not been turned in before time for going to press, but we anticipate a new list of winners as "Jake" Philipson declared himself in a month ago.



EUGENE EASTERLY'S FLIVVER

OUTDOOR-INDOOR BASEBALL



FRANK J. QUETCHENBACH
Manager of Outdoor-Indoor League

Our ever ready baseball players were recently driven to play the Hickey-Freeman team by the continued bright, though snappy weather. Our All Star Hawk-Eye team carried off the first game by a score of 5-3 on October 17. It required the combined efforts of our men to turn back the Clinton Avenue aggregation in this first encounter. A fast northwest wind sent "Norm" Graham's shoots across the plate like bullets and caused many a good batter to whiff.

A second fray, arranged to give Hickey-Freeman a chance for sweet revenge, again turned in our favor. Playing on the Bausch & Lomb grounds, our boys came through with an 8-3 victory thus proving beyond all doubt the superiority of Hawk-Eye's playing. This game would undoubtedly have been a shut-out but for the fact that Hickey-Freeman made a home run, "Charlie" Prentice muffed an easy fly and Callahan tripped on the foul line in a futile attempt to snare a foul fly.

The All Star team was composed of the following players:

Rearson.....	L. F.
Fischer.....	2 B.
Prentice.....	S. S.
Callahan.....	3 B.
Moore.....	1 B.
C. Ott.....	C. F.
R. Witz.....	R. F.
Kuhn.....	P.
Graham.....	P.

Our deepest sympathy goes to James Weldon on the loss of his father, and to William McCreedy, of the Brass Department, on the loss of his wife.

Eugene Easterly is wearing the correct smile; boy named William, eight and one-half pounds.

HAWK-EYE WEDDINGS

Erma Walzer, Cementing Department to William Donovan. At home 20 Nillson Street.

Mary Dimboriski, Inspection Department to Joseph Passero.

Richard Bleier, Brass Department, and Isabella Maier. At home at 1119 Joseph Avenue.

Hawk-Eye extends congratulations and best wishes.



MARTIN TIPPLE—Arbiter
JOHNSON REARSON—Body-guard

A PREMIER "UMP"

Martin Tipple is our own private, exclusive, baseball arbiter. Most people, who get excited over the grand old game, know Marty and get a lot of fun when he is handling the indicator. But he is competent, both sides usually know it, and wrangling doesn't get very far nor make much impression. But now and then an incident crops out in the tempestuous existence of our umpire which is worth spreading on the records. Now and then he finds a number of more or less earnest young men whose opinions seem to be just the opposite to that which Marty has previously expressed. Occurrences of this nature are always obnoxious and most disconcerting to Martin.

Now it happened up in Attica last September, while Marty was working in the "Genesee, Erie and Wyoming League," that the relations became seriously strained between him and the home team. Needless to say the bleachers warmed up to the occasion and from that point on Martin's existence strongly resembled a chapter in the life of a Mexican bandit.

He was spirited away in an automobile after being protected from the angry mob, and hidden in a hotel, from which his escape would have been more becoming to Doug Fairbanks than to Martin.

Nevertheless Martin proved himself a good umpire. He would be an unusual arbiter indeed if he never had such an experience as came to him in Attica.

In the above picture "Johnnie" Rearson is cast in the role of the chief lion tamer.



KODAK PARK

ROBERT A. WEBER

Editor

FILM AND PAPER DEPARTMENTS HOLD ENTERTAINMENT

The increasing popularity of the Community Night entertainments being given under the auspices of the Kodak Park Athletic Association, is most evident. This plan evolved and introduced during the administration of Dr. D. E. Reid, "Jerry" Welles, and "Ed." Goodridge, has developed into one of the most popular undertakings of the Association. The success of the 1921-22 program resulted in a unanimous vote of the officers and directors to follow along the same lines this season.

It was found necessary, however, to increase the number of entertainments for this season to eight. A contract was signed with the Redpath Lyceum Bureau to furnish one act for each of the eight entertainments, and it is around these artists that the programs are built.

The preliminary arrangements are in charge of a general committee of which Dr. D. E. Reid is chairman. The members have been selected from among the employees of the different departments at Kodak Park.



ETHEL HORTON

Who danced at the Finished Film Department Dance



ESTER CARL

Winner First Prize for most elaborate costume
K. P. A. A. masquerade

The first date was assigned to the Finished Film departments, their entertainment given on Friday, October 27, being a complete success. The department committee in charge of arrangements was headed by Walter L. Farley, he being assisted by Florence Doescher, George Fallesen, Herbert Gosnell, and other members of the department. The motion picture of the department outing held at Manitou Beach last summer, taken by Harris Tuttle, of the Research Laboratory, with the "home" motion picture camera, afforded the employees an opportunity to see how they compared with their favorite screen stars, and was greatly



COMMITTEE IN CHARGE OF K. P. A. A. COMMUNITY NIGHT ENTERTAINMENTS

enjoyed. The Redpath assignment for this occasion was the "Van O. Browne Trio," who entertained with vocal and instrumental numbers and impersonations. The "Four of Us" male quartet, proved very invigorating. A big feature of the evening was Ethel Horton, of the Film department, who rendered a most pleasing dance number.

A five-reel motion picture comedy was also shown. Following the stage numbers general dancing was enjoyed until 12 o'clock, music being furnished by Wilkinson's orchestra.

The second of the Community Night entertainments was held on Friday, November 10, being for the employees of all departments involved in the manufacture of photographic paper, and was known as "Paper Night." Department 50, D. O. P. Coating, D. O. P. Emulsion, Baryta, D. O. P. Packing, Paper Testing, and Industrial Laboratory were all represented. Herbert Benzoni was chairman.

The Harp Ensemble Company of the Redpath

service proved most entertaining. The versatility of the company was displayed in their most able handling of the harps, violin, cello, and piano. This number in general lent much to the tone of the program.

A motion picture was shown, followed by dancing numbers by Miss Farron, Miss Frank and the Weigand children, the latter being the son and daughter of James Weigand of Department 50. The remainder of the program consisted of vocal selections, professional vaudeville, and general dancing, the latter being extremely popular with the younger element.

The decorations were in charge of the following committee: Edward J. McBride, Building 35, chairman; Francis Fox and Ezra Fisher, D. O. P. Packing; James Weigand, Department 50; Edna Pownell and Frederick Hopkinson, Industrial Laboratory; Robert Jackson, Building 35, and John Johnville, Baryta.

KODAK PARK ACCIDENT RECORD

	1921	1922
January.....	14	10
February.....	11	8
March.....	13	13
April.....	15	8
May.....	10	9
June.....	9	7
July.....	9	7
August.....	5	7
September.....	16	5
October.....	18	10
	120	84

In October of this year we had 10 accidents, 8 LESS than in October, 1921.

However, 9 of these were preventable—

With every employee 100% for accident prevention, the total number of accidents for this year to date would be 26 instead of 84.

THINK IT OVER



FRED GRASTORF
President Men's Gym. Class

MEN'S GYM. CLASS ORGANIZED FOR WINTER

At the first meeting of the Kodak Park Athletic Association Men's Gymnasium class held on the evening of October 24, about thirty persons were in attendance. This is by no means the total number of men who are interested, and within a few weeks the membership should be considerably larger.

The nature of the "work" done in the class is such that a man may join at any time without ill effects. If you have not been able to attend up to now, come out the next Tuesday. You have lost one whole month's benefits but there will be many more to derive before the end of the term in the spring.

Fred Grastorf has been re-elected president of the club and extends a personal invitation to you to join. A. D. Bessey, as secretary, will assist the president in conducting the activity. The directorship has been again assigned to Edward F. Goodridge, whose training and experience in this work affords the organization competent leadership equal to that of any similar body in the city.

Otto A. Hauser, of the Shipping Department, came in and passed around candy to the girls and cigars to the boys. Otto announced that he was tired of bachelor life and was married to Doretha Bircher on October 19.

River View Hotel was the scene of a pretty birthday party when several of the employees of the Printing Department, Building 48, helped Mabel Shea celebrate her eighteenth birthday. Mabel received many beautiful gifts.

A number of the girls in the Job Printing Department, Building 48, held a birthday party at the home of Belle McDonald, in honor of Lena Burnett. All in all it was a most enjoyable evening.

HELEN WILLIAMS OF STORES OFFICE AWARDED PRIZE

To a very great extent the success of the activities conducted by the Kodak Park Athletic Association is dependent upon the co-operation and help given by representatives in the departments; those who do a bit of personal advertising and dispose of tickets among their fellow employees. This interest is keenly appreciated by the officers and directors of the Association.

To Helen Williams, of the E. & M. Stores offices, belongs the distinction of having disposed of more tickets during the season of 1921-22 than any other employee. In consideration of the support and material help Miss Williams has given, the Association presented her with a beautiful five-pound box of bon bons.

This practice will be carried into effect during the present season and we feel safe in predicting a strenuous undertaking for anyone endeavoring to wrest this title from the present holder.

FOREMEN'S CLUB DINNER BIG SUCCESS

The November dinner meeting of the Kodak Park Foremen's Club was another big success, the attendance being the largest of the season.

There is no use in attempting to describe the dinner, the general verdict being that the chef had surpassed himself, which was indeed going some.

During the dinner Ferre Marzluff, Kodak Park's well-known tenor, accompanied by George Engelhardt, rendered several very pleasing numbers. Al Monk's orchestra was also very much in evidence. The speaker of the evening was Mr. Frank Dixon, one of the best-known and most popular lecturers on the American platform, and his talk was splendidly presented and well liked by his most attentive audience.

Anticipation is at fever heat regarding the forthcoming Annual Ladies' Night and Minstrel Show to be held next month. The preliminaries are already well under way, and the committee in charge promises the best one yet.

A. H. WILSON RETIRED

Arthur H. Wilson, for the past fifteen years a loyal and conscientious employee of the Box Department, was retired from active service on October 31.

For three years, before being employed by the company, Mr. Wilson was engaged in construction work at Kodak Park, and assisted in the erection of Building 29, Building 35, and the Warehouse.

For some time his health has been failing until he felt that it might be advisable to leave his present occupation. Although 65 years of age, ambition is still strong and he is planning to undertake some light duties which will serve to keep him occupied.

He has ever been a loyal supporter of all Kodak Park activities, having been a member of the Kodak Park Athletic Association since its organization. Lina Wilson, a daughter, is employed in the Spooling Department.

We extend to Mr. Wilson our sincere wishes for continued happiness and trust that rest and care will restore to him much of his former vigor.

KODAK PARK BREEDERS CLUB HOLDS ANNUAL EXHIBIT

HOBBY CLUB ALSO SHOWING

The fourth annual prize stock exhibit and show of the Kodak Park Fur and Feather Club will open at 9:00 a. m. Tuesday, December 5, and continue over the 6th, 7th and 8th, closing at 9:00 p. m., Friday. On all days, with the exception of Friday, the hall will be open until 10 o'clock in the evening. All other Kodak Park Athletic Association indoor activities will be suspended during the exhibit, the entire assembly hall being needed to accommodate the three hundred entries which have been received.

Entrance fees are being charged as follows: single entries, twenty-five cents each; pens, fifty cents each; egg laying contest, \$1.00. The latter feature, introduced last year, will be one of the most important attractions of the exhibit, about fifteen members entering their stock. A daily record is kept showing the number of eggs produced from each coop, the prize being awarded the owner of the stock acquiring the greatest total.

The Flower City Poultry Association has again contributed the use of their coops, thereby eliminating the most expensive detail in connection with the exhibit. The Mystic Mills have also again volunteered to supply the feed for the stock exhibited. In addition to the regulation classifying

ribbons, poultry, eggs, cash prizes, and silver cups are offered. These cups are divided to cover five classes: greatest total points, Mediterranean class; greatest total points, American class; pigeons; bantams; and egg laying contest. Fred O. Guenther, president of the Flower City Poultry Association, will judge the poultry, and Frank W. Armstrong, of the Kodak Park Fur and Feather Club, will pick the winners in the Fur Bearing division.

There are at present about one hundred seventy active members affiliated with the Kodak Park Association. Following are the officers who are in charge of the 1922 exhibit: President, Frank X. Hauser; Vice-President, Fred Habel; Corresponding Secretary, J. Warner Hauss; Financial Secretary, Frank W. Armstrong.

The assembly hall will be open, free to all those interested. Entrance by Ridge Road gate only.

In accordance with the usual custom the Kodak Park Hobby Club will exhibit in conjunction with the Breeders. Some very fine collections of rare coins, stamps and curios are in the possession of the club members, and this attraction will be well worth your attention.



GARRET FEENSTRA'S NEW HOME

KODAK PARK EMPLOYEE PRAISES LOAN ASSOCIATION

The distinctive advantages of the Eastman Savings and Loan Association to employees of the Kodak company are keenly appreciated.

As an example of what the Association is doing for the employees we cite the case of Garret Feenstra, an employee of the Inside Cleaning Department at Kodak Park.

Garret has been employed at the Park for ten years, and for some time had been planning to erect a new home on a lot which he owned on Woodstock Road.

When the Loan Association was organized he was one of the first to subscribe for stock. His weekly deposits mounted steadily until he had accumulated enough to bring about the realization of his ambition, and his new home was completed and occupied on August first.

Mr. Feenstra is now the proud and happy owner of a modern home in a highly desirable section of the city and has only praise and a feeling of gratitude for the Association. Summing it all up, says Garret, "It is by far the safest, best, and easiest way I know of to own your home."



AN OLD TIMER

When it comes to "old-timers" in the Kodak organization, Charles Phelps, of the Lumber Cutting Department, Building 22, claims a seat in the front row.

He has been in the continuous employ of the company since April 5, 1896.

He commenced working as a lumber handler and inspector for the F. A. Brownell Company, which later became known as the Camera Works. Later he became a machine operator, and has served in that capacity ever since he was transferred to Kodak Park in May, 1916.

"Charlie" has a record that anyone may well envy. In all of his twenty-six and one-half years service, he has only lost about six weeks time, all of this through sickness; has never been tardy, and has never had an accident while at work. He is well liked by all of his fellow workmen, and is one of the most popular employees of the department.

The Emulsion Coating Department extends its sympathy to W. S. Starkins on the death of his father.

The marriage of Lillian Smith, of the Reel Gauging Department, Building 48, to Philip Marshall took place on October 25. Prenuptial events included several showers, one given by the employees of the department at the home of Vivian Mehl.

Another belle of the Reel Gauging Department, Nellie Farrell, announces her engagement and will commence making pillow slips and everything, for Ernest Miller of the Chemical Department.

CAN KODAK PARK'S SOCCERITES ELUDE JINX THIS SEASON?

Year after year, through hard work and loyalty of spirit, the Kodak Park Soccer team has progressed to the leading position, only to have some condition spell disaster for the film-makers at the finish. One might expect this to have a disheartening effect on the club but instead, each opening game finds them ready, more persistent than ever to finally land first honors.

At this writing, the Park team is leading in the Rochester and District League, the first series having been completed. In the first round of the Northwestern Cup series the Kodaks defeated the Moose, last season's "champs," in a close and exciting game which carried them into the second round.

After taking a forfeit from the General Electric team in the qualifying round of the great National Cup series, they met and defeated the McNaughton Rangers in the first round proper. It was in this game that the Park suffered the loss of one of its best players, Albert Fratter, who through an injury was lost to the team for the remainder of the season.

On Sunday, November 12, the Kodaks played a benefit game with the McNaughton Rangers for Albert Fratter, a goodly sum being realized. In the second round of the National Series, the Park was again drawn against the Moose, they having defeated the Celtics in an earlier contest, and, in what proved to be the fastest game ever witnessed on a local pitch, succeeded in winning 1 to 0.

This victory brings the Kodak Park club into the third round in which it will meet some out-of-town team, the drawing not yet having been made. All of the leading clubs of the U. S. are entered in the National competition. The country is divided into two sections, the eastern and western, the winners in each division meeting in the finals.

In the second round of the northwestern series, the Park is bracketed with the Holland club, the game to be played on December 10.

ROLL COATING EMPLOYEE CELEBRATES THIRTIETH ANNIVERSARY

On December 5, 1922, William M. Battey, of the Roll Coating Department, will have completed thirty years of continuous employment with the company, having started work at Kodak Park, December 5, 1892.

He was first employed in the Film department with Foreman Frank Thayer, and had charge of one of the Coating rooms. During slack times he worked in the Solio department with George White. At this time the Dope and Emulsion Coating were one department.

Later, when the Dope Coating end of the Film department became the Roll Coating department, Mr. Battey was transferred to this branch and later became a foreman under Superintendent P. S. Wilcox, as assistant to General Foreman Daniel Marshall. He is now foreman of the Roll Coating department.

During this long time of service he has seen this end of the business grow into two great departments, the output of product in Roll Coating having grown from one or two tables a day to the equivalent of nearly one thousand tables.

We congratulate Mr. Battey on his enviable record and unite in wishing him continued health and success.

OUTING SEASON ENDED



ELECTRIC DEPARTMENT CLAMBAKE

The outing season was officially brought to a close last month with the annual ceremonials of the Pipe Shop and Electric Shop.

A year without a department clambake for these boys would be no year at all, and it becomes the principal subject for discussion and anticipation

along about the middle of August. After it is all over, there is more discussion and talk about the good time everyone had. The affair of the Electrical Department was held on the thirtieth and that of the Pipe Shop on the twenty-third of November.



THE PIPE SHOP CROWD

STEEL WORKERS LEADING YARD BOWLERS

The team composed of employees of the Steel Fabricating Department apparently has an edge on the other clubs of the Kodak Park Yard League, and after eight weeks are leading the field by a comfortable margin, having lost about three games to date.

The Stores Department, Garage, Tool Department, and Yard Department are well bunched, while the Baryta and Time Office are conducting an independent series for last place.

The Stores Department team holds the highest single game record to date with a total of 962. Highest three-game honors are at present in the possession of the Iron workers, they having accounted for a mark of 2603. Arthur Wandersee, of the Yard team, with 245 has the best single game, while Harold Moss is leading the individuals with 591 for three games.

THE KODAK MAGAZINE

BASKETBALL AT KODAK PARK

PLANS INCLUDE REGULAR TEAM, DEPARTMENTAL
AND GIRLS' CLUBS

Many of us remember a few years past when Kodak Park boasted of the best industrial basketball team in this section of the country, and moreover, made good its claim.

Had anyone voiced the opinion at the time that the day would come when Kodak Park fans would cease to support a basketball team, he would have been ridiculed. This, however, is exactly what did happen and is the one reason why we have not had a team during the last few seasons equal to some of our earlier outfits.

Many plans have been suggested, and tried out, all with a view to eliminating, at least in part, the heavy financial loss which was suffered during one or two seasons. Inferior teams, more reasonable salaried players, even the inter-plant league idea. None of these were successful for the reason that the attendance was too small to warrant their continuance. Only one thing makes for a first class team, and this is support, as support means financial help without which no organization can exist.

Once again there is strong sentiment for a real team at the Park. The Association management is willing to be guided by popular feeling, provided that this feeling is accompanied with assurance of consistent support. Up to November 10 no definite action had been taken, although serious consideration was being given the project.

As to available material, we have "Jack" and "Charlie" Brightman, two well-known Kodak Park players; John Cunningham, Francis Heaney, Elwood Bonhurst, and one or two other promising candidates. "Charlie" Thompson, a Kodak player of considerable experience, is lost to the team, having signed up with one of the clubs affiliated with the Times-Union leagues. Possibilities among the players from the other Eastman divisions include "Hash" McNeil and John Marcello, of the Kodak office. This month should bring a definite decision as to policy and we trust a real Kodak Park team.

GIRLS INTERESTED

The revival of interest in girls' basketball among the industrial concerns of Rochester, promises renewed activity in this department. Indications point to the organization of at least four teams at present, and in anticipation of the plans maturing the Kodak Park lassies are holding weekly practice.

Marguerite Ellis, in charge of the girls' activities of the Kodak Park Athletic Association, announces that several of the 1920 Industrial champion five are again available, including Celia Korn, Ethel Stuck, and Louise Singleton. The opportunity for a strong attraction feature in girls' preliminary games to the men's contests is easily recognized. Again the question of support enters into the matter, from the viewpoint of bringing to Kodak Park the best girl teams in the country.

Copies of the U.S. and Cornell bulletins of interest to homemakers can be drawn as books from the library, Building 28.

KODAK LEGIONAIRES DANCE

What proved to be one of the most attractive dance parties ever given at Kodak Park was the Armistice dance held in the Assembly Hall on Saturday, November 11. Over seven hundred persons were present.

The affair was held under the auspices of the F. L. "Ace" Guillod Post of the American Legion. The Guillod Post is made up of ex-service men of the five Rochester Eastman divisions, which resulted in the attendance of employees from all our plants.

The hall was attractively decorated in the national colors, flags and bunting being lavishly used. This part of the decorations was in charge of Chris Kneer, Clarence Alberts, and Thomas Ansley.

William Lambert, commander of Guillod Post, acted as general chairman. Others in charge of specific details were: "Al" Johnson, refreshments; Harry Ginsburg, music; Charles Thompson, publicity.

A very entertaining program was given during intermission. Ombia Kirkland, a student of the Eastman School of Music, rendered several vocal numbers. The balance of the program was devoted to dancing, Clara Luce, Ruth Jacobs, Lois Buckley and the Saalwachter children, all pupils of Florence Colebrook Wetmore, taking part most creditably.

The proceeds of the party are to be devoted to the promotion of general legion activities.

NOON-HOUR LEAGUE CLASSES

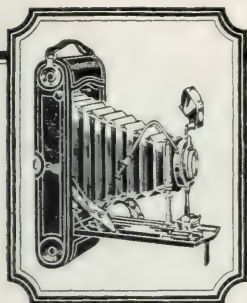
FINAL STANDING OF TEAMS

	Won	Lost	Pct.
Giants.....	19	10	.655
Birds.....	17	12	.566
Yankees.....	11	14	.440
Rangers.....	7	18	.280

Harvey Shannon, better known as the "John McGraw" of the Kodak Park Athletic Association Noon-hour Baseball League, has won another pennant. Last season as manager of the Deuces, he piloted his team to victory in what proved to be the most interesting schedule ever run off at Kodak Park, and he has again emerged victorious in the 1922 series.

The final outcome was in doubt until the last game. The regular schedule finished with the Giants and Birds in a tie, each having won 17 games and lost 10. A deciding series of three games was arranged, which the Giants won, taking the first two contests.

The annual dinner and entertainment of the Noon-hour League players and fans was held in Building 28 on Thursday, November 23, the Giants being the guests of honor. About 75 persons were present. "Father John" Shepherd acted as toastmaster, and Spencer Hord, editor of the *Kodak Magazine*, made the principal address of the evening. Walter G. Fox, chairman of the committee, was assisted by George Izard, tickets; Herbert Benzoni and William Zimmerli, entertainment; Edward F. Goodridge and Harvey Shannon, prizes. The 1922 banquet was voted the "best ever."



CAMERA WORKS

HERBERT S. THORPE

Editor



G. O. M. OF THE CAMERA WORKS

Seventy-seven years old, and still working as well as the youngest of 'em. That's the record of James A. Love, the "Grand Old Man" of the Camera Works.

Since nineteen hundred one "Jim" has been making tools for the manufacturing of Brownies and Kodaks, and, from all indications, his years of good and faithful service are far from over. "Jim" is a toolmaker of the old school, a hand-craftsman whose fingers shaped dies and forms long before the days of special machinery.

No one is more highly prized in the Tool Department than "Jim." The boys could not allow the occasion of a seventy-seventh birthday go by without celebrating, especially if that birthday was "Jim's." So they called together the whole "gang." Mr. Robertson, who knew "Jim" back in the old days, was on hand to offer his congratulations, and to present on behalf of the boys a few tokens of their regard.

"Here's wishing you all you could wish yourself, "Jim," and—then some!"

We wondered why "Pinkie" Rutan was absent from a baseball meeting the other day, but there came, on that particular day, a prospective ball player to take up permanent residence with Mr. and Mrs. Rutan; just a wee, small chappie, but far more important to his Daddy than all the baseball meetings in the world. Congratulations, "Pinkie."

BROADCASTINGS

Norman Robinson, besides being the best baseball manager we know, is an ardent radio fan. His "crystal set" is a unique one, as "Robbie" receives waves from stations hundreds of miles away; in fact, a three-bulb outfit has nothing on his "galena." The radio bug has hit the Camera Works boys pretty hard, and we can point to several experts such as "Robbie" and Eric Thorpe, who, by the way, is now making an elaborate set for a prominent Canadian Government official.

Harry Amdursky, of the Cost Department, has lately acquired an addition to his budget, which will necessitate an extra column in the ledger of household expenses. Harry doesn't mind it a bit, however, for he says that he's the finest baby boy in the States.



THEY'LL NEVER TELL!

The two girls pictured above—Florence Childs and Doris Fullagar—are living proofs that the old idea of a woman not being able to keep secrets is absolutely in the discard. Everyone knows that these two young ladies grace the staff of the Employment Department, and, possibly outside of the telephone operators, know more about the ins and outs of our comings and goings than most of us give thought to. Florence and Doris have all kinds of secrets "under their hats," because of the fact that they file and tabulate all "passes" and "applications." When we chaps get permission from the foreman to take half a day "off" without permission from "wifey"—but don't fear—here are two girls who are real good fellows, and they'll never tell!

OUR A-1 TOOL DEPARTMENT



ARTHUR F. WALLACE
Tool Room Foreman

Such expressions as "the finest tool room in the state" are frequent from visitors to our plant. We fully agree, and add, not only the finest tool room, but the best toolmakers as well.

One of the first things which impresses a visitor to our Tool Department is the character of the floor. This flooring is composed of small wooden blocks of patented design placed on end. Such flooring greatly reduces the vibration effects of the machines, is sound-proof, dustless, and resilient to the tread; all features of great value in a department of this sort.

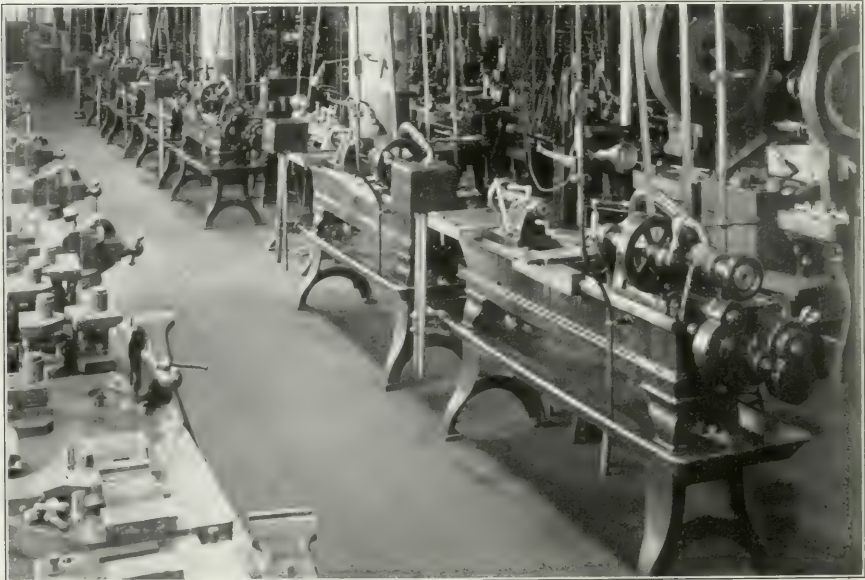
During the war rush period, one hundred and eighty-eight toolmakers were employed, not counting designers and men employed on special work.

Tool making for cameras and other apparatus parts demands the most exacting skill. Every part must be accurate to the thousandth part of an inch in order to fit in and work with the precision that makes Kodak quality.

The equipment in this department includes thirty-six engine lathes, fourteen bench lathes, twelve shapers, one planer, twenty-six milling machines, four metal cutting saws, twenty-eight drilling machines, thirty grinding machines, six filing machines, and seven punch presses, these last being used for testing dies.

Steel treating is an art in itself, and our Tool Department is specially well equipped. We have six furnaces and "Bill" Whincup and "Charlie" Ehrman can certainly qualify as experts in this class of work. The success of a tool depends not alone on the accuracy with which it is made, but in the quality of the steel as well for the particular job it has to do.

Our Tool Department is in charge of Arthur F. Wallace, a veteran of twenty years' service. The illustrations accompanying will afford you some idea of the "then" and "now" appearance of this important part of the Camera Works.



A SECTION OF OUR TOOL ROOM



OUR TOOL ROOM IN 1906

WHO'S WHO—IN PICTURES

Everyone knows Gussie Bornkessell. She has been with us for fourteen years, and now occupies an important post in connection with the Industrial Relations Department, as Librarian. Gussie has made a special study of her noon-hour job, and is anxious to recommend her choice of books to prospective readers. An average of thirty book-lovers per day is registered, and there is still room for more.

Our "book-corner" is a branch of the Rochester Public Library. We have about five hundred books, mostly fiction, which have proved to be the most popular "sellers." Each month there is a revision made for replacements. The more readers we have, the greater number of books we can obtain from the Public Library. With the winter days approaching, nothing is more conducive to an enjoyable evening than a good book. Tell your wants to Miss Bornkessell.

Our sincere sympathy is extended to two men of the Tool Department who have both recently suffered losses in their families: Harry Stokes, on the death of his brother, and Robert Thieser, whose father recently passed away.

"GOOD ADVICE"

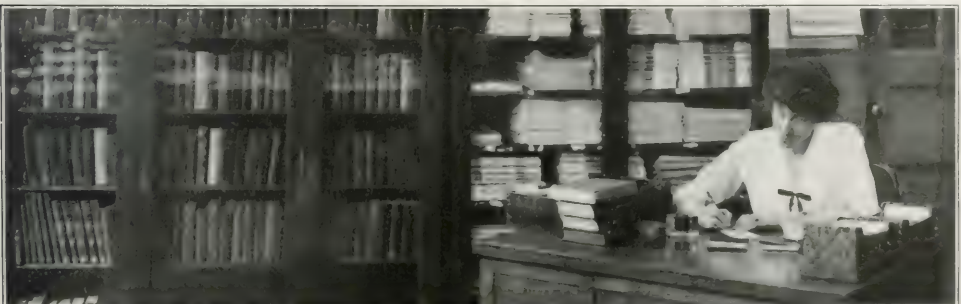
We have received the following letter from William Whincup, winner of the first prize in the Photographic Competition, whose picture was reproduced on page two of last month's *Kodak Magazine*:

To the Editor,
Camera Works Section, *Kodak Magazine*
Dear Sir:

I was more than pleased to know that I had won the first prize in the competition, especially so when you told me the particular picture that had "brought home the bacon."

Long ago I realized that to get a *real* picture, one could not, with any degree of certainty, use just "snapshot" methods. The particular picture in question caused me to chase down to the Bay a good many times. In fact, I took quite a number of negatives from various angles and under different lighting conditions before I attained my object. Even after I was satisfied with the negative, I only used a small portion of it, for I have also learned that "trimming" is a very essential part of securing a balanced picture.

Yours for photography,
(Signed) WILLIAM C. WHINCUP.



A CORNER IN OUR LIBRARY



WHEN JIMMIE WAS ELECTED

The latest name elected to a membership in the Benedicts Club is James Hatton, a popular member of the Tool Room family. The boys made a good job in decorating "Jimmie's" machine, and he received a very useful aluminum kitchen outfit.

George Blackman, late of the Kodak Assembling Department, and now recuperating at a sanitarium, is one of those chaps who detests idle moments. He has learned to make very useful baskets, and sent a specimen of his handiwork to the boys and girls of his department. There was a general rush to purchase the article, so much of a rush that the basket simply had to be allotted by drawing numbers. The result was a sum of money which would have purchased several baskets, and, everyone was glad to have the opportunity to show George that the ones he left behind are still his staunch friends.

Margaret Gilbert, who is not only the possessor of a charming personality, but a charming soprano voice, has resigned from the Detail and Estimate Department to be married. Margaret was the recipient of many presents from her co-workers, and we trust that she will not forget her many friends at the Camera Works.

Martin McDermott, of the Buffing Room, received a severe shock to his system because of an automobile accident, in which Martin was knocked down, and badly bruised. We hope for a speedy recovery, as "Mac" is one of those chaps we miss because of his cheerful disposition.

"SHUTTERS" COP THE HONORS

The interim between the finish of the Outdoor Baseball League and the beginning of the Indoor Schedule has been filled this year with a new venture in our Recreation Club records. We instituted a Summer Indoor League, played on outdoor diamonds, with a schedule of six games.

The feature of the series was the pitching of "Bill" Wagner, of the "Shutter" team. "Bill" was an untried quality, but he proved to be the means of winning the honors for his team. He pitched four games, the opponents only getting fifteen runs to their credit.

The League wound up as follows:

	Won	Lost	Pct.
"Shutters" (6th and 2nd levels).....	5	1	.833
"Kodaks" (4th and 1st levels).....	4	2	.667
"Brownies" (5th and 3rd levels).....	3	3	.500
"Office" (7th and basement levels)	0	6	.000

Harry Collins, of the Screw Machine Department, is a veritable "Julian Eltinge" in the matter of a female impersonator. His latest success was the winning of the second prize at the October Masquerade dance at Kodak Park.

ROBBIE'S "IMPS" ARE AT THE BAT

A nine-weeks' indoor ball schedule has been arranged at Exposition Park. Four teams will wield a wicked bat for first place. The line-up is practically the same as the outdoor teams, and it remains for the Brownies to show whether they are as good on the inside diamond as they proved to be on the field.



A ROCHESTER BEAUTY-SPOT

By request, we will publish each month an illustrated "beauty-spot" in or around Rochester, principally for the purpose of telling by picture the possibilities for artistic photography within a few miles of our homes. We shall be pleased to receive photographs taken by employees for publication under the above caption.

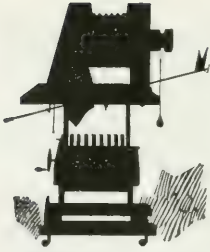
The above picture is by Percy Tobutt, who chooses Corbet's Glen as a favorite spot for photography. The lighting effects that can be obtained in the Glen, the shallow brook which races over rocks and boulders, the overhanging trees, and the winding paths through the woods, are all subjects for the camera.

Lawrence Unger recently underwent an operation at the General Hospital. We hope to have him back soon feeling more fit than ever.

Walter Hof has been transferred to the Folmer Century Division. We are sorry to lose him, but our good wishes go with him.



1922 INDOOR LEAGUE CHAMPIONS



FOLMER-CENTURY

CLARENCE H. HARPER
Editor



BOWLING LEAGUE IN FULL SWING



"AL" FLEMING, President

The Folmer-Century Bowling League is well under way at the Grand Central Alleys, and to date the Compacts are leading by a narrow margin.

The individual averages as of November 15, 1922, are as follows:

A. Sold.....	175	E. McNamara..	150
J. Magel.....	172	A. Janneck.....	149
W. Drabinski...	170	C. Clark.....	148
A. Fleming.....	170	H. Genova.....	147
F. Perrin.....	169	A. Doering.....	145
A. Topel.....	160	E. McCormack..	142
J. Kirvan.....	157	E. LeBeau.....	141
A. Schiel.....	155	E. Burns.....	137
S. Bird.....	154	K. Bradley.....	129
N. Burke.....	154	C. Dorsey.....	128
F. Fenner.....	153	O. Hegnauer....	105
L. Johnroe.....	153	C. Dutton.....	92
A. Bour.....	151		

Team	Won	Lost	Pct.
Compact.....	9	3	.750
Graflex.....	6	6	.500
Auto Jr.....	5	7	.417
Stereo.....	4	8	.333

Andy Sold, anchor man for the Auto Jr., has the high individual average with 175. Perrin, Fleming and Drabinski are running a close race for second place.

The best score for three games, 558, also goes to Andy Sold; Albert Fleming has the high game score with 206.

The Graflex accounted for 872 pins in one of their games. The highest team total for three games also goes to the Graflex team, with 2405.



EDWARD BURNS, Secretary

We extend our sincere sympathy to Andrew Sold, of the Screw Machine Department, on the death of his father, which occurred on November 2, 1922.

George Schulz, of the Power Department, who met with an accident, is convalescing, and we expect to have him with us again soon.

We heard from Thomas Nelligan, of the Finishing Department, a few days ago, who underwent a serious operation at the General Hospital. Mr. Nelligan is improving very nicely and expects to be with us shortly.

MAIN



OFFICE

JACQUES E. ROBERTS, *Editor*

K. O. R. C.

The activities of the K. O. R. C. have taken somewhat of a slump, but plans are under consideration for several events to be enacted throughout the coming winter.

In all probability, a series of dances will be given, the first of which will most likely take place some time in January. The introduction of other frivolities has been under consideration, but no definite action has been taken toward further development.

The K. O. R. C. Glee Club is hastening operations for another play to be given at the Lyceum Theatre.

Just what the nature of the affair will be is as yet unknown, but the production will again be light comedy such as was rendered last spring. It is expected to be given for three successive performances, so the close co-operation of all will be necessary in the sale of tickets to make a complete success of it. Its production is looked forward to with much anticipation by a large number of people, and its promoters are more than eager that the club members and their friends be pleased and delighted, so are giving the matter of selection their most thorough consideration.

STOCK DEPARTMENT MAKES MERRY

It must have been terribly late, or was it the glare of the flash that gave these girls those tired eyes? Anyway, the cut below is a reproduction of the Stock Department Office girls' Hallowe'en party, given by Blanche Webster on the evening of November 1, at her home on Arnett Boulevard.

The girls were all cleverly costumed, and Mrs. McDermott, the young lady back of the lamp on the table, and formerly Anna McDonald, of the Stock Office, "carried off the bells" with an interpretation of a man looking and walking normally, but dressed backwards.

The house was prettily decorated, and the unlooked for appearances of the proverbial "spooks" caused much merriment and occasionally a slight raising of bobbed curls. Many games were played, and after a luncheon served amid "cats and bats" the party broke up.

It was a time never to be forgotten, and all who were there vote Blanche highest honors as a most congenial hostess. They look forward with no little anticipation for a recurrence of a similar affair next year.



OUR STATIONERY DEPARTMENT

To a big office organization such as ours, the Stationery Department acts in the same capacity as a service station does for the motorist. It stocks supplies, makes repairs, renders assistance wherever it can be of assistance, making its primary function "Service," thus relieving the strictly clerical worker from those most bothersome little matters which continually present themselves, and interrupt the proper working of routine duties.

As we gaze in through the cage surrounding the tiers of evenly stacked supplies of our stationery department, on the 9th floor, it is hard to believe or imagine that any quantity business is carried on there. As we listen for the rata-tat-tat of the busy typewriter, so evident in the departments, or the rustling of hurriedly checked papers, we are disappointed. All that is evident of business is two or three girls busily scratching away with pens in enormous record books, or the business-like tones of a young man seated at a desk who is informing some one that, "Yes, we'll be able to supply you with 500 sheets of double weight any time you wish." To see the evenness with which this is all done, makes it hard to realize that the various office supplies purchased by this department total the sum of \$80,000 per annum: sufficient to stock a good-sized retail store.

Pens, pencils, erasers, rubber bands, rulers, trays, letter heads, envelopes, paper, carbon, typewriters, ribbons, ink—in fact, everything requisite in the proper conduction of an efficient office are orderly stocked here. Over 3,000 articles, neatly arranged so that instant access to any one of them is possible. A perpetual inventory record with a low stock limit, makes it possible to maintain, at all times, an adequate supply of staples on hand. This record further gives an exact inventory as to the quantity which should be ordered from time to time. Low stock limit means that each and every article supplied has a certain quota which must be on hand at all times. In ordering printing or supplies, a record is made of the date upon which delivery is desired, and a systematic follow-up of these prevents unnecessary delay in delivering.

The standardization of printed forms and supplies is done wherever possible. This tends to reduce the number of different articles and secures better prices, allowing the purchase of stock in bulk.

This department furnishes supplies to the Main Office and to a great extent to all the Rochester plants, branches and stockhouses. By that we do not mean to say that we directly supply our stockhouses or branches with such minor things as pencils, pens, rubber bands, typewriter ribbons, or erasers—as such things they may more easily purchase from some local dealer. In this way they insure more rapid delivery and less expense, as the transportation on such things when sent in any number would be excessive, if not prohibitive. Due to the fact that we do, however, supply our houses with staples, the receiving and shipping sections of this department are kept pretty much on the rush all the time.

If we could only imagine the enormous quantity of business carried on by the ten persons employed to handle the working of this department, we could more readily appreciate the quietness and smoothness with which everything moves here. Absolute

accuracy and continual checking of stock cards, assures the supply of an adequate stock at all times.

FINISHERS' PARTY

With utter disregard for spooks, hob-goblins, bats and cats, witches or broomsticks, the Finishing Department held a Hallowe'en dinner in the dining room.

Everybody was there, "calorie counters" and all. Judging from the rush of the waitresses, "calories didn't count," and every one pitched in for all they were worth.

A few strenuous exercises were practiced such as, ducking for apples, carrying peanuts to a milk bottle on a knife, and so on. Dancing next came on the program and received no little attention.

During an "Intermission," i. e., "a lull during the storm," we were very pleasantly entertained by Hazel Gleason, who rendered violin selections. These were certainly worth while and immensely appreciated. However, the peak of the evening came when we were introduced to our own "Julian Eltinge." From every point of view, "Ben" Harris has this renowned impersonator "backed off the map." Her (or is it *his*) gentle grace and modesty, plus the superb costume, made "gentle Julie" a magnetic personality admired by all.

On the evening of October 28th, several girls of the Testing and Packing Department "flivvered" out to the home of Miss Frances Smith at Mumford, to make merry with a masked Hallowe'en party.

The costumes were oddly original and pretty, Rachel Durkee and Cora Cooley "copping the cake," with a comic impersonation of twin Hawaiian Dancers, better known as the "Gold-Dust Twins."

After an exciting, thrilling, hair-raising trot around the ghost infested cornfield, the party assembled in the living room and performed a few miracle Hallowe'en stunts and played a few rounds of those quiet games, known as "Post Office," "Clap in and Clap out," etc.

A delightful supper was served in a most prettily decorated dining room. Until well into the "wee sma' hours" they feasted and fested until finally, more from drowsiness than lack of spirit, the bunch broke up and got back to Rochester some time in the vicinity of three-thirty.

"Peggy" Schnetzer, of the 14th floor, celebrated her sixteenth birthday on Wednesday, November 8. She was presented with an enormous basket of fruit. Later a tureen luncheon was given in her honor, served "pom de tier" with side dishes of "a la vamoos." A good time was enjoyed by all. Her many office associates extend to her many happy returns of the day.

Another of the "supreme queens" of the 14th floor suffered from the hand of time. "Kitty" Kennedy, better known as "Kay," passed another year on Thursday, November 9. Her friends and associates showered her with many gifts, the most prominent of which were "An All-American Parasol," red, white and blue candy, and a beautiful bunch of American Beauty roses. "Kay" was also tendered a luncheon and showered with good wishes for the future.

H. W. Quinlin, Assistant Manager of Canadian Kodak Company, Limited, formerly of the Sales Department, and better known as "Quinnie," took a few days off recently and paid us a visit. It seemed like old times once more to see him roaming around the office. The only fault we have to find with his visit was that it was all too short.

F. E. Bachelder, better known as "Bach," Beau Brummel of the Sales Department, is away on a 50-50 trip. Two weeks of it is to be pleasure and the other two weeks business, but we know the people meeting "Bach" either socially or in business will be highly delighted with his magnetic personality. "Best of times to you 'Bach,'" but come back soon.

The Finishing Department workers lost one of their most congenial associates, Neva Potts, who has been transferred to the Medical Department. "Best of luck, Neva."

The sincere sympathy of the Tabulating Department is extended to Elizabeth Smith, whose mother died recently in Chicago.

The Tabulating Department is looking forward to the speedy recovery and early return of Anna McCarthy, who is, at present, confined to her home on account of illness.

The Finishing Department offers sincere sympathy to Marion Oswald, in the recent loss of her mother.

Mrs. May Hibbard, of the Testing and Packing Department, is also away on a leave of absence visiting friends in Omaha, Nebraska, and other parts west. We trust she is having a most delightful time and hope sincerely that she doesn't forget to come back to us.

Our sincerest sympathy is extended to Mrs. Armstrong, on the loss of her only son.

Charles Farrell came all the way home from Mexico to "pass out the cigars." Mr. and Mrs. Farrell are both heartily congratulated on the birth of a nine-pound boy, "Charles, Jr."

David Burton Solmes, of the Stock Department, was married Saturday, October 14th, to Marion Adaline Cone, of Batavia, N. Y. Congratulations, Dave.

SMITH-FEELEY

E. E. Smith, representative of the X-Ray Division of the Medical Department, was married recently to Miss Edna Feeley, of Ithaca. The Sales Department extends its best wishes to the happy couple.

We were glad to welcome Luella Thompson back, after several months absence in the Adirondacks to recuperate in health.

Abby McElroy has returned to work after several months' absence, due to illness. "Welcome home, Abby!"

KODAK OFFICE BOWLING

The bowling season is now off to a flying start, as may be readily perceived by the scores and averages mentioned below.

Our fair pin toppers are at last "hitting their pace" to perfection and give promise of a close race for highest honors. The Service Department girls must be either the proud owners of several "stars," or much steadier of arm and eye than any of their competitors. However, the Testing is giving them one terrible battle for supremacy. To Miss Gommenginger goes highest honors for individual high score, while the Sales Senior is singing the anthem, "Our's High Single Game," in the key of 586.

Equally well, the men are showing their colors, and with few exceptions the race is running close.

Standing of teams in Girls' Bowling League:

	Won	Lost	Pct.
Service	13	2	.866
Testing	10	5	.666
Order	9	6	.600
Sales, Sr.	9	6	.600
Finishing	8	7	.533
Tabulating	6	9	.400
Industrial	4	11	.266
Sales, Jr.	1	14	.066

High Individual Score, September 28—182. M. J. Gommenginger (Order Team).

High Individual Game, October 12—586. Sales Senior.

"The Pen Pushing Comptrollers," "Ever-ready Service," and "Bully Shippers" are battling like three thoroughbreds, and it is a proven fact that to bet on any one of them against one of the others is a mighty "chancey" proposition. Dope will be upset and these three are continually "spilling it" over the edges.

But, keep up the good work, folks—we all look to the finals with eagerness and expect a few surprises before the season ends. Keep up the old cry, "Set 'em up in the other alley," and make each ball sent spinning down the polished surface of the "board walk" "kiss" the bottle-necked maples for a "home run," or is it a "touch-down?"

The following are the scores for September and October:

	Won	Lost	Pct.
Comptrollers	13	2	.866
Service	12	3	.800
Shipping	11	4	.733
Branch Shipping	7	8	.466
Stock	6	9	.400
Billing	4	11	.266
Export	4	11	.266
Advertising	3	12	.200

SCORE FOR HIGH THREE GAMES

October 19—Knapp, of Shipping Team. . . . 613

SCORE FOR HIGH SINGLE GAME

Uschold. 245

A T H L E T I C S



NOW that winter's blasts are in evidence, we turn our attention to indoor sports.

Basketball, at first thought dead and "out of the running," seems to have reared its head again and become more prominent than was anticipated. Plans are already under consideration for an Interplant Championship tournament, to be played shortly after the first of the year.

The Kodak Office quint, under the able coaching of "Hash" McNeil, plus a bit of applied work, is rounding rapidly into shape and will probably put a formidable aggregation onto the court. Manager "Johnny" Marcello has arranged a series of three games each with Hawk-Eye and Kodak Park, and still further tilts with out-of-town teams.

Kodak Park boasts of the services of "Bob" Heaney, a guard of no mean ability, and "Jack" Brightman, the versatile phenomenon of all the Park's athletic activities. Hawk-Eye, the silent, will no doubt present a fast, hard-playing "bunch" as they have in past seasons.

Bowling, as may be perceived by the plant news items, is still king of sports, and much interest is apparent in the annual Inter-Plant Bowling League Tournament, which will take place later in the season. Plans are now in the making, and it is anticipated that a much larger entry list will be received. This necessitates more time for the arrangement of details.

Together with these premier sports, we might include some indoor baseball. This is most practised and indulged in by the Camera Works people, who have a

four-team league, running over a series of nine weeks duration. All games will be played at Edgerton Park.

In all activities the support of their co-workers is solicited by the teams. We must feel some interest in them, so let's turn out to them in person. The reason for any past failures is solely non-support, so allow a little of your enthusiasm to "percolate" beyond passive support.

Although it is "closed season" for golf, plans are being laid for next season's tournaments, and the ancient game is assured of many warm supporters at Kodak in 1923.

FROM far-away Argentine, we get wind of further Kodak activities which will surely be interesting.

These Kodak workers from Buenos Aires have organized a "Kodak Club," for the purpose of the mutual physical and social benefit of its members. Its athletic activities are fairly booming, soccer occupying a prominent position. As to the exact ability of these soccerites we cannot say, as we have no records and we do not know the class of ball they play; still, if they can compare to our own Kodak Parkers, they must surely be an A-1 aggregation. It is to be regretted that we are not able to pit the strength of one against the other in order that we might satisfy our curiosity, but we extend them our wishes for success and trust they will maintain Kodak's superiority in their land.

SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF NOVEMBER 15, 1922

ROCHESTER PLANTS	Standing Last Month	No. of Employees	No. of Members	Percentage of Employees Subscribing	Total Shares
1. Hawk-Eye	1	505	326	64.5%	2,653
2. Kodak Office	2	1,139	719	63.1%	6,829
3. Kodak Park	3	6,052	2,869	47.4%	20,638
4. Camera Works	4	1,490	554	37.1%	2,556
5. Folmer-Century	5	274	69	25.1%	691
Direct Members			21		232
OUT-OF-TOWN PLANTS					
1. Howland and Dewey Co. (San Francisco)	3	11	11	100.0%	46
2. Chicago Branch	1	110	104	94.5%	973
3. Taprell, Loomis & Co... ..	6	206	162	78.6%	1,177
4. Zimmerman Brothers (Duluth)	2	11	8	72.7%	47
5. Eastman Stockhouse (New York City)	4	22	16	72.7%	144
6. San Francisco Branch... ..	10	69	47	68.1%	335
7. Glenn Photo Stock Co.	5	21	14	66.6%	80
8. New York Branch	9	98	65	66.3%	522
9. Denver Photo Materials Co.	8	19	11	57.8%	47
10. Zimmerman Brothers (St. Paul)	11	28	16	57.1%	93
11. Sweet, Wallach and Co.	7	69	37	53.6%	457
12. Howland and Dewey Co. (Los Angeles)	12	55	27	49.0%	164
13. Salesmen and Demonstrators	13	122	58	47.5%	1,012
14. Robey-French Co.	14	48	21	43.7%	195
15. Robert Dempster Co... ..	16	23	10	43.4%	82
16. Northwestern Photo Supply Co.	15	25	9	36.0%	68
17. John Haworth Co.	17	59	20	33.8%	103
18. Milwaukee Photo Materials Co.	18	18	4	22.2%	40
19. O. H. Peck Co.	19	35	4	11.4%	40
20. Des Moines Photo Materials Co.	20	20	2	10.0%	19
21. American Aristotype Co.	21	28	1	3.6%	20
Total		10,557	5,205	49.3%	39,263
Average Subscription—7.5 shares.					
Total Matured or Par Value—\$3,952,800.00.					

*It's easier to do
a thing right than to
explain why you did
it wrong.*

The KODAK *Magazine*



January 1923

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

ACCIDENT RECORD

NOVEMBER 1922

PLANT	Accident Cases		Accidents per 1000 Employees	
	1922	1921	1922	1921
Kodak Office	..	1	....	.95
Camera Works	1	..	.68	....
Folmer-Century Works	..	1	...	3.72
Hawk-Eye Works	..	..	....	....
Kodak Park Works	14	13	2.36	2.29
Total—Rochester Plants	15	15	1.64	1.81

NATURE OF ACCIDENTS DURING MONTH

1 case of injury through sprain.

2 cases of injury through strain.

4 cases of injury through falling and slipping.

7 cases of injury through bruises, burns or laceration.

1 case of injury through falling material.

15 employees' accident cases during month.

The world is not much
interested in the storms
you encountered at sea.
The question is:

*“Did you bring the
ship into port?”*

—A. D. LASKER



KODAK PARK PAPER MILL. See page 3

The KODAK Magazine

VOL. III

JANUARY, 1923

No. 8

A LITTLE JOURNEY THROUGH OUR PAPER MILL

AT the extreme northeast corner of Kodak Park facing Lake Avenue Boulevard, stands Building 50, devoted to the manufacture of photographic paper.

This building is the largest structure at the Park, having a floor area of 391,000 square feet, or the equivalent of 50 city lots.

To most people paper is just paper, and would seem to demand no more than ordinary knowledge and skill to produce.

Paper suitable for photographic purposes must be able to withstand extraordinary demands and its manufacture requires knowledge, skill, and equipment of the highest type.

Photographic paper must stand being run through acids and alkalis, being submitted to heat and to cold, and to prolonged washings, and still remain the same in character and texture.

Photographic paper cannot vary in color, texture, or surface or the quality of the finished prints would suffer.

Further, its chemical composition must always be the same so that it will have no action upon the sensitized emulsion with which it is coated, and it must be unaffected by heat and light.

It must be strong enough to permit constant handling even when wet, and it must not shrink or stretch to any perceptible degree.

All these conditions are met day in and day out at Kodak Park through the careful selection of the raw materials, and the scientific control of every step in manufacture.

Without becoming technical, let us briefly follow the process of manufacture.

The selected white rags from which the paper is made are first sorted by hand, and dusted by machinery to remove all foreign material and surface dirt.

White rags only are used because colored rags would demand an excess of bleach which would be difficult to entirely remove, and detrimental to the quality of the paper if allowed to remain.

After being sorted and dusted, the rags are chopped into fine pieces and run over a magnetized roll to remove any particles of iron or steel that escaped the sorting table, and then put through the dusting process again.

The rags are then washed and bleached.

After all traces of bleach have been removed by further washing, the rags are allowed to age, the water used for all processes being filtered twice to insure its purity.

When the washed and bleached rags are ready to be made into paper, they are transferred to what is called a "beater."

Here the base for our papers gets its most important treatment. In this machine the rags are separated into fibres of the proper length to give the desired photographic paper qualities, and the ends frayed to afford the proper strength.

Certain chemicals are now added which give additional strength and other desirable qualities.

The skill with which the required amount of these materials is determined and the care exercised in operating the beaters are, therefore, of the utmost importance.

This process is followed by a final treatment in a special beater, diluted with more water, and then run through rotating

cylindrical screens which remove all lumps and knotted fibres. The fibres are now ready for the paper making machines.

The fibres, now quite uniform in size, are washed onto the screens in back of the Fourdrinier paper making machines, in a great volume of water.

These screens have a rapid side shake motion which causes the fibre to mat together or "felt" as the most of the water drains off.

The screen is in the form of a belt and carries the fibres over suction boxes which take out still more of the water. When the mass of fibres has reached the end of the screen, it has matted together sufficiently to leap the gap over to the drying rollers.

After passing over a series of felts to produce the proper surfacing, the fibres now matted together and in the form of

paper, are passed through a long series of drying and finishing rollers.

The dried paper is wound into rolls, 2,000 or 4,000 feet in length, according to its thickness.

Before the paper is stored for seasoning, a process which takes some months, samples are tested for all the after processes, and given a most careful inspection as to quality.

The last process of the paper as a photographic base, is to give it a coating which produces the various necessary surfaces and tints.

Baryta is used in this process; this material is even much whiter and purer than the clay used in coating high-grade writing paper.

After further seasoning and drying, the paper is ready for the sensitized emulsion, so to later become Velox or some other one of our world famous brands.

FINANCING YOUR HOME

NEW RATE IN EFFECT AS TO CASH DOWN PAYMENT

IN financing the purchase of a home through the Eastman Savings and Loan Association, the amount necessary to be paid down will be governed by the following resolution which became effective November 28, 1922:

"Resolved, That the following schedule be and hereby is adopted to apply to all applications for loans hereafter filed:

"On property appraised at \$6,000 or less, the required equity shall be ten per cent of the appraised value.

"On property appraised at more than \$6,000 but not exceeding \$8,000, the required equity shall be sixteen per cent of the appraised value, and the Association shall not loan more than sixty-five per cent of the appraised value.

"On property appraised at more than \$8,000, the equity shall be twenty-two per cent of the appraised value, and the Association shall

not loan more than sixty per cent of the appraised value."

As heretofore, the Kodak Employees Association (Incorporated), will, when necessary, and if approved by the Board of Directors, loan on second mortgages, the balance over the amount paid down, and the amount loaned by the Eastman Savings and Loan Association as follows:

Appraised Value	Required Equity	E. S. & L. A.	K. E. A., Inc.
		Maximum Loan on 1st mtge.	Maximum Loan on 2nd mtge.
\$6,000 or less	10%	70%	20%
\$6,000 to \$8,000	16%	65%	19%
Over \$8,000	22%	60%	18%

Under the rules of the Kodak Employees Association (Incorporated) the maximum amount obtainable on a second mortgage loan is thirty per cent (30%) of the first mortgage. This rule applies when the Eastman Savings and Loan Association holds the first mortgage as well as in all other cases.

ALL IN THE DAY'S WORK

ONE of the duties of our Service Department is the answering of letters from our amateur customers.

Not only must the correspondents in this division be thoroughly posted on things photographic, but they must likewise be well supplied with a sense of humor and a good knowledge of human nature.

Without these two latter qualifications the job would prove seriously monotonous.

Naturally many surprising letters are received, but the Service men realize that the questions are asked in good faith, and all are carefully answered, though a quiet smile may spread over their faces while dictating a reply.

Here follow a few samples: One amateur composedly inquires, "Why is film?" Between ourselves, the Service folks admit that a one hundred per cent answer was not forthcoming.

Another ambitious photographer wants to know what it would cost to put a "sun" lens on his camera 120 times faster than his rapid rectilinear.

Then comes a request to "send some medicine," meaning in all probability—some developer.

A request to "turn the lens around in the camera so that the image will show right side up" was received some time ago, and several correspondents have been unable to find the winding key on a film pack camera.

Every so often are received the paper tabs from a film pack with the request to "please develop," and another amateur mailed unprotected film in a plain white

envelope for development. Still another sent in undeveloped and unfixed film with the complaint of no image showing. Other correspondents cannot understand why the light parts of a view are dark and the dark parts light, because they think the negative is the finished picture.

Perhaps the prize request was one received a few years ago from a correspondent who sent in a negative of a woman milking a cow. The heads of both the woman and the cow were turned away from the camera. We were requested to reverse the negative in the camera when enlarging so as to show the faces of the woman and the cow.

Another prize is a letter from a Kodak owner who says that he is sending "one of the most dilapidated Vest Pocket Kodaks you ever saw. Up to the time I had the accident with it, it was my constant companion, but now it needs a (little?) salvaging." Then he added the following bit of "verse."

"The side don't fit,
The front's a sight,
The crisscross broke.
The shutter ain't right.
Springs won't work,
She's wrong on 'time.'
Had a bad fall and she's out of line.
The diaphragm's out,
The bellows caved in,
But she's a durn good Kodak
For the shape she's in."

So you see there are some compensations for holding down a correspondent's job in the Service Department.

*Do not trade your War Saving Stamps or Victory Bonds
for questionable securities. INVEST them in the Eastman
Savings and Loan Association.*



JOHN A. ROBERTSON

JOHN A. ROBERTSON

OCTOBER 21, 1868—DECEMBER 6, 1922

EVERY person who knew John A. Robertson will feel a personal loss in his death. There was no better known, or better loved man in our organization, or in Rochester, than "Big" Jack, as he delighted in being called.

Ruggedly honest, tender-hearted as a woman, and with a magnetic personality such as few men possess, he drew, and held, friends from every walk in life.

He was a man of high principles and strong convictions, yet even tolerant of the actions and views of his fellow men.

A born organizer, and possessing a keen insight into affairs and men, he rose from a humble beginning to a position of importance in our company, and was also high in the councils of all that was best in Rochester, the city of his adoption.

He was an indefatigable worker in everything that interested him, and his interests were many, and he died, as he so often expressed the wish to do—in harness.

"Jack" is gone, but his memory will live on in the hearts of his friends forever.

[JACK'S LAST MESSAGE]

Out of The Mist

Out of the mist of our childhood's hours
 Come bird and bee and budding flowers.
 Out of the mist of our youthful pride
 Come sweethearts, love and a blushing bride.
 Out of the mist of maturer years
 Come trouble and sorrow and blinding tears.
 Out of the mist of our life's decline
 Come those richer friendships like yours and
 mine.
 While into the mist of our future day
 Comes a gleam of hope, driving the clouds
 away.

JOHN A. ROBERTSON

NOVEMBER 30, 1922

The above bit of verse was found on "Jack's" desk shortly after his death.

"Jack" delighted at the holiday season to prepare and send some little original sentiment to his friends, and it seems more than likely that the above was intended for such purpose, so we are carrying out what we feel sure would have been his wish by publishing it here.

THE DUST FIGHTERS

WHAT do you know about dust? Do you realize that dust plays a part in almost every phenomenon of the earth's atmosphere? It is dust that makes the sky appear blue, for when we look up into the sky we see the dust in the air illuminated by the sun. Were it not for the dust in the atmosphere, rain would never fall, for it acts as a condenser of the vapors in the air. Without it there would be no fog, no clouds, no rain, no snow, no showers. The only condensing surface would be the surface of the earth itself.

And yet, while there is much of the wonderful and mysterious concealed in dust, nevertheless its coarser particles make a lot of work. One example of this multiplication of labor is found in the constant efforts which are required to keep our buildings clean. Suppose we consider the way this is done at Kodak Office.

The "dust fighters" at 343 State Street are divided into two squads—one that works through the night, and the other that is on duty during the daytime. When the 1,200 office workers are leaving the building at five-thirty, ten men are just starting to clean up the dirt and dust that has settled during the day.

The first job is the collection of waste paper. This is gathered up by the janitors, and, as a safety precaution, deposited in a fireproof container in the basement. The next morning, the paper is sorted over to guard against the loss of any correspondence that might have strayed into the waste baskets. Quite often mislaid letters and, occasionally, valuable papers are recovered as a result of the search. The paper is then baled. The surprising total of 9,200 pounds, or more than two and one-half tons, is what one collection over a period of fifteen days revealed.

Every office above the seventh floor in the sixteen-story building and the

offices in buildings five and six, are cleaned each night by the vacuum process. At the same time, approximately 1,000 desks and a fifth as many tables receive the same treatment. The vacuum system extends to all parts of the office buildings and receives its power from a six and one-half horsepower motor in the basement. On each floor are vents to which the cleaners can attach a fifty-foot hose, thereby enabling them to operate in every corner. Along with the dirt and dust go paper clips, rubber bands and pins. A three week's deposit of these articles amounts to more than a half bushel.

It requires the services of one man six straight hours each night to clean the marble entrance and the mezzanine floor which is of the same material. The stair-tower in the large office building is also freed from dirt each night from the sixteenth floor to the basement; in all, seventeen flights. There are twenty steps in each flight. This number multiplied by seventeen, represents hours of cleaning, as well as 340 steps that are spick and span when the office workers arrive in the morning.

Few of us ever take into consideration the amount of hard work that is expended in making the office a clean and healthful place in which to work. The dirt that is tracked into the buildings from dusty, muddy or slushy State Street today will have disappeared by five o'clock tomorrow morning; the pencil sharpenings that fell on the floor will also find their way to the basement by way of the vacuum cleaner in the hands of the night squad. Altogether, over 100,000 square feet of office floor space—something like two and one-half acres—are "bon ami-d" every night.

The floors are washed every two weeks and the office walls are cleaned about once a month.

In the day squad are ten men who have charge of the cleaning of the ship-

ping and stock rooms in buildings five and six, and the floors below the seventh in the sixteen-story building. Then there are the glass enclosures of the many offices, the radiators, elevators, elevator doors, brass railings, and scores of other things which must receive attention.

Three thousand, three hundred and forty-nine is the number of electric light globes one man has to keep bright, and whenever a lamp burns out he's on the job to replace it with a new one. Windows? Oh, yes, over a thousand of them admit light to the office buildings and it is no easy task that Kodak Office's two window cleaners have in the matter of keeping clear the panes of glass from

the dizzy height of the tall office building to those on the street level.

It is a badly fooled particle of dust that expects to find rest and a state of tranquillity around Kodak Office, for the ten men who perform under the electric lights during the time when most of us are enjoying peaceful sleep and their colleagues who are on duty during the day regard dirt and dust as an abomination. We could not get along very well without dust in its proper place, but when it comes in to smear our correspondence, our hands, and everything around us, the Kodak Office "dirt and dust fighters" are its bitter enemies.

SOME NEW FICTION

AFTER you have worked up all your night school lessons, and taken in all the concerts, you will just naturally have to find something to fill in your extra time, so you will probably want something good to read.

Everybody has been talking about "Babbitt." It took New York by storm about the middle of September, and has been traveling West at a rapid rate, like civilization and Mr. Babson's wave of depression. It is the story of the common or garden variety of business man, hearty, blustering, and good-natured, with hazy ideals which he tries to make real "by putting things over big." Babbitt feels occasionally that he has missed something, but he isn't quite sure what. His sound philosophy and the little talk which he gives his son at the end, when he discovers quite suddenly that friend son has married, raise him, for the moment, from the dead level that threatens most of us. There are many things in Babbitt's character to deplore, but he has lovable traits too, so that we are able to tolerate shortcomings, though we would like to have them weeded out.

If you liked "The Light in the Clearing" and "A Man for the Ages," you will enjoy Bacheller's new book, "In the

Days of Poor Richard." It is an intensely interesting story of the revolution. The character studies of Franklin and Washington, and other important men of the period, are very well done, and besides that there is a perfectly good love story in it.

Kathleen Norris has surprised everybody in a new book she has written called "Certain People of Importance." This is very much beyond her usual productions in literary value. In it she contrasts ideals and standards of the present generation, and the one just preceding.

Hutchinson, the author of "If Winter Comes," has just dropped a bomb into our midst entitled "This Freedom." This book is not as well done as its predecessor, but it certainly has stirred up comment. It is quite British in its viewpoint and gives you the impression that the author believes that women's place is in the home, behind the dishpan. You probably won't agree with it a single bit (that's to the girls of this establishment), but, of course, you want to know something about it so you can refute the points.

There are other good books this season, but while you are getting these you will probably locate some of them, and, anyway, there is more time coming.

The Kodak Magazine

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

SPENCER HORD, *Editor*

JACQUES E. ROBERTS	Main Office . . .	Assistant Editor
ROBERT A. WEBER	Kodak Park Works	Assistant Editor
HERBERT S. THORPE	Camera Works . . .	Assistant Editor
CLARENCE H. HARPER	Folmer-Century Works	Assistant Editor
E. J. MEINHARD	Hawk-Eye Works . . .	Assistant Editor

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THE MEANEST MAN

“OUR best friends are those who demand the most of us, and who show us by their attitude that we hurt them and ourselves when we lower our standard,” remarks the editor of *The Treasure Chest*, and then proceeds to illustrate his point as follows:

“One of the best secretaries I ever had never made a typographical error in her letters. When I asked her how she had achieved such perfection, she answered, ‘By working for the meanest man in the world.’

“When I asked her to explain what she meant by that, she replied that her first job after leaving school was with a man who said, ‘You can make all the erasures you care to on letters which you write for me, provided those erasures are so cleverly done that I cannot detect them.’

“Of course it is an impossibility to erase mistakes without leaving marks on the paper. The result was this girl had to write her letters over and over again. ‘Many an evening after a hard day’s work,’ said the girl, ‘as I sat in that office after work hours, rewriting letters that my brutal employer had sent back to me, I cried and thought him the meanest, nastiest, hardest-hearted man in the world. Under his system, however, I soon learned that it was cheaper not to

make mistakes. I became careful. Accuracy became a habit. That explains why today I am the kind of typist I am.’”

DID Santa Claus bring that new doll and tea-set which Mary wanted so badly? And did Bobbie get the skates and hockey-sticks?

We know of several Marys and Bobbies who were not disappointed because their Daddies had been far-sighted enough to take out a Santa Claus insurance by joining the 1922 Christmas Club. And most of these Daddies have told us how pleased they are with our “full-stocking” plan and have already joined the 1923 Christmas Club.

To get in on this good thing, just tell your foreman or department head that you want to join the 1923 Christmas Club of the Eastman Savings and Loan Association. Or, if you prefer, notify the office of the Association and they will give your request immediate attention.

Remember these points:

1. You may have 50 cents or more deducted weekly and the amount can be increased any time during the year if you so desire.
2. You lose no time or carfare making deposits as deductions as authorized by you are made from your wages and credited to your account.
3. Dividends at the rate of 4% per annum are added to Christmas Club accounts.
4. If you do it today, your 1923 Christmas will be one without disappointments or regrets.

NEARLY every employer in the world, if he were interviewed, would say with Henry Ford that “There will never be a dearth of places for skilled people; but we have to recognize that the will to be skilled is not general, and, even if the will be present, then the courage to go through with the training is absent. One cannot become skilled by mere wishing.”

MY DAD SAYS

"WELL," my dad said.

My dad always starts this way. It's a signal for the spot light and the blare of trumpets and the thunder of applause.

"Well," my dad said, "J. P. Morgan feels just the way I do about coffy with the meal. Yes, sir. 'Boy,' he says as we was eating at the club today, 'Boy, I want a large cup of coffy and I want it *with* the meal.'"

"That's me, too, J. P.' I says, idly flicking the ash of my Corona Corona, 'A large cup and *with* the meal.'"

"Us financiers certainly do think along the same lines, I say. Just the other day, Rockefeller and I ——"

"For land sakes, Frank," my mother said, "What's got into you? Your brain's broke, ain't it?"

"On the contrary, Clara, my head was never so clear. I admit that Mr. Morgan and I are comparative strangers, and that Mr. Rockefeller aint ever thanked me personly for buying his gas, but as far as being a financier is concerned, I stand ready to chase anybody, any distance. I'm it."

"Clara what did I give you last year for Christmas?"

"You give me a couple of excuses and Mary an explanashun and ——"

"I know it, Clara, I know it. Last Christmas was not a large success. Just didn't have the money, that was all. My intenshuns was good but my bank account wasent."

My dad got pertty serous all of a sudden.

"Gracious Frank," my mother said, "I wasn't complaining any. Only you know you'd promised me that cape and Mary that muff and John his toboggen."

"I know it, I know it. Well this year I'm going to make good. Did you ever hear of Santa Claus Insurance?"

"No," I said. That reference to the toboggen made it highly important that I should get in the conversashun at all costs. "No father," I said, "I aint ever

heard of Santa Claus insurance and I'd certainly like to know about it father. Won't you please tell us father? Shall I put some more wood on the fire, father? You aint in a draft, are you?"

"Your sudden interest overwhelms me, my son," my dad says. "Santa Claus Insurance dont protect Santa from the perils of riding behind restive raindeer or the dangers of skipping from one roof to another or the hazards of dropping down chimneys, but it does protect a man's pocket book so that he can open it just before Christmas time and find it *full*. It's going to be a Merry Christmas this year. You're all going to get the kind of presents I've always wanted to give you and it aint going to take any scraping or economizing or going in debt. Just Santa Claus Insurance—that's all. And believe me that jolly old customer is going to make us a regular client."

"Hooray," I yells.

"Hooray," my mother echoes.

"Hooray," it's all three of us this time. I tell you my old dad's got 'em all beat. "Hooray."

CLIMBING TELEPHONE POLES RISKY SPORT

Climbing poles used for telegraph and electric light wires, is a great pastime for the little fellows. This careless pastime has been the direct cause of a great many broken arms and legs, and the loss of many innocent lives. As mothers, fathers, brothers and sisters it is our duty to tell them of the danger of falling from these poles, a fact that usually results in a broken arm or leg, and often in a more serious injury.

Explain to the little fellows the danger that awaits them when they reach the top of the pole, for sometimes they escape the fall and reach the top of the pole, only to come in contact with a live wire. Result: shocked and usually thrown to the ground in a lifeless condition. It is a sad story but often a true one.

KODAK EMPLOYEES ASSOCIATION (INCORPORATED)

AT the regular meeting of the Board of Directors of the Kodak Employees Association (Incorporated), held on December 13, 1922, the following memorial resolution on the death of John A. Robertson was offered and unanimously adopted:

In the death of their dearly loved fellow member, John A. Robertson, which occurred after a sudden and brief illness at his home on the sixth of December, his associates upon this Board have suffered a profound personal loss.

He took an active, constructive part in the organization of this Association, had been a member of this Board and of its Executive Committee since the organiza-

tion was perfected, and gave generously his most valued counsel always in a spirit of true devotion to the Association's ideals of helpful service.

Broad of vision, accurate in his judgment of men, patient with their weaknesses and shortcomings, generous but at the same time just, forceful in stating his views, but attentive to the views of others, he furnished us an example, an inspiration to wider vision and to better work.

Personal loyalty and unselfishness characterized all his relations with his fellow men.

RESOLVED: That the foregoing be entered in the minutes of this meeting and a copy sent to Mrs. Robertson.

HOW HAZEL PUT IT OVER

WE (editorially speaking) were seated in the street car directly ahead of two men who were gossiping. Yes, frankly gossiping. The conversation proved extremely interesting and in the face of all the rules of etiquette, we proceeded to "listen in."

"I just saw Hazel before I got on. Let's see, it's almost a year since she surprised us with the news that she and Fred had decided to travel in double harness, isn't it? Rather surprised at their having such a quiet wedding, weren't you? Thought Hazel would go in for a lot of splurge."

"Well, that's Hazel for you. That girl has a heap of style, knows how to wear her clothes and all that, but she doesn't stop at being a fashion plate by any means. I was talking with her dad a while ago and he gave me a little insight into the case. It seems she's always watching for a chance to surprise herself. She wasn't getting a very big salary before she was married (or now either, I guess), but first thing every pay day she would put a generous allowance in the bank. Then she would say: 'Now, watch me. The rest of that is going to pay my

bills. No 'charges' or 'pay as you wear' either.' She certainly gave herself some lessons in discipline."

"That's all right for an independent girl, but now that she is married, how is it working out?"

"I was wondering about that myself, so the other day I asked her how the science of spending, as she calls it, works out when you acquire a husband. For answer she showed me her account sheets. She had reason to be proud, but she owned up though that the one she showed me wasn't much like the first one, for the first accounts didn't come out right at all. She had had to keep changing her schemes as her allowances and necessary expenditures wouldn't meet worth a cent. She had kept at it until she got things balanced up, so that in her new accounts everything works like velvet."

"If I remember rightly Hazel was sick for several weeks. That must have thrown things out of gear."

"She spoke of that. That sickness certainly made an awful hole in her savings account, but she was so glad that she didn't have to go into debt that she was reconciled to the blow."

"What I want to know is, does Hazel pay the rent and the coal bills, and all the household expenses?"

"In a way, yes. Of course, they are not paying rent as they took their combined savings and invested them in that little home of theirs, first thing. Fred tried handling part of the accounts at first, but soon found that neither one of them knew how things stood, so Hazel keeps the records now. However, they go over them together every month as it is. Ever see one of those account sheets? Hazel got hers at the Eastman Savings and Loan Office. She's keeping up her savings plan there even though she has left the company. The blank has five or six general headings across the top and then a good many sub-headings, so you just jot down the amount you spend in the proper place, and it saves a lot of writing, and what's more, at the end of the month, all the items are separated and you can see at a glance how you are coming out in comparison with the amount you have planned to spend in that column."

"That's all right, but how does Fred account for all his little bills?"

"Oh, Fred has the allowance that they felt he needed for daily expenses, but for his own satisfaction carries a little account record in his own pocket and keeps track of his expenditures. Funny thing, after Fred started jotting down those items he discovered that just for smokes he was averaging a dollar a day. He said he guessed that was a little steep for his style, and so he cut out a proportion of it and added it to his house payments. Hazel confessed her pet folly was candy and she was rather tempted to hide some of her little treats under "miscellaneous," they mounted up so quickly. Now she figures on how much she will spend and when she reaches the limit she stops until next month. Thinks she enjoys it just as much."

"Well, next stop's mine. Where did you say you got those blanks? My son works at Kodak you know."

"Just have him call up the Savings and Loan Office. They've got some other literature there about budgets and accounts and other interesting things that they give away. Hazel showed them to me."

"Guess I better start right away and get in trim for 1923. So long, see you at the smoker."

JUST YOURSELF

WHEN we encounter another birthday, or the beginning of another year, we are quite given to looking back to see if we have accomplished anything.

Usually we find that we have gone on making about the same old mistakes, and doing about the same number of foolish things.

As a friend once remarked: "Few of us ever get beyond the spanking age. When our parents stop experience begins."

When we come to think it over, we must realize that what we make of ourselves is pretty much in our own hands.

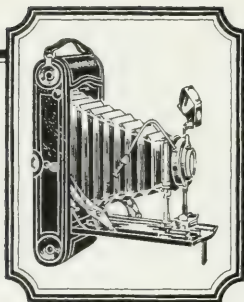
To quote ~~once more~~, Kathleen Norris, the writer, ~~says~~:

"Nobody—except yourself—can give you dyspepsia and headaches and 'nerves.' Nobody—except yourself—can make you afraid.

"Nobody—except yourself—can convince you that life isn't fair to you; that your children are not as fortunate as other children; that Lil Smith deliberately didn't see you down town today, and that Mary Brown's voice sounded awfully queer over the telephone.

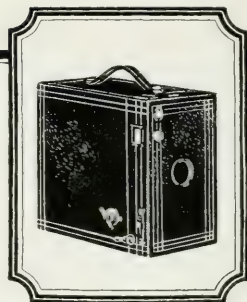
"Nobody—except yourself—can keep you from perfect health; from a clear, lovely complexion; from a sane, happy outlook upon life; from a knowledge of the big current topics; from a familiarity with what is great in music and art and literature. Just yourself."

All of which is pretty sound reasoning, isn't it?



CAMERA WORKS

HERBERT S. THORPE
Editor



JOHN A. ROBERTSON

RESOLUTIONS ADOPTED BY THE EMPLOYEES OF THE CAMERA WORKS
EASTMAN KODAK COMPANY

Resolved, That in the passing of John A. Robertson, the employees of the Camera Works keenly feel the loss of a great leader, a sincere friend, and a wise counselor. We consider it a rare privilege to have had the honor of serving such a man, who constantly, by precept and example, inculcated into the Camera Works, as an organization, and into the employees, as individuals, his principles of honesty, integrity and fairness which have secured for him a place in our hearts and memories that can never be forgotten. These attributes of his character will continue to express themselves as time passes on.

The extending of a helping hand to the unfortunate, and all other worthy movements found in John A. Robertson a staunch supporter. He gave unselfishly of his time, energy and talents to the advancement of such causes. His philanthropic spirit earned for him the respect and devotion of his fellow citizens, and his passing leaves a position in the community most difficult to fill. We, therefore, wish to join with our community and city at large in their expressions of regret.

To his family, where his loss is most deeply felt, we extend our sincerest condolences.

Be it further resolved, That the employees of the Camera Works desire that this resolution be written permanently into the history of this Division of the Eastman Kodak Company.

A MEMORABLE GATHERING

On Tuesday, November 28th, a supper which will live ever in our memories, was given by the management of the plant to all superintendents, foremen and employees' representatives.

The occasion was not for any particular object that was apparent to those assembled, except of course, good fellowship among the three groups, and yet kind fate or Divine Providence arranged that the meeting should be called at that time, for it was the last occasion that the combined group had the privilege of hearing Mr. John A. Robertson.

Mr. Robertson expressed his belief in the benefits to be derived from the Eastman Savings and Loan Association, and urged all employees to systemat-

ically save a stated sum each week as a provision against misfortune. He also congratulated the three groups on the cooperation and harmony that prevailed in the factory, and also thanked those who had relieved him of many details which, during the last few years, his health had not permitted him to handle. A significant feature of his friendly talk, in the light of later circumstances, was the repeating of a story, told in Mr. Robertson's inimitable way, of a certain man who expressed the hope that when his time came to "pass on" one friend would drop a single tear, rather than a curious crowd watching in awe a stately funeral and wondering who the recipient of the honors might be.

A GLIMPSE OF OUR STORES DEPARTMENT



A SECTION OF THE STOCK DEPARTMENT

The largest Kodak we produce is a comparatively small piece of mechanism, and so it is always surprising, even to those connected with our organization, when they visit our Stores Department and view the immense amount of raw materials kept in stock for the manufacture of Kodaks and Brownies, and the other things we produce at Camera Works.

Not so very many years ago it was the job of William Lawrence, now connected with the office,

to trundle a truck uptown and purchase the requirements for the day; so many dozen screws, so much glue, so much wood from the mill, and perhaps pick up a die or form from a pattern shop.

Today the purchasing of supplies demands a special department, and the proper storing and inventory demands a thorough and effective system in order not to delay production.

For instance, you may be passing through the basement of Building 9, where the bulk of the stock



FRANK REED, CHAMPION METAL ROD HANDLER

is stored, and you notice a man piling sheets of metal into a neat stack and every few feet inserting a tag with numbers written upon it, each tag dividing the stock into tons.

If you can make "Herb" Collins stay in one place long enough to talk to you he will tell you that last year we used 17,867 pounds of white rags for cleaning purposes. That in 1920 brass was shipped in our store rooms to the amount of 2,174,082 pounds, and that band, galvanized, and angle iron was used to the extent of 317,347 pounds.

Our automatic screw machines eat up the metal at a rapid rate. Our records show a million, two hundred and fifty thousand pounds of steel rod, sheet and wire were used for twelve months consumption. Vest Pocket Kodak film spools use up 108,447 pounds of 3-16ths aluminum rod per year, and we made use of 395,057 pounds of sheet and rod aluminum in addition. Our sheet bronze and copper invoices totalled 45,877 pounds, and the special alloy, used in our Rivet Department, amounted to about half a million pounds.

When it comes to leather and other covering material the Cutting Department consumes 1,325,-

000 square feet. To make that amount of covering material stay in place on the cameras required over 58,000 pounds of flake glue, and 3,888 gallons of rubber cement.

The twenty-two husky boys in the Stores Department handle an immense variety of material and supplies in all sorts of boxes and containers. We used 15,000 Mazda lamps last year and 296,474 packages of safety matches. The boys stored and handled 10,000 gallons of oil, 247,674 pounds of acid, 1,600 gallons of kerosene, about the same quantity of japans and lacquers, 36,616 pounds of liquid perchloride of iron, and over 9,000 gallons of alcohol.

We also used 7,267 pounds of junk board, ten times that amount of news board, 42,700 pounds of gummed manila paper, 3,500 pounds of pressboard, and 105,000 sheets of strawboard, to say nothing of the tons of paper used in the Print Shop, and for office purposes.

The general utility section of our Stores Department boasts of as complete a line of hardware as many an uptown store. Some different from the days of "Will" Lawrence and his truck.



ARTHUR POHL, Secretary



EUNICE GAMROD

ANOTHER BOWLING LEAGUE TO THE FORE

The Kodak Assembling Departments have organized a bowling league, which bids fair to rival that old standby, the Camera Works League. Frank Reynolds is Honorary President, and Walter Mallory, Acting President. This choice of management, together with Arthur Pohl as Secretary, and Norman Seils as Treasurer, warrants a league bound to be a permanent feature in our plant athletics.

This year the league has chosen for their headquarters bowling alleys on State Street, and the pins fall heavily and swiftly each Monday evening. The four captains are "Jimmie" Sheridan, "Bob" Cheeseman, Herman Verstring, and "Dick" Bach, each commanding teams known as the 1A's, 2A's, and 2C's and 3A's respectively.

WHO'S WHO—IN PICTURES

Know her? Why, of course you do! Almost every girl in the factory knows Eunice Gamrod, and it's a safe conclusion that most of the boys do too. Just a short time ago Eunice was forewoman of the Brownie Accessories—now merged with the Covering Department, and is now working in that part of our organization.

Eunice came to us in September, 1907, and has had much experience in this line of work. We almost lost her, however, a few months ago. She visited California, and we feared that the attractions of that state might induce her to prolong her vacation indefinitely, but, her home town, Rochester, contained too many friends to leave behind, and we are glad to have Eunice with us again.

CAMERA WORKS RECREATION CLUB

A RETROSPECT OF OUR CLUB—1922

It takes quite a few years to learn how to run a Club, consisting of around one thousand members of both sexes, to everyone's satisfaction. As a matter of fact, it is almost impossible to please everyone, so we'll say *the majority*.

The Board of Managers feel, and hope that you agree with them that the Club is growing in favor. The great lesson we learned the second year of the Club's existence was that "recreation" means more than just athletics. Some of us are not blessed with athletic bodies or tastes, and most of our members seem to enjoy some form of social entertainment better than watching games. Of course, we are not suggesting that we are becoming decadent in the matter of athletics, nor do we imply that interest is lacking in our major sports, but participation in events appeals more to the majority of people than being merely spectators.

Reviewing our events of last year, the outstanding feature was undoubtedly the big picnic, which we hope to repeat on even a larger scale next summer. The smokers were very popular, and these also will

be manifest in this year's program. We cannot say that the girls' dance was quite the success it might have been, but this was on account of poor attendance, owing to counter attractions. (We are always open to suggestions as to how we can provide amusements for the girls.) Baseball requires the largest amount of money in the line of athletics, and we have maintained an almost unbroken schedule for twelve months.

Each department requiring equipment for picnics has been supplied. Several sets of chess, checkers, and playing cards have been distributed to various groups. Wholesale purchasing of goods has saved many a member far more than the cost of his yearly dues. The Club provided its full share toward the bowling and tennis tournaments, and has contributed various trophies and banners to winning teams.

This is not written to boast of accomplishment, but rather to inform you, as a member, of what your club has done and intends to do with more vigor than ever.

PLANT HAPPENINGS

A pretty wedding took place last month at St. Patrick's Cathedral, when Margaret Dunn became the wife of Herbert Keller—a well-known man in the Shutter Department. Heartiest congratulations and good wishes are extended to the happy pair.

Sincere sympathy is expressed to Estella Curtis, of the Creasing Department, who suffered the loss of her sister.

George Perry is the champion go-getter of Y. M. C. A. members. He was appointed a lieutenant under Harry Darling, and secured the record of 61 renewals and new members. The "Y" offers a splendid addition to community life in the matter of health, amusement and fraternity, and George is to be congratulated on his splendid showing.

We extend our sympathy to Herbert Gregory, Superintendent of the Inspection Department, on the death of his father.

THE DRIVE IS ON!

On the tenth of this month as soon as the starting whistle is blown, away will go, through the entire factory, a team of hustlers equipped with C. W. R. C. application blanks, and all the confidence possible that they will sign up one hundred per cent.

The tenth is the date designated as "*C. W. R. C. Day*." A new club this year will be inaugurated from that period, an even *more* successful club than we have ever had before, providing we *all* cooperate.

The number of employees in the factory has been divided equally, as far as possible, into seven units, each unit being captained by a popular man or woman who will choose a staff of three lieutenants.

Watch the display Membership Board in the hallway of Building No. 9, and *Boost for your Captain*.

WOOD-BUTCHERS VS. POINTERS

In a wild and exciting exhibition of bowling, eating, oratory and elbow exercise the Wood-Butchers and Pointers divided honors at Heine Groh's place on the afternoon of December second. Several of the "Wood" men were on hand to insure a majority in case of dispute arising from the possible setting of "standards" by the Pointers, but harmony prevailed. "Bill" O'Neill, that veteran of bowling, maintained a ninety point hour; Metzger followed with an eighty point period; and the rest showed a big margin over the nominal sixty. The posting sheet revealed the following totals:

WOOD-BUTCHERS			
"Bill" O'Neill.....	698	(4 games)	
"Charlie" Metzger.....	658	(4 games)	
"Jake" Meyer.....	523	(4 games)	
"Bill" Sinden.....	520	(4 games)	
"Al" Walters.....	335	(3 games)	
"Sid" Lessord.....	153	(1 game)	
Total.....	2,887		
POINTERS			
"Ben" Avery.....	539	(4 games)	
Harry Lambert.....	537	(4 games)	
"Tom" Ansley.....	534	(4 games)	
George Goodman.....	533	(4 games)	
George Isbell.....	558	(4 games)	
Total.....	2,701		

A THANKSGIVING CELEBRATION

That the boys of the Foreign Shipping Department are successful along lines other than their every-day duties, was demonstrated when they arranged and served a most delightful Thanksgiving dinner in their department.

Tomato soup, pork and beans, rolls, ham, potato salad, macaroni, shrimp salad, oysters, pickles, celery, cheese, apple pie, coffee and smokes, made up the menu.

Our sincere sympathy is extended to Edward Crown, who, on account of illness, could not be present.



KODAK PARK

ROBERT A. WEBER
Editor

KODAK PARK OUT FOR CITY BASKETBALL TITLE

After a three year period of more or less interesting basketball, Kodak Park is once again in the field with an outfit which should, according to all dope, give the present title holders the best run for their money that they have ever had. In the minds of many, the Kodak Park team should win the city basketball championship for class A teams.

The officers and directors of the K. P. A. A. worked on the proposition for several weeks before any definite statement was issued, and the decision that we were to have a team, and particularly one of the caliber such as we have, came as a great surprise.

The majority of the players signed have at some time, or other played for Kodak Park, and have come to be classed among the best in the state. As the forwards, we have "Hash" McNeil, of the Kodak Office, "Charlie" Thompson and "Jack" Brightman, all former Kodak Park players and employees of the Eastman company. Since playing at the Park before, these men have had some mighty good training and experience. Thompson has been with the Rochester Centrals and the Geneva Eagles, as well as other good clubs. McNeil was also good enough to attract the attention of the famous Buffalo Lincoln's manager, with the result that he was engaged by him.

Playing guards are "Cliff" Hegedorn, "Bob" Heaney, and "Dip" Murray. Hegedorn, who is an employee of the Kodak Park garage, was a member of the Kodak team in 1920-1921. He also played with the Balcos in 1921-1922, and with the Centrals, and would have been a regular member of the latter squad this season if it had been possible to come to satisfactory terms. Murray got his start in Rochester with the Kodak Park team, and has since played with some of the best clubs in the state, being a member of the World's champions, Buffalo German Oriole team. "Flip" Dowling, perhaps one of the best centers in semi-pro basketball and a regular with the All-Syracuse club, is filling the pivot position for the Park; while Harry Lang, former Buffalo Oriole and present Hewitt star, is all around utility man when the occasion demands.

Robert A. Weber is acting as secretary and treasurer for the Kodak club and booking games for this season's schedule. Edward F. Goodridge is team manager. A committee composed of Herbert "Rip" Benzoni, William Doane, William Zimmerli and Clayton Benson has been appointed to act in conjunction with the club members and assist in every way possible to make the team a success.

The big objective of the club is the city championship. This series, however, will not take place immediately, and in the meantime some of the best teams in the country will be seen in action against the Kodak team.

In view of the fact that this activity got away to such a late start, and that no provision has been made for it in assigning the dates for the Assembly hall, only a few games will be played at the Park. The dates at the Armory were also pretty well taken so that it was necessary to locate some other headquarters. The fact that the University of Rochester was planning to play the majority of their home games at Genesee Hall, South Avenue, influenced the officers to consider this court with the result that arrangements have been made for its use this season. The hall comfortably seats between 1,200 and 1,500 people and is conveniently located on downtown car-lines.

In the opening game on Thursday, December 7, the Kodaks took on one of the fastest and most dangerous teams in the state, the St. Mary's Sodality five of Cortland. Every Park man played an excellent game and the final count was 27 to 20 for our boys.

In the second encounter, we again won, this time from the fast Black Rocks of Buffalo.

On Thursday, January 4, Kodak Park will play the celebrated New York Crescents at Genesee Hall. Other games to follow are Buffalo Lincolns, Geneva Eagles, New York Big Five of New York City, Hewitts, Elmira Arms, Buffalo Orioles and many others. Also the Centrals.

We have an excellent team. We are playing our games in a convenient place. Dancing follows each game. Come on up. Join the Rooter's Club. Dues—1 ticket for each game.

MOVE

Some of our most successful men have begun at the lowest step and worked their way up. The Reel Gauging Department, Building 48, with Wheeler Maynard in charge, go this plan one better. They just get on the elevator with benches, tools and equipment and are whisked from the second to the fifth floor. This is the eighth time Wheeler has moved his department, each time getting further away from the superintendent, and still going higher.



CLAYTON BENSON

WALTER L. FARLEY, *Chairman*

K. P. A. A. HAS NEW MANAGER OF SPORTS

On December 1, the office of Manager of Sports of the Kodak Park Athletic Association, which had been vacant for several weeks, was taken over by Clayton Benson.

Mr. Benson is a newcomer to Kodak Park and Rochester, having graduated from the College of Liberal Arts at Syracuse University in June of this year. He is a member of the Sigma Alpha Epsilon fraternity and was active in athletics during his college years, having been a member of the varsity baseball squad for four years. As a pitcher of more than ordinary ability, he contributed materially to the success of the team and won his letter in his "frosh" year.

Mr. Benson's home is in Medina. In 1918, he entered the Y. M. C. A. training school at Lake George, it being his intention at that time to go into Y. secretary work. While there, however, he was awarded a state scholarship and decided to take a college course at Syracuse instead. In Syracuse, he took an active part in boys' playground work, meeting with considerable success in this line.

He is now engaged in making a thorough study of the work into which he has entered. Mr. Benson hopes to develop a policy and program of activities which will meet the requirements of the vast group of people with whom he has to deal. His earnest appeal is for the co-operation of the entire membership body, and he extends an invitation to the members to call and become acquainted at their first opportunity.

We extend to him a hearty welcome and our best wishes for success in the work he has undertaken.

THE CHRISTMAS DANCE

The third of the Kodak Park winter dance series on the evening of December 15, proved a most enjoyable event.

Walter L. Farley as chairman, superintended the decorations and succeeded in producing an effect most appropriate to the season. Evergreens, holly and Christmas trees were most artistically arranged and there may have been a bit of mistletoe here and there.

The music, always first class, was on this occasion supplied by Fred Damon, who had an orchestra at each end of the hall. When one stopped playing, the other began, so the dancing was continuous, time being taken, however, for refreshments.

The sale of tickets was limited to 700, all being sold in advance.

Assisting Mr. Farley on the committee were: Florence Doescher, Herbert Gosnell, and representatives of the various plant departments.

BOTH IMPROVING

Recently Alfred Fratter and William Welke, of the Reel Manufacturing Department, Building 48, met with an accident while playing soccer and basketball. Both of these boys were taken to the General Hospital. It is reported they are getting along nicely and will be back with us in the course of a few weeks. Glad to have you with us again, boys.

JOHN SCHAEFFER TO AGAIN HEAD FOREMEN'S CLUB

The December meeting of the Kodak Park Foremen's Club is always of great interest to the members as it is at this time that the officers for the following year are selected.

This organization has been in active existence for the past six years and from the beginning has been one of the most popular groups at Kodak Park. Linden Steelsmith was the first president, serving two terms. He was followed by Ben J. Castle, who also held the office for two years.

Many successful activities have been sponsored by the organization, most popular of these being the Annual Cobourg Outing and the Ladies' Night entertainment and Minstrel Show.

The monthly dinner meetings which are held on the second Thursday of each month, are both enjoyable and educational, interesting speakers being obtained for these occasions.

At the December meeting Irving T. Roberts, well-known enactor of plays, gave the famous comedy-drama, "The Fortune Hunter." For two

solid hours Mr. Roberts held the complete interest of the foremen, who voted him one of the best entertainers who had ever appeared before the club.

Following the dinner a business meeting was held for the purpose of electing officers for 1923. John Schaeffer was persuaded to again accept the office of president, this being his third term.

All the other officers were also re-elected for the year of 1923. John M. Shepherd, vice-president; James Ward, secretary; and Charles Suter, treasurer.

Plans for the annual Ladies' Night entertainment are under way and promise to surpass anything yet offered. The party will be held on Thursday, January 11, in the Kodak Park Assembly Hall, the program to include dinner, community singing, minstrel show, and dancing. The following committee is in charge: William Zimmerli, general chairman; Walter G. Fox, tickets; Fred Gardner, checking; George Klein, dinner; James A. Ward, finance; Robert A. Weber, publicity; and James A. "Reliable" Hart, entertainment.

GIRLS WIN OPENING BASKETBAL GAME

After several weeks of faithful practice under the guidance of Coach Jack Brightman, the girls' basketball team won their opening game against the Todd Protectograph five. The game was played as a preliminary to the Kodak Park-Cortland game at Genesee Hall on Thursday, December 7.

The score was 8 to 2. This was due more to the fact that the Todd team lacked team work than to the real ability of the Kodaks, and some hard work will be necessary before our lassies can expect to win from some of the faster girls' teams in the city.

Perhaps the best work from a real contributory to victory standpoint was done by Madeline Downs, who was in every play, and succeeded in accounting for two field baskets. Celia Korn, Ethel Stuck, and Louise Singleton also played well.

Marguerite Ellis, who is arranging the bookings for the team, is in touch with several out-of-town clubs and if the sentiment is strong enough to make it worth while some excellent teams will be brought here this winter.

SCORE OF KODAK-TODD GAME

Kodak Park	Todds
Madeline Downs r. f.	Miss F. DeLacy
	Miss M. Meade
Louise Singleton l. f.	Miss D. Wibeau
Agnes Beck,	
Gertrude Gallagher c.	Miss G. Smith
Celia Korn r. g.	Miss B. Dibble
	O. Linus
Ethel Stuck l. g.	Miss A. Smith
	T. Munnell



GIRLS' BASKETBALL TEAM

Left to Right: Celia Korn, Josephine Meinweiser, Madeline Downs, Pearl Waterstraat, Agnes Beck, Ethel Stuck, Gertrude Gallagher.

LEO CHASE, *Secretary*JOHN S. HARMON, *President*

DEPARTMENTAL TEAMS PLAYING GOOD BASKETBALL

An unusually high grade of basketball is being played by the teams composing the K. P. A. A. departmental basketball this season. Games are played every Wednesday evening and Saturday afternoon, a schedule having been prepared to carry the activity through until spring.

At the present time three clubs are tied for first place, each having won three games and lost none. A triple tie also exists for last place, three of the teams still having their first game to win.

The Finished Film team has a slight edge on the other contenders at the present time, although the E. and M. and Soccer Club are also in the 1000 per cent. division. The Film team is the heaviest scorer to date, having accounted for 50 field baskets and 6 fouls, making a total of 106 points in 3 games up to December 9.

McCarthy, of the Finished Film, is leading individual champion, with 38 points to his credit, all but four of these being field goals. Cunningham, also of the Film team, is second with a total of 32, while Doane of the E. and M. and Servis of the Yard are tied with 24 points each.

TEAM STANDING DECEMBER 9

Team	Won	Lost	Pct.	F.B.	Fouls	Total Points
Finished Film...	3	0	1000	50	6	106
E. and M. Depts.	3	0	1000	43	5	91
Soccer Club....	3	0	1000	34	9	77
Yard.....	2	1	.667	33	8	74
Research.....	1	2	.333	27	7	61
Office.....	0	3	.000	17	10	44
Building 48....	0	3	.000	13	10	36
Box.....	0	3	.000	8	5	21

BREEDERS' ANNUAL EXHIBIT CREATES INTEREST

HOBBY CLUB MEMBERS DISPLAY SOME FINE COLLECTIONS

True to form, the 1922 annual exhibition of the Kodak Park Fur and Feather Club was all that could be desired. It was a success from every angle, and the interest was equally divided between exhibitors and guests. There were on exhibition chickens, geese, ducks, bantams, turkeys, rabbits, and cats. Although the number of entries was slightly smaller than last year, this fact was offset by the unusual high grade of stock.

Fred O. Guenther, president of the Flower City Poultry Association, acted as judge in the feathered class, while Frank W. Armstrong, of the Kodak Park club, a recognized authority on rabbits, picked the winners in this division. The usual color classifications were awarded, and in addition to this, five silver cups offered by the Kodak Park Athletic Association, and the Kodak Park club were given. There were also numerous cash and stock prizes donated by the club members. Fred Kreutter won the cup in the American class, and Joseph B. Jansen in the Mediterranean. The Bantam trophy went to Ward Bathrick, while Jules D'Hondt took high honors in the pigeon division.

The egg laying contest was again the feature of the show. Five coops of five hens each were entered and the stock kept under lock and key. Daily record was made of the results and at the close of the show on Friday evening, the cup offered in this division was awarded to Joseph B. Jansen, whose stock accounted for fifteen eggs during the four days of the exhibit.

Two large display cases were located at the east end of the Assembly hall, where the members of the Hobby Club exhibited collections of stamps, coins, trophies, and curios, many of them being very valuable. Among the most noteworthy exhibits was that of William Dagge, of the Black Paper Winding department. Mr. Dagge's collection consisted of an almost complete set of American and European stamps of the later issues, almanacs dating back to the beginning of the 19th century, and other curios. Paul Lange showed a collection of old Roman coins and also a letter received from Russia on which were used 95 stamps, totaling 23,250 rubles. Leroy Fairchild's collection of fine shells and the stamps of Howard Carey were also well worth inspection.



PAUL M. LANGE

BARRYMORES AND PICKFORDS TAKE NOTICE

At last the ambition of a certain group of Kodak Park employees has been realized. We have a dramatic club.

The club was first organized in November and some time was spent in selecting a cast of sufficient size and talent to produce the first play. It was the original intention to attempt only light comedy and farce, but from the progress made to date something very much more difficult will be presented before spring.

The rehearsals are being directed by Paul M. Lange and Marie Forbes, both of whom have had considerable experience in this work and are very well qualified for the positions.

The club will make its debut on January 5 when "His Model Wife" will be presented at the Community night entertainment of the Film Manufacturing Departments. A. D. Bessey, of the Main Office, is taking the principal male part, supporting Viola Kimmel as leading lady. Other members of the cast are Marie Forbes, Frances Sauer, Alvina Weigel, Hilda Hegenauer, Anna VanKestern, Mabel Prentice, Arthur Flynn and Ferre Marzluff.

Later in the year a more difficult play of several acts, composing an entire evening's program, will be given.

WHY NOT JOIN?

The boys of the Printing Department, Building 48, have formed a new club under the leadership of "Jim" Eilinger. This club is called the "Lion Tamers," and is formed to promote better fellowship among the workers, and to have a good time. All employees of Building 48 are invited to join. See Mr. Eilinger or Seymour Lash.

KODAKS STILL LEADING IN SOCCER LEAGUE

Kodak Park seems to have definitely established itself as the "King Bee" of the Rochester and District Soccer league, as well as the North Western Competition series. The team is the strongest we have had in years and apparently has little difficulty in defeating the other clubs in this vicinity.

The loss of Albert Fratter through injury received in the Kodak-McNaughton game in October, was a serious setback. His services are greatly missed but this accident served to make the players more determined than ever in their ambition to win the district championship this season.

Following the games played on Sunday, December 3, Kodak Park was leading the Rochester and District League with a comfortable margin of three points, having won six games, tied one, and lost one. Their nearest competitors are the Celtics and the Macs, who are tied for second place, each having a total of ten earned points.

The defeat suffered by the Kodak Park team at Alden, Pennsylvania, on Thanksgiving day, was unfortunate inasmuch as it eliminated the blue and white in the National Cup series. It was not, however, unexpected as this club is composed of the pick of the Pennsylvania players, many of whom were among the best in Europe, and is considered by many of the leading soccer authorities as the logical winner of this year's championship. Sixteen members of the Kodak team made the trip, leaving Rochester on Wednesday and returning on Friday morning. Between 3,000 and 4,000 persons witnessed the game, and the finest of treatment was afforded our boys. Financially also, the game was a big success.

The change in the regulations governing the soccer games in this vicinity, made last spring, whereby the series starts in the fall instead of the spring as heretofore, is keenly appreciated. Under this plan play will be discontinued during the extremely cold weather and resumed again in the spring, the final matches thus being played under more favorable conditions. It will perhaps be remembered that it was due to the inclemency of the weather that the Kodak Park team lost out in the final match last year for the local championship, after having had it virtually cinched for weeks.

Interest is steadily on the rise in Rochester and more people are following the soccer clubs than ever before. The absolute absence of the professional element in this sport is perhaps one of the biggest reasons for its popularity, and other athletes can well afford to give this fact serious consideration. The pleasure of participating in the games and the honor and satisfaction in their victories seems to be ample return for this type of athlete who is among the foremost in the country.

STANDING OF CLUBS IN THE ROCHESTER AND DISTRICT LEAGUE—DECEMBER 3

Team	Goals						
	P.	W.	L.	D.	For	Ag't	Pts.
Kodak Park.....	8	6	1	1	23	4	13
Celtic.....	8	4	2	2	20	9	10
McNaughton Rangers	8	4	2	2	19	10	10
Moose.....	8	3	5	0	11	16	6
Holland.....	8	3	5	0	11	23	6
Y. M. S. F. C.....	8	1	5	1	7	24	3

2 points for a win; 1 for a draw.



WILLIAM DE YOUNG CELEBRATES

One of the most familiar figures to be seen on the streets of Kodak Park is that of William DeYoung, foreman of the Inside Cleaning Department. You can meet him many times a day in different corners of the plant, as he goes from building to building superintending the never-ending work of keeping the departments in the necessary state of cleanliness.

William started to work in 1904 in the Construction Department. In 1907 he was transferred to the Yard Department, and 1910 to the Inside Cleaning Division. At first he was the only employee on this work, but as the size of the plant increased other members were added to the department and he was placed in charge, a position he still holds. For several years he also served as a special watchman on Saturdays and Sundays.

On December 22, William celebrated his eighteenth anniversary of his coming to Kodak Park, and his many friends extended to him their best wishes for continued health and prosperity.

ANOTHER STORES ROMANCE

The terrors of rice and old shoes for a certain member of the E. and M. Stores Department resulted in May Erwin taking a three weeks vacation, during which time she became the happy bride of Mr. M. Krewer, of the American Woodworking Machinery Company. Mr. and Mrs. Krewer are at home at 98 York Street.

The Emulsion Coating Department extends its deepest sympathy to Perry A. Collett, whose father died December 8, and to Joseph B. Archambault, whose mother died December 12.

The employees of the Printing Department, Building 48, extend to Thomas Enright their sympathy on the death of his beloved Mother, who passed away December 5.

Our sympathy is extended to Burt Barringer, of the Emulsion Coating Department, in the loss of his father, who died on November 12.

On the morning of December 5, at the Sacred Heart Church, occurred the wedding of Marion Miller, of the Reel Manufacturing Department, Building 48, to Raymond Sheid. A variety shower was given by Harriett Starken at her home.

STEEL WORKERS INCREASE LEAD

Since the last issue of the *Magazine* the Steel Workers have increased their lead in the Yard Bowling League by several points. The Stores and Garage are tied for second place with the Tool Room, Yard, and Receiving trailing. The latter, however, are all well bunched.

Luck seems to be with the Baryta, as they now have a slight advantage over the Time office in their race for the cellar position. Morgan Thistle, former Camera League star, who is now working in the office, has signed with the Timekeepers and will be a big help to this team.

High single game honors which were held by the Stores Department team, now rest with the Garage who also hold the high three game record.

Nick Rago, of the Garage Department team, has high single game to date, while Clifford Zecher, of the Stores Department team, holds the individual high three game record.

KODAK PARK ACCIDENT RECORD

	1921	1922
January.....	14	10
February.....	11	8
March.....	13	13
April.....	15	8
May.....	10	9
June.....	9	7
July.....	9	7
August.....	5	7
September.....	16	5
October.....	18	10
November.....	14	14
	134	98

In November there were 14 accidents, 8 of these we consider were preventable.

CLASSIFICATION

	Pre-ventable	Non-Pre-ventable
Falling and dropping materials....	1	..
Moving: Hand or platform trucks ..	1	..
Falling: Tripping and slipping....	1	1
Poor Conduct: Recklessness.....	1	..
Strains: Pushing, lifting, etc.....	2	1
Burns, cuts, infection, etc.....	2	3
Construction and repair.....	..	1
	8	6

THIRD COMMUNITY NIGHT ENTERTAINMENT ENJOYED

The third of the Kodak Park Athletic Association series of Community Night entertainments was held in the Kodak Park Assembly Hall on Friday evening, December 1. This entertainment was for the employees of the Plate Department, Box Department, Gelatine Department, Research and Organic Research Laboratories, and the W. W. Coating and Packing Departments. About nine hundred persons were present.

Lester E. Bliss, of the Plate Department, was selected to act as chairman of the departmental committee in charge of the arrangements. The general committee under the direction of Dr. D. E. Reid, gave able assistance, and the result was a well-balanced program and a most enjoyable evening.

The opening number of the entertainment was a motion picture. This was followed by dance novelties by the Saalwachter children and Ethel Rehberg; vocal selection by Hazel Hermance; saxophone solo, Pearl Clark; impersonations, John B. Ratto; and Barton and Sparling, comedians.

The big hit of the program was the John B. Ratto Company. Playing to an audience properly attuned, inspired Mr. Ratto, with the result that a performance never before equalled at any previous Community Night entertainment was given.

The next entertainment will be held on Friday, January 5, and will be for the employees of the Film Manufacturing Departments.

CAMERA CLUB MEMBERS TO EXHIBIT

The annual photographic contest and exhibit of the Kodak Park Camera Club, which was scheduled to open on November 29, was postponed for a short time in order to allow the members an opportunity to make use of the new dark rooms in preparing their pictures.

Through the cooperation of the members the dark rooms were finally ready for use on the first of December. Capable instruction is offered as part of the club benefits, and chemicals may be purchased through the club at reduced prices. These chemicals are bought by the club in large quantities and the members given the benefit of the discount.

Applications are being received from the members for the nights they wish to use the rooms, which will allow for a more satisfactory distribution of the privileges. Certain nights are assigned to the ladies.

Entries for the annual contest will be graded in two classes, amateur and semi-professional. The definition of a semi-professional in this contest is anyone capable of making prints or enlargements of a professional or artistic nature for money. A committee acquainted with all the members will undertake the work of seeing that the entries are properly classified.

The pictures are to be classified in four divisions: portraiture, landscape, marine, and miscellaneous, the latter class including pictures such as architecture, interiors, athletic events, freak pictures, silhouettes, etc.

Although prizes will be awarded in each class for the first, second, and third best pictures, the main object of the exhibit is to have the members enter their work to show what good is being accomplished.

GIRLS' GYMNASIUM CLASS

A physical development class for girls has been organized, the first meeting being held on Monday evening, December 4, with about thirty girls attending.

At present the organization is but a temporary one. The plan will be given a four weeks' trial to determine the amount of interest, and its continuance will depend upon the attendance. Miss Hazel Wilbreham, an experienced instructor, has been engaged to conduct the class.

An approved course of exercises, specially adapted to girls, has been mapped out, and much benefit can be derived by those who follow the course sincerely.

Attention will be paid to special needs. Classes will be conducted for those over weight, and also for those who need building up.

The classes will be held in the Assembly Hall every Monday evening at 5:30 p. m., and are open to all women members of the K. P. A. A. You cannot help but be greatly benefited through these exercises, so if you are not already enrolled for this class report next Monday and make the start. All the equipment necessary is a pair of rubber-soled shoes.

GYMNASTS RAPIDLY TAKING ON FORM

The success of the men's gymnasium class is going to our heads a bit.

There is a more representative enrollment than ever before and the members are much more regular in attendance. It seems to be a safe bet that the class will reach one hundred before the end of the year.

Perhaps one good reason for this enthusiasm is the addition to the board of officers of a secretary, A. D. Bessey, of the Main Office, was selected to fill this position, and his weekly letters to the members are certainly bringing in the boys.

The program is well balanced so that the most exacting person is sure of being satisfied. Following the regular period devoted to calisthenics some time is devoted to volley ball and basketball. The gymnasium equipment is available, clubs, weights, bars and chest developers, and everything seems to be in use during the class hour.

There is always room for a few more, and if you feel that you would care to devote an hour each week to the betterment of your physical condition, come up next Tuesday evening directly from work and you will be very welcome.

INTEREST IN CHECKERS REVIVING

After a lapse of several years interest in checkers among the members of the K. P. A. A. is being revived. There was a time when the Annual Checker Tournament was one of the most popular activities of the winter schedule, and some of the "old-timers" who have not had an opportunity in some time to try their skill in open competition, have raised a cry for a tournament.

The entries will be received this month and play will start shortly after the first of February. Any member of the association is eligible to compete and prizes will be awarded the champion and runner-up.

Persons desiring to compete are requested to send their name to the K. P. A. A. office, and when the schedule has been prepared everyone will be advised who their opponent will be and when the first round will be played.

MAIN



OFFICE

JACQUES E. ROBERTS, *Editor*

K. O. R. GLEE CLUB



Top Row - *Left to Right:* Edward Hilbert, Carl Mattern, Milton Coan, Kenneth W. Williams, A. Edmund Etley, Edward King, Louis Bonehill.

Bottom Row - Mary Dissett, Helena Foley, Amy Povey, Fred Huber, Marcelle Vuillier, Marie Mattern.

At the close of the performance of "College Days" last year, the manager of the Lyceum Theatre made the statement that it was the best amateur performance ever produced in that theatre. This year's operetta "The China Shop" will be even better. The music is exceptionally catchy and the oriental atmosphere gives wonderful opportunities for beautiful costuming. All of last year's cast appear again, and Director Kenneth W. Williams has been able to dig up some new talent of unusual promise.

Rehearsals are progressing finely under the supervision of Miss Gertrude Ermatinger, dramatic coach, and with the assistance of Fred Huber at the piano.

Last year a good many were disappointed because of lack of seating capacity. This year there will be three performances: Friday night, February 9, and a matinee and evening performance on Saturday, the 10th.

Our co-workers from the other plants are cordially invited to share in this treat, and an opportunity will be provided for them to secure good seats.

B. & C. GIRLS PARTY

On the evening of December 12, the girls of the Bookkeeping and Credit departments journeyed to the third floor, where a Christmas party was held.

A substantial and satisfactory dinner, prepared by Mrs. Ulrich was served in the dining room, which was decorated in a manner in keeping with the holiday season.

After being most satisfactorily supplied with good food, the guests enjoyed dancing and games of various sorts. One of the novelties introduced was a Christmas gift bag, from which every one in attendance drew forth a present of use, beauty and value.

May Welch then surprised those present by reciting several selections appropriate for the occasion. Miss Welch is a talented elocutionist, her recitals being characterized by an unusual verve and depth of feeling.

All present voted the occasion one of the most pleasant they had ever experienced. Its success was due in no small degree to the energy and ability of Genevieve Jager and Bessie Leonard, the committee in charge.



FRANK M. CROUCH

1888-1923

Thirty-five years ago, in 1888—the year the first Kodak was introduced—Frank Crouch decided that he wanted to go to work for the company.

At first, Frank didn't have much to do, just hiring new help and acting as receiving and auditing clerk.

When a package was received, all he had to do was to run from the office to the shipping room, where goods were received, sign the express receipt, run back, charge up the fee, then run back again, open up the package, and see that its contents were delivered to the proper person or department.

He would be some busy on the same job now as receiving clerk, with about 139,000 packages a year.

In those days, the entire factory consisted of the old four-story building which occupied approximately the site of our present sixteen-story building. The power plant housed just outside the building not only supplied the factory with power and heat, but also ran the saws in a wood yard next door, and heated Bishop McQuade's house on Frank Street.

Talking over old times, Frank remarked:

"In the bicycle days I was an active member of the Lake View Wheelers' Club. Mr. Eastman also

rode one of the old high wheelers for a considerable length of time. Then one day he came in and told me to sell his machine, saying he would never ride one again. I presume he took rather a forcible 'spill,' a very easy thing to do, which caused him to take this sudden dislike. I sold it to George Whitehouse, of the Court Street factory, on \$2.00 a week payments. Shortly after this Mr. Eastman wanted to go over to Bausch and Lomb's, and asked me for the use of my wheel. At the time I was riding a safety racer equipped with the low drop handle bars. The bars on other machines were pretty well up in the air, so the difference in handling was most evident. All the machines were kept in a shed and each man had a stall number. Mine was 33. Mr. Eastman went out, but returned shortly, so I questioned him. 'Couldn't you find it?' 'Oh, yes,' he replied, 'but I can't ride it.'

"Due largely to the smallness of the office force, fooling and kidding were much more pronounced than today. April Fool's day was one continual round of pranks and jokes, and I assure you that sometimes very little was accomplished. Rarely a day passed but that 'Charlie' Johnson, Martin Freidell, 'Jake' Dintruff, who was the power plant engineer, and myself, had our little game of dice in the old power house. More than once I have returned to the office to find that Mr. Eastman had, in all probability, been wanting me for a half or three-quarters of an hour.



ALL THE STYLE IN —



OUR OFFICE FORCE IN 1888

"One of the most exciting days was the time we had the fire in the 'Skin' Department. Mr. Eastman's office was then on the second floor, and this department was directly back of it. The extinguishers in those days were suspended on the back by straps from the shoulder, and had a screw top. 'Charlie' Johnson was rushing to the scene of conflagration with one of these outfits and Mr. Eastman was running alongside vainly endeavoring

to open the top. As they climbed the stairs, 'Charlie' in some way lost his balance, and further impelled by the pressure exerted by Mr. Eastman in his efforts, he came crashing down, all the time getting thoroughly soaked by the wet, squirting chemicals.

"When we moved into our new office quarters, the one-story extension with the two-story front just to the south of the present main entrance, the office force totalled forty persons. Mr. Eastman was thoroughly convinced that we had adequate office room for all time, but soon we had one hundred and sixty in the office, and now our main office force comes pretty close to one thousand persons."

Everyone knows Frank, so it hardly seemed necessary to print his picture. We are doing so, however, just to show you how very little he has changed with the passing years. Frank says he feels younger now than he did way back in 1888, and we believe him.

BOWLING

The Main Office Bowling Leagues, both men's and girls', finished the first half of their schedules on December 7. The plan which was followed last year will be used again this season, that is, the teams will start the second half on equal footing, and the championship will be decided by the post season series between the leaders of the first and second half of the schedule.

In the men's league the Service Department finished first, with the Shipping Department as runners up, two games behind. "Art" Amey rolled the highest single game, with a score of 267 on November 16, and on the same evening Van Duser ran up the highest three-game score with a total of 626. On the last night of the season the Shippers rolled the highest team game—997.

The girls' league finished up with the Service Department in the lead, and the Sales Sr. in second place. The highest single game of the girls was scored by Ruth Sullivan of the Sales Sr. team, with 197; high game, Sales Sr., 621; and the highest three games a tie between the Service and Sales Sr. with a total of 1745. Individual high three games, Harriet Stevens of the Service team, with 443.

The men's league will feel the loss of Frank LaDuke, who has resigned as president. He will be succeeded by Frank Peart of the Stock Department. In taking up these duties in the middle of the season, Mr. Peart has let himself in for no little amount of work, and it is up to every man in the league to do his share to keep things moving smoothly.

Myrtle McDowell, of the Order Department, was recently married to Ray Vogler, of the Hawk-Eye Works. A dinner was given Miss McDowell, and a wicker chair presented her by her co-workers. Another luncheon party was given by Maud Kirkby at her home on Alexander Street. Here additional gifts of an electric toaster and an electric iron were presented, with fitting exercises. Mr. and Mrs. Vogler will welcome their friends at their home, 1038 Dewey Avenue.

KODAK PROGRESS SOCIETY

The Kodak Progress Society met recently and elected the following officers for the 1922-1923 season.

Chairman.....	E. C. Junker
Vice-Chairman.....	F. C. Smith
Secretary and Treasurer.....	Howard Wilcox
Executive Committee.....	H. C. Rayten and H. L. Thomas

This Society was formed in 1921, the purpose being to further the study of accounting to Kodak employees interested in accounting, credit, and present day business problems.

Meetings are held monthly and accounting, credit, and modern business methods are discussed.

The Chairman has arranged a very attractive series of meetings, starting off with a social evening for members and their wives and sweethearts in January. A series of lectures by well known office managers of other Rochester industrial and retail concerns has been arranged. The program of outside speakers has not been completed, but will be announced at a later date. A partial list of the various speakers and subjects for the season is as follows:

Disbursements.....	Frank C. Smith
Accounting for Sub-Companies.....	Wilfred Pope
Cost Accounting.....	F. C. Page
Stockhouse Accounting.....	R. J. Hyde
Taxes.....	H. L. Stearns
Insurance.....	S. D. Van Alstine
Customs, Imports and Tariff.....	R. E. Evans

"CURLY-QUERS" FROM THE 15TH HOLD PARTY

The latest party of the 15th floor stenographers was a "howling" success. If you don't believe it, you should have witnessed the spelling bee, won by Miss Creary's team.

The party began with a dinner served in the dining room under the direction of Eleanor Wilson and Ruth Richardson, who certainly proved themselves good providers. "Kit" Sheridan entertained with an illustrated lecture on table etiquette.

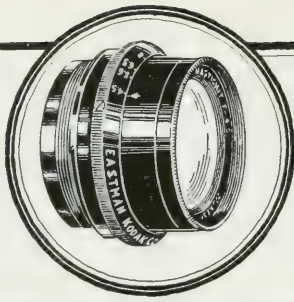
After dinner the girls, with the able assistance of the Victrola, made merry in the Rest Room.

WEDDINGS

Charles I. Gragg, of the Export Department, and Paulina Bass Davies, of Brookline, Mass., were married December 16th. The best wishes of the department are extended to the happy couple.

Mabel Williams, of the Testing and Packing Department, was recently united in marriage to John Unger, at St. Francis Church, this city. The department presented the bride with a bridge lamp and extended best wishes and sincere congratulations to the happy couple.

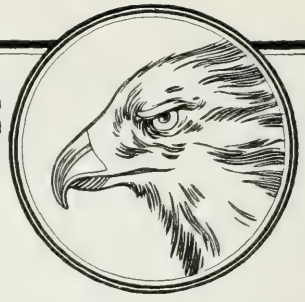
Helen McMannis, late of the Receiving Department, and Thomas Connolly, of Geneva, were married on November 21, at the Cathedral Rectory. On the evening of November 6, she was tendered a dinner by her co-workers in honor of the approaching event. The happy couple will reside at Newark, N. Y., and the best wishes of the department go with them for a bright and prosperous future.



HAWK-EYE

E. J. MEINHARD

Editor



ELIZABETH MEERDINK
Captain, Optimos

GIRLS' BOWLING

We find very keen competition developing among the girls' teams. Every Wednesday night finds the girls keyed up and determined to bring their team to the lead, but those Ilex bowlers still bring down the necessary pins to head the list. The Ilex and Optimo teams each have two of the five high individual bowlers while the Kodamatics only have one, which may account for their relative standing in the league. For the last four weeks the Ilex has managed to nose out the Optimos by a close margin, but the battle still goes on and Ilex may soon be dislodged from the coveted position.

TEAM PERCENTAGE TO DATE

1. Ilex.....	.591
2. Optimo.....	.586
3. Kodamatic.....	.538

HIGH INDIVIDUAL BOWLERS

Ada Wells.....	93.8
E. Meerdink.....	91.3
I. Meerdink.....	90.1
F. Topel.....	90.0
E. Ladwig.....	89.2

INSTRUMENT MAKERS ON THE ALLEYS

"Bill" Vaeth's instrument makers recently held a friendly bowling tournament. This department seems the busiest of them all when it comes to social gatherings; no doubt due to the efforts of "Bob" Lehmann. Three teams dubbed the Colorimeters, Denistometers, and Sensitometers under the leadership of "Gus" Aldinger, Rode, and Grossman respectively bowled three games; the Sensitometers won two and the Denistometers one. George Aulenbacher made his first appearance, and his rolling showed that he needs some practice to hit the stride of the department. "Al" Gettner was unable to attend and this gave Carl Rode the opportunity to carry off first prize in the individual bowling. "Al" promises to get sweet revenge by rolling and trimming George Kosel, our veteran bowler, in a match game. "Mickey" Dwyer was on hand to swap the smokes for tool checks.

THE HIGH INDIVIDUAL BOWLERS—AVERAGE 3 GAMES

1. Carl Rode.....	167
2. "Bob" Lehmann.....	146
3. George Lohr.....	130
4. George Reisinger.....	40



PAULINE LEIMBERGER
Captain, Kodamatics



LINDSAY SONDHEIM

It is with much regret that we must report to Hawk-Eye at large the departure of Lindsay Sondheim, president of the H. E. A. A. It seems that "Red" has taken it into his head to leave for another job, and so we will lose one of the hardest workers in the Athletic Association. There are few with as much "pep" and go as our friend "Red" possesses. His successor will have his work cut out for him if he wishes to keep up the good work which "Red" has carried on. It is no small responsibility which the president of our association assumes upon election as he must satisfy all wants and complaints which come to him. "Red" has done both in fine style and none of us will forget his splendid work.

A farewell dinner was given by the girls of the Filter Department on November 24.

Hawk-Eye wishes "Red" the best of success in his new undertaking.

THE GANNETT HOUSE PARTY

Carl Fischer and his committee more than made good their promise at our Gannett House party.

Hawk-Eye folks are a congenial crowd always, and so the fun began the minute we entered the door, and ended only when the last "good night" was said.

No vaudeville circuit has anything on Hawk-Eye when it comes to high-class entertainers.

On this occasion, Mrs. "Jack" Lehle, wife of "Jack" Lehle, of the Centering Department, accompanied by Edwin Link, of the Instrument Department, rendered a number of delightful vocal selections.

"Bush and Bush" were sure "headliners" with their sketch, and Levinia English sang several pleasing numbers.

Vivian Groh, daughter of Bert Groh, of the Buff and Plate Department, put on a really remarkable dancing act, winning round after round of applause.

Dancing? Well, who could keep still with "Hooks" Fischer's Harmonizers on the job? They were very generous with their encores even long after the scheduled closing hour.

Yes, of course, there were refreshments; the cider was tested and guaranteed by George Phillips; the doughnuts were a la "Billy" Wilson, and the apples hand picked by Gene Easterly.

We move that Carl Fischer's appointment be made permanent.

ANNUAL TRAP SHOOT

Twenty-five gunners toed the line on the afternoon of November 25, at the traps of the Flower City Gun Club, to do battle for the possession of the birds and cash prizes. Snow flurries and the biting cold made things interesting, for many a bird flew the limit due to faulty range and deflection. Of the twenty-five birds, J. F. Farrell, of the Tool Department, and Fred Yaekel of the Glass Moulding Department, each downed sixteen. Of the ten birds allotted to decide the winner, Farrell snared seven with Yaekel far behind with four. Another tie resulted later on when "Doc" Craib of the Stock Department and Conrad Friedrich of the Instrument Department, each put away fourteen birds. "Doc" generously granted Friedrich fourth place, and kept fifth for himself.

Results	No. of Birds	Prize
Farrell.....	16	Turkey
Yaekel.....	16	\$5.00
Ehrmann.....	15	\$3.00
Friedrich.....	14	Goose
Craib.....	14	\$2.00
Missel.....	13	Duck
Albers.....	11	Chicken

LUBRICATING STIFF JOINTS

A few weeks ago we noticed quite unusual preparations going on in the men's dining room and many were the conjectures as to what it all meant. It surely couldn't be possible that someone had arranged a dance, or that a party was going to take place. Tables and chairs were being moved out and mystery prevailed. Shortly after 5:30 several of the boys appeared in gym suits, and the news went out that the foremen were to exercise. Every Monday and Thursday since then, we have seen them at it. There is little "Billie" Springer endeavoring to master the art of breaking electric bulbs with the medicine ball, while "Jimmy" Weldon clamors for the use of it because his most strenuous exercise is a noon hour of pinochle. "Cliff" Johnson is displaying much "pep" and it seems quite evident that he intends to reduce. The other members of the class are rapidly getting back into that old time form and few complaints of stiffness are being reported.

A GIRL NAMED JANE

Howard Werner wears the broad smile these days; girl named Jane Marion, seven and three-quarters pounds. Congratulations.



FOLMER - CENTURY

CLARENCE H. HARPER
Editor



BOWLING

With the bowling season nearly half through, the Compact Team, under the leadership of James Kirvan, is again leading the race. Captain N. Burke of the Stereo Team, which is five games behind the leaders, says that his team will soon overcome the handicap and will lead the League.

Fred Fenner, Captain of the Auto Jr., has taken the honor away from Albert Fleming for the high single game, Fred having set 211 for the mark for others to shoot at.

The Compact Team has also set a new record for the three game total, having run up a score of 2447. Andrew Sold still maintains the lead for the individual three game, with a total of 558.

The following are the averages as of December 12, 1922:

	Games	Percentage
Andrew Sold.....	18	172
John Magel.....	15	171
Walter Drabinski.....	21	169
George Topel.....	21	165
James Kirvan.....	15	164
Albert Fleming.....	18	163
Frank Perrin.....	21	160
Arthur Bour.....	9	160
Nelson Burke.....	18	157
Fred Fenner.....	21	156
Stanley Bird.....	21	152
Fred Shields.....	21	150
Elmer McNamara.....	18	149
Edward McCormack.....	21	145
Hector Genova.....	12	144
Edward LeBeau.....	21	143
Louis Johnroe.....	18	138
Albert Doering.....	9	137
Edward Burns.....	21	133
Oscar Hegnauer.....	15	123

JOE WINS A PROMOTION

Joseph Benn, who has been timekeeper for the Assembly Department for two years, has been promoted to take charge of the Manufactured Parts Stock Department.

GEORGE LIVOCK RETIRES

George Livock, of our Woodworking Department, retired from active service on October 16, 1922. Mr. Livock was one of our oldest employees, having started with the Rochester Optical Company in February, 1892. Mr. Livock was also an ardent booster for our plant social activities and all of us extend our sincere wishes for his future happiness.

GIRLS' CHRISTMAS PARTY

The girls of the office held a Christmas party in the Conference Room on Thursday, December 21. The Christmas spirit prevailed in the decorations and a grab bag filled with beautiful gifts contributed largely to the enjoyment of the occasion, each girl declaring: "It was just what I wanted." Luncheon was served and Christmas carols were sung. The party was voted a complete success, with a wish that Christmas came more than once a year. The committee in charge consisted of Emma Kraftschick, Julia MacDonald, and Mary Gardiner.

EUCHRE TOURNAMENT

Edward McCormack, President of the Athletic Association, is again arranging for a Euchre Tournament to be played during the noon-hour this winter. Any one wishing to play in this tournament is requested to get in touch with "Eddie" as soon as possible.

LUCKY LEO

Leo Lynett, of the Plating Department, has purchased a new home on Caroline Street.

HURRY BACK MORRIS,

Morris Dubinkoff, of the Shipping Department, has been absent from his duties for some time, due to a severe illness. We hope for a speedy recovery.

BETTY GERTRUDE

Betty Gertrude is the name of George J. Jost's new daughter. She was born Thursday, October 19, 1922. Mr. Jost is one of our Bedaux time study men.

WE WILL GIVE HIM A JOB

A son was born recently to Mrs. Merle Stout of Pike, N. Y. Mrs. Stout was formerly Mabel Marcelle of our Cost Department.

EUNICE MAY

The Shipping Department congratulates Mr. and Mrs. Howard Forbes on the birth of their daughter, Eunice May, who was born October 25, 1922.



IN REVIEW

OUR own Kodak Park soccerites seem to have at last definitely established themselves as the strongest organization in Rochester and vicinity. The defeat suffered at Alden, Pa., on Thanksgiving Day was unfortunate inasmuch as it eliminated the "Blue and Whites" from the National Cup Series. It was not, however, unexpected, as this team is the pick of Pennsylvania players, many of whom were among the best in Europe and is further considered by many soccer authorities as the logical winner of this year's championship.

The Kodak Park Basketball quint as representative of the Kodak Company is once again in the field with an outfit which should give the present city title holders the closest race for city honors, they have ever had. The majority of players signed have come to be classed among the best in the state. As forwards, we have "Hash" McNeil, Charlie Thompson and Jack Brightman, all former Kodak Park players and employees of the Eastman Kodak Company. Playing guards are Cliff Hegedorn, Bob Heaney and "Dip" Murray. "Flip" Downing perhaps one of the best centers in semi-pro basketball, is filling the pivot position for the Park, while Harry Lang is all 'round utility man when occasion demands. These players are all men of experience who were at some one time or another, connected with other semi-professional and professional basketball teams with well known reputations throughout the state. At the opening game on Thursday, December 7, the Kodaks met and

defeated one of the fastest and most dangerous teams in the state; the St. Mary's Sodality Five of Cortland, N. Y. In their second encounter they won, this time from the fast Black Rocks of Buffalo. There will be further games throughout the coming season with such excellent teams as the Buffalo Lincolns, Geneva Eagles, New York Big Five of New York City, Hewitts, Buffalo Orioles, Centrals and many others.

After several weeks of faithful practice under the guidance of Coach Jack Brightman, the Girls' Basketball Team won their opening game with the Todd Protectograph Five. The news that we have such an organization, as representative of the Kodak Company, may be surprising but it does not nevertheless detract from the interest in their progress. Marguerite Ellis of Kodak Park, who is arranging bookings for the team, is in touch with several out-of-town clubs, and if the sentiment is strong enough to make it worth while, we may look forward to, with anticipation, the bringing of some very excellent girls' teams here this winter for the encounter.

As may be readily perceived by the Plant news items, bowling is in all probability, king of sports. With the bowling season nearly half through and in a few of the plants, beginning all over again, we do not hesitate to say that the competition shown is not only interesting and exciting, but promising with respect to the Inter-Plant Tournament which will come later in the spring.

The girls, as well as the men this year, have shown an unusual amount of ability on the alleys and their league games are as justly interesting to all of us as are those of the men. In fact, it is possible that from the Girls' Plant Bowling Leagues and the Men's Plant Bowling Leagues, we may later in the season, make a selection of the highest scoring players and run off a competitive series between them.

Several new leagues have since come into existence and are making good headway.

The Camera Works Indoor Baseball League is more interesting than was anticipated and so far the competition shown has fallen to a fifty-fifty basis, two of the four team organizations battling for the cellar and two struggling to keep their heads above the clouds.

The Kodak Office Basketball quint is at last getting under way and has already

several out-of-town engagements. Much interest is being manifested in the practices and we trust that this team will be as successful in the open field in their amateur way, as that of the Kodak Park organization in its own semi-professional zone.

All through, an unusual amount of interest is being displayed. Our basketball games played at the Genesee Hall are central enough to attract the attention of all employees. The class of ball which is to be played should inspire interest in everyone and the success this year will depend entirely upon the amount of enthusiasm displayed by the employees of the company. Consider in your own minds, the entertainment, the cost and the need of the team for your backing, then give your whole souled support to your plant and our inter-plant competitions.

WE WISH YOU A MOST
HAPPY AND PROSPEROUS
NEW YEAR

SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF DECEMBER 10, 1922

ROCHESTER PLANTS	No. of Employees	No. of Members	Percentage of Employees Subscribing	Total Shares
1. Hawk-Eye Works.....	481	317	65.9%	2,362
2. Kodak Office.....	1,121	553	49.3%	6,073
3. Kodak Park.....	5,940	2,379	39.8%	19,458
4. Camera Works.....	1,465	355	24.2%	4,010
5. Folmer-Century.....	257	57	22.1%	549
6. Non Employees.....	.....	309	.....	2,346
OUT-OF-TOWN PLANTS				
1. Howland and Dewey Co. (San Francisco).....	11	11	100.0%	40
2. Chicago Branch.....	108	101	93.5%	727
3. Zimmerman Brothers (Duluth).....	10	8	80.0%	47
4. Eastman Stockhouse, Inc. (New York City).....	22	17	77.2%	183
5. San Francisco Branch....	67	46	68.5%	327
6. Taprell, Loomis and Co....	233	155	66.5%	1,050
7. New York Branch.....	96	60	62.5%	498
8. John Haworth Co.....	55	33	60.0%	198
9. Denver Photo Materials Co.	20	11	55.0%	50
10. Zimmerman Brothers (St. Paul).....	29	15	51.7%	92
11. Glenn Photo Stock Co....	22	11	50.0%	84
12. Salesmen and Demonstrators.....	122	55	45.0%	943
13. Howland and Dewey Co. (Los Angeles).....	55	23	41.8%	150
14. Sweet, Wallach and Co....	66	27	40.9%	380
15. Robert Dempster Co. (Omaha).....	22	7	31.8%	89
16. Milwaukee Photo Materials Co.....	17	5	29.4%	34
17. Robey-French Co.....	53	13	24.5%	114
18. Northwestern Photo Supply Co.....	25	5	20.0%	54
19. O. H. Peck Co.....	31	4	12.9%	40
20. Des Moines Photo Materials Co.....	21	2	9.5%	20
21. American Aristotype Co..	26	1	3.8%	20
Total.....	10,375	4,571	41.7%	39,938
Average Subscription—8.7 shares.				
Total Matured or Par Value—\$3,993,800.00.				

A WISE *man will*
make more
opportunities than
he finds

—BACON

The

KODAK

Magazine



February 1923

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

ACCIDENT RECORD

DECEMBER, 1922

PLANT	Accident Cases		Accidents per 1000 Employees	
	1922	1921	1922	1921
Kodak Office	1	1	1.04	.96
Camera Works	2	..	1.36	....
Folmer-Century Works	1	1	4.08	3.67
Hawk-Eye Works	2	..	4.23	....
Kodak Park Works	8	8	1.34	1.40
Total — Rochester Plants	14	10	1.53	1.17

NATURE OF ACCIDENTS DURING MONTH

11 cases of injury through bruises, burns, or lacerations.

1 case of injury through falling tools, material, etc.

1 case of injury through fingers and hands between punch
press and shears.

1 case of injury around lathes and milling machines.

—
14 employees' accident cases during month.

*That which you take up,
master. Let only one
thing master you: your
will.*

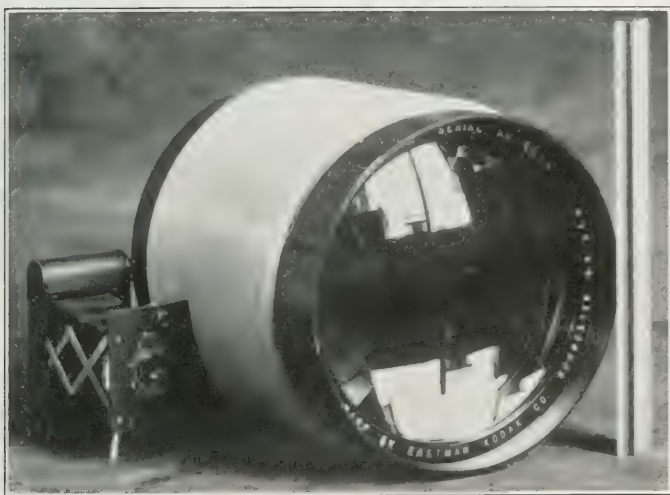
—FORBES



PRIZE WINNERS—KODAK PARK CAMERA CLUB (see page 19)

Upper: Mabel J. Osler; *Lower:* Harold Hudson

A SKY EYE MADE BY HAWK-EYE



A STUDY IN CONTRASTS

Reading from left to right—Vest Pocket Kodak, Hawk-Eye Aerial Lens, a 10½-inch ruler

HOW would you like to carry a camera fitted with a lens half as big as a nail keg and weighing about forty-five pounds.

Such an outfit would to a considerable measure take the joy out of amateur photography, but you need not worry because the huge lens pictured above was not designed and manufactured for amateur use.

This lens has a focal length of thirty-six inches and is the newest lens made for the United States Government, manufactured especially at Hawk-Eye Works.

This lens surpasses in size and ability any heretofore made for aerial photography, and permits the photographer to fly as high as five miles and still obtain satisfactory pictures.

At this height the plane is practically invisible to people on the ground.

In war time, the necessity of keeping

out of sight by photographers in the air service is imperative, to avoid being "potted" by anti-aircraft gunners.

In addition to its extreme power, a color filter which is cemented between the two rear lens components cuts through the haze, and objects on the ground can be photographed that otherwise would be unrecorded.

Its speed of *f. 5* is unusually fast for a lens of such great focal length, and this accounts for its large size. The lens is 7.2 inches in diameter and with the mount it is nine inches across.

The distance from the front to the back of the mount is also nine inches. Being made for aerial work the greatest of care was exercised in its design and manufacture so as to make it as light as possible. The mounting, therefore, is of aluminum instead of brass, which is commonly employed for lens mounts.



HOW THE HAWK-EYE AERIAL LENS DESTROYS SPACE

Looking toward Kodak Park from the Kodak Main Office Building. The two stacks at Kodak Park, projecting above the horizon line at the right are $2\frac{1}{2}$ miles distant; and the mill in the foreground, 5 blocks

Even with these precautions, the lens and its mounting weigh about forty-five pounds, considerably more than the specially made camera in which it will be used.

It was, of course, with some difficulty that the glass for such a lens was obtained, but diligent search was at length rewarded. Then followed four months of steady work. Special tools had to be made and special apparatus constructed for grinding and polishing. New testing equipment had to be devised to accommodate this extra large product, for it had to pass every exhaustive test demanded by Kodak anastigmat quality.

In construction, this huge lens is similar to the regular Kodak Anastigmat, except that the two rear components of crown and flint glass are not separated by the usual air space, only the thin minus-blue filter being cemented in between them.

From design, and selection of materials, to the polishing and mounting, this lens was the work of our Hawk-Eye lens experts.

The accompanying photograph taken from the Kodak Office building will afford you some idea of the remarkable definition afforded by this lens.

STOCK ALLOTMENT TO NEW EMPLOYEES

OWING to the limited amount of shares of common stock of the Eastman Kodak Company now remaining available under the Stock Distribution Plan, the following new ruling is now in effect:

All employees entering the service of the Eastman Kodak Company on or after January 1, 1923, will be allowed to

apply for shares of common stock under the Stock Distribution Plan equal to one per cent of their salary or wages for a period of five years continuous employment, instead of two per cent as provided in the original plan.

This in no way affects the rights of employees in the service of the company prior to January 1, 1923.

FRIENDLY ENEMIES

"WHAT'S the matter, Bill?" Bill pats himself somewhere in the stomach region and replies, "Don't feel good—got a pain in here."

Instantly, if the inquiring friend is like a good many of us, he will suggest a remedy that will be sure to effect a cure.

"My Aunt Susan had just such a pain and she only took one dose of Blooey's Dope, and it fixed her up fine."

If a friend's watch had stopped running, or was failing to keep accurate time, we wouldn't dream of telling him how to put it in good running order, but yet a whole lot of us are perfectly willing to monkey with a far more intricate and delicate piece of machinery, the human body.

Pain of any nature is nature's warning that something is wrong somewhere, but it does not follow that pain in any particular region is always from the same cause, and to be eased, or done away with, by the same remedy.

Headache may come from eye strain, a disturbance in the digestive tract, and from a dozen other causes, some easy to locate and remedy, and others deep seated, hard to locate, and to cure.

A pain in the stomach may arise from overeating, or from a wrong diet, or it may be caused by something far more serious, such as an actual intestinal obstruction or an ulcerated condition.

It is worse than folly to accept remedies, or to prescribe them for others, because unless you are a physician, you cannot determine the cause of the disturbance.

A remedy that might prove effective to a person with a normal heart might fatally injure some one with a weak one.

Nature, if let alone, will cure most of our simple derangements, but when the illness persists for any length of time, do not attempt self medication, nor a remedy from some friendly enemy. Consult a physician.

WHO IS THE MAN?

THERE is a promotion to be made, or a new position carrying responsibility is to be created; now who is the man for the job?

We never go outside our own organization for a man in such a case—unless the right man cannot be found within it.

Usually, there will be a number of possibilities to be considered and each candidate will be subjected to an exceedingly close scrutiny as to his qualifications for the job.

Here are some of the items to be checked: knowledge of the work to be done, or supervised; the ability to learn and grow with the job; willingness to take orders as well as to give them; willingness to accept criticism and to turn it to good account; tact and firmness in dealing with other people. Health and general personal habits will also be most carefully weighed.

It never takes long to sift out, and discard the least desirable ones, but sometimes the field will narrow down to two possibilities of practically equal qualifications.

Now what will be the deciding factor? Wherein would be your strength or weakness in such a case?

Modern business does not tend towards paternalism; it does not wish to concern itself with your personal affairs nor how you spend your time outside of business hours, nor whether you are thrifty or otherwise.

But, as a deciding factor, what you are and what you do outside of business hours, will always, perhaps subconsciously, enter into the considerations of those who have to make the selection.

Clean business demands clean men. Good business demands men who have shown some signs that they can handle their own affairs to advantage.

Successful business demands success on the part of those who are to conduct it.

WHAT HAPPENS TO AN ORDER ?

EIGHT o'clock of a busy morning. The Mail Department at Kodak Office is a scene of bustle and activity. Dozens of girls are opening, stamping, and sorting the daily grist from Uncle Sam's postal mill.

Prominent in each day's incoming mail are the orders for photographic goods.

For present purposes, let us consider only those orders which are shipped from Rochester, and which come from a dealer who is already on the company's books, and whose status, therefore, has previously been determined.

*Kodak Office Distributing Point for
Rochester-Made Goods*

With the exception of carload lots of paper and film which go directly from Kodak Park to our branches in New York, Chicago, and San Francisco, and our large shipments of cine film, the entire product of the Kodak factories in Rochester is shipped from Kodak Office.

Orders are received of course first in the Mail Department. They are collected, separated from the rest of the mail, and sent to the Order Department.

Upon arrival here, each order goes first to the registry desk, where it is stamped with a serial number, which it keeps from that point on during its entire journey through the office. The clerk at this registry desk also keeps a registration sheet on which she enters the name and address of the buyer opposite the serial number which has been given to his order.

Orders Must Be Edited

The order now goes to the editors. They red pencil such items as would not be entirely clear to the entry clerks without such further explanation. They must also bracket any items which we do not supply, or which lack an essential specification, such as size or weight.

Next, the order goes to the Credit Department, where it is delivered to one

of the credit correspondents to be O. K.'d and stamped with the ledger section letter. For convenience in Kodak Office, the entire United States is divided into territorial sections, which are lettered alphabetically. For instance, Section A covers all accounts in New England, and so on to Section K, which covers the Pacific Coast. The bookkeepers' ledgers follow the same division. Thus, this lettering by the credit correspondents simplifies the work all through the Office.

After receiving the Credit Department O. K., the orders are returned to clerks in the Order Department. These clerks now put with each order an order blank on which it is to be typewritten. The blank consists of four sheets:

1. The original invoice.
2. The duplicate invoice.
3. The sales analysis.
4. The shipping order.

Each of these four sheets has in the lower right-hand corner the same letter and number. This number is that by which the order is henceforth to be known. The letter is the same as that on the Credit Department O. K. stamp, which indicates the ledger section.

The four-sheet order blank now goes to the entry clerks, or order typists, as they are called, who transcribe on it the items from the original order sent in by the customer. Before leaving the Department, these order blanks are checked to guard against any possible errors. The original order which came from the dealer is sent to the head of the Order Department, who looks it over to catch anything involving a matter of company policy.

Now, the four sheets of the order blank are separated. The shipping order, or shipping ticket, as it is often called, goes to the Dealers' Order Record Clerk. This clerk has a record of all our dealers, filed territorially. On each dealer's card, the clerk keeps a record of each order he sends in, showing the ticket number,

his own order number, and the date. This shows us when the dealer's order has been entered on our tickets and sent to the shipping room. The sales analysis is sent to the Order Blank Record. This is a ledger in which are posted the number of each blank, its date of entry, and the name of the customer for whom it was entered. At the same time, the original and duplicate invoices go to the registry desk—the same one to which the original order first came from the Mail Department. Here the number of each order is recorded opposite the number and name which were entered for that particular order when it first arrived. A line of this registration sheet will look something like this:

606349 John Doe, Smithville, N. H. A 14935

When all necessary information has been filed in the Order Department, the original and duplicate invoices and sales analyses are sent to the Billing Department, where they are held in separate files until shipment has been made.

Shipping the Goods

When the shipping ticket reaches the Shipping Department, it is handled by two men, one known as a lay-out man, and the other as a checker. Kodak Office's entire supply of film, plates, and paper—all sensitized goods, in fact—is carried in special stock rooms under the control of the Shipping Department. A small supply of Kodaks and of sundries for which there is a large demand, is also carried in this Department. The Kodaks are kept in a special stock-room under the charge of a special stock-keeper, who requisitions Kodaks as they are needed from the general Kodak stock-room.

The lay-out man takes a truck and his shipping ticket, and assembles the correct number of each of the items on the order. Then, the caller calls off the quantity of each of the various items which he has laid out, while his team-mate checks off these quantities against the shipping ticket. When this has been done, the goods are packed and sent by

freight, express, or parcel post, as the shipping instructions may provide.

The Port of the Stock Department

Each day, at noon, a representative of the Stock Department visits the Shipping Department, and inspects the supply of sundries on hand. If the supply is running low, he sends down additional installments of such articles as may be needed. In the Stock Department a perpetual inventory of sundries is kept, which shows at all times the quantity of any given item on hand. Closely allied with this are the Kodak Control Books, on which are entered the number of all cameras and professional apparatus. This arrangement gives a complete check on the location of any article at any time, and enables us to guard against loss. Shipments having been made, the shipping ticket is returned to the Billing Department.

Upon reaching the Billing Department the shipping ticket goes first to the clerk who keeps the file of sales analyses, who goes through the file and picks out the sales analysis which corresponds in number with the shipping ticket which has been received. These two tickets are then routed through two parallel lines of billing clerks. Each of these lines works independently of the other, one clerk figuring the extensions on the shipping ticket, and his mate in the next row making the same computations on the sales analysis. In this way, a double check is obtained.

Making Out the Bills

Next, the shipping ticket and the sales analysis, with the computation written in ink, go to the invoice filing clerk, whose duty it is to take from the file the original and duplicate invoices which bear the same number as this shipping ticket and sales analysis. We now have the four sheets of the order blank together again for the first time since they left the checkers in the Order Department. Next, an extension typist transcribes the figures from the shipping ticket and sales

analysis to the original and duplicate invoices. And, then, the original invoice is mailed to the customer.

The shipping ticket is sent to the Order Department, where it remains permanently in the territorial files.

At the same time, the sales analysis goes to the Tabulating Department, where the sales are analyzed and classified according to products. This work is done by a number of uncannily clever machines—but that's another story which we will have to tell you some other time. The figures obtained in this department form the basis of the reports sent to the executives, Sales and other departments.

The sales analysis remains here permanently on file.

And, now we have made final disposition of three of the four sheets of the order blank, and there remains only the duplicate invoice to be accounted for. This is sent to the Bookkeeping Department, where the amount shown is posted to the account of the customer, after which the duplicate invoice is filed away in this department.

Thus, we see that, not only our Order Department, but about sixty per cent of all the Kodak Office employees are directly engaged in handling the orders which keep the wheels turning.

EASTMAN SAVINGS AND LOAN ASSOCIATION

CHANGE IN RATE FOR FEES OF ATTORNEY

IT is but fair that the fee charged for legal services be based upon the amount of work the attorney has to perform. Up to the present time the rate for legal services to borrowers from the Eastman Savings and Loan Association on real estate has been the same whether the borrower already owned the property or not.

A large amount of additional work must be performed by the attorney where the property must be purchased by the borrower before the loan is made. In view of this hereafter an additional fee of \$10.00 will be charged to borrowers purchasing the property and desiring the services of the attorney of the Association to see that the title is properly vested in the borrower. This makes the rate for such legal services one-half of one per cent, plus ten dollars.

The attorney for the Association has also received requests from employees to handle outside real estate transac-

tions which he has been obliged to decline on account of lack of time and assistants. However, arrangements have now been made so that he is in position to handle such cases. The following fees will be charged for cases not involving exceptional difficulties: Sale of house and lot, valuation not exceeding \$6,000.00, fee, \$20.00. Above \$6,000.00, \$5.00 for each additional \$2,000.00. Sale of lot, fee, \$15.00. Purchase of house and lot, fee, one-half of one per cent of purchase price; minimum fee \$20.00. Purchase of lot, fee, \$20.00, with a rebate of \$10.00 in case the owner subsequently borrows from the Eastman Savings and Loan Association.

Mr. C. Frederic Jefferson is the attorney for the Association, where he has his office, 343 State Street. Telephone, Stone 239. Mr. Jefferson will be very pleased to advise you regarding any problems as above outlined.

The Eastman Savings and Loan Association would appreciate having the names and addresses of the new babies of the Kodak organization so they may be sent a Kodak greeting.

Assets and Liabilities as of December 31, 1922

ASSETS		LIABILITIES	
Loans on Bonds and		Due to Shareholders:	
Mortgages.....	\$878,481.18	On Installment Shares.....	\$633,896.65
Less: Repayments.....	65,348.41	On Savings Shares.....	41,282.98
		On Income Shares.....	186,300.00
Net Amount.....	\$813,132.77		
Cash in Bank and on Hand	21,967.88		\$861,479.63
Demand Loans—Secured....	35,000.00	Dividends Declared and	
Loans on Shares.....	28,541.00	Credited.....	28,963.87
Furniture and Fixtures.....	2,145.63		
			\$890,443.50
		Guaranty Fund.....	6,437.31
		Undivided Profits.....	3,906.47
	\$900,787.28		\$900,787.28

Income Account for the Six Months Ending December 31, 1922

EXPENSES		INCOME	
Salaries.....	\$ 3,941.00	Interest on Investments:	
Office Supplies and Stationery.....	326.63	Mortgages.....	\$ 22,694.19
General Expenses.....	69.59	Notes.....	1,152.85
Depreciation on Equipment.....	86.29	Bank Deposits.....	149.62
Interest Paid.....	114.59	Demand Loans.....	1,056.25
Uncollectible Notes.....	149.00		
			\$ 25,052.91
	\$ 4,687.10	Premium on Mortgages.....	158.45
		Transfer Fees.....	4.50
		Dividends forfeited on Shares withdrawn.....	487.35
DIVIDENDS			
On Income Shares.....	\$ 4,136.80		
On Savings Shares.....	626.68		
On Installment Shares.....	13,062.20		
	\$ 17,825.68		
Adjustment of Dues and Mortgages.....	8.94		
Transfer to Guaranty Fund.....	1,200.00		
BALANCE, being Net Profit for the period, transferred to Undivided Profits.....	1,931.49		
	\$ 25,653.21		\$25,653.21

We have examined the books and accounts of the Eastman Savings and Loan Association for the half year ending December 31, 1922, and the above balance sheet is prepared therefrom. We certify that it correctly represents the condition of the Association for the period ending that date.

F. M. PAGE
H. L. STEARNS
Auditors.

THE EMPTY ALBUM OF HISTORY

"THE Kodak was invented several thousand years too late," says Maxwell Pitkin in *Cosmopolitan's* "The Better Way." Khufu should have done it instead of building the Great Pyramid.

Khufu thought about it, I'm sure. He had sculptors do him carefully in stone. "There is no face quite parallel to his in all the portraits that we know—Egyptian, Greek, Roman, or Modern," says Professor Flinders Petrie. "As far as force of will goes, the strongest characters in history would look pliable in this presence."

Very possibly. But we don't know. Sculptors have a trick of idealizing great persons, and so do artists and poets and royal chroniclers. If their eyes didn't observe discreetly they were jabbed out.

I'd like to see a snapshot of Dido.

How would Helen of Troy, stripped of majesty and sapphires, stack up with Gilda Gray?

But antique photographs would do more than satisfy modern curiosity. They would make history real. A dozen simple snapshots would link the centuries together and destroy the illusion of time.

Egypt is popularly visualized as a stretch of sand with jutting pyramids and a stone Sphinx. Greece is a shattered column of marble. Persia and Babylon hardly take form in the imagination at all. Palestine is a temple, a pasture and a manger. Rome is a forum, a senate, an amphitheatre, an arch, a stone road, an aqueduct.

All dead, all cold, all unreal and infinitely remote, where saints and emperors walked in flowing robes, philosophized, wrote verse, delivered orations, murdered, bathed, attended spectacles, fell on their swords. Bas-reliefs and statues moving in mute majesty in a marble world.

Inspired pens have brought these worlds to life, given them color, noise, merriment, vice, homeliness, reality.

But the generality of mankind do not read. They look at pictures. And the pictures they see can be found in high school histories!

String across the blackboard twelve photographs and twelve empires would spring to vivid life in the minds of men.

A panorama, for instance, of the 100,000 slaves who built Khufu's Great Pyramid, grouped at its base in their loin cloths, grinning at you across four thousand years.

A flashlight of Alexander, his captains and cronies, leering over their wine cups in a Babylonian banquet hall.

A tintype of Diogenes the Cynic standing on a street corner in Athens with his lantern, or peeping caustically out at the photographer from his wine cask.

A daguerreotype of Solomon, on the front steps of his cedar temple in Jerusalem, with eight or ten of his comeliest helpmeets grouped around him.

A studio portrait of Hannibal, or Attila or Charlemagne, gnarled and seamed and weatherbeaten and kingly.

A sepia print of Cleopatra gliding down the Cydnus in her jeweled barge.

Such photographs, my friend, would be worth many, many pages of Plutarch, Caesar, Gibbon, Grote, and Shakespeare.

They might shatter a few idols, but they would touch many others to life.

Empires are dead and buried in words, because their wise men failed to discover the immortality that lies in a little black box and a glass lens.

Bluff has often landed a man into a good job, but it can't keep him there.

More than one man has been started on the right road by a kick in the right place.

The boss may wear the same size hat as you, but don't get puffed up—it's what's under the hat that counts.

The Kodak Magazine

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

SPENCER HORD, *Editor*

G. C. ROCKWELL	Main Office	Assistant Editor
ROBERT A. WEBER	Kodak Park Works	Assistant Editor
HERBERT S. THORPE	Camera Works	Assistant Editor
CLARENCE H. HARPER	Folmer-Century Works	Assistant Editor
E. J. MEINHARD	Hawk-Eye Works	Assistant Editor

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

—*the branch that thought it was a tree*

It had every right to be proud of itself—this grafted branch. In the blooming season, its flowers were large and the creamy petals red on the edges while the other blossoms on the tree were small and scraggly and dirty-white.

When autumn changed the flowers to fruit, the apples on this branch were big, deep-red, with hearts as white as snow.

And the branch, seeing this, was swollen with pride.

"Why should I remain a part of this poor tree. I give more fruit than the rest of the branches combined. I will be a tree unto myself that men may know me and give me credit for my fruits."

The next time a strong wind blew, the branch strained and pulled and twisted and finally tore itself from the tree. The tree bled at the wound for a little time, but the gardener came along and grafted another branch in the place.

But the branch that tore itself away died very quickly.

It did not realize that the sap—the life-blood that gave it health and strength to produce—came from the roots of the tree. The branch could not see that because the tree had other branches it was able to drink in more sunshine and rain—that all the branches drew life from the soil and air and gave it gladly that the one branch could flourish and produce much fruit.

So the grafted branch, that thought it could be a tree, died. The tree lived on.

There are men who draw the very life-blood of their inspiration from the organization of which they are a part. They produce great works and are blind to the sources of their power.

They know that what they produce is better than is done by the man at the next desk or the next bench—better perhaps, than any man in the whole organization can make with his hands and brains.

Happy is the man who can see in the results of his efforts more than an isolated, personal achievement; who can view the organization of which he is a part as a whole; who can see down to the roots of it, and know that from these he draws the strength and ability to achieve.

He will not be torn away by the first gust of passion or pride.

He will hold fast to the tree. He will become as much an integral part of the tree as any branch of it, and know that the fruits of his labors are the fruits of the tree—that every leaf on every branch, every root, be it as fine as a hair, helped him to bear the fruit.

* * *

The foregoing was taken from a booklet issued by W. L. Brann Inc., an advertising agency in New York City.

The thought therein expressed is so good that it deserves the widest possible field, so we are passing the message on to you.

Don't fail to slow down at street intersections (the city ordinance says 12 miles an hour). This is probably the most prolific source of automobile property damage accidents. The legal rate of speed for turning a corner in the limited district is five miles an hour and outside eight miles an hour. You lose your so-called right of way if you are operating your machine at a high rate of speed or otherwise in a negligent manner.

WHAT OF 1923 ?

EVIDENTLY Santa Claus made a very deep impression on a good many pocketbooks, and Old Man 1922 was ushered out with all his bad financial habits of "spending without a plan." We happened to meet the youngster "1923" on the street about a month ago and he had a great big sack on his back, jam full of little books. He assured us that this type of greeting was so much in demand that he had no room to carry any others. Most innocent looking kind of greetings they were too, but he assured us if the recipients could keep to their resolutions month after month and make use of the book, that his real present to them would amount to nothing less than "freedom from worry," "financial independence," "a good education," and any number of good things.

Then he gave us one to examine. On it was nothing more than "Budget and Easy Record." Our feelings were injured and he anxiously hastened to soothe us while he explained that if we would follow the directions and just form a new habit of putting down our expenditures in the little columns he had fixed up so conveniently, then in a month or two, we would be able to plan ahead just what it would be necessary to spend and then we could see ways to save and stop buying foolish things and then—and then—. He was quite breathless when he had finished and the earnestness of the child convinced us that he had been coached by that Old Man 1922, who had, doubtless, been whispering to him some of our bad habits.

We told him that he couldn't possibly reach all the people who would want those greetings and then he confided to us that the Eastman Savings and Loan Association was going to give him a little corner and he was going to distribute through it. He said that it would be necessary to make a small charge of five cents to partially cover the cost, and he was sure that with that five cents as a first entry in their Budget Books, and a de-

termination to "carry on," that success would enter many a home where it had been a stranger before. He had no further time to waste on us and with an encouraging smile he was off.

Arrangements have been made to supply the Budget Forms, both Individual and Family Budgets, at each plant as follows:

Kodak Park, Pay Roll Department.

Hawk-Eye Works, Industrial Relations Department.

Camera Works, Industrial Relations Department.

Folmer-Century, Pay Roll Department.

Kodak Office, Eastman Savings and Loan Association.

ONCE upon a time a hustling young solicitor for a farmer's magazine was out in the tall grass trying to make two subscriptions grow where but one grew before.

He encountered an old gentleman resting against a tree in front of a farm house.

A scraggle of beard bloomed jauntily on his chin, riding up and down as he reflectively chewed on a wisp of timothy.

"My paper will be of great value to you," said the solicitor earnestly. "By reading it, you will be enabled to do better farming more economically and will naturally make more money."

The old man listened to his story. "Nope," said he, "it ain't no use for me to read your paper, 'cause I ain't farming now as good as I know how."

Like most fables, this one has a moral tucked away in it—and that is, "Are you farming as good as you know how?"

It doesn't matter what your job is—you can always find information somewhere that will help you to do your job better or help you to a better job.

All this, however, will avail you nothing if you are not farming the best you know how on your present job.

AN EMPLOYEE'S EXPERIENCE

HIRE AN ATTORNEY WHEN YOU BUY REAL ESTATE

IT is often rather difficult for a person to understand why he should employ an attorney when he is purchasing a piece of property, especially when he has an abstract of title or "search" as it is called, properly redated and certified by the Abstract Guaranty Company, or the County Clerk. A case has recently come to the attention of the Legal Department involving an employee at Kodak Park which provides an object lesson on this point. Some years ago the employee's father died, leaving a house which he was paying for. By dint of hard work, the family managed to keep up the payments until about two years ago, the property was as they supposed practically clear. Then they received a letter from a lawyer asking them to pay up an old mortgage indebtedness on the place amounting to about \$1,200.00. Of course, this came as a thunderbolt out of a clear sky, but upon investigation, it was found that the mortgage did actually exist, and a notation of it appeared plainly on the search at the time the property was purchased. The search had evidently not been examined. It so happened that the person from whom our employee's father had purchased the property was dead and his estate was valueless, so no recourse could be had in that direction. By good fortune, the mortgage was what is called a "collateral security" mortgage, securing the payment of all outstanding indebted-

ness, and it became evident that the owner of the mortgage would have great difficulty in proving the exact amount of the debt if he attempted to foreclose the mortgage. Due to this fact, and to some other technical considerations, a settlement was effected by our employee's mother, giving a new mortgage for \$500.00, payable \$75.00 every six months in lieu of the old mortgage. Under the circumstances this was a very favorable settlement, but it meant paying just \$500.00 more for the property than the family had expected, and this was indeed a hardship.

It should be remembered that the certification by the maker of the search, which in this county is always either the Abstract Guaranty Company or the County Clerk, simply means that the maker certifies that he has set out on the search all transactions which in any way affect the title of the property in question. He does not certify that the man attempting to sell the property is the actual owner, or that his ownership is free and clear of mortgage or other encumbrance. Those questions can only be decided after examination of the search by a man skilled in that work, namely a lawyer.

The moral is: Don't buy any real estate, not even a vacant lot, without engaging the services of a competent attorney.

LAUGHING AT NOAH

You may remember that when Noah was building his ark the neighbors laughed at him. They were quite sure that something had gone wrong in his head.

But, as you will also remember, Noah paid little attention to his critics. He went right on with the job of building his ark.

Later, when it rained for 40 days and 40 nights, Noah was able to say, "I should worry."

Modern men and women who have the wisdom of Noah are the ones who save money. In spite of the laughter and jeers of their friends who call them tightwads and who point out to them how much fun they are losing, they go ahead calmly saving money that will be of use to them when old age creeps in upon them or when some great emergency arises.

Don't be afraid to be a Noah.

—*The Gold Dome.*

A LITTLE HISTORY

BY THE OFFICE BOY

ONST there was a King who had a funny name, Xerxes, an he pronounced it "Zerkzees"; the gang called him "Zerk" when he wasn't around to hear 'em. It seems as how his armies had given the bums' rush to most of the rest of the armies, and so finally Zerk thought he would take on the Greeks for a whirlwind finish. So Zerk gets himself a navy of five thousand ships, and sails for Greece to knock the Grecers for a long row of banana stands. Seeing as how the Grecers only had three hundred ships Zerk thought he had a cinch, so he tells his gang what a wise cracker he was, and has his own particular scow put right up in front so he could hear the referee count ten. Well, at the end of the last round the Grecers still had most of their ships, and Zerk was beatin it for home and the arnica bottle just as fast as he could push the ocean behind him.

There was another guy, Darius. He was the big cheese of the country where them long-haired cats come from, Persia, an he had licked most of the other countries, an finally he thought that he could wallop the Greeks. He took them on at Marathon, and the Grecers took his number and started him on a long distance run for home; hence the term "to do a Marathon."

Alexander the Great was another buddy who sighed for more worlds to conquer, an he got his. The vamps got him. They flocked around his throne, and told him how he was just the candy kid, an he fell for it and the bootlegger stuff, and passed out at the age of thirty-four.

Some years, or centuries later, General Braddock came over from England to hand our colonies a wallop. He had took a post-graduate course in scrapping according to the London Prize Ring Rules, but he didn't know nothing about our way in them days of taking a pot shot from behind a tree, and his American and Indian scouts just couldn't tell him

nothing, and so he took the count, and his army got a beautiful trimming.

An then getting most down to now, "Bill" Hohenzollern gets to wearin' a number eleven hat, and he says, "the world is mine, sweet Adaline," and sets out to prove it. Well, you all know what happened to him.

If a six and a half kelly fits your bean, it seems to me, in view of what history reveals, that it is blame poor policy to try and wear a seven and a half, even if your head has swelled to fill it.

AUTOS DRIVEN BY CHILDREN
UNDER LEGAL AGE

VARIOUS casualty companies doing business in Rochester have refused to settle claims when the automobile which caused the property damage or personal injury was driven by a minor in violation of the law and of the policy contract. They have been upheld by the Courts. The State law explicitly declares that no person under 18 years of age shall drive a car unless such a person is accompanied by a duly licensed chauffeur or the owner of the motor vehicle being operated. The insurance policy is equally explicit in its declaration that the contract is voided when the automobile is driven by a person in violation of the law as to age, or under 16 years of age.

Accordingly a casualty company will not pay a claim brought about by the operation of the insured car by a person under 16 years of age, or under 18 years of age unless the person is accompanied by a duly licensed chauffeur or the owner.

If your son or daughter is under 16 years of age don't allow him or her to drive your machine. If between 16 and 18 don't permit him to operate the car unless you or a duly licensed chauffeur accompanies him. Failure to heed these age minimums has caused many a father to lose hundreds and even thousands of dollars.

CONTINUE THE GOOD HABIT

ON January first \$625,000,000 of War Savings Certificates matured. For months all sorts of sharpers, swindlers, and managers of fake promotion schemes have been licking their greedy chops and scheming to get hold of this "sucker" money.

The term is theirs, not ours, because they know that much of this vast sum is distributed amongst the people of small means, whose knowledge of finance and the ways of tricksters is limited, and who can all the more readily be induced to part with their savings.

No amount is too small for some of these swindlers. One poses as a representative of the Post Office Department who calls at the house and inquires if you have any War Savings Certificates in your possession.

If any are produced he calmly clips them from the book, makes out a "receipt" which he tells you to present at the Post Office for payment on a certain day, and goes on his way to the next victim.

The present craze for "radio" has witnessed the promotion of stock schemes galore, and all indications point to another influx of oil well companies, the majority of which to say the least are, and will be, of a highly speculative nature.

Commenting on the situation as outlined above, the *Rochester Post Express* says:

"The government has therefore suggested a means of defeating the purposes of these schemers and at the same time promoting the growth of thrift.

"This plan contemplates the offering to the holders of the certificates the opportunity to change them at once for the new treasury savings certificates. This can be done through banks and post offices. It is ready to pay over the cash value of the certificates if this is desired, but it was thought best to give the people this opportunity of reinvesting their savings and of continuing to practice the thrift that brought them the money."

That all who can should make this exchange of certificates goes without saying. Those who have practiced the thrift which brings them this money have in most instances done it without prejudice to their material well being. The sacrifices that enabled them to make this saving have not been in most cases so great as no longer to be borne. Indeed, they have been useful in more than the mere accumulation of money. They have taught the value and the comparative ease of saving. It will be easy to continue these sacrifices and to accumulate more money. Thrift strengthens character and makes both the individual and the nation better able to meet the changes which come with the years. It is to be hoped that the great majority of the holders of these certificates will make the exchange suggested and continue their saving habits."

Following the thought so ably expressed in the above editorial, the Eastman Savings and Loan Association will accept War Savings Certificates as cash either for the opening of new accounts or to be credited to active accounts.

DON'T—

Don't insure your automobile against fire and theft for an amount in excess of its actual value on the second-hand market. Under the non-valued form of policy now used the insurance company is only liable for the cash value of the machine at the time of the loss or damage. The tendency of the average owner is to

over-value his car which, in truth, is worth no more than he can sell it for. List prices are constantly dropping and depreciation is working every day to reduce the value of the automobile. If you insure for more than the property is worth, you are only throwing away premium.



KODAK PARK

ROBERT A. WEBER
Editor



KODAK PARK DRAMATIC CLUB

Standing, left to right; Frances Sauer, Alvina Weigel, A. D. Bessey, Ferre Marzluff, Anna VanKesteren and Paul M. Lange, *Director*

Seated, left to right; Hilda Hegnauer, Viola Kimmel, Arthur Flynn, Marie Forbes, *Manager*, and Mabel Prentice

EXCEPTIONAL PROGRAM AT FOURTH COMMUNITY ENTERTAINMENT

DRAMATIC CLUB MAKES ITS DEBUT

The fourth Community Night entertainment given on January 5, was a decided success. This entertainment was for the employees and guests of the Film Manufacturing departments, Roll Coating, Finishing, Distilling, Black Paper Winding, Coating and Laboratory, Emulsion Melting, Film Emulsion, Emulsion Coating, and Storage. About 1,000 persons were present.

Assisting Dr. Reid and the general committee, the details and arrangements were handled by the departmental committee composed of the following persons: James Payne, Building 29, chairman; Nathan Sherman, Storage; John Calkins, Black Paper; Robert Ferris, Emulsion Melting; Charles McBride, Film Emulsion; John H. Endlekofer, Roll Coating; Albert J. Page, Distilling; and Jacob Renner, Roll Coating Finishing.

The first number of the evening was a motion picture comedy, which was followed by a number of slides, the latter including a poem entitled "Thirty" composed by Thomas F. Murray, Jr., of the Synthetic Chemistry department. This number made a big hit, particularly among the employees of Building 30 and their friends.

On this occasion the newly organized K. P. A. A. Dramatic Club made its first public appearance in "His Model Wife," a charming little comedy involving several unusual situations and climaxes. The club was formed early in December with Paul M. Lange of the Recovery Department as director. Marie Forbes of Building 26, was elected manager and assistant to Mr. Lange, and Arthur T. Flynn, secretary.

Following four weeks intensive rehearsing, into which every member of the cast put their last ounce of energy, the production was ready for the first January Community night. To say that the play was a success would be to put it mildly indeed, the crowning feature being the degree of talent displayed by the cast and the professional tone developed and instilled in it by the director. The following persons comprised the cast: Marie Forbes, Anna VanKestern, Mabel Prentice, Hilda Hegnauer, Alvina Weigel, Frances Sauer, Viola Kimmel, Ferre Marzluff, Arthur Flynn and A. D. Bessey.

The club wishes to extend its appreciation to the O'Hara Millinery Shop, Ganss Fur Company, and the Reliable Furniture Company for their kindness in furnishing wearing apparel and furniture for the occasion.

The third number on the program was a dance by Ruth Jacobs, a very talented pupil of Mrs. Florence Colebrook Powers, and this was followed by the Montague Light Opera Company of the Redpath Service. This musical act also proved most entertaining and completed, what was considered by many, the best balanced entertainment of the series to date.

FOREMEN PLAY HOSTS TO WIVES AT ANNUAL PARTY



GEORGE KLEIN
Chairman Dinner Committee

The evening of January 11 found the foremen ready and eager for the opening number of the program of the fourth annual Ladies' Night entertainment, dinner and minstrel show.

In accordance with the usual custom the mercury dropped almost to zero while the falling snow proceeded to delay transportation facilities, which caused no end of good natured grumbling among the impatient and hungry gentlemen who tramped back and forth outside the Ridge Road entrance, awaiting their "better halves."

However, dinner once underway, the tables having been laid in the Assembly Hall to better accommodate the crowd of nearly six hundred persons, "Sam" Parry's cheerful voice leading the assemblage in song, the weather was forgotten, and by the time the lobster was served, everyone was in a most happy mood. A little later on the famous Engelhardt-Marzluff-Schaeffer trio rendered that entrancing little ditty "The Woodpecker," and the evening was saved for what was to follow.

James Hart's "Pork Chop" Minstrels afforded some very entertaining diversions, taking up, with the olio which followed, almost the entire remainder of the evening. A. E. Metzdorf surprised even his most intimate friends by displaying a versatility

seldom met outside professional circles. He was easily the "hit" of the show with his clean, sparkling humor and comedy. Several musical numbers were rendered by members of the chorus, all of which were pleasing.

Music was furnished by Monk's orchestra both during the dinner and entertainment, and for the dancing which followed. A vote of thanks is extended to the committee in charge for the very enjoyable time they provided.

COMMITTEE

W. Zimmerli.....	General Chairman
W. G. Fox.....	Tickets
G. Klein.....	Dinner
J. Ward.....	Finances
F. Gardner.....	Checking
R. A. Weber.....	Publicity and Printing
J. A. Hart.....	Entertainment

GIRL'S BASKETBALL

With the return of Tillie Hanley and Julia Thayer the same team which won the girls' championship of New York and Pennsylvania in 1919-1920, is again representing the K. P. A. A.

In addition to these well known stars the Park boasts of the biggest find of years in Madeline Downs, a newcomer to the plant, who is a very valuable addition. Although Madeline had had no experience previous to this year, she possesses much natural ability, and through the coaching of Jack Brightman has developed rapidly. At present, she is the leading scorer of the squad.

To date three games have been played. Follow-up victories over Ritter's and Todd's, both of these by a large margin, the Kodaks met the fast North East team on Tuesday evening, January 16. This game was the first of a series for the city Industrial championship and was staged at Masonic hall. The North East team composed of several experienced and able players won from Kodak Park by the score of 9 to 6. The second game of the series will be played at the Park on Thursday, February 1.

KODAK PARK VS. NORTH EAST

Kodak Park	North East
Julia Thayer.....	Jennie Walzer
Louise Singleton....	Forward..... Hazel Meader
Madeline Downs....	Forward..... Ethel Meerdink
Agnes Beck.....	Center..... Ruth Kreise
Ethel Stuck.....	Guard..... Ettal Gilliard
Celia Korn.....	Guard..... May Carr

Kodak Park 6, North East 9. Field goals—Korn, Carr, Meader. Fouls—Stuck 4, Carr 5. Referee—Harry Bloss.

POPULARITY OF KODAK PARK DANCES STILL ON THE INCREASE



TALENTED CHILDREN OF JAMES WEIGAND
Entertainers at several K. P. A. A. activities

During the twelve years the employees' recreational association of Kodak Park Works has been in existence many forms of social activity have been promoted, practically all of which have been successful.

There is, however, one branch of the K. P. A. A. program which perhaps slightly outshines the others both in consistent patronage and social enjoyment, namely, the monthly dances.

During the past two seasons these parties have been in charge of a general chairman, with a sub-chairman directly responsible for the actual arrangements. This winter Charles W. Markus is major-domo. A different sub-chairman is appointed for each dance, who, in selecting their most intimate friends to assist them as a committee, secure real cooperation and incidentally success.

The Mid-Winter dance held in the Kodak Park Assembly hall Friday evening, January 19, was in charge of Clayton Benson. Mr. Benson came to Kodak Park in December to accept the position of Manager of Sports for the Kodak Park Athletic Association, and this party, with he as chairman, was in one sense of the word his debut in Kodak Park social life.

A number of the "old-standbys" consented to see him through, among them Jack Schaeffer who undertook the hardest part of the arrangements, the decorations. Jack sidestepped the accepted type of decorations and in place of buying the material and depending on the much overworked good-will of the boosters, let the contract for the job to The Fred Sabey Company. After seeing the hall no one

questioned the wisdom of his action. The entire ceiling was covered with blue bunting set off with smilax and occasional intermingling of white. Inverted lights, mammoth in size, these also partly hidden in greens, completed a simple but distinctively beautiful arrangement.

During intermission, "Bob" Cain, the well-known Kodak Park entertainer, gave an impersonation of Harry Lauder, which in every way was a compliment to his fellow countryman. This feature was in charge of Charles Schlansker and Ethel Horton. Mrs. Jean B. Marks, of the Roll Coating Department, supervised the serving of the refreshments, Robert A. Weber the publicity and printing, and Walter Thompson handled the finances and tickets.

Monk's Family Orchestra furnished the music, which was voted excellent by every one of the 800 people present.

The next K. P. A. A. dance will be held on Friday, February 16, and will be a Valentine party. Ronald C. "Cap" Hands is chairman and has already selected his committee and begun work on the arrangements.

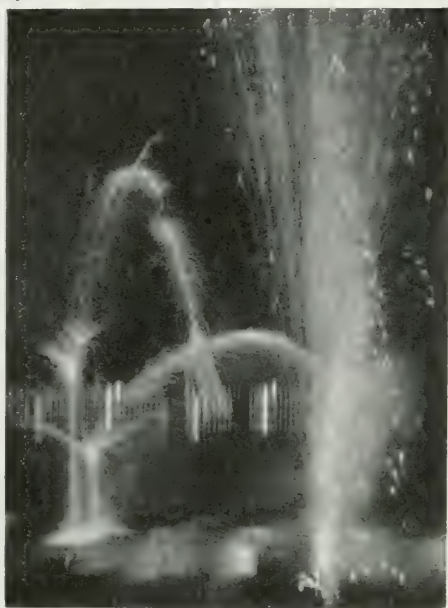
CLAIMS RECORD

It is not unusual to have the Emulsion Coating Department of Building 29 substantiate their position as pioneers in the many activities and changes at Kodak Park. Recently attention has been called to a system installed by General Foreman, Fred VanAllen, which seems to be about the last word in department office efficiency.

Located in Mr. VanAllen's office is a large bulletin board subdivided into sections representing each of the three shifts, this department being one of those in operation twenty-four hours of the day. In each division is found cards bearing the names of the men employed on each respective shift, allowing easier placing of the employees, and making it possible to locate anyone in a few seconds. On the back of each man's card in his registration number, address, and other useful information.

Another interesting feature in connection with the cards is the use of a distinctive type of seal, designating length of service. For each five years' employment, one of these seals is attached to a man's card, and in looking over the board, one is surprised at the great number of men who have been in the department a good share of their working lives. Those who complete twenty-five years' service have a gold star placed on each seal and there are two men who enjoy this fine record. Five others have "over twenty years'" service marks while twenty-five others, including six foremen, have been in the department between fifteen and twenty years. Those between ten and fifteen years number fifty-five, and a like number are in the next division.

The most interesting development brought out through the use of this system is the average length of service for the entire department. This has been shown to be seven years, and it is on this fact that the Emulsion Coating Department base their claims on Kodak Park champions for the oldest (in point of service) employees at the works. The department would be pleased to know what other large departments can dispute their claim and on what basis.



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PRIZE WINNERS—KODAK PARK CAMERA CLUB (see page 19)

No. 1, Mabel J. Osler
No. 2, Elsie L. Garvin

No. 3, Alfred Hargreave
No. 4, Mabel J. Osler

CAMERA CLUB AWARDS PRIZES AT EXHIBIT



HAROLD HUDSON, Secretary K. P. C. C.

The annual exhibit conducted by the Kodak Park Camera club early in January was considered a success in spite of the fact that the number of entries was smaller than last year.

The exhibitors were divided into two classes, amateurs and semi-professionals, and prizes were awarded in each division. Several of the officers of the club who were adjudged winners displayed a fine spirit of helpfulness to the organization by turning their prize money back into the club treasury to be used in equipping the new dark rooms.

Regarding the matter of dark rooms, the officers are pleased to announce that after much worry and hard work, the former supplied by the officers and the latter by both officers and members, the work rooms are now completed and in operation.

On Thursday, January 18, a regular meeting of the club was held in Bldg. 28. Supper was served at 5:45, following which Mr. Charles H. Turpin, of

the Kodak office, addressed the group on Amateur Photography. Later in the evening the dark rooms were inspected and practical demonstrations made, several of the members having brought film and negatives for finishing and developing.

Plans are under way for a big meeting to be held in the Assembly hall on Thursday, February 22, at which time Mr. Frank Yeigh, of the Bureau of Commercial Economics, Washington, D. C., one of the most interesting lecturers of the Department of Public Instruction staff, will be present to address the members and their friends, his subject to be "Canada Today."

Tickets will be distributed in advance and it is expected that the capacity of the assembly hall will be taxed.

WINNERS IN ANNUAL PHOTOGRAPHIC CONTEST

Amateur

1st	Elsie Garvin.....	\$2.50
2nd	James Evans.....	1.50
3rd	Joseph Kenyon.....	1.00

Semi-professional

1st	Eugene Wightman.....	\$2.50
2nd	Alfred Hargreave.....	1.50
3rd	Guy Whitman.....	1.00

SEMI-PROFESSIONAL

Landscape

1st	Eugene P. Wightman.....	\$2.50
2nd	Harold Hudson.....	1.50
3rd	Karl Gruppe.....	1.00

Marine

1st	Mabel Osler.....	\$2.50
2nd	Karl Gruppe.....	1.50
3rd	Joseph Kenyon.....	1.00

MISCELLANEOUS

Amateur

1st	Mabel Osler.....	\$2.50
2nd	Mabel Osler.....	1.50
3rd	Joseph D. Kenyon.....	1.00

Semi-professional

1st	Karl Gruppe.....	\$2.50
2nd	Alfred Hargreave.....	1.50
3rd	Joseph Kenyon.....	1.00

IRON WORKERS LEAD BOWLING LEAGUE

Some very good scores are being accounted for by the members of the Kodak Park Yard league this season. The fact that this is the only league representing the Park on the alleys this season, gives no opportunity for comparison, although it is doubtful if any other group could produce better results under conditions to which this league is subject.

At present Fred Kern, of the Baryta team, is leading in the individual class with a mark of 279 for one game. Walter Taylor, of the Steel Shed, holds high individual honors for the best three games with 647. To the Garage belongs high single team game, with a mark of 995, and also the high three game record with 2751.

At present the Steel Shed is leading the field, having won 40 and lost 14 games up to January

19th, although the race is very close between the Garage, Tool Room, and the Iron Workers.

Plans for a tournament, two-man and single entries, are under way and the matches will be rolled later in the season. Prizes will be offered for the high scorers.

STANDING OF TEAMS

	Won	Lost	Pct.
Steel Shed.....	40	14	.741
Garage.....	37	17	.685
Tool.....	35	19	.646
Stores.....	34	20	.630
Yard.....	23	31	.426
Receiving.....	21	33	.389
Time Office.....	14	40	.259
Baryta.....	12	42	.222

SOCCER CLUB LEADING IN BASKETBALL LEAGUE



HENRY McCARTHY
One of the leading scorers

At the end of the second month (January 9) we find the team representing the Soccer club leading the K. P. A. A. Department Basketball league by a scant margin.

The Finished Film team is tied for second place with the E. & M., while to the Office it seems we must concede the bottom rung of the ladder.

The Research, with five victories and two defeats, are the highest scorers to date with a mark of 194, 32 points higher than the leaders. Although the Office men are in last place, they have done better as regarding points scored than several of the other teams, having accounted for 129 total, while the Box have 116, and Building 49 only 92.

High individual honors belong at least temporarily to Charles Brightman, of the Research, who has 34 field goals and 8 fouls to his credit, making a total of 76 points. John J. Cunningham, of the Film, is tied with Servis of the Yard for second with 53 points. Others with good records are Earl Davis, Yard, 50; Howard Trimby, Yard, 50; Henry McCarthy, Film, 48; and Roy Vollick, Office, 46.

BASKETBALL TEAM IMPROVING

Up to January 6 the Kodak Park Basketball team had played five games, winning from Cortland and Ithaca All-Stars at home, and from the Eagles at Ithaca. Two games were lost, the first to the Black Rocks, and the second to the famous New York Crescents.

The Kodak-New York Crescent game was one of the most interesting ever witnessed at the Park. This club, considered one of the best in the country, came here strengthened by the addition of two new guards, and in view of the showing made by our boys have been booked back on February 22.

The first game of the City Industrial Championship series with the North East Electric team was played at Masonic hall on Tuesday, January 16, our

team having an off night and losing to the Electricians. The second encounter was scheduled for Thursday, January 25, at Kodak Park, and the third and deciding game, the Park team being sure of their ability to even things up, will take place on Friday, March 1, probably at Genesee hall.

Series are also pending with the Paragons, one of the younger teams of Rochester, who by virtue of their showing the past two seasons, are eligible for recognition, and also the Washington A. C. team.

Thompson is at present high scorer for the Park with 46 points for 5 games. Brightman ranks second with 24 in 4 games. Kodak's weak point in play is in their lack of ability to make good on trials from the 15-foot line. The opposing teams have all been strong in this department, and this one thing has been responsible for our defeats to date.

Both Hegedorn and Murrey are playing a strong defensive game, only 6 baskets having been scored against them in 5 games played. Kodak Park has piled up a total of 140 points against her opponents' 114, 35 of the latter being free throws.

GOLF

Golf has increased in popularity at Kodak Park to the extent that it is at present one of the major activities of the Association.

Although play is obviously restricted to the summer and fall months, enthusiasm never wanes and the winter is made doubly long for those who look to this sport for their recreation and exercise.

The knowledge that certain paraphernalia was available which allowed for indoor practice, resulted in some of our enthusiasts doing a little propaganda work. Finally, through the efforts of John Donohue and Walter Farley, an outfit has been secured by the K. P. A. A. and installed on the second floor of Building 5, space being provided by Mr. Farley.

Although the object of this installation is to afford an opportunity for keeping in practice until spring, considerable can be learned of the rudiments of the game. If any beginners desire instruction, it will undoubtedly be provided by the Association from among some of the experienced players at the Park, of which we fortunately have many.

PERSONALS

The Emulsion Coating Department extends its deepest sympathy to Elias Fetter, whose mother died January 4.

Born to Mr. and Mrs. Frank Smith on December 6, 1922, a very charming daughter. Congratulations from 29.

Emulsion Coating rejoice with Mr. and Mrs. Frank Hicks on the arrival of a most appropriate gift Christmas day—a twelve pound boy. What could be better?

Emulsion Coating extends its deepest sympathy to Frank Hayes, whose wife died on December 27, 1922.

To Wellington Pound, whose wife died January 14, Emulsion Coating extends its deepest sympathy.

REDUCE THE PERCENTAGE

Every one at Kodak Park is most anxious to still further reduce our accident percentage. This is particularly true of *preventable* accidents.

Altogether too many preventable accidents come from lack of medical attention to minor cuts and scratches.

Here is a case in point: One of the men was enjoying a chicken dinner and accidentally pricked his thumb with one of the small, sharp bones.

No further thought was given to the matter at the time, but twelve days later, the man reported to the Medical Department with a case of infection, and he lost several days time as the result.

This incident clearly demonstrates the necessity of reporting *promptly* all cuts and bruises, however slight, and also demonstrates the possible result of neglect.

During 1922, Kodak Park had 107 lost time accidents. These accidents have been classified under nineteen different heads and sad to say, thirty-seven per cent. of the total number are charged to "Burns, Cuts, Infections and Poison;" forty of the 107 accidents or better than one-third of the total. Of course, not all of these were *minor* cuts, bruises, scratches, etc., which could have been kept out of the "lost time" record through immediate first aid and treatment. Many minor accidents were treated, some of which might have developed infection, and others not, but it is reasonable to believe that by attending to all at the time they occurred, taking advantage of the facilities provided by the company, a good share of these forty would not have appeared in our records.

Listed under the classification "Falling, Tripping and Slipping," we have seventeen accidents, the second high number, these seventeen representing eighteen per cent. of the total. "Materials falling and dropping," is third with thirteen per cent. and "Strains, Pushing, Pulling and Lifting" next, with eleven per cent. In all four of these classes the human element dominates and therefore the majority of them are justly called "preventable" accidents. Consider: eighty-three of one hundred seven acci-

dents charged in only four classes; 77.6 per cent. of the entire year's total and the remaining twenty-four distributed over the other fifteen divisions.

In 1921, there were one hundred forty-two accidents. 1922 shows a most encouraging improvement, the number being one hundred seven, a decrease of thirty-five. This was brought about through the installation of efficient guards, elimination of existing hazards wherever found, and co-operation. A further decrease is desirable for 1923. This can only be accomplished with your help and we ask that you keep in mind these few points. Exercise care in handling, piling and moving materials; practice safe conduct; and report all injuries, however slight, to the Medical Department *promptly*.

KODAK PARK 1922 ACCIDENT RECORD

Class Number	No. of Accidents	Per Cent.
1. Sheet Metal Machinery.....	2	2
2. Wood Working Machinery....	1	1
3. Metal Working Machinery...	3	3
4. Paper Machinery.....	1	1
5. Printing Machinery.....	..	..
6. Power Machinery.....	..	..
7. Special Nature Machinery....	2	2
10. Materials, falling or dropping.	14	13
11. Materials, flying particles....	1	1
15. Moving R.R.—Auto, Crane....	2	2
16. Moving Hand or Platform Trucks.....	3	3
17. Moving Elevator and conveyor	..	..
20. Hand operated tools, jigs or fixtures.....	2	2
25. Falling, tripping and slipping..	17	16
26. Poor conduct and recklessness.	6	5
27. Strains, pushing, pulling and lifting.....	12	11
30. Burns, cuts, infections and poison.....	40	37
31. Explosions — chemical and powder.....	..	..
35. Construction and repairs.....	1	1

A SUCCESS

Any question as to the seriousness of the intentions of the girls who enrolled in the Girl Physical Development class has been dissipated by the earnestness with which they have followed the work.

Granted that the men have greater demands on their spare time, they can well take unto themselves a lesson in stick-to-it-iveness from the girls in this particular line of activity.

The class attendance has averaged thirty-five girls since the beginning, and the members have the satisfaction of being classed as one of the best groups in the city. Hazel Wilbreham of the Y. W. C. A. who is in charge, has expressed great satisfaction in the results accomplished. Miss Wilbreham has laid out a program of special physical exercise particularly adapted to the needs of industrial girls.

The class will continue to be held every Monday directly after work as long as the attendance and interest justifies. New members are always welcome, and any girl not now enrolled may begin at any time.

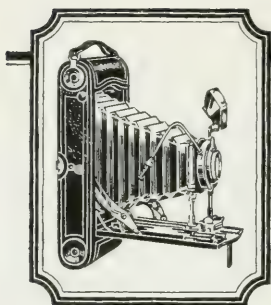
IN WINTER QUARTERS

Following the game on December 10, in which Kodak Park played to a draw with the Holland Club, the soccer team stored away its paraphernalia to await the coming of another spring.

The series of 1922-23 was the most successful to date. Our boys progressed to the third round in the great National Cup series, won the first round, and tied in the second of the Northwestern competition, and are leading the Rochester and District League by three points.

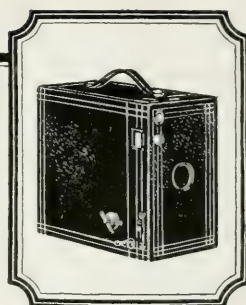
The team will be intact for the opening of the second half of the schedule in the spring and should continue, barring accidents, to show the same class.

Albert Fratter, Kodak's star forward, who was injured early in the season, left the hospital late in January, and expects to return to work about the first of March. There is still some question regarding his future activity in soccer circles, but the best surgical attention has been given him, and the general opinion seems to be that he will not be seriously handicapped as a result of his accident.



CAMERA WORKS

HERBERT S. THORPE
Editor



A VERY SMALL SECTION OF THE BELLOWS DEPARTMENT

OUR BELLOWS DEPARTMENT

We employees of the Camera Works who are so familiar with the sight of a camera, possibly give little thought to the making of the various parts of the product outside of our own sphere of work.

One of the mysteries of camera construction is, to the average layman—and to some of us working outside Mr. Noble's department—the making of bellows.

The bellows is probably the most abused part of a folding camera. Most of us are very fussy about wiping the lens; we handle the shutter with great care; we are careful about the focusing scale; but the bellows! bang! it snaps back, or whiz! out it is pulled, and little thought is given why it folds so regularly, and why it doesn't tear or crack with the inevitable pushing and pulling.

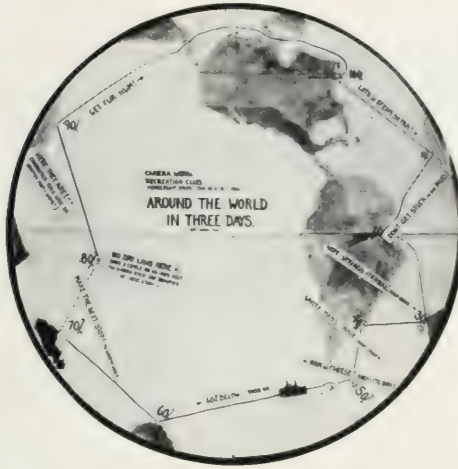
Being curious on the subject, we requested the superintendent to enlighten us. We learned that there are eight distinct operations in the actual making of bellows, not counting the leather cutting and sorting. "Let's take a trip through the department," he suggested, "and watch the process."

The first group of operators were almost barricaded with collapsible wooden forms. The operator fits an aluminum frame (the exact size of the film used in that particular camera) into the form, and also fits into the smaller end what might be termed a "shutter board." The operator then wraps around the frame an especially tightly woven rubberized cloth, glueing the two edges together, thus forming the "lining" or inside of the bellows.

The second step is almost a mechanical operation. The lining (still on the form) is clamped into a Bellows Stay machine. By means of an automatic device, stays, or strips of heavy manila paper are glued into the lining exactly where the bellows when complete will fold. The third operation consists of the lining and stays being coated with a special cement—manufactured in our laboratory—on which is pressed the outside covering. On this rests the success of the bellows, both as regards suppleness and durability.

The bellows—for such they now are—are taken off the forms and passed to inspectors, whose eyes are trained to detect any deviation from the state of perfection which marks Kodak goods. Operator number five trims the edges, and glues them onto the aluminum frame and the shutter board. Each bellows is actually creased or folded by hand, the creasing lines being previously formed by the stays. Pressure is brought to bear on the creases by a toggle machine, which, upon being released, proves its function by permanently establishing a "concertina" effect on the bellows.

Again being inspected and found o. k., each side is sprayed with a preservative and polishing dressing. When dry, the bellows are shipped to the Assembling Departments, where, as a vital part of a complete camera, they are ready to stand strenuous usage at the hands of any picture enthusiast.



A MEMORABLE CRUISE

Wednesday, Thursday, Friday, January 10, 11, 12. Those were the happy days!

No sooner had the 7:30 whistle blown, than away hustled Captains Frank Reynolds, Charles Kivell, Walter Wilcox, Joseph Sullivan, John Heaphy and Frank O'Brien, followed closely by their Lieutenants, while Admiral Charles Rogers—possibly through a periscope, watched the proceedings. Each lieutenant was armed with passenger lists commonly known as application blanks, and each captain carried in his particular ship's manifest (ordinarily

told as List of Departments) and, handing each prospective passenger (employees of course) a blank, asked him or her to sign up for a cruise 'round the Western Hemisphere. In other words, a year's membership in the Camera Works Recreation Club.

Captain Reynolds was the first to report his ship "The Record Breaker," safely home in Port Rochester (100 per cent).

Following him almost on the crest of the next wave came Captain Sullivan's staunch vessel "Fuller Pep" (94 per cent).



THE SIX INVINCIBLE CAPTAINS (count 'em)

Possibly the poor quality of the present coal supply had something to do with the "Saucy Jane"—Captain Kivell's schooner, being marooned somewhere in the ice of the North Pole (91 per cent).

Captain Heaphy is undoubtedly a good metal finisher, but as a captain of an ocean-going vessel, he finished below par, unless he deliberately stopped at Japan for the purpose of visiting the Mikado's golf links (90 per cent).

We, the Admiralty Board, warned Captain O'Brien that his canal boat was not seaworthy. He probably put in at Cook Island (87 per cent), to buy corks to plug up the holes in the ship's bottom.

Regarding the adventures of the "Methuselah," the ancient craft of Captain Wilcox, a sad story is attached. In fact, more than that was attached, to wit, the anchor, which Cap. unfortunately forgot to haul up. However, he reached New Zealand (71 per cent), which, after all, is better than not getting started at all.

Joking aside, we are highly gratified at the results of the contest. The total score of the entire factory being 88 per cent. To all the committee who have worked so hard, we, the Club members, extend our hearty thanks, and congratulations on the splendid score.

YOUR WHEREABOUTS

Ever felt kind o' down with the blues, as the result of a sickness which has kept you indoors for two or three days? Gee, but it's fierce being told by the doctor that you must stay in the house a few more days. Then you wonder what's happening at the shop. If the "boss" got the 'phone message about you being "under the weather." If "Bill" Smith—your "side kick"—turned your time card in. If the foreman knows that the tray of work on your bench is completed. If there's any chance of some one bringing you your last week's pay. How come you caught this gosh-durned cold anyway? And then—you walk to the front window, feeling and looking like a caged bear, and—all of a sudden a machine stops in front of the house, and out of it jumps the Investigator from the place you've just been thinking about. You know how friend Briggs would express it at the end of a cartoon. "Grand and glorious" may be exaggerated terms in this instance, but it sure is sort o' cheerful to see some one who will tell you the news.

Sometimes, however, the visit doesn't happen, principally on account of one or two reasons. First, because we are told at the house, "he moved from here quite a while ago." Whenever possible, the investigator tries to trace the absentee to his or her new abode, but think how much easier it would be

to notify the Employment Office immediately when you change your address. It is for *your* safeguard that we should be absolutely sure where you reside. If you became suddenly ill, or were unfortunate enough to have an accident, we rely on our address file to notify your folks. It's really an obligation you owe to the family.

The second cause why an employee is seemingly neglected runs something like this. The investigator starts away in the morning with any number of calls from four to forty. Everything is going fine—no "moved aways," lots of gas, and hitting on all four, when bang! out goes the sunlight! Oh no, not a blow-out, but an address which states, "John Doe—Fairport." Very explicit, isn't it? All one has to do is chase up and down every street in the village and holler above the roar of the engine (to say nothing of the rattles), "any one know where John Doe lives?"

Sometimes we are lucky enough to find our friend and sometimes we are not. Possibly we know that the sick man needs his pay, but we can't always find him.

If this were a "preachy" article, we'd wind the story up with a moral, but, knowing that our writings are just friendly talks, we leave you with the suggestion to keep us posted as to your address.

OUR GOOD NAME AT STAKE

Rochester is out to beat Chicago! On January 26, the first meeting of the Industrial Safety School for 1923 held a session in the Chamber of Commerce. The class meets each Friday night at eight o'clock for a series of ten lectures on safety as applied to industry. National and local speakers who are experts on the subject will instruct those men and women of Rochester industries who are wide awake to the vital importance of conserving man power. In addition to the lectures, motion pictures will be projected, and, at each session community singing and other entertainment will add to the interest.

Last year Chicago held a trump hand over our city, beating us by TWO graduates. This year, Earl Carson—*our* Earl Carson, who is Chairman of the School, is out to beat Chicago. He naturally looks to the plant in which he works to come out strong in support. An attendance of seven times out of ten will insure the student a diploma. Those of us who have attended the course know its value and thoroughly recommend it.

Possibly no greater tribute could be paid to the beloved memory of John A. Robertson than to carry on those things in which he was so unselfish in his interests. Mr. Robertson was a pioneer in safety work, especially active in the education of workers against dangerous practices. He fostered the idea of local safety schools, and did much to organize them as part of the National Safety Council. If only for this reason, the Camera Works has an obligation to fulfill in attending this course of instruction.

The spirit of good cheer was manifested over the Christmas holidays by several departments in this plant. Those employees who, through sickness, could not fully enter in the joys of Yule-tide, received baskets of provisions, fruit, and packages of comfortable wearing apparel, from their more fortunate brothers and sisters at work. Nothing adds so much to the friendly feeling of co-workers as the knowledge that, although absent, they are not forgotten.

A VERY PLEASING APPOINTMENT

The announcement that Mr. Adolph Stuber had been appointed manager of the Camera Works was the fulfillment of the wish of all of us since the passing of Mr. John A. Robertson.

Mr. Stuber has been connected with this plant since October, 1912. He is a mechanical engineer, being a graduate of Cornell University, and held an important post in the Aviation Corps during the war. Mr. Stuber is particularly well versed in engineering

problems, and is thoroughly familiar with cost systems and production control. During the last few years he was closely associated with managerial matters, having acted as Assistant Manager up to the time of Mr. Robertson's death.

Mr. Stuber has announced that he will closely follow the "open door" policy of our late manager, and we, on our part, assure him that we are with him, every one of us.



WHO'S WHO IN PICTURES

Hugh Nolan is the man largely responsible for the neat appearance of our plant. Almost every visitor remarks upon the cleanliness of the departments, which, of course, is a feather in Hugh's cap, he being the foreman of all janitors throughout the plant.

Hugh first saw the light of day in Ireland in December, 1882. Later, having heard of the good old U. S. A., he packed up his grip, threw away his shillelagh, and arrived in Rochester.

For ten years he was employed with a contracting firm in the city, and in 1916 he became connected with the Sanitation Department. Hugh's Irish instincts served him well in politics, being elected Alderman of the Second Ward on the Democratic ticket in 1919. But, as he says, "Sure! what's the glory of politics compared with the glory of raising my family," so—Hugh is again a private citizen and on the job every day.

INCOME TAX RETURNS

Federal tax returns must be filed on or before March 15th. State tax returns must be filed on or before April 15th. The Industrial Relations Department will help you figure out your tax. All Federal and State documents can be sworn to in this department. *Do not delay making an appointment for this purpose.* Employees capable of figuring their own tax should bear in mind that stock dividends credited on the Managers semi-annual statements dated January 1 and July 1, 1922, must be included under the item "Dividends." Any amount charged *against* your account as interest for the same periods must be deducted under item "Interest Paid."

It may save you time and money *not* to take chances by filling in items you do not thoroughly understand. This "Income Tax Service" is maintained for *your* benefit.

FROGS AND SUGGESTIONS

The Chicago Board of Education recently published an essay by a Norwegian school boy, whose definition of "A Frog" would cause the shade of Noah Webster to cry out with jealousy. "What a wonderful bird the frog are! When he stand he sit, almost. When he hop he fly, almost. He ain't got no sense, hardly. He ain't got no tail hardly, either. When he sit he sit on what he ain't got, almost."

And yet—we'll bet a cookie that the boy knew what a frog was just as well as any of us, the point being that it requires a naturalist to describe a frog just as it requires a mechanic to describe a machine. Not all of us are naturalists or mechanics, yet we have ideas about things coming under those headings, even if we cannot express them according to Hoyle.

One of the principal duties of our Suggestion Department is to investigate what a suggestor really means when he tries to describe his idea on paper. No one is expected to write a five-hundred word description of a suggestion, or submit a batch of blue-prints in explanation. Don't pass up an idea because you cannot put it in writing. People are paid to do that very thing for you. If the self-same Norwegian boy was fortunate enough to work with us, and had an idea he wished to submit, his suggestion might be as follows: "I maybe got a good think, perhaps." That would be enough for George Frizelle to call his investigator and say "go-get-it."

It's the idea that counts, not the manner in which it is submitted.

The "setting-up" exercises practiced each morning and afternoon in the Press Department proves that we got something good out of the World War, anyhow! Not only is the measure a healthful one, but essentially a part of our Safety plan. "One - two - three - four. One - two - three - four. Throw - out - your - chest. Breathe - in - fresh - air." With the windows wide open, the crisp fresh air invigorating the body and clearing the mind, the danger of accidents is greatly lessened, and every man is full of "pep" to carry on. The fact that the idea came from the boys themselves and is being continued with enthusiasm, is ample proof of its efficiency.

The friendly feeling between employees in our various plants in the city is one of the many points in industrial relations to which we point with pride. One of the ways of fostering this is by interchanging tickets for the various social and athletic activities peculiar to each organization. The secretary of our Recreation Club will be glad to sell tickets to employees for dancing, basketball, theatrical performances, and other "doings" of the company's various clubs and associations.



THE "CHINA SHOP"—THE K. O. R. C. BIG SHOW (see page 27)



G. C. ROCKWELL, *Editor*

THE CHINA SHOP

THE K. O. R. C. BIG ANNUAL SHOW

February ninth and tenth are dates for all Kodak employees to keep in mind, as it is on these days that the Kodak Office Recreation Club will give three performances (Saturday matinee) of "The China Shop" at the Lyceum Theatre.

After three months of steady rehearsing, the eighty members of the cast are trained like professionals, and there is no doubt in the minds of the management that this production will go down in history as the best ever offered in Rochester by a group of amateurs. The music is catchy and with the possibilities of Chinese settings, the stage picture will be a thing of beauty.

"The China Shop" gives us an opportunity to meet old friends from other plants, and the price of the tickets being very nominal makes it possible for all our fellow workers, their families and friends to enjoy a real Kodak gathering. The committee in charge of the production can assure every one of a good seat, as the advance sale to Kodak employees includes only the ground floor and first nine rows of the balcony.

Reserved seat tickets may be obtained through your Recreation Club or at the Lyceum Theatre for \$1.10 (including war tax) each. Come and be assured of a welcome, and a performance of real merit.

PROGRESS SOCIETY DANCE

A few weeks ago some of the members of the Kodak Progress Society were unusually busy. This group consisted of the members who were on the Entertainment Committee arranging for the dinner dance which was held on January 9, in the Rest Room. About thirty couples enjoyed a very good menu arranged by the Society's French chef, Herman Bakker. Between courses Marie Mattern sang, accompanied by "Gerry" Dill on the piano, and Lucille Cobb rendered several musical selections.

Each member came in for some fine panning in a parody to the music of "Mr. Gallagher and Mr. Shean." "Jack" Leysenaar was called shy; "Herb" Rayten was accused of bribing the Entertainment Committee to sing about him; "Ed" Junker forgot to use his napkin and his attention was called to the fact that the grape fruit was not behaving itself. "Charlie" Vayo, "Channie" Kron and Frank Smith were also handed bouquets.

NECK AND NECK

There is a red hot race going on in the Girls' Bowling League between the Service Team and the Sales, Sr. Team. Last month when this magazine went to print, the Sales Seniors were in the lead on high game with 621 pins. On December 7, the Service topped their score by 1 pin and on January 11, the Sales Seniors again resumed the lead with a corking game of 632.

"Go to it girls! We'll hold your coats!"

CONSULT THE LIBRARIAN

"Of the making of books there shall be no end," said a sage long ago, and the old prediction is truer today than it was when that sentiment was uttered. Every mail brings notices of new books until one is quite swamped with them. Books not only of fiction, but of travel, biography, history and business are constantly being published and sent out to the great company of readers whom each author hopes to attract to his own volume.

No one likes to waste time or money on poor concerts or plays, and equally one does not like to waste time on poor books. The question is how can one know which are the best?

This question is extremely important to those who must spend a large part of their waking hours in the office. When we read, we want the cream of all this writing. To make it easier to choose the best books of any sort, reviewers and librarians have examined the vast output of the publishing houses, and have compiled bibliographies or lists of books on almost every subject one can imagine. By using lists such as these the better books may be chosen quite easily and very much time indeed can be saved.

When you want to read up on any subject, the Business Library on the 13th floor will supply you with a list of good material on that subject, and the Librarian will be glad to help you get the books.



SEVENTY-SEVEN YEARS YOUNG

One of the landmarks in the repair department is Phillip Hupp, who celebrated his seventy-seventh birthday on January ninth. He was born in 1846 and came to work for the Eastman Kodak Company October 26, 1898. He is one of the youngest men under Fred La Palm and is generally known as "Kid." While Mr. Hupp has seen a good many winters and several summers he is at his place every day without fail. He believes in being in his place promptly when the bell rings, in fact he has never been known to be late. We congratulate him on his ability to compete with the younger generation.

A telegram has been received in the Credit Department from Henry R. Finger, reading as follows: "Am in the hospital with acute appendicitis. Doing nicely. It will be several weeks before I get back."

Henry is reported as getting along fine.

MORE SAFETY MEN

The Main Office is rapidly getting together a corps of trained safety men. The following list have all graduated from the Chamber of Commerce School for Safety Supervisors:

William G. Carter	Otto Rickert
Frank Dunlavey	Joseph Wilson
John D. Flannery	Martin Schwartz
Fred Hornby	Oscar Vetter
Albert Hayter	Louis Kinsell
David Gillan	A. Edmund Etley
Benjamin Knight	Thomas Egan
Walter C. Kerbs	Charles Eisenberg
Robert Machan	Harold Knierim
George A. Pemberton	George Welker

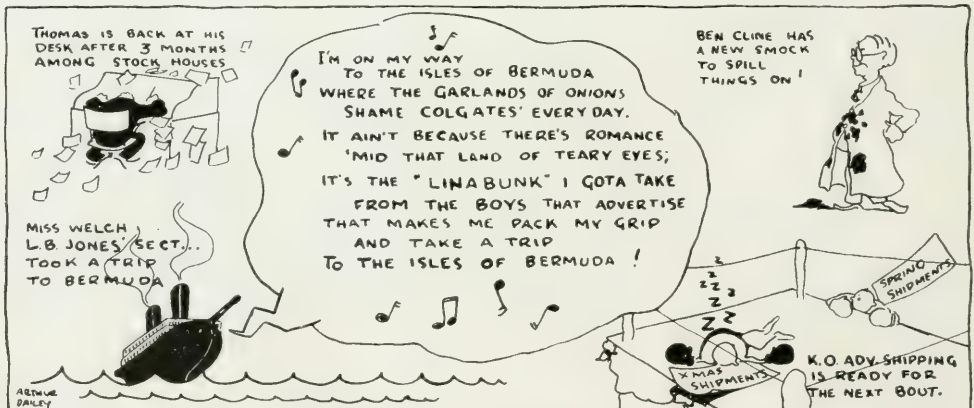
A new class is to be formed at once and any one interested should see Burt Mohlar.

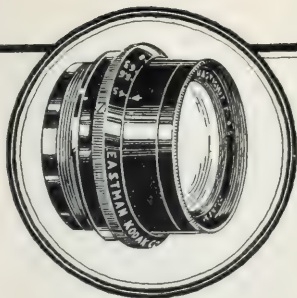
The many friends of "Smiling Bill" Skinner of the Stockhouse Auditing Department will regret to learn that he has been obliged to take a nine months' leave of absence on account of ill health. "Bill" connected up with a dose of poison gas during the "late unpleasantness" and his present attack is laid to the after-effects. He is going to North Dakota to "ranch it" until the first of next October, and we hope to see him fully restored to health by that time.

Our sincere sympathy goes out to Milton Coan, of the Engraving Department, on the loss of his mother.

The sincere sympathy of the members of the Billing Department is extended to Giuseppe Ronca, who recently received word from Italy of the death of his mother.

The Maintenance Department wish to extend to John Carney their heartfelt sympathy on the death of his sister; also to Morris Rabinovitch on the death of his son.





HAWK-EYE

E. J. MEINHARD

Editor



STAR ENTERTAINERS AT FOREMEN'S MID-WINTER PARTY

Left: Marion Odenbach; right: Anna Tafel

FOREMEN'S MID-WINTER PARTY

Led on by the strains of jazz music and by the never failing humor of Spencer Hord, Editor of the *Kodak Magazine*, the foremen carried on at their third annual Christmas party.

While an orchestra and a quartet alternated with snappy music, each foreman stowed away his quota of the victuals. "Joe" Engel led the singing between courses and while he was fairly successful it, nevertheless, was quite evident that the food was to have first consideration. We must not forget to mention that the foreladies favored us with their presence and they demonstrated that they were on the same plane with the foremen when it comes to putting away a turkey dinner.

When the smokes were being lighted up and the gayly colored hats had been fitted to each head, a sudden commotion occurred in one corner of the room in the immediate vicinity of Mr. VonDeben. From what could be gathered it seemed apparent that the "vamp," who had dashed into the room, was expecting Fred to meet her at some hotel where he had promised to buy her a dinner. Fred grew quite red at the accusation and attempted to emit

words in explanation, but they refused to come. After a one-sided conversation in which "Van" learned exactly what was thought of him, the disappointed one withdrew, leaving the unfortunate one to listen to the teasing remarks of the crowd.

Spencer Hord, acting as master of ceremonies, then let loose on one of his usual good talks which make him the unanimous choice when he is suggested as toastmaster or speaker at one of our parties. After he had dispelled all the gloom, "Spence" called upon Miss Lavina English, who proceeded to render several very pleasing vocal selections.

They were followed by toe dancing by Marion Odenbach, accompanied by Anna Tafel, daughter of Benjamin Tafel, foreman of the Experimental Lens Department. The remarkable performances of these two little misses brought heavy applause and resulted in the reappearance of Miss Tafel, who went through a difficult piano selection without a hitch.

Mr. T. C. Foster, Superintendent of the Deaf Mute Institute, through whose courtesy we have the use of the Athletic Field adjacent to our factory,

and Mr. Higgins were called upon by Toastmaster Hord, and both availed themselves of the opportunity to address the foremen. Mr. Hord finding his program at an end, proceeded to adjourn the party for another year.

The committee in charge of this well arranged gathering was made up of the following:

Eugene Easterly, General Chairman, Miss Ruth Albertson, Frank Fink, Christian Haus, Robert Guilford, Joseph Engel and William Roach.

HAWK-EYE NEW YEAR PARTY



CLAUDE HARDING, *President H. E. A. A.*

On December 29, the Hawk-Eye Athletic Association entertained a greater number of members than we have been able to drive from the warm fireside for many a moon. It may have been because Leighton Young was chairman of the refreshment

committee; it may have been due to the fact that "Bill" Eyer arranged the entertainment, or it may be "Mac" Harding's fault because he put up such splendid decorations, but the fact remains that almost all of us were there.

Early in the evening things began to boom for the reception committee and it was soon evident that the first party under the Harding regime was to be a success.

The committee provided five vaudeville acts, a pinochle and pedro tournament, dancing and loads of those ever welcome refreshments and smokes. The vaudeville, dancing and refreshments were heavily patronized, with the pinochle and pedro tournament a good second.

Among the entertainers was Lenita Bauersmith, of the Pitch Button Department, who performed in novelty dances; Vivian Groh, daughter of Herbert Groh, foreman of the Buff and Plate Department, who brought down voluminous applause for her toe dancing; and George West, of the Anastigmat Lens Department, who, as Marajhi Cogi Ali Rachid the fortune teller, proved to be one of the most entertaining features of the evening.

We cannot speak too highly of the work done by the various committees for they surely did it well, and we wish to take this opportunity to express our appreciation.

COMMITTEES

Mr. Higgins.....	Reception
Leighton Young.....	Refreshments
William Eyer.....	Entertainment
Howard Werner.....	Advertising
Edward McLean.....	Cards and Smokes
Clifford Johnson.....	Checking
George Carson.....	Printing
Claude Harding.....	General Chairman

HAWK-EYE ATHLETIC ASSOCIATION ELECTION

At an election held on December 13, the following members were elected to office:

President.....	Claude Harding.
Vice-President.....	Clifford Johnson
Treasurer.....	William Springer.

BOARD OF GOVERNORS

1st Floor.....	J. F. Farrell
2nd Floor.....	Inez Prentice
3rd Floor.....	Jane DeGraff
4th Floor.....	Charles Prentice
5th Floor.....	Edward McLean

President Harding, better known as "Mac," is one of our old-timers, coming to us in 1913. He has made the Mounting Department his home ever since his arrival one bright October day, nine years ago. "Mac" is one of those thorough fellows who should be able to carry on the destinies of the Athletic Association with great success. His first start—the New Year's Party—proved a great success and demonstrated that "Mac's" choice of entertainment was to Hawk-Eye's taste.

WE CAN USE IDEAS

Ideas can be used in this plant. Our Suggestion Department is in good working order, and only too willing to pay for worthwhile suggestions.

Improvement of product, or in manufacturing methods, cost reduction, general maintenance and accident prevention—we want ideas along all these lines. Keep your eyes open—think. Can you find an easier way to earn some extra pin money, or to start an account with the Eastman Savings and Loan Association?

Christmas is just plain Christmas to most of us, but not so to Margaret Duske, of the Inspection Department, who returned to us adorned with a superfine diamond.

The Cementing Department reports new sparklers being worn by Gladys Watson and Laura McKenna. We are heartily in favor of having but one Christmas per year.

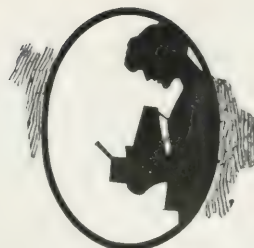
Our sincere sympathy is extended to J. T. O'Neill, whose mother recently passed away.



FOLMER- CENTURY

CLARENCE H. HARPER

Editor



WALTER L. HOF, *Treasurer*

HONORS FOR F.-C. BOYS

The Folmer-Century Works is fortunate in having two of its number elected to office in the Frank L. "Ace" Guillod (Kodak) Post of the American Legion. John Gordon, Jr., Production Manager, was elected Commander, and Walter L. Hof, of the Detail and Estimate Department, was elected Treasurer.

COVERERS' PARTY

The Covering Department held a very fine noon-hour Christmas party. Following the dinner, which was served in the department, the girls assembled to receive presents from Santa Claus' pack, although the jovial gentleman was absent. The pack took the form of a grab bag. The remainder of the short hour was spent in dancing. Agnes Lynch, Katherine Perkins, and Margaret Donovan constituted the arrangement committee.

RADIO

The Radio craze has taken hold of the Folmer-Century plant. Some of the employees are thinking of forming a Radio Club. "Eddie" Burkhardt has taken the lead and claims to have gotten in touch with Quebec, and reports that everything is in a moist condition there. Other employees who have taken it up are John R. Barron, "Al" Doering, Fred Lintz, John Gordon, Jr., Pete Breems, James Kirvan, Edward Burns, Frank Perrin, and A. Whitman Crittenden.

EUCHRE TOURNAMENT

The noon-hour Euchre Tournament started January 23 and is being held in the plant dining room. There is keen rivalry between the older and younger members of the Association in this tournament, and an interesting battle is looked for. The following have entered: Leo Lynett, Frank Perrin, Joseph Dreschler, Fred Stiefel, Charles Smart, William Campbell, Frank Ehrmentraut, Merianus Mason, Frank McKee, Harry Costello, Albert Fleming, Otto Petroske, John Crittenden, Geo. W. Rake, Edward Burns, Peter Breemes, "Pat" Hoey, Walter Brewer, Maurice Werner, and George Streb.

BOWLING

Due to the holiday season there were two or three weeks of inactivity in the Folmer-Century Bowling League. On January 9, bowling was again resumed by members of the league. Arthur Bour, a new member of the Stereo team, has taken the honors away from Fred Fenner for the high individual game, "Art" having hit the 223 mark. The high three game scores of last month have yet to be beaten.

The following averages are of January 16:

Andrew Sold.....	171	Fred Schiel.....	155
Walter Drabinski.....	170	Stanley Bird.....	151
John Magle.....	169	Albert Doering.....	150
Arthur Bour.....	166	Edward McCormack.....	143
George Topel.....	165	Edward LeBeau.....	143
James Kirvan.....	161	James Herbert.....	139
Nelson Burke.....	159	Louis Johnroe.....	139
Frank Perrin.....	158	Edward Burns.....	135
Fred Fenner.....	156	Charles Connolly.....	126
Albert Fleming.....	155	Oscar Hegnauer.....	123

TEAM STANDING

	Won	Lost	Pct.
Compact.....	21	6	.778
Auto Jr.....	17	10	.630
Graflex.....	12	15	.444
Stereo.....	11	16	.407

Carl A. Schultz, of our Woodworking Department, who met with an accident last April, has been retired from the service of the company. Mr. Schultz was one of the oldest employees of the company, having started making cameras in 1887 for W. T. Carlton when the shop was located in one room of the Bee Hive Building on Aqueduct Street. We all extend our sincere wishes for his future happiness.

The Finishing Department extend to William C. Marceau, their foreman, sincere sympathy on the death of his daughter.

A T H L E T I C S



SOME years ago a well-known contributor to the humorous weeklies published a nonsense book. On the first page the reader was urged to turn forthwith to a certain page in the back of the book and read the appendix. On turning to the designated page the reader found it blank, except a notation in very small type at the bottom stating that as it was now the custom to remove the appendix, the rule had been followed in this case.

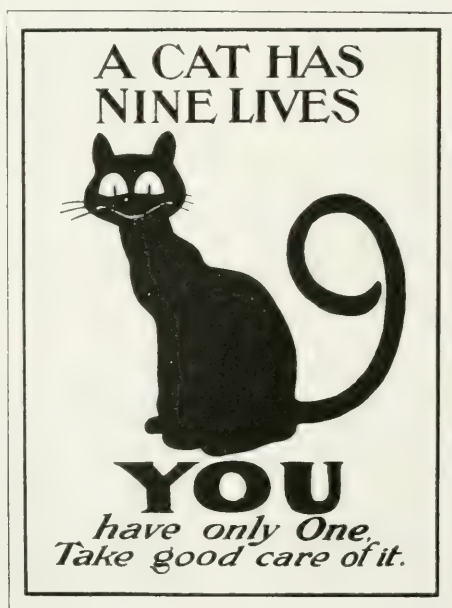
This same ruling might be followed as regards the Athletic Section for this issue. Inspection of the news from our plants for this month discloses little more than the fact that most athletic activities are for the time being lying dormant, or that

the reporters having this class of news in charge are hibernating.

Bowling is about the only form of athletics displaying activity. The question of an inter-plant tournament should be taken up, and the editor will be glad to arrange for a meeting of those interested.

Basketball seems mostly confined to Kodak Park with both men's and girls' teams in the field.

At the present time the *Kodak Magazine* is without an editor for the Athletic Section, which undoubtedly is the cause of the dearth of news. The editor will welcome suggestions as to the selection of some one for this post. Perhaps you would like the job; if so, do not be backward in telling us about it.



SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF JANUARY 15, 1923

ROCHESTER PLANTS	Standing Last Month	No. of Employees	No. of Members	Per Cent. of Emp. Subscrib.	Total Shares
Hawk-Eye Works	1	473	370	78.2%	2,476
Kodak Office	2	1,105	635	57.4%	6,225
Kodak Park	3	5,991	2,379	39.7%	19,359
Camera Works	4	1,468	794	54.0%	5,637
Folmer-Century Works...	5	245	69	28.1%	554
Non-Employees			314		2,288

OUT-OF-TOWN-PLANTS					
Howland & Dewey Co. (San Francisco)	1	12	12	100.0%	45
Chicago Branch	2	107	99	92.5%	741
Zimmerman Brothers (Duluth)	3	9	8	88.8%	47
Eastman Stock House (New York City)	4	33	16	48.4%	175
San Francisco Branch	5	65	43	66.1%	321
Taprell Loomis & Co.	6	233	152	65.2%	1,055
New York Branch	7	91	60	65.9%	520
John Haworth & Co.	8	58	37	63.7%	230
Denver Photo Materials Co.	9	19	11	57.8%	51
Zimmerman Brothers (St. Paul)	10	28	14	50.0%	84
Glenn Photo Stock Co.	11	21	10	47.6%	76
Salesmen and Demonstrators	12	121	55	45.4%	955
Howland & Dewey Co. (Los Angeles)	13	56	21	37.5%	140
Sweet, Wallach & Co.	14	62	26	41.9%	370
Robert Dempster Co.	15	23	7	30.4%	89
Milwaukee Photo Materials Co.	16	20	5	25.0%	34
Robey-French Co.	17	55	13	23.6%	114
Northwestern Photo Supply Co.	18	25	4	16.0%	34
O. H. Peck Co.	19	31	4	12.9%	40
Des Moines Photo Supply Co.	20	20	1	5.0%	10
American Aristotype Co. .	21	25	1	4.0%	20
Total		10,396	5,160	46.6%	41,690

Average Subscription—8 shares.

Total Matured or Par Value—\$4,169,000.00.

*Don't put things off—
put them over.*

The KODAK
Magazine



March 1923

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

ACCIDENT RECORD

JANUARY, 1923

PLANT	Accident Cases		Accidents per 1000 Employees	
	1923	1922	1923	1922
Kodak Office	1	1	1.04	.96
Camera Works	2	3	1.40	2.61
Folmer-Century Works	..	..	....	....
Hawk-Eye Works	1	..	2.11	....
Kodak Park Works	14	10	2.30	1.74
Total — Rochester Plants	18	14	1.96	1.63

NATURE OF ACCIDENTS DURING MONTH

7 cases of injury through bruises, burns, or lacerations, etc.

4 cases of injury through falling and slipping.

4 cases of injury through falling material.

2 cases of injury through strain.

1 case of injury through fingers and hands between punch press and shears.

—
18 employees' accident cases during month.

*REAL difficulties can
be overcome; it is only
the imaginary ones that
are unconquerable.*

—THEODORE N. VAIL



LENS DEPARTMENT, SWEET, WALLACH & CO., INC., (EASTMAN KODAK COMPANY) CHICAGO, ILL. See page 5

ANNUAL MEETING OF KODAK EMPLOYEES ASSOCIATION (INCORPORATED)

CHANGE IN STOCK DISTRIBUTION PLAN RECOMMENDED

THE Annual Meeting of the members of the Kodak Employees Association (Incorporated) was held at Kodak Park Saturday noon, January 20, 1923.

Preceding the meeting a very enjoyable luncheon was served, during which there was some first-class singing by the Kodak Park Foremen's Octet.

In the absence of Mr. Eastman, the President, Mr. S. Herbert Rogers, the 1st Vice-President, presided.

The Treasurer's annual report, showing the Association's finances to be in a very satisfactory condition, was read and accepted.

Mr. Haste, Mr. John I. Rearson of the Hawk-Eye Works, Mr. Harry S. Irwin of Kodak Office, and Mr. H. D. Haight, Manager of Industrial Relations, were elected directors of the Association for a term of three years to succeed Messrs Haste, Rearson, Ruttan and Irwin.

Mr. Adolph Stuber, of the Camera Works, was elected to membership in the Association, and was also elected a director to fill the vacancy caused by the death of Mr. Robertson.

Immediately following the meeting of the members, a meeting of the Board of Directors was held, presided over by Mr. Rogers. The officers of the Association were unanimously re-elected to hold office for the ensuing year. The officers are:

George Eastman.....	<i>President</i>
S. Herbert Rogers.....	<i>1st Vice-President</i>
Robert N. Reid.....	<i>2nd Vice-President</i>
J. L. Gorham.....	<i>Treasurer</i>
P. W. Turner.....	<i>Assistant Treasurer</i>
James S. Havens.....	<i>Secretary</i>
Harry S. Irwin.....	<i>Assistant Secretary</i>

Messrs. Haste, Stuber, Rogers and Dorsey were elected to constitute the Executive Committee for the ensuing year.

The matter of recommending a change in the plan for sale of stock to employees was brought up for discussion. The change suggested was with regard to women employees who marry while in the service of the company. As the plan was adopted, women employees who marry and leave the service of the company on account of their marriage have the shares for which they hold Managers Certificates issued to them as soon as the purchase price with interest is paid, while women employees who do not leave the service of the company on account of their marriage but continue to work for the company do not get their shares until the maturity of their Managers Certificates. This, it was stated, has led to a great deal of misunderstanding and confusion. After a full discussion it was decided to recommend to the company that the plan be changed in this respect so that when a woman employee marries, whether she leaves the service of the company on account of such marriage or not, the shares allotted to her prior to her marriage, when the purchase price with all accrued interest is paid, may, with the approval of the company, be transferred to her on satisfactory proof being made to the Managers of such marriage.

The above recommendation has already been adopted by the Board of Directors of the company, and will be finally acted upon at the annual meeting of the stockholders of the company to be held on April 3rd.

The recommendation is not intended to apply to stock allotted to a married woman based on the term of employment after her marriage. Such stock will be transferred to her with the approval of the company upon the maturity of the Managers Certificate, provided at that time she is in the employ of the company.

It should be borne in mind that this change in the plan does not in any way affect the total amount of stock which an employee may receive. Therefore, a woman employee who marries and leaves

the service of the company on account of her marriage, receiving the stock allotted to her for the period prior to her marriage, and later re-enters the company's employ, may apply for the additional amount of stock based on the balance of the five-year period of employment only. Of course, if she has been in the service of the company five years or more prior to her marriage she would not be entitled to apply for any additional stock for the period of her re-employment after her marriage.

GO-GETTERS

PETER B. KYNE immortalized himself when he wrote the story called "The Go-Getter," in which his famous Cappy Ricks put a young man through the degree of the Blue Vase in order to determine whether or not he was a \$10,000 a year man. The young man won, and got the job, because he showed that he was persistent, determined, and not to be thwarted by ordinary obstacles.

This young man had a slogan which he followed. It was, "It shall be done." Too many of us say "I'll do so if possible," and conclude too quickly that it isn't possible.

Because of this trait of human nature, the determined man never fears failure. He knows that he will succeed because he never has so little competition.

The following story from *Forbes Magazine* may or may not be true, but it shows the resourcefulness of a determined man:

A young man of the go-getter type continually pestered a merchant for a position.

Finally the merchant, in an effort to get rid of him, sent the young man out to collect a bill, with instructions to consider himself discharged if he failed to collect it.

The merchant to whom the bill was rendered had a reputation far and wide as one from whom it was impossible to extract money. His many creditors considered it a mere waste of time to try.

The first merchant was dumfounded when, an hour later, the young man returned with the full amount of the bill.

"How in thunder did you ever wheedle it out of the old skinflint?" he asked.

"I told him if he did not pay I would tell all his creditors that he did pay it."

A SHORT STORY

Tucked away in Theodore Roosevelt's diary, written a number of years ago, but just come to light, are four entries, covering four days. These entries containing in all just eight words. But in these eight words you'll find much of the story—and glory—of Roosevelt. Who can read them and not get a thrill from the tremendous will-power, drive and grit of the man.

While in the wilds of Africa, Col. Roosevelt was stricken by one of those sudden but often deadly tropical fevers. It came upon him in the heart of the jungle, far from expert medical aid, and deprived of the ease and comfort of the modern sick room. It was truly a time of peril.

But this is all he wrote:

July 16—Fever. Wrote.

July 17—Fever. Wrote.

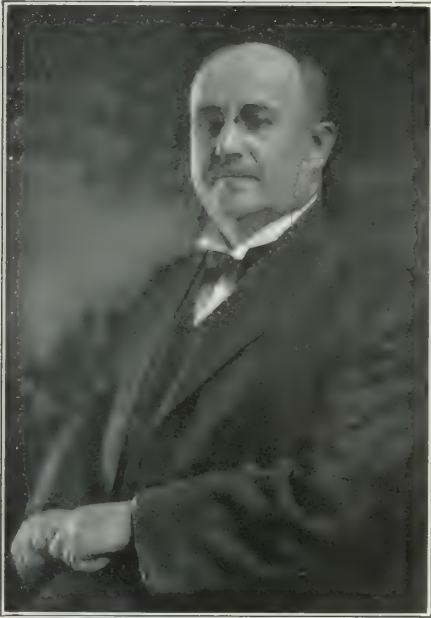
July 18—Feeling better.

July 19—Five hippos.

A story in eight words, complete in itself, and needing nothing to drive home its point.

BUILT UPON SERVICE

A BIT ABOUT THE LENS DEPARTMENT OF SWEET, WALLACH & COMPANY, INC.



THEO. H. JOHNSON

IN our story of our American retail stockhouses, published last year, we mentioned the fact that Sweet, Wallach & Company, Incorporated (Eastman Kodak Company), of Chicago, was our largest retail store in volume of business, and in all probability the largest photographic stockhouse in existence.

We also called attention to the unusually large stock of photographic lenses carried by this store, and therein lies another story.

The enormous lens business of this store has been built upon service. Eighteen or twenty years ago, its lens stock was more or less of a joke. This condition was due to the fact that the average stockhouse allowed the lens manufacturers to carry the stock and when a customer wanted a new lens—or thought he did—the dealer wrote the manufacturer and had him send a lens on trial.

Sometimes the lens arrived promptly, and sometimes not, but usually sufficient time elapsed for the customer's enthus-

iasm to cool. It was finally decided that the only way to really sell lenses, and to build up this part of the business was to have the lenses in stock, and to have some one in charge who thoroughly understood lenses, and the needs of the photographer in that direction.

About this time, Theodore Johnson came to this store, and to him was entrusted the building up of the lens department.

A comprehensive stock of the lenses of various makes and sizes most apt to be called for was purchased.

Tables were carefully figured so that the customer knew exactly what he could do with a lens of a given focal length within the dimensions of his studio.

It was realized from the start that service would play an important part in building up this part of the business. Not only to have the lens in stock for immediate delivery, but also to insure the photographer securing the instrument best suited to his purpose, and sent to him properly mounted and ready for use.

Time has fully demonstrated the soundness of these ideas, and during the eighteen years Mr. Johnson has been in charge, the lens department has grown enormously, the retail value of the lens stock on occasion running as high as twenty thousand dollars.

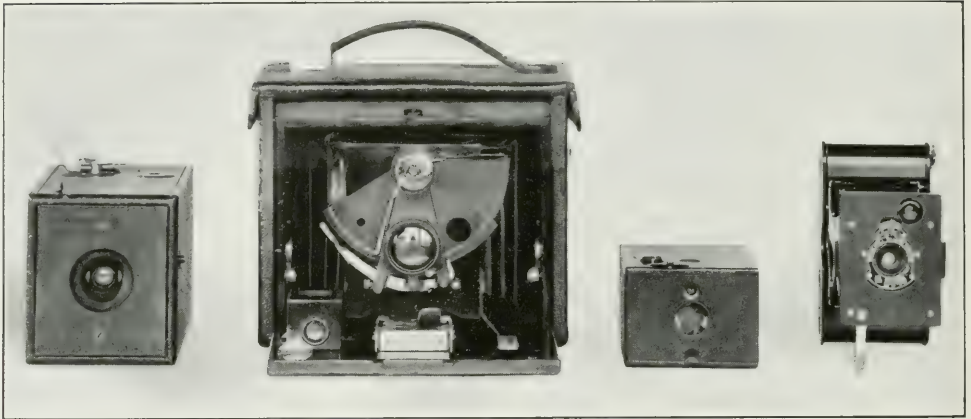
Lenses for all photographic purposes are carried to meet the requirements of both amateur and professional, as well as those for use in motion picture work.

The illustration on page 2 of the lens department affords but a partial idea of the stock carried as it shows mostly the larger and more bulky instruments, the host of smaller sizes being stored in safes until wanted.

Mr. Johnson enjoys a very wide personal acquaintance among the photographers in the West, and as the "lens man" is known to hundreds more whom he has never met in person.

OUR PATENT DEPARTMENT MODEL ROOM

ITS AID IN SOLVING KNOTTY PROBLEMS



THREE KODAK VETERANS AND VEST POCKET KODAK NO. 1,000,000

DURING the past year we, editorially speaking, have been obliged to move our office twice, finally landing next to our Patent Department museum.

This led to the facetious remark, several times repeated, that our next move would be into the museum.

Realizing that there might indeed be some chance of this, we proceeded to investigate.

We found to our satisfaction that the official designation of this room was the *model* room, and also that there was a decidedly interesting story in connection.

We manufacture and sell a wide variety of products, and we must have exact information about these, past and present, a knowledge of our experimental efforts towards improvement, and also of the goods of other manufacturers which have special features.

The largest and most important collection in our model room is of course of our own products, and we have a surprisingly complete line of cameras and related apparatus. The collection also includes new cameras and apparatus worked up by our large staff of inventors, and also the remains of the "almosts"—ideas that gave promise but failed to properly work out.

When an article produced by some other manufacturer with any special features is marketed, a sample is purchased for reference, particularly from the patent standpoint.

Naturally our Patent Department is the most frequent user of this collection. Many features found in some older specimens were not patented and sometimes some one gets a claim on some feature because the Patent Office has no record of its earlier use. A model-room specimen will at once indicate the invalidity of the claim.

Many times these exhibits are the final link in the chain of records by which the progress of an invention is established.

Our collection is often consulted when new products are being developed. For example, it might be thought desirable to provide a new form of paster for a roll film cartridge. Will it operate satisfactorily in former camera models still in wide use? An actual trial with the model-room specimen provides the answer.

Countless attachments for cameras are submitted to the company every year. Usually a submitted device has been fitted to only one or two models of cameras. A test on the various cameras in the model-room quickly determines how wide will be its use.

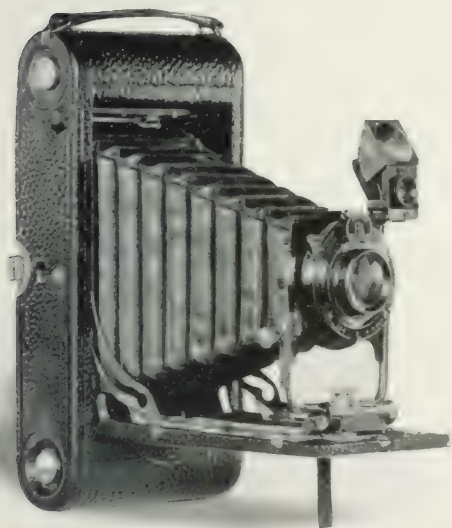
Repairs on out-of-date cameras formerly presented many difficulties. Duplicates of ancient parts were not carried in stock and drawings were not always at hand. Now, when a camera of the vintage of 1897 comes in minus a brace, or some other part, duplication becomes an easy matter after consulting our model-room specimen.

Devices are often re-invented and the re-inventor is usually a hard man to convince. There is nothing better than an old catalog (of which we have an

extensive collection) to prove that "Methusaleh had one," and that the device had already played its part on the commercial stage and then faded out.

The accompanying illustration shows one of the first models of the Kodak, its serial number being 765, one of the first Folding Kodaks, one of the first Pocket Kodaks, the one shown once being the property of the late Henry A. Strong, formerly President of our company, and Vest Pocket Kodak number 1,000,000.

WORLD'S RECORD CLAIMED FOR No. 110404-A



No. 110404-A

IN September, 1907, 3A Folding Pocket Kodak, No. 110404A was received from the factory and shortly thereafter was put to work in the Testing Department at Kodak Park. This Kodak had the honor of being fitted with the first Autographic Feature turned out, and its back gives evidence of many experiments. Every working day until the end of 1922, when it was sent in for some minor repairs, this Kodak has been on the job in the Testing Department and during this period it has exposed at least 175,000

rolls of film. In 1922, when an accurate account was kept, 15,000 rolls of film passed through this instrument.

No. 110404A claims the world's record for the number of films exposed, and confidently expects no challenges.

With new guide rollers, and a new lining for the rear frame it will be in position to duplicate its record. This instrument is indeed a tribute to the factory wherein good workmanship has become a habit, and to the never-ceasing thoroughness with which all our products are tested.

LIKE SCHWAB'S COW

A business man was complaining about the inefficiencies of his secretary, when a friend asked him why he kept her.

"Well," answered the man, "she is so very good-natured. Yet I do have to admit that she isn't of very much real use to me."

"Your secretary," said his friend, "reminds me of the story Charles M. Schwab tells. One time one of his neighbors out in Pennsylvania tried to sell him a cow. When Mr. Schwab inquired about the breed and the age of the animal, he did not receive very satisfactory answers. Finally he asked, 'How much milk does she give?'"

"'Mr. Schwab, I don't know,' was the reply. 'But she's a darned good-natured cow, and she'll give all she can.'"

The Kodak Magazine

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

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A WORD TO NEW EMPLOYEES

THE new employee, by the very reason of his short association with the company, has perhaps not become imbued with the spirit of our organization, and perhaps does not feel that he is indeed a part of it.

Under the plan for the sale of common stock to employees, every employee has the opportunity to become a part owner in the business, the amount of his allotment depending upon the ability he displays during the first five years of his employment.

When the time arrives when he is permitted to make application for shares, he is not required to make any money payment down, and he can allow the dividends accruing to be credited toward the payment for his shares until fully paid, so in reality the shares allotted to him come as a gift from the company in recognition of faithful and continued service.

The purpose of the stock allotment plan is two-fold; to insure continuous and faithful service, and to properly reward it; and to provide the basis of a fund for the protection of the employee when his earning period is over.

The proper and only way to regard your stock allotment is in the light of a permanent investment; as a life insurance policy, and as an added valuable protection for those you may leave dependent.

There is every reason to believe that the stock will continue to increase in value as the years go by, as our company is highly successful, well managed, and with a splendid future before it.

Do not regard your stock allotment lightly, as it will form the best possible basis for a competence in your old age.

COURTESY and thoughtfulness in our relations with others, and a neatly turned compliment now and then, will do much in smoothing the way as we go along.

The compliment Sheridan paid to his wife has become a classic. "Come into the garden," he said, "and let the roses see you."

Sydney Smith has likewise a neat one to his credit. He was walking with a young lady across the lawn in the direction of a rose garden.

"The roses," she said, "are coming to perfection." "And perfection," replied Mr. Smith, "is coming to the roses."

When it comes to thoughtfulness, it will be hard to beat the reputed act of Cleopatra in that when she took Anthony on a fishing trip, she sent divers down into the water to put fish on his hook so he would not be disappointed.

A WISE old hen came up to a young white leghorn pullet and said, "M'dear, I hear you cackling almost every day. Did it ever occur to you that by laying each day you are making less work for hens? If you will only follow my example and lay only once a week you will be just as happy and then there will be work for six more hens. You see, these incubators and brooders are laying off so many hens there is great unemployment. The only way to do is to organize and do less work so there will be more employed."

The pullet looked up in amazement and was about to ask for further information when she was interrupted by the farmer's boy coming with a hatchet, and his mother saying, "Get that old three-year-old. She don't lay nohow."



THERE IS HEALTH IN OUTDOOR SPORTS—ARE YOU GETTING YOUR SHARE?

HOW TO USE SOFT COAL

LEARN TO BURN, NOT WASTE IT

SO far we have not heard any one waxing wild with enthusiasm over having to burn soft coal in their heating apparatus, but some are getting along with the pesky stuff better than others, because they have learned to use it to the best advantage.

In view of the fact that some of us may have used up our allowance of anthracite, or have some other difficulty in getting it, we believe the following information regarding the use of soft coal will be of service:

Soft coal is rich in burnable gas, the same gas made for gas stoves. If burned, this gas gives much heat, and no smoke. If unburned, it passes out in smoke and waste. The trick is to burn and not waste it.

Always leave some ash on the grate. In mild weather a great deal, and in the winter, two inches.

In building a new fire, put a lot of fresh, bituminous coal in the back of the firepot, leaving one-third of the grate free. This open space fill with paper and kindling and light, having the draft on at the ash pit, the check draft closed, and smoke-pipe damper open wide.

Since coal gives out its gas at a lower temperature than it cokes, it can not be fully afire till after it cokes. Do not try to set the whole mass of coal on fire at once. It wastes coal, and is unnecessary.

As the kindling burns, it starts the coal along the front face of the fresh pile. The coal first gives up its gas, which is burned; then it cokes and takes fire, and while it is coking, the top surface of the pile begins to give off gas, and that burns. As the process continues, fire eats into whole pile gradually. Leave it a while.

After some time the coal is all on fire and the kindlings consumed. With the poker, now draw the red-hot fire to the front part of the fire-

pot, and fill up the back with fresh coal, the same as before.

By leaving on some draft at the ash pit, blue flame will start at the junction point between the fresh coal and the fire. If these flames do not start promptly, throw in a newspaper which will start them. If not, make more draft at the ash pit.

It is not necessary that fire should be under the fresh coal, preferably very little fire, or only ash.

When the blue flames start at the junction point, open the draft at fire door half or less, shut off draft at ash pit, and leave the fire. When fire becomes normal, adjust the check draft.

The same gradual combustion takes place, and the fire can be left for four, eight or more hours, according to size of firepot, thickness of coal and draft.

Replenish fire in the same manner, hot fire in front, fresh coal back.

In banking fire for the night, repeat the process, but when the blue flames are burning over the fresh coal, put more coal on the hot fire in front, close the ash pit draft, admit air through the fire door slots, and open the check draft, but leave the damper in the smoke-pipe open and leave it for the night.

The smoke-pipe damper is closed only when all gas is burned off, except large furnaces and chimneys.

This is one way to run a fire smokelessly, and get sufficient coal in the furnace to require little attention.

The system will work in any kind of firepot, whether square, round, oblong, shallow or deep, whether for a warm air furnace, a hot water boiler, or a steam boiler.

Keep the ash pit clean, and clean the flues and around the smoke pipe frequently, as soot accumulates rapidly.

FOR BETTER, FOR WORSE

"IN THREE ACTS"

ACT I—JUNE, 1919

AND with the best intentions, they start out.

ACT II—JUNE, 1920

"You're nothing but an old tightwad."

"Elizabeth Jameson, how dare you call me that!"

"Well, how do you expect I can go to that party in my frumpy old clothes? I've simply got to have a new dress."

"You're perfectly unreasonable. You know the salary I'm getting, and you know we've got to be careful or goodness knows where we'll end."

"Look here, John—don't you talk to me like that—you're daffy on that radio junk and every night you've got something for it in your pocket. I added it up today and what you've spent would buy each of us a presentable suit."

"I don't believe you."

"Go figure it up yourself then. You give me an allowance and let me take care of my own expenses."

"Don't make me laugh. You with an allowance! Why, you don't know the first thing about money—You never earned a cent in your life. Just look at me grinding away every day down at the office——"

"Yes, and you'll keep grinding too, if you don't spunk up and get over your daily grouch."

"Great guns—how can I get over my grouch if I never know from one day to the next if the grocer is going to stop giving us credit, or whether there'll be any money for rent. How the dickens do you get rid of so much money anyway?"

"There you go, Adam—blaming it on Eve as usual. There's one thing certain; we've got to get down to brass tacks or we'll be ending in the court for settling marital difficulties."

"Betsey—do you mean to tell me that you've ever thought of divorce?"

"Well, I'll tell you this—I have certainly decided that I would rather scrub floors for a living, alone, than live the way

we are. You've got to decide on some way out."

"Elizabeth—you're going to stay Elizabeth Jameson the rest of your life. There's surely some way for us to manage better than we are. I honestly don't think you know much about money, but surely between us, we can fix up some way—and old darlin', don't you give me another scare like that."

"Don't call me old darlin'. You've been so disagreeable lately, maybe it would be a relief to you if I should move out."

"Well, it wouldn't be, so forget that part and let's get our heads together. What's your idea of a solution?"

"A budget plan. In your *Kodak Magazine*, and in everything you read, you see remarks about a budget plan. We might try that."

"How does it work?"

"As I understand it, you first keep a record of everything you spend for a month or so, and then you go over your expenses and see what you've wasted or should have waited longer for, and in a few months, you can say—'we'll spend just so much for these things this month,' and then you know where you're at before you start, instead of wondering where you're at when you finish."

"That sounds bully—most too good to be true, but I'm game to try it. You get the blanks and we'll start today. I'll get a little book and jot down what I spend and then I'll show you whether there are two suits tied up in a radio set or not. I really can't quite believe that yet."

"I know I can save a lot. I just haven't cared lately. Everything's been so simply awful and I just thought I would get all I could out of you."

"Whew! Was it as bad as that?"

ACT III—JUNE, 1922

John, tomorrow is the date that check for the mortgage interest is due and we can pay some extra on the principal this

time. Do you realize that we are getting that principal reduced pretty fast now?

"All right, Betsey, I'll write the check, but what do you think has happened?"

"Can't imagine—tell me quick!"

"Just this, the boss called me in today and told me that I was getting so good natured lately, he couldn't bear to keep me all to himself, and he is going to put me on the Service Desk, where the customers will have the benefit of my smile—knew I had the stuff in me, but didn't trust my disposition. Forty bucks extra for a smile."

"John, you're a wonder! Forty dollars! But only you and I will ever know what these Budget dispositions of ours mean to ourselves."

"You're right, Betsey—our very own happy fireside!"

.

One year's budget blanks—Individual or Family—Five Cents. These may be obtained at each plant as follows:

Kodak Park. Pay Roll Department
Hawk-Eye Works. . . . Industrial Relations Department
Camera Works. Industrial Relations Department
Folmer-Century. . . . Pay Roll Department
Kodak Office. Eastman Savings and Loan Association.

SUCCESS

A successful man is one who has tried, not cried; who has worked, not dodged; who has shouldered responsibility, not evaded it; who has gotten under the burden, not merely stood off, looking on giving advice and philosophizing on the situation. The result of a man's work is not the measure of success. To go down with the ship in storm and tempest is better than to paddle away to Paradise in an Orthodox canoe. To have worked is to have succeeded—we leave the results to time. Life is too short to gather the Harvest—we can only sow.—*Hubbard*.

KEEP ON GOING

THE man with a new idea is sure to encounter many scoffers and skeptics who are only too happy to tell him that what he has in mind just cannot be done.

Without question many a good idea has not been followed up because of these croakers.

Thomas A. Edison is a man who has had many ideas, a great number of which he has been able to work out and put to practical use. Had he not possessed determination, and the ability to stick to a thing in spite of adverse criticism, we might today be without many of the comforts and conveniences that have come to us through his efforts.

Many of Mr. Edison's early ideas were scoffed at by scientific men. Here are two examples: "Neither Mr. Edison, nor any one else can override the well-known laws of nature, and when he is made to say that the same wire which brings you light will also bring you power and heat, there is no difficulty in seeing that more is promised than can possibly be performed. The talk about cooking food by heat derived from electricity is absurd."

"I think that any system of electric lighting depending on incandescence will utterly fail from an economic point of view and will be the more uneconomic the more the light is subdivided."

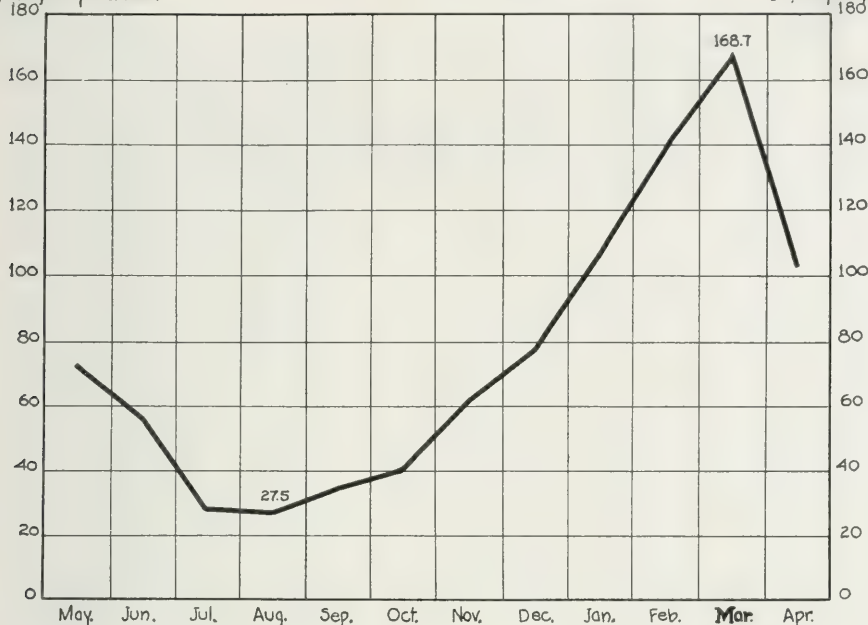
The humorous poetical account of Darius Green and his flying machine was written at a time when it was thought that the idea of man navigating the air was the height of absurdity, and the Wright Brothers in their early experiments in aviation were constantly compared with Darius, but they kept on going just the same.

Similar instances almost without number could be quoted; there has been no big success that was not preceded by the harsh and foreboding cry of the croakers; the thing to do if you want to arrive is to keep on going.

"It is better to say good things of a bad man than to say bad things of a good man."

U. S. DEATH RATE FOR PNEUMONIA

MAY 1921 to APRIL 1922

U. S. Death Rate per
100,000 from pneumoniaU. S. Death Rate per
100,000 from pneumonia

PNEUMONIA—WILL IT GET YOU?

HOW TO AVOID THE MARCH DANGER PEAK

THIS is pneumonia time. The line shown above, beginning in the valley and rising gradually during the summer months to the mountain peak of March, represents the number of people in each one hundred thousand of our population who die monthly from pneumonia. It is not difficult to tell in which months we need to be most careful.

March is upon us, so beware!

WHAT CAN YOU DO TO AVOID PNEUMONIA?

1. Avoid Over-Fatigue

Get enough rest. Get at least eight hours sleep each night—more whenever you can. Nine hours is not too much if you continue to have that tired feeling. Make up tonight what you lost last night.

2. Avoid Bad Air

We need plenty of fresh air. One

reason colds and pneumonia are prevalent at this time of the year is due to the fact that we have been keeping indoors for so many weeks with very little fresh air. You can accommodate yourself to fresh air, just as you do to any other good thing. Try using your lungs for deep breathing and give this “free to all beautifier” a chance.

3. Avoid Constipation

Do not permit your machine to get clogged up. Keep it clean inside as well as outside.

Watching the above things will help to prevent colds which so often are the beginning of the fatal pneumonia. Bad air, poor breathing, wrong diet and poor elimination, these one and all resulting in fatigue, are the best ways to get into the procession pictured above.



PRIZE WINNERS, GIRLS PARTY, KODAK PARK. See page 15

No. 1—Ruth Feinberg, No. 2—Linda Schwing, No. 3—Margaret Kreckman, No. 4—Ellen Shaw,
No. 5—Josephine Westgate, No. 6—Mildred Wade



KODAK PARK

ROBERT A. WEBER

Editor



Standing, *Left to Right*: Cissy Eddon, Minnie Burns, Emma MacBride.

Seated *Left to Right*: Linda Schwing, Margaret Krickman, Ellen Shaw, Margaret Griffin, Mildred Wade.

A DELIGHTFUL EVENING OF DIVERSIFIED ENTERTAINMENT

After repeating for several years the same type of program for the Annual Party for the girl members of the K. P. A. A., it was found advisable to make some changes, and to direct the activities along slightly different channels. It was felt that the dinner and masquerade could not be dispensed with, so with these as a nucleus, vaudeville acts by both professional and Kodak Park talent, and a basketball game were added. It was further decided that the charging of a small fee was expedient, and this was set at 35 cents.

One particular feature of this affair was the length of time it consumed, practically six hours. Think of it, a whole half day of merriment and entertainment.

If we thought that it were possible, we would say that Fred Grastorf extended himself beyond all previous accomplishments in preparing the dinner which was served at 5:45 in the girls' dining hall. Shield's orchestra enlivened this event, as well as the remainder of the evening, with the most delightful music. The dinner was followed by the grand march in which everyone participated, the majority being in costume.

The difficult task of selecting the best from among the great number of charming and unique make-ups called for great efforts on the part of Mrs. James H. Haste, Mrs. A. F. Sulzer, Mrs. Donald McMaster, Mrs. Ben J. Slater, Mrs. A. Thompson, and Miss M. Gaylord, who made the selection.

Prizes, both useful and exceedingly beautiful, were donated by Mrs. Haste, Mrs. Sulzer, Mrs. Flint, and the Association.



EDITH MAE HOOKER. "Little, but oh my!"

A delightful vaudeville program was presented in which Edith Mae Hooker, Catherine Kehr, Miriam Loeb, Ruth Palmer, and Ethel Horton took part. The Kodak Park Girls' Basketball team played an exhibition game with the All-High girls, guests of the Association, which resulted in a victory for our team by the very one-sided score of 32-2.

The following committee was in charge of the party, and we take this opportunity of extending to them our congratulations and thanks for this most delightful evening: Florence Doescher, chairman; Emma McBride, Frances Fox, Edna Pownell, Mrs. A. Thompson, Katherine Waldron, Mae Goery, Melissa Gaylord, Elizabeth S. Copeland, Maude McCann, Josephine Milliner, Frances Sauer, Esther Furlong, and Jane Fulton.

The majority of the prizes were won by the girls from Building 48, which had the largest attendance in percentage to number of employees of any department. Forty-five were present. Seventeen of these were in costume and ten were awarded prizes. The prizes were divided into six classes and were awarded as follows:

Ladies Most Elaborate

1st Ellen Shaw	Building 48
2nd Margaret Griffin	Building 48
3rd Mildred Wade	Building 48

Ladies Most Original

1st Ruth Feinberg	Finished Film
2nd Cissy Eddon	Building 48
3rd Alice Rowles	Building 48

Ladies Most Comical

1st Mrs. Minnie Burns	Building 48
2nd Josephine Westgate	Sheet Film
3rd Wilhelmina Clark	Film School

Ladies Prettiest

1st Pearl Waterstraat	Spooling 1
2nd Eleanor Schenkel	Spooling 1
3rd Margaret Kreckman	Building 48

Prettiest Couple

1st Jennie Crawford and Ellen Shaw	Building 48
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Special Prizes

Emma McBride	Building 48
Linda Schwing	Building 48

K. P. A. A. "SPECIAL" DANCE ON MARCH 7

In addition to the regular monthly dances held under the auspices of the K. P. A. A. in past years, we have had a Soccer Club party, Foremen's Dance, and occasionally some other extra affair. This year, in addition we are to have a Basketball Dance.

President Donald McMaster has given the basketball club the use of the Assembly Hall on Wednesday, March 7, for whatever type of activity it might care to hold, so after considering the matter from all angles it was decided to hold a dancing party.

This party is to be in the nature of a benefit dance for the members of the Kodak Park Club who have been striving against heavy odds to complete what they consider an introductory season. There are a number of people at the Park who are ambitious to have Kodak Park rank as the *best* in basketball, and it was with this idea in mind that the building process was started this season.

John Harmon, one of the most ardent of all Kodak Park workers, has consented to act as chairman of this activity. In selecting his committee he has kept in mind the necessity of making this dance at least the equal of the other K. P. A. A. affairs, and most encouraging reports are coming in day by day.

The principal object of the committee will be to give those who attend an enjoyable evening. The ticket sale will, of course, be limited to a comfortable number and the music will be the outstanding feature. Tickets are on sale in all departments, K. P. A. A. Office, Dining Halls, and at the Pay Roll window. Great care is being given the selection of the program and we earnestly hope that you will attend.

John Cunningham, of the Steel Fabricating Department, who played on the Kodak Park Baseball Team last season, left on March 15 to report to the Newark International League Club, in the South. John received his contract early in February and will, no doubt, be seen at shortstop with the "Tigers" when they play our local club at baseball park this summer. Here's good luck, "Jack."

Is this another new record for Building 29? Mrs. Blossom, wife of Morris Blossom of Building 29, has presented her husband with a charming eight-pound daughter, Evelyn Loraine. Evelyn was born on January 11. This youngster raises the total of Mr. Blossom's children to 16, eleven girls and five boys. We offer our congratulations and best wishes.



"CAP" THE CHAIRMAN

KODAK PARK VALENTINE PARTY

Ronald C. "Cap" Hands as chairman of the Valentine Dance held on Friday, February 16, and erstwhile Captain of Ordnance of Uncle Sam's peace restorers, resorted to military tactics in arranging for this party, which proved to be one of the most successful in every way, of any held at Kodak Park.

Gathering together a bunch of willing workers as sub-ordinates "Cap" proceeded to issue orders covering the different branches of the affair. He selected some individual for each department whom he considered *the* man, instructed them to "go to it" and settled back in his chair to await the day. Although this might not work in every case it was sufficient for him. The result was "some dance."

Charles Schlansker was assigned to the job of providing the decorations. "Charlie" had just stepped on a particularly icy part of a sidewalk, with the result that he was wearing his good right arm in a sling. The "Captain," who, when he is not running dances is busy with the job of preventing accidents, no doubt felt that Charles should be punished, and hence, the decoration job. Just to show that a man with a brain and only one arm is better than one with two arms and no gray matter, "Charlie" donned his wound stripe and went to work with the result that the decorations will long be remembered as among the most charming we have ever enjoyed. "Bill" Doane, assisted by James Ward, "Bob" Reid, and William Scanlon, provided the excellent lighting effect which helped to make the decorations what they were.

"Charles II" Casey, who had had previous experience with our chairman, was trapped into promising a capacity attendance with the help of Nellie Shaw. He went about the business of selling tickets with the expected results. Fred Grastorf, supported most ably by Ruth Hardy and Alice Turner, served lemonade, while A. D. Bessey and his following of Fascisti gravely collected and dispensed hats, coats, and rubbers.

The chairman again exhibited rare judgment when he selected Horace Robinson to look after the printing. Robert A. Weber arranged for the advertising and publicity, and the music was in charge of Clayton Benson and "Jack" Schaeffer; Monk's orchestra being engaged, with very satisfactory results.

The party was made doubly enjoyable through the distribution of novelty hats which were worn by all, lending more or less of the carnival spirit to the affair.

The next dancing party at the Park will be the basketball dance, as mentioned elsewhere. John Harmon, of Building 48, is acting as chairman on this occasion. The next regular dance of the series will be held on Friday, March 16, and will be in charge of Nelson Milne, of the Velox Department.

CINE WORKERS HOLD ANNUAL DINNER AND DANCE

Following weeks of anticipation and waiting, February 6, the date of the annual banquet and minstrel show of the Cine Slitting Department, finally arrived.

This was the third annual party of the employees of this department, and with all due respect to the previous ones, we must admit that this year's event was even better than either of its predecessors.

About 250 persons attended the banquet which was served at 6:00 p. m. in the dining hall. The Cine Slitting Department orchestra, under the direction of Mart Gardner, furnished music both during the dinner and for the entertainment and dancing which followed. Community singing was enjoyed, James Peters acting as leader.

After dinner the party adjourned to the Assembly Hall, where the attendance was increased by many who were unable to attend the dinner. The show in every feature compared favorably with any professional minstrel number ever produced. To begin with the setting was both unique and appropriate. In place of the regulation chairs for the end men and chorus, bales of real cotton flanked a little southern cabin, while in the background we beheld the lake with the golden moon serenely looking on.

James Insleey ably took the part of interlocutor and maintained a constant stream of clean, wholesome and enjoyable wit between the four end men. These parts, taken by Wheaton Holt, Carl Holt, James Trayhearn, and Jack Leckinger, were well-handled, there being little room for choice between them. Solos were sung by all four, and by William Mason, William Mattern, and Warren Rice as well. The De Luxe Four quartet also contributed several harmonious selections.

Clara Pirr and Robert Caine as the "old mammy" and "Uncle Tom," together with the two pickaninnies, Ethel Gardner and Neola Weaver, made a pretty picture to start the program and gave the audience a glimpse of the real South through the rendering of two darky melodies.

Clara Pirr, Mart Gardner, and Robert Caine made up the committee in charge of entertainment, while Mae Renfrew, Lorene Fisk, Charles Laging, and Andrew McGuidwin attended to the arrangements. The minstrel show was directed by Mart Gardner.

THE COMMUNITY NIGHTS

Since the appearance of the February magazine the K. P. A. A. have given two more community night entertainments, both of which have been favored with the usual large attendance, and been registered on the records as successful.

On January 26, the entertainment was for the employees and guests of the Chemical Plant, Yard, Garage, Inside Cleaning, and Night Watchmen Departments. Walter G. Fox, of the Chemical Plant Office, was chairman in charge of the committee of arrangements.

Promptly at 8:00 o'clock a motion picture comedy, the first number of the program, was shown. This was followed by a one-act comedy, "His Model Wife," given by the members of the Kodak Park Dramatic Club. This little play, given for the first time at the Community Night entertainment for the Film Manufacturing Departments on January 5, scored another big hit. Paul Lange, of the Recovery Department, a branch of the Chemical Plant, is the director and it was largely through his efforts that the club was formed, and has progressed to its present stage. Assisting Mr. Lange as manager is Marie Forbes, of the Main Office. Miss Forbes also takes one of the leading parts in the production. This number contributed greatly to the success of the entertainment.

Catherine Kehr, a pupil of Mrs. Florence Colebrook Powers, gave a very clever exhibition of toe dancing, and Gus Bonsteel did a clever "Foot" solo. The final number was a combined vocal and instrumental act by the Lillian Johnson Company. Miss Johnson and Miss Armstrong are both entertainers of rare ability, and very gracefully carried through a varied selection of numbers.

The committee in charge was made up of the following persons: Walter G. Fox, chairman; Paul M. Lange, Charles Darrow, Myron Wilcox, Mary Russell, Katherine Nelson, Lillian Klem, George Carson, and Robert W. Cook.

ROLL COATERS ACCEPT 29's CHALLENGE

The Roll Coating Department of Buildings 19, 20 and 21, has always been very conservative, and especially so when it comes to boasting of championships.

"We are quite cognizant of the efficiency of the Emulsion Coating Department, Building 29, and we admit that their service record is fine, but when it comes to championship honors for service we most decidedly wish to take issue with that statement.

"Roll Coating is also one of the larger departments of Kodak Park, and working continuously twenty-four hours of the day and seven days of the week. Our service cards show two men who have an enviable record of thirty years of service, another who has completed twenty-five years, seven between twenty and twenty-five years, twenty-seven between fifteen and twenty years, eighty-eight between ten and fifteen years, and sixty-nine from five to ten years. The average length of service for the entire department (292 men) is 8.36 years, and of this record we are justly proud.

"We would be pleased to hear from any large Department with a good record."

FEBRUARY 9 ENTERTAINMENT ALSO FINE

The entertainment held on February 9 was for the employees of the following departments: Printing, Lumber Cutting, Drying, Shook, Reel Manufacturing and Gauging, Sundries Manufacturing and Development, Powder and Solution, Department 40, Testing, Fire Department, Safety and Plant Protection.

Charles Schlansker, of the Protection Department was chairman. Others on the committee were: Emma MacBride, Hazel Decker, Katherine Waldron, Frank Morrell, Seymour E. Lash, John Harmon, Victor Thibault, and John Farrell.

The first number on the program was the showing of the motion picture taken at the department picnic last summer. This was followed by a "Charlie" Chaplin comedy, and slides. Ethel Horton, of the Film Department, entertained with a charming dance number, as also did little Catherine Muller. Tony Ross, talented musician of Department 40, and Mike Polo rendered several pleasing accordion selections, and Mrs. Harry Sharp and Charles Sharp contributed a song and dance specialty. The Wyatts, a group of eight professional performers, were the headliners of the evening, giving a lengthy program including dancing and vocal and instrumental numbers.

Despite the fact that the principal attraction scheduled for the evening was prevented from being present, which called for considerable last minute arranging, the entertainment was a success. "Packard," booked as the Master American Cartoonist, who was to have appeared on this occasion, met with an accident while in Malone, New York, and could not appear.

Only two more Community Night entertainments are to be given this winter, these for the remaining departments of the plant. These parties have been the source of much pleasure to the K. P. A. A. members and their friends, and constitute but a part of the benefits to be derived through membership in the Association.

OUR OFFICIAL GUIDE

1922 A BUSY YEAR FOR GEORGE W. STRUTT

During the year 1922, George W. Strutt, official guide for Kodak Park, had the pleasure of entertaining 3,609 visitors.

Forty-three states were represented, as well as twenty-four foreign countries. Our own state of New York leads with a total of 2,736. Pennsylvania is second with 193 and Ohio third, with 149.

The number of visitors from foreign countries totals 182. Canada stands first, with Japan and China in the order named. The visitors from China in 1922 were three times that of the previous year. The records also include four native Hindu students, these being the first natives from India to visit our plant.

The number of group parties the past year was smaller than that of the preceding one. The largest of these was 100 delegates to the national photographers convention, and 75 delegates to the convention of Motion Picture Engineers. The remaining groups were all composed of students from schools, colleges, universities, and business and philanthropic institutions.



ALTERED HARGREAVE
Retiring President

CAMERA CLUB SELECTS GLENN MATTHEWS FOR PRESIDENT

The annual election of officers for the current year was held by the Kodak Park Camera Club early in February. At the January meeting candidates were nominated for the several offices, and ballots prepared which were sent to the members a short time later.

The result of the election showed that Glenn Matthews, of Building 3, will be president for 1923. Mr. Matthews was given a close run by Harold Hudson, also of Building 3, who finished but three votes behind. In none of the other divisions was the competition so keen. Myron Bacon, of the Electrical Department, was elected vice-president by a margin of eighteen votes. Mabel Osler, of Building 3, led the field from the start in the race for the office of corresponding secretary, while Anne Murphy, of the Main Office, was made recording secretary by a large majority. The new treasurer is Henry N. Wood, of Building 23.

A vote of appreciation was extended to the retiring officers for the good results accomplished during their administration. Many steps of progress have been made during the past twelve months; most notable perhaps being the realization of the club's biggest ambition, the securing of dark rooms. Through hard work and perseverance this has at last been accomplished, and will ever stand as a monument to the spirit and interest of President Alfred Hargreave and the other officers of 1922.

What plan of activity President Matthews intends to follow remains to be seen. In the past the summer program has included hikes, meetings and a picnic. These have always proved interesting and enjoyable, and it may be that this course will be the most logical to pursue.

MERENUS DE YOUNG

Merenus De Young, of the Lumber Cutting Department, Building 22, began work for the Eastman Kodak Company in May, 1900. He was employed at the Camera Works as a saw filer and woodworking machine operator, being transferred to Kodak Park in May, 1916. He followed these two occupations continually until the department grew to such an extent as to require all of his time in fitting up the saws, and caring for the dowel and planer knives.

Today, it is safe to state that Merenus is one of the few expert saw and knife fitters in Rochester.

Merenus can boast of the proud and enviable record of never having been tardy, and very seldom absent in all of his 22 years' association with the company.

So, here's to you, Merenus, hoping you will be with us for at least 22 years more.

JOHN A. ROBERTSON

RESOLUTIONS ADOPTED BY THE MEMBERS OF THE
FRANK L. "ACE" GUILLOD POST, NO. 380
AMERICAN LEGION, ROCHESTER, N. Y.

Resolved, That in the irretrievable loss of our good friend and advisor, it is the desire of The F. L. "Ace" Guillod Post, No. 380, American Legion, to express its deepest regret in the passing of our great civic leader

JOHN A. ROBERTSON,
a man who in the truest sense, believed and lived in our ideals; love of country, and fraternity.

To his family we extend our sincerest condolences.

Be it further resolved, That this resolution be placed in the archives of this Post, that we may commemorate and cherish the memory of our departed friend.

PERSONALS

Emulsion Coating extends its deepest sympathy to Jacob Fess, whose mother died February 9.

The employees of the Printing Department, Building 48, extend to George Hinch their sympathy at the death of his sister.

Bert Wilson, of the D. O. P. Emulsion Department, wishes to express his fullest appreciation to his fellow employees in Building 35 for the aid and sympathy extended to him in his recent time of sickness and bereavement.

On Saturday, February 3, at the home of William T. Wilkins, a sturdy nine-pound boy was born. Emulsion Coating congratulates Mr. and Mrs. Wilkins in their third arrival.

ENGAGED

Harriet Galen, Building 48, and William Marks, Electrical Department.

MARRIED IN FEBRUARY

Anna Clark, Office, and Alfred Pietzold, Electrical Department.

FOREMEN'S CLUB

The first activity of the Kodak Park Foremen's Club since the Ladies' Night party in January, was held in Building 28 on Thursday evening, February 8.

This affair was in the nature of the regular monthly dinner meeting and the usual pleasant evening resulted. The speaker on this occasion was Dr. Frederick I. Mosen, who gave a most interesting lecture on Utah, Mexico, and Wyoming. Dr. Mosen's talk was further enhanced by the showing of numerous excellent slides, delightful not alone in their coloring and interest, but in composition as well.

The regular monthly meeting program will be followed out during the remainder of the winter, after which arrangements will be made for the annual summer outing. It is still a little early to predict what shape this event will take, but the sentiment seems strongly in favor of the Cobourg boat trip which has been so successful during the past few years.



"CHARLIE" BRIGHTMAN

SOCCER CLUB RETAIN SHAKY LEAD IN BASKETBALL RACE

	TEAM STANDING FEBRUARY 12				Total	
	Won	Lost	Pct.	F. G. Fouls	Pts.	
Soccer Club....	10	2	.833	122	38	282
Velox.....	9	2	.818	140	28	308
E. & M.....	8	3	.718	115	29	259
Research.....	8	5	.617	136	22	294
Yard.....	5	6	.455	112	31	255
Box.....	3	9	.250	76	10	162
Building 48....	1	8	.111	36	16	92
Office.....	0	9	.000	63	22	148

At least two of the teams in the K. P. A. A. basketball league are staging a good race for the Park departmental league honors, these being the

Soccer Club and the Velox team, the latter, formerly known as the Finished Film Team.

The Soccerites and Velox met on Saturday, February 10, in what may prove to be the deciding game of the season, and it was by virtue of their victory over the paper developers that the leaders retained their position.

The E. & M. team is in third place, just a notch ahead of the Research, although it is not considered possible for either to better their position a great deal before the final matches are played.

"Charlie" Brightman, of the Research team, and Henry McCarthy, of the Velox, seem to have the scoring market cornered. Brightman is leading with a total of 117 points, while "Mac" is second with 109. Some mighty good individual records are shown this year, the following tabulation giving the leading point getter of each team:

Name	Team	Field Goals	Foul Goals	Total Pts.
Charles Brightman	Research	52	13	117
Henry McCarthy	Velox	44	21	109
Harold Servis	Yard	28	29	85
Sam Maggio	E. & M.	24	20	68
Arthur Barr	Soccer	26	15	67
Alton Russel	Box	27	0	54
Roy Vollick	Office	23	7	53
Harold Apperton	Bldg. 48	12	7	31

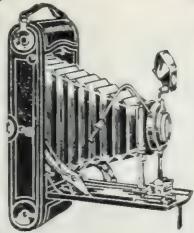
KODAK PARK BASKETBALL TEAM ENTERING FINAL LAP

Due to the late start on basketball this season very few dates were available on the most desirable nights. Because of this fact fewer games were played than ordinarily.

Some reverses have been suffered in the nature of games lost. This may be attributed to the fact that although the Kodak Park players are all classed as star performers, they have not had the benefit of playing together long enough to develop the much needed team work. On the other hand, the teams who have defeated us have, in every case, been clubs of several seasons experience. Constant practice is, however, producing results, and at present the team is beginning to show the form expected.

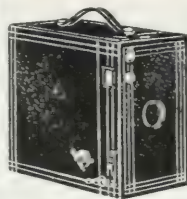
By the time this issue of the *Magazine* appears, we will have met the North East team in the third and deciding game of the City Industrial Championship series, and will, undoubtedly, have won it. This will allow for a few other games with recognized contenders for other local honors and lead, we expect, to the much anticipated Kodak-Central series.

The main object of the Kodak Park club this season is to develop a nucleus for a permanent team, and with what players we have this year we will build up for next season a championship team. The support to date has not been what we could expect. This is not discouraging in view of the fact that we have been without a team for the past year which resulted in the usual supporters being weaned away from this pastime. The remaining games of this season will be well worth your attention and the fans are urged to lend their support.



CAMERA WORKS

HERBERT S. THORPE
Editor



ELIZABETH GIVING THEM THE "DOPE"

STEEL CONSTRUCTED CAMERAS

During the course of our frequent travels through the factory, we have noticed, on entering the Milling Department, a long line of metal boxes arranged along several benches. Becoming curious, we discovered that the boxes were of steel construction, and were used expressly for the new Hawk-Eye Film-pack camera.

Metal box cameras are a comparatively new departure in the photographic world.

Our first visit in search of information was to the Press Room. There we saw the sheets of steel, all cut to exact size, blanked out in the flat. As one can imagine, the die used is a large one, for the dimensions of the sheet for the 2-A size are $16\frac{3}{4}$ by $6\frac{1}{4}$ inches. The die cuts out the place for the two view-finders, the slits for the trigger and diaphragm levers, the holes for the handle, and also indents to give the camera a "creased" appearance. Two other blanks are also cut; one for the lens board, and the other to hold the film pack. These three parts are formed on a press, and are then sent up to the Milling Department.

This brings us to what we thought were just boxes stacked on long benches, and we were fortunate enough to be in the Milling Department as a shipment of the formed metal was being unloaded off the elevator. As usual, James Shaffer, the foreman, was right on the job to see that everything was O. K.

"In trouble?" greeted "Jim." "Not more than an editor usually is," we answered. Then we told him of our idea to write up the metal Hawk-Eyes. "Can you wait a couple of minutes while these cases are checked in, and then I'll be right with you," he promised. Thinking that while "Jim" was standing still (he's usually hustling to and from all parts of the department), it would be a good opportunity to get his personal experiences, we learned the following story.

James was born in the anthracite coal regions of Pennsylvania. Having no desire to be a "coalie," he left for Philadelphia when he was seventeen years old, and became apprenticed as a machinist and toolmaker with the Midvale Steel Company. Not content with trying to learn these two trades, he spent his spare time learning mechanical drafting, and graduated from the Franklin Institute in the year 1904. After that date "Jim" suffered from "wanderlust" and travelled in nearly every state in the Union, until he struck Rochester. "Right away," "Jim" said, "I knew I'd found the right place to stay," and he settled down from that time on. In 1912 he started to work for our company at Kodak Park. Three years later we wanted a man just like him at the Camera Works, and "Jim" became foreman in the Photostat Department, and from there to the Milling Department. Since

1911 no group of men boast of a more congenial or harmonious foreman than James Shaffer.

"All right, let's go!" our informer told us, as the last crate of forms was checked, and we made tracks for the electric welding machines. Here skilled operators welded the three forms together almost quicker than we could see them doing it. Reaching out for the main, or "box" form, the operator welded together the seams, and slotted the metal lens board in front; almost at the same moment bang! bang! bang! went the electric welder. The form was twisted around, the film-pack holder was slotted in, four or five more bangs and a few sparks, and the steel "box" was mechanically complete and stacked in one of the long rows for inspection.

Of course, we did not doubt they *were* steel, but we never saw steel just that color. "Copper dipped," "Jim" informed us, "to prevent rusting."

The next operation, after inspection, was another mystery to a layman. We noticed that a girl apparently oiled the welded seams, and (this, in secret) we also noticed that the girl had the same glint of copper color in her hair, which shone under the lights overhead even more attractively than the copper-dipped cases. (Gee! but it's great to be an editor, sometimes.) The girl was Elizabeth McMahon, but the "oil" she was using was a specially prepared light-proof liquid, something akin to varnish, which "set" hard in the seams, thus preventing the remotest possibility of light rays fogging the film.

It would seem that the state of perfection had been almost attained in camera construction when one compares the steel Hawk-Eye of today with the wooden one of yesterday.



THIS IS "BILL"

WHO'S WHO—IN PICTURES

Do you know "Bill?" You certainly do if you are an old-timer in the photographic world.

If you are just a young-timer, and want the history of the game, get acquainted with William Gerstner, pioneer camera man, late of the Premo Works, now the right hand help of "Jimmie" Muir, our plant photographer.

"Bill" has always dabbled in photographic work. The first job he had after leaving school was chasing the giant New Jersey skeeters away from the pans of emulsion in the factory of the Manhattan Optical Company back in the year 1888. Twelve years later he was employed by the Western Camera Manufacturing Co., then situated on Saratoga Avenue, and helped to make the "Cyclone" Camera, which in those days, as Bill says, was a whirl-wind. Here were employed two other well-known men in this factory, namely, "Charlie" Hutchins, as foreman, and John McKenny, as inspector.

In the year 1903, when the Eastman Kodak Company acquired the Premo Works, "Bill" was all ready to carry on, which he faithfully did until he was transferred to us. He was particularly active in the Premo Club, being chairman of the entertainment committee for several years.

William Gerstner was born in Rochester at Goats Hill, which was located just north of the New York Central Railroad on Scio Street. It is interesting to know how the locality derived its name, and that's where "Bill's" store of history comes in handy again. It appears that all the cottages within a radius of a mile around the Central tracks were inhabited by Irish railroad men, all of whom possessed two great treasures, their ancestry and their goats. All the goats were led out each morning and parked on the top of the hill, hence the name of Goat Hill.

DAY BY DAY IN EVERY WAY

William Pierce, one of our famous tool makers, recently underwent a serious operation, and his many pals will be glad to know that "Bill" is getting along nicely.

Talking about the Tool Department, we seem to receive more news for our "personal items" from the reporter—Meyer Davis—than from any other reporter or department in our organization. Why not follow Meyer's example, and get *your* department in the news column? Anything of interest, if possible accompanied by a picture, will be welcomed by the Editor.

Sympathy is extended to the families of the late Elma Parrish, Charles Bird, and John Jeffries, three well-known Camera Works employees of long service, whose sudden deaths came as a shock to their fellow workers.

Joseph Gagner has taken a star boarder into his household as a permanent proposition. Donald—age now, six weeks. Congratulations.

A howling success was demonstrated by the Tool Room bowling party which took place at the Liederkrantz on February 2. A feature of the game was the bowling of Superintendent "Art" Wallace, who proved what the "Y" calisthenics are doing for his mighty right.



AN "ADAMLESS EDEN"

VALENTINE PARTY

The girls belonging to the Camera Girls' Bowling league, had a very successful mid-season banquet in the guise of a Valentine Party, on Tuesday evening, February 13. Mabel Stanton, our dining-room expert, provided the good things to eat, and the girls played games and danced to their heart's content.

(We have no doubt as to the truth of the above item, but we *are* skeptical about a "good time" at a Valentine party, without any boys being present.—Editor.)

RADIO

The merry hunt for rolled oat boxes continues with renewed vigor. Our boys seem to have gone "bugs" on radio. "Bill" Larson has part-invented a "whale" of a set costing about forty-three cents, and we vouch that it is a complete success. "Phin" Ingstrum is the champion instructor, but it's so simple that even the editor built his own set, and will be glad to pass the word along on how to do likewise.

NOON HOUR DANCES

Noon-time has taken on added zest with the Recreation Club introducing a "dansant" in the north wing of our dining room. An extra loud "musical box" supplemented by a 600-unit magnavox, gives us all the latest fox trots, and the floor has been literally steeped in wax. The ceiling, columns and walls have been decorated, and the amusement is proving one of the most popular pastimes the Club has supported. The only thing the girls criticize is the shyness of the boys, who, somehow or other, prefer the side-lines to the floor. All employees of this plant are welcome to participate.

INCOME TAX

This is the month of March winds and income tax returns. George Miller was the first employee to brave the highlights of income, outgo, exemptions, etc. If you need help in making out your return, the Industrial Relations Department urges you to make an appointment for the purpose as early as possible.

AN ACKNOWLEDGMENT

Charles Rogers has received the letter printed below from Mrs. Robertson, thanking the employees of the Camera Works for a handsome memorial, which was presented as a token of respect to our late beloved Manager:

Dear Friends:

I feel deeply touched and very grateful for the beautiful thoughts expressed in the resolutions you adopted and so kindly sent to me.

The Memorial is a work of art and I shall always treasure it.

Jack felt a keen interest in each and every one at the Camera Works, and appreciated your loyalty, and I feel that he must know what a wonderful memory and influence he has left.

Most sincerely,

(Signed) LILLIAN M. ROBERTSON.

February fifth, nineteen hundred twenty-three.

"TEN LITTLE MILLING BOYS, ALL IN A ROW"

The boys of the Milling Department lack a regular bowling team, but it appears to be no trouble to secure two line-ups for a bowling party. Jack Garliner and Isadore Rapp scouted up their formidable supporters, and agreed on the place of combat. "Jim" Shaffer, popular foreman of the department, proved to be the "dark horse" of the evening, proclaiming that as a bowler he was non-est, yet coming out in the last frame as the champion. This place of honor was pre-supposed to belong to Garliner, who, half-way through the contest, was presented with a handsome badge made of tin, and engraved with genuine black paint, upon which was inscribed "Champion Bowler of the First Floor."

Another surprise of the party was the 120 high score of Rapp, and how he managed to keep his place in the Camera Bowling League; but then, as Rapp said, he was only bowling for fun! Possibly fun was the greatest feature of the party, which may account for "Joe" DiJioia, "Phil" Miller, and "Joe" Gleisle playing hide and go seek between the alleys and the lunch counter.



YEP! THAT'S ARCHIE IN THE CENTER

TWENTY-TWO YEARS AGO

The sun must have been very hot on the day the Press Room boys went to Bay View. Maybe it *was* a trifle hotter in the days of 1901, for the word "bootlegger" had not crept into our language, and "the flowing bowl" was a feature of picnics.

We owe George Powers a debt of thanks for resurrecting this relic of olden days, and also to "Sandy" Weeks, whose trusty camera was as efficient in those days as now. The aristocratic gentleman armed with the mustache and umbrella, occupying the center of the picture, is none other than "Archie" Love. Some of us old timers will recognize such familiar figures as "Bill" Fritz, "Bill" Carrol, "Jim" Love, "Bill" Griggs, etc.

Edward Kliesley, Milling Department, was married last month. Accept the congratulations of the boys, "Eddie," and may you live long and prosper.

We had a double wedding recently in the plant, that is, double from the standpoint that both participants are employees of the office. The happy pair are Russell Young and Alice Nichols. We wish them both joy and prosperity.

Ruth Bowman, timekeeper for the Crease and Cover Department, has returned after several months serious illness. We are glad to welcome her again.

Glenn Webster, foreman, vice-chairman of the Foremen's Group, and general all-round good fellow, was married last month to Anna Anselm, who formerly worked in Glenn's department. The boys and girls presented the happy couple with suitable gifts, and the Foremen's Group gave, as a token of their regard, a handsome case of silverware.

Kathryn Keagle, of the office, has been granted a few weeks leave of absence to recover her good health. Kathryn had a narrow escape from drowning last summer, and her nervous system has suffered in consequence. We wish her a speedy return.

THE ALIBI LEAGUE

The "Alibi" Shutter Bowling League, which, like Topsy, "jus' growed," gave an astounding exhibition on the alleys on their opening night, a special feature being "How not to hit 'em" by "Gus" Krenzer and "Art" Burchard. The schedule calls for ten games—providing the "sewers" last that long. The scores have been withheld from the sporting pages of the newspapers, owing to a bad epidemic of splits which the players are suffering from which prevents their stars entering the A. B. C. tournament, unless the tournament is played in Montreal.

Mildred Reiter entertained the members of the Inventory Department at her home, providing a chicken dinner and suitable amusement. The vocal selections of Irene Kress were much appreciated and the assembly danced until the wee small hours of the morning. Thanks are expressed to Mildred for her cordial hospitality, and to "Bill" Stark who acted as chairman.

"Joe" Kersner, of the Cost Department, is under the weather, having had his tonsils removed, and suffering from inflammatory rheumatism. Here's wishing him a speedy recovery.

Our champion billing clerk, Archie Johnson, has been presented with a baby girl, "Eleanor."

It is always a pleasure to see the smile Marie McAdam has, whenever one has occasion to go to her "Information" desk. We have missed Marie for a few weeks and are glad to see her on the job again.

The bowling girls are still very much in evidence this social season. Over two tons of charm and beauty comprised a sleigh ride party, making their rendezvous at Bernice Martin's farm in West Henrietta.

MAIN



OFFICE

G. C. ROCKWELL, *Editor*



THE TEN THOUSAND DOLLAR CHORUS

A BIG SUCCESS

"THE CHINA SHOP" SURPASSES EXPECTATIONS

We do not know whether Flo Zeigfeld, or any of his representatives were in attendance at the performances of the K. O. R. C.'s big show, "The China Shop."

Anyhow, the show had all the things that would appeal to the famous producer of the "Follies": youth, beauty, grace, good music, good voices, and thorough training.

The Matters, Carl and Marie, were both in splendid voice and acted their parts with spirit. "Ken" Williams firmly established himself as a comedian of parts, and the support was adequate in every respect.

The capacity audiences at all three performances voiced their approval in a most enthusiastic manner, and the encores and curtain calls demanded were sufficient to delight the heart of the most hardened professional.

Arthur A. Penn, the author of the play, made a special trip to take in the initial performance, and was loud in his praise as to the way the big show was put over.

Last year's "College Days" made a hit; this year "The China Shop," an even bigger one; next year—well, we'll leave that up to the K. O. R. C., and rest content.

A SLEIGH-RIDE

Not so long ago about twenty-five boys and girls of the twelfth floor chartered a sleigh and betook themselves to Tyler's Inn at Pittsford for a dinner and dancing party. There have been sleigh-rides before and there will be sleigh-rides again, but never was a sleigh-ride like this. The revellers reached home in the "wee sma' hours" of the morning, pausing on their journey long enough to serene their editor, for which kind attention he is duly grateful.

TAXES AND INDIANS

The regular monthly meeting of the Progress Society took place on Monday evening, February 12. Harry L. Stearns, of the Tax Department, gave an interesting talk on income taxes, with special attention to the changes in the law which will affect this year's returns. The members then thoroughly enjoyed an illustrated talk by George Kellogg on "The Indians of Western New York." Mr. Kellogg is an authority on this subject and has a large number of beautiful slides.



THE RECORD BREAKERS

A NEW RECORD

There are some folks who enjoy breaking things. Three employees of the Finishing Department can be classed under this head. They are Frances Ditchburn, George Switalla, and Michael Powers. While we have no evidence to produce, we feel sure that in their infancy, they enjoyed breaking their nursing bottles and in later years undoubtedly have amused themselves with breaking a few hearts. Their latest achievement is completely wrecking the old records for producing 11 x 14 enlargements. Early in February these three finished up a day's work with one thousand two hundred fifty 11 x 14 enlargements to their credit. The best previous record, made last year, was one thousand sixty. When it is considered that this includes printing, developing, fixing, and washing this number of enlargements, the chances are that it will be some time before the figure will again be reached or even approached. These three have done something worth while and are to be congratulated, and the best part of it all is, that their hats still fit them.

AN ANNUAL EVENT

Pigs is pigs, but roast pig—Oh, man! For the past dozen years the Bookkeeping Department has held an annual pig roast at Hafner's Hotel on St. Paul Street, and every year in every way they grow better and better. This year the event took place on the evening of Monday, February 5, and it broke all previous attendance records. About sixty members of the Bookkeeping Department and invited guests took on assorted cargoes of pork and sauerkraut with trimmings. After dinner a portion of the crowd took to the bowling alleys while the rest of them amused themselves telling fortunes with cards, and speculating on the reason why two cubes with an equal initial impulse did not always land with the same surface up.

The party broke up about 12 o'clock, and as far as we know no one had to walk home. Give us more nights like this!

The heartfelt sympathy of the Sales Department is extended to Mr. T. L. Hart of our traveling force, on the death of his wife, Ellarose Quinlivan Hart.

Mrs. Hart, who prior to her marriage, was a Kodak Girl, having worked in Mr. Hersey's Special Billing Department, was stricken while visiting her family in Rochester and died Friday, February 16.

The Sales Department extends its sympathy to Helen Doyle, whose father died suddenly, February 11.

The Sales Department expresses its sympathy to Katherine Gilgan for the death of her sister, Margaret, which occurred in Los Angeles, February 20.

Margaret, who was one of our former co-workers, had won our hearts by her sweetness and gentleness, and it was with great sorrow that we learned of her death.

A farewell dinner was given in honor of Howard J. Wilcox, who has been an employee of the Billing Department for a number of years, and who left the service of the company on January 31.

After the dinner Charles R. Hersey spoke a few fitting words which were responded to by Mr. Wilcox.

Without exception, every one keenly felt regret, but successfully turned it into an evening of enjoyment. An orchestra, composed of the following members, furnished music for dancing which was held in the Girls' Rest Room on the third floor.

Frederick Huber, pianist.

Ernest Miles, violinist.

Harold Spiegel, saxaphonist.

Horace Lloyd, trombonist.

Charles R. Hersey, cornetist.

Louis Goetzman, drummer.

It is the wish of the department that Mr. Wilcox experience every success in his new undertaking.

The Export Department has a new recruit in the person of Armin S. Baltzer.

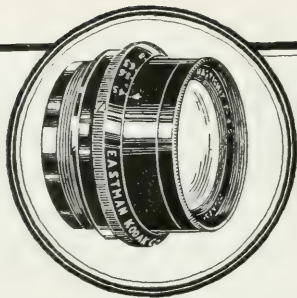
There was much rejoicing and hand-shaking in the Testing and Packing Department recently when Frances Gray returned to work. Frances looked hale and hearty after five months absence in quest of health.

The Repair Department is sorry to lose Elizabeth Miller, who left the office to take up her position as chief assistant to Mr. Phillip Love. The wedding ceremony took place at St. Peter's Rectory in West Main Street on January 11. The happy couple are now living at 31 Rosalind Street. Best wishes, Elizabeth.

On Monday morning, February 12, at the Immaculate Conception Church, Miss Anne Clark, Sales Department, became the bride of Alfred Petzold, of Kodak Park. They both have our good wishes and Anne's many friends testified to their good will by making her kitchen shower one of the largest and brightest ever.



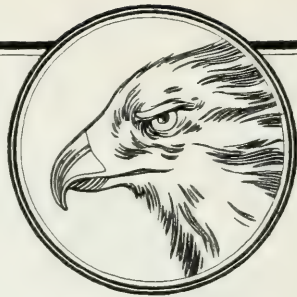
OUR CARTOONIST'S IMPRESSIONS OF "THE CHINA SHOP"



HAWK-EYE

E. J. MEINHARD

Editor



JOHN LEHLE, Gen. Chairman

MID-WINTER CARNIVAL

Over four hundred members and friends of the Hawk-Eye Athletic Association assembled at the plant for our mid-winter affair. We can safely say that every one who turned out enjoyed one of the best parties ever staged by the Association. The usual bill of entertainment was provided, but it had been arranged with such care that it seemed that a brand new line of attack had been followed to bring to us only that which would prove most interesting.

A large crowd assembled long before the starting hour, awaiting the arrival of "Ed" Link, Harold Groh, Carl Fischer and the remainder of the orchestra, so that they might swing through a few dances before the entertainment. Luck was with them, for they had sufficient time to chalk up two long dances before Marion Odenbach, toe dancer, accompanied by Anna Tafel, daughter of our Experimental Lens Department foreman, staged their act. The excellence of their performance brought heavy applause which prompted the young ladies to favor us with an encore of dancing, and a piano selection by Miss Tafel. "Jack" Vass then announced Mrs. John Lehle, contralto soloist. Mrs. Lehle favored us with several very delightful vocal selections. Two members of the Kurtz family, Marion and Elizabeth,

sisters of our own Ruth and Lois, next proceeded to execute several folk dances. To say that this exhibition went over big would be putting it quite mildly. Franklin Brooks as a tiller of the soil in the immediate vicinity of East Henrietta, and Eckam, the magician, both put on very fine performances to close the bill.

Much dancing, a surprise for the kiddies in the form of sweets, and refreshments prepared under the personal direction of Chef Jack Downey paved the way for the close of this admirable party.

The committees whose faithful services resulted in one fine party were headed by Jack Lehle, general chairman; John Vass, entertainment; Jack Downey, refreshments; Leighton Young, decorations; Arthur Rapp, special entertainment; Howard Werner, publicity; and Edward Murrell, checking.



HELEN KIEFFER

GIRL'S FROLIC

Amid festive decorations, the girls made merry at their fourth annual frolic at the Hawk-Eye Works.

At eight o'clock, Grace Watson opened the program with several splendid piano selections.

A short sketch entitled "The Little Red Schoolhouse," brought out talent hitherto unknown at Hawk-Eye. Lucy Tate, as schoolteacher, experienced grave difficulties in lording over such children as Helen Kieffer, Florence Bess, Gladys Watson, Catherine Wurtz, Lauretta Watley, and Elsie Gutzmer. The antics of these "youngsters" eclipsed even the regular schoolroom mischief. The singing is said to have compared very favorably with that of any kindergarten, while the costumes were second to none. Gladys Watson, the only colored pupil, received hearty applause from her audience as did "Happy" Wurtz. Florence Bess as "Percy," Helen Kieffer as a red-cheeked boy in blue overalls, shy little Elsie munching an apple, and Lauretta in her dainty summer attire added immensely to the evening's entertainment. The whole production was a great piece of work and deserved all the applause it received.

Vivian Groh, daughter of Herbert Groh of the Plating Department, again took high honors with her toe dancing. Vivian finds new admirers at every one of our parties, and never seems to lose the old ones. She was accompanied by Mrs. Helen Gibbs.

Last but not least was the Kurtz trio consisting of our own Ruth and Lois with their sister Frances. With Ruth playing the banjo, Lois the saxophone, and Frances at the piano, the girls were treated to some very good music.

More dancing and a bountiful supply of good things to eat rounded out the rest of the evening, which seemed all too short.

From all reports, this year's frolic was the best ever and our only regret is that it was for girls only.

The party was engineered by a general committee headed by Ruth Albertson. Her co-workers were Anna Kohler, Dorothy Breen, Inez Prentice, and Ruth Kurtz. Edna Steve, chairman of the refreshments committees was aided by Frieda Topel, Loretta Ereth, Wanda Rychwalska and Gladys Watson.

"VAN" RETIRES

William J. Van Dusen, of the Maintenance and Construction Department, retired on the tenth of February, after seventeen years of faithful service. "Van" started at the Premo Works in 1906 and transferred to Hawk-Eye in 1917. He leaves with good wishes for continued health and prosperity from his former shopmates in both plants. His retirement to the home of his sister in Buffalo, at this time, will allow Mr. VanDusen the rest and recreation which he has earned through years of effort.

Martin Uebelman, of the Moulding Department; and Anna Lusk, were married on February 13. After a western trip, Mr. and Mrs. Uebelman will be at home at 38 Cleveland Place.

Bob Meinhart likes it so well in Colorado that he persuaded Eddy to join him. Good luck to both of you.



WILLIAM VAETH

INSTRUMENT MAKERS BOWL

A few weeks ago, "Bill" Vaeth's proteges staged a second pin toppling contest on Hafner's alleys. About twenty members attended and all will swear that it was some party. "Ed" Link was there to tickle the ivories, and those ever welcome songbirds, Boecker and Grossman, warbled lustily to delight every one present.

The Reds, the Whites and the Blues, captained by "Mickey" Dwyer, Emil Meerholz, and "Ed" Staub, respectively, bowled three games of which the Whites took two and the Reds one. To prevent a repetition of prize winners, handicaps had been doled out and they proved very effective. Under this system, "Tom" Lawler took first prize, a pipe; Frank Grossman, second, a cigarette holder; and Hermann Strauss, third, a Hawk-Eye Athletic Association insignia. "Al" Gettner was the unanimous choice as "bowler de luxe" and so he carried off the cut glass ash tray. "Bob" Lehmann had arranged a bean guessing contest which resulted in a triple tie, but Michael Dietrich proved the winner on the second round of guesses. He received an alligator skin billfold as reward.

An evening spent with shopmates tends to bring out many pleasant personal characteristics which are not always in evidence during working hours, and which tend to create better fellowship and harmony among the men. "Skipper Bill" Vaeth looks forward to April 21, when the next gathering is scheduled to take place.

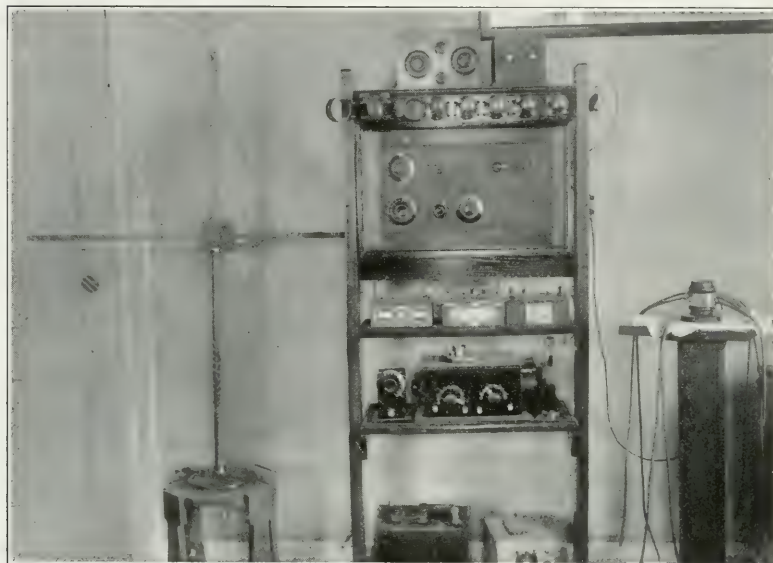
We express our sincerest sympathy to Carl Carlson, of the Mounting Department, whose brother passed away recently.

Frank Grossman, of the Instrument Department, reports the arrival of a nine pound boy at his home on January 17.



FOLMER- CENTURY

CLARENCE H. HARPER
Editor



THIS IS THE FRONT OF PETE'S SET

"BUGS"

As we stated in the February issue of the *Kodak Magazine*, the Folmer-Century Works has its share of radio "bugs." One outfit which is shown in the accompanying photograph, has aroused considerable interest, is the one owned by Peter B. Breemes, of the Assembling Department. "Pete" claims to "get" everything east of Rochester, and also heard from Calgary, Alberta, and Station K. D. B., New Mexico. This outfit consists of two stages each of radio and audio amplification. "Pete" is quite proud of his home-made loop aerial, by which he has recently received Kansas City, Minneapolis, and Denver.

Ora E. Feary, forelady of the Covering Department, is spending several weeks at Daytona, Florida, for her health. Word comes from her that she is gaining rapidly, and that the rest is doing her good. Miss Feary left Rochester on January 22. On her departure she was presented with a leather traveling bag by the heads of the various departments of the plant. During her absence the work in the Covering Department is in charge of Jennie Bradley.

BIG TIME ON MARCH 17

Edward McCormack, President of the Folmer-Century Athletic Association, is very anxious to make the coming year a banner one in the history of the organization. Plans are under way for the Third Annual Indoor Outing to be held at the Y. M. C. A. Building on Gibbs Street on Saturday evening, March 17, 1923. John C. Walz, foreman of the Case Department, who has handled activities of the Alphonse Street Community so successfully, has been appointed to take charge of this affair. Mr. Walz will be assisted by Boyd C. Rollins, Engineer, John R. Barron of the D. & E. Department, William C. Daly of the Experimental Department, Joseph Dreschler of the Wood Holder Department, "Al" Ryan of the Rool Department, and Vincent Burroughs of the Manufactured Parts Stockroom. The Reception Committee will consist of Wm. F. Folmer, Joseph G. Reiss, Frank Moniot, John Gordon, Jr., and George T. Roche.

The stork has again visited one of the Shipping Department families. George F. McKinney is rejoicing over the arrival of a son on February 12. Although at this writing George, Jr., had not yet received a middle name, we would suggest "Abe" as being very appropriate.

EUCHRE TOURNAMENT

A very successful euchre tournament was recently brought to a close with Edward Burns, timekeeper of the Woodworking Department, at the top of the ladder, taking the first prize. He was followed closely by George Jost and John Crittenden, who tied for second place, dividing the cash prize. George Topel, Francis Costigan, and Fred Stiefel all scrambled for foothold on the lower rung. It was decided that the "booby" prize was too small to be divided so cuts were drawn, George Topel being the lucky man.

This tournament consisted of twenty games, two being played each day for ten days, and those who took part are anxiously looking forward to a similar affair in the near future.

The individual scores are as follows:

	Won	Lost
Edward Burns.....	17	3
George Jost.....	15	3
John Crittenden.....	15	5
Jacob Bauman.....	12	8
Frank McKee.....	12	8
Aime Vuillier.....	13	7
James Kirvan.....	12	8
Joseph Dreschler.....	13	7
George Streb.....	12	8
Harry Costello.....	10	10
Charles Smart.....	11	9
Joseph Huber.....	11	9
Albert Fleming.....	10	10
William Campbell.....	10	10
George Rake.....	10	10
Edward Hauser.....	9	11
Otto Petroske.....	9	11
Frank Manske.....	7	11
Frank Perrin.....	8	12
Walter H. Brown.....	8	12
Frank Ehrmentraut.....	6	14
George Topel.....	5	15
Francis Costigan.....	5	15
Fred Stiefel.....	5	15

BOWLING

Due to the scarcity of male bowlers, the ladies of the Covering Department have come to the front and taken over the "Auto Jr." and "Stereo" teams of the Folmer-Century Bowling League, and to date are making a very good showing. The records show that the honors for the girls' teams were carried away by Gladys Fenner with a single game score of 114, and 244 for three games. John Magel has the highest single game score for the men of 251 and the highest total score for three games of 579. The standings of the teams and individual percentages to February 13 are as follows:

MEN

Andrew Sold.....	.172	Ray Meyer.....	.148
John Magel.....	.170	Edward LeBeau....	.146
Arthur Bour.....	.167	Edw. McCormack....	.143
Alfred Schiel.....	.164	Louis Johnroe.....	.141
Stanley Bird.....	.161	Edward Burns.....	.136
Albert Fleming....	.160	James Herbert.....	.136
Fred Fenner.....	.156		

GIRLS

Gladys Fenner....	.77	Dorothy Perkins..	.63
Ida Irving.....	.72	Katherine Perkins..	.57
Pearl Bishop.....	.72	Katherine Darcy...	.57
Myrl Perkins.....	.71	Sue Johnroe.....	.51
Nina Babbage....	.70	Agnes Lynch.....	.50
Grace Drought....	.66		

Mrs. Catherine Werner, who died on Saturday, February 10, is survived by her husband, Morris Werner, of the Finishing Department, and Leo Werner, of the Case Department. We extend our heartfelt sympathy to Morris and Leo.

We note that Frances Everson, of the Cost Department, is wearing a brand new diamond ring on the third finger of her left hand. We understand that Mr. Harry Fitch is the lucky man.

The Assembling Department extends its heartfelt sympathy to Nelson P. Burke, on the death of his mother, which occurred Thursday, February 1.

"CHRIS" PROVES IT

Christian Fleischer says that if you don't think that the Kodak has a strong hold on the vacationist to just take a look at his picture. This shows him at Balance Rock on Bald Mountain in the Adirondacks, counting the yellow Kodak film cartons found nearby. He says that many more were in evidence, but out of convenient reach.

No man can do his work right unless he is doing his best, but he can't do his best unless he is ever trying to do better.

The foolish man "darns" his luck—the "wise" mends it.



CHRISTIAN FLEISCHER

A T H L E T I C S



BOWLING seems to be the only athletic activity in general evidence at the present time.

Basketball is only in evidence at Kodak Park where they have both a men's and a girls' team; both teams are working hard to form solid compact organizations so as to develop team-work to the highest point, mostly with next season in mind.

Preparations are well under way for the annual Kodak Inter-Plant Bowling Competition. Kodak Office, Camera Works, Kodak Park and Folmer-Century will be represented by five-men teams. According to the "dope" the teams are all pretty evenly matched and a hot time is in prospect. With the exception of Camera Works, all bowlers will be men picked from the various departments. The Camera Works team will include Miss Schmitt, who has knocked the pins for an average of 142 in 28 games; she is the leader in the Camera Girls League. The "mere men" of this team will include Kreuzer of the Foremen's League; Ver-

string, Twilight League; William O'Neill, Camera League; and George Kiske.

Kodak Office will have Knapp, Collins, Amey, Geisman and LaDuke, as the probable representatives.

Kodak Park team will be Berickman, Behrns, Thistle, Natt and Service.

Folmer-Century will also have a strong team entered for the fray; the personnel of the team not having been fully decided at this writing.

At present, no plans seem to have been formulated for inter-plant athletic activities for the spring and summer season. Golf and tennis are, however, strongly established favorites so, without doubt, there will be inter-plant competitions in these two particular sports.

The prospects of a Kodak Baseball League for 1923 seem remote, owing to expense and lack of sufficient support.

The office of the editor is always available for conferences, and the editor will be glad to assist in any way the furtherance of inter-plant athletics.

*The man who goes through life
hunting for a soft thing can find
it right under his hat.*

—BETTER BUSINESS

SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF FEBRUARY 15, 1923

	Standing Last Month	No. of Employees	No. of Members	Per Cent. of Emp. Subscrib.	Total Shares
ROCHESTER PLANTS					
1. Hawk-Eye Works.....	1	474	368	77.6%	2,486
2. Camera Works.....	3	1,430	916	64.0%	5,810
3. Kodak Office.....	2	1,108	646	58.3%	6,281
4. Kodak Park.....	4	6,086	2,459	40.4%	19,316
5. Folmer-Century Works..	5	235	68	28.9%	556
Non-Employees.....			298		2,097
OUT-OF-TOWN-PLANTS					
1. Howland & Dewey Co., (San Francisco).....	1	11	11	100.0%	52
2. Zimmerman Brothers (Duluth).....	3	8	8	100.0%	47
3. Chicago Branch.....	2	106	97	91.5%	718
4. San Francisco Branch...	4	64	43	67.1%	321
5. John Haworth Co.....	7	59	37	62.7%	230
6. New York Branch.....	5	91	57	62.6%	516
7. Taprell Loomis & Co....	6	233	146	62.6%	1,031
8. Denver Photo Materials Co.....	8	17	10	58.8%	41
9. Zimmerman Brothers (St. Paul).....	9	27	14	51.8%	84
10. Glenn Photo Stock Co...	11	21	10	47.6%	76
11. Salesmen and Demonstrators.....	12	118	56	47.4%	1,049
12. Eastman Stockhouse (New York City).....	10	34	15	44.1%	171
13. Sweet, Wallach & Co....	13	62	26	41.9%	370
14. Robert Dempster Co....	15	21	7	33.3%	89
15. Milwaukee Photo Materials Co.....	16	18	6	33.3%	44
16. Howland and Dewey Co. (Los Angeles).....	14	60	19	31.6%	112
17. Robey-French Co.....	17	47	11	23.4%	100
18. O. H. Peck Co.....	19	29	4	13.7%	40
19. Northwestern Photo Supply Co.....	18	24	3	12.5%	30
20. Des Moines Photo Supply Co.....	20	24	1	4.1%	10
21. American Aristotype Co.	21	25	1	4.0%	20
Total.....		10,432	5,337	48.3%	41,697

Average Subscription—7.8 shares.

Total Matured or Par Value—\$4,169,700.00.

*It is the practice of
using facts which dis-
tinguishes the educated
man from him who is
a mere collector of facts.*

—MARION (OHIO) TRIBUNE

The KODAK
Magazine



April 1923

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

ACCIDENT RECORD

FEBRUARY, 1923

PLANT	Accident Cases		Accidents per 1000 Employees	
	1923	1922	1923	1922
Kodak Office	1	..	1.03	....
Camera Works	2	2	1.40	1.63
Folmer-Century Works	2	..	8.30	....
Hawk-Eye Works	..	..	....	....
Kodak Park Works	12	9	1.95	1.55
Total — Rochester Plants	17	11	1.83	1.26

NATURE OF ACCIDENTS DURING MONTH

9 cases of injury through bruises, burns, or lacerations, etc.

4 cases of injury through falling material.

3 cases of injury through falling and slipping.

1 case of injury through sprain.

17 employees' accident cases during month.

There was once a hen who never laid two eggs in the same place. All went well until she tried to set. She had her eggs scattered all over the farm, and she tried to hatch them all. The third day she went crazy.

EFFICIENCY MAGAZINE.



THERE IS HEALTH IN THE OUT-OF-DOORS. ARE YOU GETTING YOUR SHARE ?

STACKED CARDS

MANY hundreds of thousands of hard-earned Rochester dollars have vanished into the pockets of salesmen and promoters of highly speculative propositions during the last twelve months.

We do not believe that any large part of this sum departed from the pockets of Kodak employees because we have made it our business to warn you as to the chances against you in ventures of this sort.

No one can afford to speculate—gamble—with their total reserve capital, and this is just what most of the folks have done who have put money into some of the ventures which have recently gone to the wall.

If the collapse of such ventures only affected the well-to-do who could afford to gamble a few hundred or a few thousand dollars to learn a lesson, it would not so much matter, but the great majority of such losses come from the pockets of those who risked their all.

Every prudent person will make strenuous efforts to lay aside a portion of his earnings and to put such money to work pending the time when it will be needed.

To provide a means for the safe investment of such funds is one of the chief functions of the Eastman Savings and Loan Association.

Here your money is absolutely safe, working for you all the time, and instantly available when you need it.

Stock salesmen are smooth talkers, they have to be to hold their job, and so even against your better judgment you may sometime listen to their glowing tale.

In such case, do not be rushed off your feet, and sign a contract to pay out any money before you investigate.

You can easily find out the truth and learn whether the proposition comes under

the head of an investment, or a wildly speculative gamble.

Any banker will be glad to advise you; our Legal Department is only too willing to investigate any such proposition for you.

Forbes Magazine has published an investors' questionnaire, prepared by the New Jersey Bankers' Association, which is as follows:

Date.....
Name of company.....
Name of salesman.....
Kind of stock offered.....
Total issue of stock.....
Stock given for property.....
Stock given for good-will.....
Stock given for patents.....
Are you taking any Liberty Bonds?..
If so, at what price?.....
Amount of cash needed.....
Par value of stock.....
Market price of stock.....
Has the stock a ready market?.....
If so, where is it listed?.....
Is the stock accepted by banks
as collateral for loans?.....
If so, what banks have accepted
it to your knowledge?.....
What are the present net earnings?..
Bank references.....
Names of officers.....
Former occupation.....

If the stock salesman refuses to fill out this questionnaire, have nothing more to do with his proposition, as this is evidence enough that he is fostering a doubtful proposition. Even if he does fill it out, do not sign any contract or pay over any money until you have consulted with some one who knows.

Seek advice *before* not *after* you have parted with your good money.

HELPING THE DEALER

A GLIMPSE OF OUR STUDIO WORKSHOP



ARTHUR DAILEY COMPOSING THE DISPLAY SHOWN ON PAGE 5

IN these pages you have been made familiar with a good many of our various manufacturing departments and processes, and have been given some idea as to how our many products are marketed.

It would avail us but little, however, if we stopped at getting the goods on the dealers' shelves.

We have got to go further than that; we have got to help the dealer to get them off his shelves as rapidly as possible so we can sell him more. This part of the job falls upon our Advertising Department.

You are, of course, familiar with our never-ceasing advertising in the magazines and newspapers, all directing the consumer to the store of the dealer.

Our advertising is, of course, to create a desire to possess in the minds of the readers, but this desire must be sustained so as to get the prospective customer into the store of the dealer.

The greatest advertising asset possessed by any store is its display windows; in

fact, it has been estimated that forty per cent of the rent should be charged against the display windows.

This being the case, it is highly important that the dealer make the greatest possible use of his windows and install displays that will attract and hold the attention of the passersby and induce them to enter the store.

Among the many dealer aids issued by our Advertising Department is a monthly publication called *The Kodak Salesman*. This is sent to all dealers handling our products and to such of their employees as they may elect.

Realizing that in many instances the dealer and those in his employ, have little or no knowledge of the art of producing successful window displays, our advertising department has a special staff whose duty it is to think out and work up attractive displays of our products.

For this purpose a combined studio and workshop has been installed. This contains a dummy show window where



THE FINISHED DISPLAY. See page 4

the displays are worked out in detail. When the window display is complete, it is then photographed and reproduced in *The Kodak Salesman*.

All of our window displays are based upon some selling idea, and as often as possible made to key in with our national advertising for the month.

Many of our dealers' windows are small, and their resources in the way of decorative material limited, so we endeavor to keep our displays as simple as possible so that they can be easily installed.

The illustrations accompanying show our studio workshop with one of the staff engaged in installing a display, and also

the finished display ready to be photographed and passed on to our dealers.

The dummy window is without glass so as to avoid reflections and is equipped with quite a complicated set of lighting fixtures so as to produce the proper effects.

In the illustration showing a small section of the studio, you will also note the various electric bank and spotlights and the large studio camera.

In this studio are photographed all the new models of Kodaks and other apparatus for use in our catalogues, and other advertising, but this work is a story in itself which we will reserve for another time.

Don't forget to send the name of the new baby to the Eastman Savings and Loan Association. We have an interesting message for each one.

FROM EVERY CLIME

RIGHT at the front door of Kodak Park, so to speak, alongside the Information Window, one finds the Purchasing Department, which is, doubtless, a good arrangement, for to this department probably come more callers in the course of an average day than to any other at the Park.

These callers, of course, are usually salesmen who have come in an attempt to dispose of some one of a thousand different kinds of products, and while, naturally, not every one of them makes a sale every time he comes, altogether they manage to sell us an astounding quantity of material in the course of a year.

To enumerate here even half of the different kinds and quantities of material bought annually by the Purchasing Department would be nothing more than a bookkeeper's record, and as such, of little interest to us. It may, however, serve our purpose better to trace the course of the raw materials which enter into the production of some of the Kodak Park output, and the part which the Purchasing Department plays in procuring these materials.

Readers of *The Kodak Magazine* will perhaps remember an article which appeared in October, 1920, telling "How Kodak Film is Made." Some of them may even more recently have seen the motion picture, "A Trip Through Film-land," which covers the same subject. In the article in question, the process of film manufacture is divided into four parts: first, the chemical proportions of raw materials, such as cotton and silver; second, making the support 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 of shipment.

Cotton by the Carload

In the first place, then, we find that *cotton* and *silver* play a leading role in

film manufacture. The records of the Purchasing Department make us realize just how prominent that part is when they tell us that cotton is purchased at the rate of nearly 20,000 pounds per day. The actual figures given in the motion picture, "A Trip Through Film-land," are four million pounds a year, or about eight thousand bales.

As you know, the raw cotton is first washed and dried, and then mixed with nitrating acids. The purchase of some of these acids and of the raw material from which we make the others is no small job in itself. This statement is borne out by the fact that the Purchasing Department orders some six thousand tons of heavy acids each year, in addition to which we manufacture considerable quantities of acids ourselves. Two products which play a large part in the acids in manufacture for our own use are sulphur, our annual purchases of which run about seven hundred and fifty tons, and nitrate of soda, of which we buy five or six thousand tons a year.

Aside from the acids which we buy and make ourselves, we find it necessary to purchase for use as solvents several other chemicals, the total averaging over three million, two hundred and fifty thousand pounds.

We are still, you remember, dealing with the process of making the film base upon which the emulsion is coated. And, before we are ready to begin the coating process, our Purchasing Department will have found it necessary to procure for us each year from two to three million pounds of other solvents.

When, finally, the film base is made and ready for coating, we shall require each year one million, five hundred thousand pounds of gelatine, which is combined, among other things, with silver nitrate solution in making the sensitive emulsion. This will help to explain why our silver purchases reach the surprising figure of from twenty-five thousand to thirty thousand pounds of pure bullion

a month. In fact, there is in the United States but one larger consumer of silver than Kodak Park, and that is the United States Mint.

The film being coated it still remains to put it in roll form, and pack it. The duplex paper, and the red paper which is rolled around the film now come into the limelight. Our yearly purchases of these two kinds of paper average about forty carloads, each car containing around sixty thousand pounds.

Even the tissue used in making the carbon paper for the autographic film requires a yearly purchase in this item of about two hundred thousand pounds.

Wood Enough to Build a Village

A seemingly small item which one would at first be inclined to overlook, is film spools. Nevertheless, for the manufacture of these spools only, we buy each year about one million, five hundred thousand pounds of steel. For the wooden dowels of these film spools, the Purchasing Department bought during the year 1920, between sixty-five and seventy carloads of lumber, enough to construct about fifty-eight six-room frame houses like those erected for Kodak employees on Rand Street, under the supervision of our Industrial Relations Department.

Then, before the film is shipped, it must be packed in the familiar yellow cartons. In the making of these cartons, from four hundred to five hundred tons of paper box board is used annually.

And yet, this enormous bulk of material procured for the manufacture of film is far from all of the work of the Purchasing Department. Consider for a moment some of the items which go into the manufacture of paper. For this purpose we buy annually eighteen thousand tons of paper stock, and from three thousand to five thousand tons of ten or twelve miscellaneous kinds of material. All this is for just plain ordinary paper stock, still unsensitized. For the sensitizing of this

paper, we have to have each year from seven hundred and fifty to one thousand tons of miscellaneous chemicals.

Another line of the company's activity is the manufacture of photographic chemicals. In addition to the chemicals which are made at the Park, others are bought from outside sources for re-sale to users of photographic goods. From the two sources the company disposes of in the neighborhood of three and one-half million pounds per year.

Out of the Beaten Track

To obtain these various supplies, the Purchasing Department, of necessity, is constantly in touch with all corners of the earth, and material is bought from practically every country on the globe.

In addition to the items enumerated above, which enter directly into our manufacturing operations, chiefly as raw material, the Purchasing Department is called upon to supply, annually, a surprisingly large number of unusual things, such as about two hundred thousand pounds of nails; two million pounds of box board for packing dry plates and sensitized paper; one million, five hundred thousand pounds of fiber board and corrugated paper for shipping; six hundred thousand pounds of tin plate for motion picture and other film cans; one hundred thousand pounds of aluminum foil for wrapping film; between thirteen and fourteen thousand jars and pitchers for emulsion work; from forty to fifty thousand yards of silk for adhesive plaster. And then, there are thousands of miscellaneous items running all the way from pins to steel rails. Altogether, this Department handles from eight to nine thousand different items yearly.

Small wonder, then, in view of this large annual volume of raw materials shipped into the Park, that the company finds it necessary to maintain its own railroad spur with 5.81 miles of track, and receiving warehouses covering five and one-half acres of floor space.



WHAT ABOUT THAT VACATION ?

SPRING fever, yawns, a few dirty little piles of melting snow, marbles, kites! They are all here even to the robins in the skeleton trees.

"Where're you going on your vacation?"

"Vacation! Why I just paid my income tax. What do you mean by suggesting a vacation now?"

"I should worry about income taxes. I make sure of my vacation anyway. Want my secret?"

"Sure do."

"Well, I just start a little Santa Claus Club on my own hook, only I start in the middle of the summer so when next vacation time comes, I draw out my money and am sure of enough to buy bait and fishing tackle anyway."

"Where're you going to use your fishing tackle?"

"Haven't decided exactly for this year. May stroll up to Canada. Some of the fellows brought back some wonderful fish stories with them last year. May go up and match 'em."

"Well, that's not my idea of a vacation.

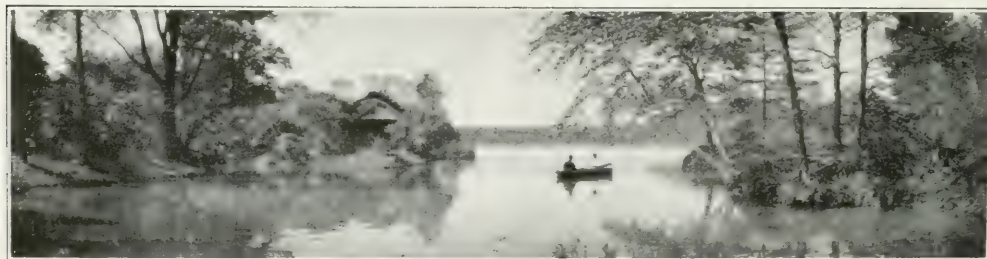
I'd like to take my wife and kiddies down to the lake and fix them up for the summer. I can spend my vacation with them and go back and forth the rest of the summer. I'd know they weren't in the streets being run over then."

The Vacation Bureau is ready to assist any who are interested in planning their vacations.

It is sometimes possible if a group of several are planning to go to a summer resort together to get reduced rates. In fact, we have had a communication from a camp in the Muskoka Lake region in Canada, making such a proposition.

Incidentally, we would appreciate hearing about the places where enjoyable vacations were spent last year. Drop us a line giving the locations, a short description, and some of the attractions, and your name and department. Then we can pass on the information and insure to others a satisfactory vacation in a well recommended place.

Address Vacation Bureau, Industrial Relations Department, Kodak Office.



Just a hint! Buy Savings Shares in the Eastman Savings and Loan Association for your vacation fund.

THE NEW TONIC VERSUS THE OLD

YOUR best tonic—vegetables, fruits, and milk, water in abundance mixed with fresh air and exercise. Even the radio is giving us this advice. When “it is in the air” to that extent, we should heed the message.

Why are vegetables, fruits and milk suggested to take the place of our friend of former springtimes? Have you read the label on your tonic bottle to see what you are taking? Iron, phosphorus, potassium, sulphur, and other mineral matter are mentioned. “Good for the blood.” Of course mineral matter is good for the blood, and not only for the blood, but nerves, muscles and other tissues. But would you not prefer taking your tonic as an agreeable fruit or vegetable salad, a creamed vegetable soup, a dish of spinach or cauliflower, cabbage served as cold slaw, celery as a relish, in salad or in soup? Think of the variety of delectable dishes that we may place upon our table with vegetables, fruit, or milk, as foundation or in combination.

Why did our grandmothers stew up burdock roots? Why did they line up the family and give each his daily portion of sulphur and molasses? Mineral matter again. If we could be convinced of the value of eating each day a green, leafy vegetable (one that grows above the ground), fresh fruit (an apple or an orange), a pint of milk (in soups, custards, on cereal), the temptation to invest in “tonics” would be slight.

But our fruit, vegetables and milk can boast of virtues not possessed by the “tonic.” Vitamins are present in abundance. Vitamins we know are necessary for the adult as well as for the child. We can store but one of them; the others must be supplied by our daily food if we would regulate the body rightly. To be on the safe side, eat some raw fruit and vegetables and use a pint of milk daily. Fruits and vegetables are also a spur to the intestinal tract. They give the muscles of the walls of the bowels something to grip. This means a stimulation, a better movement throughout, and the food is not so apt to linger and cause trouble.

Water in abundance! That means to begin and end the day with at least a glassful. Between times, take four to six glasses, making the total six to eight.

Exercise in the open air. If you do not play ball, tennis or golf—walk. Everyone can walk. But when you walk, walk hard.

Fill out this prescription and take a large daily dose: green, leafy vegetables (raw and cooked), raw and dried fruits, a pint of milk, six glasses of water, at least half an hour's brisk walk in the open air. Taken regularly the year round, the results will far surpass the “old-time tonic.”

Better health can be yours, but like all good things, you must work for it.

HOUSES TO RENT ?

THIS is the season of the year when the moving vans are much in evidence. If you know of any houses that will be vacant tell us about them so we may pass the information on to the person who is looking for a place. Please give all the information you can about a place, especially the rent and the owner's name and address if possible.

In regard to rooms, we would like to get names and addresses of people who have rooms to rent and who are willing

to give board, or allow light housekeeping privileges. Those within walking distance of any of the plants are most desirable. Give information as to price, conveniences, laundry arrangements, preference for men or women, and any other items of interest. Be sure to give the complete address and telephone number.

Please don't forget the fellow who needs one—especially the family man.

Send your information to the Industrial Relations Department, State Street office.

The Kodak Magazine

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

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SOME folks are never happy unless they have something to worry about. If they cannot immediately locate some trouble of their own, they will be tearfully satisfied with some misfortune of a neighbor.

Possibly the chronic worrier, like the mosquito, has really some beneficial purpose in the general scheme of things, but if so, it has not so far been determined.

One thing, however, is sure that no one can do a good job of worrying and a good job of work at the same time.

Worry provides no energy; it works always in reverse and down hill.

Worry can never help you surmount an obstacle. Work can.

"I am an old man and have had many troubles, most of which never happened." So runs the inscription carved over the fireplace in the library of a good friend of ours.

Barnum, the famous showman, of earlier days, declared that the turning point in his career arrived as the result of a sudden decision.

Early in his activities he had a hard struggle to keep going, and this caused him to worry, and to lose a whole lot of sleep.

One night he was pacing the bedroom floor in deep depression, when his sighs awakened Mrs. Barnum, who demanded to know what was the matter.

"It's that bill of Smith's," replied he. "It has to be met tomorrow and I haven't a red cent."

"Get back into bed," said Mrs. Barnum, "and let Smith do the walking."

Possibly Mrs. Barnum's indifference is not to be commended, but her philosophy was sound.

Worrying would not mend matters; on the other hand it weakened Barnum's ability to successfully deal with the situation.

Do not, however, confuse worry with dissatisfaction.

The completely satisfied person is almost as bad off as the grade A worrier. Worry nullifies effort and satisfaction kills energy and ambition.

It is perfectly all right to experience dissatisfaction with yourself, or with conditions, because then all you have to do is to work a bit harder to get what you want, but if you worry you cannot even successfully plan, let alone work your way out.

"A GOOD man likes a hard boss," so remarks William Feather in *Forbes Magazine*.

"I don't mean a nagging boss or a grouchy boss. I mean a boss who insists on things being done right and on time; a boss who is watching things closely enough so that he knows a good job from a poor one. Nothing is more discouraging to a good man than a boss who is not on the job and who does not know whether things are going well or badly."

When a new man comes to work with you, you can pretty closely determine the sort of a boss he has had. Training under a good boss is hard to eradicate. If the newcomer has been trained under the right sort of a boss it shows in every thing he does. If it isn't right, it just don't go with him.

The hard boss is not always the most popular one, but he turns out real men, the kind that get there when the time comes for them to assume responsibility.

START NOW

"W^{AY} back in the subconscious mind of all sane thinking married men (if such there be), there lurks the evil, soul-consuming temptation to send wifey to the country some day. In fact, it has been recorded that once in those ancient days before female supremacy, a glee frenzied fortunate wrote a song about that very theme; and it is with a similar inspiration that we take pen in hand to set down this accumulation of priceless information on just how one should go about attaining this much-dreamed of temporary emancipation, says "Baer Facts," published by the stationery house of Baers, Canton, Ohio. In the first place, one should brush up on one's knowledge of the culinary art. Try two or three backhand strokes with the skillet every day and shadow-box the dish rag for an hour at least. Also, a few practice shots at the ash container with some empty bean cans will help you get the range before the big rush is on.

A book, "Handy Helps for Hopeless Husbands," can be had at all good book stores. It tells of the many delightful dishes that can be made from ham and

eggs. This is very valuable information as no matter how you garble the recipes you cannot get anything but ham and eggs—a most nourishing food. Do you remember that famous remark of the famished camper who said, "Now if I only had some ham, I'd have some ham and eggs, if I had some eggs?"

Secondly, it is necessary to find three other good poker players who are able, both physically and financially, to send their wives away at the same time. And last but by no means least, one should figure out just how one is going to induce his own friend wife to take the aforesaid jaunt. This is where the hard part begins.

We have found that the best way invariably is to publish in the local news a vivid account of wifey's preparations to visit a fashionable resort. The results are amazing. She simply must go to save her pride.

Of course, when you have succeeded in bringing about this longed-for state of pseudo-bachelorhood, you've got to be able to take a lot of time away from business in order to enjoy it."

FOR BASEMENT WALLS

SOME Sunday morning when you and the wife are wading through the paper she will pause suddenly, look at you earnestly, and remark: "Jim dear, the basement walls are getting to look awful dingy, and I wish you would give them a good coat of whitewash."

Deep in some feature article you grunt "uh huh" and hope to get away with it by following with, "sure I'll whitewash 'em if I can only get some good whitewash."

So do not allow your wife to see this unless you wish to have your bluff called, for here follows the recipe for Government whitewash. This wash is whiter than

most of such mixtures, and spreads so evenly that a pint covers nearly a square yard, and that lasts well when used on outside jobs.

Slake one-half bushel of fresh lime with boiling water, covering the receptacle to keep in the steam. Strain the liquid through a fine sieve, and add seven pounds of fine salt, previously dissolved in warm water; three pounds of ground rice, boiled to a thin paste and stirred in; one pound of white glue, soaked first in cold water, until swollen, then carefully melted over fire. To this mixture, add five gallons of hot water and let it stand covered for a few days before using.

HOW TO BE CAREFUL

IF you have children, read this to them, and impress upon them the significance of every paragraph. It may be the means of saving a limb or a life and prevent heart aches which naturally follow an accident which brings sorrow into the home. Grown folks as well as children may also profit through the observance of these few simple rules relating to Safety.

Never step off the sidewalk into the street without first looking both ways to be sure that no vehicle of any kind is near. Look to the left until you reach the middle of the street and then look to your right.

Do not cross the street diagonally or in the middle of the block; wait until you get to a crossing at the end of the block, then cross at right angles.

Under no condition should you catch hold of any moving vehicle. Many children are maimed and killed each year as a result of this dangerous practice.

Do not touch any part of an automobile standing in the street.

Do not play on railway tracks, and never cross a railway track without looking both ways to see that no train is approaching nearby.

Do not put your head or arms out of open windows of a railway train.

Do not rest your arm or place your hand on the window sill of a railway coach where the sash might fall and hurt you.

Don't try to cross close behind a moving train. Another train might be approaching on another track from the opposite direction.

Do not light a match if you smell gas in a room. Let some older person do this who understands better the danger of an explosion.

Never at any time or place, touch a swinging electric wire. It may be charged with sufficient current to badly burn or kill you.—*National Safety News*.

KODAK TRAFFIC BULLETIN

THE latest addition to our family of company publications is the *Kodak Traffic Bulletin* issued monthly by the Traffic Service Bureau of our Traffic Department.

The *Kodak Traffic Bulletin* is exceedingly modest in appearance but strictly business all the way through.

Each issue contains much valuable information concerning traffic problems, such as the latest freight classification rules, causes of overcharges, and other matters of importance to shippers, both domestic and foreign.

COLDS

In Peary's Arctic expeditions—even on the trip when he reached the pole itself—neither he nor any of his people suffered from colds at all. But they caught them, like any one else as soon as they got back into civilization, where they encountered people who had colds already. While they were away from colds they caught none—how could they catch them when there were none there to catch? Stefansson and Amundsen and all the Arctic explorers back to Sir John Franklin and then back of him again had just the same experience. Ask all the people you know who have fallen through the ice in winter and then gone home through the cold winter day in their wet clothes, whether they had colds following their immersion? Ask them and write in to us and tell us what you find out. You will be surprised, probably, to find that not one in ten of them showed any bad effects from their sudden chill at all!

Colds are infectious diseases—almost always. Persons with colds should avoid giving them to others—people without colds should avoid catching them from others. Carrying out these ideas would cut our colds by 50,000,000 attacks per year less than we have now—cut them in two at least—and then we would not, as a race, lose any more time from colds than we do from tuberculosis. We lose twice as much time now, you remember!



KODAK PARK

ROBERT A. WEBER
Editor



OFFICERS OF THE KODAK PARK ATHLETIC ASSOCIATION FOR YEAR ENDING APRIL 1, 1934

K. P. A. A. BODY ELECTS JOHN S. HARMON TO PRESIDENCY

NEW OFFICERS OF THE K. P. A. A.

<i>President</i>	John S. Harmon
<i>First Vice-President</i>	Fred J. Grastorf
<i>Second Vice-President</i>	Nelson Milne
<i>Secretary</i>	Robert A. Weber
<i>Treasurer</i>	"Ben" MacMillan
<i>Trustees</i>	Josephine Rigney
	Jack Brightman
	Robert Reid

The choice of the membership body in their selection of John S. Harmon, of the Reel Manufacturing Department, for president, is something of a testimonial in appreciation of the earnest manner in which he has contributed towards the success of the Association's activities.

To the retiring president, Donald McMaster, we extend a vote of appreciation for his untiring efforts during the past term. Under his guidance the affairs of the Association have progressed very favorably, most noteworthy being the return of athletics to their former prominence. Social events were also of the highest order and popularity, it being estimated that upwards of 12,000 had attended the Community Night entertainments and dances alone.

Following are the final results of the 1923 election:

<i>President</i>	
John S. Harmon.....	1,491
Alfred A. Ruttan.....	945
Fred H. Wignall.....	948

First Vice-President

Charles J. Casey.....	858
Dr. Hans T. Clarke.....	794
Fred L. Grastorf.....	1,642

Second Vice-President

Charles E. Martin.....	993
Nelson Milne.....	1,223
Dr. Ben J. Slater.....	1,054

Secretary

Herbert Benzoni.....	1,138
James Ward.....	826
Robert A. Weber.....	1,340

Treasurer

"Ben" MacMillan.....	1,765
Fred Wilmot.....	1,471

Trustees

Jack Brightman.....	1,453
George H. Cannan.....	512
George Englehardt.....	1,276
Herbert Gosnell.....	393
George Klein.....	531
Robert Reid.....	1,567
Howard A. Sauer.....	181
Jackson B. Wells.....	559
Miss Anna Cosgrove.....	759
Miss Esther Furlong.....	555
Miss Emma MacBride.....	618
Miss Helen Quinn.....	397
Miss Josephine Rigney.....	771



NELSON MILNE, Chairman

ST. PATRICK'S DANCE GREATLY ENJOYED

The annual St. Patrick's dance was held in the Assembly Hall, Friday evening, March 16. This was the sixth and last party of the winter dance series given under the auspices of the K. P. A. A. and proved to be one of the most successful of the season. Nelson Milne of the Velox Department was chairman.

Profiting by the experiences at all the other dances, the members of the St. Patrick's dance committee eliminated everything but the sure-fire features. The decorations were in charge of a sub-committee headed by John Harmon, who turned the actual work over to The Fred Sabey Company, who, with bunting, flags, and paper in green, gold and white, effected a most delightful combination, which was further enhanced through the use of colored lights.

A true carnival atmosphere prevailed, due perhaps, to the souvenirs, gay colored gas balloons, which were presented to the dancers as they entered the hall. "Alf" Monk's orchestra played.

Great credit should be given to those who participated in making this dance so completely a success. Not alone those who served on the committee, but the ticket sellers and boosters, each one doing his or her part, gave enjoyment to all who were present.

Following are the names of the general committee: Nelson Milne, chairman; Nan Cleary, Frances Fox, Louise Hutchison, Laura Connaughton, Alice Turner, Marguerite Ellis, Ruth Larke, Herbert Benzoni, Austin Culligan, William Connors,

George Milne, William Fennessey, Paul Bahr, George Englehardt.

Special Committees: Decorations, John Harmon, William Doane, Charles Schlansker, and William Zimmerli. Program: Charles Suter, Horace Robinson and Emma MacBride. Finance: Paul Wulf, Thomas Ryan, and Florence Doescher. Music: Marty Gardner, Clayton Benson. Publicity: Robert A. Weber. Checking: A. D. Bessey. Feature: William McAuliffe and John Grinnan. Refreshments: Fred Grastorf.

BAZAAR AND DANCE, APRIL 6

For several very good reasons the Bazaar and Dance which was to have been held under the auspices of the Basketball club on March 7, was postponed at almost the last moment. The new date set for this affair is Friday, April 6, and it will be a joint activity of the Basketball club and Soccer team.

A meeting was held on March 15, at which time plans were discussed and committees appointed. John Harmon, newly elected president of the Kodak Park Athletic Association, who had been selected as chairman for the March party, resigned this position in view of the fact that his term of office will have begun on April 1. Fred Grastorf, recently elected first vice-president of the Association, accepted the position of chairman for the April activity and selected as sub-chairman Jack Schaeffer, who will have charge of the dance, and Ralph Breary to attend to the supervision of the Bazaar.

The music committee composed of "Jack" Brightman and Clayton Benson, have engaged "Alf" Monk's orchestra, which will meet with general satisfaction.

The refreshment booths will be in charge of Mrs. Alice Turner and Mrs. Cissy Eddon. Leigh Rife and Jack Schaeffer have been assigned the duty of providing suitable decorations and the "A. D. Bessey Company" are to look after the checking.

Numerous features and surprises are being planned for this party. To begin with there will be several door prizes. Each ticket will be numbered, the stubs will be collected at the door, and during intermission the drawing will take place. These prizes will be well worth your interest, one of them being a radio set with phones complete, and ready to operate, with the exception of the aerial.

In all there are nearly 100 persons engaged in the preparations and sale of tickets for this affair. The plans and specifications call for the biggest, best and most enjoyable party ever held at Kodak Park. You won't want to miss it, we are sure.

CINE SLITTING GIRLS BID FAREWELL TO FELLOW EMPLOYEE

The girls of the Cine Slitting Department held a farewell party on Friday evening, March 2, in honor of Constance Morris, who left the employ of the company to take up her residence in Cleveland, Ohio.

The girls first attended the Temple Theatre and afterwards went to the home of Anna Senke, where lunch was served and games played. Constance was presented with a friendship token as an expression of the high esteem in which she is held. She will be greatly missed by her many friends, and the good wishes of all go with her to her new home.



THE "CHAMPS" OF THE K. P. A. A. LEAGUE

SOCCER CLUB WINS BASKETBALL CHAMPIONSHIP

Playing unbeatable basketball during the last few weeks of the K. P. A. A. basketball league schedule, the Soccer club team came from behind and surprised everyone by winning the deciding game from the fast Velox outfit. The race during the season was more or less confined to four of the teams: Velox, E. & M., Soccer, and Research, with the odds in favor of the Velox. Team work and the right spirit had their bearing on the final result and the Soccerites emerged victorious.

On Thursday evening, March 8, the members of the winning team were the guests of the league at a dinner and bowling party held at Hafner's Hall, St. Paul Street, about fifty officers and fans being present.

To Charles Brightman, of the Research team, belongs the individual high score honors. "Charlie's" record is exceptional in view of the fact that of his total of 146 points scored only 14 were free throws on fouls, he having made 66 baskets from the field

in 14 games, an average of five per game. Henry McCarthy, of the Velox, is second with 44 field baskets and 22 fouls, making a total of 110. Other good records are as follows: Harold Servis, Yard, 99; Arthur Bahr, Soccer, 93; Sam Maggio, E. & M., 91; Earl Davis, Yard, 88; and Clayton Benson, Soccer, 72.

FINAL STANDING OF TEAMS

Team	Played	Won	Lost	Pct.	Field Goals	Foul Goals	Pts. from Forfeits	Tot'l Pts.
Soccer Club	14	12	2	.857	158	43	2	361
E. & M.	14	11	3	.786	153	34	4	344
Velox	14	11	3	.786	151	29	6	337
Research	14	9	5	.642	160	23	2	345
Yard	14	7	7	.500	125	33	4	287
Box	14	3	11	.214	84	13	2	183
Building 48	13	2	11	.167	48	17	0	113
Office	13	0	13	.000	66	23	0	155

LEGION NEWS

At a meeting of the Guilloid Post held on February 14, Craig Cochrane, of the Industrial Relations Department, talked to the Post members on the functions and service rendered to the employees of the Eastman Kodak Company through and by the Industrial Relations Department. Inasmuch as a large majority of the Post members are Kodak employees, the talk proved most instructive and entertaining.

The Post is preparing to attend the annual legion Mardi Gras to be held April 2 at the State Armory. Unusual interest is being manifested by the public as well as the legion members in this year's event, and the action of the several newspapers of the city who have offered prizes in connection with this affair bids well for its success.

All Kodakers are invited to attend.



INDOOR PRACTICE FOR K. P. GOLFERS

JOHN DONOHUE GOLF MANAGER

John Donohue, who, with Walter Farley, Nelson Bruce and "Gerry" Lane are counted upon as our most ardent golf enthusiasts, has been selected to represent Kodak Park on the Kodak Golf Committee this season. John will work with the other plant representatives in an effort to bring golf to the front as one of the principal summer and fall activities of the company employees.

Since this sport was introduced at the Park about two years ago, the number of players has increased from a mere half dozen to something like one hundred. During the winter the boys have kept in condition and improved their form through the

facilities offered by the K. P. A. A. These consist of an indoor outfit located in Building 6, space having been obtained through the kindness of Walter Farley. The opening of the outdoor season should find many of the Park players well up to their maximum game.

We are pleased to announce that interest is also being shown in this sport by the girl members of the Association. At present, Marguerite Ellis is making up a list of those who wish to participate, and from indications a girls' golf tournament will be one of the next events on the program.

"BATTER UP"

To a great many persons, summer means just one thing—Baseball. With the arrival of spring, we find the Kodak Park club in far better shape than it has been for several years, for which we must thank Fred Gardner, who during the entire winter has been at work building up the team. But now, as the time approaches, plans regarding a manager must be changed. "Freda," due to press of work, has been forced to resign and the team will be under the supervision of Clayton Benson, manager of sports of the K. P. A. A., and "Chuck" Forstbauer.

From present indications, Kodak Park will be affiliated with the Rochester Semi-Pro League. This will be an eight club league composed of Kodak Park, Genesee, Athletics, Fashion Park, White City, East Rochester, Fairport, and one other team still to be selected. Games will be played Saturdays and Sundays at White City, Kodak Park, Fashion Park, and the Athletics' grounds.

Included in the Park line-up for 1923 will be "Joe"

Manilla, first base; "Joe" Mooney, outfield; "Speed" Martin, former Steel league star, outfield; "Pat" Petroske, catcher; "Pete" Dernago of the Mint and South Carolina leagues, 2nd base; "Jack" Lustig; "Joe" Melville; Roy Canne, tri-county player; McConnell; "Chuck" Forstbauer, and Clayton Benson.

With Benson, Forstbauer, and "Lefty" Melville, the hurling staff is well taken care of. Both Melville and Forstbauer are well known and hold fine records in Rochester, while with Benson, who played for four years with Syracuse University as their mainstay in the box, the outlook for opposing batters is somewhat dull.

The league will open in May. As soon as the eighth club is decided upon, a schedule will be prepared and copies will be distributed and posted throughout the plant. Just a word to the fans as regarding their part. Come to the games. Talk baseball, but particularly Kodak Park baseball. Help our club, your club, to win.



THE NEW PRESIDENT

CAMERA CLUB NEWS

On Washington's Birthday a very enjoyable entertainment was held in the Assembly Hall for the members of the Camera Club and their friends. Mr. Frank Yeigh, of the Bureau of Commercial Economics, Washington, D. C., was the speaker, his subject being "Canada Today." The lecture was generously illustrated with colored slides and motion pictures of unusual beauty showing the scenic grandeur of the Canadian Rockies, the less majestic but charming Muskoka Lakes, and Algonquin Park, Timagami, and many other interesting places. The speaker also described the great mining, lumbering, and agricultural possibilities and the tremendous natural resources and industrial development of the vast country to our north.

Following dinner, which was served at 6.00 p. m., to more than one hundred persons, and directly before Mr. Yeigh's lecture, a short business meeting was held, during which the new officers of the club, elected in February, were installed and plans for the coming year discussed.

Much satisfaction has resulted from the decision to aid members of the club in photographic developing and printing by having a series of demonstrations given by various men, all expert in these lines. In selecting these demonstrations, the program is to include practically all phases of amateur finishing and offers an excellent opportunity to learn the surest ways to obtain good pictures. The schedule of demonstrations is as follows:

Demonstration	Demonstrator	Probable Date
Developing Film	Myron Bacon	Mar. 28
Printing Pictures	Walter Redden	Mar. 28
Enlarging (regular)	Harold Hartt	Apr. 25
Copying	Stanley Furnald	Sept. 19
Enlarging (stunts)	John Schwan	Oct. 3
Lantern Slide Making	John Elferink	Oct. 23
	Charles Ives	
Tinting and Toning		
Lantern Slides	Delos Rupert	Nov. 21
Hand Coloring Prints and Lantern Slides	Glenn Matthews	Jan. 23, 1924

To the committee composed of Karl Gruppe (telephone 881) and Roger Loveland (telephone 925) has been assigned the control of the club's dark rooms and laboratories.

Any member wishing to use the rooms may call either of these persons and arrangements will be made. Detailed plans for the use of these facilities and privileges have been sent to all the members.

Because of the interest which photographers of Rochester and vicinity have shown in artistic photography, Miss Herdle of the University of Rochester Art Museum has arranged an extensive exhibit of photographs which is continuing throughout the month of April. The Kodak Park Camera Club is well represented at this exhibit.

Events arranged for the present year are:

A hike on March 17, with Myron Bacon as leader.
Demonstration—Developing and Printing, March 28.

Regular meeting—April 11. Subject: "Yosemite, the Valley of Contentment" (illustrated) by Glenn E. Matthews.

Membership Drive—October 1-6.

Annual Photographic Contest—December 1-15.

Last entry acceptable—November 29.

The officers of the club, under the capable leadership of President Glenn E. Matthews, are encouraged by the co-operation they have already received and plan to make this a banner year for the Camera Club and hope to see three hundred members enrolled by November 1.

Membership in the Club, including use of the darkrooms and their facilities and instruction in photographic manipulation may be had for the nominal sum of one dollar a year. Applications will be cordially received by the secretary, Anne Murphy, Building 26

FOREMEN INTRODUCE NEW FEATURE AT MARCH MEETING

Nearly 250 members of the Kodak Park Foremen's Club were present at the dinner on Thursday, March 8. The feature of the first number on the evening's program was the roast capon prepared a la Grastorf. During dinner "Alf" Monk's popular orchestra entertained.

The second part of the program, given in the Assembly Hall, was decidedly different from anything ever before offered at these meetings, consisting of musical numbers and interpretative dancing. Vocal selections were rendered by Loula Gates Bootes and George Frank, accompanied by George McNabb and Edmund Chapin. Mr. McNabb also entertained with piano solos. Miss Catherine Strowger, daughter of Frank Strowger of the Kodak Office, danced, receiving innumerable complimentary expressions on her charm and interpretative ability. Another pleasing number was the demonstration of the Chickering Ampico reproducing piano, which was furnished by the Music Lovers' Shoppe.

The privilege extended the members, of having their wives and friends present for the entertainment, was taken advantage of by about 150 persons. Limited seating capacity made it impossible to include others than members at the dinner, although this innovation proved very satisfactory, and it is hoped will result in the opportunity being offered again at other meetings.



ELLEN JEAN AND JACK HERTFELDER

E. & M. COMMUNITY NIGHT

Friday, March 2, was the date of the Community Night entertainment for the employees of the different departments of the Engineering and Maintenance division, which included the shops, stores, drafting room, engineers, and office. As expected the attendance was close to the maximum capacity of the hall.

In the first number on the program, the talented children of William Hertfelder, an employee of the Machine shop, entertained with singing and dancing.

The "Radio Fan," a one-act comedy by the employees of the Millwright Department, depicted the condition found in practically every home of the present age. This number was decidedly original and was very well received. A fine imitation of an up-to-date receiving set was shown on the stage with an "Ardent Fan" busily engaged in the occupation of "tuning in." Behind the screen one of the employees did a very satisfactory broadcasting act, using to advantage a combination of tin cans and weird noise makers, representing to perfection the usual static conditions with which we are all so familiar. The number closed with the entrance of "The Wife," who forced a cessation of activity for this particular evening, calling attention to the fact that the hands of the clock had reached the hour of two.

"Marty" Gardner, well-known disciple of Lew Fields, presented the E. & M. Minstrels. The same cast which gave the Cine Slitting minstrels took part, rendering a very pleasing entertainment. George DeRosier, of the Sheet Metal department, entertained with a dance specialty. The final number was a Redpath feature introducing the Gros Jean Marimba Xylophone Company, which proved to be one of the best acts which was shown here this season.

General dancing was enjoyed for the remainder of the evening. The committee in charge of arrangements was composed of the following per-

sons: Ralph J. Smith, chairman; John Royle, Carpenter Shop; Owen DeNeve, Drafting Room; William Doane, Electrical; Leroy F. Fairchild, Engineering; Hazel Murphy, Engineering; Charles Burnett, Machine; Joseph W. Phillips, Millwright; Ray Agnes, Paint Shop; William Amering, Pipe Shop; Ranton G. Wedell, Planning; Thomas Wright, Power; Carl Holt, Sheet Metal; Edward Habel, Steel Fabricating; Helen F. Williams, Stores; Clarence J. Coons, Stores.

SOCCER SEASON OPENS

With this issue of the *Magazine*, the Soccer season will once again be under way. During the fall half of the season, the Kodak Park club was most successful and now enters the final schedule with excellent prospects of victory. The team is still intact, and Jack Simms, who was out of the game most of last season with an injured leg, will be back in uniform, which will strengthen the team to some extent. Kodak Park is also fortunate in having what is considered the best pair of fullbacks in this section of the state in Sidney Ackroyd and "Tommy" Clegg, the latter being captain of the Park team.

Albert Fratter, well-known Kodak Park athlete, is improving as well as can be expected from the injury received last fall, and it is hoped that he will be back to work some time this month.

The first game of the spring will be with the Celtics in the Rochester and District league. Kodak Park is at present leading this outfit by a margin of three points. The first Northwestern contest for the Park will be against the Holland club. A victory for our boys will advance them to the semi-finals in which they would meet either Jamestown, Buffalo, or the Rochester Celtics. The latter team has always been our most bitter rival, and on more than one occasion have upset the dope and put us out of the running in what had seemed a sure thing. We are all hoping that this year the team will come into its own, as prospects for the championship on both the Rochester and District, and Northwestern were never so bright.

The officers of the club for this year are: President, Leigh Rife; vice-president, James Canavan; secretary and treasurer, Ralph Breary; financial secretary, David Anderson; managers, James Denham and Captain Thomas Clegg.

FEBRUARY ACCIDENTS—1923

Preventable, 7. Non-Preventable, 4. Total, 11.

Class	Pre-ventable	Non-Pre-ventable	Tot.
10 Materials falling or dropping.....	1	0	1
11 Materials, flying particles	0	1	1
16 Moving hand or platform trucks.....	1	0	1
20 Hand operated tools, jigs or fixtures.....	1	0	1
25 Falling, tripping and slipping.....	2	1	3
27 Strains, pushing, pulling or lifting.....	0	1	1
30 Burns, cuts, infections or poison.....	2	1	3



THIS IS "FRED"

FRED BRIZEE HIGH BOWLER IN YARD LEAGUE

To Fred Brizee, of the Garage, temporarily at least, belongs the high individual average honors in the Yard Bowling League. Fred has been a most consistent help to his team all season and at present is leading the field with an average of 185.24 for 75 games.

The high individual three-game record is at present held by William Marx of the Garage, and high single game by Fred Kern of the Baryta team, while both the high three-game and high single game team records are at present in possession of the truck drivers. Looks as though the team was the class of the league as far as special honors are concerned.

On March 12, the Iron Workers had a slight lead on the field in the pennant race, their percentage being .760 as against .693 of the Garage and .680 of the Tool. Only a few more matches are to take place before the season is ended and it is a fair bet that the Steel Shed will be able to hold up until the finish.

Plans are completed for the annual tournament to be held some time after the first of April, when the members of the league will compete for the usual prizes.

PERSONALS

Buildings 48 and 22 extend their deepest sympathy to Linda Schwing on the death of her sister, who died on February 20.

Printing department extends its deepest sympathy to Mrs. Minnie Burns on the death of her father, who died on February 20.

We are glad to hear that Katherine Haas is recovering from her attack of pneumonia and Catherine Stiehler from an operation for appendicitis. Both of these girls are from the Reel Gauging, and we trust that they will soon be back with us again.

The employees of the Recovery Department at Kodak West held a farewell party last month in honor of Augusta Young, who has left to take up the duties of housekeeping. Augusta, who was married about two years ago, has been employed at Kodak Park since January 17, 1906, and during this time has made many friends, all of whom unite in wishing her much happiness and prosperity.

The employees of the Emulsion Coating Department extend their sincere sympathy to Ulrich Troicke, whose mother died on March 6.

Emulsion Coating extends its deepest sympathies to Robert Brigham, whose son died February 17, and to William Wilson, whose mother died February 26.

We congratulate Ralph O. Dunham, of Building 29, who was married to Miss J. L. Huntley, of Bear Lake, Pennsylvania, on February 21, at Warren, Pennsylvania.

Married, February 10, William H. Mason, Building 29, and Ruth E. Wood.

Charles Millard, of Building 29, became the father of a charming daughter on March 9.

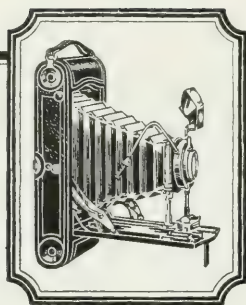
KODAK PARK GIRLS DEFEAT NORTH EAST LASSIES MEN LOSE—20-16

Once again the "dope" was wrong when the Kodak Park Girls' team met and defeated the much-heralded North East lassies on the Armory court, February 22. With a clean string of victories to their credit, including one over the Kodaks, the electrical company's girls were considered like a "10 to 1" bet, before the game.

To make matters still worse the Park team through the sickness of "Tillie" Hanley, went into the game with but five players. From the start it was seen that the North East had an evening's work ahead, and after a few moments of spectacular pass work on the part of the "blue and white," Louise Singleton dribbled into the basket for a perfect score. When the Kodak star repeated the performance a few moments later, the outcome was no longer in doubt.

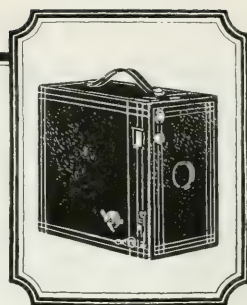
Against the five players used by Kodak Park, North East worked seven, constantly changing their lineup in an effort to strike a scoring combination. Their efforts were, however, futile, and only one basket was made from the field. Our girls accounted for nine, Louise Singleton making four in addition to two fouls. The final outcome of the game was a most decided victory for the Park, the score being 20 to 8. The Girls' Industrial Championship now hangs in the balance, each team having won one game.

In the second game, Kodak Park men lost to the Electrical workers 20 to 16. This was a great disappointment to the fans, who turned out in greater numbers than at any previous occasion. They contributed very much in the way of encouragement but with the breaks strong against us and playing a really first class team, there is little or no disgrace in our defeat.



CAMERA WORKS

HERBERT S. THORPE
Editor



"CHAMPS" OF THE INDOOR LEAGUE

CURTAIN DOWN ON INDOOR BALL

After lying idle since January third, the Indoor League played the final championship game at Edgerton Park on March seventh. Up to that date the "Shutters" were leading the "Kodaks" by a one-game margin, and the "Kodaks'" only chance for the trophy was to beat the leaders, which they failed to do.

Over two hundred fans attended this final game, the tool room boys turning out en masse. Accompanied by "Joe" Murtha's saxophone band, the rooters for the "Shutters" must have disturbed the waves from the local broadcasting station, for the noise penetrated far beyond the outer walls of the building. The outstanding features of the game were Ralph Welch's home-run wallop, Minor Stocking's juggled catch, and "Al" Frank's voice.

The result was as follows:

"Shutters".....	4	0	0	9	3	0	5	3	x	—24
"Kodaks".....	3	0	0	4	8	5	2	0	0	—22

Batteries: Wagner and Zobel,
Gleisle and Welch.

The final standings are:

	Won	Lost	Pct.	Managers
Shutters (6th and basement levels).	6	2	.750	Beuter, Zobel
Kodaks (4th and 1st levels).....	4	2	.667	Stocking
Brownies (3rd and 5th levels).....	3	5	.375	Ruttan
Office (7th and 2nd levels).....	2	4	.333	Wilson, Carnes



CHARLES EHRLMAN

NINETY-FIVE DOLLARS REWARD

One of our toolmakers—"Charlie" Ehrman—had an idea for making a new type of fixture for tempering a certain metal part of our product. Just how "Charlie" discovered the idea we do not know, but we'll bet that he deliberately looked for it, not just stumbled across it.

Of all places in the factory, it seems that the Tool Department should be a veritable nest of possible improvements. The "birth" of our product takes actual form in that department. Opportunities for lessening costs by applying the technical knowledge of a toolmaker *must* be there, *providing one looks for them*.

It was really a simple idea that "Charlie" had. It required no great skill of engineering to contrive it, yet it netted the originator the comfortable little sum of ninety-five dollars.

It pays to *look* for suggestions.

After having such a good time at the last bowling party, the Tool boys decided it was high time to once again test their mighty right arms. They met on a cold night last month, when the coal shortage was doing its best to oppose any gatherings of this kind, but some far-sighted tool-makers provided a highly satisfactory substitute, and bowling continued far into the stilly (?) night. The hero of the evening was "Jim" Love, who demonstrated how he used to "knock 'em over" when he was a boy.

STATION C-A-M-W-K-S

Jerome W. Hauss, Jr., is working double time. During the day his job is in the tool department, and at night it is pacing the floor trying to sing counter-tenor with Ruth Marie, who arrived on February 21. Congratulations, Jerome.



BERTHA M. SCHMITT

WHO'S WHO IN PICTURES

There are so many popular people in the Camera Works that it is a difficult task to find who heads the list. We know, however, that *this* time we are making no mistake in choosing Bertha M. Schmitt.

Bertha is perhaps best known among us for her activities in bowling. She is a captain in the Camera Girls League, and her scoring is way above par. At the last game before this little screed was written, Bertha knocked 'em down to the extent of 224. She was recently elected by popular vote to a place on the Board of Managers of the Recreation Club, which, of course, you probably know if you numbered among the five hundred and twenty-nine employees who gave her their vote.

Bertha works for John Heaphy in his office on the second level, Building No. 9. In fact, she has worked in the Metal Finishing Department since October, 1921. She thought at first that her chosen vocation in life was dressmaking, but we now know that she really jus' natcherly b'longs to the Camera Works, and we hope her length of service will be as long as the numerical value of her bowling average.

We regret to announce the sudden death of one of our well-known co-workers, John Jeffrey. Mr. Jeffrey had been employed in this plant for over twenty-two years, and was at his usual place in the focusing gallery in the Kodak Assembling Department two days before his demise. John was a Rochester man, only forty-one years old, was well respected and had many friends. Sincere sympathy is extended to his family.



ELECTED AS AUDITOR

"Bill" doesn't know a thing about this, but we discovered the above photograph in our "publicity" file, and we knew that you would appreciate a picture of him. "Bill" has again been elected as auditor of the Recreation Club, and he is also our bowling representative and advisor.

The photograph was taken some three years ago, but "Bill" looks younger every day, so we know we are safe in publishing it now.

THE NEW RECREATION CLUB YEAR

The executive group of officers of the 1923 Recreation Club held their first meeting in March. If the amount of proposals for activities at this particular meeting is any criterion, the Club is going to boom stronger than ever.

The first business was the adoption of a budget, which will cover all possible activities and contingencies for this year.

Joseph Sullivan was appointed to head a group of his own selection to conduct a "smoker" as soon as arrangements can be made.

Herbert Thorpe will form a committee to arrange for a social evening to take place in the dining room immediately after work.

Edith Partridge was appointed to investigate the possibilities of forming a glee club, and all persons interested in singing should communicate with her, or any member of the Board of Managers.

Bertha Schmitt was asked to ascertain the sentiment regarding a girls' party.

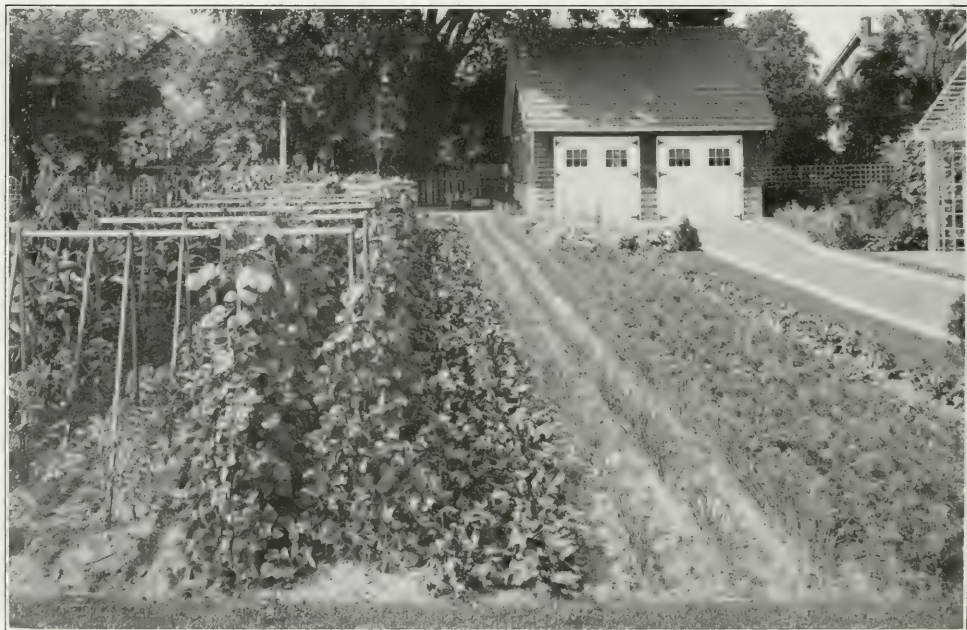
"Bill" Stark was appointed delegate to an inter-plant meeting on the question of a proposed company bowling tournament.

The success of all activities, of course, entirely depends upon everyone's whole-hearted co-operation. Our Club has earned a reputation for being a "live-wire." Let us make this year a banner one.

GARDEN TIME

Possibly we cannot all have such a garden as is shown below, but we *can* have a garden of some kind, and any kind of a garden is worth while, from either an artistic or practical standpoint, and as a health proposition it cannot be beaten.

The Industrial Relations Department has on hand a number of booklets entitled "How to Grow a Garden." These were purchased by the Recreation Club for your benefit, and will be given to any employee for the asking.





*Left to Right: *John McCutcheon, Wm. C. Whincup, George Oberlies, *Milton Foote, John Lohwater and son, *George White, Archie Love, Arthur Wallace, William Fritz, John Kirschel.*
**Deceased.*

HITTING THE TRAIL

We suspect that the above picture is the first record of the first Camera Club formed among the boys at this plant. In any case, the object of the outing was to photograph the wilds of Corbett's Glen, which, in the days of 1908, was practically undiscovered territory.

"Bill" Whincup, in his wanderings eastward, had previously hit this trail, and, realizing its photographic possibilities, conveyed the news back to

the Tool Room, gathered the above gang together and hiked to this land of photographic "milk and honey."

We are indebted to "Bill" for the picture, who, having focused the lens and adjusted the shutter, hailed a passing pedestrian, slipped into position, winked his eye as a signal for the aforesaid pedestrian to press the bulb, and "Bill" did the rest.



"PHOTOGRAPHIC" BEAUTY SPOTS

This month we have selected a picture, "Graflexed" by "Jimmie" Estes, which we might title as a farm scene in "Any Old Place." Of course, those of us whose equipment consists of a box

Brownie may throw up our hands and exclaim, "that's good stuff—for a Graflex!"—but, the humble Brownie camera is just as capable of capturing good pictures when conditions are right.

MAIN



OFFICE

G. C. ROCKWELL, *Editor*



EDWARD DUNLAVEY

The Maintenance Department feels keenly the death of Edward Dunlavey. He had been twelve and one-half years in the employ of the company and practically every one in the Main Office knew and liked him.

Albert Hayter has received the following letter from Mrs. Dunlavey:

Mrs. Dunlavey and family wish to extend thanks and acknowledge the great kindness and sympathy shown to them by the employees of the Main Office during their recent sad bereavement.

Announcement has been made of the engagement of Hazel Sandstrom, of the Billing Department, to Charles McCann, formerly a member of the same department. Please accept our best wishes, Hazel.

Dorothy Walz, of the Billing Department, has become engaged to Edward J. Hahn. Best wishes, Dorothy.

The engagement of Adeline Weitz, of the Receiving Department, to Mr. Earl Coon is announced.

Jacques Roberts has been transferred to Sweet, Wallach and Company, Chicago, Illinois, for the purpose of acquainting himself with stockhouse work. Jacques writes that there have been fewer hold-ups in Chicago since his arrival, due undoubtedly to the fact that a certain element in Chicago has learned of his arrival from Fairport, New York.

THE PROGRESS SOCIETY

The regular monthly meeting of the Progress Society was held on Monday evening, March 5, in the Girls' Rest Room on the third floor and was well attended. Ray Hyde gave a brief outline of the methods in use in stockhouses, and the manner in which their books are audited. Mr. Virgil Graham, of the staff of the Stromberg-Carlson Experimental Laboratory, gave a short talk on the A B C of radio.

The speakers' committee of the society propose to bring in, from time to time, speakers from outside sources and from the other plants to talk to the members on subjects of timely interest.

Once again the Shipping Department Bowling Team has demonstrated that they are the cream of Kodak Office Bowlers. As in 1922, the 1923 season was divided into halves, the Service winning the first and Shipping the second. On March 1st these two teams rolled to settle the championship, and as above mentioned Charlie Johnson's Pets proved they had the class by taking the necessary two out of three games. Captain "Baldy" Knapp showed a clean pair of heels to the rest of the pin smashers with the grand average of 194 for 54 games. The team average of 863 seems big enough to win most any pennant.

A NEW HOME

Frank O. Strowger, of the Sales Department, has purchased a new home on Beach Avenue in Charlotte which he expects to take possession of about March 28. We understand that Frank has been an object of unusual interest recently to members of the Sales Department who enjoy swimming and picnicing.

Helen Eddy surprised her Sales Department friends by walking in with a diamond on the third finger of her left hand recently. We extend best wishes to Helen and congratulations to Basil Hayes, the lucky gentleman.

The Sales Department expresses sympathy to Maude Manning on the death of her mother.



NO TITLE NEEDED FOR THIS ONE

GIRLS' LEAGUE

In the girls' league the Service team went into first place on the first night of the season and were never headed. The Sales Sr. team finished in second place and should have done better except for running into one or two flunks just at the wrong time. The girls held their banquet on March 8 at Teall's Hall, and fifty-three of them attended. The banquet was a highly enjoyable affair, the hall was prettily decorated, and after the girls had tucked "Teall's delicacies" away, they danced as an aid to digestion. Miss Ethel Barbour also did the Snake Dance in a very clever manner. The list of prize winners in the Girls' League is as follows:

HIGH INDIVIDUAL AVERAGE

Loretta Carbone—129. \$3.00. Service Team.

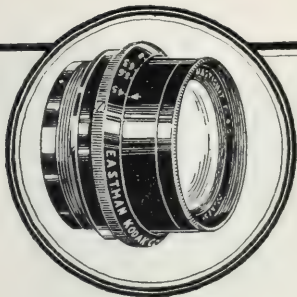
HIGH TEAM GAME

676. \$4.00. Sales Sr. Team

HIGH INDIVIDUAL AVERAGE FOR EACH TEAM

Service	Hattie Stevens.....	\$2.00
Sales Sr.	Ruth Sullivan.....	2.00
Order	M. J. Gommenginger.....	2.00
Finishing	Neva Potts.....	2.00
Testing	Margaret Nolan.....	2.00
Industrial	Mae Gambee.....	2.00
Tabulating	Maud Betts.....	2.00
Sales Jr.	Emma Rocktaschel.....	2.00

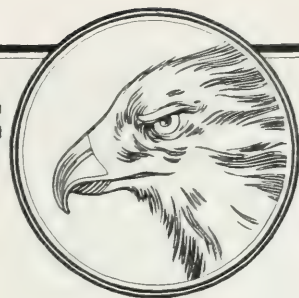
Service Team, winners of the banner for season 1922-1923.



HAWK-EYE

SYDNEY E. CLARKE

Editor



BOARD OF GOVERNORS OF H. E. A. A. FOR 1923

Standing: Claud Harding, president; John Farrell, Charles Prentice, Clifford Johnson, vice president; Edward McLean, George Carson, John Lehle, William Dean.

Seated: Walter Kempf, Ruth Kurtz, Jane DeGraff, Inez Prentice, Sydney E. Clarke, secretary-treasurer.

LET US KNOW

If you graduate from school, you get a diploma. All your friends come. Everybody is all dressed up. There's music, singing, applause. 'S blow out.

If you graduate from High School, you get a diploma. All your friends come. There is usually a play, grand exercises, feeds, parties. 'S blow out.

If you graduate from college, you get a diploma. All your friends come. You get all dressed up like a masquerade. It takes a week of festivities and ceremony. Parties, tree plantings, dances and reunions. 'S blow out.

If you graduate from the alien class to the United States citizenship, you get a diploma. Nobody gets dressed up. No ceremony. You hold up your right hand, say "Yes" or "I do" a few times and go back to work. 'S no blow out. 'S matter?

The point is you should have credit when you get either your first or second papers. Notify the magazine through the Industrial Relations Department. The value of your example to others will then be the first of your acts of good citizenship. It is a time you deserve to feel proud and to tell the world. It's one time when modesty is no virtue.

So give us the good news.

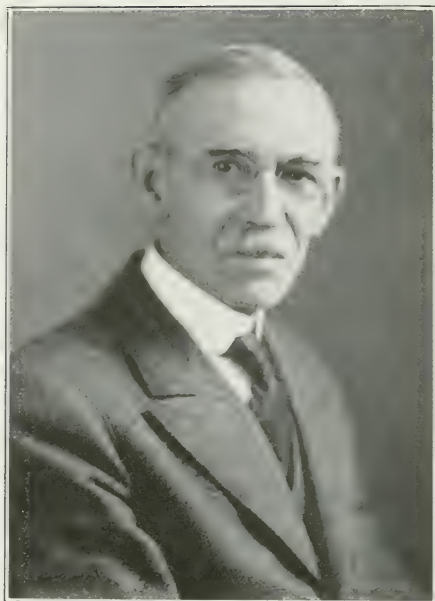
A NEW EDITOR FOR HAWK-EYE

See Above

With this issue of the *Kodak Magazine* comes a change in the editorship of the Hawk-Eye section. The retiring editor, E. J. Meinhard, who has carried on the work for almost a year, has gone West to take up his residence in Edgewater, Colorado. P. R. Meinhard, Eddy's brother, better known as Bob, has become quite a railroad magnate out in the big hills, so Mrs. Meinhard and ye editor have gone out to join him.

Eddy has a host of friends both at Hawk-Eye and at the Main Office, where he served for a year, who will welcome a word now and then regarding his progress. He takes with him the most sincere good wishes, for both himself and Bob, from all those who have come to know him during his service with the company.

Sydney E. Clarke, who has taken up Eddy's work in the Industrial Relations Department, has made a real place for himself at Hawk-Eye during three years' service. His work with Mr. Phillips and Mr. O'Neill gave promise of the earnestness and sincerity with which he has undertaken his new duties.



HENRY A. REARSON

HENRY A. REARSON RETIRES

"Good-bye, Mr. Rearson, and good luck!" Hardly a single Hawk-Eye left the plant on Saturday, March 3, without uttering those words with a hearty hand grasp. Mr. Rearson was retiring from active service, his long years of work at an end, and the reward of rest and freedom was his at last. Mr. Rearson was smiling, but his eyes were moist as he broke the associations of long standing.

Henry Rearson came to Rochester in 1899, when the Blair Camera Company was acquired by the Eastman Kodak Company. He has been associated with the camera industry for the greater part of his life. At one time he made cameras in his own shop at Boston for Mr. Blair, and when the Blair Camera Company was formed in 1882, Mr. Rearson became its superintendent. The old Hawk-Eye cameras were designed by him, and he also superintended their manufacture.

When Mr. Rearson took up his duties with the Eastman Kodak Company, the Hawk-Eye plant consisted of Buildings 1, 2 and 3, each having three stories. In those days the employees numbered about one hundred, and Mr. Rearson hired all the help. Many of the old timers whom he hired are still here, and these men are unstinted in their praise for their former chief.

All of us at Hawk-Eye have come to know Mr. Rearson as a man of sterling character, always clean in speech, quiet in demeanor, yet having a friendly word for everyone.

He will be sorely missed, though his kindly spirit has permeated Hawk-Eye. His influence will live on. It is more real than the walls. We are all better and happier because we have known Henry Rearson, a gentleman, kindly and considerate, who lives the golden rule.

As a token of the high esteem in which Mr. Rearson was held by his large circle of friends, a bouquet of roses adorned his desk on the day of his retirement and he was presented with a handsome traveling bag.

So with just these little symbols of our indebtedness, Mr. Rearson has gone, though he has promised to visit us often. Gone, and we are poorer. His service has been long, but it has also been great. He has builded for himself a memorial of the truest friendship, and to us he leaves a heritage of kindness, consideration, and good-will.

WIND-UP OF THE GIRLS BOWLING LEAGUE

Wednesday evening, March 7, saw the wind-up of the Girls' Bowling League which has been very ably managed by Leighton Young.

The three teams began to bowl on October 25, and every week since a score or more enthusiastic maidens displayed their skill on the alleys. Team competition was later given up for individual effort, and when the season closed the following were found to be the prize winners:

Frieda Topel.....	102.6
Elizabeth Meerdink.....	99.7
Ida Meerdink.....	98.4
Marion Hergenrother.....	95.9
Ada Wells.....	94.6



LEIGHTON YOUNG, Manager

The highest single score was made by Marion Hergenrother, knocking over 158. Jane DeGraff made a close second, scoring 156, and Catherine Wurtz claims third place at 153.

The girls appreciate the time and attention which Leighton Young has devoted to their games, and wish to record here their unanimous vote of thanks.

The many friends of Michael Becker are glad to see him back at work. "Mike" has been absent for several weeks on account of illness.



CLIFFORD JOHNSON
Who bossed the show

HAWK-EYE'S FOURTH ANNUAL SMOKER

The crowd was there at 7:30 p. m., the time set for the official opening of the Fourth Annual Smoker, in the lobby of the Central Y. M. C. A. Knope's Trio was jazzing away the latest songs and music while three hundred Hawk-Eytes looked on and listened.

A little later, in response to a call from "Johnny" Vass, the boys made a bee line for the Assembly Hall. Here "Bill" Eyer had arranged an entertaining program.

"Bill" Dean and his committee sallied forth with Havana Ribbons, which the boys accepted without persuasion. To prepare the crowd for the good time ahead of them, Mr. Fitch of the Y. M. C. A. got them to singing. Then came Shaefer's Alabama Minstrels which held the audience for a good half hour. Mutt and Jeff next put in an appearance on the screen and they concluded the entertainment in the Assembly Hall.

Ringside seats were in great demand as the crowd now poured into the "Gym" to see the exceptionally fine exhibition boxing and wrestling bouts which "Johnny" Vass had booked.

The star match of the evening was the one in which Frank Eaton, former Pacific Coast Champion wrestled with Paul Hauser, New York State A. A. U. Champion. This kept the spectators intensely interested every minute. The other wrestling bout was between Kelly Phillips, of the "Y," and Carl Meade of the R. A. C.

Boxing bouts by Young Taylor of Rochester versus George Brady of Youngstown, and Al Grant of Rochester versus Young Russell of Erie, completed the excitement in the "gym." Director Weismiller of the "Y" refereed all bouts, and our own "Jack" Downey acted as timer.

The scene of activities now shifted to the swimming pool, where the boys watched the swimming, diving and life-saving exhibitions given by Arthur and "Ed" Loeser and Carl Landow of the "Y." When these exhibitions were over a score or more eager Hawk-Eytes dove, jumped, fell, or otherwise got into the pool for their Saturday night swim.

As the boys filed back into the Assembly Hall, the old familiar grub line was formed, where Leighton Young and his able assistants saw that the last man was fed. Cigars were passed again, and as the coffee went down and the smoke went up, "Denny" Dwyer was hoisted to the stage and entertained with some fancy steps.

The smoker was a grand success—everybody agreed on that score. It was even better than the smoker last year, and that is saying much. We are again indebted to the Y. M. C. A. for their splendid co-operation, and to the men who served on our committees with that fine characteristic Hawk-Eye spirit. The General Committee was made up as follows:

Clifford Johnson.....	Chairman
William Eyer.....	Entertainment
John Vass.....	Gymnasium and Pool
Sydney Leggatt.....	Pool Tables
Leighton Young.....	Refreshments
F. L. Higgins.....	Reception
Sydney Clarke.....	Publicity

"Marty" Tipple, of the Tool Crib, recently took a week off to be present at the wedding of his niece, which took place in Stamford, Connecticut. He also visited New York City. "Marty" said he had the best time in years.

Mrs. Cornelia Elliott is a newcomer in the Production Department, and has already made a place for herself with her associates.

"Joe" Bahman, of the Anastigmat Rough Grinding Department, is preparing for the fishing season. He has been proudly exhibiting a new flat net and has promised the boys an unlimited supply of fish.

The Instrument Department has taken on its normal aspect again. George Haupt, the Assistant Foreman, is back to work, after being absent for five weeks on account of illness.

His name is William L. Diehl, son of George Diehl, foreman of the Mounting Department. He introduced himself on February 25, tipping the scales at nine and one-half pounds. This is the second time we have had the privilege of congratulating George.

We hear that Henry Wass, of the Shipping Department, who has been absent on sick leave for some time, is improving in health and gaining in weight. Good news, Henry, and may you keep up the good work.

Out in Building 2, second floor, machinery is being installed, benches are being erected, and there is an air of decided activity. A new department has been created, to machine and assemble the new Cine-Kodak and Kodascope. George Aulenbacher has been selected as foreman of this department.



FOLMER-CENTURY

CLARENCE H. HARPER
Editor



JOHN C. WALZ, Chairman

The third annual "Inside Outing" of the Folmer-Century Athletic Association was held on Saturday evening, March 17, at the Central Y. M. C. A. Building. Although the attendance was not quite as large as last year, all who attended pronounced it the "best ever."

The first number on the program was a choice variety of whistling-banjo playing and comedy by Arthur S. Bush, of Kodak Park, assisted by Mrs. Bush, followed by baritone solos by Charles Hawkins and recitations by our own Otto ("Doc") Wendley.

The closing number in the auditorium was a Harold Lloyd comedy, after which an adjournment was made to the "Gym" to witness a swimming demonstration by Loser and Landan, wrestling and boxing exhibitions, and last, but not least, the luncheon, which certainly touched the spot.

Much credit is due to John C. Walz and his efficient committee, as well as Charles Weismiller of the Y. M. C. A., for his excellent manner in which this entertainment was put across.

We were more than pleased to have as our guest for the evening Spencer Hord, Editor of the *Kodak Magazine*.

John Sellmayer, of the Wood Holder Department, recently celebrated his fiftieth wedding anniversary. Mr. Sellmayer was married to Barbara L. Bartholmes on February 18, 1873. We congratulate them.

BOWLING

With the end of the Folmer-Century Bowling League season only two weeks off, the Compact team seems sure to take first place. John Magel's record of 251 for the men's highest single game still stands, while Myrl Perkins has taken the honor away from Gladys Fenner for the high single game of the ladies. Her score is 123. The standing of the teams and individual percentages to March 17th are as follows:

MEN

Sold, Andrew....	171	Meyer, Ray.....	150
Bour, Arthur....	169	LeBeau, Edward....	148
Magel, John....	167	Johnroe, Louis.....	144
Schiel, Alfred....	162	McCormack, Edward	142
Flemming, Albert	159	Herbert, James.....	139
Bird, Stanley....	158	Burns, Edward.....	136
Fenner, Fred....	156		

GIRLS

Babbage, Nina...	80	Drought, Grace....	66
Perkins, Myrl...	77	Perkins, Katherine...	66
Hogan, Loretta...	75	Darcy, Katherine....	64
Fenner, Gladys...	75	Perkins, Dorothy....	62
Bishop, Pearl....	71	Johnroe, Sue.....	57
Irving, Ida.....	68		

	Won	Lost	Pct.
Compact.....	35	19	.648
Auto Jr.....	32	22	.592
Graflex.....	25	29	.463
Stereo.....	20	34	.370

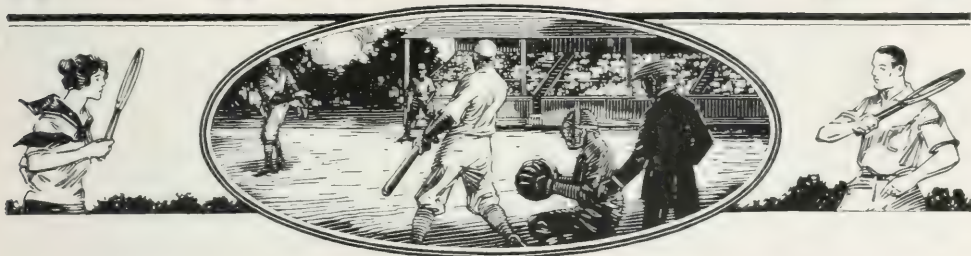
"Hang Out the Flag"—three new members of the Folmer-Century Stork Club: February 20, another "Baby Benn"—Genevieve Gertrude, daughter of Joseph Benn of the Manufactured Parts Stock Room; March 3, Catherine Patricia, daughter of William Hogan, of the Stand Department; March 18, Albert John, Jr., son of A. J. Tyler, of the Standards Department.

We welcome to the office force, Miss Esther Dengler, of the D. & E. Department. Miss Dengler was formerly an instructor at the Darrow School of Business.

Miss Elizabeth Newman, of the Covering Department has been ill for some time. We hope to see her with us soon.

More congratulations! Walter Hof, of the D. & E. Department, was married on Saturday, March 10, to Marion Brownell.

A T H L E T I C S



This picture was made some umph-steen years ago. There are a number of Kodak employees in the picture: two of 'em are in the Main Office—a solid reversible bowling ball will be given to the one naming the Kodakers.

AFTER a long winter of bowling, coal-shoveling, basketball, dancing, sidewalk cleaning, and other kindred sports, Kodak athletes and boosters are undoubtedly looking forward to the re-opening of activities in the Great Outdoors.

For some time past the *Kodak Magazine* has been without a Sports Editor, but now that we have one, and with the advance of fair weather upon us, something should be done, and done soon towards enlivening our anticipated summer's fun.

What can be done? A thousand and one things **CAN** and **WILL** be done, if the proper spirit and co-operation are shown and given to those in charge of the individual plant recreational clubs. Think it over! Decide what form of athletics you are personally interested in. See your plant or department representative and tell him about it. Talk about it

to your friends and get them interested. Get the spirit of co-operation and pride! Let's not fail in anything we start, but at the same time, let's start something soon and let's keep it going once that it is started. Now that the days of equal rights have come to stay, we shall expect to hear from the girls as well as from the men. There should be some golf, tennis, track and swimming enthusiasts among us as well as baseball fans. Last year, the inter-departmental contests held at the respective plants met with fair success and goodly number of boosters turned out to witness them, but this year we shall hope for something bigger and better both in the quality of the exhibitions staged and in the attendance of the boosters. This will not be possible, however, unless we all get the spirit and get it early.

The mainstay of our colleges today is the spirit which is instilled into the

minds and hearts of their students, and this is what carries them successfully through all their endeavors both in athletics and various other lines. A little of this spirit will do no one any harm, and the more of it we can acquire the better we will be for it, so with this thought in mind is the sensible way to plan for and look forward to our summer's fun under the guidance of our respective recreational clubs.

Here goes for a successful and enjoyable season out of doors!

Plans have already been completed for an Inter-Plant Bowling Tournament. The committee in charge have decided to hold it on April 17, 18, and 19 at the Genesee Bowling Hall. Kodak Park, Camera Works, Kodak Office, Hawk-Eye and Folmer-Century will each be represented by a Five-Man team, as well as having numerous entries in both the Individual and Two-Man Events.

The rules of the Tournament have been changed somewhat from that of

last year. The affair is divided into two sections. Class A will include bowlers desiring to enter Tournament without handicap; Class B will include bowlers wishing to participate with a handicap of two-thirds of difference between their average and that of scratch man.

All entries, accompanied by fees, should be sent to the Editor, *Kodak Magazine*, 343 State Street, not later than Friday noon, March 30.

The arrangements are being looked after by the following Committee:

Arthur Flynn, Athletic Editor, Chairman.

Harold Servis, Kodak Park.

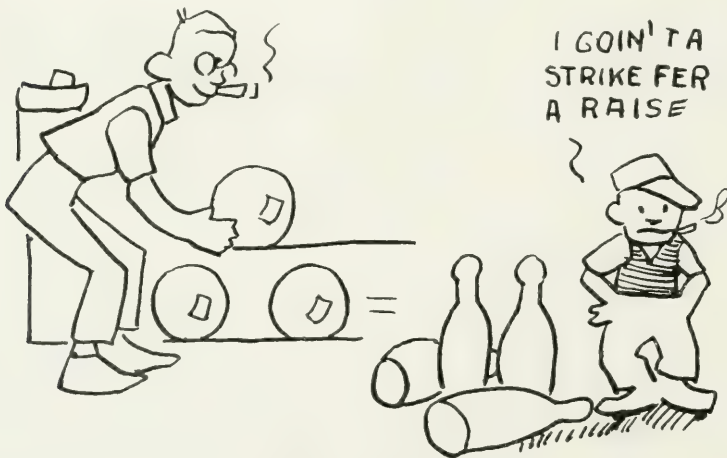
George Kosel, Hawk-Eye.

William Stark, Camera Works.

Edward McCormack, Folmer-Century.

Leo Knapp, Kodak Office.

A meeting of those interested in Golf and Tennis will be held in the near future, and plans will be formulated for the furtherance of activities in these two sports.



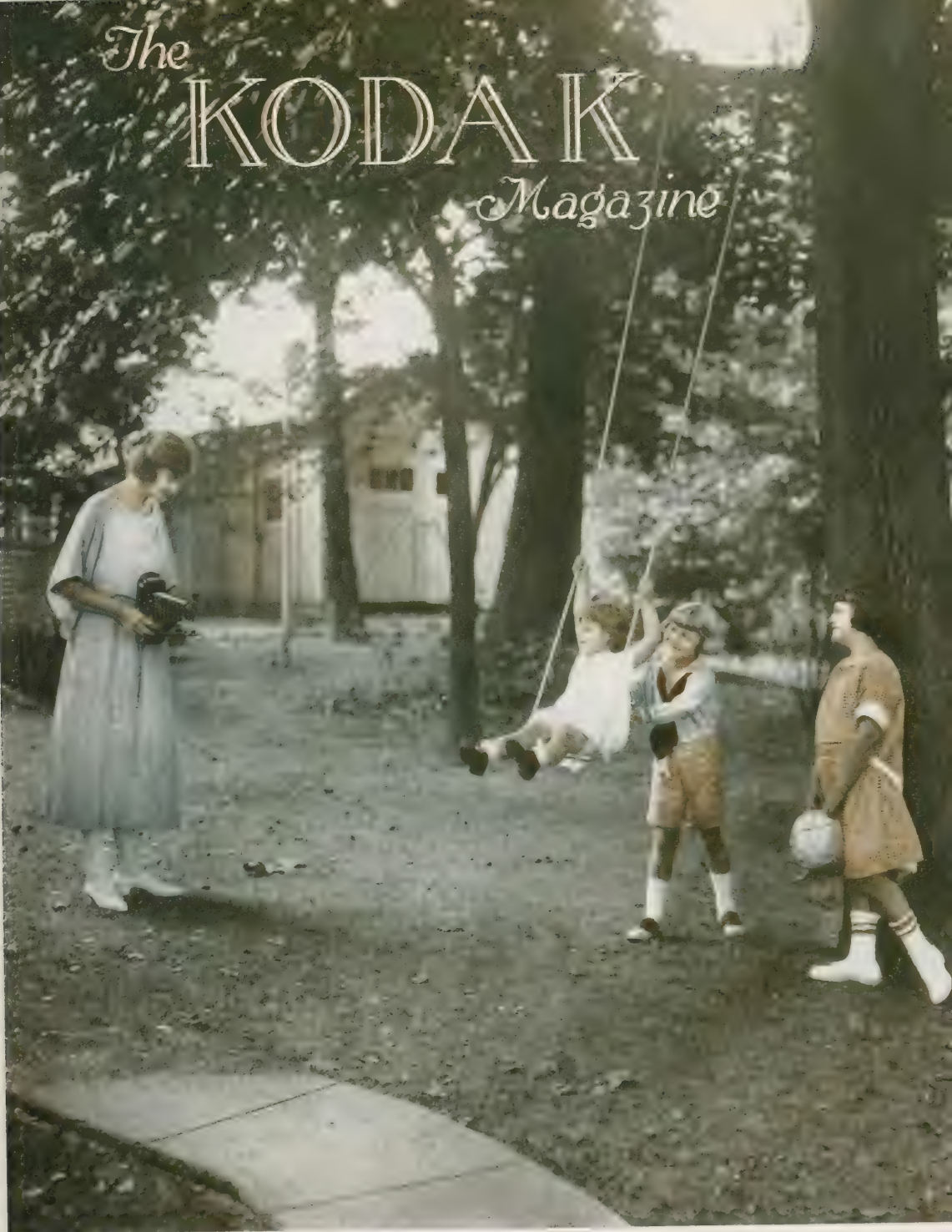
PLANNING FOR NEXT SEASON

SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF MARCH 15, 1923

	Standing Last Month	No. of Employees	No. of Members	Per Cent. of Emp. Subscrib.	Total Shares
ROCHESTER PLANTS					
1. Hawk-Eye Works.....	1	488	364	74.5%	2,621
2. Camera Works.....	2	1,429	901	63.0%	5,718
3. Kodak Office.....	3	1,115	627	56.2%	6,131
4. Kodak Park.....	4	6,152	2,394	38.9%	19,045
5. Folmer-Century Works.	5	241	68	28.2%	555
Non-Employees.....			288		2,050
OUT-OF-TOWN PLANTS					
1. Howland & Dewey Co. (San Francisco).....	1	10	10	100.0%	51
2. Zimmerman Brothers (Duluth).....	2	8	8	100.0%	47
3. Chicago Branch.....	3	106	95	89.6%	914
4. Taprell, Loomis & Co....	7	209	144	68.8%	1,020
5. San Francisco Branch..	4	65	42	64.6%	332
6. New York Branch.....	6	90	58	64.4%	512
7. Denver Photo Materials Co.....	8	18	11	61.1%	45
8. John Haworth Co.....	5	59	36	61.0%	219
9. Zimmerman Brothers (St. Paul).....	9	26	14	53.8%	84
10. Glenn Photo Stock Co...	10	21	10	47.6%	84
11. Salesmen and Demonstrators.....	11	123	56	45.5%	1,037
12. Eastman Stockhouse (New York City)....	12	33	15	45.4%	168
13. Sweet, Wallach & Co....	13	61	27	44.2%	433
14. Howland & Dewey Co. (Los Angeles).....	16	54	19	35.1%	112
15. Robert Dempster Co....	14	21	7	33.3%	82
16. Milwaukee Photo Materials Co.....	15	18	6	33.3%	44
17. Robey-French Co.....	17	47	11	23.4%	100
18. O. H. Peck Co.....	18	32	4	12.5%	40
19. Northwestern Photo Supply Co.....	19	24	3	12.5%	30
20. Des Moines Photo Supply Co.....	20	24	1	4.1%	10
21. American Aristotype Co.	21	25	1	4.0%	20
Total.....		10,499	5,220	47.2%	41,504
Average Subscription—7.9 shares.					
Total Matured or Par Value—\$4,150,400.00.					

*Too much bone in the
head and not enough in
the back has spoiled
many a career.*

The
KODAK
Magazine



May 1923

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

ACCIDENT RECORD

MARCH, 1923

PLANT	Accident Cases		Accidents per 1000 Employees	
	1923	1922	1923	1922
Kodak Office	..	..	....	....
Camera Works	3	..	2.01	....
Folmer-Century Works	..	..	....	....
Hawk-Eye Works	..	..	....	....
Kodak Park Works	15	12	2.44	2.03
Total — Rochester Plants	18	12	1.90	1.35

NATURE OF ACCIDENTS DURING MONTH

10 cases of injury through bruises, burns, or lacerations, etc.

3 cases of injury through falling and slipping.

3 cases of injury through strain.

1 case of injury through falling material.

1 case of injury around punch press.

18 employees' accident cases during month.

“It may be true that the willing horse gets the heaviest load, but once in a while he also gets the most oats.”

B. C. Forbes



EUROPEAN MEMBERS OF OUR EXECUTIVE SAFETY COMMITTEE

- | | |
|---------------------------------|---|
| 1. H. Shilton, Paris, France. | 2. F. W. Gregory, London, England. |
| 3. W. G. Bent, Harrow, England. | 4. G. E. Sawyer, Milan, Italy. |
| 5. J. de Julian, Madrid, Spain. | 6. W. Painter, <i>Fire Chief</i> , Harrow, England. |

SPECULATION OR INVESTMENT?

THERE are a number of so-called "loaning trusts" operating in Rochester. These concerns are variously designated as "Funds," "Trusts," "Leagues," etc., but their common feature is the promise of loaning money at very low rates of interest, 3 or 4 per cent. They are not banking corporations authorized to do business by our state banking law, such as savings banks and loan associations are. They are owned by groups of private individuals called "trustees." They sell contracts on which the investor agrees to pay a given amount each month. The contract provides that upon the maturity of the "loan privilege" contained in it, the investor may borrow a certain sum of money at 3 per cent, or 4 per cent, as the case may be, to be secured by a first mortgage on any property the investor may care to purchase, or if he does not wish the mortgage loan for himself he may sell his loan privilege to the highest bidder. It is stated by the salesmen that often the amount received by such sale will net 100 per cent profit or more to the investor on the money he has paid in on his contract; this is perhaps the chief inducement held out to the prospective investor. The sales talk of these concerns is very plausible, and many supposedly intelligent people in the city have put their savings into them. When approached by the salesman of one of these concerns, you should bear in mind the following points:

First: The chief requisite of any investment is safety. Why throw aside the protection afforded by our banking institutions which have been built up over a period of years, and are under the constant supervision of the State Banking Department? You would not trust your

money to a stranger on the street, so why do so to another just because he happens to have an office and a supply of printed contracts and pamphlets?

Second: You get no interest on your deposits. The only possible source of profit to you is in the maturity of the loan privilege, and yet there is absolutely no assurance whatever when, if ever, the loan privilege on your contract will mature. The contract does not tell you, and the salesman cannot truthfully do so. That depends absolutely on how successful the concern is in selling its contracts to others.

Third: If you are contemplating investing in order to help you to purchase or build a home in the future, remember there is absolutely no assurance how much money you can borrow, or when, if ever, you can get it.

Fourth: If after signing such a contract you decide to invest your money elsewhere or find that you have other uses for it, you cannot get it back again without heavy loss, or in some cases you cannot get any of it back. You may have the privilege of suspension of payments for a period of a few months, but if you try to draw out entirely you will lose a large percentage of the money invested—and, besides, remember also that you are getting no interest on your deposits meanwhile. What would you think of a bank which treated you like that?

Fifth: Finally, remember that if you invest you are going into a highly speculative enterprise, the details of which are so complicated as to make it impossible for you to know little or anything about them, and which has no long record of achievement back of it, and the manage-

ment of which is entirely in charge of a few unknown men living in some far-away city.

If in spite of the above you still contemplate making such an investment, *before*

you actually sign on the dotted line and pay your first installment, come to the Legal Department and talk the matter over so that you will fully understand the terms of the contract you are signing.

LET'S RAISE THE ANTE

IF a friend of yours should come to your house some night and say, "Bill, I know of a family a few blocks around the corner who haven't a thing to eat in the house; they haven't got any money, and the man is sick and can't work."

Now, what would you do? Here is what you would do: you would dig down in the pocket and see how much you could spare from the roll, and tell Bill to wait a minute until you could find a basket to slam some groceries into, and then you and Bill would go and pay this family a call, and do all you could for them. But, suppose neither Bill, nor you, nor anyone else knew of the distress this family was in, and that there was no place to which they could apply for relief—it would be pretty tough wouldn't it? Suppose it might be you and your family; stranger things than that have happened.

In all probability if you were brought into direct contact with a case of distress like the one above, you would gladly give much more to this one family than you are asked each year to contribute towards such wants as are embraced in our entire city.

Imaginary cases of distress are not necessary. On one of the coldest days of last winter a young wife, who was in truly desperate circumstances, appealed to the Community Chest for aid. The investigator found the case a most worthy one. The young woman was too ill to be moved and required immediate attention.

There was very little food in the house, and no coal, and you know what that meant last winter. This request came late on a Saturday afternoon, and so the best that could be done was to get quick action on Sunday morning. There was coal to be obtained, food to be obtained and prepared, and a physician procured. The two latter were procured without much difficulty, but obtaining coal seemed a physical impossibility. However, the Community Chest organization got busy. A coal dealer was located in church and told of the urgent conditions. He didn't have a pound of coal in his yard, but took from his own home supply sufficient for the day's needs, loaded it into his car and took it to this suffering family. Of what good would have been the food and medical attention without the comfort derived from the heat-giving coal? Where would one secure such efficient consideration from several individuals or groups? This case is but one of very many handled by the Community Chest—But Suppose Nobody Cared!

There are forty-eight philanthropic organizations assisted by the Community Chest, and whatever you give to the Chest goes for free service to some one in need who cannot pay. Last year 67,963 wage earners contributed \$228,212.51, or an average of \$3.36. That was exactly seven cents from each giver to each of the 48 charities in the Chest, out of his earnings for the entire year.

YOUR VACATION

Our Vacation Bureau is ready to assist any who are planning their vacation. Industrial Relations Department, Kodak Office.

FIFTY DOLLARS FOR SUCCESSES

HOME BUDGET CONTEST—READ THE PARTICULARS

JUST how successful is the budget system for planning expenses and savings for the home? Is it difficult to put into, and to keep, in operation? What was your greatest difficulty in getting your budget system going? With your budget system in successful operation would you go back to the old hit and miss plan of regulating your expenses? What has the budget system done for you?

The Eastman Savings and Loan Association has in the last few months, upon request, distributed over five hundred budget blanks, and we naturally want to know just how successful you have been in your efforts with the home budget. We know that a good many of you have put a budget plan into successful operation, and we want to know just how you did it and how you like it. To make it worth your while to tell us we are offering a number of cash prizes for the best stories of success in budgeting. It does not matter if you used forms other than the ones supplied by the Eastman Savings and Loan Association.

HOME BUDGET PRIZE CONTEST

For the purpose of encouraging thrift and increasing deposits in the Eastman Savings and Loan Association.

Subject: "My Success With the Home Budget, and What it has Accomplished for Me"—not to exceed one thousand words.

PRIZES

First prize.....	\$25.00
Second prize.....	15.00
Third prize.....	5.00
Five fourth prizes.....	1.00 each

This contest is open to all employees of the Eastman Kodak Company, or members of their immediate families residing in the same house.

Contest closes June 30, 1923.

The best stories will be printed in the *Kodak Magazine*. The names of the prize winners will be published, but the names of the authors of any of the stories published will be withheld if so requested.

Here is your opportunity to help your fellow employees in getting their budget system started, and at the same time increasing your own savings.

Send your story to Budget Contest, care *Kodak Magazine*, State Street Office.

THE WIFE WHO DID NOT BELIEVE

THE wife was not really sold on the theory of spontaneous combustion. It might possibly happen, but the danger was exceedingly remote. The other day she wiped up, or down, the hardwood stairs with a nice large oily rag and when she was through she parked the rag in a closet just over the furnace, and adjoining the laundry chute. As luck would have it she did not go out that afternoon, or evening, and some hours later a caller exclaimed, "I smell something burning." The nominal head of the house at once had his suspicions, and proceeded to the aforementioned closet, and found the

bunch of oily rags red hot and just about to burst into flames. Having been married for some time, and so having learned self-control, he refrained from saying "I told you so," and contented himself with dousing the rags with water and making a mess of the closet generally.

Without discovery, half an hour later the fire department would have had a real job on its hands.

When you are through with oily rags, or oil mops, put them out of doors until the air has had ample time to thoroughly dissipate the gaseous fumes—and then leave them there.

A HEALTH COUPON

TO make it possible to work with pleasure and play with ease, one must abound in health. Do you score 100 per cent? Test yourself by the following score card:

weight for the rest of your life. A slight variation either way may be allowed, according to the build of the person. Until maturity (thirty years of age) is reached, there should be a slight gain

GAIN	SCORE CARD	LOSS
HEALTH CREDITS (10 POINTS EACH)		HEALTH DEBITS (10 POINTS EACH)
<i>Do you take</i>		<i>Are you</i>
<i>Daily</i>		.....Underweight or overweight
.....One pint of milk (not only as beverage, but in creamed vegetables, soups, etc.)		.....Irritable
.....Two vegetables besides potatoes		<i>Do you</i>
.....Fruit once or twice		.....Use laxatives
.....No sweets between meals		.....Tire easily
.....Whole cereals, including whole wheat or rye bread		.....Catch cold easily
.....Six glasses of water		.....Eat meat more than once a day
.....A good breakfast		<i>Have you</i>
.....Exercise		.....A bad skin
<i>Weekly</i>		.....A bad breath
.....Green vegetables at least three times		.....Headaches
<i>Nightly</i>		.....Indigestion
.....Eight hours sleep or more		
TOTAL CREDITS.....		TOTAL DEBITS.....

Subtract your debits (loss) from your credits (gain) and see what your rating is. Are you satisfied with your score? If not, what are you going to do about it?

Health credit is as important for you to establish as financial credit, and without it you are seriously handicapped. Dr. Goler has said, "The only capital that we all have is our health." Often a headache or an attack of indigestion is taken as a matter of course. We do not realize that this is Nature's way of telling us that something is wrong and that we should immediately find the cause and remove it.

The first item in the "debit" column, that of underweight or overweight, is an indication that you are not up to par. Life insurance companies believe that the weight according to height for men and women at thirty years of age represents the weight at which their health is best. That is, your weight for height at thirty should be your approximate

each year. Condensed tables of weight for height for men and women are given on the inside of the back cover of this magazine, that you may know what you should weigh.

Weight is but one item. There are other "health debits." If one is irritable, obliged to use laxatives, easily fatigued, sleeps restlessly, has not enough sleep, catches cold easily, has a bad breath, complains of headache or has indigestion, it should be recognized that Nature is signalling and should be answered. These signs mean real trouble somewhere and corrective measures should be taken immediately. When we realize that good health plays a real part in earning capacity and business advancement, we will not ignore these signals.

So many, many times the cause is a wrong diet. More ills than one realizes may be cured or definitely helped by eating the right foods. "But what are the right foods for me?" you ask. That

question the Medical Department will be glad to help you answer.

All that you have to do is to fill in the Health Coupon on the inside of the back cover of this magazine, detach it, address it to the Medical Department, Kodak Office, and drop it in the department mail in your plant. It will be sent direct to Kodak Office. Your request will receive prompt attention.

To serve the greatest number, much

of the work will have to be done by correspondence. If more information than the letter can give is needed, or if the trouble is not clear, a personal interview will be arranged.

If you are underweight or overweight, if you have indigestion or constipation, if you are troubled in any way in which you think food is a factor—SEND the filled in *Health Coupon* to the Medical Department TODAY.

DO YOU WANT TO BUY, SELL OR RENT A HOUSE ?

HOW TO SAVE TIME AND MONEY

THE other day a man on the upper floor of one of our plants sold a house to a man on one of the lower floors and paid an agent a commission of over two hundred dollars to make the deal.

This commission could have been saved if the seller had listed his house with our Housing Secretary.

If you have a house or any real estate for sale, or a house or rooms for rent, list them with the Housing Secretary.

If you are in the market, consult our list.

Write or telephone to the Housing Secretary, Industrial Relations Department, 343 State Street. Phone, Stone 239.



—Courtesy of the Noiseless Typewriter Co.



THERE IS HEALTH IN THE OUT-OF-DOORS—ARE YOU GETTING YOUR SHARE?

THE WIFE IN BUSINESS

THE following story was told by Edwin B. Parker in the *Texaco Star*, and we feel that it is well worth re-printing:

"The man will do. What of his wife?"

"That question was put to me today like a bolt from a clear sky. The questioner was an industrial leader, whose signal service to his country during the World War made his name a household word. He was looking for an executive manager for a large business which he and his associates control, and in response to his inquiries I had given him my impressions of a comparatively young man who had come under my notice during and following the war, and had demonstrated his strong character, rare ability, great industry, and driving force. He had all the qualities, including experience, vigorous youth, and wholesome ambition, which my friend was seeking.

"The man will do. What of his wife?"

"I have barely met his wife," I replied, 'but she seems to be a pleasant, amiable, rather negative young woman, fond of her husband and two children, may be a little spoiled by indulgent parents. Most of her life has been spent in a small town in the Middle West and she is a little dazzled, perhaps a trifle hypnotized, by the bright lights and the froth of the social life of the city.'

"The man I am looking for," my friend replied, 'has ahead of him twenty-five years of the hardest kind of continuous, exacting work, requiring a strong body, a courageous spirit, a clear mind, unimpaired by worries, domestic or otherwise, or by social distractions which will engross the time and sap the energies which the business must have to put it over the top. I cannot afford to risk a man in this important position handicapped by a wife, no matter how devoted, who will not delight in his advancement, share his ambitions, encourage and cheer him should reverses come—make for him a restful home more attractive than his club, keep pace with his growth and

development, entertain his friends and make them hers—in other words, be a very real partner and helpmeet that he may put into this work the very best there is in him. Will she measure up to these standards? If so, I will give him a chance; if not, I cannot afford to make the experiment.'

"What could I say? Here my brilliant young friend, of whom I am very fond, has a chance which comes to few men, a chance of a lifetime, provided only his wife has a sane and wholesome attitude toward life, and is able and willing and anxious to second her husband's efforts. My responsibilities were great. I would have given much had I been able to say: 'She's a trump, she will deliver the goods.' I hesitated between my great desire to see my young friend have his chance, and my duty to my friend, whose confidence I could not, of course, abuse. My course was clear.

"I will ask you, the young man and his wife, and some other friends to dine with me," I said. 'You shall take her measure.'

"Poor girl! She does not know, and may never know, that the impression she will make on my friend at dinner next week, will make or mar her husband's career.

"I believe and am glad to believe that most wives delight in making their homes attractive, restful, and free from annoyance and worries, and that they are alive to the importance of assisting in conserving the time and strength of their husbands and thus increase their efficiency and effectiveness in the prosecution of their careers. I wonder, however, how many wives fully realize how frequently they directly as well as indirectly contribute toward shaping their husbands' careers? I wonder how many of them appreciate the very real business opportunities which are within their reach and their consequent responsibilities—responsibilities which cannot be delegated—as their husbands' silent partners."

ECONOMIES IN HOME BUILDING

SOME GOOD SUGGESTIONS BY A PRACTICAL BUILDER

BUILDING costs are high; very much higher than before the war, and for this reason many people hesitate to attempt the realization of their dream of a home of their own.

The sensible thing to do is to analyze all the things that go into a house, and see what can perhaps be dispensed with at the start, and so materially reduce the cost. This can be done and still provide a convenient, attractive and readily salable house. Here are some of the things to be considered:

SALABILITY

Can the house be readily sold if occasion should arise, is of much importance not only from the standpoint of the owner, but from that of financial institutions making loans.

THE CONTRACTOR

Next to proper location, the most important thing is the selection of the right sort of a contractor. He can advise you as to the type of house best suited to your needs and purse, and be exceedingly useful in many other ways. Best results can usually be secured by dealing with a general contractor who will be responsible to the owner for all of the work. This places all of the work under one supervision, simplifies the responsibility of the owner, and insures greater speed in the completion of the house. When you find a contractor of honesty and character in whom you can place confidence, some kind of a "fixed-price-cost-plus" contract is the most economical. This form of a contract guarantees the maximum price, and also affords you the benefit of any savings which can be accomplished during construction.

You may accept it as a fact that an absolutely accurate estimate of the cost of a house cannot be made in advance. Contractors estimate as closely as they can, and if they are good business men

they allow enough for a safety factor. The cost-plus system affords both the owner and the contractor the opportunity to participate in any savings which can be made. With the guaranteed maximum price feature included in the contract, the owner is protected against carelessness in the contractor's original estimate, or any chance of the contractor running the prices above the maximum figure.

SOME ITEMS TO CONSIDER

There are a number of items in a house which run into money and which can be dispensed with, and still have a highly satisfactory home. If you find that you will have to figure exceedingly close in order to build your home it will pay you to read what follows.

PARTITIONS

There are quite a few things the owner can put in himself at some later time, such as coal bins and fruit cellar partitions which will effect a saving varying, of course, with the size of the house.

THE FIREPLACE

A fireplace is a very nice thing to have in a home, but you can save from \$250.00 to \$350.00 by omitting it.

FOUNDATIONS

A brick base course around the foundation of a house makes a more pleasing appearance to the eye than cement blocks, and adds to the value, but you can save at least \$70.00 if you use only the blocks.

THE PORCH

How many people realize that a porch costs from \$300.00 to \$600.00? It would be foolish to do without any porch, but a large one might be unnecessary and a smaller one save just enough to allow you to put the deal through. Enclosing the porch in glass to make a sun parlor adds a room to the house and makes a very

charming feature, but it will add from \$100.00 to \$400.00 to the cost.

SCREENS

Screening the smallest house amounts to \$100.00 if done completely in a first-class manner. A man handy with tools can buy the material and put in his own screens at a considerable saving. Ready-made screen doors can be purchased to fit standard door frames.

THE ROOF

There are many substitutes for wooden roof shingles, some of which are of unquestioned value and have long life, but nothing so satisfactory as wooden shingles has been found at a lower cost. A good cedar shingle on a roof, properly laid, will last from fifteen to twenty years. Cheaper material will cost more in the end. There are more expensive materials that look better, but over a period of twenty or thirty years it is doubtful if any roofing costs much less.

OUTSIDE WALLS

On the side walls of the exterior of a house there is nothing as good, which costs less in the long run, than shingles. To the eyes of many people wide clapboards add to the appearance of a house, but they also add over \$100.00 to the cost of a small house as compared with shingles. There is another advantage in shingles, in that an amateur can re-stain them and the job will look just as well as if done by a regular painter.

PAINT

Theoretically three coats of paint are best for a new house. In practice, however, experienced people believe that a two-coat job is cheaper in the end, provided that a third coat is added not later than eighteen months after construction. This gives the material a chance to weather, and then by adding the third coat the three coats will then give a longer service than if all were applied when the house was new. Do not, how-

ever, put on but two coats and expect it to last and hold well for three years.

EXTRAS

Built-in bookcases, fancy porch columns, and many similar items are unnecessary and add very materially to the cost. Simple ornamentations are best and mean just that much less material. Bookcases can be built by any handy man after he moves in.

WALL COVERINGS

Omitting wall paper will save at least \$60.00 on the smallest house. This will also allow the house to dry and settle, and develop cracks which will appear in the best built houses. After the house has settled you can then repair the cracks and have the house papered in a permanent manner.

STOCK TRIM

"Stock Trim" is an economy in building a home. Special mouldings, doors and windows of odd size and design add to the cost. Well-informed contractors are familiar with stock trims and know how to provide them at a minimum cost.

FLOORS

"Adams style" floors are absolutely necessary in the minds of many people. They overlook the fact that a good double floor, with a finished oak floor of the tongued and grooved type is very attractive, just as durable and costs considerably less. The savings in a small six-room house on this one feature amounts to over \$100.00. If this sum counts for more than the floors the saving is wise.

PLUMBING

Plumbing fixtures can be made to run into a whole lot of money, but the minimum priced fixtures made by recognized manufacturers are just as serviceable and efficient as the very expensive ones.

HEATING

Fortunately for the person trying to save money on his home there is no system of heating that for general results

is any better than the hot air furnace. A hot air system costs about one-quarter as much as a hot water heating system. Hot water will heat houses exposed to the weather in open places more uniformly than hot air, and perhaps there is a theoretical saving in fuel, but the old hot air furnace is still holding its own.

THE CELLAR

A cellar seven feet in the clear inside is important. It provides more light and greater convenience. If the ground where the house is built is wet or swampy it will be necessary to build more of the cellar above the ground to provide the proper depth. This will detract somewhat from the appearance of the house because a low setting house is more attractive than a high one, but it is worth it to provide a dry cellar. When the ground is dry and well drained, and the sewer in the street permits, the house should be set as low as is practical to furnish enough room for the cellar windows.

USE JUDGMENT

Of course one can go to extremes in

economy in home building, and thus regret it afterwards, so you must use judgment in interpreting these suggestions. There is no economy in cheapening the fundamental things in a house that prolong its life, and reduce the cost of maintenance. Good foundations, good lumber, plenty of nails, a good grade of paint or stain, heavy building paper between the sheeting and siding are essentials. Some people have an idea that they can save money by using single floors. The saving in this case is not worth the loss incurred. When a double floor is laid an experienced contractor will put down the sub-floor before erecting the partitions. This means that all the joists will be stiffened and held in place by the sub-floor. This strengthens the house and provides a floor for the workmen while putting up partitions, lathing and plastering, and reduces the labor item for these operations. The finished floor is laid after all of the dirty work has been completed, and its surface will not be marred or injured. A double floor also contributes a great deal toward the resale value of a house.

KNOW YOURSELF

"'Man, know thyself.' It is a wonderful mandate. To know one's self one must learn one's self. To learn requires patient study. The first half of the normal life span is mainly preparation. Thereafter is the period of application of what we have learned. If at fifty a man does not know with reasonable certainty where he is headed, and why, the chances are that he never will. He has never trained his mind; he is a grown-up child. The world is filled with such instances, but Providence never meant it to be.

"Now, if on the other hand a man has begun in youth the heavy task of going through consecutive lessons, painfully learning to know himself, at fifty he will be in position to teach others, and with

far more of humility than he had when he began, many years previously. When a man has learned to know himself, he can sympathetically understand other men.

"Education makes us wise. It builds character; character expressed in service is the master force.

"Education, study of self, of other men, and finally of books, makes in the end for fearlessness, up to the final door that we call death. Years ago I read Bacheller's 'Eben Holden.' Do you remember the epitaph that he prepared in life, to be graven on his tombstone? Something like this:

"'I don't know where I'm going, north, south, east, or west, but I know that I'm not afraid.'"—*Trained Men.*

The Kodak Magazine

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

SPENCER HORD, *Editor*

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THAT genial philosopher, "Tom" Trier, of Boston, takes great delight in pointing out our human weaknesses, and here is one of his latest stories:

"Speaking about great men, I have just come from the office of a business man, where the man behind the big desk seemed to be puffed all out of shape by reason of the success which he has achieved in his business.

"Judging by his conversation, he is quite convinced that the whole world is watching him with bated breath. He is so interested in himself and his own achievements that he has no time to read or hear about the achievements of others.

"Thinking about him since I returned to the office, I am reminded of a story that Joseph Jefferson told John Drew one time to convince his fellow actor that, no matter how big he might think himself, there was certain to be someone a little bigger.

"One time when Joseph Jefferson made his great success with 'Rip Van Winkle'—as John Drew tells the story—he thought himself fairly important and that every one knew of his success. At the very least, he felt that he had put Washington Irving on the map, with his Boucicault version of Rip.

"One night after the theatre, as he was going to his home in the Fifth Avenue Hotel, a stockily built man with a grizzled beard got into the elevator.

"Are you playing in town now, Mr. Jefferson?" he asked.

"Jefferson, as he replied in the affirmative, rather pitied the man for his ignorance and his total lack of understanding of what was going on in the world. What a simpleton he must be, who did not know that Rip was having a record run.

"When this man reached his floor and got out, Jefferson asked the elevator boy, 'Who was that?'

"'Why,' said the boy, pitying Jefferson for his ignorance, 'That's General Grant!'

BLESSED be the man who knows enough to quit when he is through. There are so many people without conversational terminal facilities. Many a salesman has lost a good order because he did not know when to quit talking.

Then there is the man who stops alongside your desk, or your bench, and begins to chat. He almost invariably selects a time when you have a whole lot to do, or are in very much of a hurry, and he talks, and he talks.

Sometimes, if he doesn't know you so very well, he really wants to stop and to get away but just doesn't seem to know quite how to accomplish so simple a matter. Sometimes a little indirect acceleration will accomplish it.

A story is told of a missionary lecturer who had a reputation for being exceedingly long winded.

At the conclusion of one of his very extended addresses the chairman of the meeting arose and announced the closing hymn, "Speed Away."

This did not make a very big hit with the speaker so the next time he came to this town, he said, "I hope you will not sing 'Speed Away' when I get through tonight."

He began his lecture and as per usual he talked, and he talked. When he finally did run down the chairman arose and announced: "We will now sing that grand old hymn, 'The Morning Light is Breaking.'"



KODAK PARK

ROBERT A. WEBER

Editor

TIME OF ANNUAL COMMUNITY CHEST CAMPAIGN DRAWS NEAR



HARRY LeB. GRAY, Chairman,
K. P. Community Chest Committee

Once again we are approaching that period of the year when all Rochester is united under one head for a common good, the time of the annual Community Chest Campaign. The date set for the drive is May 14 to 21 inclusive.

In the four campaigns since 1919, the Kodak Park employees, irrespective of those on the special subscribers' lists, have contributed a total of \$71,352.30. On each occasion the percentage of employees subscribing has been above 95. The lowest figure was for 1920, this being 95.30 per cent of the total number of workers. In 1919, 96.27 per cent participated, while in 1921 we had the honor of reporting every employee a subscriber. Last year it dropped back to 98.40, although the amount of money pledged was nearly \$600.00 greater than ever before.

"What will you do this year?" The worth of the "Chest" plan has been proved. It gives every resident of our city an opportunity to do his or her share in meeting the needs of the charitable and

semi-charitable institutions, something which is morally our duty. In securing subscriptions only this appeal is used. We are expected to contribute only if we are able, and then, just so far as we can afford. Bear in mind that the matter of giving is not compulsory, but also bear in mind that you have a duty to perform. There are very few of us who cannot give the few dollars asked without missing them. For a few even a small contribution will mean a sacrifice, but sacrifice is good for the soul, and who knows what a world of good yours may do some really unfortunate human being?

Harry LeB. Gray, chairman of the Kodak Park committee, has already called a few preliminary meetings, and the desire is to put over the campaign at the Park within as short a time as possible. Give the matter of your subscription a little thought now. Decide what you are going to give and be ready when your committeeman visits you on the 14th.

RESULTS OF PAST CAMPAIGNS AT KODAK PARK

Year	Per cent Subscribing	Per Capita Subscription	Amount
1919	96.27	4.37	\$13,541.88
1920	95.30	3.35	17,027.53
1921	100.00	3.31	20,096.45
1922	98.40	3.68	20,686.44

"FINDERS—KEEPERS"

In a plant as large as Kodak Park, it is not unusual that during the course of a year quite a sizable number of articles are lost. Through the service of the Pay Roll Department, many of these articles are returned to their owners.

During January an employee returned to the Pay Roll Department a Howard watch valued at \$48. This was returned to the owner, who insisted on the finder accepting a reward of \$5.00.

The plan as operated at present is as follows: Any person finding an article should turn same into the Pay Roll Department, for which he receives a receipt. The article is held one month and if the owner is not located, it is returned to the person who turned it in. If claimed, the signature of the owner is secured upon satisfactory identification, and if the article is of sufficient value, notification is sent to the party who deposited it.

If you are unfortunate enough to suffer the loss of some article, apply at the Pay Roll Department and it is quite possible that they will have it.

A few weeks back seventeen articles were turned in, the total value of these being estimated at \$81.45. Six of these articles, representing in valuation \$63.70, were returned to the owners.



JACK BRIGHTMAN, Trustee, K. P. A. A.

MANY ACTIVITIES BEING CONSIDERED FOR SUMMER MONTHS

Projects under consideration by the Kodak Park Athletic Association for the summer include nearly every type of outdoor activity. Aside from baseball and soccer which are more or less settled, there will be golf, tennis, noon-hour baseball, twilight baseball, and track. Golf possibilities include a representative Park team to meet the pick of other clubs in Western New York. Plans for tennis involve several independent matches in addition to affiliation with the Rochester Tennis League and Kodak League. Tennis for the girls is also under consideration.

"Father John" Shepherd, the undisputed czar of noon-hour baseball, is marshalling his forces for the spring drive. The training season opened early in April, and each noon a group of warm-blooded fans have been at hand dispensing the usual criticism, razzings, and now and then a little encouragement.

After several attempts twilight baseball was made a successful activity last year under the guidance of John S. Harmon. The entire schedule was played off and a "big time" given the winners at the close of the season. To whom this sport will be assigned this season is not settled, but it seems a safe bet that it will be one of the main attractions of the summer.

Track, which was organized on a big scale for the first time last year, is also under consideration. Several cups, and other trophies, were added to the Kodak Park Athletic Association collection, some of which must be defended again this season. Prospects are by no means discouraging, although no definite word can be said on the matter at present.

The summer of 1923 promises to be one of the busiest in the record of the Association. Sports

Manager Clayton Benson has a thorough knowledge of athletics from every angle, having participated actively during his college term, and through his efforts the Kodak Park Athletic Association should mount to the pinnacle of industrial supremacy.

Every employee will be given an opportunity to participate in his or her favorite sport. This, however, will only account for a comparatively small percentage, meaning that the rest of us will be looked to to support the different activities. We all possess a certain pride in the accomplishments of our Association, so let's get behind all the sports and make the winning a personal object.

WHY YOU SHOULD BE A MEMBER

Members of the Kodak Park Camera Club are given an opportunity to learn all they need to know about their instrument, the kind of film and paper to use, and the way to obtain the best results in developing and printing.

A cordial invitation is extended to every employee at Kodak Park, who is not already a member, to join. Call Glenn E. Matthews, telephone number 746. The dues at \$1.00 a year include all privileges.

IRON WORKERS FIRST IN YARD BOWLING LEAGUE

PRESCOTT AND ZIMMER WIN IN TOURNAMENT

At the finish of the Yard Bowling League schedule in March, the Iron Workers were still in the lead, a position they had maintained during the latter half of the season. The Tool room and Garage staged a good battle for the runner-up position, the former, however, being a bit stronger. The season just finished was the most enthusiastic and successful of any since the organization of the league in 1918; during the past winter this league was the only one representing Kodak Park.

High individual three-game honors go to William Marx of the Garage team, his mark being 672, while Fred Kern of the Baryta team accounted for 279 on one occasion, giving him high single game for the year. The Garage, although finishing third in the pennant race, hold both the high team single and three-game records, with 1060 and 2908 respectively. Charles Natt, Building 48, finished first in the individual averages with 187.10 for forty-four games. Fred Brizee was second with 185.21 for sixty-three games, and Harry Prescott in forty-four games acquired a record of 183.12. Considering the greater number of games bowled by Fred Brizee he may be considered the real leader.

In the two-man tournament staged at the end of the season, twenty-five teams participated. Harry Prescott and Harold Zimmer finished first with a score of 1145, while Albert Sill and Stanley Kowalski chalked up a total of 1117 for second money.

FINAL STANDING OF TEAMS

Team	Won	Lost	Pct.
Iron Workers.....	64	19	.771
Tool Room.....	59	24	.711
Garage.....	57	27	.678
Stores.....	49	34	.590
Yard.....	44	39	.513
Time Office.....	19	64	.229
Baryta.....	16	68	.190



MYRON BACON, Vice-President,
K. P. Camera Club

DEMONSTRATIONS, LECTURES AND HIKE MAKE UP BUSY DAYS FOR CAMERA CLUB MEMBERS

The first regular darkroom demonstration given by the Kodak Park Camera Club following the election of officers for the 1923-24 term was scheduled for Wednesday, March 28, just one week after the "official" arrival of spring. A large class was on hand to absorb the words of wisdom offered by Walter Redden and Myron Bacon regarding developing and printing, which speaks highly of the interest of the members.

Another interesting demonstration was given by Harold A. Hartt on April 25, on enlarging, the principles and many helpful points being exemplified.

On Wednesday, April 11, a large and merry group, club members and their friends, boarded the 6 o'clock Santa Fe special and after a pleasing dinner arrived at Yosemite National Park, where they were entertained for the greater share of the evening. A delightful entertainment was offered by Glenn E. Matthews with motion pictures and slides showing the beauty of America's wonderland, Yosemite, "the Valley of Contentment," including El Capitan, the Gibraltar of America, Bridal Veil Falls, and many other beautiful spots. Music was furnished during the evening. A delightful prelude to the trip through the Yosemite was the vocal solo by Louise Hutchinson. Following the lecture dancing was enjoyed for the remainder of the evening.

The first outdoor activity of the Club was a hike held on Saturday, April 21. Alfred Hargreave, past president, acted as leader. Over thirty persons attended, who secured many fine pictures of the beauty spots in Genesee Valley Park.

Another affair of great interest to the members was the photographic exhibit at the Memorial Art Gallery, University of Rochester, during April. Lewis E. Jewell was in charge of the Kodak Park exhibit, which was arranged for through the courtesy

of Miss Gertrude Herdle. Valuable and favorable criticisms were received, and also much praise, and it is hoped that the exhibit will become an annual affair.

Events scheduled for May include a lecture and hike. The members will be greatly pleased to learn that John I. Crabtree of the Photochemical division of the Research Laboratory has consented to address the Club on Wednesday, May 16, on "How to Use a Kodak." This talk will be very helpful to those who are planning picture-taking during the summer. On Decoration Day, Wednesday, May 30, James Trayhern will act as leader at the hike to be held at the Cargill Farm, Scottsville. The annual picnic is scheduled for the latter part of June.

FRANK L. "ACE" GUILLOD CONSOLIDATES WITH MEMORIAL

Of much interest to the ex-service men at Kodak Park, and the other Eastman divisions, was the consolidation of the Frank L. "Ace" Guilloid Post with the Rochester Memorial Post. The Memorial Post, already the largest in the city, is now composed of eight different units. The reason for this action



A. RALPH ECKBERG,
K. P. Representative, Mardi Gras Committee

was the desire on the part of the members of the Kodak Post to be of greater service both to the community and its own members, it being realized that only through united effort can the Legion best serve. The committee in charge of this recent action was composed of A. Ralph Eckberg, Kodak Park, chairman; William J. Lambert, Kodak Park, and Walter Hoff, Folmer-Century.

A campaign for members, which was conducted during the week following March 19, was in charge of Ronald C. "Cap" Hands, Safety Engineer of the Kodak Park Works. Strenuous effort was made by Captain Hands and his committee, with a result

that a very satisfactory number of new members was secured.

The members of the Kodak unit have just cause to be proud of their part in making the annual Mardi Gras held in the New York State Armory on April 2 a success. Approximately 5,000 people attended this affair.

Officers of the Guillod Post at the time of the consolidation were as follows: John Gordon, Jr., Folmer-Century Works, commander; Thomas C. Ansley, Camera Works, first vice-commander; Edward L. Cook, Kodak Park, second vice-commander; Craig Cochrane, Main Office, third vice-commander; Milton W. Elmendorf, adjutant; Walter Hoff, Folmer-Century, treasurer; A. Ralph Eckberg, Kodak Park, member county committee.



CHARLES "CHUCK" FORSTBAUER.
Team Manager

KODAK SWATSTERS AWAIT LEAGUE OPENING

Just a few more weeks and baseball will be under way. Outdoor practice was started late last month and the Kodak team is showing up very well. "Jack" Bergan, of Building 48, has been appointed business manager to succeed Fred Gardner, resigned, and in co-operation with "Chuck" Forstbauer, is busily engaged in perfecting plans for the season.

At a meeting of the Western New York league held in April, President William Buckley announced that franchises had been assigned to six teams, as follows: Kodak Park, Fashion Park, Athletics, Rutz at White City, Genesees at Nine-Mile Point, Webster, and Ampicos, East Rochester. Up to this time neither Newark nor Macedon had definitely signed, although the general opinion seemed to be that both would do so. The league will open on Decoration Day.

Manager Bergan announces that several new players have been added to the squad, including Charles Kivel and "Tony" Kennedy, who last season played with the Judge Motors club; Dobie, Genesee Valley League, 1922; Roy Canne, catcher,



JOHN BERGAN,
Business Manager

formerly with Savannah, and Ray "Noisy" Connell.

Season tickets will be available before the opening of the season, in addition to the single admittance tickets. Kodak Park boasts of one of the best semi-pro baseball teams ever organized and is deserving in every way of the loyal support of the Kodak Park Athletic Association members. Get behind the boys and bring the pennant to the Park.

DR. MEES SPEAKER AT FOREMEN'S MEETING

The last regular dinner meeting of the Kodak Park Foremen's Club for the winter season of 1922-23 was held in Building 28 on Thursday evening, April 12. The attendance on this occasion was one of the best of the entire series, one reason for this being the selection of Dr. C. E. Kenneth Mees as speaker.

Dr. Mees, director of our Research Laboratories, is one of the most able lecturers of the present day, and in view of his many engagements, the club was indeed fortunate in obtaining his consent to talk before its members. Dr. Mees' subject, "The Getting of Wisdom," afforded him the opportunity of presenting to his audience many points of great value and interest.

The next activity of the Foremen's Club will be the annual summer outing. President Schaeffer will soon appoint a committee for this popular feature.

ALL OFFICERS OF FUR AND FEATHER CLUB RE-ELECTED

Following the close of a busy and successful season, the members of the Kodak Park Fur and Feather Club unanimously re-elected all officers of the 1922 administration.

The officers plan to make this a banner year, and invite all employees who are interested in poultry and other pet stock breeding, to become affiliated with this popular organization.



FRANK HALL

“TAMMANY” HALL PASSES 74TH MILE STONE

Almost everybody at Kodak Park is acquainted with Frank Hall, and his sunny smile as he travels about the plant looking after the work of the Sheet Metal Department, of which he has been foreman for the past fifteen years. Although this represents the length of time he has been at the Park, he has, however, been engaged on Eastman Kodak Company's work for about forty-five years. Mr. Hall celebrated his seventy-fourth birthday recently.

Frank, “the youngest old man at Kodak Park,” as he is pleased to term himself, is favored with a large circle of friends. He is an ardent motorist and a great lover of the dance. His motto is, “a man is as old as he makes himself.”

FLORENCE DOESCHER WINS PRIZE

For the past few years it has been the practice to keep a record of the tickets sold for the regular monthly dances by each member of the distribution committee, at the end of the series a prize being awarded to the person having had the largest individual sale.

Following the St. Patrick's dance in March it was found that Florence Doescher, of the Finished Film Department, was entitled to the 1922-23 reward, and she was shortly afterwards presented with a large box of bon bons. We congratulate Miss Doescher and thank her for all she has done to so materially contribute to the success of the series.

Helen Williams, of the E. & M. Stores office, winner of the 1921-22 prize, is also deserving of honorable mention, she having sold the next greatest number, while Emma MacBride, of Building 48, finished third.

LAST COMMUNITY NIGHT ENTERTAINMENT OF THE SEASON HELD

APRIL 5, 1923

During the winter eight delightful and very successful community night entertainments were given under the auspices of the Kodak Park Athletic Association. The division of the Association membership into eight units resulted in each member being given an opportunity to participate in one of these entertainments. The combined attendance for the series was between seven and eight thousand people.

The last important entertainment was for the members and guests of the following departments: Main Office, Branch Shipping, Traffic, Dining Hall, Training Department, and Purchasing Department, about 700 people being present. George W. Engelhardt, of the Purchasing Department, served as chairman of the committee in charge of arrangements.

The program was very well selected and absolutely without any weak points. A motion picture comedy and slides were shown, this being followed by several charming dance numbers by Elizabeth Zimmerli, talented daughter of Robert Zimmerli of the Box Department; Catherine Newman, and Pauline Bott, pupils of Miss Catherine Strowger. Miss Strowger appeared personally, giving the Swan dance.

The final number was by the National Male Quartette of the Redpath Bureau, featuring Charles Cox. This number was voted one of the most enjoyable ever offered at a community night entertainment.

Our appreciation is extended to all those who have been actively connected with the community night program this season. The co-operation and willingness to assist has been a big feature in the success of the parties.

LIEBECK GIRLS HAVE EXCELLENT RECORD

From time to time we learn of an individual who because of some outstanding feature in his or her term of employment is deserving of a word of commendation, but it is seldom that such characteristics are manifested in groups.

That the exception is proof of the rule, we are pleased to call attention to the three Liebeck girls, Agness, Louisa and Mary, all of whom are employed in the D. O. P. Packing department.

To begin with their length of service record is in itself worthy of attention. Mary, who is employed in the Assorting department, has been at the Park since April, 1902, nearly 21 years. Louisa will have completed 21 years of continuous service on March 18, while Agness having started work in 1911, has 11 years of equally satisfactory service to her credit. Both Louisa and Agness are inspectors in the Packing and Sealing department.

All three girls reside at Barnards, a little less than three miles distance from the Plant, and as a general rule walk both to and from work. Their records show very little lost time, and only an occasional tardy report. The secret of the latter accomplishment as expressed by Louisa is, “If one will only make up her mind to be on time the distances she has to come makes little or no difference and one can come three miles as well as three blocks.”



FRED COLLETT, Chairman,
Office Bowling Party

OFFICE MEN HOLD STAG PARTY

Friday, the thirteenth, may have been unlucky for some members of the Kodak Park Main Office force, who attended the "Pig Roast" and Bowling party at Hafner's hall on this date, but for others—well, it was decidedly otherwise.

Charlie Martin, selected as chief guide, arrived a little late, but sure kept things moving after he arrived. During the dinner (it has been rumored) a whole pen of porkers was consumed, and later in the bowling matches several good games were rolled, some of them well over 1000 pins (by twelve-man teams). Many amusing stunts were presented during the dinner, including the receipt of several personal telegrams by busy persons to whom the intrusion was far from pleasant.

Spencer Hord, editor of the *Kodak Magazine*, acted as toastmaster, contributing greatly to the success of the party through his ready wit and humorous stories. A vote of thanks is extended to Fred Collett and Fred Gardner, Emmett Deane, and Robert A. Weber, who attended to the numerous details of the affair.

The hand of welcome was extended with great feeling to Harry Lee, of Department 50, upon his return to work after a serious illness and operation.

We extend our sympathy to John DeVelder, Emulsion Coating Department, whose wife died on March 22.

Samuel Kaufman, of the Printing Department, is being congratulated upon the arrival on April 3 of a baby girl, Marion May.

Sherman Pierce, of Building 48, is the proud father of a baby girl born April 8.

Anna Sorg and John Crelly, both of the Printing Department, were married April 7. "Gook luck."

ARE YOU HELPING TO REDUCE ACCIDENTS?

Upon reviewing the summary of accidents at Kodak Park during the past few years, we are impressed with three outstanding facts as regarding the records of 1922 against that of preceding years: first, the noticeable decrease in the number of lost time injuries; second, the cost to both the employee and the company as a result of carelessness and negligence as affecting injuries wherein the result lies almost entirely in the hands of the employee; and third, the knowledge that, having accomplished a substantial reduction during the past year, an even greater reduction can be made in 1923.

The total number of accidents occurring last year was 107, less than any year since 1917. The number of accidents per thousand employees was also less than any time since 1917. Both the value in lost time per accident and the cost of each injury were less than any time since 1916.

Accidents are divided into classes according to nature or cause. During 1922 the number was comparatively small in all but four of these, namely: number 10, materials falling and dropping; number 25, falling (persons); number 27, strains; and number 30, burns, cuts, infections, and poison, these accounting for 83 of the total number, or 77 per cent. The percentage of accidents in Class 10 remains the same as in 1921, although during the past year there were five less in number. A very slight decrease is shown in Class 25, although this class still remains second high in number and percentage, it being exceeded only by Class 30, the negligence class in which are charged 40 accidents, 37 per cent of the yearly total. This is the only division which shows a large increase over the preceding year.

The large increase in the number of minor injuries treated at the Medical Department as compared to the increase in number of accidents listed under the head of infections is conclusive proof that more and more people are growing into accord with the accident prevention work. There are, however, a great many persons of the so-called "hard-boiled" type who consider it almost a disgrace to have medical attention given them for anything so small or slight as a cut, bruise, or sliver puncture. The day of the "tobacco" and other home remedies has passed and in its place is offered an efficient preventive treatment by persons competent to administer it. It is true that the percentage of so-called minor cuts, etc., which develop infection is relatively small, but the bare fact that 37 per cent of the total number of accidents occurring at Kodak Park during last year are attributed largely to this one cause, "neglect," should result in the conversion of all thinking employees to the first-aid benefits.

The bulk of the effort to be expended by the Safety Department during 1923 will be toward the reduction of this particular type of lost time accident. To successfully accomplish this, it is imperative that we have 100 per cent co-operation by the employees. To eliminate most of this 37 per cent has become our specific duty for 1923. Can we count on you to report injuries promptly?

We express our deepest sympathy to Jack Schaeffer, of the Branch Shipping Department, whose father died April 14 after an illness of about two weeks. Mr. Schaeffer was 66 years of age.



"DEL"

WELL-KNOWN EMPLOYEE RETURNS AFTER ILLNESS

We extend the glad hand of welcome to Delmer A. Burrell, upon his return from the sunny South.

Some time ago "Del" was compelled to take a rest on account of his failing health, and went to St. Petersburg, Florida, to recuperate. The change of climate has worked wonders, and we hope resulted in a permanent recovery.

"Del" needs no introduction to Kodak Park, having been very much in evidence around the plant since 1902—only a matter of twenty-one years, and still going strong. He first saw service in the Industrial Laboratory and after some time was transferred to the Emulsion Coating Department, then located in old Film 3. While associated with Harry LeB. Gray, and now, under Lincoln Burrows, his work has been principally connected with the Black Paper Department, in which department he now continues.

"Del" has played no small part in the social activities at Kodak Park. He was one of the first organizers, and a charter member of the Kodak Park Athletic Association; the first manager of sports, which position he held for two years; a director for several terms, and has held other minor offices from time to time.

Of a somewhat reticent and retiring disposition, it has ever been his delight to give unstintingly of his best efforts in the furtherance of any good cause.

Expressions of sympathy are extended to William J. McHenry of the Emulsion Coating Department, whose father died in Ireland March 28.

Harry Langton, of the Emulsion Coating Department, Building 29, and Miss Sadie Campbell of Rochester, were married at the Church of the Blessed Sacrament on April 17. We extend our best wishes for their future happiness and prosperity.

CARNIVAL-DANCE GREATLY ENJOYED

About 700 persons were present at the Carnival and Dance held in the Kodak Park Assembly Hall on Friday evening, April 6, under the auspices of the Basketball and Soccer Clubs.

The main hall was devoted to dancing, music being furnished by Alf Monk's orchestra. Decorations consisted of flags and lanterns. Along the south side of the building several attractive booths were erected in which the different games were held. A selected choice of prizes were offered and as a result of the liberal qualifications almost everyone received some reward for their efforts. The games were in charge of Nelson Milne, Albert Armstrong, A. D. Bessey, William Zimmerli, James Canavan, and James Ward.

The stage was converted into an up-to-date "movie show" where Harris Tuttle and his assistants did a real "down-town" business. Another busy spot was the fortune teller's tent where Minnie S. Burns as "Madame Lye" dispensed information regarding the future. In the refreshment booth presided over by Alice Turner and Cissy Eddon, a large staff of willing workers served refreshments.

Order was maintained by Police Chief William Doane and officers "Sid" Ackroyd and "Doc" Yates. Several arrests were made, the offenders being "hauled" before Justice "Clip" Bostwick, where charges were preferred and in several cases fines paid.

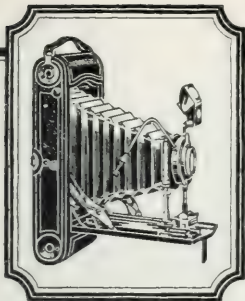
Deyo Banker as official "barker," called attention to the numerous features. The awarding of the ten door prizes was done just before intermission. The radio receiving outfit was won by Lloyd Stacy. M. N. Thibault won the second prize, a silver vase, and other prizes were awarded in the following order: Candy, Bert Howe; Camera, Myrtie Oakleaf; Boiler, Charles Kendall; Candy, N. M. Bannery; Camel's Hair Sweater, Miss J. Collier; Fan Doll, H. DeBrine; Camel's Hair Scarf, Fred Van Allen; Candy, Mrs. Lester Malone.

To the many people who contributed toward the success of the party we express our appreciation. The General Committee was composed of Fred Grastorf, general chairman; Jack Schaeffer, in charge of dance; Ralph Breary, in charge of carnival; John Harmon and Thomas Clegg, finances and tickets; Clayton Benson and Jack Brightman, music; Alice Turner and Cissy Eddon, refreshments; Leigh Rife and Jack Schaeffer, decorations; A. D. Bessey, checking and door; James McKinley, Jr., and Robert A. Weber, publicity and printing.

The expressions of opinion in general regarding the carnival idea were most complimentary. Exceptional possibilities are presented along this line and regret was voiced in that it was for one night only. At present there is considerable sentiment for a large carnival to be given out of doors for three or four nights with different departments in charge of different features.

"Emulsion" extends its deepest sympathy to Charles Millard, of Building 29, whose father died March 9.

"Pete" Repsher is still rejoicing over the birth of a charming six and one-half pound daughter, born on March 14.



CAMERA WORKS

HERBERT S. THORPE
Editor



CAMERA WORKS INVESTIGATING COMMITTEE

A COMMUNITY MESSAGE

Forty-six committees, composed of one hundred fifty-five superintendents, foremen and employees, visited forty-six institutions supported wholly, or in part, by the Rochester Patriotic and Community Fund (informally known as the Community Chest).

Those of us who have read the reports know that, without exception, every opinion was favorable. We wish that every resident of our city could visit the various organizations, but, since this is not possible, the reports of our committees vouch for the absolute necessity for the institutions, and the efficient manner in which the Community Chest controls, to a large extent, the funds to which we contribute.

Much can be written of the advantages of the "Chest" plan over the old expensive isolated "drives" for separate institutions. Much can be said regarding the manner in which each institution contributes to comfort and good city government. We are going to ask you to *read* the composite report: not a report of professional investigators, but a report of your fellow-workmen, who will verify every sentence. All the reports, in their

entirety, can be seen in the Industrial Relations Department.

"We believe the work performed should be given more publicity." "If people really knew what the institution was doing they would give more freely to this wonderful cause." "In our opinion the Association is accomplishing a very worthy purpose." "We believe the work, as carried out, is of genuine service." "The organization is efficiently and competently managed." "The service rendered to the community is worthy of our whole-hearted support." "Good work is being done." "We are pleased with the manner in which the Institution is conducted." "We heard no complaints against the management, or any expression of dissatisfaction." "This is one of the finest institutions of its kind in the country." "The care of sick or injured is highly commendable." "We know this organization is worthy, and it should be supported by the public." "Every responsible person should consider it not only as a duty, but as a privilege, to contribute to the Community Chest."

YOU CAN'T SAW WOOD WITH A HAMMER

Neither can you find ideas without looking for them. Of course, it may happen that we stumble across one accidentally, but the chances are very slim—and we are taught not to take chances.

We have heard of employees who erroneously think that a suggestion relative to cutting down operations, or combining them, results in cutting down employment. Our great-great grandfathers had that same idea when machinery took the place of handwork, yet we are better clothed, better fed, better housed, and have more amusements and prosperity now than in the "good (?) old days."

An improvement on *anything* is *not* a cut, but a benefit, which, in greater or lesser measure, benefits every one.

Every suggestion which is put into effect actually performs a service to yourself and your neighbor, whether it be an idea on safety, improving product, or lessening costs. There is no such period of time as, "we are all caught up on Suggestions." More inventions are being registered now than ever before. There are hundreds of ways of improving *everything* if we are keen enough to discover them.

It *pays* to look for ideas.

YOUR REPRESENTATIVE FOR YEAR 1923

The fifth annual election of Employees' Representatives resulted in many re-elections, the following people having served on this important committee five consecutive years: George Scott, William Boland, Alexander Russell, John McMahon, Elvin Harwood, Loretta Irons, William Hartell, Joseph Ives, Agnes Flynn, William Lawrence.

The Executive Committee, elected from the main body of Representatives, again shows that the choice is a wise one especially when one considers that Charles Rogers retains the chairmanship. The personnel is Norman Robinson, Joseph Ives, John Pearce, John McMahon, Mary E. Horgan, Agnes Flynn. William Lawrence is Secretary, and Harry Stokes, Vice-Chairman of Group meetings.

The complete list of Representatives, and the Department from which they were elected, are appended:

Department	Representative Elected
Safety and Sanitation } Night Watchmen	Leo O'Hara
Scrap } Stock Inventory	George Kummer
Stores } Glue	
Press	{ George Scott Albert Bremer
General Maintenance	Ernest Macklin
Electrical	
Milling	{ Lowell Ford William Boland
Tin Shop } Millwright } Plumbing } Carpenter }	Roy Tweadey
Foreign Shipping	Alexander Russell
Accessory	Willis Wendover
Lathe	{ John McMahon George Kiske
Tumbling, Rust-Proof } Dipping, Plating }	Salvatore Civitillo
Stringing	
Buffing	Edward Geier
Etched Plate	Harry Mead
Lacquer	{ Joseph Collins Alice Dunn
Finishing	Ervin Harwood
Bellows	Loretta Irons
Shaping	Jos. Czarnowsky
Sawing	William Hartell
Wood, Assembly	John L. Saunders
Covering	Mary Horgan
Creasing	Howard Duke
Assembly F. P. Kodak	Willard White
Assembly Sundry	Martin Schroedl
Assembly Folding Brownie	{ Joseph Ives Agnes Flynn
Assembly Jr. Kodak	Wm. Christman
Assembly V. P. Kodak	Frank Holdredge
Lens Inspection	Arthur Pohl
Assembly Brownie (2A-2C-3)	Rose Keehn
Printing	George DeWitt
Shutter Assembly No. 0	George Doser
Assembly, Brownie	{ Ernest LeRoux Grace Combs
	{ Albert Frank Helen Kiernan

Kodamatic Shutter Assembly	Fred Alexander
Brownie Mach. and Lacquer	Elmer Schulz
Brownie Covering	John Pearce
Shutter Machining	John Hinterleiter
Shutter Assembly No. 1-No. 2	Eugene Henricus
Cable Release } Self-Timer }	Anna Grimes
Leather Case	
Leather Cutting	Charles Klier
Inspection	Thomas Heaver
Engineering	Frank Sherman
Tool	{ Harry Stokes John Dengler William Miller
Factory Stock Record	Adolph Allinger
Tool Supervision	Eleanor Schwab
Checkers	Lawrence Welch
Superintendents Office	William McCoy
Stock Record Office	
Detail and Estimate	Norman Robinson
Standards, Planning	Charles Irwin
Industrial Relations	
Purchasing	George Goodman
Cost	
Inventory	William Lawrence
Pay Roll	Paul Balling

MAN'S PRESTIGE UPHELD

There are some things the girls do better than the boys, but it isn't bowling! At least, it didn't prove so in the match between the pick of the Camera Works Girls' League, and the husky champs of the Pointers.

For some time the girls have had the men bowlers on "edge." Quite a deal of good-natured joking has been running between the two factions, and a show-down came last month at Elm Hall which spelled disaster to the fair damsels, and vindication to the "mere men."

All of the foregoing was told in "po-try" by George "Shakespeare" Isbell, but rhyme is taboo in the *Kodak Magazine* and we've probably saved George from being grabbed up by a New York publishing house for exclusive poetical rights by not publishing his stanzas on the game. The scores, however, tell the story even more eloquently than the poem.

POINTERS		
	4 games	Average
"Ben" Avery	498	.125
Frank Connelly	508	.127
George himself	605	.151
Ray Gaffney	504	.126
Harry Lambert	503	.126
	2618	.655
GIRLS		
	4 games	Average
Bertha Schmitt	535	.134
Florence Waterstraat	535	.134
Delia Meerdink	491	.123
Helen White	460	.115
Edith Waterstraat	420	.105
	2441	.611



BOARD OF MANAGERS, C. W. R. C. 1923

Back Row, *Left to Right*: Charles Kivell, Joseph Sullivan, Frank Reynolds, Norman Robinson, Herbert S. Thorpe, Frank O'Brien. Front Row: Bertha Schmitt, Charles Rogers, Edith Partridge. Absent: Mary Baird, Margaret Mathews.

FOREMEN'S BOWLING LEAGUE MAKE MERRY

We have never been able to exactly understand what the Foremen's Bowling League really did each Friday evening at the Liederkrantz, except the fact that each member made almost any sacrifice in order to attend every session. Any Friday, should one chance to meet any of the members, the conversation would invariably lead to the "big night tonight" of the Foremen's League, but, chancing to meet the same enthusiast Saturday morning, one knew that the preceding night was indeed a big one, except for the mere trifle of the bowling scores!

Friday, April 6th, was the climax of the season, when a tournament was staged by a select committee, headed by "Joe" Sullivan, Worthy Secretary. It seems to be generally understood that the results were as follows, although we are not in possession of any scores to verify the winners.

DOUBLES	SINGLES
1. Isbell - Geiger	1. Geiger
2. Rogers - Davey	2. Wright
3. Rapp - Conolly	3. Burchard
	4. Reynolds
	5. Waldron

"Herb" Gregory's team led the pace up to the last Friday. Each time a score was recorded "Herb," in true Spencerport language, would shout "Another load o' hay tucked away in th' barn." Alas! on the last lap the load tipped over, and Frank Reynolds' revellers won out. "Joe" Sullivan's Savages sneaked in third, and Rapps' team also ran.

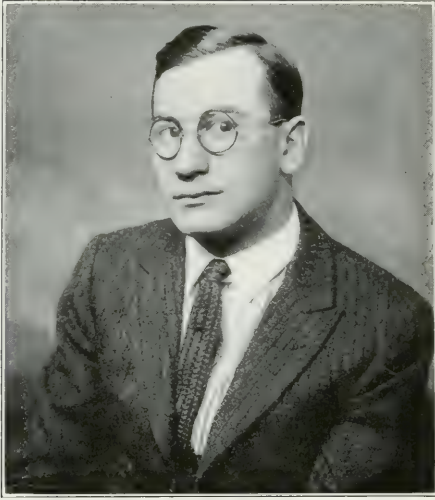
The entertainment following the contest is shrouded in mystery. We happened upon "Charlie" Rogers the following morning, but he had nothing very definite to offer. Using great diplomacy, we unearthed the fact that "Honey" Dreimiller was chosen song-leader, but quit in disgust, all choristers being "off key." "Charlie" Kivel spent much time and research in preparing a speech on "Bowling in the days of King Tut," but somehow or other his introduction of "Four score and ten" was pre-eminent in his mind, and he concluded his effort with the last syllable of "Tut's" name—"Amen."

CAMERA WORKS BOWLING TOURNAMENT

The two Camera Works Bowling Leagues—Men's and Girls'—met for the final tussle of the season at Genesee Hall on April 6th. As usual in mixed doubles, there were some surprises, although the average of all the contestants ran high. Florence Waterstraat, our champion girl bowler, went on record with the high score of 167, while the girls' coach, Leo Nowack, "copped" high man's place with 267 pins. The teams and total scores ran as follows:

Metzger-Megerle.....	1075
Nowack-Charles.....	1035
Vogler-Platt.....	1030
Miller-Martin.....	965
Kiske-Schleich.....	953
Geier-Meerdink.....	942
Olsan-Deisel.....	940
Curtis-Kehoe.....	923
Hinterleiter-Fischer.....	922
Tyrel-Mildahn.....	919
Verstring-Dean.....	916
Kraus-VanKueren.....	911
Bisnett-Schmitt.....	904
O'Neill-Krauter.....	891
Pressley-F. Waterstraat.....	890
Unger-Hart.....	880
Auer-Johnson.....	872
Stark-Darch.....	870
Weeks-E. Waterstraat.....	869
Balling-White.....	856
Amey-Doyle.....	847
Carrol-Hergenrother.....	845
Freisman-Lee.....	845
Walsh-Rosch.....	816

The Managers of the Camera Works Recreation Club voted to pay the Secretaries of each of the three leagues registering with the Club one dollar for each game played. This sum, together with the "kitty" of each League, made a very fair amount of prize-money.



HE MADE 'EM

ONE HUNDRED SEVENTEEN SUGGESTIONS

This is the record made by Harry Levine, of the Stock Record Department, for the year 1922.

If Harry were a motto fiend we'd bet that his favorite one would be "If at first you don't succeed, etc." He certainly does try, try, again, and does succeed!

One hundred seventeen suggestions submitted (not all of which, of course, were approved), netted Harry over one hundred dollars! Just as he says, it goes a long way towards buying the baby a pair of shoes! In fact, it buys the winter's coal, which is quite *some* item.

To date of March 31st—Harry's eagle eye has discovered thirty-one suggestions—that is, one for every day in the week including Sunday. His nest-egg up to this time is one hundred and six dollars, all of which goes to prove that improvements are all about us, if we only have the foresight to see them.

Last year the total number of suggestions submitted was 1,435, and awards were paid amounting to \$3,500.00.

Did you get *your* share?

EATING NAILS

It sounds ridiculous to suggest that people eat nails. Perhaps we should qualify on that statement and say that they actually *do* swallow them, and to prove it, we have a case right here in our own plant of a man who is now undergoing X-rays in order to determine where the nails are located.

Putting brads or nails in one's mouth is a common occurrence. *We* have done it scores of times. Mighty useful place to hold 'em when we have a hammer in one hand, and possibly a piece of wood or picture-frame in the other, but—*it's a mighty dangerous one*, and, from now on, *we* hold up our right hand and swear to quit. How about you?



LEO O'HARA

WHO'S WHO—IN PICTURES

This month we are adding to our "Who's Who" gallery Leo O'Hara, of the Safety and Sanitation Department. He is to be found in the Tool Department, where he is responsible for the tidiness and cleanliness for which our factory is famed.

Leo has just emerged from a stiff battle between Sam Barons and himself for the post of Employees' Representative, and Sam confesses Leo beat him to a frazzle! The Tool Room boys make a regular mascot of Leo, who, among other things, is somewhat of a toolmaker himself, and aspires to become a photographer.

Leo worked for us in the Woodworking Department prior to his enlistment in the 56th Engineers at the beginning of the great war. After training at Camp Laurel, Maryland, he was sent to France, and spent nineteen strenuous months in the Construction Division. Preceding the Armistice, Leo was attached to the Arc Light squad, whose duties consisted of maintaining and operating the huge searchlights for locating enemy planes. He suffered from a gas attack, and returned to the good old U. S. A. in May, 1919.

DARKNESS COVERS THE TWILIGHT LEAGUE

One of the most successful bowling leagues we have had in this plant was engineered from Mr. Reynolds' Departments.

Herman Verstring has the high individual score of 245, and also the three high individual games, with a total of 638. The high team game was put over by the "2A's" with 911 pins to their credit, while the three high team games also goes to the same strong arm squad with an enviable figure of 2410.

The standing of the four teams at the close of the season is as follows:

Team	Won	Lost	Pct.
2A's	35	13	.729
1A's	27	21	.562
3A's	20	28	.416
2C's	14	34	.291

MAIN



OFFICE

G. C. ROCKWELL, Editor



Standing, *Left to Right*: M. Ruth Gill, Ray Hyde, Frank W. Foskett, Harry Seaman, Grace Young.
Seated: Jessie Wilkinson, Charles E. Thurston, Marie Mattern, Edward Goetzman, Jessie Natt.

K. O. R. C. ELECTS OFFICERS

The fourth annual election of the Kodak Office Recreation Club was held recently and the choice of officers indicates that we ought to have a mighty snappy organization for the year 1923-24. The officers are: President, Edward Goetzman; Vice-President, Jessie Natt; Treasurer, Charles Howard; Secretary, Ruth Gill; Board of Managers, Chairman, Harry Seaman, Ray Hyde, Frank W. Foskett, Grace Young, Marie Mattern, Charles E. Thurston, Jessie Wilkinson.

Plans are already under way for the annual picnic and the boat trip, and when it comes to this sort of

entertainment, the Seaman, Howard, Goetzman combination is hard to beat. Ray Hyde is chairman of the Membership Committee and he asks the co-operation of all the employees of the Main Office to the end that we shall have a 100 per cent membership for this coming year. It's your organization and it is not fair that everything should be left to the few. Join early, mix into everything and get your share of the good times. If you see anything to kick about, tell the officers. That's the only way they can find out when things go wrong. Altogether, boys and girls, let's go!

THIRTY-FIVE FOR "CHARLIE"

Nobody ever thinks of our Traffic Manager, "Charlie" Johnson, as an old man. In fact, there are times when he doesn't appear a day over thirty. Therefore, most people will be surprised to learn that he came to work for the Eastman Kodak Company May 11, 1888—thirty-five years ago.

That was in the days of Grover Cleveland's first term. Horse cars were running down State Street,

automobiles were undreamed of, the men wore whiskers, and the girls wore bustles. The Eastman Dry Plate and Film Company was struggling along in the old four-story building now torn down to make room for the sixteen-story office building.

It is certainly a record to be proud of and here's hoping he makes it at least sixty years' consecutive service before he retires.



SIMON HAUS

WE HAVE WITH US —

A short time ago a quiet, smiling gentleman walked into an office on the 11th floor and went quietly and smilingly to work. There were no fuss and feathers about his coming and a good many of you have not had the pleasure of meeting him, therefore, meet Mr. Simon V. Haus, until last June General Manager of European factories for the Eastman Kodak Company.

Mr. Haus started with the Eastman Kodak Company as an employee in the Developing and Printing Department, and held in succession responsible positions as Emulsion Foreman, Superintendent of the Kodak Park Paper Department, and Manager of the Nepera Chemical plant after it joined with the Kodak Company. In 1904, he was sent to Wealdstone, England, to reorganize the Harrow Works, and, although it was his intention at first to stay but a short time, he liked the factory and country so well that he consented to remain as Works Manager.

During the period that Mr. Haus has been manufacturing head of Kodak in Great Britain, our Works have greatly increased in size and importance.

Mr. Haus successfully introduced Kodak processes and skillfully adapted them to the special needs of the local conditions. It is largely due to his energy and ability that the English product is equal in quality and uniformity to that of the parent company.

When Mr. Haus left England the staff and employees presented him with a beautiful antique grandfather's clock. Some mention of this presentation has already appeared in the local papers and we tried to secure a picture of the clock to publish, but the clock held its hands in front of its face and refused to pose. It further claimed that it was on a strike and did not have the time; consequently, you will have to picture it in your own imagination.



"POP" WILLIAMS

HOO-RAY FOR "POP"

There are some folks who just will not be counted out.

"Lady Luck" will have apparently deserted them, and "Old Man Misfortune" will get in a few telling licks, and then when the smoke has cleared away, you find them still smiling and ready to tackle all comers.

G. E. S. "Pop" Williams of our Washington, D. C., office, surely belongs in this class.

Almost a year ago, through illness, "Pop" was obliged to suffer the loss of a lower limb, it having to be amputated above the knee, and for a time it looked as though his active days were over.

Look at the above picture and see how it worked out. "What's a leg more or less," said "Pop," and proceeded to import himself a new one and get back on the job.

To say that "Pop's" multitude of friends are delighted at his recovery is putting it extremely mild.

"There was such a large number of my friends whose enthusiastic support enabled me to win second place in the Mardi Gras Contest that it is almost impossible for me to express my appreciation to them personally. I, therefore, take this opportunity to convey to them my sincere thanks for their hearty support. I am sure that words cannot express my feelings in this matter and I hope that each one who assisted me in any way will read between the lines and realize how much I am indebted to them."

Sincerely,
MARIE M. MATTERN.



ANOTHER "POP"

OH, YOU FISH!

One of the popular indoor sports in this office is taking a rise out of one of the disciples of Isaac Walton. The method is always the same and it always works. You pick out a particularly cold and stormy day and then start telling him about some of the pleasures of fishing in warm weather. It is, therefore, with a considerable degree of enjoyment that we offer for your inspection a picture of Mr. C. H. ("Pop") Wells with a record catch of amberjack and sailfish, made recently in Florida. There were ten amberjack in the catch and they averaged fifty pounds apiece. The sailfish was seven feet, six inches long, and weighed fifty-five pounds and was caught by "Pop" himself. Our informant did not state how many of the amberjack "Pop" caught, but since he was accompanied on his trip by two of his nephews, we can't give him credit for quite all of them.

TWENTY-FIVE YEARS FOR "JIMMIE"

James Flanigan, better known in the Kodak Office as "Jimmie," has just passed his twenty-fifth milestone as a faithful and valuable employee of the Testing and Packing Department, where he has been continuously employed. "Jim" can remember when he bicycled in every day to work from his father's farm in Greece to the old red "You press the button building." He is deservedly popular with his associates and is known for his uniformly courteous and obliging manner. "Jim" is assistant foreman and from all appearances is good for another twenty-five years of active service.



ELWOOD "CHUBBY" HANDY

A QUARTER OF A CENTURY

Elwood N. Handy he was christened by his parents; "Chubby" Handy he was re-christened when he entered the employ of this company twenty-five years ago this month. All these years have been spent in the Shipping Room and "Chubby" is one of the foremost experts in his line in the country—Export Packing and Shipping.

He has for years had charge of all shipments for Europe, also Australia, New Zealand, China, and India.

"Chubby" is always on hand for all social events, and hasn't missed a picnic, banquet, or ball game since he has been with us. He has also achieved much success as a poultry fancier, being the originator of the famous Handy strain of Rhode Island Reds, and has found time to take an active interest in water sports, being an enthusiastic yachtsman and fisherman.

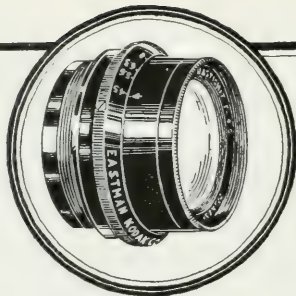
Congratulations, "Chub"—may the next twenty-five years with us be as pleasant and profitable as the last.

Deepest sympathy is extended to Frances and Helen Flynn on the loss of their father.

Frank Messmer, Junior, of the Service Department, is the proud father of a baby boy.

The most precious thing under the sun today is a minute, and he who can do the most with it can demand the most.

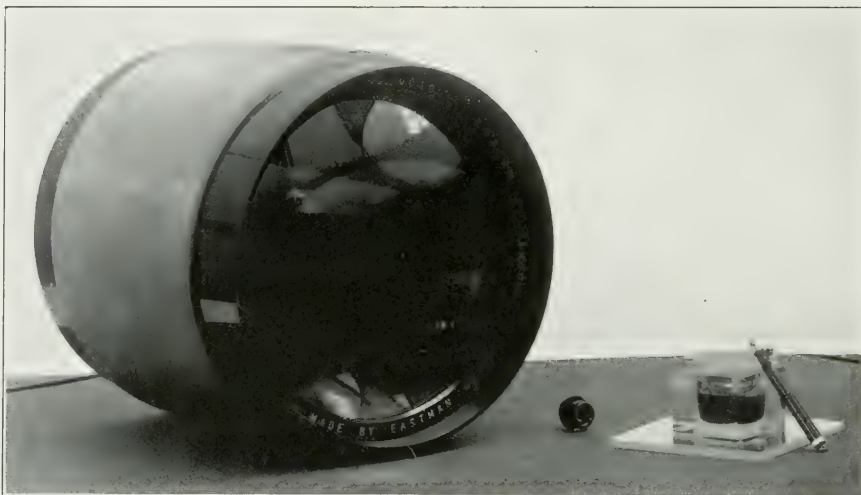
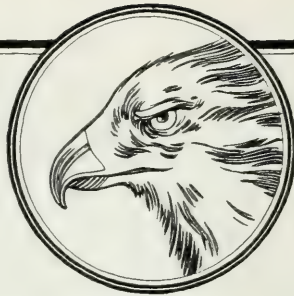
The man with an open information account usually owns an open bank account.



HAWK-EYE

SYDNEY E. CLARKE

Editor



THE LARGEST AND SMALLEST ANASTIGMAT LENSES MADE AT HAWK-EYE
36-inch focus, *f.* 5 and 1-inch focus, *f.* 3.5

A BIT OF LENS HISTORY

About ten years ago the first Kodak Anastigmat was placed on the market. Part of the fourth floor now occupied by the Assembling and Engraving Departments, then housed our entire lens making facilities. To compare this with our plant today certainly ought to be just cause for great satisfaction to those of us who have seen the department grow from such a small beginning. But those first lenses produced in 1913 followed many months of computing and experiment to perfect the original formula, and many more months to solve the almost endless manufacturing problems which this new word involved.

This first Kodak Anastigmat *f.* 7.7 was made up for Vest Pocket Kodaks, No. 3 and 3A Cameras, and met with instant favor. The Kodak Anastigmat is still the standard of quality in photographic lenses, and during the past ten years there has been marked improvement in their design and manufacture.

During this time, under the demand for faster lenses and more compact cameras, both the speed and covering power of our lenses have been increased, and in this development have come in their turn the *f.* 6.3, *f.* 4.5, and *f.* 3.5.

In 1917 we began the manufacture of Single Achromatic Meniscus, and Finder lenses. Now the entire third floor of the new building is devoted

to the production of hundreds of thousands of these simple lenses required for finders and the less expensive cameras.

Aerial photography requires special cameras and special lenses, and specially designed *f.* 4.5 lenses having focal lengths of 10 to 20 inches were produced to satisfy the exacting requirements of this new branch of photography.

Motion picture photography requiring even more speed, led to the development of the Kodak Anastigmat *f.* 3.5. The new Cine-Kodak soon to be placed on the market is equipped with this very high grade lens which gives both speed and most critical definition.

This small anastigmat of one inch focus, yet working at the very high speed of *f.* 3.5, is shown in contrast with the largest lens ever made by us, a 36-inch *f.* 5 specially designed for aviation work.

A new lens in the Kodak family is the *f.* 2.0, which was designed for projection work and will be used on the Kodoscope.

Recently we have added other lenses for the commercial photographer, the photo engraver and for Photostat work.

The above outline of our new products tells the story of our progress, while the study in contrasts illustrates how we have grown.



"ED" MALONEY

If you have paid a visit to our Stores Department recently perhaps you have been waited on by an energetic young man to whom you were attracted by his cheerful and friendly manner, and his strict attention to your wants. This lad is "Ed" Maloney, who has been with us for less than three months, but who has already become popular with those who have come in contact with him. We have every reason to believe that "Ed" will continue to grow in favor and be a "big gun" some day.

On February 18 the girls of the Inspection Department congregated at the home of their forelady to surprise Miss Sellmayer's parents on their golden wedding anniversary. The Kurtz Orchestral Quartet was there to keep things lively, and Florence Bess, assisted by Julia Short, entertained with a clog dance. The girls enjoyed the party no less than Mr. and Mrs. Sellmayer, to whom the affair was a genuine surprise.

A smile that won't come off is being worn by Eugene Erickson, of the Receiving Department. An inquirer learned that a son, Richard Eugene, was born April 10. Congratulations to Mr. and Mrs. Erickson.

On March 24 at the Salem Church, Frieda Topel of the Inspection Department, became the wife of Fred Strickland. The girls in the department presented Frieda with a lemonade set, and Hawk-Eye at large extends its best wishes to the bride and congratulations to the lucky man.

Frank C. Grossman has been promoted to Assistant Foreman of the Cine-Kodak Department. Congratulations, George.

Walter A. Erickson has been made Chief Inspector of Cine-Kodak and Kodascope production.

Warren T. Manrow, formerly of the Sanitary Department, has retired after a service of over thirteen years at Hawk-Eye Works. His many friends are sorry to learn of his present ill health and hope for a speedy recovery.

The friends of Katherine Kleiner are glad to see her back to work in the Leather Department, after being absent for six weeks on account of sickness.

Our sympathy is extended to "Jack" Downey, of the Tool Department, on the death of his father, and to John Farrell, of the Brass Department, on the death of his uncle.

Wedding bells were ringing on April 17, when Laura McKenna, of the Cementing Department, became the wife of George Mellor. Our best wishes go to Mr. and Mrs. Mellor who are now on their honeymoon.

Those who make use of our library have undoubtedly noticed the addition of some seventy-five books to the shelves. These were acquired through the generosity of John T. Harbison, of the Cine-Kodak Drafting Department, to whom we are very grateful.

Leonard Reynolds, formerly of the Centering Department, who has been away from Hawk-Eye for a year, has returned to work in the Mounting Department.

To satisfy the curiosity of those who saw Yetta Levine acting as commissary at noon on March 16, we hasten to explain that the Disk Inspection Department was celebrating the birthday of Marie Leimberger. The fact that the elevator happened to be out of commission had no other effect on the party than to increase the appetite of those who transported the food and provisions to the top floor. When the lunch was over, the girls made merry with songs and dances to the accompaniment of music from Ella Wienecke's mouth organ.

FIVE NEW HOME OWNERS

Several Hawk-Eytes have recently changed their status from that of house-renter to house-owner, experiencing all the thrills which go with such a title.

"Larry" Tarnow, of the Production Department, has built a house on Wyndham Road.

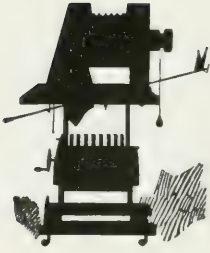
"Ray" Farmen, Office Manager, has moved into his new home on Thorndyke Road, Summerville Boulevard section.

"Syd" Clarke, of the Industrial Relations Department, has taken possession of a new home at 540 Lake View Park.

"Mike" Klos, of the Shipping Department, has moved into his new home in Gates.

"Ed" Smith, of the Mounting Department, has built a bungalow on Curtice Road, Irondequoit.

Moral: Buy shares in the Eastman Savings and Loan Association.



FOLMER-CENTURY

CLARENCE H. HARPER
Editor



ALBERT DOERING, General Chairman

PICNIC—OH MAN!

It is rather early in the season to talk "picnic," but the memory of last year's grand affair is still fresh in the minds of Folmer-Century folks, and they want one just as good, if not better, for 1923. Edward McCormack, president of the F. C. A. A., after carefully going over the list of members, has appointed Albert Doering, foreman of the Buffing and Plating Department, to act as General Chairman for this year's outing. No doubt it will be held at Newport some time in July.

Edward Burns, Albert Flemming, James Kirvan, Arthur Bour, Stanley Bird, Alfred Shiel, Andrew Sold, and Edward McCormack represented the F. C. A. A. at the Bowling Tournament held at the Genesee Hall on April 19, 20, and 21.

Mrs. Dorothy Burns Peters, formerly of the Covering Department, has a baby daughter, Beverly June.

Mrs. Myrtle DeWitt Domville has a brand new son—Edward Thomas.

THE END

The Folmer-Century Bowling League was brought to a close on Tuesday evening, March 20, after a successful year on the alleys.

The Compact team managed to win out, thanks to the Stereo team who took three games from the Auto Jr. on the last night.

Magel, with a mark of 251, holds the high single game for the men, while Myrl Perkins with 123 holds the record for the ladies.

The following is the final standing and averages:

MEN

Andrew Sold.....	170	Ray Meyer.....	150
Arthur Bour.....	169	Edward LeBeau....	148
John Magel.....	168	Louis Johnroe.....	144
Alfred Schiel.....	162	Edward McCormack	142
Albert Flemming...	159	James Herbert.....	139
Stanley Bird.....	158	Edward Burns.....	136
Fred Fenner.....	156		

GIRLS

Nina Babbage.....	80	Grace Drought.....	66
Myrl Perkins.....	77	Katherine Perkins..	66
Loretta Hogan....	75	Katherine Darcy...	64
Gladys Fenner....	75	Dorothy Perkins...	62
Pearl Bishop.....	71	Sue Johnroe.....	57
Ida Irving.....	68		

TEAM STANDINGS

	Won	Lost	Pct.
Compact.....	35	22	.614
Auto Jr.....	32	25	.561
Graflex.....	28	29	.491
Stereo.....	23	34	.403

Thomas Nelligan, of the Finishing Department, who has been confined at the General Hospital for the past six months, is slowly improving.

We are glad to learn that "Joe" Dreschler's nine-months-old daughter, Dorothy Mable, who underwent an operation, has entirely recovered.

Henry Hendrickson, of the Metal Department, was granted a leave of absence to go abroad to visit his father, who is quite ill in Sweden.

More diamonds! Esther Dengler, of the D. & E. Department. His name is Hugh R. Haddleton, of Providence, R. I. Mildred Hooker, of the Lacquer Department—we all know "him"—Leo Mullaney, of the Case Department. We congratulate both.

There's only one thing more important than knowing—doing.



THE CONDUCTOR OF THE "F-C LIMITED"

Dominick McFeeley has been operating our passenger elevator in the new building for the past three years. Previous to his coming to us "Mac" was a cattle and horse merchant at Bath for about twenty-five years. Although he has his "ups and downs" he always has a pleasant word for all.

Mrs. Ernest Brockway, who, prior to her marriage was Miss Hazel Bailey of the Inventory Department, left us on Saturday, March 31. Hazel has been with us for five years, and we all miss her; here's wishing her all the luck and happiness in the world.

Benjamin Coates, Sr., of the Woodworking Department, has been retired from the service of the company after an illness of some weeks. Mr. Coates has been with us since 1906. All his fellow workers wish him good luck and good health for the future.

On Saturday, April 14, a son arrived at the home of Fred A. Curran, of the Tool Department; as we go to press, he is still without a name.

We understand our own "Doc" John Lohrman is becoming quite a "footlight favorite." John made his debut on April 18 at a minstrel show at the Grace Lutheran Church, taking the part of "Dr. Carver." A delegation of ten members of the Assembly Department headed by Vincent Burroughs, attended the show and acted as censors. No doubt "Doc's" practice at Folmer-Century won for him the title for his part.

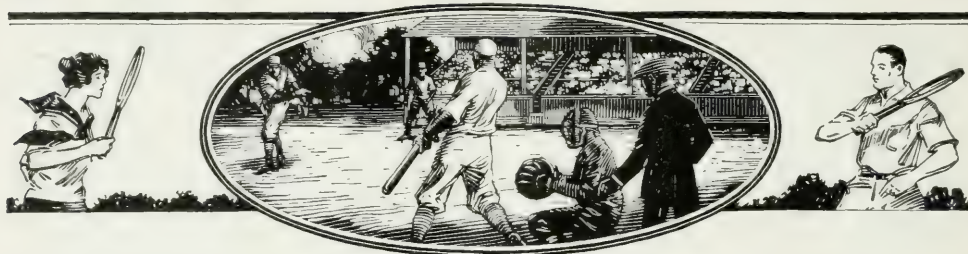
No man ever lost much by being on the job too soon. As regards being too late, however—

A bee in the hive is worth two in the bonnet.—
Columbia Record.

Wanted:
"Men Whose Mental
Muscles Are Hard"

—*The Auburn Diesel News*

A T H L E T I C S



ON April 19, 20 and 21 the crowning success of the winter's athletic affairs was run off at Genesee Hall in the form of the Second Annual Kodak Bowling Tournament. That there was a clean spirit of co-operation and keen rivalry in all events is a fact beyond dispute.

The five-man event held sway the first night, and it is doubtful if ever before any teams worked harder for the glory of their respective plants than these men did. While no startling scores were recorded, great credit is due these teams for the showing they made, especially Camera Works, who are the title holders for another year. Kodak Park, Kodak Office, Hawk-Eye and Folmer-Century finished in the order named.

Scores	1	2	3	Total
Kodak Park	931	962	835	2728
Kodak Office	798	834	812	2444
Hawk-Eye	727	886	762	2375
Folmer-Century . . .	722	774	816	2319

Stanley Kowalski, of Kodak Park, carried off the honors in the single event Class B, and Howard Beuckman, also of Kodak Park, was star in single event Class A. Capell-Dunlavey, Kodak Office, took first prize for the Two-Man Event, Class B, while Natt-Brizee, Kodak Park, came out first in this event in Class A. Standings of the leaders:

CLASS A

Two-Man Event

Name	Plant	Total Pins	Prize Money
Natt-Brizee	K. P.	1184	\$12.00
Manhold-Goebel	K. P.	1181	5.00

Singles

Name	Plant	Total Pins	Prize Money
Howard Beuckman	K. P.	649	\$ 6.00
Charles Behrns	K. P.	577	3.00

Individual Event

Name	Plant	Total Pins	Prize Money
1. Stan. Kowalski	K. P.	655	\$9.00
2. Joe Stutz	K. O.	647	7.00
3. Walter Kerbs	K. O.	617	5.00
4. Frank Collins	K. O.	591	4.00
5. Eliz. Meerdink	H. E.	588	3.50
6. J. H. Auer	C. W.	582	3.00
7. Arthur Bour	F. C.	578	2.50
8. Arthur Schoen	K. P.	574	2.25
9. Albert Norton	K. P.	573	1.25
10. Arthur Miller	C. W.	568	1.25
11. Fritz Boyer	K. P.	566	1.25

Two-Man Event

Names	Plant	Total Pins	Prize Money
1. Capell-Dunlavey	K. O.	1180	\$15.00
2. Auer-Miller	C. W.	1169	11.00
2. Englert-Englert	K. O.	1169	11.00
3. Waldron-Welch	C. W.	1160	8.00
4. Witz-Graham	H. E.	1158	6.00
5. Lake-O'Brien	K. P.	1151	4.00
6. Lehman-Yockel	K. P.	1144	2.50
6. Balling-Wilson	C. W.	1144	2.50
7. Boyer-Tornow	K. P.	1132	1.25
7. Stutz-Collins	K. O.	1132	1.25

We wish to express our appreciation for the co-operation given by plant representatives in making this tournament a success.

A meeting will be held in the near future to make plans for the coming summer's activities, especially golf, tennis, and swimming.

WHAT YOU SHOULD WEIGH

STANDARD WEIGHT TABLE FOR MEN*

STANDARD WEIGHT TABLE FOR WOMEN																																		
Age	5'	5' 1"	5' 2"	5' 3"	5' 4"	5' 5"	5' 6"	5' 7"	5' 8"	5' 9"	5' 10"	5' 11"	6'	6' 1"	6' 2"	6' 3"	Age	4'	10"	4'	11"	5'	5' 1"	5' 2"	5' 3"	5' 4"	5' 5"	5' 6"	5' 7"	5' 8"	5' 9"	5' 10"	5' 11"	6'
16	109	111	114	117	120	124	128	132	136	140	144	149	154	159	164	169	16	106	108	109	111	114	117	120	124	128	132	136	139	143	148	153		
18	113	115	118	121	124	128	132	136	140	144	148	153	158	163	168	173	18	108	110	112	114	117	120	123	126	130	134	138	141	145	150	155		
20	117	119	122	125	128	132	136	140	144	148	152	156	161	166	171	176	20	110	112	114	116	119	122	125	128	132	136	140	143	147	151	156		
22	119	121	124	127	131	135	139	142	146	150	154	158	163	168	173	178	22	111	113	115	117	120	123	126	129	133	137	141	145	149	153	157		
24	121	123	126	129	133	137	141	144	148	152	156	160	165	171	177	182	24	113	115	117	119	121	124	127	130	134	138	142	146	150	154	158		
26	123	125	127	130	134	138	142	146	150	154	158	163	168	174	180	186	26	114	116	118	120	122	125	128	131	135	139	143	147	151	155	159		
28	125	127	129	132	135	139	143	147	151	155	159	164	170	176	182	188	28	115	117	119	121	123	126	130	133	137	141	145	149	153	156	160		
30	126	128	130	133	136	140	144	148	152	156	161	166	172	178	184	190	30	116	118	120	122	124	127	131	134	138	142	146	150	154	157	161		

*Condensed tables from report Medico-Actuarial Mortality Investigation, New York City—1912

HEALTH COUPON

MEDICAL DEPARTMENT (Kodak Office)

I am interested in improving my general health. I am troubled with: (check things that bother you)

..... Underweight	..... Constipation	..... Disturbed sleep	..... Headaches
..... Overweight	..... Fatigue	..... Frequent colds	..... Indigestion
..... Irritability	..... Bad skin	..... Bad breath	

(If your trouble is not listed, add here)

Inasmuch as food is often responsible for these conditions, I shall be pleased to have your suggestions.

Name _____

Department _____

Plant _____

Date _____

SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF APRIL 15, 1923

	Standing Last Month	No. of Employees	No. of Members	Per Cent. of Emp. Subscrib.	Total Shares
ROCHESTER PLANTS					
1. Hawk-Eye Works	1	461	354	76.7%	2,588
2. Camera Works	2	1,463	880	60.1%	5,715
3. Kodak Office	3	1,121	614	54.7%	5,926
4. Kodak Park	4	6,148	2,283	37.1%	18,198
5. Folmer-Century Works	5	250	65	26.0%	532
Non-Employees			280		1,971
OUT-OF-TOWN PLANTS					
1. Howland & Dewey Co. (San Francisco)	1	10	10	100.0%	51
2. Zimmerman Brothers (Duluth)	2	8	8	100.0%	47
3. Chicago Branch	3	112	95	84.8%	918
4. Denver Photo Materials Co.	7	17	11	64.7%	45
5. Taprell, Loomis & Co.	4	228	143	62.7%	1,022
6. San Francisco Branch	5	67	41	61.1%	330
7. John Haworth Co.	8	57	34	59.6%	205
8. New York Branch	6	93	54	58.0%	520
9. Zimmerman Brothers (St. Paul)	9	25	13	52.0%	80
10. Glenn Photo Stock Co.	10	20	10	50.0%	84
11. Robey-French Co.	17	46	23	50.0%	187
12. Sweet, Wallach & Co.	13	61	28	45.9%	453
13. Eastman Stockhouse (New York City)	12	35	16	45.7%	172
14. Salesmen and Demonstrators	11	131	55	41.9%	997
15. Howland & Dewey Co. (Los Angeles)	14	54	19	35.1%	112
16. Robert Dempster Co.	15	20	7	35.0%	86
17. Milwaukee Photo Ma- terials Co.	16	18	6	33.3%	44
18. O. H. Peck Co.	18	29	4	13.7%	40
19. Northwestern Photo Supply Co.	19	22	3	13.6%	30
20. Des Moines Photo Sup- ply Co.	20	16	1	6.2%	10
21. American Aristotype Co.	21	25	1	4.0%	20
Total		10,537	5,058	45.3%	40,383
Average Subscription—7.9 shares.					
Total Matured or Par Value—\$4,038,300.00.					

SPECIAL Educational Courses

1922-1923

THE company will refund tuition paid, not to exceed \$20. to employees taking courses of instruction at the

University of Rochester
Mechanics Institute
Rochester Business Institute
The Darrow School

and the special evening course in Business English given annually by Mr. E. R. Clark of East High School, provided the course taken will be of direct value to the employee in his work for the company.

The company will make no refund unless both work and attendance are satisfactory according to the report of the school to the company upon completion of the course.

