

The KODAK
Magazine



January 1925

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

MONTHLY ACCIDENT REPORT
NOVEMBER, 1924

PLANT	Accident Cases		Accidents per 1000 Employees	
	1924	1923	1924	1923
Kodak Office	0	1	0	.98
Camera Works	1	4	.66	2.24
Folmer-Century Works . . .	0	0	0	0
Hawk-Eye Works	0	0	0	0
Kodak Park Works	14	19	2.37	2.96
Total—Rochester Plants . .	15	24	1.63	2.36

NATURE OF ACCIDENTS DURING MONTH

5 cases of injury through falling material.
4 cases of injury through bruises, burns and lacerations, etc.
1 case of injury through falling and slipping.
1 case of injury through falling from ladder.
1 case of injury through sprain.
2 cases of injury around machine of special nature.
1 case of injury around punch press.

15 Employees' accident cases during month.

*The best thing about
telling the truth is
that you don't have
to remember what
you said.*



THE STAFF OF THE BELL PHOTO SUPPLY CO., EASTMAN KODAK CO., PITTSBURG, PA.—See page 3

The KODAK Magazine

VOL. V

JANUARY, 1925

No. 8

IN PITTSBURG

THE HOME OF THE BELL PHOTO SUPPLY CO., EASTMAN KODAK COMPANY

THE new year seems a highly appropriate time for an exchange of greetings between our Pittsburgh organization and the rest of the Kodak folks.

The Bell Photo Supply Co., of Pittsburgh, Pa., is the latest addition to our group of retail stores, and was acquired by us in February, 1924.

In Pittsburgh and adjacent territory the name of Bell is very well known because the business was started by W. S. Bell in 1885, which you will admit is quite some time ago. The business was success-

fully carried on by Mr. Bell until his death in August, 1914, and from then on by his wife and son until acquired by us. Mr. Gilbert Bell acted as manager for us until October, 1924, when he resigned. He was succeeded by Paul R. Martin, who has had a long experience in Atlantic City and in New York.

We most heartily welcome the Pittsburgh group and they in return extend a most cordial invitation to all the Kodak folks to pay them a visit.

TWO THAT ARE WORTH WHILE

BEAR in mind our two competitions as announced in the December issue and their very much worth-while awards.

The Kodak Magazine Improvement Contest should receive the thoughtful attention of every employee.

The *Kodak Magazine* is your publication and it is our earnest wish to have it accomplish the utmost possible good.

We have already received some most interesting and practical letters, and hope to receive one from you.

Total cash awards \$100.00.

Contest closes at noon, February 2, 1925.

Address your letters to Idea Contest Editor, *Kodak Magazine*, Main Office,

Eastman Kodak Company, Rochester, N. Y.

This contest is open to all Kodak employees.

Two weeks vacation with pay, or being sent as a delegate to the 1925 National Safety Congress are the tempting awards in our Safety Suggestion Competition, also announced in our December issue.

This is in addition to the regular cash award paid for safety suggestions.

This award will be for the best safety suggestion received up to June 30, 1925.

Mark your suggestions: Safety Suggestion Competition, and hand them in to your plant safety committee chairman.

The darkest hour in any man's career is that wherein he first fancies there is an easier way of gaining money than by earning it.



KODAK PARK CAMERA CLUB EXHIBITION

The Shadow in the Snow, by William C. Whincup, Camera Works, First Prize; L. B. Jones Prize, Advanced Photographers,
Landscape and Marine

WHAT A FRENCHMAN THOUGHT

FRANCE is the land of noted cooks. But not for its chefs alone has it gained a reputation, for the French consider an "enlightened taste" equally important.

When we read what some of their most noted chefs (Yes, chefs!) have written we feel that they know what they are writing about.

One claims that taste is the sense that gets us the greatest number of enjoyments—because "the pleasure of eating is the only one that, taken in moderation, is never followed by fatigue."

Then, too, he says *right eating* is most favorable to beauty; it makes the eye more sparkling, it freshens the skin, it keeps wrinkles away.

He even goes as far as to say that "all things being equal, those that *know how to eat* are comparatively ten years younger than those ignorant of that science."

If he believed these things one hundred years ago, what would he think to-day!

Take just one example: Milk—How much we have learned about its value these past ten years.

Surely Brillat-Savarin would have sung its praises if he had known that milk is the one best food that we have.

It is not only good for the growing boy and girl, it is excellent for the grown-up. Every single "mother's son" (and daughter) of us needs one to two cupfuls each day.

No, we do not need to drink a drop of it. We can get full two cupfuls easily in

other ways.

On a cold, crisp winter's morn, what is more appetizing than a steaming dish of cereal put before us with a pitcher of milk (some extra cream, if you please) close at hand?

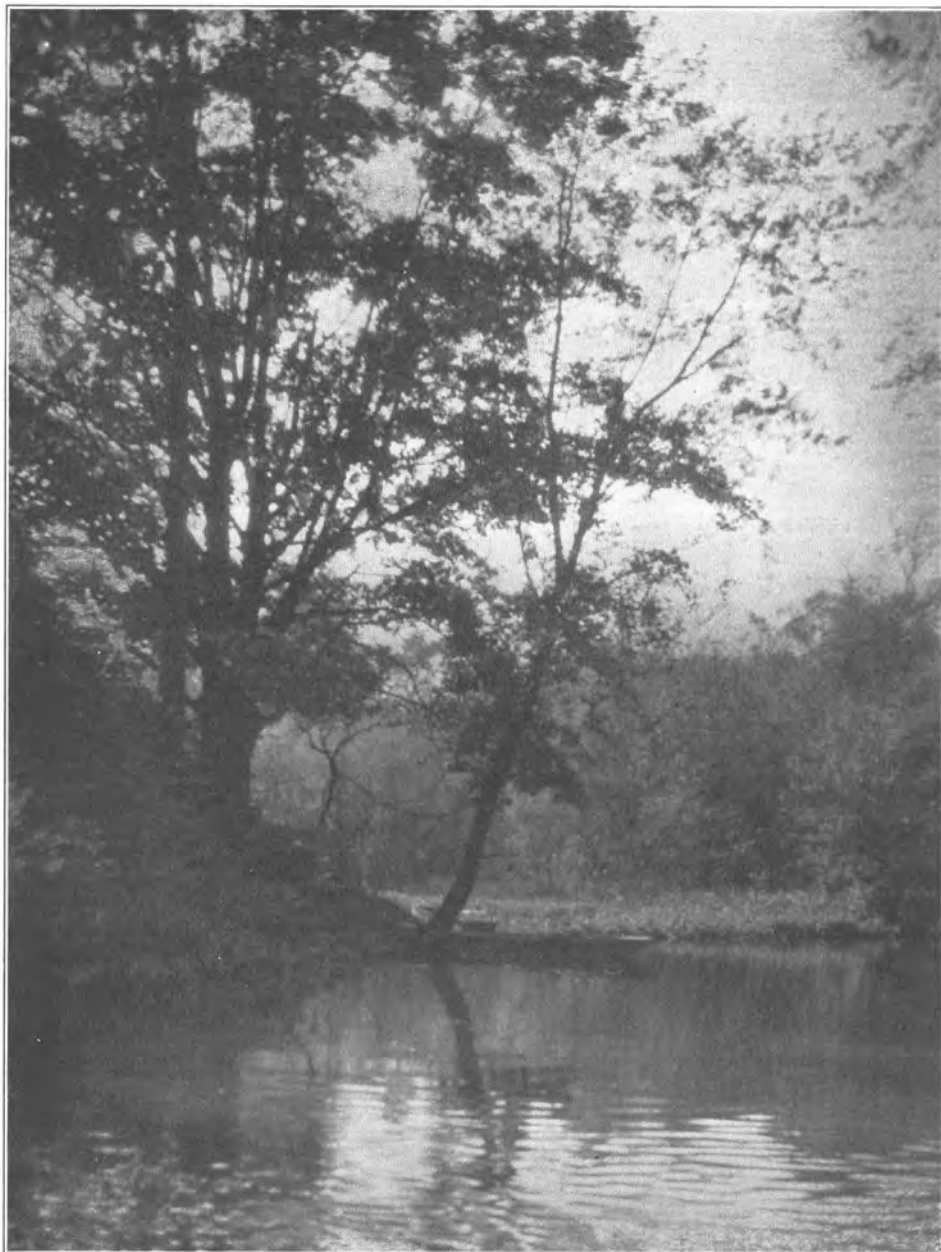
Then for dinner—such a variety of ways to use milk. There's the delicious cream soup (use only a cupful if a hearty meal follows): or creamed turnips, cabbage, onions—dress up any of the ordinary *vegetables*: or your favorite *pudding*, a custard with one of the many flavors (chocolate, maple, caramel, ginger), junket served with fruit sauces and whipped cream, Spanish cream, milk sherbets, ice cream, (there are no end of luscious desserts!)

Supper (or lunch) is rich in its opportunities of using milk. If you did not have a soup for dinner, one may be taken here—oyster stew or clam chowder. Doesn't it make your "mouth water" to even think of that whiff of escalloped oysters or potatoes or fondues which greeted you at night when you opened the kitchen door? Milk toast, celery and a dessert make a simple supper that will make for sound sleep and sweet dreams.

Milk, then, in right quantity. *A pint a day for each grown up.* We need it to help give us that beauty and charm which come from good health extolled by Savarin.

RIGHT EATING+RIGHT SLEEP=
16 pounds-GAIN in 6 MONTHS by one
of our girls.

*Will you be a Winner in the Idea Contest,
and in the Safety Contest?. See page 3.*



KODAK PARK CAMERA CLUB EXHIBITION

A Quiet Cove, R. P. Loveland, First Prize: F. W. Lovejoy Prize, Beginners' Group: Landscape and Marine

CAN YOU AFFORD NOT TO?

INBORN in almost everyone is the desire to some day own a home; this desire accounts in a large measure for the enormous success of savings and loan associations in this country.

Unless one has other resources, the savings and loan association comes close to being the ideal means for accumulating sufficient funds to make the down payment on the home, and for completing the payment of the purchase price by easy stages.

Banks will rarely, if ever, loan more than fifty per cent of the appraised value of a home, while a savings and loan association such as our own Eastman Savings and Loan Association will loan seventy per cent of the appraised value.

The average home purchaser, making but a comparatively small payment down, is usually under the necessity of seeking a second mortgage to cover the difference in the purchase price.

Under ordinary circumstances he will have to go shopping and most usually have to pay a premium on the amount loaned to get the money.

Here is where the Kodak employee and a shareholder in the Eastman Savings and Loan Association has a big advantage, because the Kodak Employees Association, Incorporated, will take the second mortgage without a premium being paid and allow the loan to be reduced by easy payments in the same manner as the first mortgage.

When it comes to making loans on real estate, the Eastman Savings and Loan Association will naturally give its shareholders the preference and non-share-

holders have to, perforce, wait until the shareholders have been accommodated.

This is only fair and just because it is the shareholders who are supporting the Association and making its activities possible.

You may own your own home, or perhaps you have not yet found the "only girl" so the home owning problem is not one of immediate, or even future, concern. Even so, where can you find a better place to lay by a bit for future needs than in our own Eastman Savings and Loan Association where your savings are working for you all the time. The interest rate on your deposits is above the average and dividends happen along at pleasing intervals.

There always comes a time when you need money urgently, and if you have been systematically putting by a bit each month, you can meet the situation satisfactorily.

If you have ever been "hard up against it" for ready money just think back and see if you can afford not to avail yourself of the many advantages of the Eastman Savings and Loan Association.

Subscribing for, and paying on your shares is practically automatic.

All you have to do is to sign the card, stating how much you wish to have deducted from your wages or salary each week or month and it will be credited to your account.

Sign up for all that you feel you can spare because the more you have saved the more you will find waiting for you when you need it.

SAFETY SURETY

SEEING a workman pick up an electric cable, an electrician cautioned him not to handle the wires because they might carry a high voltage and kill him.

The workman replied: "Sure, I thought of that, but I felt it all over before I picked it up."

HISTORY AND AMUSEMENT COMBINED



INTERESTED

THE great majority of us Kodak folks are devotees of the Kodak and fairly familiar with most of its fascinating possibilities.

What follows may, however, tell you of a new—to you—Kodak diversion for the indoor days and afford you a bit of history as well.

You may have seen hanging on the wall of grandfather's parlor an outline picture in solid black and white of Grandpa or Grandma. Or you may have been at Atlantic City or some other summer resort and have seen the scissors artist deftly employing a small pair of scissors to cut similar portraits from a sheet of black paper.

Portraits made in this manner are usually called "silhouettes," and the way they obtained their name takes us back into history quite a ways.

A gentleman, Etienne de Silhouette by name, was Minister of Finance in the French Government in 1759. This was only about twenty years before the extravagance of the French court brought about the downfall of the Empire. Silhouette tried to stem this extravagance and rid the government of financial embarrassment, and his economic ener-

gies were mainly directed against the aristocracy.

These activities made him very unpopular and he became the object of much lampooning. In a spirit of subtle irony the French artists reduced their portraits to line only—"to save labor and materials."

These outline pictures came to be known as "silhouettes"—a slang word at first but afterwards incorporated into the language.

The silhouette later took the familiar form of the outline portrait solidly brushed in with India ink or cut from black paper.

Comparatively few of us have the artistic ability or the manual dexterity to cut satisfactory silhouettes, and here, as in many other things artistic, the Kodak comes to our aid.

Photographic silhouettes can be made by any kind of light that is strong enough for making a negative, but the surest and easiest way is to make the exposure by flashlight in the evening.

Two rooms, with a doorway, are needed. The doorway must be wholly covered with a sheet of white cloth stretched smooth, as wrinkles will show.

The subject and Kodak are placed in



THE TWO PALS



JUST FISHIN'



THE SCOOTER

one room and the flashlight in the other with the cloth screen between them.

The subject is posed before the sheet, facing at a right angle to the camera.

Just before making the flashlight all lights in both rooms must be extinguished, and after the shutter is opened the flashlight is ignited and the exposure made.

The negative should be developed so as to obtain all the contrast possible, and the prints made on a contrasting grade of paper.

The accompanying illustrations will afford you a few suggestions for this truly fascinating branch of Kodakery.

THE PARTS WE PLAY

ALL of us, to some degree at least, are like Andreas Berget, in one of Johan Bojer's books, who was what might be called a natural-born actor, remarked the editor of the *Treasure Chest*. His chief interest in life was to play upon the feelings of those about him. He was always assuming different roles.

When a character attracted his attention, something forced him to think and think about it. That character penetrated his mind and soul until at last he actually became that person.

He was playing the part of a coffee planter in Brazil when he fell in love. He tried hard then to discover himself a final personality into which he might settle, so as to stay one person.

So often he had changed from one personality to another that he found it impossible to stay within the boundaries of one.

The worst thing about it all was that

he could not tell which character was his real self.

At one time, for instance, he adopted two personalities at once. One was that of a pitiless pawnbroker who acquired without mercy the goods of workers during a long strike; and the other, a labor leader who harangued the strikers from their own platform.

Finally, as a labor leader, he headed a mob of hungry strikers who sacked his own pawnshop.

In our time, as Shakespeare told us, we play many parts.

Today, for instance, we are generous and want to give our lives in service to the world. Tomorrow we are self-seeking and grasping. One day we are kind; on the afternoon of that same day we are cruel.

Most of us, like Andreas Berget, have before us the task of finding for ourselves a personality into which we may settle so as to stay one person to the end.

THE FAMILY MEDICINE CABINET

TAKE stock and throw out the useless medical and surgical materials which usually accumulate in the course of time. It is useless to treasure the remains of medicines which are left after a person has recovered from an illness; what the doctor prescribed for one condition is not intended for some one else suffering with what may seem to be a similar complaint.

There are certain articles which every one should keep on hand for emergency use. You should always have some absorbent cotton in sealed packages, and a package of wooden toothpicks, which are of use in making cotton brushes. To do this lay the end of a toothpick on a pinch of cotton held between the thumb and finger of the left hand; twist the toothpick with the right hand, and the result is a neat swab or brush which may be thrown away after once using it. Sterile cotton bandages of one and two inch widths are always useful. Zinc oxide adhesive plaster has many uses, but the size most frequently found in homes is too small; a more convenient size is a five-yard roll, one and one-half inches wide; this can easily be cut into narrower widths when desired. Besides cotton and bandages, sterile gauze has many uses, and may also be obtained in sealed packages. Remember that none of these articles in sealed packages remains surgically clean after the package has once been opened. For skin irritations, chafing, sunburn, etc., powdered zinc stearate is useful, and may be purchased in a can with a shaker top.

There are two remedies for external use which should be in every home medical cabinet. First, there should be a small bottle of tincture of iodine, which may be applied as a disinfectant to all cuts and lacerations, and whenever the skin is broken. It is best applied with a cotton brush and should not be poured on the surface. Nor are bandages to be soaked with iodine as it may cause severe blistering if used in this way. As tincture of iodine is poisonous when taken internally it should always be kept in a distinctive

type of bottle, such as one with knobs or sharp projections on it, which one cannot help but feel as soon as the bottle is grasped. The second remedy for external use which is of value is boric acid solution—a teaspoonful to a pint of water. This can be used as a wet dressing for wounds, and can also be used as an eye wash or a mouth wash.

Bichloride of mercury and carbolic acid have no place in the family medicine cabinet; they serve no purpose which is not equally well met with tincture of iodine. They are both highly poisonous drugs, and tablets of the former are frequently mistaken for other tablets which are intended for internal use. Many tragic accidents have occurred in just this way.

Of the medicines for internal use, the ordinary household needs may be met by very few. These are castor oil, aromatic extract of cascara, sodium bicarbonate, sweet spirits of nitre and aromatic spirits of ammonia. As an ordinary laxative a teaspoonful of the aromatic extract of cascara at night is sufficient; castor oil should be reserved for such times as a thorough and vigorous internal housecleaning is desired. Sodium bicarbonate, or baking soda—a teaspoonful in a glass of hot water—will often relieve acid stomach or so-called heartburn. This drug is also useful for the relief of burns—by applying sterile gauze soaked in a saturated solution of the drug (made by adding the soda to water until no more will dissolve). Sweet spirits of nitre is used to reduce fever. When such a condition exists give fifteen drops of the medicine every two or three hours in a little water. In the meantime, however, always send for a physician for only he can determine what is the cause of the fever. Aromatic spirits of ammonia should be in every medicine cabinet. When a temporary stimulant is required a half teaspoonful in a half glass of water should be given, and if in doubt as to the cause of the trouble the doctor should be called.

The Kodak Magazine

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

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HERBERT S. THORPE	Camera Works	<i>Assistant Editor</i>
CLARENCE H. HARPER	Folmer-Century Works	<i>Assistant Editor</i>
JOHN HARRISON	Hawk-Eye Works	<i>Assistant Editor</i>

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

WELL, anyhow, we have got Christmas and its attendant celebrations out of our system and 1924 has gone the way of all years.

According to statistics six hundred and seventy-five thousand four hundred and twenty-two diaries for 1925 will be begun, and then carefully mislaid on or about January fifth.

There will also be a number of rummage sales of 1924 resolutions, most of them never having been used and just as good as new.

Minnie's new doll has lost an eye, and Jack's hobby horse is shy its tail. Father has given most of his Coroner's Joy cigars away, and mother—well, let's leave mother out of this, she's had enough to do clearing up after the rest of us, so now we can face 1925 and see what it has to offer.

Nineteen twenty-five does not give promise of being a "soft" year with business coming in without any particular effort. Neither are there any special signs pointing to a period of depression or hard times.

What this year will demand is the utmost in elimination of waste, still further economies in production and distribution and the utmost in effort by every one.

In stressing these points it may be well to emphasize that no matter what your job in the organization may be you are really working for yourself. Furthermore

the company does not pay you your salary or wages. What you receive in return for your work is paid you by the people who purchase what we produce, the company only acts as the distributor.

Every extra effort you put forth in the service of the company is directly for your own benefit. Everything you do to help lower costs, or increase production, or to make distribution easier likewise results to your direct benefit because it makes our products just that much more attractive to the consumer who is our real paymaster.

Increased efforts and better work on your part may not result in an immediate increase in what you earn, but it certainly will tend to strengthen and stabilize the organization and stand as an insurance of steady employment. Insurance of steady employment at a living wage is well worth the premium of increased effort and efficiency. Perhaps in your present position you are being paid all the job is worth. With steady employment and growing efficiency the way is always open for the better job.

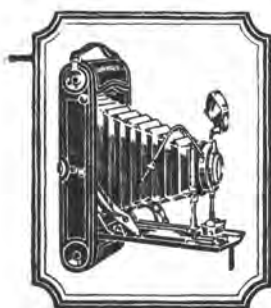
The foregoing may sound a bit like preaching to you, but it isn't. It is just a plain statement of ground floor facts, and sound business principles.

SOME of the things that men do cannot be done by men of ordinary gifts. The so-called "fine arts" and mathematics seem to require for their supreme performance exceptional faculties. But most of the things men do require only such faculties as most men may possess if they will.

The possibility of success is as "inalienable" as are the rights of life, liberty and the pursuit of happiness.

If this thought could be injected into the mind of every young man there would be fewer unsuccessful older men.

No matter what your job may be today, a study of the records will disclose some older and very successful man having done a few years ago exactly similar tasks.



CAMERA WORKS

HERBERT S. THORPE
Editor



DEPARTMENT REPORTERS

This month we are showing you another group of Department Reporters, although they are possibly so well known that they need no formal introduction. These are just a few of the people appointed to gather news items and pictures for reproduction in the *Kodak Magazine*.

There is nothing quite so interesting as "home" news. Is *your* department getting its share of space in our "personal items?" If not, give your Reporter news, or, if you have any suggestions to make as to how our Section can be improved, why not tell us about it?

C. W. R. C. GENERAL ELECTION

The Recreation Club, entering on its fifth year, is due this month for a general election. Posters will be displayed regarding this, and all members are asked to consider the question as to who is to formulate new policies, and carry on old ones, for the coming two years.

Since its inception in the year 1920, the Club has grown to be a feature in industrial relations work. It has tried, through its Board of Managers, to encourage clean sport and hobbies, and it has grown in activities until almost every member is an active one. We pay tribute to those people who have faithfully served us on the Board, many of them holding office since the Club was organized.

Charles Rogers—President 4 years (Elected).

Frank O'Brien—Vice President 4 years (Elected).

Herbert S. Thorpe—Secretary-Treasurer 4 years (Appointed).

Frank Reynolds—(Superintendent, Appointed) served 4 years.

Charles Kivell—(Foreman, Appointed) served 4 years.

Edith Partridge (now deceased) served 3½ years.

Bertha Schmidt (Elected) served 4 years.

Margaret Mathews (Ex-employee) served 2½ years.

Blanche Wing (Ex-employee) served 2½ years.

Mary Baird—served 2½ years.

Madeline Smith—served 1 year.

Margaret Murphy (Ex-employee) served 2 years.

Florence Weaver—served 2 years.

Lucy Diesel—served 1 year.

Norman Robinson—served 4 years.

Sam Polokoff—(Ex employee) served 2 years.

Joseph Sullivan—served 4 years

William Stark (Auditor) served 4 years.

Bernard Williams (Auditor) served 4 years.

Ralph Welch (Auditor) served 4 years.

There are many more people which space does not permit to record who have served in the capacity of Sports Managers, Group Chairmen and Secretaries, Organizers, etc. It is by co-operation that the Club has been so successful.

The Board of Managers is composed of the following, all offices to be held for two years:

President (Elected).

Vice-President (Elected).

Two Male Employees (Elected).

Four Female Employees (Elected).

One Superintendent (Appointed).

One Foreman (Appointed).

Three Auditors (Elected).

Secretary-Treasurer (Appointed).

WORKING FOR YOU

We, in the City of Rochester, are justly proud of the many activities in which public-spirited men and women devote a great portion of their time for the benefit of the quarter of a million people residing in and around its boundaries. Without in the least measure neglecting the recognition of the benefits of them all, somehow or other there is one such organization which seems to be paramount, namely, the Tuberculosis and Public Health Association of Rochester and Monroe County. Possibly we are especially interested in this good work because Dr. William A. Sawyer—Director of our Medical Department—is a very live member of the Health Association, whose chief object is to prevent respiratory infections and teach the value of fresh air and sunshine, good foods and proper living. It has a mailing list of over one thousand, and a potential staff of all the medical profession of the city. The funds for this work are derived from the Community Chest, from the sale of Christmas Seals, and from donations from private purses. Figures are not particularly interesting when set in cold type, but we hope these will serve the purpose of acquainting you with the wonderful amount of good the Association is doing to prevent and relieve suffering. In twelve months special aid and instruction was given to 1,972 malnourished children, and 14,015 children were checked for underweight. Rest chairs and sick room supplies were supplied to 49 patients. The Association conducted 363 health lectures and clinics and distributed 190,000 health circulars and posters.

The most interesting item of the Association's activities is the maintenance of a house located in the heart of our city known as the "Little House" on South Washington Street. Here is something unique in the way of public welfare work. Doctors tell us that after the body is cured of disease, it occasionally happens that the mind must be cured also of "left-over" imaginations and ideas brought about from sickness. The great cure for psychoneurosis, as it is termed, is to "occupy" the mind, and this is where the "Little House" or "Curative Workshop" comes in! They make rugs, scarfs, baskets, etc., and operate simple machines, until such a time when their minds are entirely free from doubt, and they can again work at their regular occupations. The goods thus made are sold, and the proceeds turned over to the patients who made them.

One of the many subjects of propaganda which the Association conducts is the value of fresh air. We are informed that over one hundred years ago Benjamin Franklin said "People who live in the forest, in open barns or with open windows, do not catch cold, and the disease called a cold is generally caused by impure air, lack of exercise or overheating." We all recognize this statement as a fact, yet, we are told, in the past hundred years there has been practically no progress in the means of providing air for those who live indoors. Fresh air—that is, good ventilation—increases health, vigor, efficiency and happiness. "Fresh air is free, get your share!"

The Tuberculosis and Public Health Association of Rochester and Monroe County is doing great work for public good. It deserves all the support of all the inhabitants. Nothing is just so important as good health, and the policy that "prevention is better



FRANK BUEHLMAN—High Diver

SWIMMING CLUB

The membership of the Swimming Group is increasing, and a water polo team is being formed under the directorship of Frank Buehlman and Curt Loeschner. A change has been made in the officers, William Riddell now being President.

One does not necessarily have to be a swimmer to enjoy the advantages of this friendly little group. Competent instruction is given, the yearly dues of one dollar covering all privileges. The only extra charge is seventy-five cents as a deposit on our C. W. R. C. swimming trunks. As time progresses, we hope to have carnival nights, when exhibition diving will be demonstrated, and our polo team will compete with local organizations.

Aside from the enjoyment of water sports, it is about as fine an exercise as possible, especially during the winter months, when sports are at a premium. Doctors recommend it as a means of building up resistance, and strengthening muscular development.

We shall be pleased to have you join us. The Secretary of the C. W. R. C. has plenty of application blanks.

than cure" is a sound one. The Bulletin of the Association, together with the various publicity campaigns conducted by it, is a wonderful leap forward to health and happiness in the home, office, school and factory.



"BILL" RYAN

PUBLICITY

It would be rather a surprise to the average employee if he knew the cost of printing shop notices, and the amount of work involved in producing bulletins and maintaining bulletin service. There are about seventy-five bulletin boards situated throughout the Camera Works, and, as fresh notices are posted about three times each week, a year's supply means around eleven thousand posters. This does not include "department" notices.

We couldn't help thinking of all the foregoing in walking through our own Printing Department—fourth level, building No. 9. William Ryan—better known as "Bill," had just set up a block of heavy type for our "Christmas Candy" poster. Typesetting has become quite an art in these exacting days, and we are kind of proud of our posters! The secret of publicity is not so much to produce it, but to get the other fellow to take notice! In other words, if it's worth our while to spend money and effort in publication, it's worth *your* time to read it!

The greater portion of our plant publicity is directly for *your* benefit. We could probably manufacture just as good a product if there were no bulletin boards in the factory at all! Of course, this would not be in keeping with our policies, but it just proves that most of the publicity is for our knowledge, and, having these facts in mind, there is no excuse for any of our folks saying that "we did not see it on the bulletin boards."

The Detail and Estimate Department presented Harry Goddard with a handsome travelling bag upon his leaving the Camera Works, and they wish him every success.

PICTURES FROM ENGLAND

When Horace Blackwell, of the Bellows Department, departed on a trip to the "Old Country" we had hopes of interesting pictures. We were not disappointed.

Horace is quite a photographer. Equipped with a 3A Kodak and thirty-two rolls of film, he sailed on the "Majestic" for Liverpool, and thence to his old home at Burwell, near Cambridge. Like most European towns and cities, Cambridge abounds in historical landmarks, its history dating back to the days of the Roman Empire. Had we sufficient space, we might fill this entire *Magazine* with just a synopsis of interesting facts concerning this famous English cathedral town, but we are content to choose just a few of the many fine pictures which Horace has placed at our disposal, together with a short description.



GATEWAY TO FIRST COURT OF ST. JOHN'S COLLEGE, CAMBRIDGE, FOUNDED IN 1511.

We offer our sincere sympathy to Arthur and James Wallace, Superintendent and Designer, respectively, of the Tool Room, who suffered two deaths in their family within a short time of each other.



HERDSMAN'S COTTAGE, NEAR CAMBRIDGE

HERE, THERE, AND YONDER

James Sheridan, better known as "Jim," who featured as umpire in our Twilight Baseball League, has had a long and painful illness. We hope that by the time these lines are read he will be back with us, full of his usual "pep" and good humor.

The Folding Brownie Department is glad to welcome back Esther Goulding, who has recovered from a long period of sickness.

Earl Kaplin, of the Junior Kodak Assembling Department, was married to Florence Lehrschohl recently. Earl's many friends presented him with a clock and other useful gifts.

Soon after the publication of this *Magazine*, you will receive a letter asking for your membership in our Recreation Club. We feel that the Club is firmly established, and that a spectacular "drive" is not necessary in this case. You know what the Club has done, and that it is progressive and worth while joining. The official year starts on January first. We welcome you all.

Carlton Bachman, veteran of the Stock Record Department, has suffered the extreme loss in the death of his wife. We tender our sincere sympathy.

Don't blame the Editor if your department is neglected in the way of news. There is a department reporter appointed to acquaint us with happenings in *your* group. If you have any stories or interesting pictures, give them to your reporter for publication.

The Tool Room seems to be very unfortunate this month in deaths. Charles Roller suffered a loss, and also Carl Lueck, whose son "passed on." We express our sympathy.

A LETTER OF APPRECIATION

We have received a letter from Mr. W. H. Durfee in which he wishes to convey, through our section of the *Magazine*, his appreciation for all the kind expressions of sympathy received from his friends in the Camera Works.

Mr. Durfee has suffered a great loss in the death of his wife, and we offer our sincere condolence.



HOLY TRINITY CHURCH OF BOTTISHAM,
CAMBRIDGE. DATES FROM 13TH CENTURY

WITH THE BOWLERS

Whether our boys and girls are setting up any records on the score sheets is a question, but we do know each of the twenty-two teams comprising the five leagues are having a host of fun with this fine winter indoor sport.

The Girls' League (to date of writing) has staged eighteen games, and Florence Waterstraat holds the high average with 145. The "Kodaks" have replaced Florence Rosch with Helen Bauer. The League's scores are:

	Won	Lost	Pct.	Average
Specials.....	11	7	.611	589
Brownies.....	10	8	.555	602
Juniors.....	9	9	.500	563
Kodaks.....	6	12	.333	575

The Shutter League is still featuring Barney McGuire as high man with 184 average, although his team is almost in cellar position. The No. 1 Diomatic Team has knocked down 18433 pins in 24 games, "Chief" Bender being the chief contributor. Their standings are:

	Won	Lost	Pct.	Average
No. 1 Diomatic.....	19	5	.792	768
No. 0 Diomatic.....	14	10	.583	764
Lathe.....	12	12	.500	759
Press.....	11	13	.458	751
Ball Bearing.....	9	15	.375	773
Kodex.....	6	18	.250	737

The Camera Works League played its twenty-seventh round, with "Bill" Vogler leading the pace with 252 pins for one game. August Kubissa has honors with 626 for three. The four teams stand as follows:

	Won	Lost	Pct.
Walls.....	16	11	.595
Backs.....	14	13	.518
Clips.....	13	14	.481
Cases.....	11	16	.407

The "Birds" are still fluttering merrily, with the "Hawks" on top of the tree, having a score of 849 for high game. Their standings are:

	Won	Lost	Pct.
Hawks.....	19	11	.632
Owls.....	17	13	.566
Sparrows.....	13	17	.432
Eagles.....	12	18	.400

BOWLING MATCH

One of the most interesting ten game bowling matches in several seasons, was rolled at Phil. Blaes's Alleys between Edward (Lawdy) Lauterbach and August (Count) Kubissa on the evening of December 4th. The Count won easily finishing strong in the last three games and setting a pace that "Lawdy" could not withstand, forcing him to concede the match to the "Count" without rolling the final game.

The games are as follows:

"Lawdy"	"Count"
169	194
186	190
166	143
159	149
153	149
178	171
166	203
141	190
168	192
Total 1486	Total 1581

GUN CLUB ENDS FIRST YEAR

The Camera Works Gun Club brought its first year to a close with a dinner to all members of the group. The occasion was a merry one, not only on account of the excellent meal which was served from our Works Dining Room, but because of the fact that the first year was so successful, from both the "fellowship" and financial standpoints.

About fifty Gun Club members attended and participated in a chicken dinner. The year's work was reviewed by the President, Charles Collins, who acknowledged the great help he had received from the Officers. He also spoke of the willingness of the Camera Works Recreation Club to foster new activities and he felt that, without their aid, the Gun Club could not have been the success it has proved to be. Special mention was made of the untiring work of "Al" Lenhard, who has contributed so much to the Club in labor and supervision.

Plans were discussed for the ensuing year, and prospects are bright for a larger membership. The Club House is now complete, and there is every possibility of more traps being added to the equipment. During the spring days, we are in hopes that another Interplant Tournament can be arranged. Membership is open at all times to all members of the Camera Works Recreation Club.

THANKSGIVING DINNER

On Monday, December first, the Camera Works Management gave a dinner to all Superintendents, Foremen, Representatives, and certain invited guests, including employees who had retired after twenty-five years or more of service.

After a well-prepared turkey dinner—in which Mabel Stanton and her able staff of cooks fully maintained their reputation—the program opened with a clever "movie" made with a Ciné-Kodak, in which the photographer, Fred Brehm, took us through the Camera Works and depicted the making of a Series III Kodak. Introducing his characters, Jack Newton—of the Main Office—as "Father" and a son of Frank Sherman as "Sonnie," the continuity of the story disclosed the camera displayed in a retail store, into which Father and Son went to purchase the Kodak. The picture was an interesting one, and contained a moral which undoubtedly left a lesson in the minds of the audience.

Mr. Adolph Stuber briefly spoke on conditions concerning the future of the industry, and reviewed the past year's happenings. In an appreciative note Mr. Harry Darling spoke well of the co-operation the Management had received during the "lean" period, and pointed to indications of a prosperous future.

The speaker of the evening, Mr. Domingo E. Delgado, Manager of our Export Sales, gave us a very interesting account of the marketing of our products in Japan, Buenos Aires, and other eastern and southern countries. Mr. Delgado pointed out that it was the duty of American workmen to eliminate all possible waste and costs in order to further the sale of American goods in foreign markets.

Ashley Williams, Riveting Department, while cranking a friend's car, had the misfortune to break his wrist. We wish him a speedy recovery.



MARGARET GOHR

MARGARET GOHR LEAVES US

When a person has worked with us for about twelve years, its natural to feel a loss when the day of parting comes. The occasion, however, in this case is not one of sorrow, but of gladness, and we offer our very best wishes to Margaret Gohr, who, while leaving many friends, is recompensed by being married and having a home "all her very own."

Margaret is a very popular girl, having served as stenographer to the Superintendent of the Shutter Departments for a long time. We know that she will be happy in her new "job."

EXHIBIT OF KODAK PARK CAMERA CLUB

The Camera Works contributed over thirty-five entries to the fourth annual exhibit of the Kodak Park Camera Club. Those of us who attended the exhibit were amply rewarded in viewing hundreds of all kinds of subjects imaginable, rendered in splendid examples of photographic art. We are indebted to the Kodak Park organization for extending to us the full membership rights of this very live Camera Club.

William Whincup, of our Tool Department, was awarded first prize for a simple, yet effective, study of a small tree casting a shadow on snowy ground. Benjamin Chamberlin loaned a fine collection of pictures—not in competition. Other exhibitors from the Camera Works were Theodore E. Jameson, Frank O'Brien and Paul Hermele.

All of which draws our attention to our own exhibit, which we hope you will view and enjoy. We anticipate a large collection of amateur pictures which will be on exhibit this month in our dining room.

A CONTACT YOU'LL ENJOY

The Rochester Safety Council plays an important part in promoting safe practice in industry. We folks in the Camera Works have always been fortunate enough to have a management which included Safety in its policies, but the secret of success in Safety work, like most forms of education, is to "keep eternally at it." For this reason, we are encouraged to attend the series of talks during the winter months which are promoted by the Chamber of Commerce. These meetings are made as interesting as possible by the aid of good fellowship, entertainment consisting of singing, movies, etc., and the finest speakers procurable. Dues are two dollars per year, and the Treasury supports an occasional bowling or theatre party, and other social functions. The course consists of a series of nine meetings each year.

The next meeting of the Safety Group is on Wednesday, January fourteenth, at eight o'clock. Every employee is cordially invited to attend. We are promised a special night at this time, one which will well repay us for our time. Why not at least attend this one particular meeting, and see how you enjoy it!



D. & E. STAGFEST—A little out of season, but here they are!



KODAK PARK

ROBERT A. WEBER
Editor

ANNUAL CAMERA CLUB EXHIBIT WELL ATTENDED

The Open House and Viewing of the Photographic Exhibit of the Kodak Park Camera Club held on November 24th was attended by a large and enthusiastic crowd. More than 200 people partook of the supper served at six o'clock while nearly 300 attended the meeting which followed, viewing with interest the 300 or more pictures in the exhibition. Of these 144 were in the competition group.

In the Exhibition group about 100 pictures were loaned by various members of the Kodak organization in Rochester, the remainder being contributed by Mrs. Antoninette B. Hervey, of New York, Dr. Joseph K. Dixon, of the Educational Bureau, John Wanamaker, Philadelphia, J. P. Wightman, Richmond, Va., and a group of 18 prints by Clarence H. White and other prominent New York photographers. This last group was of special interest in that, with a few exceptions, they were all in processes other than Bromide, the Platinum and Palladium Process predominating.

Among the Kodak contributions was a set of 40 pictures representing photography of twenty years ago which included the work of some of the most prominent photographers of that period. These pictures were loaned by Spencer B. Hord. Space does not permit mentioning all the other attractions of the exhibition nor of the individual pictures of special merit, of which there were many.

The prize winners were as follows:

GROUP 1—CLASS A

ADVANCED PHOTOGRAPHERS—PORTRAITURE AND GENRE

Eastman Prize

	No.	Names
1st Prize.....	3	Frances Ditchburn
2nd Prize.....	5	M. L. Dundon
3rd Prize.....	15	R. P. Leavitt
Honorable Mention...	1	Frances Ditchburn
Honorable Mention...	10	H. Hudson
Honorable Mention...	18	Frank O'Brien

GROUP 1—CLASS B

ADVANCED PHOTOGRAPHERS—LANDSCAPE AND MARINE

L. B. Jones Prize

1st Prize.....	98	W. C. Whincup
2nd Prize.....	70	R. P. Leavitt
3rd Prize.....	79	R. D. O'Brien
Honorable Mention...	49	G. Hallock
Honorable Mention...	169	O. Ferseth
Honorable Mention...	42	M. L. Dundon

GROUP 2—CLASS A

BEGINNERS—PORTRAITURE AND GENRE

Haste Prize

1st Prize.....	109	R. Louella Thompson
2nd Prize.....	106	N. M. Perrins
3rd Prize *		
Honorable Mention...	105	Elsie Garvin
Honorable Mention *		
Honorable Mention *		

GROUP 2—CLASS B

BEGINNERS—LANDSCAPE AND MARINE

Lovejoy Prize

1st Prize.....	131	R. P. Loveland
2nd Prize.....	140	M. W. Seymour
3rd Prize.....	144	Harriet L. Troan
Honorable Mention...	116	Nellie Cummings
Honorable Mention...	126	E. Huck
Honorable Mention...	127	R. P. Loveland

Miss Gertrude Herdle, Director of the Memorial Art Gallery, who was to have presented the Certificates of Merit and deliver a short address, was unable to be present because of a severe cold. Adolph Stuber, Manager of the Camera Works, kindly consented to make the presentations. Glenn Matthews introduced Dr. C. E. K. Mees, the speaker of the evening, who gave a very interesting talk on Applied and Scientific Photography.

The committee in charge of the exhibit feel that there has been a marked improvement in the pictures submitted this year over those of other exhibits, although the quality is not yet all that might be desired. The principal faults pointed out by the judges were an excess of foreground and a tendency to flatness. The originality of representative pictures of the eminent photographers from outside the club will be a helpful stimulant to better work. In selecting the winners at this year's show the above mentioned points were taken into consideration, and the pictures receiving awards were those in which these faults were not in evidence, and where good photographic technique and proper mounting offered a harmonious combination.

To Dr. Eugene P. Wightman and the other members of the Exhibit Committee great credit is due for the able manner in which all details were handled. There is no doubt but what the members have profited through this year's event and are planning better things for 1925.



HOME BUREAU OFFICERS

Standing—Katharine Huey, Ex-Sec'y; Mrs. Minnie Barnes, Vice-Chairman
Seated—Elizabeth Franklin, Treas.; Monica Powers, Sec'y.; Emma MacBride, Chairman

HOME BUREAU ADVANTAGES APPEAL STRONGLY TO KODAK PARK GIRLS

Seventy-one applications for membership in the Kodak Park Home Bureau Unit were received at the organization meeting held November 24th. Quite a few additional members have come in since, placing the Park group well to the top among the larger units of the vicinity.

The meeting was conducted by Katharine Huey who explained the object of the organization, its benefits and advantages as well as giving an outline of the program as planned for the year. The announcement that the K. P. A. A. had agreed to refund the dollar paid as dues to all members who attended 80 per cent or better of the classes was received with enthusiasm.

The next step was the election of officers for the current year. Emma McBride, matron of Building 48, was named chairman, Minnie Burns, Printing Department—vice-chairman, Elizabeth Franklin, Reel Gauging Department—treasurer, Monica Powers, of the K. P. A. A. office—secretary, while Katharine Huey will act as executive secretary. Due to the large number of members it will be necessary to appoint several "leaders" for each project, who will meet in advance of the regular lesson and be instructed in the subjects to be given, it being their work to assist the other girls under the direction of the Home Bureau representative. These leaders are being selected from among the members and to date have included; Emma McBride, Grace Van-Vechten and Janet Benjamin, of the Box Department, and Betty Goronkin, Minnie Burns and Ethel Fox, of the Printing Department.

The first regular meeting was held on December 1. After partaking of a light supper the class period was opened at 5:45. Florence Freer, head of the Monroe County organization, gave a demonstration in mak-

ing candy and packing it in fancy boxes, for the period of one hour, after which the members participated in a series of light physical culture exercises, under the direction of Flora Stoll Rohr. This period of gymnasium work will conclude each meeting for 10 weeks, and the girls are urged to participate for the benefit they will be able to derive. This activity is being fostered by the K. P. A. A. and is open to all girl members of the Association, whether or not they belong to the Unit. Edna Allen, of the Spooling Department, will assist Mrs. Rohr at the piano.

The next two meetings were devoted to Xmas suggestions. On the 8th many beautiful boxes were made by the girls while the following weekly period was spent on velvet and organdie flowers. The project is meeting with universal favor throughout the Plant, and the girls have taken up each new subject with enthusiasm. Members may enroll at any time and anyone not now affiliated with the Unit, and wishing to do so, may call Miss Powers, the Secretary, Telephone 604, and obtain full particulars.

DOESCHER—LAFORCE

Florence D. Doescher, matron of the Finished Film Department, was married on Saturday, November 22 to Valentine J. LaForce, of the N. C. Ciné Stock Department.

Best wishes are extended by their many friends.

Deyo Banker, of Building 56, is the proud father of a charming daughter, born November 12.

We extend our sincere sympathy to Fred Curtis, of the Emulsion Coating Department, upon the death of his wife which occurred December 8.



FRED PERKINS

KODAK PARK HUNTERS GO AFTER GAME— AND GET IT

GUN CLUB MEMBERS RESUME REGULAR "SHOOTS"

Every year there are quite a number of the Kodak Park boys who take a few days of their vacation in the fall of the year for the express purpose of going into the mountains for big game. This season was not very satisfactory in that hunters were ordered out of the woods shortly after the opening, due to numerous forest fires of a serious nature.

Several of the boys however were successful, among them being Fred Stenglein, of the Powder and Solution Department, and Fred Perkins, a Silver Nitrate employee. Both got away early after the opening day and brought back their deer, Stenglein's being a seven prong buck in excellent condition.

With the passing of the hunting season the Kodak Park Gun Club has resumed its regular Sunday morning "shoots," and the attendance is back to normal. During the fall a great many of the members spent their Saturdays and Sundays in the field after live game, but the center of interest just now is the Kodak tournament to be staged some time in the near future, on which occasion the Park will defend the cup won in September. With the new club house in commission the logical place for the contest to be staged is on the Kodak Park field, and to this end the members are striving.

BUILDING 48 MEN RECEIVE LARGE SUGGESTION AWARDS

Outstanding among the list of suggestion awards published in the Kodak Park Suggestion Bulletin which was distributed on December 1, are two received by employees of Building 48. John S. Harmon, of the Reel Mfg. Department, is the worthy recipient of a \$300.00 award while George W. Perry, Printing Department, received \$150.00.

John Harmon who has been an employee of the company since January 1, 1903, spent 13 years at the Camera Works, his department being moved to Kodak Park in 1916. Many valuable ideas have been contributed by him, although this is the first time he has made use of the Suggestion System. The point involved has to do with an improvement on certain equipment which called for considerable time and effort in its development, and while the principle is not new, the application to this certain operation is, and a very substantial saving resulted.

George Perry has also been with the company quite a number of years, having been an earnest patron of the Suggestion System from the beginning. George has received numerous awards during this time, all of his suggestions having been exceptionally good type, and consequently valuable. The idea which has just brought him \$150.00 has made it possible to reduce the waste on a certain operation very materially. The improvement as developed by him denotes keen interest in his work.

Other awards paid at the time include one of \$25.00 to Joseph Dalton—Baryta Department, and \$18.00 to Robert S. Wilson, of the Machine, while several employees received prizes ranging from this amount down, for a total of \$638.50 for 46 suggestions, an average award of \$14.00 per idea. There is no "closed season" on suggestions. Today is as good a time as ever to send in THAT idea. Why delay?

BASKETBALL LEAGUE FOR GIRLS BEING ORGANIZED

At the time this issue was called to press plans for a Girls' Basketball League were progressing satisfactorily with seven teams having made application for representation as follows: Finished Film, Stores, Main Office, Velox-Box, Time Office, Research, Branch Shipping and Building 48.

Through the co-operation of Katharine Huey and the department Matrons the names of those interested were obtained and a tentative organization formed. Each applicant was afforded the privilege of a physical examination by the Kodak Park Medical Department to insure her fitness for participation in the activity.

Alice Dutcher, of Building 5, has been engaged as a coach, and practice was started early in December. It was decided to play girls' rules, and the first few weeks are being devoted to "try out" play and giving the girls a chance to familiarize themselves with the technical points of the game. Provided the project goes through, and indications point to its success, games will be played Mondays and Thursdays at 5:30 o'clock. Any girl not now affiliated with one of the teams and wishing to participate may send her name to the K. P. A. office.



HAROLD SERVIS—Captain of Garage Bowling Team

BUILDING 48 TAKES LEAD IN K. P. A. A. BOWLING LEAGUE

As a result of the December 9th contests in the K. P. A. A. Bowling League the tie between the teams from Buildings 35 and 48 was broken. While the Pipe Shop were taking the odd game from 35, Charlie Natt's printers made a clean sweep of their match with the Tool Room 1 club, thereby establishing a two game lead in the race for the 1924-25 championship.

Little further change is recorded since one month ago. The Pipe Shop is in third place but one game behind 35 while the Garage has traded positions with the Engineers and are at present tied for fourth with the Chemical Plant.

The League this season is exceptionally fast, all team averages with the exception of that of the Tool Room No. 1 club being over 800. Building 35 shows up best on paper with a mark of 881 for 27 games, this being 22 pins per game better than Building 48, while the Pipe Shop and Garage have an average of 858.

Tommy Keenan's 278 for one game still stands in individual scores and he is also tied at 639 for high three game individual mark with Howard Bueckman. "Buck" has upheld his average of 197 while Charlie Behrns, of Building 48, has moved into second place with 183.

TEAM STANDING DECEMBER 15, 1924			
	Won	Lost	Pct.
Building No. 35.....	19	8	.704
Building No. 48.....	19	8	.704
Pipe Shop.....	17	10	.630
Chemical.....	13	14	.481
Garage.....	13	14	.481
Engineers.....	12	15	.444
Tool Room No. 1.....	9	18	.333
Tool Room No. 2.....	6	21	.222

WEIGAND STARS FOR KODAK IN DEPEW GAME

At the end of the first half in the Depew-Kodak Park basketball game played on December 4, Kodak was leading by a comfortable margin of 7 points. Upon resuming play Depew showed a new spirit and a speedy offensive which gradually cut down the difference until after 10 minutes of play only one basket separated the teams. During this time our boys were decidedly off color, blowing many easy shots. At this stage of the game Captain Brightman retired and sent in Jimmy Weigand.

Fresh and eager Jimmy began one of his well known marathons with the rest of the team feeding him the ball at every opportunity, and the result was three counters from the field in almost as many minutes. From then on the outcome was never in question.

The Depew team was of a decidedly high caliber, being composed entirely of former U. of B. and Conesus College players. Hohorst at center, standing several inches over six feet in height and possessing a most uncanny eye for the iron ring was easily the star of the visiting team, scored five field goals and two free throws, giving Steve Garvin the toughest opposition he has encountered in many games. Campbell at left forward also played a good floor game, making good on four long tries from the center of the court.

At the start of the game Kodak jumped into an eight point lead before Depew was able to count. Scoring was even for the remainder of the first half at the end of which the board showed Kodak leading 17 to 10. Rabin played his usual brilliant game, accounting for 12 of Kodak's points.

The attendance at this game was quite satisfactory. The team management extended a general invitation to all the girls of the Association to attend, free of charge, on this occasion, and about 250 of them took advantage of the offer.

On December 6 our club played the Brown-Lipe-Chapin team at Syracuse, losing the contest 20 to 11. The game was played at the Armory Court, which because of its size proved a decided handicap to our players. During the first half close checking was most outstanding, the period ending in a tie, each team having scored four points. This was the first of several games arranged with Industrial teams.

In the return engagement played at Kodak Park, Friday, December 12, our boys reversed the tables and evened up the series by defeating the "gear makers" 42 to 21. Garvin played a stellar game at center, scoring 15 points, while Benson had his first good night this season making 5 field baskets while holding his man to two counters. Twenty-nine fouls were called, 10 on Syracuse and 19 on Kodak, our team making 6 and the visitors 7.

On January 20 Kodak will play the Goodyear Tire and Rubber team at Akron, Ohio, and the following night will meet the Firestone Club. Kodak Park fans will be given an opportunity to see the Ohio Industrial Champions in February when they are booked at the Park.

The Club is making a concentrated effort to increase the average attendance at home games to at least 700 persons. The followers of basketball are assured of a good game each time and then too, there is dancing from 10:30 to 12:00. Watch the bulletin boards for announcement of the next contest and try to attend.

GEORGE ENGELHARDT ELECTED PRESIDENT OF FOREMEN'S CLUB

The December meeting of the Kodak Park Foremen's Club proved to be the most interesting of any so far this season. To begin with, the dinner served by Fred Grastorf was excellent, while the musical program rendered by Monk's Orchestra further increased the delightfulness of the occasion.

Sam Grathwell the speaker of the evening not only upheld the quality of the evening's program but added to it considerably. In analysing his subject, "Getting by your Hoodoo," he clearly showed that all our adversities are the effect of certain pessimistic tendencies and in advocating the opposite viewpoint on life, suggested that if we cannot get what we want, to temporarily take what we can get, maintaining a cheerful, hopeful spirit in the meantime.

Following Mr. Grathwell's talk President Schaeffer called a business session of the club. The treasurer's report showed the club in a satisfactory financial condition with an increase in members over last year. The annual election of officers resulted in the selection of George Engelhardt, of the Purchasing Department, to succeed Jack Schaeffer as president. Fred Grastorf was made vice-president while James Ward continues on as secretary. Charles Suter was returned to the office of treasurer for his Nth term by a unanimous voice and a vote of confidence from the members.

The first activity under the new administration will be the Annual Ladies' Night Party scheduled for Wednesday, January 21. President Engelhardt will act as general chairman and will be assisted by the following committee: Earl Davis—dinner, Robert A. Weber—publicity, Lee MacFarland—tickets, William Doane—entertainment and Herbert Hanse—checking. A very interesting program is being prepared and a 100 per cent attendance anticipated.



GEORGE ENGELHARDT

In closing the meeting Jack Schaeffer thanked the members for the co-operation and support they had given him during his several terms of office and expressed sincere wishes for the success of the newly elected officers.

RESPONSIBILITY

BY A. A. RUTTAN

I am sure you are all anxious to see the time when injuries to workmen will be the exception and not the rule. My ideal of a Safety Department is one which has every man and woman on this plant as a member and a booster.

Someone or something is responsible for every accident, no matter how large or how small. Everyone must bear his share of that responsibility.

It is the responsibility of the management to provide buildings, machines and equipment, and to guard them according to legal requirements and possible or existing hazards. It is also a responsibility of the management to make suitable rules affecting the conduct of its employees. It is the responsibility of supervision to see that the rules and safe practices are carried out.

Nine out of every ten injuries today are due to the failure on the part of the employee to protect himself. Falling materials, slipping and falling, neglected minor injuries, or miscalculation and lack of control of oneself—conditions which only the individual employee can correct, are a responsibility of the employee. What are you going to do about it?

There is only one way it can be done and the question is answered in the Guide book; which states:

"Injuries may be most effectually prevented however, if each individual *exercises proper caution at all times.*"

It is no credit to anyone to be injured. It may show you up to be one of those *below par*—not able to protect yourself.

Now join up—be an active member of the Safety Department—prevent injuries—to yourself and to others.

MR. WEST RETURNS TO ENGLAND

Horace B. West, of Kodak Ltd., England, left New York, November 29, 1924, sailing on the *Majestic*, after spending eight weeks at the Kodak Park Works, Rochester.

His visit was in connection with the Ciné Film Department and for the purpose of gaining new ideas and improving if possible on methods already in use at the Harrow factory.

While his visit was of a business nature, he was able to take advantage of the exceptionally fine fall weather and visited Niagara Falls, Letchworth Park, and also witnessed the annual Syracuse-Colgate football game.



KODAK PARK RESERVE BASKETBALL TEAM

BASKETBALL LEAGUE ORGANIZED AT PARK

RESERVE TEAM SHOWING WELL

The newly organized K. P. A. A. Basketball League was launched on December 3, the Machine Shop defeating the Stores team 29 to 18 in the opening game. On December 6 the Soccer Club won from the Research 14 and 5.

The league is composed of five teams; Stores, Machine Shop, Office, Research and Soccer Club, games being played every Wednesday and Saturday. There are two contests staged every Wednesday evening, at six and seven o'clock, and one at 12:15 Saturday noon. Clayton Benson and Jack Brightman have been appointed as officials.

The team representing the Office is unique in that four of the members are from the Messenger service; James Kannan, "Red" Culhane, Frank Lynes and Tom Carey. Carey was active in scholastic basketball before coming to the Park, while Kannan and Culhane played last year with the Nina Club of Sacred Heart Boy's Club. Other players are Herlighy, Steve Friga and Alan Wheeler.

Basketball seems to be booming in the E. & M. Departments with two teams entered in the league. The Stores is represented for the first time, the team showing considerable promise. The boys are also playing some independent games as the Chrysler A. C.

The Kodak Park Reserves, made up of league

players is practicing regularly against the big team and is playing preliminary attractions on game nights. They have defeated the Yanks, Chryslers, and Crimson to date. Tom Carey is manager and "Red" Culhane, captain. Other players are Kannan, Herlighy, Ames, Wadman, Farham and Decker.

KODAK PARK EMPLOYEE MAKES TEST RECORDS FOR EDISON STUDIOS

Some eight or nine years ago Earl Hoppough, an employee of the Job Print Department, made his debut as a professional entertainer, and has since then played many engagements in and around Rochester.

His number is of a musical nature, he being very proficient with the harmonicon although the act is balanced with a song or two and a few well selected jokes. Earl gave his number as one of the specialties of the Kodak Park Minstrels, receiving most generous applause.

During November he was given a tryout by the Thomas Edison Corporation at their studio in New York City where four test records were made. His work was favorably commented on at the time by the studio people, and he is awaiting notification to return for the purpose of making other records. While in New York he accepted an invitation to broadcast from Station WEAF.

MAIN



OFFICE

P. R. MEINHARD, Editor

CHRISTMAS PARTIES NUMEROUS



ORDER DEPARTMENT

Forty girls attended the Christmas celebration of the Order Department a week before the natal day. A sumptuous dinner, that during its preparation intrigued the olfactory nerves of all passersby, was the main feature of the party. Undoubtedly its excellence was due mostly to the art of the chef, Miss Cooper, although some aver that its rare quality was, in part at least, a general manifestation of the innate culinary skill of the large Irish sprinkling in the department. At any rate it was agreed that from the succulent roast pork to the numerous varieties of pickles it simply couldn't be "touched." And that doesn't take into account the tastily decorated tables and the fancy favors.

Margaret Schlafer distributed the presents that had been piled round the tree. Because of their

costly nature someone could not refrain from remarking that although the party meant some expense the individual gifts alone were "Woolworth it." Soon afterward Elaine Marcelle, apparently inspired from within by considerable quantities of fresh ham, won a prize by making a very life-like pig with chewing gum.

There were not many games but we are told that "Cuckoo" included all the stunts imaginable. It is necessary to generalize in speaking of it because the girls refused to divulge the exact nature of those stunts. They must share the honors, however, with a contest called "Balloon," the vocal response to which made the men working three floors below stop, look and listen.

BOOKKEEPING AND CREDIT

The girls of the Bookkeeping and Credit Departments assured themselves of mention in the *Magazine* by staging an early Christmas party on December 15. Chicken was the piece de resistance on the menu. In the subsequent fun Irene Maurer set the pace with a fancy dance that led her admiring audience to opine that she must be made of rubber. Exercise for all was provided by a Virginia reel and this was succeeded by a whetting of wits on such

games as "Are You a Mason?" and "If." The contest denoted by the potent monosyllable apparently concerned itself mostly with what would happen "if" Henry Brinker should take it into his head to marry, bearing witness once more to the tender solicitude with which that interesting bachelor's future is regarded. Color was lent the party by the attractive decorations, the favors, and the bright-hued elastic circlets in which the grab-bag abounded.

OF PERSONAL INTEREST

Henry Brinker, chief of the Bookkeeping Department, was laid low a few weeks ago by a serious attack of ptomaine poisoning, which necessitated an absence of several days.

Our sincere sympathy is extended to R. A. Thayer, of the Stock House Auditing, whose father passed away on November 15.

Francis S. Pethick and Miss Ruth F. Otto were married on Saturday afternoon, November 29, at Concordia Lutheran Church. The groom is assistant to Harry Seaman in the Chemical Division of the Sales Department. His associates and friends extend their best wishes for a full measure of the good things of life.

John Elsworth Calhoun was born on December 3, weighing nine pounds. He is the son of Mr. and Mrs. Rolland Calhoun, to whom we offer our congratulations. "Cal" is a member of the Stock Department.

We regret to record the death of Mr. Albert Bennett, father of Edward Bennett of the Stock Distribution Department. We offer our sympathy to the bereaved family.

"To my many dear Kodak friends:

Permit me to express my heartfelt appreciation for your many words of sympathy and remembrances in the hour of my bereavement.

W. H. DUFEE."

Frank Groat, of the Stock Department, has been ill at the Highland Hospital. His rapid recovery is looked forward to by all of his associates.

The Stock Department feted Florence Kesel on December 3 with a birthday luncheon in the dining room. One of the features of the party was the presence of Mrs. R. C. Beers, formerly "Crick" Barker of the Department, who demonstrated her ability as a pastry cook with a splendid birthday cake.

Lillian Lambert was recently transferred from the Stenographic to the Sales Department. The eighth floor girls miss her sorely but wish her every success in her new position.

Rosella Shockow, of the Billing Department, surprised her friends when she left on December 11, to be married to Mr. Edward Rheinwald. The happy couple will spend the winter in Florida.

The girls of the Order Department feel keenly the loss of one of their most genial fellow-workers, Florence Wright, who left for Florida a short time ago. Our heartiest good wishes follow her.

"Bob" Jones left the Service Department on November 22, to accept a position with the Union Trust Company. He was with us only a short time, but his colleagues learned to like him and sincerely regretted his departure.

"Jack" Hardwick, of the Adjustment Department, narrowly escaped injury recently when his car was struck by another which skidded. "Jack's" machine was damaged considerably.

Wanda Thomas Zink resigned from her position in the Advertising Department on November 29, to take up the duties of housekeeping. Rose Schlessing, formerly of the Training Department, is taking her place.

The Service Department contributed about thirty-five pictures to the recent exhibit of the Kodak Park Camera Club, nearly every member submitting at least one. A part of their work consists, as we all know, in telling amateur photographers the world over how to make good pictures and they certainly practice what they preach. Roger Leavitt in particular is to be congratulated on his showing, because he carried off two of the coveted prizes.

L. W. Gillette, formerly of the Advertising Department and now President of the Gillette Camera Stores, Inc., recently announced the opening of the concern's new establishment at 16 Maiden Lane, New York City.

We were glad to welcome back Anne Durnin, of the Export Sales, after an illness of considerable duration.

A BIRTHDAY PARTY

The Training Department celebrated its birthday on Tuesday evening, December 2, with a dinner to which were invited all those who had been in or connected with the Department at any time during the past year. Of the sixty-two girls who have constituted the department personnel during the past twelve months, forty-nine remain in the employ of the company and forty of these, now representing twenty different departments, were present.

Grace Harrison, who acted not only as cheer leader but also as chairman of the entertainment committee, provided an interesting program. Group songs were sung, some of them composed for the occasion, the music being furnished by a ukelele quartet consisting of Harriet Dank, Lillian Lambert, Helen Jones and Grace Harrison. The quartet also rendered in song the tragic history of "Johnny and Frankie." This number received renewed and hearty applause.

Miss McAnancy, who was the guest of honor, was given a rousing cheer and responded with some apt remarks in which she mentioned the fact that, incredible though it now seems, there were only seven desks in the Training Department when it was organized four and one-half years ago. Her expression of gratification at the work done by the Department was inspirational and encouraging to all who have contributed to its welfare and growth.

After dinner the guests were entertained with a piano solo by Dorothy Hunter, and Harriet Dank in Scottish costume ably interpreted the highland fling. A few more songs and general dancing brought the pleasant and memorable event to a close.



STENOGRAPHIC CHRISTMAS PARTY

The Stenographic Department ushered in the holidays with a party on the Friday before Christmas. Since we are all aware of the esprit de corps which exists among the "stenogs," it goes almost without saying that they turned out to a man. We say "man" advisedly because Ugo di Giantomasso, one of the three male members, was there with the rest of them. Incidentally Esther Dawson, who was transferred to Folmer Century not so long ago after spending ten years at Kodak Office, joined her old friends for the evening.

The party, as usual, began with refreshments of a substantial nature. This was followed by a raid on the Christmas tree, which held numbers correspond-

ing with the presents in the grab-bag. Notable among the gifts were certain articles of silken wearing apparel given by the girls to Mrs. Hood and Miss Sweeney. Their presentation was the only occasion on which Ugo (who deserves special mention for the courage of his presence among so many of the fair sex), showed signs of losing his composure.

Helena Foley and Gladys Knowlton contributed several vocal solos to the entertainment, and Dorothy Hunter officiated at the piano during a large part of the evening. The dancing which wound up the festivities further typified the Christmas spirit in its lighter vein.

OTHER CELEBRATIONS

One of the smallest Christmas trees on record was the one which graced the business library. Its presence engendered a spirit of true holiday generosity in Ethel Shields and Helen Jones with the result that they offered to exchange gifts with anyone willing to risk the chance of getting at least an even exchange. The proposition, however, looked suspicious to most of their visitors so that the librarians were not exactly buried under an avalanche of acceptances. At intervals, nevertheless, strange sounds emanated from the book-stalls, the source being the miniature slide trombones with which Miss Shields had, because of a personal preference, supplied the tree. May Gambee, of the Auditing Department, proved to be one of the most accomplished performers on the mellow-toned instruments.

The members of the Finishing Department held their annual Christmas entertainment on Wednesday evening, December 17. The general arrangements were made by Ethel Bauer and Sarah Plain, while "Ben" Harris was in charge of the lively program of sports that followed the chicken and oyster

Because of the illness of Miss McIntyre the Distribution Department omitted its regular holiday party but Santa Claus, in the person of Kenneth Cunningham, nevertheless came early and stayed late. The afternoon of December 18 saw a full-sized tree on the seventh floor, the first one, as far as we know, ever to be actually present in one of the departments. From that time until Christmas eve the noon-hours and five-thirties witnessed various stages in a progressive celebration. The tree was trimmed, by degrees, until it could hold no more ornaments. On Tuesday the grab-bag was opened, to the evident delight of all the "children" and the temporary discomfiture of the two men, who naturally picked presents intended for the girls. On Wednesday the events were concluded with the distribution of candy canes and the indulgence of all sorts of pranks.

dinner. Several solos were rendered by Carl Matern, with Mildred Harris at the piano. Games, dancing, and an exchange of gifts rounded out the evening.

NEWS ITEMS

Our heartfelt sympathy is extended to William Durfee, of the Testing Department, in his great sorrow. Mrs. Durfee passed away on November 27, following an operation.

Jennie Elferink, formerly of the Training Department and now in her first year at the University of Rochester, was warmly welcomed recently when she paid a call on the eighth floor.

Irene Murray, of the Shipping Office, is recovering from an attack of appendicitis. We hope to see her again before this issue is off the press.

Not long ago the Bookkeeping Department was equipped with new desks, and it now boasts of a set of the most modern ledger safes. It is to be noted also that in its daily work the department takes advantage of other up-to-the-minute devices. For instance, when all other means failed him in the search for his last monthly balance Elmer Gauch adopted heroic measures and resumed the hunt with a watchman's electric lantern.

W. F. Faulkner, of Kodak Limited, returned to England on Saturday, December 13, after being with us for two months. He spent considerable time in the various departments acquiring our manner and methods, and in return gave much valuable information on the ways of doing business at the British branch. He became very popular at Kodak Office, and all those who had come into contact with him viewed his departure with regret.

Dr. Crain, of the Medical Department, has been ill for a number of weeks. We hope that the beginning of the New Year will find him in the same good health that he always helps us to enjoy.

The Finishing Department was glad to have Helen Boyle return recently after an absence of several weeks due to illness.

BUSINESS LIBRARY

During 1925 we expect to publish every month a short list of titles chosen from the shelves of the Business Library on the seventh floor. The list for January should have a particular appeal for those interested in filing, stenographic work and office management:

- "Office Practice," Cahill and Ruggeri.
- "Office Organization and Management, including Secretarial Work," Dicksee and Blair.
- "Office Administration," Schulze.
- "Office Management," Galloway.
- "How to Manage an Office," System "How-Books."
- "Indexing and Filing," Hudders.
- "Modern Filing," Wigent.
- "Making the Office Pay," Leffingwell.
- "Scientific Office Management," Leffingwell.

It is expected that here, as elsewhere, it will pay to advertise. If you wish to procure any of these books, it will probably be necessary, therefore, to call Miss Shields or Miss Jones promptly at extension 283.



MAIN OFFICE SOCCER TEAM

Top Row—Left to Right—Flannery, Lawrence, McNeil, O'Connor, O'Rourke, Mackie, Dawson
 Middle Row—Pemberton, Byford, Greenfield, Hornsby, Watson, Knight
 Bottom Row—Merkle, Dunlany, Leather



HAWK-EYE

JOHN HARBISON

Editor



JOHN MITCHELL

Newcomer in the Pay-Roll Department, who is gaining a host of friends

THE FRIDAY NIGHT ENGLISH CLASS

Are you sure you are grammatically right? If not, attend the Friday Night English Class held in the library.

Do you realize the little mistakes you make every day? If so, attend the F. N. E. C. It lasts one hour each week.

Do not be afraid you will waste that hour. It will be time well spent.

You will learn things you never thought of regarding the pronunciation and the spelling of common, everyday words. You may find out whether or not you can speak or read before a group of people. You will criticize and be criticized. Be prepared to give and take. New ideas are asked for and discussed. Everyone takes an active part every week. The spelling period is especially enjoyed, and the instructor is heartless with the red pencil.

Come as a visitor some night and form your own opinion of the work being done.

Since Mr. Guilford threw his crutches away it has become very difficult to locate him on short notice. We used to know just where to find him.

WE WANT TO PAY FOR FIVE HUNDRED IDEAS THIS YEAR

WALTER KEMPF

In the business world at least, an "idea" may be safely classified as a commodity that is bought and sold in much the same manner as iron and steel. The market for this commodity has never been in danger of reaching the saturation point, and in all probability never will. Industry clamors for it, and is always willing to part with good hard cash for its possession.

Our own Company has long been a big consumer of "ideas," particularly those submitted by its employees through the medium of the Suggestion System.

During the past year we have received a number of very good suggestions from our employees. Suggestions that have helped us to reduce manufacturing costs, save materials, and make the plant a safer place to work in. However, we feel safe in assuming that there were plenty of good "ideas" in existence during this period that were not offered for sale. Some people become rather timid when it comes to turning in a suggestion. Through some queer kink in human nature, they seem to feel that if their "idea" proves to be impracticable, or if they are unable to express it in the King's English, that they will be subject to ridicule. Most emphatically this is not true. Surely a man who tries and fails, is entitled to as much respect as the one who succeeds. Do not be afraid to put any of your surplus "ideas" on a suggestion blank. They may be adopted, and they may not, but in any event you have everything to gain and nothing to lose. During the past year we have purchased one thousand dollars worth of employees' "ideas" and the present year will see us in the market for all we can buy.

Always bear in mind that there is still plenty of room for improvement. Costs have not been reduced to the irreducible minimum, parts continue to be made with the aid of unnecessary operations, some of our products could no doubt stand a change in design, dangerous conditions may exist, and consequently "ideas" will be at a premium during the year of 1925.

The basketball situation at Hawk-Eye bears a striking likeness to the football situation in the Rochester High Schools. There is an abundance of good material and a strong desire to play the game, but no place to play it in. With Cliff Johnson, Charlie Metz, Charlie Prentice, Charlie Hoffmeier, Walter Kempf, Joe Holzschuh and several others of equal skill we should be able to develop a good team. If any one has any suggestions that might enable us to obtain the use of a court, please make them known to Cliff Johnson.



CREAM OF THE HAWK-EYE BOWLERS—George Kosel, Pete Klos, and Charlie Hoffmeier

MEN'S BOWLING LEAGUE

The first half of the schedule of the Men's Bowling League has been completed without any particularly astonishing aspects. Pete Klos seems to have the situation pretty well in hand with an average of 174 for 24 games to his credit. Charlie Hoffmeier is next on the list with an average of 171 for 18 games. He is closely pressed by George Kosel, who has bowled 24 games for an average of 169. Marty Tipple has gallantly held on to his position in the last place although Jim Callahan threatened for a time but by some fortunate circumstance managed to roll three games for an average of 119, thus losing out for last place by a margin of three points.

The "Centerers" have made the most impressive showing as a team. Pete Klos, Ed McLean, Louie Richter, Doc Craib, and Ed Link have all contributed toward putting the team in the place of honor. The team and the individual averages follow:

Team	Won	Lost	Percent.	Aver.
Centering.....	15	9	625	742
Brass.....	14	10	583	721
Finder.....	14	10	583	727

Team ..	Won	Lost	Percent.	Aver.
Tool.....	12	12	500	712
Instrument.....	10	14	417	728
Experimental.....	8	16	333	699

Name	Games	Total	Average
P. Klos.....	24	4191	174
C. Hoffmeier.....	18	3083	171
G. Kosel.....	24	4065	169
L. Richter.....	24	3963	165
C. Becker.....	18	2922	162
A. Scheerschmidt.....	21	3403	162
L. Reynolds.....	24	3888	162
E. Ott.....	24	3795	158
F. Schuman.....	9	1375	152
J. Weissend.....	21	3124	148
R. Bleier.....	15	2230	148
B. Sanger.....	21	3112	148
E. Link.....	9	1334	148
B. Tafel.....	24	3528	147
E. McLean.....	21	3021	146
H. Moore.....	24	3471	144

BOWLING AVERAGES—Continued

Name	Games	Total	Average
W. Herman.....	24	3465	144
H. Reulback.....	18	2555	141
T. Tremmer.....	24	3370	140
H. Freitag.....	9	1245	138
H. Groh.....	21	2902	138
C. Johnson.....	21	2897	137
W. Meyers.....	24	3253	135
W. Klos.....	21	2800	133
T. Lawler.....	21	2753	131
H. Strauss.....	24	3092	128
R. Craib.....	24	3243	127
H. Neale.....	21	2681	127
J. Callahan.....	3	358	119
M. Tipple.....	24	2795	116

High 3 games, Centering..... 2365

High game, Instrument..... 887

High 3 games, P. Klos..... 628

High game, P. Klos..... 232

The cross-word puzzle bug has invaded Hawk-Eye. The disease is rapidly gaining ground and there is no antidote known to science. Dictionaries are being daily thumbed to shreds and even the encyclopedia has been roused from an extended hibernation. One of the most dangerous aspects of the malady is the tendency of infected persons to try to influence others to expose themselves. The future looks pretty black—and white.

If you call our telephone operator Harriet Curran, you have the wrong number. Harriet became Mrs. Edward A. Evans on October 28th. Best wishes are hereby tendered the bride and groom.

Erwin Smith, of the Mounting Department, shyly admits that a daughter, Shirley Rose, was born to Mrs. Smith on November 30th. Congratulations, Erwin!

George Kosel, of the S. A. & F. Department, embarked upon his eighteenth year at Hawk-Eye in November. George's friends unite in congratulating him upon seventeen years of unbroken service and hope that he will be with them for at least as many more years.

Have you ever seen two chaps strolling around the environs of the factory, the one with a Ciné-Kodak all set for action and the other with a certain atmosphere about him that suggests the movie director? Occasionally you will find them with a corp of assistants busily arranging strong lights focused on apparently innocent objects. You may find them out in the yard, the one on top of a roof and the other clinging precariously to a ladder against the wall. They have been known to start bon-fires out in the yard only to work feverishly to put them out. We thought that it was our duty to have them locked up safe out of harm's way and were about to take steps to that end when we were informed that a safety film was in process of organization, and that Hank Beck was the official photographer while Syd Clarke was responsible for the scenario. We shall be very much interested in the finished product.



Jimmie McKee—Lens Tester Extraordinary. Jim says he is the best looking man in the family but he has two brothers at Hawk-Eye who dispute that claim. We shall present the pictures of Harold and Percy later and let you be the judge.

The Pitch Button Department has lost the services of the former Sadie Lessner, who left us to be married late in November. The ceremony took place Sunday, November 30th. It is our wish that Mr. and Mrs. Kareff obtain their full share of happiness.

May we again urge you to present any suggestions for the *Magazine* to the editor. Particularly are we interested in pictures and stories of parties that do not come to our attention. There are incidents occurring daily within and without the plant that would provide the basis for good sketches if we did but know of them. If your offering is not printed the first time do not be discouraged—above all do not be disgruntled—perhaps there is a legitimate reason for its non-appearance. We shall always be glad to discuss with you any news item and to help you in every way within our power if we may serve to help you to develop your story.

Prevent Colds!



FOLMER- CENTURY

CLARENCE H. HARPER
Editor



BETWEEN OURSELVES

John Sellmayer, of the Wood Working Department, celebrated his seventy-fourth birthday on December 13th. He was surprised at his home by a number of friends on the evening of that day and presented with many beautiful presents, which testified to the high regard in which he is held. Mr. Sellmayer was born in Germany, coming to this country when but two and one-half years old, starting in at wood working when thirteen years of age. He has been with us for six years, and we trust will continue for many more. We extend our heartiest congratulations and hope he will have several future birthdays as happy as his seventy-fourth.

We regret to report that Howard Forbes, of the Shipping Department, who has been ill for many months, is now at the General Hospital undergoing treatment.

The spirit of Christmas prevailed among the office girls on the day before Christmas in the way of a luncheon and a tree with gifts, each girl being presented with a numbered slip which corresponded with a gift on the tree, and the array of vanity cases, boudoir caps, handkerchiefs, etc., seemed almost enough to start up a small shop. As far as the luncheon was concerned the girls all thought they "really wouldn't care for any dinner tomorrow." The party was a great success and it seems a long time to wait before another Christmas rolls around.

We extend our sincere sympathy to Charles Connelly, whose sister, Mrs. Weis, passed away very suddenly on December 16, 1924.

Harriet Eloise Howell, of the Production Department, has been confined to her home at Auburn for several weeks with a nervous breakdown. Esther Dawson, of the Main Office, is filling her position during her absence.

"Hook" Meyers, after his day's work at the factory is finished, puts in time at his farm at Ogden, raising poultry. He has disposed of many of his turkeys and chickens about town during the holidays.

Donald Dutcher has returned to work in the Assembling Department after a short absence, due to an injury received in football practice.

One of our expert hunters, Fred Fenner, was greatly disappointed this past fall to find, when he reached the mountains in search of bear, that the hunting season was closed, and although we are sorry Fred's anticipations were not realized we congratulate the bear.

Walter Brown, of the Wood Working Department, has returned to work after a few weeks' absence due to illness.

The following members of our force have been ill for some time; Alfred Sale, Louis Kraft and John Ricketts. They are now improving in health, and we hope to have them return to work in the near future.

*Fill your lungs with fresh air and
your work will be easier.*

A T H L E T I C S



1924

IN reviewing the activities of the year just ended, there seems to be a very outstanding change in the kind of sports engaged in. A decided contrast to the endeavors of three or four years ago when, during the summer months, the chief attraction was a Kodak Baseball League, and in the winter there raged a hot fight for honors in basketball.

These sports thrived well, and for a time were well attended, but gradually the interest wore down, and although there were teams to represent the different plants the support which comes from their followers, and in every case is essential, tired of seeing the same show over.

During the past year there was none of the spectacular. Instead of the principal characters being limited to a few well-chosen teams playing to large crowds these individuals of the crowd are playing by themselves. Men who used to spend their Saturday afternoons at a ball game are now golf fans—and there are many of them. In the winter each plant has its bowling league—some of them more than one—and near the close of the season the best clubs from these leagues meet in a now well-established interplant tournament.

The sudden rise to popularity of trap shooting goes further to indicate that the modern trend is “something for everyone.”

The bright spots of the “struggle of 1924” were as follows:

Kodak Park Basketball Team—had a rather poor start but otherwise enjoyed a very successful season. Were runners-up in the fight for the Industrial Championship of the City.

Interplant Handicap Bowling Tournament—The one pin victory of Kodak Office over Hawk-Eye gave the State Streeters the team championship for the year. Individual winners in the handicap events were well distributed, but Kodak Park reaped in the open class.

City Indoor Baseball League—First experiment with a big industrial league using the indoor ball out-of-doors. This game, we think, was introduced and made popular through the Kodak Park Noon-Hour League, and it was altogether fitting that the Park should win the title of “City Champions” in this race.

Scottish Games—The re-establishment of this track and field meet can be credited to the K. P. A. A., who lent the necessary “push” to the Clan MacNaughton Scots to put the games across. In two years time this event has gained the prestige as of the years before the war, when it was the feature for local track interests.

The Interplant Golf Tournament had sixty-two competitors, and more wished they hadn’t stayed away.

Trap shooting had a hard time getting started as an interplant affair. There were pop-ups here and there for quite a few years until the Camera Works Gun Club organized and challenged the whole “Works.” Kodak Park guns took the trophy in the initial tournament.

Soccer—Kodak Park Soccer Club had a rather poor year due to early season injuries and many disheartening “breaks.” The team finished well up in the R. and D. League but have promised something better for next spring.

Safety Tommy



Wished I could
wear rubbers
when it's wet.

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

	ROCHESTER PLANTS	Standing Last Month	No. of Employees	No. of Members	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye.....	1	390	343	87.9%	3,438
2.	Kodak Office.....	2	1,165	753	64.6%	6,748
3.	Folmer-Century.....	3	216	126	58.3%	995
4.	Camera Works.....	4	1,513	845	55.8%	5,725
5.	Kodak Park.....	5	5,896	3,052	51.7%	25,085
	Non-Employees.....	-	-	277	-	2,108
	OUT-OF-TOWN PLANTS					
1.	Howland & Dewey Co. (San Francisco)....	1	17	17	100.0%	115
2.	Milwaukee Photo Ma- terials Co.....	2	19	19	100.0%	134
3.	John Haworth Co....	6	57	50	87.7%	237
4.	Glenn Photo Stock Co.	3	23	19	82.6%	140
5.	O. H. Peck Co.....	4	29	23	79.3%	170
6.	Zimmerman Brothers (St. Paul).....	7	27	21	77.7%	164
7.	Denver Photo Mate- rials Co.....	9	17	13	76.4%	65
8.	Chicago Branch.....	8	113	86	76.1%	958
9.	Des Moines Photo Ma- terials Co.....	5	20	15	75.0%	111
10.	New York Branch.....	12	92	68	73.9%	565
11.	Zimmerman Brothers (Duluth).....	10	7	5	71.4%	40
12.	Northwestern Photo Supply Co.....	11	28	20	71.4%	112
13.	San Francisco Branch.	14	67	42	62.6%	320
14.	Taprell, Loomis & Co.	13	234	146	62.3%	1260
15.	Howland & Dewey Co. (Los Angeles).....	15	58	33	56.8%	161
16.	Salesmen and Demon- strators.....	18	136	67	49.2%	1502
17.	Robert Dempster Co..	17	22	10	45.4%	129
18.	Robey-French Co....	19	48	19	39.5%	143
19.	Bell Photo Supply Co.	16	20	7	35.0%	64
20.	Sweet, Wallach & Co.	20	77	26	33.7%	414
21.	Eastman Stockhouse Inc.(New York City)	21	59	12	20.3%	148
22.	American Aristotype Co.....	22	30	4	13.3%	38
23.	Kodak Mexicana....	23	20	1	5.0%	12
	Total.....		10,400	6,119	56.1%	51,101

Average Subscription—8.3 shares

Total Matured or Par Value—\$5,110,100.00