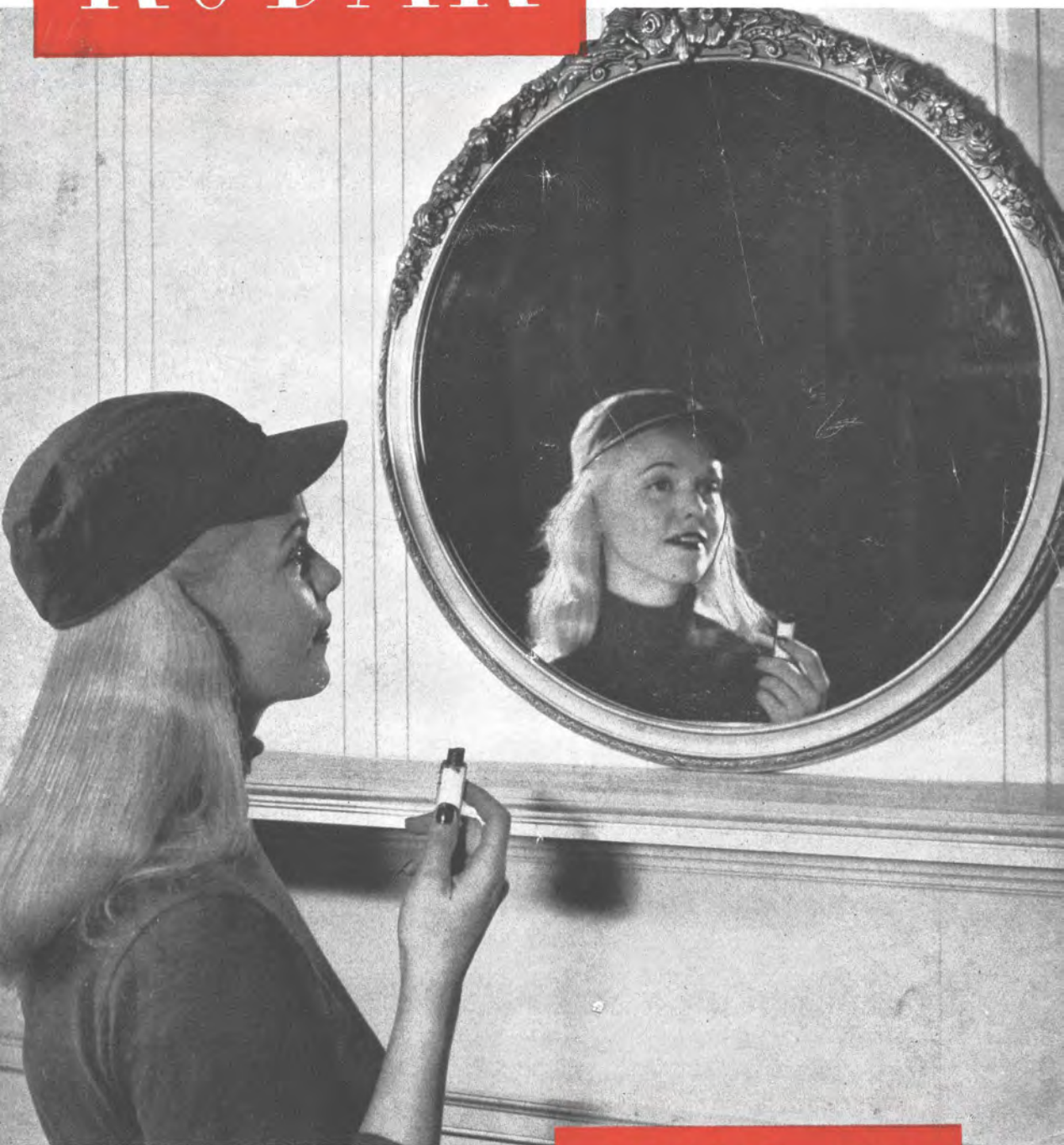


KODAK

*A Magazine for
Kodak Employees
in Canada*



JANUARY • 1947



With the Auditorium colorfully decorated for his reception, Santa Claus paid his annual visit to Kodak Heights on Saturday afternoon, December 21. Following distribution of the gifts, he gathered a few of his young admirers about him, at which moment this picture was snapped.

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KODAK

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35th Wage Dividend to be Paid in March

Rate set at one and three-quarter per cent, same as last year—fifteen dollar minimum—total dividend estimated as largest in Company's history—about twelve hundred employees will share.

A WAGE DIVIDEND estimated at upwards of \$150,000.00 will be paid in March to approximately 1200 employees of Canadian Kodak Co., Limited as a result of action taken by the Board of Directors last November 27. This amount is the largest in the Company's history.

Dividends totalling \$7.00 for the year 1946 were declared on the common stock of Eastman Kodak Company. The rate at which the wage dividend is paid rises or falls with the amount of dividends declared on the Company's common stock. Action of the Board of Directors, therefore, sets the employee rate at $1\frac{3}{4}$ per cent of the total of each eligible employee's wages or salary during the five years from 1942 through 1946.

The sum to be paid in March will be computed at \$17.50 for each \$1000 of an individual's wages received during 1942, 1943, 1944, 1945 and 1946. The formula fixes the rate at $\frac{1}{2}$ per cent for each dollar of declared common stock dividends above \$3.50 a share.

All people hired on or before October 1, who were at work at the end of the calendar year, December 31, 1946, are eligible. Those hired after October 1 and before January 1 are eligible provided they are at work on the date of payment.

Each eligible employee who has completed five years' service by the end of 1946 will receive a check for about $4\frac{1}{2}$ times his average weekly wage during those five years. Those with less than five years' service will

participate proportionately. Wage dividends will not be less than \$15.00, for that amount has been set as a minimum.

The total wage dividend this year compares with \$141,191.00 paid last March.

The forthcoming payment will be Kodak's thirty-fifth since the plan was inaugurated in 1912. It will bring the total of such payments to about \$2,474,324.00 over the 34 years.

Wage dividends are not taken into account by the Company in establishing rates of pay.

The Wage Dividend Plan is one of more than twenty-five direct, personal benefits available to Kodak employees. Its history is linked with the whole Company attitude toward its workers—an attitude formed by George Eastman, founder of Eastman Kodak Company. He conceived the principle that those who invest their time and effort in the operation of a company should get tangible reward for the part they play in its success, just as shareholders get dividends on capital they invest.

Mr. Eastman paid his first wage dividend in the year 1898, when his rapidly-expanding company was quite young. In 1912 he worked out a formula for annual payments, and thereafter Kodak employees have shared in the Company's prosperity every year with the exception of 1934 when business was at low ebb due to the depression.

Mr. Eastman's philosophy was founded on a sense of responsibility to his public, to his employees, to his stockholders, and for his products. When not absorbed in studying the goods he manufactured, his thoughts turned to ways in which he could make the lives of those about him easier and happier. Although he passed from the scene in 1932, the tradition he established lives on.



Art Hobby Has Many Devotees at Kodak Heights

MOST OF US had a desire to paint pictures during earlier years, but, after the final art class at school, ruefully abandoned our efforts with the discreet decision that we had no skill.

Such early ambitions of Fred Hartford and Roy Feaver, of our Emulsion Department, did not meet this dismal fate. A natural facility with pencil, charcoal and brush made the study of art as enjoyable to them as it was helpful, and nowadays most of their leisure moments are spent at the easel.

"When an idea pops into one's head," says Fred, "there's no satisfying it until the last daub of paint is on the canvas. Every spare minute is taken up with the job."

Fred does most of his work with water colors, but paints equally well with oils. Roy prefers pencil and charcoal, although he uses oils frequently. "I took a short course of instruction in pencil drawing," Roy explains, "but I have dabbled in oils on my own." The oil paintings he has done are proof that he finds no difficulty in wielding a brush, whatever his preference may be.

Most of the pictures, particularly landscapes, are painted from rough sketches, but Fred has two miniatures which are an exception. Landscapes were painted on pieces of light pressed-board, which were then placed in silver frames and secured with putty. "They were done without sketches," Fred explains, "and instead of applying ordinary paint I made use of some residue enamel in old enamel tins." These pictures also show that Fred has a hankering for painting almost photographic detail.

Roy has an eye for humor in his sketches,

as evident in his charcoal study of a startled dog watching a chick hatch out of an egg—an excellent picture which we hope to reproduce on these pages at a later date.

Neither Roy nor Fred uses elaborate equipment, for each considers material quite secondary to technique.

How long do they take to produce a picture? That depends upon whether the finished picture is mentally imaged at the start. Sometimes a complete plan is worked out before the first stroke is made; at other times the picture is developed while the paint is being put on.

One thing is certain. Fred and Roy will never be at a loss to decorate the walls of their homes with pictures.



Portrait of George Eastman Now Hangs in Employees' Building

An excellent portrait of the late George Eastman, founder of the Kodak Organization, now hangs in the lobby of our Employees' Building. It is a gift from the parent company, which commissioned the famed New York artist, Vittorio Borriello, to paint several of these pictures for use in the lobbies of its larger plants.

The original photograph from which the paintings were made was taken by Luboshez in England, in the year 1921. It was Mr. Eastman's favorite portrait of himself.

Mr. Borriello was born in Naples, Italy, in 1896. After studying at the Academy of Arts in Naples, where he received several awards, he opened a studio in Florence, Italy. Afterwards he worked in Paris for a considerable time and then went to the United States in 1931. Four years later he travelled to Lima, Peru, but returned to New York City for permanent residence in 1938. Since then, Mr. Borriello has painted portraits of a great many celebrities.

Kodak Heights Camera Club

When the suggestion was made early in the fall that the Camera Club begin a new photographic course for its members, there were some who doubted that all likely applicants could be accommodated. It turned out that this view was correct, for announcement of a course evoked immediate response and soon there were more applications on hand than the Club could accept, despite a revision in the original plan boosting total membership to 48 rather than 32. Thus there are a few who have been disappointed, because it is felt that a further increase in the enrolment would either hinder the entire group or make it necessary to reserve the Camera Club quarters for more than two evenings per week, which would be unfair to other Club members.

The course began—after a few unavoidable delays—on Monday evening, October 28, and, judging by the enthusiasm shown by class members during the initial lessons, it is apparent that instructors Dick Nixon, Ken Jones, Charlie Stephenson and Don Spring have the faculty of making the course as entertaining as it is educational. Beginning with the elements of photography, namely technical data about cameras, film

and photographic paper, the course will include, at a later date, information concerning printing, enlarging, picture composition, special purpose photography and color work. This comprehensive program is expected to last about six months.

Credit Union Insurance

The purpose of this article is to answer some of the questions, and clear up some of the misunderstandings, regarding insurance protection provided by the Credit Union.

The Credit Union insures its loans against the possible death of a borrower. In this way, any loan outstanding against a member is liquidated upon his or her death, and no claim is made upon the estate of the deceased. This type of loan insurance is employed by many financial institutions.

Insurance protection on deposits is also provided by the Credit Union. If a member of the Credit Union dies, the beneficiary named on the member's application card will receive the money on deposit with the Credit Union in the deceased member's account PLUS an equal amount of money as the result of the insurance taken out by the Credit Union. There are two exceptions to this statement: (a) the amount of insurance on the deposits of any individual member will not exceed \$1000.00; and (b) after a member reaches the age of 55 the money he or she deposits is no longer insured dollar for dollar, the amount of insurance being somewhat less.

The cost of this insurance on loans and deposits is borne by the Credit Union and paid for out of its general income. The members pay no additional charge for insurance on loans and deposits.

A member, by enrolling his son as a Credit Union member, can have deposits in his son's name serve a double purpose. The deposits themselves can form the basis of a fund to be used for the boy's education; and the insurance on the deposits, together with the deposits, are available to meet expenses in the event of the death of the son.

There are many ways in which the Credit Union, through deposits, loans and insurance, can meet the financial needs of its members. Doug. Norton, Treasurer, Camera Heights (Mount Dennis) Credit Union will be pleased to meet members and prospective members, and supply any additional information required.

The Editor's Page

Presentation of Service Pins



E. S. Currie presented the first gold pin to S. B. Cornell, who has the longest service record of any active employee—47 years last September. Honors were reciprocal, for later in the proceedings Mr. Currie, with 34 years' service to his credit, received a silver pin from Mr. Cornell.

AN IMPRESSIVE CEREMONY on Wednesday afternoon, December 18, marked the initial distribution of Kodak Long-Service Pins.

The pleasure of distributing the pins and greeting each recipient was shared by E. S. Currie, S. B. Cornell, W. E. Appleyard, J. O. Arrowsmith and J. W. Spence, who had seats on an improvised dais at the front of Kodak Auditorium.

Mr. Currie, our President and General Manager, opened the proceedings by referring to the Company's appreciation of long, faithful service. A desire to express gratitude in tangible form led to adoption of the pins as a supplement to the Eastman Long-Service Medals. Silver pins denote twenty-five years, and gold pins forty and fifty years.

Appropriately, he called upon Mr. Cornell Chairman of the Board of Directors, to accept the first gold pin. The recipient was then asked to distribute the balance of the gold pins—a request which Mr. Cornell found highly enjoyable in view of his lengthy acquaintance with each of the fourteen eligible persons.

In his concluding remarks, Mr. Currie said "It stands to reason that an employee must be quite satisfactory to be kept here for twenty-five years. By the same token, an employee must find the Company good to work for to remain that length of time."

Retirement

The retirement of Frederick N. Rush on December 1, 1946 terminated a period of continuous service with the Company which just exceeded thirty-five years.

Fred joined the Camera Assembly Department in April 1911, and some time later was transferred to the Camera Repair Department, in which he has been employed ever since. His dependability and competence were worthy of high praise and numerous engaging qualities won him the enduring esteem of co-workers.

Many years ago Fred was known as a good soccer player, but associates at Kodak Heights are better acquainted with his enthusiasm for lawn bowling, in which he displays enviable skill.

A host of friends hope that leisure will improve his health, which is not of the best, while giving him time to indulge in diversions of his choice.



Frederick N. Rush

Fast Film, Simple Rules, Make Indoor Snaps Easy

HOW ABOUT SOME indoor pictures of your home?

Maybe you're like a lot of people who always are promising themselves that they're going to take some, but never get around to it.

Perhaps you're not quite sure of the technique involved. Well, it's comparatively simple . . . and a lot of fun, too.

First, put fast film in your camera. That permits exposures as brief as possible and considerably simplifies indoor problems.

Pick out the view you want and set your camera accordingly. If you have a tripod, use it. If not, any other firm base such as a small table or chair will serve the purpose. You'll have to use time exposures indoors, unless you use a synchronized flash, and you'll have to set the camera firmly so there'll be no movement.

Watch Lens Opening

Close your lens down rather small so you can get better detail. Adjust the lens so it's focused on a point about midway between the camera and the farthest wall you wish to show in the picture.

Your light source governs your exposure. For indoor pictures with daylight illumination, when all light enters through windows, use a time exposure of 4 or 5 seconds at $f/16$ for an interior with medium-light colored walls and furnishings, with sunlight entering two windows. If there's only one window, double the exposure. On cloudy days, give an exposure of from 8 to 16 seconds. A series of pictures made at 2, 4 and 16 seconds will be almost certain to produce one superior shot regardless of the lighting.

If you'd like to try a shot at night with ordinary home lighting, allow 4 to 8 seconds for lighting totalling 350 watts when the camera is loaded with extra-fast panchromatic film and the lens is adjusted for $f/16$. If you're going to use flood lamps, two in reflectors, about 8 to 10 feet from the subject, give an exposure of $\frac{1}{2}$ to 1 second at $f/11$ with extra-fast film.

With flash illumination, use about $1/50$ th of a second at $f/11$ if your camera is equipped with a synchronizer, or, if not, set your



A good example of indoor photography.

shutter for "time" or "bulb", open the lens, flash the bulb and then close the shutter immediately. This technique will give you good pictures with a simple hand-held flash reflector and medium-sized bulbs.

What about box cameras? Sure you can take indoor pictures with them, and good ones, too. With box cameras having time-exposure controls, give an exposure of 3 to 5 seconds at the largest lens opening on extra-fast film by daylight on a bright, sunny day. Give it three to four times as long if it's cloudy. For night-time picture taking with artificial light, allow 4 to 8 seconds at the largest lens opening when room light totals 350 watts.

If you're going to have people in the picture, just be sure they hold still throughout the exposure.

If you've never tried this type of indoor photography, give it a whirl. You're sure to be pleased.

Ladies' Quarter Century Club

Members of Kodak Ladies' Quarter Century Club were entertained at the home of Eva Gaby on Friday evening, December 13.

The presence of several ladies now on Kodak's retired list was particularly appreciated, renewing, as it did, friendship ties which in many instances have existed more in memory than fact during recent years.

Commendation is due Eva Gaby and those who volunteered to assist her with the many duties essential to a successful hostess.

Effective
January 1, 1947

Table of Weekly Income

WEEKLY INCOME	IF THE TOTAL OF THE EXEMPTIONS CLAIMED IS																
	\$750	\$850	\$950-	\$1,050-	\$1,150-	\$1,250-	\$1,350-	\$1,500-	\$1,600-	\$1,700-	\$1,800-	\$1,900-	\$2,000-	\$2,100-	\$2,200-	\$2,300-	\$2,400-
	\$1,049	\$1,149	\$1,249	\$1,349	\$1,499	\$1,599	\$1,699	\$1,799	\$1,899	\$1,999	\$2,099	\$2,199	\$2,299	\$2,399	\$2,499		
	THE AMOUNT TO BE DEDUCTED FROM EACH PAY IS																
	Col. 1*	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8*	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13	Col. 14	Col. 15	Col. 16	Col. 17
\$14.75	\$14.99	.05															
15.00	15.24	.10															
15.25	15.49	.15															
15.50	15.74	.20															
15.75	15.99	.30															
16.00	16.24	.35															
16.25	16.49	.40															
16.50	16.74	.45															
16.75	16.99	.50	.10														
17.00	17.24	.55	.15														
17.25	17.49	.60	.20														
17.50	17.74	.65	.25														
17.75	17.99	.70	.30														
18.00	18.24	.75	.35														
18.25	18.49	.80	.40														
18.50	18.74	.85	.45	.05													
18.75	18.99	.90	.50	.10													
19.00	19.24	.95	.55	.15													
19.25	19.49	1.00	.60	.20													
19.50	19.74	1.05	.65	.25													
19.75	19.99	1.15	.70	.30													
20.00	20.49	1.20	.75	.35													
20.50	20.99	1.30	.85	.45	.05												
21.00	21.49	1.40	.95	.55	.15												
21.50	21.99	1.55	1.10	.70	.25												
22.00	22.49	1.65	1.20	.80	.40												
22.50	22.99	1.80	1.30	.90	.50	.10											
23.00	23.49	1.90	1.45	1.00	.60	.20											
23.50	23.99	2.00	1.55	1.10	.70	.30											
24.00	24.49	2.15	1.70	1.20	.80	.40											
24.50	24.99	2.25	1.80	1.35	.90	.50	.10										
25.00	25.49	2.35	1.90	1.45	1.00	.60	.20										
25.50	25.99	2.50	2.05	1.60	1.10	.70	.30										
26.00	26.49	2.60	2.15	1.70	1.25	.80	.40										
26.50	26.99	2.75	2.25	1.80	1.35	.90	.50	.10									
27.00	27.49	2.85	2.40	1.95	1.50	1.00	.60	.20									
27.50	27.99	2.95	2.50	2.05	1.60	1.15	.70	.30									
28.00	28.49	3.10	2.65	2.15	1.70	1.25	.85	.45									
28.50	28.99	3.20	2.75	2.30	1.85	1.40	.95	.55									
29.00	29.49	3.30	2.85	2.40	1.95	1.50	1.05	.65									
29.50	29.99	3.45	3.00	2.55	2.05	1.60	1.15	.75	.15								
30.00	30.49	3.55	3.10	2.65	2.20	1.75	1.30	.85	.25								
30.50	30.99	3.70	3.20	2.75	2.30	1.85	1.40	.95	.35								
31.00	31.49	3.80	3.35	2.90	2.45	1.95	1.50	1.05	.45	.05							
31.50	31.99	3.90	3.45	3.00	2.55	2.10	1.65	1.20	.55	.15							
32.00	32.49	4.05	3.60	3.10	2.65	2.20	1.75	1.30	.65	.25							
32.50	32.99	4.15	3.70	3.25	2.80	2.35	1.85	1.40	.75	.35							
33.00	33.49	4.25	3.80	3.35	2.90	2.45	2.00	1.55	.85	.45	.05						
33.50	33.99	4.40	3.95	3.50	3.00	2.55	2.10	1.65	.95	.55	.15						
34.00	34.49	4.50	4.05	3.60	3.15	2.70	2.25	1.75	1.10	.70	.25						

On January 1, 1947 a new schedule of Income Tax deductions will become effective. A table showing the new rates is printed below. As well as changes in tax rates, the basic exemption, married exemption and dependents' exemptions have been altered.

The basic exemption is now \$750.00. A single person with no dependents therefore comes under Column 1 of the table.

In order to claim married status for 1947, it should be noted that the married employee's spouse cannot be in receipt of more than \$750.00 from ANY source. This ruling differs from

1946 when the spouse's income from wages or salary did not affect the married tax status of the employee.

The marital exemption is \$750.00 above the basic exemption; therefore, a married man with no dependents, and whose wife has no income, has a total exemption of \$1,500.00 and comes under Column 8 of the table. Any income which the spouse earns over \$250.00 must be deducted from the marital exemption.

Exemptions for dependents are divided into two classes:

- (1) Children with birth dates after November 1931 and for whom Family Allowances can be claimed. The tax exemption claimed on children in this class is \$100.00 per child.
- (2) All other dependents, including those children with birth dates prior to December 1931, who can be claimed as wholly dependent. The tax exemption for dependents in this class is \$300.00 per dependent.

*Note: Column 1 Single, no dependents.

ome Tax Deductions

See footnote re
Column 1 and 8

WEEKLY INCOME		IF THE TOTAL OF THE EXEMPTIONS CLAIMED IS																
		\$750	\$850	\$950-	\$1,050-	\$1,150-	\$1,250-	\$1,350-	\$1,500-	\$1,600-	\$1,700-	\$1,800-	\$1,900-	\$2,000-	\$2,100-	\$2,200-	\$2,300-	\$2,400-
		\$1,049	\$1,149	\$1,249	\$1,349	\$1,499	\$1,599	\$1,699	\$1,799	\$1,899	\$1,999	\$2,099	\$2,199	\$2,299	\$2,399	\$2,499		
		THE AMOUNT TO BE DEDUCTED FROM EACH PAY IS																
		Col. 1*	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8*	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13	Col. 14	Col. 15	Col. 16	Col. 17
34.50	34.99	4.65	4.15	3.70	3.25	2.80	2.35	1.90	1.20	.80	.40							
35.00	35.99	4.80	4.30	3.85	3.40	2.90	2.45	2.00	1.30	.90	.50							
36.00	36.99	5.05	4.55	4.05	3.60	3.15	2.70	2.25	1.55	1.10	.70	.30						
37.00	37.99	5.30	4.80	4.30	3.85	3.40	2.95	2.50	1.80	1.35	.90	.50	.10					
38.00	38.99	5.60	5.05	4.55	4.10	3.65	3.20	2.70	2.05	1.60	1.10	.70	.30					
39.00	39.99	5.85	5.35	4.85	4.35	3.85	3.40	2.95	2.25	1.80	1.35	.90	.50	.10				
40.00	40.99	6.10	5.60	5.10	4.60	4.10	3.65	3.20	2.50	2.05	1.60	1.15	.70	.30				
41.00	41.99	6.40	5.85	5.35	4.85	4.35	3.90	3.45	2.75	2.30	1.85	1.40	.95	.55	.15			
42.00	42.99	6.65	6.15	5.65	5.10	4.60	4.15	3.65	3.00	2.55	2.05	1.60	1.15	.75	.35			
43.00	43.99	6.90	6.40	5.90	5.40	4.85	4.35	3.90	3.20	2.75	2.30	1.85	1.40	.95	.55	.15		
44.00	44.99	7.20	6.65	6.15	5.65	5.15	4.60	4.15	3.45	3.00	2.55	2.10	1.65	1.20	.75	.35		
45.00	45.99	7.45	6.95	6.45	5.90	5.40	4.90	4.40	3.70	3.25	2.80	2.35	1.85	1.40	.95	.55	.15	
46.00	46.99	7.70	7.20	6.70	6.20	5.65	5.15	4.65	3.95	3.50	3.00	2.55	2.10	1.65	1.20	.75	.35	
47.00	47.99	8.00	7.45	6.95	6.45	5.95	5.40	4.90	4.15	3.70	3.25	2.80	2.35	1.90	1.45	1.00	.60	.20
48.00	48.99	8.25	7.75	7.20	6.70	6.20	5.70	5.20	4.40	3.95	3.50	3.05	2.60	2.15	1.65	1.20	.80	.40
49.00	49.99	8.50	8.00	7.50	7.00	6.45	5.95	5.45	4.70	4.20	3.75	3.30	2.80	2.35	1.90	1.45	1.00	.60
50.00	50.99	8.80	8.25	7.75	7.25	6.75	6.20	5.70	4.95	4.45	3.95	3.50	3.05	2.60	2.15	1.70	1.25	.80
51.00	51.99	9.05	8.55	8.00	7.50	7.00	6.50	6.00	5.20	4.70	4.20	3.75	3.30	2.85	2.40	1.95	1.45	1.00
52.00	52.99	9.30	8.80	8.30	7.80	7.25	6.75	6.25	5.45	4.95	4.45	4.00	3.55	3.10	2.60	2.15	1.70	1.25
53.00	53.99	9.60	9.05	8.55	8.05	7.55	7.00	6.50	5.75	5.25	4.70	4.25	3.75	3.30	2.85	2.40	1.95	1.50
54.00	54.99	9.85	9.35	8.80	8.30	7.80	7.30	6.75	6.00	5.50	5.00	4.45	4.00	3.55	3.10	2.65	2.20	1.75
55.00	55.99	10.10	9.60	9.10	8.55	8.05	7.55	7.05	6.25	5.75	5.25	4.75	4.25	3.80	3.35	2.90	2.40	1.95
56.00	56.99	10.35	9.85	9.35	8.85	8.35	7.80	7.30	6.55	6.05	5.50	5.00	4.50	4.05	3.55	3.10	2.65	2.20
57.00	57.99	10.65	10.15	9.60	9.10	8.60	8.10	7.55	6.80	6.30	5.80	5.25	4.75	4.25	3.80	3.35	2.90	2.45
58.00	58.99	10.90	10.40	9.90	9.35	8.85	8.35	7.85	7.05	6.55	6.05	5.55	5.00	4.50	4.05	3.60	3.15	2.70
59.00	59.99	11.15	10.65	10.15	9.65	9.15	8.60	8.10	7.35	6.80	6.30	5.80	5.30	4.80	4.30	3.85	3.35	2.90
60.00	60.99	11.45	10.95	10.40	9.90	9.40	8.90	8.35	7.60	7.10	6.60	6.05	5.55	5.05	4.55	4.05	3.60	3.15
61.00	61.99	11.70	11.20	10.70	10.15	9.65	9.15	8.65	7.85	7.35	6.85	6.35	5.80	5.30	4.80	4.30	3.85	3.40
62.00	62.99	11.95	11.45	10.95	10.45	9.90	9.40	8.90	8.15	7.60	7.10	6.60	6.10	5.60	5.05	4.55	4.10	3.65
63.00	63.99	12.25	11.70	11.20	10.70	10.20	9.70	9.15	8.40	7.90	7.40	6.85	6.35	5.85	5.35	4.80	4.30	3.85
64.00	64.99	12.55	12.00	11.50	10.95	10.45	9.95	9.45	8.65	8.15	7.65	7.15	6.60	6.10	5.60	5.10	4.55	4.10
65.00	65.99	12.85	12.25	11.75	11.25	10.70	10.20	9.70	8.95	8.40	7.90	7.40	6.90	6.35	5.85	5.35	4.85	4.35
66.00	66.99	13.15	12.55	12.00	11.50	11.00	10.50	9.95	9.20	8.70	8.15	7.65	7.15	6.65	6.15	5.60	5.10	4.60
67.00	67.99	13.45	12.85	12.30	11.75	11.25	10.75	10.25	9.45	8.95	8.45	7.95	7.40	6.90	6.40	5.90	5.35	4.85
68.00	68.99	13.70	13.15	12.60	12.05	11.50	11.00	10.50	9.75	9.20	8.70	8.20	7.70	7.15	6.65	6.15	5.65	5.15
69.00	69.99	14.00	13.45	12.90	12.30	11.80	11.25	10.75	10.00	9.50	8.95	8.45	7.95	7.45	6.95	6.40	5.90	5.40
70.00	70.99	14.30	13.75	13.20	12.60	12.05	11.55	11.05	10.25	9.75	9.25	8.75	8.20	7.70	7.20	6.70	6.15	5.65
71.00	71.99	14.60	14.05	13.45	12.90	12.35	11.80	11.30	10.55	10.00	9.50	9.00	8.50	7.95	7.45	6.95	6.45	5.90
72.00	72.99	14.90	14.35	13.75	13.20	12.65	12.10	11.55	10.80	10.30	9.75	9.25	8.75	8.25	7.70	7.20	6.70	6.20
73.00	73.99	15.20	14.65	14.05	13.50	12.95	12.35	11.85	11.05	10.55	10.05	9.55	9.00	8.50	8.00	7.50	6.95	6.45
74.00	74.99	15.50	14.90	14.35	13.80	13.20	12.65	12.10	11.35	10.80	10.30	9.80	9.30	8.75	8.25	7.75	7.25	6.70
75.00	75.99	15.80	15.20	14.65	14.10	13.50	12.95	12.40	11.60	11.10	10.55	10.05	9.55	9.05	8.50	8.00	7.50	7.00
76.00	76.99	16.10	15.50	14.95	14.40	13.80	13.25	12.70	11.85	11.35	10.85	10.30	9.80	9.30	8.80	8.30	7.75	7.25
77.00	77.99	16.35	15.80	15.25	14.65	14.10	13.55	13.00	12.15	11.60	11.10	10.60	10.10	9.55	9.05	8.55	8.05	7.50
78.00	78.99	16.65	16.10	15.55	14.95	14.40	13.85	13.25	12.40	11.90	11.35	10.85	10.35	9.85	9.30	8.80	8.30	7.80
79.00	79.99	16.95	16.40	15.85	15.25	14.70	14.15	13.55	12.70	12.15	11.60	11.10	10.60	10.10	9.60	9.05	8.55	8.05
80.00	80.99	17.25	16.70	16.10	15.55	15.00	14.45	13.85	13.00	12.45	11.90	11.40	10.90	10.35	9.85	9.35	8.85	8.30
81.00	81.99	17.55	17.00	16.40	15.85	15.30	14.70	14.15	13.30	12.75	12.15	11.65	11.15	10.65	10.10	9.60	9.10	8.60
82.00	82.99	17.85	17.30	16.70	16.15	15.60	15.00	14.45	13.60	13.05	12.45	11.90	11.40	10.90	10.40	9.85	9.35	8.85
83.00	83.99	18.15	17.55	17.00	16.45	15.90	15.30	14.75	13.90	13.35	12.75	12.20	11.65	11.15	10.65	10.15	9.65	9.10

Column 8 Married, no dependents

Kodak Employees Took These Pictures



1. Street scene in Brussels, Belgium. Modern motor vehicles contrast with ancient-looking street cars.



2. One of the most completely devastated cities in Germany was Hamburg, an early Allied target.



3. Many overseas veterans will recognize this scene near Rembrandt Square in Amsterdam, Holland.



4. Remains of a demolished bridge which spanned the Waal River between Arnhem and Nijmegen, Holland.

Former Squadron Leader Wilfrid S. Trotman is now a member of the Sales Department, in which he was employed prior to enlistment in November 1940. During his service with the R.C.A.F., he was stationed for a considerable time at Rockcliffe, Ontario, then he proceeded overseas. He has a collection of many score pictures, for he carried a Kodak with him whenever regulations permitted. Three of his pictures (numbers 1, 2 and 6) appear on this page.

William T. Hargreaves returned to Kodak Heights shortly after his discharge from the Royal Canadian Engineers in April 1946. Seventeen months of his three and a half years' service were spent overseas.

Three examples from his excellent picture album are reproduced below (numbers 3, 4 and 5). Bill is in the Film Coating Department.



5. Nazi hopes were high when Hitler first harangued the crowd from this Reich Chancellery balcony.



6. Looped on the track like a giant caterpillar, this locomotive was a victim of Allied heavy bombs.

Here's to Health

DR. LEONARD W. JONES
Kodak Medical Dept.

THE HUMAN EYE is a camera. Like the camera it has a film on which the picture is taken, and a lens system that brings the picture into focus on the film. If the eye's lens system is at fault, if the focus be too long, too short or too irregular, the optical defect can be compensated for by neutralizing lenses placed in spectacle frames before the eyes. Such are your glasses.

Complete eye examinations aid folks in obtaining the necessary correction for defects in their optical systems. A major portion of the work done is refraction, the eye examiner's word for estimating the proper lenses the individual should wear.

People have their eyes examined for various reasons:

1. Because their eyes are far-sighted, they find that after a long spell of close work their eyes pain and they have headaches.

2. Because their eyes are near-sighted, they are all right for near work, but at movies and in driving a car, vision is blurred and they are apt to get headaches.

3. Because everything is blurred, far and near, which is probably due to astigmatism.

4. Because of a need for "old age" glasses. Life may begin at 40, but presbyopia—the inability to focus for the newspaper and micrometer without holding things at arm's length—becomes bothersome at 40 or a few years later. The invention of glasses for those of riper years has enabled many a skilled mechanic to continue on the job doing good work, competing on even terms with the young man, until the age of his retirement. The handicap of "old age" vision has been reduced to a minimum by properly fitted glasses, especially the bifocals.

There are two parts to refraction. One is the science of refraction and the other is the art of refraction.

With all the instruments of precision that optical science has given the eye examiners, it is a comparatively easy matter to examine a person for glasses and to give him a pair that are optically perfect and that, when his



Dr. Leonard W. Jones

eyes are completely at rest, will give him all the vision the state of health of his eyes will permit. The eyes, however, are never completely at rest except when the focusing muscle is put to rest by "drops" or in advanced old age of 80 or 90 years.

With "drops", the examiner is able to use a "retinoscope" to flash a beam of light into the person's eye, watch its excursion, neutralize that excursion by lenses, and determine exactly the optical focus of that man's eyes. He can do this without asking the individual a single question. Of course, he always checks and doublechecks by asking the man what he sees. With "drops" and retinoscopy, it is possible to examine a child who does not know his letters, or a foreigner who cannot speak English.

Now for the art of refraction. Since the focusing muscle of the eye is practically never fully relaxed, the examiner cannot give the person the full measure of his refraction. No more can a tailor give you a pair of trousers that fit you absolutely skin-tight. If he did you would split them the first time you ran for a bus. He has to make allowances for several things:

1. The age of the individual—the older

(Continued on Page 11)

They tell us

News from the Departments

WITH MANY YEARS of experience in our Export Department to his advantage, **Bill Reinhardt** has joined the staff of Eastman Kodak Company, Rochester, N.Y. We hope he will find his new surroundings congenial. On the eve of departure, Bill was the recipient of a brief case presented on behalf of his associates by Hugh P. Jay, Manager of the Credit and Export Departments. This token of esteem bears sincere wishes for his success.

Bob Wall has been transferred from the Billing to the Export Department, where he will assume some of the duties formerly assigned to Bill Reinhardt.

Members of the Ciné Processing Department welcome **Bruce Penny**, who has been transferred from the Paper Packing Department.

Henceforth, **Hilda Thorn** (née Smith) will devote her time to the duties of housekeeping. Members of the Paper Packing Department wish her every success.

On Thursday, December 12, **Joyce Sharpe** received a wedding gift of two dresser lamps from her associates in the Camera Assembly Department, and during the afternoon rest period she was guest of honor at a shower. Saturday, December 14, was the big day for Joyce. She was married in a quiet ceremony held at St. Mark's Church, St. Clair Avenue. Best wishes to the newlyweds!

Jim Churchward, a war veteran and former member of the Paper Packing Department, was among the patients safely evacuated from the Department of Veterans' Affairs Hospital in Peterborough on December 6, when the structure was demolished by fire. Jim was transferred to Malton and managed to save only his wallet.

None of the missives arriving on the editor's desk are received more gratefully than those from retired employees. Some days ago we had the pleasure of a letter from **Mrs. Christina Temple**, who was a member of the Finished Film Department prior to her retirement in July, 1938. Now residing in Malton, York, England, she writes, in part, "Although I retired in 1938, I felt, as many others do, that life is not worth much if one has no work, so I returned to nursing and finally landed in my present post—with a family of 18 boys and girls aged from 4 to 12 years, plus a cat and two kittens! . . . Kindly give my greetings and regards to those who remember me."



When **Wilf Wood** became a proud daddy recently, members of the Testing Department lost no time in decorating his desk with congratulatory tokens. In the picture above, Wilf points to some miniature baby apparel.

Greetings to **Jack Barney**, **Sandy McClure**, **Jack Nicholls** and **Nellie Cowie**, who have returned to their duties in the Paper Packing Department after absence due to illness.

Walter Clare, Reel Department, and **Jessie Ness**, Camera Department, were among the head table guests at the Eighth Annual Kodak Pioneers' Banquet. Walter's anniversary date was March 1, 1946 and Jessie's was November 10. Congratulations!

On October 31, **Verna Brodie** bid goodbye to her associates in the Ciné Processing Department. She will reside henceforth in Ottawa where she will devote her time to the duties of housekeeping. Best wishes, Verna!

"It's nice to be remembered—especially by you," states a card addressed to members of the Camera Assembly Department by **Barbara Riley**, who has been absent through sickness. Thanks, Barbara. We hope to see you back with us soon.

On October 25, **Florence Aikens** left the Ciné Processing Department in favor of housekeeping, which will claim her attention in future. Associates of Florence wish her the best of luck.

Sylvia Loveless left Kodak Heights recently after more than 19 years' service in the Paper Packing Department. She will be missed greatly by her associates, but here's wishing her every success in the future!

Employees of the Camera Assembly Department extend a hearty welcome to newcomer **Pearl Jamieson**.

Doreen Gladding and **Jack Thomas**, Reel Department, were away recently suffering from bad colds. **Marg Cole**, of the same department, went to the hospital to have her appendix removed.

Greetings to **Victor Lythe**, a newcomer to Kodak Heights, whose duty it is to distribute interdepartment mail.

Elsie Susinski, Camera Assembly Department, is a happy-looking young lady these days. The reason?—a sparkling diamond on that certain finger.

Congratulations to **Tom Wood**, who has returned to Kodak Heights after serving more than five years in the R.C.A.M.C., of which four years were spent overseas. Tom is employed in the Finished Film Department.

At a five-pin bowling tournament recently, **Art Booth**, Camera Department, won a turkey. He was lucky, for **Alice Cheeseman** of the same department almost topped his score. Alice groans over the irony of the fact that she is very fond of turkey whereas Art is not.

Members of the Service Department hope that **Howard Williamson** will make rapid recovery from the illness which has kept him absent recently.

Lillian Zeigel was a very welcome visitor to the Paper Packing Department recently.

Betty Air, **Sandy McClure**, **Jack McLean** and **Elmer King** of the Paper Packing Department, were lucky in the Turkey Bowling Draw. They all won chickens. Congratulations, folks!

Deep sympathy is extended to **Jack McGraw** by members of the Stock, Shipping and Receiving Departments, in connection with Jack's bereavement by the death of his mother. Mrs. McGraw passed away on Monday, December 23, at Port Hope, Ontario.

The Yuletide season has been an enjoyable one for **Lois O'Connor**, Camera Assembly Department. Just before Christmas she was the happy recipient of a diamond ring.

John Borland

With deep regret we record the death of **John Borland**, late superintendent of the E. and M. Stockroom, who succumbed to an illness which had afflicted him for months.

John became associated with the Company when the name "Kodak Heights" was new, for his length of service was 32 years.

Always keenly interested in recreational activities, he took a prominent part in lawn bowling for many years. The success our Club has enjoyed in tournaments of seasons past would be far less had John not contributed his ability on the green.

Several times he represented Canada at Bisley as a member of the Canadian Rifle Team—an honor reserved for the few who acquire a profound knowledge of small arms and the art of target shooting.

In rather indifferent health for some little time, John found it necessary to remain absent from his duties frequently during recent months. Unfortunately, this did not bring the improvement hoped for, and in the early hours of December 29, he passed on.

John won the esteem of co-workers and fellow sportsmen by the qualities of sincerity and friendliness which were his. Many friends sympathize with the relatives in the loss of a kindly gentleman and a true sportsman.

Here's to Health

(Continued from page 9)

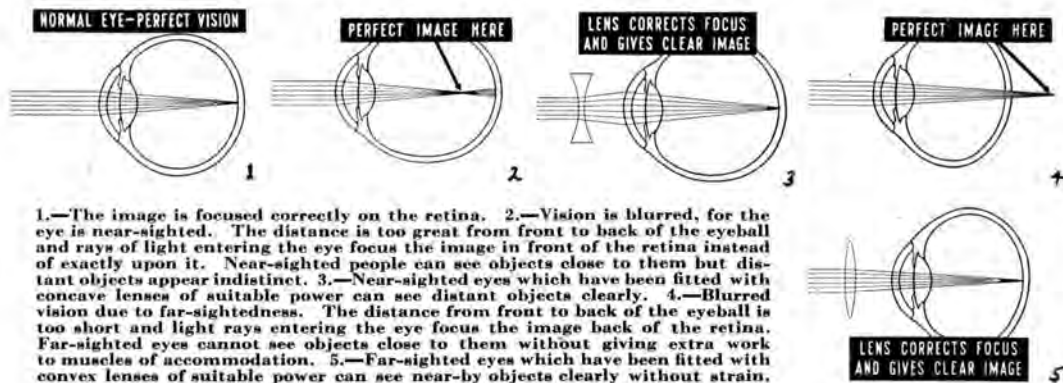
the person, the more exact can be the fit.

2. The occupation and the distance at which work is done. Reading a micrometer at 12 inches requires a stronger glass than reading blue-prints on a table at 25 inches.

3. Whether it is the first pair of glasses

or a repeat examination after three years.

When you get glasses, give your eyes time to get accustomed to wearing them. If they continue to bother you, go back and let the doctor check to be sure that the glasses have been properly made and that good judgment has been used in the strength prescribed for your particular needs.



K.R.C. Doings

Hockey

A team composed entirely of Kodak employees is competing in the West Toronto Commercial Hockey League this season. Games are played every Thursday evening at Ravina Gardens, commencing at either 7.45 or 9 P.M.

Jack McCarthy, stalwart goal-keeper of previous seasons, occupies the net again and has shown in the few games played so far that it takes a good puck chaser to put one past him.

Bill Seckington, Harold Livsey and Bus McPhail, who have likewise proven their mettle in previous seasons, are in the line-up again. Tom Stephenson, Jim Stephenson and Normie Fisher are new to the team and are adding plenty of fight to its efforts.

Carl Morgan and Laurie Jones give the team the benefit of their long hockey experience in the capacities of coach and manager, respectively.

At time of going to press, Kodak Hockey Team has one win over Moffatt's to its credit, gained in a close 5-4 decision on Thursday, December 12.

Kodak Choral Society

Under the capable guidance of Cyril Redford, the Kodak Choral Society repeated

its success of a year ago by its popular interpretation of carols in Kodak Auditorium prior to Christmas. During noonhour on Thursday, December 19, choir and audience joined in a community sing-song, and the two succeeding noonhour periods were featured by the choir alone. Mrs. Redford played the piano accompaniment. Helen Yeatman, talented soloist in the choir, pleased the audience with her rendition of well-known songs.

In addition to the excellence of the musical entertainment, tasteful decorations throughout the Auditorium and on the stage were particularly effective.

Congratulations are merited by Cyril and Mrs. Redford, John and Mrs. Bates (who performed in place of the former during Monday's program), Helen Yeatman, and the other members of the choir.

Commencing early in the new year, Kodak Choral Society will hold weekly rehearsal in preparation for future appearances. The rehearsals will take place on Thursday evenings, beginning at 6:15 P.M. Anyone desiring to join is cordially invited to attend.

Officials of the choir are Jack Blair, president, and Gladys Taylor, secretary, under whose management Kodak Choral Society has progressed so well.

Kodak Rifle Association

Members of Kodak Rifle Association are completing arrangements for a weekly shoot on Saturday mornings in the basement of Lucky Strike Bowling Alley.

Indoor competitive shooting is desirable because it is not dependent upon the weather and, moreover, lighting conditions and other contributing factors remain constant.

If the present intention of affiliating with the Dominion Marksmen is carried out, membership badges and efficiency badges which recognize skill of varying degree, will become available to members of our Association.

On Monday evening, December 2, Kodak Rifle Association held a meeting at which James Boa, expert marksman, was guest speaker. His remarks on the general aspects of organizing a rifle club and of competitive rifle shooting were both helpful and entertaining to his audience.

Here are the insignia of the Dominion Marksmen, with which Kodak Rifle Association intends to affiliate. Highest award is the shield at left accompanied by the badge at bottom right.



It is not unusual for a new organization to suffer because people who are really interested in its activities do not bother to attend preliminary meetings. Kodak Rifle Association requires the active support of everyone interested in it, otherwise the plans outlined above may have to be modified.

Alley Bowling

Team standing in the Kodak Five Pin League at the end of the first series is as follows: Power House, 77; Paper Emulsion, 69; Paper Packing, 66; Shipping, 57; Film Coating, 55; Camera, 55; Shops No. 2, 53; Film Emulsion, 52; P.C. "Aces", 51; P.C. "Tigers", 49; P.C. "Cubs", 48; Garage, 48; Testing, 47; Office, 43; Shops No. 1, 43; Ciné Processing, 27.

Other statistics follow: High average—Fred Pechaluk, 256 in 45 games; Jim Atkin, 227 in 39 games; Laurie Jones, 227 in 39 games; Joe Starrett, 226 in 42 games.

Team High Single—Office, 1416; Paper Emulsion, 1406.

Team High Three—Paper Emulsion, 3898; Shipping, 3860.

Individual High Three—(Handicap)—Alf Stephenson, 942; Charlie Warner, 922; (Flat)—Fred Pechaluk, 925; Jim Atkin, 853.

Individual High Single—(Handicap)—Alf Stephenson, 402; Bert Corbridge, 395; (Flat)—Jim Atkin, 382; Alf Sheldon, 376.

Turkey Rolls

Highlights of the Five Pin Bowling season were the K.R.C. and the Men's Turkey Rolls, held at Bowlaway Alleys on Tuesday evening, December 17.

In the first of these events, bowling honors and awards of three turkeys and a chicken were shared by May Tachauer, Ilamay Peacock, Jack Marshall and Jack Hawkes. May scored 484 in two games and Ila bowled 259 in a single game. Jack Marshall won the men's high two games with a score of 498 and Jack Hawkes was top man with 264 in a single game.

Nineteen lucky numbers were drawn, the first four of which entitled the holders to a turkey each. One was donated by Bowlaway Alleys and the others by the K.R.C. The remaining prize winners were given chickens. Recipients of turkeys were: Tom Marsh, Kay Ford, Joan Southorn and Audrey Pratt.

In the Men's Bowling Tournament, held later in the evening, Ed Smith, Les Harris,

Alf Stephenson and Les Hillman bowled their way to top standing and the award of a turkey each. Ed won the high three games with 871 and Les Harris had the high single score of 349. Alf and Les Hillman were runners-up in each case.

Nine turkeys and fifteen chickens were given away in the lucky number draw. Winners of turkeys, the first of which Bowlaway Alleys donated, were: Percy Lock, Alf Cowan, Lloyd Seckington, George Oliver, Dick Nixon, Harry Clarke, Stan Woodford, Don Spring and Jack Gale.

Briefs

There is only one undefeated team in the noonhour shuffleboard competition, namely, Don Ritchie and Bill Allaby. More power to them.

* * * * *

The Yard Team is still unbeaten in Group One of the volleyball league. Percy Lock, Bill Keen and Co. practically knock themselves out every game, but they have a crowd-pleasing style of playing.

* * * * *

One of the best displays of volleyball to be seen in the Auditorium at noonhour was put on by Office and Shipping. The "spiking" of Doug Langley and Ken Jones was superb. Gord Haslam, a newcomer to the Shipping Team, showed real promise.

* * * * *

Kodak will likely enter a team in the newly-formed Intermediate Volleyball League. Games will be played in the Auditorium on Saturday afternoons.

* * * * *

The first Badminton Open Night of the season, held on Wednesday, November 27, attracted a bumper crowd. Charlie Nelson, as chief "arranger of games," did a masterful job.

* * * * *

Rumor has it that the five-pin bowler with the largest number of Sin Bin listings to his credit will be rewarded handsomely, come Bowling Banquet night. Who are we kidding?

* * * * *

Roy Steele hit the comeback trail in hockey in Kodak's game against Rosedale Redbirds. The mighty man looked good and showed plenty of his old-time fight.

* * * * *

Euchre under the sponsorship of the K.R.C. began on Friday evening, December 6. The master of ceremonies was ably assisted by Maude De Long and Billy Smith. Wally Clare was grand winner of the evening with a score of 83.

Isn't it so?—

If all our misfortunes were laid
in one common heap, whence every
one must take an equal portion,
most persons would be contented
to take their own and depart.

—Socrates