

KODAK

*A Magazine
for
Kodak Employees*



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At Eventide

from a Kodak negative

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Kodak Meets the Wartime Challenge

In this, and in following articles, it is proposed to give publicity to what previously has been a little known phase of our war effort.

FOR MORE than half a century the words "Kodak" and "Photography" have been accepted as synonymical. And rightly so, for Kodak photographic materials have been the means whereby the world has seen in pictures many of the epoch making events that have transpired during that long period.

Much, though perhaps not all, of the importance of photography in the present world conflict is obvious to everyone, and, as always, Kodak has bent every effort to meet the demands of our armed forces for photographic equipment and materials.

But Kodak is playing another role also in the winning of this war that has little connection with photography, and in this and following articles this phase of our war effort will be described as fully as is permissible.

It was in 1940 that we were asked to design and make some of the tools necessary for the production of the Hawker Hurricane fighter plane, a large order for which had

been placed with the Canadian Car and Foundry Company Limited of Fort William, by the British Government. Tool drawings were commenced at once and actual tool making was under way in less than a month following receipt of this initial order. Later it was decided that we produce the parts themselves, and some quarter of a million parts for the Hurricane plane were made and shipped.

This, then, was our initiation into the supplying of war material, other than photographic, and was also the beginning of what is now known as our "Munitions Division," where precision instruments for the Navy, Army and Air Force are being made today.

As might be expected, it was by no means all "plain sailing" in those early days. Many problems arose that had no parallel in previous experiences, but, thanks to the willing cooperation of all concerned, these obstacles were overcome and production volume increased steadily.

Less than six months following the organization of these new departments, there came a letter to Mr. Cornell from the Canadian Car and Foundry Company



Into the construction of the "Hawker Hurricane" fighter, the first combat aeroplane manufactured in Canada, went many Kodak-made parts

Limited, which read in part: "Thanks to you and your organization, the materials needed in the construction of the Hurricane Aircraft are now flowing into our Plant in quantities, and with a regularity that justifies our saying that our delivery schedule will be met. Many thanks for all your splendid help and assistance."—Signed V. M. Drury, President.

Early in 1941 our machine shop began the making of the tools and gauges necessary in the construction of parts for the Enfield rifle and the Bofors anti-aircraft gun, and in May of that year a request from the R.C.A.F. saw us embarking on the re-conditioning of cylinder liners for Rolls Royce aircraft engines. The urgency of this work soon necessitated a twenty-four hour working day on this particular job.

In addition, and during the same period, we were also turning out Aero camera parts, gasoline needle valves and tripods for the R.C.A.F. This latter named mechanism was for use with a camera obscura, and incorporated a large lens mount and a drafting board in its construction.

In September 1941, we began the manufacture of precision instruments for the Department of Munitions and Supply, our first job being the construction of a navigation instrument for the R.C.A.F. To this has since been added two models of Prismatic Compasses for the Army and four different models of telescopes for the Navy, about which we shall have more to say in later articles.

As the volume of work increased, additional personnel, machinery, and floor space were necessary. Personnel was transferred from other departments to Munitions. Under the government training plan, a class of girls was sponsored by the Company for training as lathe and milling machine operators.

Machining of instrument parts was moved from the E. and M. Machine Shop to a new Munitions Machining Department on the fourth floor of Building 5, where more floor space was available for installation of new machines. Camera production was stopped and the Camera Assembly and Inspection Department personnel and facilities turned over to assembly and inspection of instruments. A Material Procurement Office was set up to handle subcontract work, and the help of about fifty subcontractors was

enlisted to supply special parts or to do machining or processing. A new Special Assembly Department was set up in an air-conditioned area in Building 3 for the final assembly and testing of optical instruments.

Some of the material used in the construction of these intricate instruments comes from Great Britain and from Australia. Because of the urgent need for these instruments, the material comes to us by airplane across the great oceans that separate us from the country of its origin. The completed instruments find their destination in all parts of the world.

In addition to manufacturing these navigation and fire control instruments on prime contracts for the government, we have continued as subcontractors to other ordnance plants on tools, levels and sights for machine guns, levels for Bofors anti-aircraft gun mounts, and the finishing of Radar parts.

Wherever Canadian guns roar their challenge to a rapidly weakening enemy, wherever Canadian warships keep their endless vigil in the protection of our coasts and convoys, wherever our Canadian airmen fly, there also go Kodak-made instruments, designed and made with precision, to lighten the labors and make definite the accuracy with which our Canadian boys fulfill their appointed task.

Important Notice to Plan for Hospital Care Members

Do not overlook the fact that Hospital accounts paid by the Plan for Hospital Care are allowable as Medical Expenses for individual income tax purposes.

Should you or your dependents have been in the hospital during 1943 or 1944, you may be entitled to an income tax deduction. Medical expenses paid, including those paid on your account by the Plan for Hospital Care, during any 12 month period ending in 1944 in excess of 4 per cent of your income are deductible from your Income for tax purposes.

In order to secure a receipt for tax purposes covering hospital expenses paid by the Plan for Hospital Care, contact the Plan for Hospital Care, 36 Toronto Street, or telephone Laird Joynt, of our Main Office.

E. S. Currie elected Vice-President & General Manager



E. Stanley Currie

On March 6th, a few days before the 33rd anniversary of his employment with Cana-

dian Kodak Co., Limited, it was announced that E. Stanley Currie had been elected Vice-President and General Manager of the Company that had enlisted his services as a billing clerk many years previously. The announcement was made by Mr. Cornell, President of the Company, following a meeting of the Board of Directors.

Mr. Currie is a native of Stayner, Ontario, and has spent practically all his working life in the employ of this company, except for a period during the last war when he served with the Royal Air Force. His promotion to this high position simply follows the logical course of events, for always, whatever the position might be that he occupied at the moment, its responsibilities were accepted to the full and its details thoroughly mastered.

Because of these qualities, Mr. Currie is assured of the continued cooperation of his associates of many years past, and of the ever-growing respect of those whose shorter length of service has not permitted this close association.

That this promotion is well-deserved, all are in hearty agreement.

Kodak's Life Insurance and Total and Permanent Disability Plan

LIFE INSURANCE in Canada is of major importance in our nationwide financial organization. On its soundness and stability depends the continued security and happiness in many a Canadian home. Life insurance at Kodak is of the same value to you in guarding the future happiness and security of your loved ones.

Every Kodak employee (except part-time employees) is eligible for life insurance coverage. This insurance amounts to one and a half year's salary (to the nearest \$100), and becomes effective after six months' service. Every insured employee has insurance on this basis with the exception of a very small group employed during 1940-41-42 who retained the Plan then offered of insurance equal to one year's salary, increasing to one and one half years' salary after 5 years' service. If application for insurance is not

made until 31 days after the completion of six months' service, a medical examination must be passed at the employee's expense.

In the application for insurance, the employee is requested to state correctly his or her full name and date of birth, and designate a beneficiary. The policy provides for lump sum payment to the beneficiary in the event of the policy becoming a claim. However, Company officials consider each case and may recommend to the beneficiary and arrange for any of the other standard settlement plans such as instalment or annuity payments which better fit any given circumstance.

The beneficiary recorded in your policy will receive a sizable portion of your estate in the event of your death. Is the bene-

(Continued on page 5)

The Editor's Page

The Best Job You Ever Did Has to be Done Over Again

REMEMBER WHEN you were asked to buy Victory Bonds last Fall? Remember when your department War Finance Worker asked you, "Well, how much will it be this time? And you told him.

Then he asked: "And how about buying another Bond—for cash?"

You hadn't thought of that. The one you were buying on the Payroll Plan was going to pinch you plenty.

Suddenly, for no reason, you thought of that kid you used to nod at in the cafeteria at noon who lived a few doors down the street from you. You'd been talking to his mother only a couple of days ago and she told you he'd been reported missing. You didn't know what to say to her then.

So you said to the Bond salesman: "O.K. I'll take that other bond for cash."

And he answered: "It's a wise move. Victory Bonds are a grand investment. And in an emergency you can get your money back on them immediately."

When you got home and told the wife what you'd done, she didn't object. She just said: "What else *can* we do?"

Two weeks later there was a "V" flag flying from the flagstaff at Kodak Heights. And it made you feel warm deep inside to be a member of that winning team.

It was the best job you ever did *and you are asked to do it again*. Buy as many bonds as you did before—and *more*.

Back to Nature

This is seed catalogue time on the gardener's calendar.

The call is out again for Victory Gardeners. The government points to the great need for families to be almost self-sustaining so that our armies and the starving peoples of liberated countries may be fed. A swell job has been done. Another lies ahead.

Our soldiers with their guns cannot win this victory for us. We must depend on our garden "reserves" with their hoe and rake brigades.

Before these lines appear in print, the Kodak Gardens will have been harrowed, staked out and otherwise prepared for the coming season. Application for the use of these plots should be made to Alan Payne, Plant Engineer. They will be allotted on the basis of first come, first served, except for the proviso that Kodak gardeners of previous years will be given first choice.

Twenty-five Years Service Completed



Ivan Marks



Stanley Wright



Archie Shaw

Kodak's Life Insurance

(Continued from page 3)

fiary correctly named? Is it possible that the beneficiary has died and you have not had your insurance policy changed? If you were married recently, have you looked after your wife's best interests and changed the beneficiary? Then again, maybe it is the husband or family to be considered.

Any employee under age 60 covered for life insurance, is also eligible for total and permanent disability benefits. It is important to note that, before the completion of fifteen years' service, an employee is not eligible for total and permanent disability benefits unless he is insured.

These benefits are detailed in the Policy as follows:—

1. "On total and permanent disability *before* the completion of 15 years of service and prior to his 60th birthday, a disability benefit equal to the amount of Life Insurance in force at date of disability, payable in fifty-four equal monthly instalments. This disability benefit is in lieu of the Life Insurance and any instalments remaining unpaid at death will be paid to the beneficiary."

2. "On total and permanent disability *after* the completion of 15 years of service, a monthly disability benefit equal in amount to one-sixth of one percent of the aggregate earnings up to the January 1st preceding the date of such disability."

All this simply means that: (1) under 15

years' service, you must be insured in the Company plan to be covered for total and permanent disability; any who are not insured are consequently not eligible for disability benefits. These benefits are paid at the rate of 1/3 normal salary for the duration of the disability, but not exceeding 4½ years. During this period, life insurance is reduced by the amount of the payments; (2) over 15 years' service, every employee is eligible for total and permanent disability benefits. In such a case, benefits are paid monthly at the rate of the Retirement Annuity accumulated at the end of the year prior to date of disability. There is no time limit on these benefits and payments will continue as long as disability lasts. If normal retirement date is reached while on disability, the payments are merely converted from disability payments to retirement payments at the same rate. Life insurance continues in full force during period of disability up to date of retirement, then is gradually reduced by the retirement payments to a minimum of \$500.

In a similar way, life insurance is continued after normal retirement and is gradually reduced by the amount of the annuity payments until it reaches a minimum of \$500.

Outlined in this article are the general features of the Life Insurance and Total and Permanent Disability Benefit Plan. In a later article, special features and specific details of the Plan will be discussed.

More Employees Serving King and Country



Robert Murray



James Laing



Gordon Burgess

Table of Weekly Inc

The accompanying chart indicates the net income tax deduction from weekly wages of \$13.00 to \$66.00 inclusive.

Examples:

1. Single person with no dependents (code S0) earns \$22.85 in the week. Refer to column headed "\$22.50", which covers a range of \$22.50 to \$22.99, and opposite S0, read \$2.60 as the tax deduction.
2. Married man with two dependents (code M2) earns \$38.75 in the week. Refer to column headed "\$38.00", which covers a range of \$38.00 to \$38.99, and opposite M2, read \$1.90 as the tax deduction.

The chart does *not* collect the total income tax but under average conditions of regular employment with total income represented by wages, it is designed to secure approximately 95 percent of the tax payable.

\$13	\$13.25	\$13.50	\$13.75	\$14	\$14.25	\$14.50	\$14.75	\$15	\$15.25
S0 \$.10	S0 \$.15	S0 \$.25	S0 \$.30	S0 \$.42	S0 \$.50	S0 \$.55	S0 \$.65	S0 \$.70	S0 \$.80
S1 .10	S1 .15	S1 .20	S1 .20	S1 .20	S1 .22	S1 .22	S1 .22	S1 .25	S1 .25

\$15.50	\$15.75	\$16	\$16.25	\$16.50	\$16.75	\$17	\$17.25	\$17.50	\$17.75
S0 \$.90	S0 \$.95	S0 \$ 1.00	S0 \$ 1.05	S0 \$ 1.10	S0 \$ 1.10	S0 \$ 1.15	S0 \$ 1.20	S0 \$ 1.30	S0 \$ 1.30
S1 .25	S1 .28	S1 .28	S1 .29	S1 .30	S1 .30	S1 .30	S1 .33	S1 .33	S1 .33
S2 .01	S2 .02	S2 .02	S2 .03	S2 .03	S2 .04	S2 .05	S2 .05	S2 .07	S2 .08

\$18	\$18.25	\$18.50	\$18.75	\$19	\$19.25	\$19.50	\$19.75	\$20	\$20.50
S0 \$ 1.35	S0 \$ 1.40	S0 \$ 1.50	S0 \$ 1.55	S0 \$ 1.60	S0 \$ 1.70	S0 \$ 1.75	S0 \$ 1.80	S0 \$ 1.90	S0 \$ 2.05
S1 .38	S1 .42	S1 .45	S1 .50	S1 .55	S1 .60	S1 .60	S1 .70	S1 .75	S1 .80
S2 .08	S2 .10	S2 .10	S2 .11	S2 .12	S2 .12	S2 .13	S2 .15	S2 .15	S2 .17

\$21	\$21.50	\$22	\$22.50	\$23	\$23.50	\$24	\$24.50	\$25	\$25.50
S0 \$ 2.15	S0 \$ 2.30	S0 \$ 2.45	S0 \$ 2.60	S0 \$ 2.75	S0 \$ 2.85	S0 \$ 3.05	S0 \$ 3.20	S0 \$ 3.35	S0 \$ 3.50
S1 .90	S1 .95	S1 1.10	S1 1.20	S1 1.25	S1 1.35	S1 1.45	S1 1.55	S1 1.65	S1 1.70
S2 .17	S2 .20	S2 .22	S2 .22	S2 .25	S2 .38	S2 .45	S2 .55	S2 .65	S2 .75
					S3 .01	S3 .03	S3 .04	S3 .05	S3 .05
					M0 .10	M0 .30	M0 .45	M0 .60	M0 .80
					M1 .10	M1 .30	M1 .45	M1 .55	M1 .60
					M2 .10	M2 .30	M2 .30	M2 .33	M2 .33
					M3 .01	M3 .03	M3 .04	M3 .05	M3 .05

\$26	\$26.50	\$27	\$27.50	\$28	\$28.50	\$29	\$29.50	\$30	\$30.50
S0 \$ 3.60	S0 \$ 3.80	S0 \$ 3.95	S0 \$ 4.10	S0 \$ 4.25	S0 \$ 4.40	S0 \$ 4.55	S0 \$ 4.70	S0 \$4.85	S0 \$ 5.05
S1 1.80	S1 1.90	S1 2.05	S1 2.15	S1 2.20	S1 2.30	S1 2.40	S1 2.50	S1 2.65	S1 2.75
S2 .85	S2 .90	S2 1.00	S2 1.10	S2 1.20	S2 1.35	S2 1.40	S2 1.50	S2 1.60	S2 1.70
S3 .10	S3 .11	S3 .13	S3 .15	S3 .20	S3 .30	S3 .40	S3 .53	S3 .63	S3 .70
M0 .90	M0 1.05	M0 1.25	M0 1.40	M0 1.55	M0 1.75	M0 1.85	M0 2.00	M0 2.20	M0 2.30
M1 .60	M1 .60	M1 .65	M1 .75	M1 .80	M1 .90	M1 1.00	M1 1.15	M1 1.25	M1 1.30
M2 .35	M2 .38	M2 .38	M2 .40	M2 .43	M2 .43	M2 .45	M2 .48	M2 .48	M2 .50
M3 .10	M3 .11	M3 .12	M3 .15	M3 .15	M3 .15	M3 .20	M3 .22	M3 .22	M3 .25

\$31	\$31.50	\$32	\$32.50	\$33	\$33.50	\$34	\$34.50	\$35	\$36
S0 \$ 5.15	S0 \$ 5.30	S0 \$ 5.45	S0 \$ 5.65	S0 \$ 5.85	S0 \$ 6.00	S0 \$ 6.15	S0 \$ 6.35	S0 \$ 6.85	S0 \$ 7.20
S1 2.90	S1 3.05	S1 3.20	S1 3.40	S1 3.55	S1 3.70	S1 3.85	S1 4.05	S1 4.50	S1 4.85
S2 1.80	S2 1.85	S2 1.95	S2 2.05	S2 2.20	S2 2.30	S2 2.40	S2 2.50	S2 2.80	S2 3.00
S3 .80	S3 .90	S3 1.00	S3 1.10	S3 1.20	S3 1.30	S3 1.45	S3 1.55	S3 1.80	S3 2.00
	S4 .02	S4 .04	S4 .11	S4 .22	S4 .32	S4 .40	S4 .50	S4 .80	S4 1.05
M0 2.40	M0 2.50	M0 2.55	M0 2.70	M0 2.80	M0 2.90	M0 3.00	M0 3.10	M0 3.20	M0 3.45
M1 1.40	M1 1.50	M1 1.60	M1 1.70	M1 1.80	M1 1.90	M1 2.05	M1 2.15	M1 2.25	M1 2.40
M2 .53	M2 .53	M2 .63	M2 .75	M2 .80	M2 .90	M2 1.00	M2 1.10	M2 1.25	M2 1.45
M3 .25	M3 .25	M3 .30	M3 .32	M3 .32	M3 .35	M3 .35	M3 .35	M3 .40	M3 .45
	M4 .02	M4 .04	M4 .05	M4 .05	M4 .08	M4 .10	M4 .13	M4 .14	M4 .15

ome Tax Deductions

\$37	\$38	\$39	\$40	\$41	\$42	\$43	\$44	\$45	\$46
S0 \$ 7.55	S0 \$ 7.90	S0 \$ 8.25	S0 \$ 8.60	S0 \$ 8.95	S0 \$ 9.30	S0 \$ 9.65	S0 \$10.00	S0 \$10.35	S0 \$10.70
S1 5.25	S1 5.55	S1 5.90	S1 6.25	S1 6.60	S1 6.90	S1 7.25	S1 7.60	S1 7.95	S1 8.30
S2 3.20	S2 3.45	S2 3.60	S2 3.90	S2 4.20	S2 4.55	S2 4.85	S2 5.20	S2 5.55	S2 5.90
S3 2.25	S3 2.40	S3 2.65	S3 2.85	S3 3.05	S3 3.25	S3 3.50	S3 3.75	S3 3.90	S3 4.15
S4 1.20	S4 1.45	S4 1.65	S4 1.90	S4 2.05	S4 2.30	S4 2.55	S4 2.70	S4 2.95	S4 3.15
M0 3.75	M0 4.10	M0 4.40	M0 4.70	M0 5.05	M0 5.35	M0 5.65	M0 6.00	M0 6.35	M0 6.65
M1 2.65	M1 2.85	M1 3.05	M1 3.30	M1 3.45	M1 3.65	M1 3.90	M1 4.10	M1 4.35	M1 4.55
M2 1.65	M2 1.90	M2 2.05	M2 2.25	M2 2.50	M2 2.70	M2 2.90	M2 3.10	M2 3.30	M2 3.55
M3 .70	M3 .85	M3 1.10	M3 1.30	M3 1.50	M3 1.75	M3 1.90	M3 2.10	M3 2.35	M3 2.55
M4 .20	M4 .25	M4 .25	M4 .30	M4 .53	M4 .70	M4 .90	M4 1.15	M4 1.35	M4 1.60
		M5 .01	M5 .05	M5 .05	M5 .12	M5 .15	M5 .15	M5 .38	M5 .55

\$47	\$48	\$49	\$50	\$51	\$52	\$53	\$54	\$55	\$56
S0 \$11.10	S0 \$11.40	S0 \$11.80	S0 \$12.10	S0 \$12.45	S0 \$12.85	S0 \$13.20	S0 \$13.65	S0 \$14.00	S0 \$14.40
S1 8.65	S1 9.00	S1 9.30	S1 9.70	S1 10.00	S1 10.35	S1 10.75	S1 11.15	S1 11.50	S1 11.90
S2 6.25	S2 6.55	S2 6.90	S2 7.20	S2 7.55	S2 7.90	S2 8.25	S2 8.65	S2 9.05	S2 9.40
S3 4.35	S3 4.60	S3 4.75	S3 5.00	S3 5.20	S3 5.45	S3 5.80	S3 6.15	S3 6.50	S3 6.90
S4 3.40	S4 3.55	S4 3.80	S4 4.00	S4 4.25	S4 4.45	S4 4.65	S4 4.95	S4 5.15	S4 5.35
M0 7.00	M0 7.30	M0 7.60	M0 7.95	M0 8.25	M0 8.60	M0 8.95	M0 9.35	M0 9.75	M0 10.10
M1 4.70	M1 4.95	M1 5.20	M1 5.50	M1 5.80	M1 6.15	M1 6.50	M1 6.85	M1 7.20	M1 7.55
M2 3.75	M2 3.95	M2 4.20	M2 4.35	M2 4.55	M2 4.80	M2 5.00	M2 5.30	M2 5.50	M2 5.75
M3 2.75	M3 3.00	M3 3.15	M3 3.35	M3 3.60	M3 3.85	M3 4.05	M3 4.30	M3 4.50	M3 4.70
M4 1.75	M4 1.95	M4 2.20	M4 2.40	M4 2.60	M4 2.80	M4 3.10	M4 3.30	M4 3.55	M4 3.75
M5 .80	M5 1.00	M5 1.20	M5 1.45	M5 1.65	M5 1.85	M5 2.05	M5 2.30	M5 2.50	M5 2.75

\$57	\$58	\$59	\$60	\$61	\$62	\$63	\$64	\$65	\$66
S0 \$14.75	S0 \$15.75	S0 \$16.10	S0 \$16.55	S0 \$16.90	S0 \$17.35	S0 \$17.70	S0 \$18.15	S0 \$18.50	S0 \$18.95
S1 12.30	S1 13.20	S1 13.60	S1 13.95	S1 14.40	S1 14.75	S1 15.15	S1 15.55	S1 15.95	S1 16.30
S2 9.80	S2 10.70	S2 11.05	S2 11.45	S2 11.80	S2 12.20	S2 12.55	S2 12.95	S2 13.35	S2 13.75
S3 7.25	S3 8.15	S3 8.55	S3 8.90	S3 9.30	S3 9.60	S3 10.00	S3 10.35	S3 10.75	S3 11.10
S4 5.65	S4 6.10	S4 6.35	S4 6.60	S4 6.80	S4 7.10	S4 7.40	S4 7.80	S4 8.15	S4 8.55
M0 10.45	M0 10.80	M0 11.15	M0 11.50	M0 11.85	M0 12.25	M0 12.60	M0 12.95	M0 13.35	M0 13.70
M1 7.90	M1 8.30	M1 8.65	M1 9.00	M1 9.35	M1 9.65	M1 10.00	M1 10.35	M1 10.70	M1 11.05
M2 5.95	M2 6.20	M2 6.40	M2 6.60	M2 6.85	M2 7.10	M2 7.45	M2 7.80	M2 8.15	M2 8.50
M3 4.95	M3 5.15	M3 5.45	M3 5.65	M3 5.90	M3 6.10	M3 6.30	M3 6.55	M3 6.75	M3 7.00
M4 3.95	M4 4.20	M4 4.40	M4 4.65	M4 4.90	M4 5.15	M4 5.35	M4 5.55	M4 5.80	M4 6.00
M5 3.00	M5 3.25	M5 3.45	M5 3.65	M5 3.90	M5 4.10	M5 4.35	M5 4.55	M5 4.80	M5 5.05

\$67	\$68	\$69	\$70	\$71	\$72	\$73	\$74	\$75	\$76
S0 \$19.30	S0 \$19.75	S0 \$20.10	S0 \$20.55	S0 \$20.90	S0 \$21.35	S0 \$21.70	S0 \$22.15	S0 \$22.50	S0 \$22.90
S1 16.70	S1 17.10	S1 17.50	S1 17.85	S1 18.30	S1 18.65	S1 19.05	S1 19.40	S1 19.85	S1 20.20
S2 14.10	S2 14.50	S2 14.85	S2 15.25	S2 15.60	S2 16.00	S2 16.35	S2 16.75	S2 17.15	S2 17.55
S3 11.50	S3 11.85	S3 12.25	S3 12.60	S3 13.00	S3 13.35	S3 13.70	S3 14.05	S3 14.45	S3 14.80
S4 8.85	S4 9.25	S4 9.60	S4 9.95	S4 10.30	S4 10.70	S4 11.05	S4 11.40	S4 11.75	S4 12.15
M0 14.05	M0 14.40	M0 14.75	M0 15.10	M0 15.50	M0 15.85	M0 16.20	M0 16.55	M0 16.95	M0 17.30
M1 11.45	M1 11.80	M1 12.15	M1 12.50	M1 12.85	M1 13.20	M1 13.50	M1 13.85	M1 14.25	M1 14.60
M2 8.80	M2 9.15	M2 9.50	M2 9.80	M2 10.20	M2 10.55	M2 10.90	M2 11.20	M2 11.55	M2 11.90
M3 7.25	M3 7.50	M3 7.70	M3 7.95	M3 8.15	M3 8.35	M3 8.60	M3 8.80	M3 9.10	M3 9.30
M4 6.25	M4 6.45	M4 6.70	M4 6.95	M4 7.20	M4 7.40	M4 7.60	M4 7.85	M4 8.05	M4 8.30
M5 5.30	M5 5.50	M5 5.70	M5 5.95	M5 6.15	M5 6.40	M5 6.60	M5 6.90	M5 7.10	M5 7.35

\$77	\$78	\$79	\$80	\$81	\$82	\$83	\$84	\$85	\$86
S0 \$23.30	S0 \$23.70	S0 \$24.10	S0 \$24.50	S0 \$24.95	S0 \$25.35	S0 \$25.85	S0 \$26.25	S0 \$26.70	S0 \$27.10
S1 20.60	S1 21.00	S1 21.40	S1 21.75	S1 22.20	S1 22.65	S1 23.05	S1 23.45	S1 23.95	S1 24.35
S2 17.90	S2 18.30	S2 18.65	S2 19.05	S2 19.45	S2 19.85	S2 20.30	S2 20.70	S2 21.15	S2 21.60
S3 15.20	S3 15.55	S3 15.95	S3 16.30	S3 16.75	S3 17.15	S3 17.55	S3 17.90	S3 18.35	S3 18.75
S4 12.45	S4 12.85	S4 13.20	S4 13.60	S4 13.95	S4 14.35	S4 14.80	S4 15.15	S4 15.55	S4 15.95
M0 17.65	M0 18.00	M0 18.40	M0 18.75	M0 19.15	M0 19.50	M0 19.90	M0 20.30	M0 20.75	M0 21.15
M1 14.95	M1 15.30	M1 15.65	M1 16.00	M1 16.40	M1 16.80	M1 17.20	M1 17.55	M1 17.95	M1 18.30
M2 12.20	M2 12.55	M2 12.95	M2 13.30	M2 13.65	M2 14.00	M2 14.40	M2 14.75	M2 15.15	M2 15.55
M3 9.55	M3 9.85	M3 10.20	M3 10.50	M3 10.90	M3 11.25	M3 11.65	M3 12.05	M3 12.40	M3 12.75
M4 8.50	M4 8.80	M4 9.00	M4 9.25	M4 9.50	M4 9.75	M4 9.95	M4 10.20	M4 10.45	M4 10.70
M5 7.55	M5 7.75	M5 8.00	M5 8.20	M5 8.45	M5 8.70	M5 8.95	M5 9.25	M5 9.50	M5 9.75

They tell us

News from the Departments

LOOKING WELL, but exhibiting some signs of strain following his war experiences, **Reg Browning** dropped in to see his friends in the Film and Paper Coating Department during the month. Reg has seen service in the Mediterranean war theatre—Algiers, Sicily and Italy, and is now awaiting his discharge following front-line duties in the Tank Corps.

Vic Franks was also a welcome visitor recently. Vic has been absent for three and a half years, his last posting being an advanced air base in Holland. He hopes to be back with his buddies in the Paper Coating just as soon as his discharge comes through.

We realize the inadequacy of any written word to allay the grief that has overtaken **J. Freeman Wharton**, of the Film and Paper Coating Department, and his family. Already one son has been lost to them during the present war, and a few days ago came word that the remaining son, a member of the Tank Corps, had met his death in the recent fighting in the Hochwald district. We offer our very sincere sympathy.



Jim Ball

Jim Ball, Sergeant Air Gunner of the R.C.A.F. has been placed on the reserve list, and is now at his old job in the Machine Shop. Welcome back, Jim.

Bob Murray, of the Airgraph Department, left us in February to join the armed forces. Best of luck, Bob.

The Camera Repair Department welcomes **Ron Stokes**, who will busy himself in that department during the summer months. Ron expects to begin a course of study in medicine when the University opens next fall.

Office departments extend sincere sympathy to **Robert Cameron** and family. Bob's son-in-law, Lieut. Leslie Edward Grant, Q.O.R., was reported killed in action on the western front on February 26.

The Paper Packing Department extend sincere sympathy to **Elizabeth Erwin**, recently bereaved by the death of her brother.

The Cine-Processing and allied departments wish to congratulate **Bill Ramsdin** on his success in the recent K.R.C. election. Bill met with strong opposition from the rival candidate, **Bob Eyre**, and his hard-working supporters, but, as Bill says, "we just mowed 'em down."



Barry Stewart

Barry Stewart, who left the Mount Department some two years ago to assume the duties of Air Gunner in the R.C.A.F., has recently been placed on the reserve list, and has returned to Kodak Heights. He is at present in the Billing Department.

He still has a secret yearning for the stutter of a Browning machine gun, and hopes, maybe, to hear it again soon.

Jimmie Laing, once of our Credit Department, but now of the photographic section of the R.C.A.F., visited Kodak Heights recently while on embarkation leave. Jim is considerably nearer the war zone today, and we wish him the best of good luck.

The record of the employees of the Paper Packing Department as blood donors is excellent. The following have never missed a call since the Kodak Clinic was organized, **James Cowan**, nine donations, **John Nicholls**, eight, **Frank Jenkinson**, eight, and **Muriel Adamson**, seven. Congratulations.

Congratulations to **L. A. W. Dorothy Judges**, of the Box and Printing Departments, who has now earned the right to wear the stripes of a Corporal.

Doris Feaver, of the Printing Department, donates her services to the Red Cross each Friday at the Kodak Blood Clinic. We need hardly say that such service is much appreciated.

"Obviously the Inspection Department is the place to work," comments our lady correspondent from that department, and adds her reasons. "We have announced two engagements and one marriage since Christmas and today **Harold Landell** let it be known that he has become engaged to a very charming lady of his acquaintance." That seems to be proof enough.

Eric Culhane, of the Finished Film Department, is now the exceedingly proud father of a baby girl, Dianne Selby Culhane. For some reason Dianne's grandfather is very proud also. **Stan Law** also has a baby daughter, Susan Elizabeth. Susan poses almost daily for daddy's camera, not always enthusiastically, but proud parents have to be humored at times.

Friends in the Finished Film Department were glad to see **Sgt. Harry Barling**, R.C.A.-S.C., who visited them recently while on embarkation leave.

Esther Tropea, of the Repair Department, is a modest young lady with a splendid voice. She insists that we say nothing whatever regarding her success in a recent competition for coloratura sopranos under the age of 21, but, though we shall observe her wishes, we can at least congratulate her on her unquestioned talents.



Esther Tropea

Fred Ineson, of the Ciné Film Department, **Roy McCullough**, of the Film Boxing Department, and **Gordon Burgess**, of the Spooling Room, all left Kodak Heights recently to become members of the armed forces. Good luck, boys.

A dinner party was held recently in honor of **Millie Rennie's** 25th anniversary with Kodak. Millie was the recipient of many gifts from department friends in the Finished Film, and from the "Goodwill Club" of her department, a make-up set.

Members of the Finished Film Department extend deepest sympathy to **Ida Forster**, of the Spooling Room, recently bereaved by the loss of her father.

John Ferguson, Office, has had more than his share of illness during the past winter, but now seems to be making progress towards complete good health following a recent operation.

Bill Edwards of the Camera Repair Department, has been walking on air since March 8. On that date Mrs. Edwards presented him with 6 lbs. 15 ozs. of exemption. Mother and baby are doing very well indeed, and even Bill is bearing up quite nobly.

The St. Patrick's Dance at Kodak Heights on Friday, March 16, was, as usual, very successful. To one couple at least it was an outstanding event for it marked the date on which Miss Betty Cooper, one of our guests, and **Jack Kidd**, of our Cost Department, became engaged. Our best wishes for the future.

The Stock and Shipping Departments extend congratulations to **Alf Blackman**, K.R.C. representative, who was returned unopposed to another year in office.

From distant points comes the following communications to friends in the Film and Paper Coating Departments. From **Private L. Pearson**, somewhere in Belgium—"Imagine, for Christmas dinner we had chicken, plum pudding, pears, candies and an orange." From **O.S. Al Mounsteven**—"Just finished sixteen days' leave in New York, and, man, what a city. Only one thing I didn't like, and that was leaving it." From **P/O B. O'Brian**, now in England,—"Enjoyed the plane trip across, and spent my first leave with my brother in London."

The Finished Film Department offers sincere sympathy to **Mrs. Janet Cottrell**, of the "Cut Sheet," recently bereaved by the death of her husband.

Due to the arrival of her husband from overseas, **Maizie Watson**, of the Finished Film Department is on leave of absence for a few days.

Russell Higgins is delighted to be back among the once familiar surroundings of the Ciné-Processing Department. A few months following enlistment he was taken ill and spent many weeks in hospital. As would naturally result from such an experience, his memories of military life are not of the most pleasant kind.



Russell Higgins

The Film and Paper Coating Departments are congratulating **Eric Grosse**, whose wife presented him with a fine baby boy on the eve of St. Valentine. That particular stork had a fine sense of the appropriate.

Earl Audsley, late of the Order Department, but now engaged in military duties at Camp Borden, paid his old friends a visit a few days ago.

Maude DeLong wishes to thank all her friends in the department who rallied to her support in the recent K.R.C. elections.

The Film Emulsion Department's gift to **Ed Frey**, who was married recently, took the form of a coffee table, a most useful and practical gift.

On behalf of her former co-workers, J. W. Spence presented Wren **Julia Merrick**, Main Office, with a Bulova watch on March 21. Julia will be stationed in Toronto for a short time, but is expecting a transfer to Winnipeg in the very near future. Our best wishes will accompany her.



Julia Merrick

Between his continual trips back and forth across the Atlantic, **Jack Thomas** often pays his friends in the Stock and Shipping Departments a visit. During his last visit he mentioned that he had found plenty of excitement on what is usually a routine trip. The department also reports that mail is being received regularly from the following employees: **Sgt. Ted Radford**, R.C.A.F., England, **L.A.C. J. Atkins**, R.C.A.F., Holland, **Lieut. Doug. Langley**, of the famous Black Watch, also in Holland, **F/O F. Brown**, R.C.A.F., England, **Lieut. R. Wensley**, of the Irish Regiment, and **Private C. Ross**, of the R.C.O.C. A very newsy and interesting letter was also

received from **Cpl. Bud Mallindine**, R.C.A.F., at present in England.

Members of the Box Department offer sympathy to **Henry McKinney**, whose son, now serving in Italy, was wounded on March 17.

A familiar scene in the Power House Department these days is of a prominent member vainly trying to figure out the chances of the department's bowling team with the aid of his slide-rule.

The Munitions Assembly extend a hearty welcome to **Jerry Tracy**, a newcomer to the Reel Department. This department also welcomed a visit from **Alice Martin**.

Charlie Walker and **George Inch**, of the Power House, have been absent for some considerable time through illness. The department extends wishes for a speedy and complete recovery.

Art Langdon, of the Finished Film Department, has just received word that his son, Wilfred, has arrived in Italy. Wilfred is a member of the 48th Highlanders.

No less than ten employees of the Testing and Ciné-Processing Departments are wearing the gold Blood Donor's button, denoting that the wearers have given ten or more donations. This is a record of which the department is justly proud.

The Stock and Shipping Departments are pleased indeed to welcome **Charlie Hubbard**, who has returned after a prolonged and serious illness. Not just as spry, so far, as the Charlie of old, it is hoped that in a short time he will fully regain robust health.

Recreation Club Committee for 1945



Back Row, left to right: Jim Atkin, Vern Plunkett, Walter Preston, George Cooper, Alf Blackman, Bill Ramsdin, Alex Grant, Cyril Redford, Emmett Briceland

Front Row, left to right: Gordon Douglas, Doris Gibb, Doris Bright, Katie Ball, Myrtle Wright, Maude DeLong, Harold Landell. Ted Norman and Ed Herrick were unavoidably absent

Sports

Alley Bowling

FOLLOWING IS THE team standing in the K.R.C. Five Pin Bowling League at the conclusion of play on Tuesday evening, April 3.

Team	Points
Paper Coating No. 2.....	127
Shipping.....	111
Garage.....	109
Power House.....	109
Paper Packing.....	105
Paper Coating No. 1.....	105
Camera.....	104
Testing.....	104
Emulsion No. 2.....	103
Electric Shop.....	101
Pipe Shop.....	101
Emulsion No. 1.....	99
Yard.....	91
Film Coating.....	90
Cine-Processing.....	85
Paper Emulsion.....	80

One more night of bowling will complete the regular schedule, after which the top five teams play a five-game set—total pins counting to decide the championship. This play-off takes place at Bowlaway Alleys on Tuesday evening, April 17.

The League Banquet and presentation of prizes will be held at the Bloor Hotel on Friday, April 27.

At present Paper Coating No. 2 holds the high three-game record for the season, with a score of 3,980, an all time record. Shipping quintette is in second place with 3,942 and Emulsion No. 1 in third place with 3880.

Camera's Topplers have the high single game to date—1,550, followed by Paper Coating No. 2, 1,535, and Paper Packing, 1,428.

Bill Slinger still holds first place for the individual high three games, including handicap, with a count of 957. Alan Payne recently attained second place in this competition with a three game score of 950. The high single game, including handicap, recorded thus far in league competition is Ken Vaughan's 451. Next in line, George Grigor, 412.



Finalists in the recently concluded Shuffleboard Tournament — *Back row:* Barney Arnott, Les Crocker, Jack Martin, Ron Boyle *Front:* Bill Hales, George Morgan, Leon Schoonmaker, Alan Payne

George Oliver 428 and Ken Vaughan 415 top the list for individual single games without handicap.

The best three game no handicap record is held by Fred Pechaluk, 892, second, Laurie Jones, 884.

The ten High Average men are:

Fred Pechaluk.....	253
Russ Warling.....	242
Alex Potter.....	235
Alex Sheldon	229
Jack Burgess	227
Bert Wright.....	227
Dave Sommerville	222
George Oliver	222
Joe Starrett.....	222
Alf Stephenson.....	222

Volley Ball

This sport has reached the play-off stage in both Ladies' and Men's Competitions.

Girls' teams, Testing and Combines, met in the semi-final round with Testing coming out on top, winning two games to one. This was an evenly matched series.

Testing and Office have now played the first game in the final series and Office had no trouble winning by a good margin. One more win and Office will gain the championship.

In the Men's League, Shipping and Munitions met in the semi-final round, Munitions winning after a very close three games. This is the first time in three years that Shipping has not been crowned champion.

Munitions defeated the Office squad in the first game of the final series, playing a superior brand of ball, while the Office was definitely below its regular form. This is a three game series.

Hockey

Finishing in a tie with Canada Packers at the conclusion of regularly scheduled play in the West Toronto Industrial League, our representatives gained a play-off place for the League championship. Play between Kodak, Canada Packers, Stelco and General Electric, for the League championship is now proceeding and the results will be reported in our next issue.

Shuffleboard

Hales and Morgan won the Group 1 Shuffleboard Title, eliminating Boyle and Martin in three straight games.

Arnott and Crocker were declared winners in Group 2 after defeating Payne and Schoonmaker three games to one in a close semi-final series.

Arnott and Crocker, displaying the same stellar form which carried them through the season's play and semi-final series, defeated Hales and Morgan handily three straight games in the finals to take the Shuffleboard Championship for the season.

Prizes were presented by Leon Schoonmaker to the winners and runners-up in both groups after the final game.



Pat Wiseman

Pat returns a fast one during a recent Badminton session

Badminton

March 7 was open night for Kodak Badminton players and friends. Thirty-five attended and after play enjoyed refreshments, served in the Cafeteria. A brief period of dancing brought a most enjoyable evening to a close.

Girls' Softball

There are many spots to be filled to round out a Ladies' Soft Ball Team, so, girls, if you've had any experience at all, send in your name and be prepared for early practices.

Kodak Heights Camera Club

The extent to which the facilities of the new building have stimulated interest in the Camera Club is readily seen from the following membership figures:

Fiscal year	Membership
1939-1940.....	163
1940-1941.....	197
1941-1942.....	242
1942-1943.....	281
1943-1944.....	292
1944-1945.....	302 (to date)

Since the Camera Club occupied its present quarters in March 1940, its progress has been remarkable enough to offset temporary loss of members to the Armed Forces, and wartime material shortages. This year it emerges with a record-high enrollment and plans for the best Salon Exhibit ever held.

Latest indications are that outside Camera Clubs intend to enter a substantial number of prints in our show. We will welcome the opportunity of competing with them for the various cash prizes, of which the \$50 grand award is particularly tempting.

In all probability more prints will be entered then we will find room to hang despite the helpful and much appreciated donation from the Company of six new easels. A selection committee will meet this contingency by placing before the judges



Theresa Schepers is busy already

200 only of the best pictures to be entered.

By April 20 all pictures should be submitted to the Camera Club. In order to accommodate as many contestants as possible the number of prints per exhibitor is limited to four. Because of this new rule we hope to have a larger number of our own members entering their best work, than ever before.

Kodak War Efforts Club

STATEMENT OF RECEIPTS AND DISBURSEMENTS

For the year ended December 31, 1944

RECEIPTS

Cash in Bank January 1, 1944.....		\$574 .15
Kodak Employees Chest Trust Fund.....	\$2,814 .00	
Donations—Euchres.....	119 .40	
—Managers' Club.....	50 .00	
—For Ditty Bags.....	25 .00	
—Sundry.....	130 .03	
Proceeds of Sophistaswing Show.....	148 .44	3,286 .87

DISBURSEMENTS

Wool for Knitted Goods for Armed Services.....	\$410 .90	
Parcels for Kodak Employees in the Armed Services.....	2,898 .92	
Ditty Bags packed by Club.....	267 .68	
Office Expense.....	2 .25	

TOTAL DISBURSEMENTS..... 3,579 .75

Cash on hand and in Bank—December 31, 1944.....	\$705 .69	
Deduct: 1944 accounts unpaid at December 31, 1944.....	424 .42	281 .27

INVEST  IN THE BEST



You're tired of war, eh?

Well . . . aren't we all? What about the boy in the slit trench . . . the kids in ships, tanks, planes. They're tired, too. It is a weary war, yes. But it's a war in which we on the home front dare not let weariness prevent us doing our share.

BUY AN EXTRA BOND