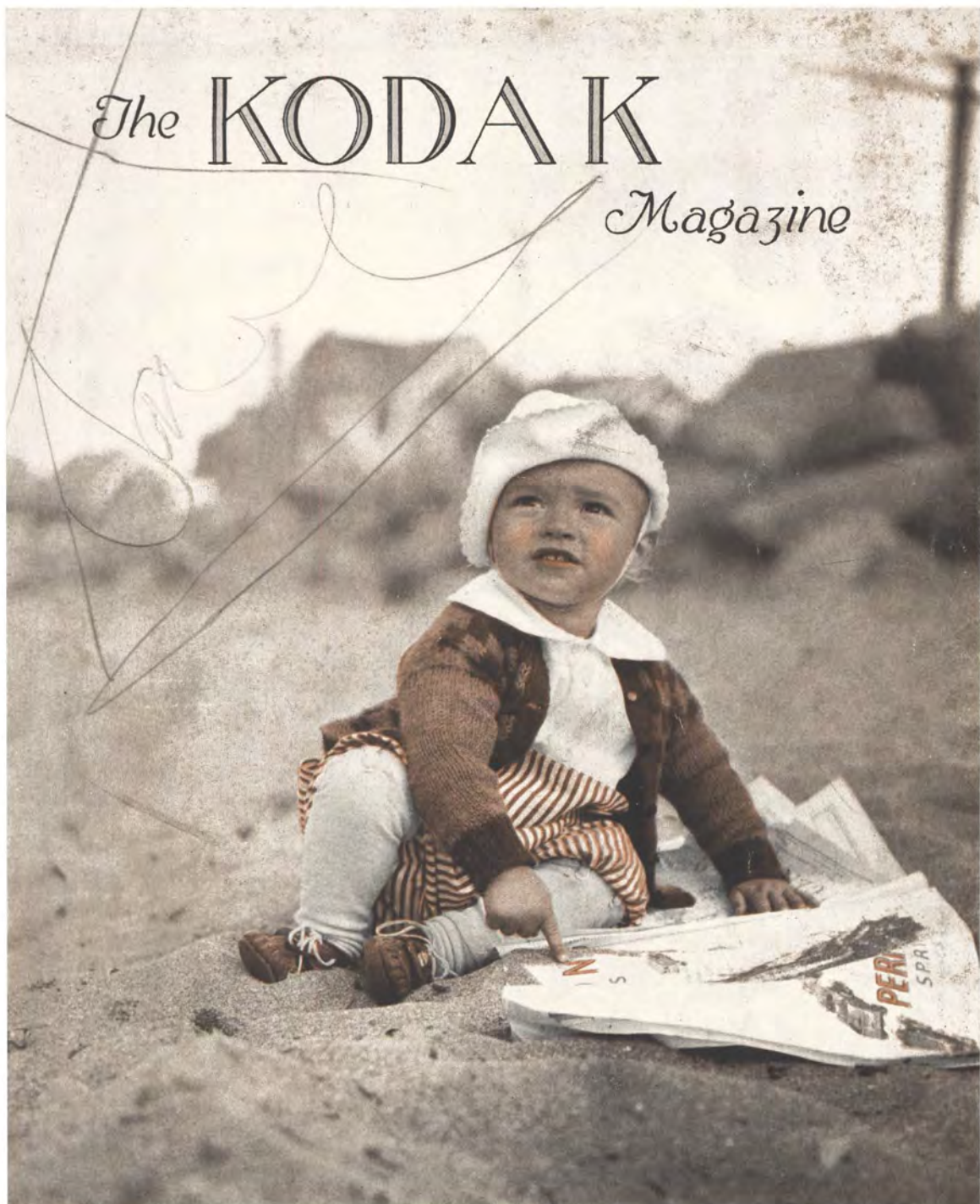


The KODAK
Magazine



June 1924

Published in the interests of the men and women of the Kodak organization by Eastman Kodak Company, Rochester, N. Y.

MONTHLY ACCIDENT REPORT

APRIL, 1924

PLANT	Accident Cases		Accidents per 1000 Employees	
	1924	1923	1924	1923
Kodak Office		2		1.70
Camera Works	7	2	3.81	1.15
Folmer-Century Works	1	3	3.13	11.58
Hawk-Eye Works		1		2.00
Kodak Park Works	20	17	3.16	2.73
Total—Rochester Plants	28	25	2.70	2.53

NATURE OF ACCIDENTS DURING MONTH

1 case of injury around woodworking saw.

1 case of injury through foreign body in eye.

1 case of injury through falling from ladder.

1 case of injury around cutting machine.

8 cases of injury through bruises, burns or lacerations, etc.

3 cases of injury through falling and slipping.

5 cases of injury through falling material.

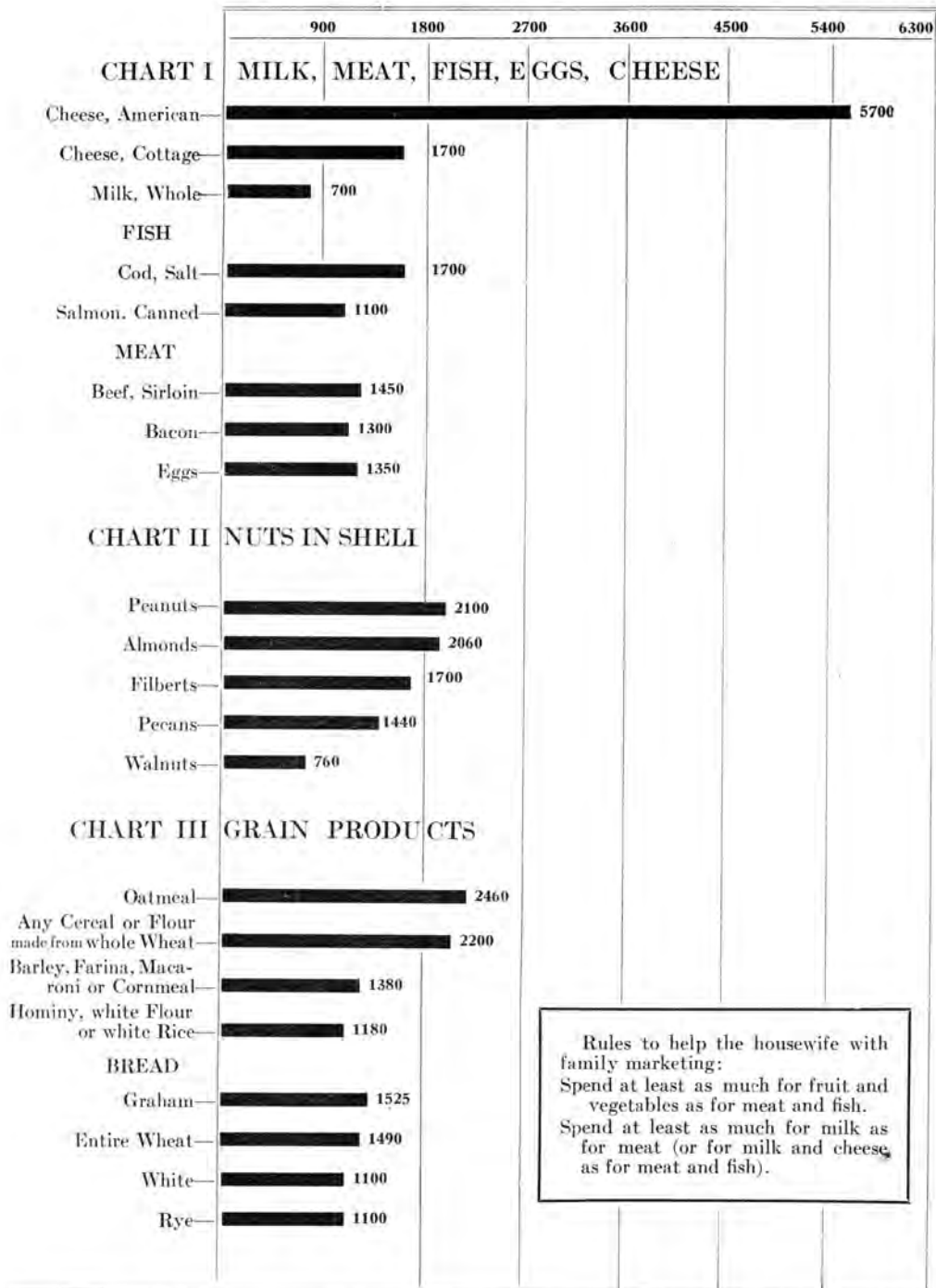
4 cases of injury through strain and sprain.

4 cases of injury around punch press.

28 Employees' accident cases during month.

MILK, MEAT, ETC.; NUTS; CEREALS

A COMPARISON OF THE SCORE VALUE PER POUND



Divide the rating per pound by the cost per pound and see how much you get for each cent spent
 (See page 12)



THE JOHN HAWORTH FAMILY (PHILADELPHIA)—See page 9

The KODAK Magazine

VOL. V

JUNE, 1924

No. 1

WHY I ADVISE KODAK EMPLOYEES TO KEEP THEIR KODAK STOCK

IN my boyhood, circumstances forced me to do without many things. I learned to practice self-denial—because I *had* to.

This having to do without things strengthened my determination to save *something* out of even my small earnings as a boy. I saved and put into the savings bank the first five dollars I ever earned.

Saving from small earnings is a painful process but it taught me the value of money. Later I went into business for myself on what I had saved from my salary as a clerk.

That I have been successful has nothing to do with the case, except to point out that if I had not formed the habit of saving, and had the money of my own ready when the opportunity came, I could not have taken advantage of it.

The chief difficulty about acquiring the habit of saving is getting started. Once you have formed the habit it grows upon you and soon becomes an automatic part of your life.

It is quite true that great wealth does not always come from small savings, but small savings have often opened the door to success.

The thrifty person is far more certain of comfort and independence in his declining years than he who gives no heed to the future, and the years indeed travel rapidly.

Your stock was allotted to you as an appreciation of faithful service, and of your part in building up and maintaining a successful organization, and to make you an actual partner in it.

Back of all this was the thought that these shares, and the dividends paid upon them, would serve as the foundation for a thrift fund for you; to be added to what you had already saved, or as an incentive to at once begin the habit of saving.

I advise you to retain your stock allotment as a permanent investment because you are in a position to know that the business is a sound one, that it is growing, and that it is honestly managed for the benefit of all its shareholders. When "fly by night" promoters urge you to cash in on your profits on Kodak stock and invest the proceeds in some new enterprise which they claim will duplicate the record of the Kodak Company, remember that the stock of the Kodak Company was never peddled in the streets and that the chances of making money on any stock that is peddled in that way are at least nine hundred and ninety-nine in a thousand against you. In any event, if you have any inclination to disregard this advice, get information about the project you propose to invest in from our Legal Department, from some banker, or from the Investors' Protective Committee of the Chamber of Commerce, who will find out for you whether the people back of it are reputable or not. If they are not thoroughly honest and reputable, your investment will not have a chance in the world.



THE HOLD ON TO YOUR STOCK COMPETITION

THE PRIZE WINNERS AND THE LETTERS THAT WON

MORE entries were received in the "Hold On To Your Stock Competition" than for any other contest ever held by the *Kodak Magazine* and the task confronting the judges was indeed a most formidable one.

In the average contest it is usually a simple matter to separate the "sheep" from the "goats" and reduce the possible prize winners to a comparative few, but it was not so in this instance, as every letter received contained splendid and convincing arguments in favor of employees retaining their allotment of stock.

This being the case the awards in the opinion of the judges had to be made on

the greatest number of practical reasons advanced.

After many readings and re-readings, the judges made the following decision:

First Prize—Augusta B. McCoord

Second Prize—A. Sinclair

Third Prize—Arthur B. Corey

All of the contestants are to be congratulated on their sincere and thoughtful presentations on this highly important subject, and they will reap a rich indirect reward in the value of their arguments to their fellow employees.

We know that all of you will enjoy and profit by reading the three winning letters which follow, and we hope to present the others received at a little later date.

WHY I VALUE AND RESPECT MY STOCK ALLOTMENT TOO MUCH TO PART WITH IT

FIRST PRIZE LETTER—AUGUSTA B. MCCOORD

It will furnish me protection in my old age, which is the intention of Mr. Eastman and the company in giving it.

This stock is insurance against worry and anxiety, because I know that if any great financial emergency should come to me, I shall have the means to meet it.

It encourages me to save more money. Now that I have such a good start I shall enjoy watching my reserve fund grow.

The fact that the possession of this stock induced me to make a will will relieve my family, in case of my death, of trouble and expense.

If I keep my stock I shall have a greater pride and interest in the Eastman Kodak Company, and I will try to do my work better so that I can feel I am doing my share towards making the dividends grow.

It gives one a feeling of self-respect and self-confidence to own stock. This makes me a better and more successful worker.

The ownership of stock has a tendency to make me more interested in finance. I learn about the difference between preferred and common stock, between speculation and investment, etc. This

acquired information makes me a more intelligent employee and helps me to understand the interdependence of Capital and Labor.

If I should sell my shares and buy an automobile, the value of the car would rapidly depreciate and the upkeep of it would be a far heavier burden than I had expected.

If I should use the money from my stock to go to Europe, the pleasure would soon be only a memory and in all probability no financial return could be realized from such a journey.

If I should sell it and use the money from time to time to buy luxuries which I could not ordinarily afford, when this money was gone, my family and I would be caused much unhappiness because we had formed extravagant habits which could not be satisfied on our normal income.

Almost anything I could buy with the money would rapidly depreciate in value except real estate.

If I should sell this stock and buy real estate with the money, this property

would be a source of worry and trouble to me, and I could not reasonably be sure of getting a better return on my money than it is earning now in the Eastman Kodak Company.

If I should need a temporary loan, Eastman Kodak stock forms the best possible security to offer to a bank.

If I should wish to buy a home, the fact that I owned Eastman Kodak stock would influence the real estate dealers in my favor. They would have more confidence that I would meet my obligations promptly and honestly, and that I could manage my own affairs. I could get better terms from them.

If I should be compelled to seek employment elsewhere, my new employer would have more respect for me when he learned that I owned Eastman Kodak stock and appreciated it enough to keep it.

As long as I keep this stock it is a constant reminder to me that old age will come by and by and that I ought to take steps to meet it.

Though on a small scale, the ownership of this stock gives me all the pleasant sensations of being a capitalist, and so I treasure it highly.

As a matter of pride, I like to own stock in one of the most famous industries of Rochester.

If the majority of us sold our stock it would discourage the company from ever giving us any more. Thus we would injure not only ourselves but new employees as well.

Other companies that are considering giving stock to their employees may watch to see what we do with ours. If the majority of us sell it, these companies will probably decide not to give their employees any, and thus we shall injure the chances of our fellow workmen.

Inasmuch as I am earning my living because of the capital of other people invested in the business, I feel that I ought to leave this money in the business.

If I sell my stock and spend the money my will power to save money becomes

just so much weaker, and my chance of ever being economically independent in my old age becomes so much less.

It is a satisfaction to own stock in a company which is always growing and expanding. The value of the stock will have a tendency to increase as time goes on.

I feel that my money is safer in such a large organization. If I should sell this stock and buy shares in a smaller, less well established company, which gave a greater return on the money, I would run a greater risk of losing it all.

The stock is valuable because it stands for the changed viewpoint with which Capital is coming to regard Labor. It shows that Capital looks on the working man as a real human being and the workingman ought to appreciate the fact that something is being done for his welfare even after his period of usefulness to the company is over.

When I own stock in the company I feel that I am working for myself and every one likes to work for himself.

The possession of Eastman stock is one of the distinguishing marks of a Kodak employee. It is like a diploma or a medal of honor.

As long as I am a part owner of the organization, I try to represent its policies fairly and honestly in my intercourse with outsiders. This not only increases the good will which my immediate friends and acquaintances feel for the company, but increases my sense of responsibility towards the organization in which I earn my living as well.

I do not think I ought to sell my stock and spend the money it would bring, because in case of my death or in case I lost my earning power, those dependent on me would need the money far worse than I do now.

If I should sometime start a business of my own, this stock would make it easier for me to get credit when I needed it for my business.

If we sell our stock our superiors will have a lower opinion of our judgment

and thrift, and our chances for promotion will be less.

The desire which we all have in our youth to become rich needs constant nourishment. The possession of this stock will act as a tonic to this desire. This instinct would gradually die out unless frequently stimulated.

The ownership of one's full quota of stock gives one a certain standing in the community. It represents the completion of the years of exacting service.

I feel that in times of slack work one would be less likely to be laid off if he had kept his stock.

In times of business depression, the Eastman Kodak Company, being such a large organization and carrying on business in all parts of the world, will be able to pay better dividends than smaller companies.

This stock is a good investment because in times of very great emergency it could readily be sold. Other stock which we might buy we might not be able to dispose of at all.

The dividends are also not a part of the income I earn, and so I can afford to invest them for the future. I can use them to buy life insurance, etc.

As a woman employee, I especially value my stock because if I should get married and stop working, it would be very nice to have the dividends coming every year, and to feel that it was my very own money with which I could do exactly as I pleased.

If I owned some stock my husband would have greater respect for my judgment in financial matters, and he would confide more fully in me so that there would be less friction about money matters in our home.

If I should wish sometime to re-enter the employ of the company, the fact that I had not sold my stock would be a factor in influencing the company to employ me again.

The fact that I had kept my stock would be a good example of thrift to my children.

While some of us may have been thrifty enough to have already made adequate preparation for the future, and so we could sell our stock and use the money without endangering our own welfare, still we ought to consider the example we are setting our weaker neighbor, who never can save anything, and who, if he sells his stock in imitation of us, loses his one chance of being independent in his old age.

I do not wish to sell my stock because I know if I did and I heard my friends, who had kept theirs, talking about their stock and the dividends they were getting, I would be jealous of them and disgusted with myself.

And so you see why I think that social and home obligations, sentiment and business good sense, all combine to make it the wisest plan for us employees to hold on to our stock allotment.

HOLD ON TO YOUR STOCK

SECOND PRIZE LETTER—A. SINCLAIR

The probationary period for those entitled to receive the common stock offered by the company will soon be completed. How many of those fortunate enough to be the proud possessors of the managers' certificates will retain their interest in the Eastman Kodak Company? The number of employee-stockholders will depend in a large measure upon the ability of each worker to appreciate the full value of his or her holding and its

future possibilities. It is reasonable to assume that the past history of the company will be a fair index of what degree of dependability one may expect, and this with scarcely any risk.

There are many glib and so-called stock promoters ready to try and inveigle the new stockholders to dispose of their stock with the promise of greater and seemingly better chances of receiving larger returns on their money. These

word pictures may look bright and fascinating. But let the workers beware and take the pains to carefully investigate whatever proposition is outlined for them before attempting to make any decision. If you are in doubt consult the Protective Bureau maintained by the company for making such investigations. They will be glad to render this service and to advise the proper course to adopt. This is for the employee's protection and will entail no cost whatsoever. If such a course is followed then I have every reason to believe that no one will be persuaded to dispose of his stock.

The following suggestions may help to enlighten and give sufficient proof why no thought of selling the stock should be entertained. Better to play safe now and have no future regrets.

1. The tangible assets of the Kodak Company more than offset the book value of the issued and unissued capitalized stock. The recently published balance sheet will verify this point.

2. It is well to note that there is a Reserve for Contingencies amounting to \$4,335,269.98 together with a surplus of \$65,958,640.42. This is the best evidence of a sound and healthy financial condition. The one and only protection for future needs. A good lesson in preparedness.

3. The known integrity of the officials, whose conservative business policy is clearly demonstrated in the large and continued profits made each year, is worthy of the highest commendation.

4. Then we have the annual dividends. These average from 50 to 75 per cent of the nominal value paid by each employee for each share. Last year they paid \$7.50 on a \$10.00 investment. Where can one get a similar return for so small an outlay? This is something for serious thought. Ponder over this point and let it sink deep into your minds. It needs no argument.

5. On the stock exchange Kodak has a splendid rating and is looked upon as a gilt edge investment, not a speculation by any means. The high market value

shows that it has the confidence of buyers. A confidence based upon the security it has built up. Surely this needs no further comment.

6. Bankers, usually very cautious and conservative in handling stocks, are loaning from 60 to 70 per cent on the market value. Sixty dollars on a ten dollar purchase. Certainly bankers are not apt to take any risk in making such loans. They use every possible precaution in order to protect their money. Then why not you? An endorsement of this kind is something to make you feel proud to keep the stock in your possession and not to barter it away.

7. Experts in finance and financial writers look upon it as a safe, dependable and high interest bearing stock. They have no misgivings about it. These are the men who have made it their business to study and analyze the real worth of stocks. Their conclusions are invariably drawn from actual figures, not mere conjectures. You may rest assured that they are giving what they consider an honest opinion. If the word of these men is not to be accepted, then to whom shall we look for guidance?

Any stock that will measure up to the above standards, and Kodak does, merits some degree of confidence and a serene feeling of security. The best evidence of confidence an employee can give is to retain his stock no matter what the inconvenience may be. It will prove its worth to you as it has already done to many others who had the wisdom to keep it.

If you are in need of more income, then what higher and better interest can you get with so little risk? What safer and more dependable security can you offer in case you have to borrow money? With what more acceptable collateral can you go to the bank when you wish to negotiate some business proposition? It may prove to be the key to greater opportunities which will place you on the rock of independence and comfort in old age. What has been accomplished in the past can be repeated in the future.

Therefore, hold on to your stock and show your appreciation of the Company's kind consideration in affording you the privilege of becoming a stockholder in one of the largest businesses incorporated within the past century. You have everything to gain and nothing to lose. Forget all about the gaudy pictures of

those get-rich-quick artists and leave such schemes to those who are foolish enough to disregard the lessons learned through that hard master, experience. Keep what you have. Do not take a "chance," or follow a "hunch."

"Of all sad words of mouth or pen,
The saddest are, 'It might have been.'"

NINE REASONS WHY YOU SHOULD HOLD ON TO YOUR STOCK

THIRD PRIZE LETTER—ARTHUR B. COREY

Because it makes you part owner in the largest and most prosperous company of its kind in the world.

Because, by careful management the company in past years has built up a surplus of 65 million dollars.

Because Kodak stock has increased in value steadily from year to year. Used car sales at \$50.00 and \$75.00 show how other forms of investment can go down in value just as steadily.

Because the very fact that other people are willing and anxious to accept your stock in payment for their goods, shows that they consider it more valuable to them than what they have to offer.

Because, if every one should sell their stock at the same time, you could not get a fair price for it. This is on account of the same reason that makes strawberries sell much lower in summer when there are a lot for sale, than they do in spring when they are scarce.

Because nine out of ten of the things you can buy after selling your stock will be a source of additional *expense*, instead of *income*. In this way, the allotment of stock will actually become a burden to some people, instead of being a help.

Because, when in time of emergency you might wish to borrow money, your bank will put you in a much different class from the people who have only doubtful security or none at all.

Because, by being part owner in the company you will take an added interest in its affairs, as well as in the business affairs of the community. This helps to make you a well informed citizen, and this a better country.

Because, sooner or later, we all come to a time when we can not earn as much as we do now, and Kodak stock makes a good beginning toward a fund which will help to make up that loss in earning power when it is needed the most.

GOOD BITS FROM OTHER LETTERS

"Hang on to your stock; it's a sign of a level head."

"Keep your stock and the stock will help keep you."

"In the rainy days to come the letters 'd' and 's' make a wonderful addition to 'fun.'"

"Don't transfer a valuable security into dollar bills which misbehave as soon as they touch our fingers."

"Don't get the market value of the stock so close to your nose that you can't

see the dividends, or borrowing power that is yours as long as you hold your stock."

"You have sold your stock and the money has all dwindled on things you thought you needed so much."

"On dividend days you see the boys all about you receiving a check representing good cold cash; the figures on the checks are getting larger and the stock is increasing in value—all you can do is look on."



"J. B. B." AND FAMILY, MILWAUKEE

KODAK AT BOSTON, PHILADELPHIA, NEW ORLEANS AND MILWAUKEE

KODAK folks from four important historical centers, Boston, Philadelphia, New Orleans and Milwaukee claim our attention this month.

It is assumed that none of you will be compelled to study your country's history to learn for just what reasons and events these cities have become historically famous and we will not go into details.

Robey-French Company (Eastman Kodak Company), of Boston, is a consolidation of two old stockhouses, and the names Robey and French are as well known to New England photographers as Bunker Hill.

This store is under the management of George A. McLaughlin who is well known to many of us here in Rochester.

Another familiar face in the Boston group is that of that inimitable humorist, "Joxie" Collings.

In Philadelphia we are represented by the John Haworth Company (Eastman Kodak Company), and here again we have a name that is a photographic landmark.

This store was acquired by us in 1908 and at once moved to its present fine location which we own.

Albert Wunderlich has been the manager of this store since January, 1909.



WHO WOULD'NT LOOK HAPPY IN NEW ORLEANS ?



FROM THE "HOME OF THE BEAN," ROBESY-FRENCH CO., EASTMAN KODAK COMPANY, BOSTON

Ten of the Philadelphia folks have been with the house over fifteen years, ten over ten years, and fifteen over five years.

E. K. Cooper, Roger L. Kirk, Arthur M. Parker, Samuel Sayre, John A. Wilson, James Murdock and James Thomas are in the first group of old timers.

At New Orleans, the home of many ecstatic gastronomic concoctions and preparations, we find the Standard Photo Supply Company (Eastman Kodak Company) under the management of Edward Sullivan.

This business was acquired from the W. B. Green Photo Supply Company in February, 1910.

Over-modesty on the part of this group

prevents our affording any further details as to the personnel of this establishment.

Now to sort of even things up, let us hop westward a bit to Milwaukee, whose fame in one particular direction is at present slightly dimmed.

Here we find the Milwaukee Photo Materials Company (Eastman Kodak Company), under the management of John B. Bangs. Mr. Bangs has been the manager since the business was incorporated in 1902. Among the Milwaukee store old-timers will be found William L. Wolff, A. J. Bollow, A. G. Brunner, Alfred H. Heiden, A. Helwig, and Miss Huebner.

This acquaintance making series will be continued in the next issue.

BE SURE YOU GET WHAT IT'S WORTH!

INDUSTRIAL RELATIONS DEPARTMENT AT YOUR SERVICE

A FEW weeks ago a lady came to the Industrial Relations Department at State Street, for information relative to her allotment of stock. She had left the employ of the Company to be married, and was the owner of a certificate for five shares.

In the course of the conversation, she mentioned that a friend of hers had offered to buy the certificate for \$500.00. Kodak stock was then selling for \$110.00 a share, so that it was an easy matter of arithmetic to show her that by accepting such a proposal she would be making her friend a little present of \$50.00.

There have been other cases of this kind, some even more glaring in the discrepancy between the price offered and the actual value of the stock. Unfortunately too, some people, occasionally the widows of former employees, have accepted proposals of this nature and have literally thrown away hundreds of dollars through failure to realize what the stock is really worth.

There are many reasons why it would seem wise for every employee owning Kodak stock to retain it if it is a possible

thing. The dividend return is higher than can be secured in most other forms of investment offering the same degree of safety. It furnishes a substantial reserve, available if a real emergency arises. It is a protection for one's dependents in case of death, and may fairly be regarded as additional life insurance.

While all these points should be considered, it is also true that conditions may arise when it is necessary for a person to dispose of all or part of his stock. This being the case, the Industrial Relations Department at State Street is prepared to handle the sale for employees who wish this done. The actual sale has to be effected through an outside broker who will make the usual charge for commission, but aside from this there is no expense involved, and you will be sure of receiving the full market value.

Of course it is equally safe to arrange for the sale, if necessary, directly through your Bank or through any reputable broker. But if you are in any doubt as to where to go should it become necessary to sell your stock, consult the Industrial Relations Department.



GET YOUR MONEY'S WORTH

By Laura Comstock, Nutrition Adviser

ON page one are the other charts we promised to show you this month. There are three of them.

Notice the first group which contains milk, meat, cheese and eggs. Are you surprised that milk has a rating of only 700 while meat has a rating of 1700?

Let us see how it works out when we divide the rating per pound by the price per pound.

On May 1st, in Rochester, milk was 6½¢ per pound (buying by the quart). Beef (sirloin) was 43¢ and 32¢ per pound (depending on the cut) and eggs, 37¢ per pound.

Milk..... $700 \div 6\frac{1}{2} = 107$
 Beef..... $1450 \div 43 = 33$
 $1450 \div 32 = 45$
 Eggs..... $1350 \div 37 = 36$

Just another proof that milk stands at

the head of the list. One quart a day for children, one pint for adults! This you remember, with green, leafy vegetables "protects" us.

Are you a healthy, normal person who should eat a good, all-round diet? Try this scheme of estimating how much food you get for your money:

Think of the foods in one group. Look at the charts. Get a picture of them. "Kodak as you go!"

When you buy at the counter or in the market connect the "price" with the "rating" and do not cheat yourself.

See that you eat these every day:

2 vegetables (besides potatoes) one of the green, leafy kind.

1 to 2 fruits (always one fresh).

2 cups of milk.

Notice which were the bargain-foods May first:
 Divide the rating per pound by the cost per pound and see how much you get for each cent spent.

Name of foods	Rating per lb.	Cents per lb. May 1	Return for each cent
American cheese.....	5700	35-45	163-126
Milk.....	700	6½	108
Codfish, salt.....	1700	29	58
Salmon, canned (steak).....	1100	28	39
Beef, sirloin.....	1450	43-32	33-45
Bacon.....	1300	30-40	43-32
Eggs.....	1350	37	36
Peanuts.....	2100	20	105
Almonds.....	2060	80	26
Filberts.....	1750	80	22
Pecans.....	1440	80	18
Walnuts.....	760	75	10
Oatmeal.....	2460	5	492
Wheatena.....	2200	16½	132
Shredded wheat.....	2200	15	146

Name of foods	Rating per lb.	Cents per lb. May 1	Return for each cent
Graham flour.....	2200	4	550
Flour.....	2200	22¾	96
Pearl barley.....	1380	12	115
Farina.....	1380	13-17	106-81
Macaroni.....	1380	10	138
Cornmeal.....	1380	6	230
Rye flour.....	1380	5 3/5	246
Cream wheat.....	1380	16	85
Hominy.....	1180	6½	177
White flour.....	1180	5	236
White rice.....	1180	10	118
Bread:			
Graham.....	1525	15	101
Entire wheat.....	1490	14	106
White.....	1100	15	73
Rye.....	1100	15	73



BLACK PLATE



COLOR PLATE

HOW OUR MAGAZINE COVERS ARE MADE

WE are very frequently asked as to how our cover illustrations in color are produced.

Our covers are made by what is known as the two-color half-tone process.

For this purpose an ordinary black and white photographic print is employed, the same as used for the regular illustrations appearing in the body of the magazine.

Where the three or four half-tone color process is employed, it is customary to have a colored original such as a water color or oil painting, or to tint, or color, the photograph in the colors desired. With the two color process, the selection of the colors is left to the photo engraver, who, by the way, must be a highly skilled craftsman and possessed of a true artistic feeling to produce satisfactory results.

Two half-tone plates are made in the usual manner, one for the black and one for the color plate, as is shown by the illustrations above.

In color printing, the subject has to be run through the press for each color employed; in the two-color process the color plate is printed first. Great care has to be exercised not only in making the plates, but in the printing as well to secure exact register, as otherwise the color plate and the black plate would not coincide.

In printing our covers, we usually employ Persian orange and black, though for some subjects other colors are used.

A comparison of the cover illustration and the miniature plates shown above will afford you a good idea of how the color effect is produced, the use of the two colors in the hands of the skillful engraver and printer giving the effect of quite a range of color shades.

Incidentally we may add that great care is used in the selection of the subjects for our cover illustrations to have them attractive and seasonable.

To "Anxious Inquirer"—Yes, the Eastman Savings and Loan Association will be open on July 1, 2 and 3.—EDITOR.

The Kodak Magazine

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

SPENCER HORD, <i>Editor</i>		
MILTON O. LOYSEN	<i>Athletic Editor</i>	
G. C. ROCKWELL	<i>Assistant Editor</i>	
Main Office		
ROBERT A. WEBER	<i>Assistant Editor</i>	
Kodak Park Works		
HERBERT S. THORPE	<i>Assistant Editor</i>	
Camera Works		
CLARENCE H. HARPER	<i>Assistant Editor</i>	
Folmer-Century Works		
JOHN HARRISON	<i>Assistant Editor</i>	
Hawk-Eye Works		

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

IN an examination test a school boy gave this definition: "A skeleton is a man with his inside out and his outside off," which in a way was correct but a bit misleading from a technical standpoint.

It is truly remarkable how few people possess the ability to clearly express what they mean.

How often you receive a letter which leaves you in doubt as to just what is meant, or which possibly conveys a meaning exactly opposite to that intended.

Business correspondence in particular demands a clarity of thought and expression.

Deliver us from the man who indulges in all the long words he can find in the dictionary, and who scatters them like raisins in a pudding through long and highly involved sentences.

Blessed is he who uses the simple words and the short sentences.

VERY few of us learn what we ought to do at twenty-one until we are fifty.

Looking backward from fifty the trail is marked with "if,"—"If I had not done this," or "If I had done that," how different things would be.

At twenty-one it seems at least a thousand years to fifty, but fifty is only just around the corner.

At fifty you can not back track on the trail and start over; you may know the way but the trend of travel will be against you.

It takes quite a bit of backbone to do the thing you know you ought to do when it involves self-denial.

Self-denial takes away from the wish-bone and adds to the backbone.

Usually when you don't know what you ought to do, it is because you don't want to do it.

If you don't do what you know you ought to do when you are twenty-one, who will be to blame if you have not arrived when you are fifty?

These are all truths but how many will apply them to themselves?

IF you believe that there is no difference between conversation and talk just consult your dictionary.

Conversation is an oral interchange of ideas, while talk may denote the mere utterance of words with little thought.

The difference seemingly between the conversationalist and the talker is the former knows when to keep still.

We all have had more or less experience with the chronic talker; he or she sidles casually alongside, usually when you are most busy, and just talks.

The chronic talker is impervious to hints, and seemingly cannot grasp the fact that you really have something to do which requires your undivided attention.

To the talker we commend the following little story now going the rounds:

Rastus: "Ah wants a divorce. Dat woman jes' talk, talk, night an' day. Ah can't get no rest an' dat talk am drivin' me crazy."

Lawyer: "What does she talk about?"

Rastus: "She doan' say."



KODAK PARK

ROBERT A. WEBER

Editor

THE DEVELOPMENT OF KODAK PARK AS SEEN BY ONE OF ITS
OLDEST EMPLOYEES, HENRY F. JONES



KODAK PARK IN 1892

As we come to Kodak Park day after day and perform our various duties as part of one of the world's greatest industries, how many of us realize the great changes which have come about since this plant was first started, 35 years ago.

At the time I came to work for Mr. Eastman in January, 1891, this tract of land, where now stands a collection of buildings numbering nearly 120 and covering an area of over 230 acres, was little more than a desert. The first step in its development was the digging of a well to supply water for the needs of the builders who were erecting Building 1. This well was of brick, twelve feet in diameter and twenty-four feet deep, and once a pump was installed supplied water at the rate of fifty gallons per minute over a twenty-four hour period. An overhead pipe line connected with the boilers and took care of the needs for the first two years. Now we are using as high as 6000 gallons per minute in twenty-four hours.

A plank road eight feet wide reached from Lake Avenue to the power house through a patch of swamp, and a rail fence marked the boundary of the factory grounds. A little to the north of the road was a schoolhouse.

At this time and for several years later, I worked twelve hours a day, seven days per week, three hundred sixty-five days a year, my duties consisting of the care of the boilers in the power house, keeping the time records, paying off the employees and at

times found myself in complete charge of the works, such as they were at that time.

Sundays, when the boilers were shut down, I cleaned them, repaired the brickwork where necessary, and refired them to be ready and running Monday morning. At that time we used about eight tons of coal per day which was hauled to the Park in wagons. Today we are using about 500 tons every twenty-four hours. Only one small boiler was needed at that time as against twenty-six at the present.

When the construction of Building 1 was completed the east half of the ground floor was used for the power plant and the west half by the Construction, or E. and M. Department. On the second floor was the office, drafting room and stock room. Buildings 2, 3 and 4 followed in quick succession.

Building 2 was known as the Film Building and was equipped with long glass tables on which the film of those days was made. If only glass tables were used now practically all the present floor space of the Kodak Park buildings, which is more than eighty acres, would be needed for this one operation. In the first days of film manufacture, however, only part of the first floor of Building 2 was required for the tables, the rest being occupied by the Film office and Dope room. The Spooling room where the film was prepared for the trade was on the second floor.

Equipment was installed in Building 3 for the making of the film emulsion and the Chemical Laboratory was placed in Building 4 which still stands: Before the erection of these first four buildings at Kodak Park, film had been made uptown at the corner of Court and Stone Streets.

Mr. Eastman and his mother drove to the Park every day in their horse and carriage. While he was at work, Mrs. Eastman would spend her time in the engine room, sewing, or caring for the plants she had placed there. One large rubber plant in particular lived until just a few years ago.

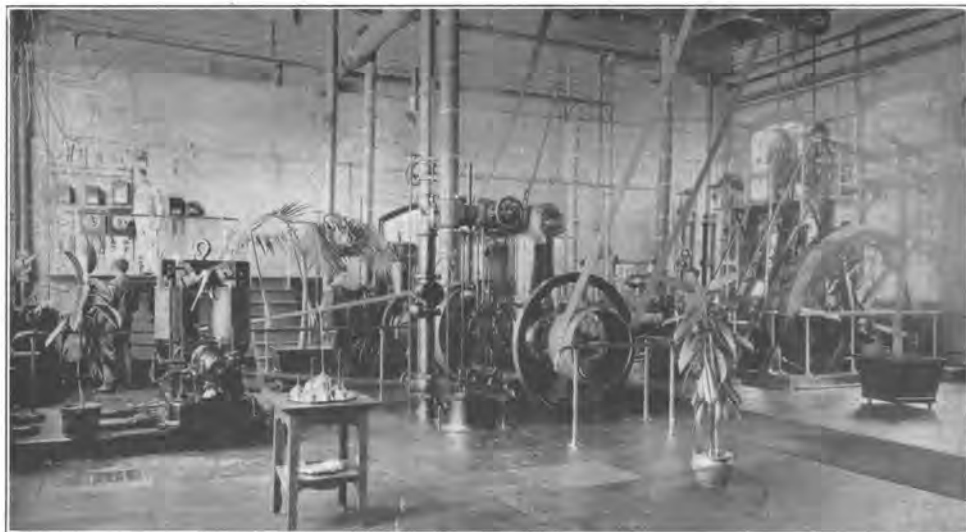
Even in the early days nothing was ever wasted. Fittings and couplings were salvaged and used over again as well as many other articles. Even the cinders were carried to the edge of the plant and later on used in the construction of other buildings.

Among my earliest friends and fellow-workmen who are still a part of our organization are: "Charlie" Albright, Linden Steelsmith, Thomas McCalion, George Howell, "Bernie" Meyering, "Fitz" Boyer, Elbert Budd and Claude VanHouten. Messrs. Meyering, Boyer and Budd have been with the Company since an earlier date than I, but did not come to the Park until the fall of 1891.

During all these years my associations have been the most pleasant. I am proud of the small part I have had in the development of this tremendous business and appreciate the many friendships I have enjoyed. In all the years I have been here I have never received a cross word from any one, from Mr. Eastman down, and that pretty near tells the kind of men our Boss hires.



HENRY F. JONES, one of Kodak Park's Oldest Employees



THE ENGINE ROOM IN 1892

Production with safety



1923-1924 K. P. A. A. BOWLING CHAMPIONSHIP WON BY BUILDING 35

"Charley" Burley's spin "crashers" led by Howard Beuckman entered the final match of the K. P. A. A. bowling schedule with a single game lead over the Yard team, whom they had passed in the pennant race a couple of weeks earlier.

"Buck's" charges won the first two games and then, when the "breaks" went against them, dropped the third. In the meantime the Yard outfit also won two games. A clean sweep would have meant a tie between these two clubs but "Jerry" Morris shattered the championship hopes of the Yard by leading his team to a decisive victory in the third and last game of the evening. An exceptionally large and enthusiastic gathering of rooters was on hand equipped with horns, bells, and home-made noise makers, adding greatly to the general excitement and confusion.

The season of 1923-24 was the most successful of any date. Charles Natt, president of the league, John Yockel, secretary, and Harold Servis are in

line for compliments. The excellent service rendered by the secretary is greatly appreciated by every member of the association. John has held this office for many seasons, and to find another person who would more conscientiously attend to the numerous duties would be most difficult.

The quality of the league is best judged by the high team and individual averages. With the exception of the Time Office, every club average is over 800, ranging from 818 for the Office to 896, the Yard figure. Among the ten high individual marks for the season, Beuckman leads with 192. Servis is next with 190, while the tenth man, Sloat, has 179. Building 35 has three men among the winners as also have the Yard. Two are members of the Tool Room team while Building 48 and the Steel Fabricating have one each.

The final ratings of the teams and the allotments of prize money are as follows:

TEAM STANDING

Team	Won	Lost	Per cent	Average	Prize
Building 35.....	58	26	.690	892	\$90.00
Yard.....	57	27	.679	896	70.00
Building 48.....	52	32	.619	881	60.00
Tool Room.....	48	36	.571	862	50.00
Steel Fab.....	45	39	.536	845	40.00
Pipe Shop.....	39	45	.464	841	35.00
Office.....	23	61	.274	818	30.00
Time Office.....	14	70	.167	782	30.00

HIGH INDIVIDUAL AVERAGE WINNERS

Name	Team	Games	Average	Prize
1 Howard Beuckman.....	Building 35	84	192.2	\$15.00
2 Harold Servis.....	Yard	78	189.7	12.00
3 Ray Herriek.....	Building 35	81	185.6	10.00
4 Charles Natt.....	Building 48	78	182.6	8.00
5 Harry Prescott.....	Yard	78	180.7	6.00
6 Ray Downs.....	Tool	56	180.3	4.00
7 Henry Burley.....	Building 35	60	179.4	3.00
8 Leo Shepanski.....	Steel	77	179.2	2.00
9 Fred Brizee.....	Yard	84	179.0	1.00
10 John Sloat.....	Tool	84	178.7	1.00

		Score	Prize
High Team Single Game.....	Steel Fab.....	1,048	\$5.00
High Team Three Games.....	Building 35.....	2,953	5.00
High Game Individual.....	Howard Beuckman.....	259	5.00
High three games Individual.....	John Sloat.....	678	5.00

CAMERA CLUB ACTIVITIES.

The May Walk to Engelsburg, scheduled for May 3 under the leadership of President Hanneman, had to be postponed one week on account of rain and was held on the 10th, ending with a very enjoyable supper at Rifle Range. A few of the members of the club braved the elements on the 3rd, and had a good hike even if the weather was not the best for taking pictures.

On May 22 was held the last regular meeting of the winter series in the Assembly Hall. Supper was served at 6.00 o'clock as usual. The entertainment feature of the evening was a gymnastic exhibition given by a troupe of members of the Rochester Turn Verein, which was well received by the members of the club and also many members of the K. P. A. who had been especially invited to attend. After a brief announcement by the president, the speaker of the evening, William Whincup, of the Camera Works, entertained the club with a fully illustrated description of his rambles through the Adirondacks. The evening was closed with the showing of motion pictures.

The officers of the club have planned a complete program for summer activities and promise to make every one worth while. An innovation is the Sunday hike and canoe trip, and every member is requested to make a special effort to help make these events successful. There will be no further regular meetings until fall.



CHARLES KENDALL

"JACK" SCHAEFFER SURPRISE OF FIRST MONTHLY MEDAL SHOOT

"Jack" Schaeffer, president of the K. P. A. A., in an effort to exhibit a true democracy of spirit, participated in the first monthly medal shoot of the Kodak Park Gun Club on May 3. "Jack" proved to be the surprise of the meet, breaking all of his twenty-five clay birds. Feeling perhaps that his position entitled him to some deviation from the regular methods employed at an affair of this kind, twenty-four of the birds were broken when they came in contact with the ground, but to show that it could be done in the prescribed way, "Jack" demolished one in mid air. In recognition of his accomplishments, he was awarded the "booby" prize, a four ounce can of high grade gun oil.

Harry Tozier and Earl Spencer tied for first place with twenty-two birds each. In the shoot-off Earl Spencer made the best score and was awarded the gold medal, while the silver medal for second place went to Harry Tozier. Harold Dunk with a mark of nineteen finished third. Two additional prizes not previously announced were awarded, Ranton Wedell receiving a cleaning rod and Harry Marshall a fishing line.

The medals will remain in the possession of the winners until the next shoot on June 7, at which time they will be again competed for. The attendance at this, the first Saturday activity at the club, was very satisfactory and indications lead one to believe that it will prove to be very popular during the summer months.

Emulsion Coating Department extends sincerest sympathy to Harry A. Brown whose father died April 26, 1924.

K. P. A. A. ARRANGE FOR SUMMER DANCES

The summer dances as an activity of the K. P. A. A. is something of a novelty. Last season, for the first time, the idea was tried out upon the urgent recommendation of a few members and met with unusual success. Due to the fact it was something of an eleventh hour affair a choice of dates was not possible, but the response bespoke the popularity of the activity and prompts the action taken for 1924.

A committee appointed by President Schaeffer has secured four dates at the Windsor, Summerville, as follows: June 11, July 14, August 11 and September 8. The first party will be on a Wednesday evening and the remainder on Mondays. Tickets will be sold at \$1.25 and will admit a couple, two girls or two men, as desired. A chairman will be appointed for each party who will select his own committee and assume absolute charge of the activity.

Thomas Frost of the E. and M. Stores Department has kindly consented to head the group to put over the first party on June 11. Mr. Frost has in turn appointed Charles Kendall to the position of Vice-Chairman and master of ceremonies to relieve him of part of the responsibility; his choice gives assurance of the success of the party. "Charlie" Kendall is one of the most ardent and able workers of the Association and has had a great deal of experience in the handling of social activities.

"Alfy" Monk and his first orchestra has been engaged for the June dance. This in itself should be sufficient to stimulate in every one of the dance lovers at the Park a desire to attend. The tickets will be on sale at Kodak Park in advance as the object is primarily to keep the activity as far as possible confined to members of the K. P. A. A. and their friends.

KODAK PARK TO MAKE STRONG BID FOR CITY BASEBALL TROPHY.

The newly organized City Indoor Baseball League has been divided in two divisions, one for teams confining their playing squad to bonafide employees of their respective organizations and the other with the privilege of securing their talent where they may.

Kodak Park is, of course, in the first named group as strict industrial athletics is one of the major objects of our Association. Other teams in this division are: Kodak Office, Fashion Park, Sargent-Greenleaf, Stromberg-Carlson, B. R. and P. A. A., Ritter Dental and the Haverstick Company.

The second division is made up of: Alderman-Fairchild, Rochester Hockey Club, Lawyers' Co-Operative, Howe and Rogers, Yawman and Erbe, Spark Plug I, Spark Plug II, and the Audit Club of the B. R. and P. R.R. The Spark Plug teams are composed of residents from the North East section of the city who have made indoor baseball one of the principal neighborhood activities for several years and are picked as pace makers for this section. Harold Stevens, prominent in local athletic circles, having been organizer and mentor of the Rochester Hockey Team last winter, is president of the league. Clayton Benson of the K. P. A. A. and John L. Holden, manager of the A. G. Spaulding store, together with president Stevens and the fourteen team managers constitute the governing body of the organization.

The League was opened Monday, May 5. Games are played at 6.00 o'clock, each team being scheduled for one contest a week. Kodak Park is being represented by the following players, selected from the Noon Hour and Twilight League rosters: William Doane, manager; "Barney" Agness and Harry Sill, pitchers; "Joe" Minilla, Harold Servis, "Jack" Brightman, "Charlie" Ratzel and Harold Coogan, infielders; Wilbur Goebel, "Jimmy" Gallagher, "Bill" Gallagher, "Steve" Garvin, Ralph Lehman, outfielders, and Clayton Benson and Harry Prescott, catchers. Your part is to attend the games and help our boys win the trophy, this first season. **PLAY BALL.**

STORES BOOK PICNIC FOR JUNE 28

To the employees of the E. and M. Stores Departments a good start means half the worry over, and in the way of applying this principle two months is little enough time in which to arrange for a picnic. Particularly one such as their Annual Outing.

By May 1 all the principal details were attended to. Louis McManus as general chairman had selected his committee and arrangements made for Saturday, June 28, at Manitou Beach.

The picnickers will leave Kodak Park at noon. Dinner will be served at the hotel immediately upon arrival, following which a group picture will be made. Sports are to follow and in the evening dancing. Buffet lunch will be served during the late afternoon and evening.

The committee in charge is as follows: Louis McManus, general chairman; Florence Martin, vice-chairman and treasurer; Peter McArdle, transportation; Thomas Frost, reception; Clarence Coons, picture; W. Gordon McAuliffe, dinner; Harry Molye, sports; Charles Kendall, lunch; James Wadt, dancing; and Harold Francis, printing; Frank Stellmack, chairman, Grounds Committee.



JOHN SHEPPHERD, President of the Noon-Hour Baseball League

NOON-HOUR BASEBALL SEASON OPENED ON MAY 5

The organization meeting of the K. P. A. A. noon-hour baseball league was held on April 23rd at which time John Sheppherd of Department 50 was again named president. Edward Goodridge of the Time Office was elected secretary and "Tom" Carey, another Building 50 man, made treasurer. Harry Hastings was re-elected Honorary President.

The season was opened on May 5. Entered in the conditioning series are the Birds, Giants, Rangers and Yanks. These teams composed of our best indoor talent between this date and the latter part of July get in shape for the Fall series. This is always the most interesting as it is the vital test for Park honors in this sport, and to the winners belong the spoils; trophy, individual prizes and a banquet.

The early series will be without the services of Harvey Shannon who after winning several pennants during the past seasons has decided not to take part, actively, this year. The league has lost one of the best team leaders it has ever had and we trust that his absence will be only temporary.

Games will be played as usual, every noon, weather permitting. They will start promptly at 12.20 o'clock and be called at 12.50, allowing ample time for every one, both players and spectators to reach the workrooms before starting time. Last year the teams played to an average attendance of approximately 600 persons each day and not all of these were men. Let's push this figure up a bit this season. Every one loves a good exhibition of baseball and no better brand of the national pastime is presented anywhere than right here at Kodak Park.



JAMES JENKINSON, Mgr. of K. P. golf activities

GOLF SEASON DELAYED

Due to the nature of the ailment, no definite time is designated when an attack may be anticipated, the matter being controlled largely by the weather. With some persons the affliction is never entirely eliminated but hangs on even through the most severe weather of winter.

It is a dead certainty that the first sunshiny day of spring will drive scores of enthusiasts to the links, even before they can be used, for it seems that to even look upon the course has its beneficial effects. Saturday and Sunday, April 26 and 27 were both beautiful days and if an opening date may be decided upon, this was it. A large number of Kodak Park players took advantage of the occasion and made their initial attempt for 1924.

The K. P. A. A. has done much in the last few years to encourage this activity. Permits for the use of the municipal links have been available at the Association office saving the employees the time and trouble of going downtown for them. Balls and other supplies are handled as a matter of further benefit and convenience.

During the year there will be one or more tournaments for the association members, and also our Inter-plant meet. Full particulars will be given out when the time arrives. "Jim" Jenkinson, of the E. and M. Department, has been appointed as the Park representative on the Inter-plant committee to arrange for such activity.

SEARLE-HOYT

Violet G. Hoyt of the Kodak Park Main Office was married on April 26 to Glenn Searle of Building 23.

The ceremony took place at Lake Avenue Baptist Church. Following an extended trip to include Washington, Baltimore and other cities en route, Mr. and Mrs. Searle will reside at 301 Driving Park Avenue.

Pre-nuptial events included a shower given by the girls of the office. Best wishes are extended.



HAROLD GUNDERSON TO HAVE CHARGE OF TENNIS CLUB

Harold Gunderson of Statistical Office has been elected Manager of the Kodak Park Tennis Club for the season of 1924. Harold has been an active and valuable member of the club for several years and is prominent in local tennis circles.

A busy summer is anticipated. Plans are under consideration for the forming of a league to include both local and out-of-town teams. At present the Rochester Tennis Club, Melville Tennis Club, Y. M. C. A., Kodak Park, Newark, LeRoy, Medina, and Canandaigua are considering the proposition and definite action will be taken very soon.

A rating board has been prepared with between 60 and 70 players, placed according to their previous standings. Each player is privileged to challenge any one of the five men preceding him on the list, and by winning his match assumes his opponent's position on the sheet, all those between dropping back one place. This board will be used in assigning ratings for the Annual Handicap Tournament to be held early in June. The usual trophies will be awarded the winner and runner-up.

Great care will be exercised in selecting the men to compose the Kodak Park first team this season. Stiff opposition will be met in the teams Manager Gunderson plans to compete against and even our best talent will be forced to extend its best efforts to win. The election of a captain will take place as soon as the team is picked.

The courts were opened about the middle of last month and are in excellent condition, all having been resurfaced. New nets and net posts were provided and at present no other club in Rochester has better facilities than those of the K. P. A. A. "Joe" Minilla has assumed the duties of caretaker and will be in charge of the courts and club house.

K. P. A. A. AND CLAN MacNAUGHTON PLAN SECOND ANNUAL GAMES

It was during the late summer of 1922 that the idea of holding the Scottish Games and Athletic Meet under the joint auspices of the Clan MacNaughton and the Kodak Park Athletic Association was first conceived. Although the possibilities of such an activity were at once recognized the season was too far advanced to make a start at that time.

Apparently there existed an unspoken agreement between the two organizations, for the matter was again taken up the following year and the First Annual Scottish Games and Athletic Sports were held at Edgerton Park, August 18. The committee in charge and to whom great credit is due for their successful handling of this large meet, was composed of members of both K. P. A. A. and Clan MacNaughton.

Nearly three hundred entries were received for the different events on the program. These were not limited to local talent, Syracuse, Niagara Falls and even Canadian cities being represented. The officials included such prominent men as Alderman Milne of the 10th Ward, who is an employee of Kodak Park, and also a member of the MacNaughtons, Mayor VanZandt, James H. Haste, District Attorney Love, Harry Tozier, "Clip"

Bostwick, Frank McCoy, Henry Clune, and John Harmon.

It has been decided to promote the affair again this year and a committee has been appointed to proceed with the necessary details of arrangement. It is considered advisable to set the time somewhat earlier than last year to eliminate any possibility of conflict such as was experienced last year, running as we did, close to the date of the Exposition. The results of the First Annual, while satisfactory, will without a doubt be exceeded by far in this, the second.

The members of our Association will be called upon to assist in many ways toward the success of this activity, and we are confident of their cooperation and support. Rochester should have at least one big athletic meet each summer, and Kodak Park with its facilities, talent, knowledge, and appreciation of clean sport is rightly entitled to the privilege of conducting such a meet. Let's put it over in true Kodak Park style.

The Emulsion Coating Department extends its deepest sympathy to Fay Ager, whose mother died May 15; to J. E. Lee, whose father died May 16; and to William Booth, whose father died May 18.

CHEMICAL PLANT ENTERTAINS TWENTY-FIVE-YEAR SERVICE MEN

Robert W. Cook, Frank X. Hauser, Albert Vick, and Edward Ryan, employees of the Chemical Plant who have completed twenty five years, or more, continuous service with the Eastman Kodak Company, together with James H. Haste and Charles K. Flint, were guests of honor at a theatre party and banquet given by the employees of the Chemical Plant to celebrate the occasion on April 28. Robert Kemp, due to illness, was unable to be present.

The party attended the "Follies" which was unanimously voted the greatest shown on earth. After the theatre an excellent repast was served at the Powers Hotel, following which Paul C. Seel, superintendent of the department, upon the behalf of their associate foremen, presented the "old timers" with beautiful gold mounted fountain pens. Fitting response was made by the recipients, "Bert" Vick crowding the others into the background by an unlooked for display of oratorical ability.

Mr. Haste, founder of the chemical plant, gave a very interesting talk on its early history, the rapid and important development of this great part of the Kodak Park Works. Others who spoke were Messrs. Flint, Webb and Vinton.

WILLIAMSON—AUSTIN

Laura Williamson of Kodak Park Main Office was married on April 26 to "Ted" Austin of the American Woodworking Machinery Company. Among many gifts received on the occasion was a beautiful electric lamp from the girls of the office. Mr. and Mrs. Austin will reside on Flower City Park.

RESEARCH NEWS

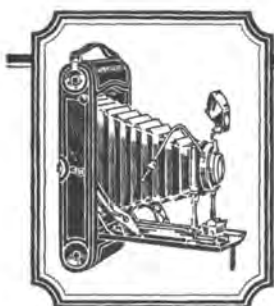
The Society of Motion Picture Engineers will hold its spring meeting at Roscoe, N. Y. Lloyd A. Jones is president of this organization which was formed in 1916, largely through the efforts of Messrs. Jones, Craig, John Jones and Dr. Mees of our Company.

Sympathy is extended to Leon W. Eberlin and to Charles E. Meulendyke who suffered the loss of their mothers.

Johanna Strobant, who has been associated with the Synthetic Chemistry Department, has been transferred to the Chicago Branch. Best wishes for her continued success are extended.

The following people have joined our staff for the summer months: Mabel Osler, Frederick Tompkins, Donald Huse, Gordon Chambers, Howard W. Russell and Carl R. Noller.

Since this is Leap Year the girls of the Research Laboratory have decided to take charge of the annual Laboratory picnic. This will be a new feature and it is rumored that some of the most novel stunts ever been seen on a picnic ground will be pulled off. Miss Florence Peterson was elected General Chairman and the following committees were appointed: Finance, Elsie Garvin; Entertainment and Songs, Louise Hutchinson; Guests, Isabel Schmitt; Transportation, Mildred Scranton; Arrangements, Bessie LaBar; Photography and Advertising, Mildred Trill.



CAMERA WORKS

HERBERT S. THORPE
Editor



SHUTTER GIRLS HAVE MAY WALK

"Sing Ho! for the merrie merrie month of May!" This was the theme of things which attracted thirty girls from the Shutter Department to organize a May walk to East Maplewood. The only detriment to the proceedings was the lack of sun, and the persistent efforts of rain to spoil the whole afternoon. The girls, however, refused to be thwarted, and although their walk to Maplewood was substituted for auto riding, they managed to arrive, determined to make a regular picnic in spite of everything.

The pavilion came in handy for dances and games, which every one indulged in after a session with hot dogs and various picnic dishes. Between showers they managed to play ball. Ella Van Ingen and Madeline Smith captained the teams and, after seven innings, the score stood at 17 to 13.

We understand that Grace Wells was chief engineer, although every one did their full share, and in consequence, the girls had a real good time, all of which proves that men are not half as necessary as they think they are!

TRANSLATORS—AND SUGGESTIONS

Translating is more than mere dictionary rendering of equivalents, although, apparently every one does not hold this view.

The United States Commerce Department, in pointing out how good advertising in the original is often spoiled by poor translations, supplies a few samples to verify this.

Some years ago a saddlery manufacturer, anxious to advertise his goods in Spanish-speaking countries, sent out pamphlets concerning single-horse buggy harness for export trade. The translator made a true literal translation, the result of which was: "Harness full of bugs for a bachelor horse." Vacuum cleaners have been translated into "cleaners of emptiness." Monkey wrenches are designated as "wrenches of monkeys" and iron washers "machines to clean iron."

Translating is an art. There is no doubt that many a valuable idea is lost to public use because of

the inability of the discoverer to explain it. Luckily this situation does not—or should not—apply to ideas concerning the Suggestion System at the Camera Works. One does not need to be a translator, or a mechanic or draftsman, to get his ideas presented. If you have a scheme for improvement of product, lowering costs, or any idea at all relevant to our product, *some one* will be glad to help you submit it.

The Suggestion Department not only *acts* upon suggestions, but also investigates them, and, if necessary, helps the suggester to put the idea on paper. Your ideas submitted through the Suggestion channel are strictly confidential.

Next time you have an idea which you do not submit because of lack of technical knowledge to explain it, *do not* discard it, but ask your foreman to put you in touch with the Suggestion Department.

GUN CLUB

The Camera Works Gun Club is fast becoming a feature in the local field of sports, and, fostered by Recreation Club, now has over one hundred active members on its register, with new names being added each Saturday.

The official opening day—April 26—was not a favorable one regarding weather, but there were enough enthusiasts who braved the elements to shoot nearly fifteen hundred rounds. The President of the Gun Club, "Charlie" Collins, cracked off the first shot, and finished the first round of shells by potting off twenty-one clay rocks out of a possible twenty-five. Some of the boys shot at imaginary crows instead of the pigeons, but there were some good records on the score sheets.

The Gun Club has made a fine job of renovating the old grounds formerly used by the Flower City Club, situated five hundred feet south of the Barge Canal on the Scottsville Road. Take Genesee car to end of line. Shoot is held every Saturday.

Any employee of the company, in any of its branches, is eligible to join, but of course a special invitation is extended to Camera Works people. Dues are two dollars per year.



LUCY DIESEL and MADELINE SMITH

C. W. R. C. AMENDMENTS CHANGE PERSONNEL

By unanimous vote of the Board of Managers of the Camera Works Recreation Club, two amendments were proposed, publicly posted, and no objections were filed. In consequence, the By-laws were amended as follows: Article III. "Organization," altered to read—"A president and vice-president shall be elected for two years by popular vote of the members."

That Article X, "Elections and Resignations," to contain the following additional clause: "Should an officer, by reason of illness or inability to attend, be absent from several meetings, the President, with the consent of the Board of Managers, has power to appoint a substitute to hold office until the termination of the term."

The above amendments have resulted in two changes. Lucy Diesel of the office has been appointed to take the place of Margaret Mathews, who has left the employ of the company. Owing to ill health, Mary Baird has resigned, and Madeline Smith, of the Shutter Department, has been appointed to fill the vacancy.



"BILL" BARNES

FOCUSING

The job of focusing cameras is an important one, calling for great accuracy. Each type of camera (there are forty-three manufactured in the Camera Works at present) has a formula for focusing which must be strictly adhered to. Each camera is placed at a definite distance from a chart, on which are figures running clockwise, thin and thick black lines, and circle formations (something on the order of an oculists test chart). These charts, for the most part, are set at a distance of twenty-five feet, the lenses being so standardized that, with a few exceptions, if the lens is sharply in focus at this distance, the other distances take care of themselves. Each camera, however, is tested on all points so that the photographer, providing he or she judges the distance of the subject to be pictured correctly, can rely on the picture being in focus at all distances. Another device for focusing is a long light proof tunnel in which a light is set at a certain point by means of an endless belt. One end of the tunnel is covered with a piece of ground glass, to which the camera is placed in close proximity, and the lens adjusted accordingly.

One of the oldest lens adjusters we have in point of service is William C. Barnes, who has focused thousands of cameras in the ten years of his working in one of the focusing galleries. Space does not permit us to show you the other end of the operation, where the various charts are hung, but the picture, and we hope, the story, gives you some idea as to what focusing actually is, how it is done, and what an important feature it is in placing reliable cameras on the market.

Serving on the Board of Managers of the Club is Service with a capital S. Managing a Club the size of ours is quite a responsibility, and the success depends largely on the confidence each member places in the officers. We welcome constructive criticism, and are always ready to hear suggestions for the advancement of activities.



CAPT. "BILL" ZIMMER AND HIS CROWD

D. AND E. GIVE FAREWELL DINNER

For real good fun, it's hard to beat the activities of the boys and girls of the Detail and Estimate Department. In spite of the fact that Wilhelmina ("Billie") Schilling was leaving the "gang" to be married, and Harold Brown was packing his pen and blotter prior to being transferred to the Main Office, they forgot the partings, and arranged a dinner in the Committee Room to "speed the parting guests."

The arrangements were in the hands of Edna Hart and Mollie Burritt (familiar as "Dot" and "Dash"), assisted by "Red" Sondhein, Adelaide

Trost, Dorothy Goldstein and Lucy Diesel. Superintendent "Bill" Zimmer was the chief speaker of the hour, Harry Goddard acting as Toastmaster.

The menu was so attractive that the major portion of the hour was taken up by every one waiting for Leo Buck to finally lay down his knife and fork, but the folks found time to wish "Billie" every joy and happiness, and Harold every good wish for success in his new job. Charles Duffy, Jr. was appointed special photographer to chronicle the event.

OUTDOOR SPORT

President Coolidge will go down in history as a great "outdoor" president. At no previous time in America has there been official action, empowered by the Chief Executive, to formulate congressional committees for the purpose of urging the people to take full advantage of "God's great outdoors." The playgrounds of America—Yellowstone Park, the Adirondacks, and other huge wide spaces of natural beauty—are being further enhanced by artificial means to attract people to take full advantage of outdoor life. There is no question that this national policy will be followed by state and local policy along the same lines, and more and more the American people are beginning to realize that a man is never too old to play, and that the outdoor life is an antidote against premature old age and quack nostrums.

Not only is outdoor sport good health insurance, but it develops good fellowship. Take, for instance, fishing. It does not matter what a man may do to earn a living, whether he be prince or pauper, as soon as he gets the tang of salt air or fresh breezes from pond or river in his nostrils, all caste and class privileges fall from him, and he becomes just a fisherman. His outfit may be one of the finest or the humblest. Jealousy, envy, greed—all these things are thrown aside for a day's fishing, for the only

thing that counts is the fish, and fish play no favorites. Fred Fletcher, well-known writer on the art of Isaak Walton, goes further. He says, "The only way to make the world safe for democracy is to make every man in it a fisherman."

Baseball! Probably the most appealing sport to an American. The only trouble is that most of us quit too soon. In Europe, it's a common sight to see men of fifty playing football or cricket, both of which, the contrary notwithstanding, are regular he-man games. Why not try to organize a neighborhood baseball team of middle-aged men? Anything to stir up interest in outdoor sport.

Tennis! None of us expect to compete for the Davis cup, but there's loads of good fun and healthy exercise in tennis. The city provides splendid courts in the parks, equipped with nets. The Secretary of the C. W. R. C. will be glad to sell you tennis balls at wholesale, and secure you a reduction on any of your sporting goods.

Perhaps no outdoor game has ever enjoyed such sudden growth of popularity as golf. There are over two hundred golf courses in the neighborhood of New York alone. Our own city has good public courses, and offers every inducement to our folks to get interested in some form of sport outdoors.



CHARLES DUFFY, NELLIE DE MAY AND THOMAS DOWNS ON VISITING COMMITTEES

PERSONAL INTEREST

We have always found satisfaction in the fact that the folks in our plant respond heartily in support of any good cause, not only with money, but as far as is possible, with personal interest. Since the organization of the Rochester Patriotic and Community Fund, we have all learned the value of cooperation in civic obligations, and the wisdom of having a business administration for handling public funds. Those less fortunate than ourselves appreciate our efforts, and we should appreciate the privilege of participating in such a necessary scheme for relieving sickness and want, the building up of our city institutions and the advancement of civic pride.

Forty-seven Committees, composed of Super-

intendents, Foremen and Employees Representatives, again visited the institutions supported wholly or in part by the Rochester Community Chest and, without exception, all have reported favorably of the manner in which the various institutions are conducted, and also of the efficiency of distributing, through a central fund, the money contributed by the people for this commendable purpose.

The Committees take this opportunity of thanking the management of the Camera Works for the privilege of being granted time to make the visitations, and also the personnel of the institutions visited for the courteous way in which they were received.



WHO'S WHO—IN PICTURES

Thirty-two years ago is a long time to go back for a subject to choose for this article, yet that is exactly what we have done, and we found a very popular subject at that—to wit—Herbert Schaffer, whose record with us dates back to 1892.

"Herb" first worked on cameras in the old shop on

Factory Street, in the Brass Room, assembling metal parts. In those days, before the introduction of light-proof paper protecting the film, the cameras were necessarily more cumbersome and complicated than the present day product, having, among other "accessories," an indicator which registered each exposure of the twenty-four which the roll of film contained. It was "Herb's" job to fix the dials and indicator onto the camera, which was a regular piece of furniture when completed. By the way, there were fifteen employees in those days on the pay roll.

In April, 1893, came moving day, when the business was transferred to State Street, in Building One, third floor. The staff was reduced to seven men, composed of one tool-maker, one buffer, one dipper, one press hand (no other than Harry Briggs—now of the Tool Supervision Department), two experimental men—one of which was "Bob" Kroedel, and "Herb," who operated the drilling, milling and lathe machines. Things did not stay long in this small capacity, however, for the famous Pocket Kodak was born, which revolutionized the amateur camera, and created a boon which established the Kodak for all time.

"Herb" was later transferred to the Experimental Department, and is now an inspector in the Lacquer Room.

MAIN



OFFICE

GEO. C. ROCKWELL, Editor



SCENE AT THE K. O. R. C. PARTY

A record crowd packed the auditorium of the new State St. building in celebration of its opening

OFF TO A GOOD START

Since our last issue, two teams have been added to Section 2 of the City Indoor League, viz.: Haverstick Company and Ritter Dental Company.

Three games have already been played with the following results:

Kodak Office.	7	Haversticks.	1
Kodak Office.	13	Ritter Dental.	10
Kodak Office.	1	Kodak Park.	11

The schedule which will run through the middle of September carries the eight teams for three rounds. Games for the month of June are as follows:

June 4	Fashion Park	at Brown's Square
June 9	B. R. & P. A. A.	at Edgerton Park
June 18	Stromberg-Carlson	at Brown's Square
June 23	Haverstick Co.	at Brown's Square
June 30	Ritter Dental	at Ritter Field
July 9	Kodak Park	at Brown's Square

The Office line-up for the league games consists of "Dan" LaPalm, 3b, captain; "Joe" Stutz, 2b; "Hash" McNeil 1b; Leo Knapp, ss; Carl Schlemmer, lf; Frank Messmer, cf; "Johnnie" Marcello, rf; "Chubby" Collins, c; and "Bill" Cusick, p.

These same boys put on a little exhibition before a large crowd of fans at the Hawk-Eye Works last month and tamed the Hawk-Eye ball team for another game on the right side of the score sheet, 7-2.

NEW DESKS

When the bookkeepers walked into the office on the morning of May 19th, they spent the first couple of hours trying to find out where they worked. Between noon on Saturday and 8 o'clock on Monday morning, all of the old-fashioned standing desks which had been in use for so many years took wings unto themselves and flitted away to parts unknown. In their places appeared new modern flat top desks built especially to meet the needs of the bookkeepers and very conveniently arranged. In accordance with plans made by the Planning Department the bookkeeping machines have been moved so that they are placed along the side of the room with the ledger sections which they take care of opposite them. This change has affected a considerable saving in time and was a long step forward in efficiency.

The new arrangement is also very convenient for Henry Brinker, since he can sit at his desk and count noses without having to strain the muscles in his neck. Henry claims that this is a great convenience, and has saved him from a permanent dislocation of the cervical vertebra.

GARDNER-SMITH

William Gardner of the Repair Department was married on May 16th to Miss Hazel Smith. The ceremony took place at the home of the bride in Pittsford. Congratulations.



Left to right—HERMAN BAKKER, CHARLES CULBERSTON AND F. P. ROOT

The Export Department has just received word that Messrs. Root, Culbertson and Bakker have arrived safely in Shanghai.

Our staff photographer got a snap at them in Seattle, and it would appear as though they were all enjoying good health, although Herman looks a trifle sleepy.



HELEN SYKES

Helen tried to "hold back" on us until the last moment—but being a woman she just naturally couldn't keep it a secret, and now we know she is the wife of Charles Selwyn, of Schenectady, N. Y., which is also her "home town" and where she was married on May 10, 1924.

The Stenographic Department is not the loser, however, although Charles has gained a sweet wife, because Helen is coming back to us.

WELCOME

We heartily welcome the following new employees to Kodak Office: Neil Kocher, Peter B. Breemes, Florence M. Fogel, Oliphine Kaner, Alyce E. Seymour, Anne M. Kraft, Robert H. Bosdyk, Mrs. Louise Bond, Albert J. Irving, Marjorie Stubbs, Arnold Hardy, Mildred Kuhmann, George G. Reynolds, Geraldine R. Otto, Catherine R. Hiltz, Henry Kellenberger, Ernest C. Sandstrom, Belle C. Kane, Doris G. Crippen, Ella A. Ludwig, Helen L. Lewis, Charlotte J. Kates.

LETTER OF APPRECIATION

"Just a few words in appreciation to the Medical Department and other fellow-workers who showed me kindness in various ways, during my seven and one-half weeks' leave of absence.

BELLE G. SHERWOOD."

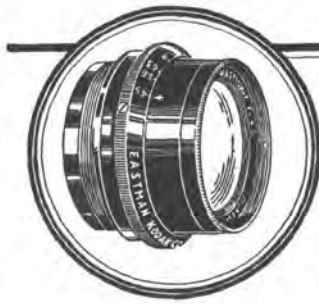
Abraham DeYoung, of the Finished Stock Department, has had two serious operations and has been confined to the Homeopathic Hospital for the past four weeks. We all hope for his speedy recovery.

Marie Faulkner, of the Cine Order Department, is back at her desk after a long illness.

The members of the Billing Department were very pleased to hear of the birth of a baby boy, Thomas, to Mr. and Mrs. John Lamphier, May 2. Congratulations, "Jack."

Anna Brady, of the Billing Department, is in Asheville, N. C. The members of the department are glad she is enjoying herself and hope she will soon be with us again.

We welcome back to the Billing Department, Anna Erickson, who has been away for some months on account of illness.



HAWK-EYE

JOHN HARBISON

Editor



GRINDING DEPARTMENT

The new home of one of our Grinding Departments. The foreman in charge has, with becoming modesty, dodged the camera. Martin, on the extreme left in the front row, tried to hide behind a

gas pipe but was only partially successful. Frank, "Freddy" and "Eddy" complete the first squad. "Johnny" and Propphy are seen in the background.

THE BOWLING PARTY

At the close of the season of the Hawk-Eye Bowling League, a debate was held to determine whether it would be best to spend the sinking fund on prizes for the winners or on a party for the crowd. A vote was taken and the party won.

A committee made up of Harry Moore, "Art" Rapp, Norbert Kolb, Louis Richter and "Ed" Link was selected to engineer the affair.

Promptly at 12 o'clock on Saturday the boys piled into their waiting motor cars and made a beeline for the Rifle Range. One o'clock found every one at table waiting for the signal to go to work on the chickens, which were prepared according to the taste of the individual. "Ben" Sanger, "Jim" Knade, and "Frenchy" LeFrois would have won prizes had there been any offered for stomach capacity.

After dinner the need of a ball game was felt, so two teams were chosen. Because of the heavy meal it was not deemed advisable to have the fielders cover their usual large territory. Three

extra outfielders and two infielders were used on each team. This brought the personnel of the teams up to fourteen players when Umpire Link called "Play Ball." The game was hard fought all the way, the final score reading 115 to 87. The fray was enlivened considerably by the daring base running of George Kosel. George failed to steal third with the bases loaded, but outside of that omission his record was complete. Outfielder Stallman brought the crowd to its feet with an astounding dive into the creek while going after a fly ball. The blow in question went for a hit.

A broad-jumping contest followed the ball game and again George Kosel carried off the honors of the day. His leaps were nothing short of wonderful.

Hot dogs and other refreshments brought the day to a glorious conclusion. The curtain fell with "Ed" Link leaving the scene in his bucking Ford. We suggest that "Ed" provide saddles for his passengers in order that they ride with comparative safety.



FELIX MAAS

It is with great sorrow and sincere regret that we announce the death of Felix Maas. Felix was a member of the Cine-Kodak Assembling Department, where he was well liked by all who knew him. His absence will be keenly felt at Hawk-Eye.

The engagement of George Carson, of our Glass Milling Department, to Miss Agnes Abramow has been announced. The marriage will take place the latter part of this month. Congratulations and best wishes are extended to the couple.

LIBRARY NOTES

The librarian announces that "Bill" Eyer has given five books to the library. A gift of that kind is much appreciated. The books are: "Out There"—Whiteman, "The Approach of the Social Question"—Peabody, "The Spirit of America"—VanDyke, "The United States as a World Power"—Coolidge, "The Old Order Changeth"—White.

Sherman Judd says, "The amateur who desires superior prints rather than just mere pictures, and who is willing to spend a little effort to secure that elusive quality which marks the work of the professional, will do well to read 'Pictorial Photography—Its Principles and Practice,' by Paul L. Anderson."

On April 28, "Jimmy" Watts, foreman of the Leather Department, began his twenty-sixth consecutive year at Hawk-Eye. "Jim's" brother foremen celebrated the occasion by presenting him with twenty-six American Beauty roses. "Jim" was, to all appearances, just as happy as were those who had the privilege of thus indicating their affection for one who richly deserves their regard. We hope that it may be our good fortune to celebrate many more anniversaries with "Jimmy" Watts.

ONE HUNDRED PER CENT

Hawk-Eye responded to the Community Chest Drive in a gallant manner. But a short time was necessary to show that each person in the plant was willing to do his or her share. We were able to report a record of one hundred per cent the day after the campaign started. Hawk-Eye was one of the first of the large plants in the city to respond as a unit. Congratulations are in order.

The campaign started with a dinner tendered to the plant committee by the Company. We were fortunate in having with us Doctor Sawyer, who gave a talk that was both interesting and instructive. Doctor Sawyer discussed many aspects of the Chest and its work in Rochester. We were grateful to him for delivering a message that was without doubt a contributing factor to the success of our campaign.

Several departments subscribed to the Chest in a manner that deserves special mention. They are as follows:

Experimental Grinding	Av. Sub.	\$5.21
Buff and Plate	" "	4.72
Instrument	" "	4.55
Maintenance and Construction	" "	4.28
Anastigmat Polishing	" "	4.06

The following committee served:

Factory Committee—George Carson, Glass Milling and Moulding; Fack Farrell, Brass Room; John Pearson, Tool Room; R. Craib, Eugene Erickson, Stock Room; W. Harrison, Power House; Harry Moore, Maintenance; Will Herman, Buff and Plate; Elmore Ingleby, Office; Ed Link, Elmore Cheshier, Cine-Kodak; Louis Richter, Wood Room; John DeWitte, Sanitary; Ralph Burhans, Production; M. Klos, Shipping; Walter Kempf, S. A. Lens (Day); George Kosel, S. A. Lens (Night); Jim O'Reilly, Standards; George Breslin, Drafting; Lucy Roth, Leather; Bob Lehmann, Instrument; Raymond VanHuben, Anas. Grinding; John Vass, Anas. Polishing; Charles Prentice, Mounting Lathe; Ed Murrell, Mounting Assembling; Alden Seymour, Filter; Sadie Lessner, Pitch Button; Martin Tassinati, Experimental Lens; Helen DelMonaco, Yetta Levine, Inspection; Fred Altman, Scientific; Ed McLean, Centering.

General Committee—Syd Clarke, Secretary; Leighton Young, Walter Kempf, Lillian Wilson, Bob Bowen, Bob Lehmann, John Harbison, Chairman.

PARKING COOPERATION

An effort has been made toward sensible and orderly parking of automobiles back of the plant. We have not an abundance of space. It is therefore essential that we make the best and most economical use of the space we have. In the past some little difficulty has been experienced by those who have rented sheds. Very often it was found impossible to enter the sheds because some one had thoughtlessly parked close to, and in front of them. Obviously this was not pleasing to those who were entitled to the use of the sheds by virtue of the fact that they had paid rent for that privilege.

Henry Miller has laid out spaces for parking which should tend to relieve the situation. Try to get into the habit of parking in the same space each day. Cooperation will tend to benefit all concerned.



FOLMER- CENTURY

CLARENCE H. HARPER
Editor



JIMMY O'BRIEN

James O'Brien, former stockkeeper, left our employ in May to attend the Jesuit College at Poughkeepsie, N. Y.

We extend our sincere sympathy to Edward Hauser, of the Cost Department, whose father passed away on May 9.

Congratulations are in order for Richard Northrup, of the Screw Machine Department, whose marriage to Jane Hollenbeck took place at the bride's home in Arbordale Avenue on May 27. They are spending their honeymoon in Indianapolis.

Two of our young men who have been attending the Mechanics Institute, H. M. Hendrickson and Frank Kunz, have satisfactorily completed their courses in mechanical and architectural drawing with an excellent percentage.

George Jost, of the Standards Department, was notified on May 15 that his brother-in-law had passed away very suddenly in Syracuse. We extend our sympathy to the family.



FERN LOCKWOOD

Fern Lockwood is our switchboard operator. In addition to her "hello" duties she is also Little General Information, and her pleasant smile has made many friends.

Frank Perrin has been promoted to the position of General Foreman in the Woodworking Department, and we sincerely wish Frank success in his new position.

We are glad to report that George McKenny, of the Shipping Department, who has been ill for some time, is rapidly improving, and we expect to have him back with us at an early date.

Due to ill health, Louis Diehl of the Assembling Department, has been retired after a term of service of eighteen years.

Leon Nicholas, timekeeper of the Metal Department, died at the General Hospital on May 2 after an illness of several weeks.

We express our sympathy to Louis Kraft, whose mother passed away on May 3, and to William Loucks, who lost his brother in April.

We are gratified to report that our subscriptions to the Community Chest were as usual, 100 per cent.

A T H L E T I C S



MAIN OFFICE BOWLING TEAM

Winner of the Interplant Championship in the recent tournament
Left to right—Neufeglise, La Duke, Knapp, Luscher, Van Duser

CITY INDOOR BASEBALL LEAGUE

BY virtue of a win over Kodak Office, the Kodak Park took the lead after the first three games in the City Soft-Ball League. That our plants are well represented in this circuit cannot be disputed for both the Office and the Park have started strong and have kept to the pole in the big cup race.

Although it is too early to make any predictions now the size of the scores in the Kodak Office and Park victories has been large enough to indicate that they are going to be consistently in the win column. Steady work by Agnes, the Park's speedy moundsman, together with

a fast and smooth-working infield, are stumbling blocks for many a hopeful soft-ball swatter.

The Spark Plug Frsts, an experienced team on the indoor diamond, have taken the lead in Section One with little difficulty.

From all reports it appears that nearly all the "minors," and sandlotters in Rochester are taking up the playground ball in preference to the hard ball. Not only is there a big reduction in the necessary individual equipment but also the games are faster, more exciting and require fully as much skill.

THE IMPORTANCE OF GOLF

NO matter who you are or what your outlook in life may be, new aspects and features present themselves when you become interested in golf. It lifts you into a new plane and you see things in a new and different perspective. Discontent, grumbling, "that tired feeling," and a hundred and one other things that make your little lot not what it should be, disappear under the beneficent influence of the game.

You at once perceive the sublime necessity of patience and perseverance; you appreciate the futility of losing your temper and forcing the pace. You become an optimist; you are fired with a lofty ambition; nothing on earth can turn you from your purpose, and no amount of painful experience can shake your belief in the achievement of your desires. You become adept at overcoming obstacles, and should you fall into difficulties and be in doubt as to the right thing to do, you can always arise to the occasion.

Association with a golf club brings you into contact with all sorts and conditions of men, but wherever you may wander you find a prevailing spirit of good fellowship, and you mingle with the throng, free from restraint and with an intimacy and equality that is not to be found in other circles. Duke and dustman, tailor and tinker, preacher and plumber, all are animated by a common interest in the game in which, in common with your fellows, you share new experiences, new emotions of joy and sorrow, new moments of elation or disappointment. From the time you step up to the first tee until your ball trickles to rest in the last hole, you have the same hearty satisfaction in a good drive, the same unutterable disgust at a poor one; the same do or die look

when hard put to it, and the same haunting suspicion that you have sliced out of bounds.

Besides all the above mental and philosophical views there is the physical benefit derived from the game. What could better conform to the natural laws of physical development and bodily preservation than four or five miles of brisk walking in the open fields where the sun, unhampered, beats down with its golden rays.

Golf needs but a trial by any person whosoever and he will be immediately taken with the desire to play again,



BOWLING TROPHY, won by the Main Office in a one-pin victory in the 1924 Interplant Tournament.

Tact consists in saying things that people like to listen to and of listening to things that people like to say.

Safety Tommy



When I cross your
path it means that
it will be unlucky
for you to be
careless.

**SUBSCRIPTIONS TO EASTMAN SAVINGS
AND LOAN ASSOCIATION SHARES
AS OF MAY 10, 1924**

	Standing Last Month	No. of Employees	No. of Members	Percentage of Employees Subscribing	Total Shares
ROCHESTER PLANTS					
1. Hawk-Eye Works.....	1	709	512	72.2%	4,267
2. Kodak Office.....	2	1,208	663	54.8%	6,321
3. Kodak Park.....	3	6,371	3,336	52.3%	26,488
4. Folmer-Century Works.....	5	332	160	48.1%	1,330
5. Camera Works.....	4	1,897	899	47.3%	6,276
Non-Employees.....	274	2,029
OUT-OF-TOWN-PLANTS					
1. Milwaukee Photo Ma- terials Co.....	1	21	21	100.0%	146
2. Denver Photo Materials Co.....	10	18	17	94.4%	83
3. O. H. Peck Co.....	4	31	26	83.8%	174
4. John Haworth Co.....	7	54	45	83.3%	257
5. Chicago Branch.....	5	112	92	82.1%	968
6. Northwestern Photo Supply Co.....	6	29	23	79.3%	161
7. Howland & Dewey Co. (San Francisco).....	8	17	13	76.4%	76
8. Taprell, Loomis & Co..	2	189	142	75.1%	1,243
9. Zimmerman Brothers (Duluth).....	3	8	6	75.0%	42
10. Zimmerman Brothers (St. Paul).....	11	29	20	68.9%	158
11. New York Branch.....	9	104	71	68.2%	627
12. Des Moines Photo Sup- ply Co.....	12	20	13	65.0%	93
13. San Francisco Branch..	13	67	39	58.2%	300
14. Howland & Dewey Co. (Los Angeles).....	20	61	32	52.4%	76
15. Glenn Photo Stock Co..	14	21	11	52.3%	112
16. Salesmen and Demonstrators.....	15	144	65	45.1%	1,275
17. Robey-French Co.....	16	45	19	42.2%	157
18. Robert Dempster Co....	17	22	6	27.2%	66
19. Sweet, Wallach & Co....	18	70	19	27.1%	344
20. Eastman Stockhouse, Inc. (New York City)	19	55	13	23.6%	139
21. American Aristotype Co.	21	33	2	6.0%	25
Total.....	..	11,667	6,539	53.6%	53,233
Average Subscription—8.4 shares					
Total Matured or Par Value—\$5,323,300.00					