



February 1925

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

MONTHLY ACCIDENT REPORT
DECEMBER, 1924

PLANT	Accident Cases		Accidents per 1000 Employees	
	1924	1923	1924	1923
Kodak Office.....	0	3	0	2.93
Camera Works.....	2	1	1.33	.56
Folmer-Century Works...	0	3	0	9.68
Hawk-Eye Works.....	0	0	0	0
Kodak Park Works.....	10	7	1.70	1.11
Total—Rochester Plants..	12	14	1.31	1.39

NATURE OF ACCIDENTS DURING MONTH

8 cases of injury through falling tools and material.
2 cases of injury through bruises, burns and lacerations, etc.
2 case of injury through strain.

—
12 Employees' accident cases during month.

*Absence makes the heart
grow fonder
but it looks terrible on the
attendance records.*



FROM THE LOAN SECTION OF THE RECENT KODAK PARK CAMERA CLUB EXHIBITION

The KODAK Magazine

VOL. V

FEBRUARY, 1925

No. 9



DIAGRAMMATIC ILLUSTRATION OF OUR STATE STREET BUILDINGS

OUR STATE STREET GROUP

A LITTLE STORY OF HOW WE GREW

COME on, now, all you "old timers"—gather round and sing "I remember when."

Let your eyes roam carefully over our State Street group of buildings shown above and see how close you can come to remembering just how and when the various sections came into being, or into our possession.

Without referring to the accompanying diagram, we venture to say that your answers would average very wide of the mark.

The first section of the Camera Works group of buildings is shown in the diagram as 1; this was erected in 1892 and contains 53,900 square feet.

As shown in the diagram at 2, an additional section was built in 1897 contain-

ing 89,200 square feet. In 1910 an addition in the rear added 36,040 square feet, and another section in the rear erected in 1911 added 27,030 square feet.

The low extension shown in the diagram at 3 was built on in front of the old original factory, which site is now occupied by our sixteen story building. The second story of this section extends, as you know, only a portion of the way back, and was, until the erection of the sixteen story building, used by Mr. Eastman for his offices.

This was built in 1899 and contains 14,120 square feet. Incidentally, it was then believed that this section would be ample to house the Kodak office staff for all time.

Nevertheless a few years later found the office force with elbows almost touching,

and our warehouse facilities entirely inadequate, so in 1905, the six story building adjoining on the north was erected, adding 101,360 square feet to the group; see the diagram at 4.

Surely now we *were* provided for for all time as regards offices and warehouse.

The Camera Works again evidenced growing pains, so in 1911 the four story building at the corner of Platt Street was purchased and adapted to our use; this added 42,960 square feet more as shown in the diagram at 5.

Things went along comfortably this way for a few years when the cry went up for more office, and more warehouse space.

All right, we'll fix it this time, so the old original factory was torn down in 1913 and the sixteen story building was erected, adding 124,500 square feet, as shown in the diagram at 6.

In 1916 a story was added to the building on the Platt Street corner as shown in the diagram at 7, and supplying an additional 7,160 square feet.

On Platt Street in 1920 another addition to the Camera Works was con-

structed, adding 136,800 square feet as shown in the diagram at 8.

All serene again for a few years and then we followed on and this year constructed the first unit of our warehouse building, facing on State and Brown Streets, thereby adding 106,200 sq. feet.

The second unit of this building, now almost complete, will add 119,400 square feet, and giving our State Street building group a total area of 858,670 square feet; see the diagram at 9.

At the present time, one may walk through this group, making use of the covered bridge over Kodak Street, without going outdoors, two full city blocks.

Even with all this most impressive area, our State Street group is exceedingly small when compared with Kodak Park, where the floor area of but one building, No. 50, is equivalent to fifty city lots.

Like all other industries, we have experienced temporary periods of depression, but have always more than recovered and continued our expansion and prosperity.

BE HUMAN

YOU hear people, speaking of someone else, say, "He is such a 'human' sort of person."

We speak of human failings, and a good many times when we do a little self analysis, we are inclined to believe that we have more than a goodly share of them; and this is true of most of us.

So when we speak of a person as "human" we mean one who understands and is tolerant of our faults and weaknesses.

Toleration is a great lubricant; it makes the wheels of life run so much more smoothly, not only for those with whom we come in contact but for ourselves.

Some philosopher once remarked that, "We are the least tolerant of the faults in others which we ourselves possess," and when you think it over it comes pretty near to being true.

We feel so much more comfortable in

associating with a person of the "human" type; he knows that he has made mistakes, and recognizes some of his own failings when they crop up in others.

A person may be eminently just and fair and still be positively inhuman in his dealings with others, because he never allows for any deviation from one hundred per cent in thought or action.

Most successful persons are of this "human" type; in some of them you may think that they keep this characteristic pretty well concealed most of the time, but you will find it coming to the surface every time "when a feller needs a friend."

In your dealings with others cultivate the spirit of humanness; it will cost you nothing in time or effort and will very often pave the way to a greater material success.

HOT WATER HEAT IN THE HOME

BY W. E. WATT, A. M., PH. D.

IF you are planning your new home, you are undoubtedly giving serious consideration to the various types of heating systems.

In a previous article I discussed the regulation hot air furnace, and proffered a few hints and suggestions on how to secure satisfactory results.

This time I am going to give you a little information on hot water heating systems based on my own experiences.

In the first place a hot water system is more expensive to install than a furnace or steam heat. The radiators are a half larger than radiators using steam and the pipes are much larger than steam pipes, so they just naturally cost more.

Each of the heating systems has its good points—and its difficulties, but my personal opinion is that hot water heating is not enough better than the old furnace to warrant its extra cost, unless the item of cost does not matter.

Now supposing your home is equipped with a hot water heating system, or will be when built. In such case it will possibly help if we understand something of the theory of hot water heating.

Circulation: Hot water circulates because heat expands water a little and makes it lighter. Cool water runs down the return pipes to the boiler and pushes the hot water up the other pipes to the radiators. But if a feed pipe happens to be in a very cold place it cools the water and slows down the circulation.

Now don't smile at what follows: If a radiator gets sulky you can warm it with an ice bag, not instantly but eventually. Tie a large bag of ice about the pipes of the bad radiator, and a hot water bag, very hot, about the feed pipe.

This will increase the weight of the water going down, and decrease the weight of the water going up to warm the radiator.

This is best accomplished where the

pipes run vertically, instead of, as in the basement, where they run horizontally, for in a horizontal pipe the weight of the water makes little difference. But still it may work there. I have placed candles at the upturn of a feed pipe and helped matters.

I didn't burn the house down but I came near it.

When a pipe gets a cold blast in zero weather, maybe when an outside basement door is not closed, or a window is broken, and lets a sting of cold air strike it, it will freeze.

We remember this after we have had a pipe crack.

A hot water heating plant will sometimes prove a bit disappointing on one of those chilly days in spring or fall. You want just a little heat in the house but you can't get it right off the bat.

The water in the boiler must be heated to about 100 degrees before it will be circulated to the radiators.

—And even when it does circulate it will choose to run upstairs and warm things there before you get a bit of heat downstairs.

With the hot air furnace, you can just throw in a couple of old boxes, and a Sunday supplement, toss in a match, and get some nice warm air up the flues to the right spot in ten minutes.

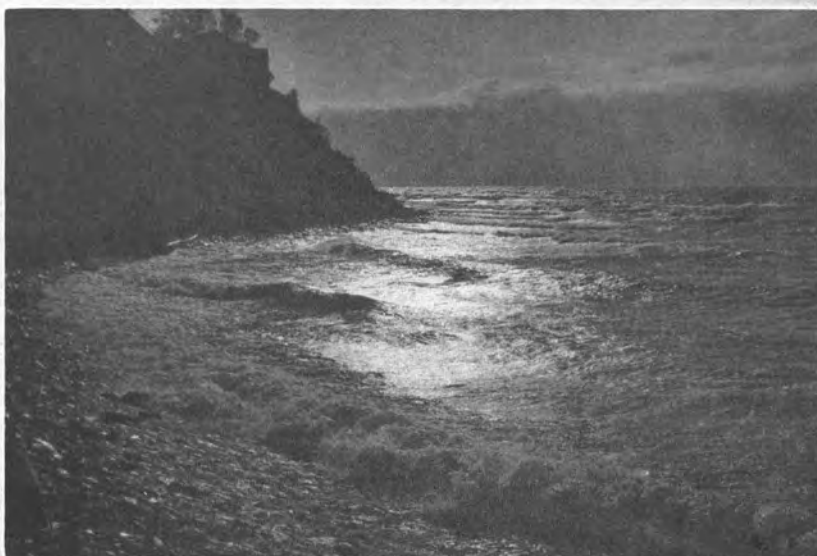
Humidity: You must have a certain amount of humidity or moisture in the air of your home, or else your family and everything else will suffer.

Paradoxical as it may seem, a hot water heating plant is a very dry proposition.

A little steam comes from leaks in a steam plant, and vapor arises from the pan in the hot air furnace, but in a hot water system no moisture can escape.

Now you must get the necessary amount of moisture from somewhere else.

If your house is small boil water in the



FROM THE RECENT EXHIBITION OF THE KODAK PARK CAMERA CLUB
Battleships at Sea, by T. R. Frederick; Loaned by Dr. C. W. Frederick, Hawk-Eye Works
Lake Ontario at Forest Lawn, by Benjamin D. Chamberlin, Camera Works

kitchen an hour or two every cold day. It takes gas but it is worth the price. Leave the door open to the living or dining room and the vapor will travel.

On my travels around the company plants, I have been asked many questions regarding all sorts of heating plants, and I am happy to state that I have helped several hundred homes to better heating results without cost to any one.

If you are too modest to ask me questions, or if you happen to be employed where I am not working, keep your eye out for these articles of mine, and in all probability you will find the remedy for your heating difficulties.

In my next article, I'll tell you what to do when your heating plant is too small for the house:—it isn't.

HOW THEY GOT THEIR NAMES

NOT so very many years ago, every dwelling of any pretensions had one room opened for use only on grand and state occasions, such as when the minister called, or when Uncle Jake and Aunt Min were visiting us. This room was called the "parlor."

If the home was unusually pretentious it had instead of a parlor an even more gloomy and dignified room which was called the drawing room.

Now just why should these rooms have been so named?

The dictionary has it that "parlor" comes from the old Anglo-Norman word "parlour" (parloir), literally the talking room.

The same volume also sheds light on the drawing room, which is in fact the withdrawing room, or the room to which the guests withdraw after dinner.

Considerable speculation has been indulged in as to why any little stuffy room, with a couple of bunks, on board ship should be so highly honored with the name of state room, as the average state-room is anything but stately in size or in its appointments. On this point, the dictionary is silent, but tradition has it

that an old chap named Shreve ran steamboats on the Mississippi before Jackson fought the red coats at New Orleans. In Shreve's time the cabins were only curtained off from each other.

Mr. Shreve was a bit keen for modern improvements so he built wooden rooms, and named them after the different states instead of designating them by a number or letter. So when a passenger came on board he'd ask "What state am I in, Cap?" and so from the Mississippi river the name "state room" spread all over the world.

Probably there is no question oftener asked of, and by, Kodak employees than how did the now world-famous Kodak receive its name.

It was so christened by Mr. Eastman.

"Kodak" is purely an arbitrary collection of letters and was distinctly a coined word. Mr. Eastman wanted a name that was not descriptive, a word short, easy to pronounce, and easy to remember.

He says that he has always had a strong liking for the letter "K" because it is a sturdy, incisive letter, and so he evolved the name "Kodak" which is now known in every country in the world.

*For the man of will, the man who is going to
succeed, destiny means today; today as the
nucleus of tomorrow.*



A CORNER OF THE CLERICAL DEPARTMENT

KODAK ADVERTISING

A FEW SIDE LIGHTS ON OUR ADVERTISING DEPARTMENT

WHAT part has advertising played in building up our organization to its present mammoth world-wide proportions?

The answer is that it has played a most prominent part, and telling why affords us an opportunity to clarify a number of popular misconceptions as regards the functioning of an advertising department, and our own Advertising Department in particular.

When the Kodak was first invented and placed on the market in 1888, amateur photography practically did not exist because the apparatus heretofore available was very cumbersome and the after processes were far too complicated to come under the heading of recreation.

The first Kodak, crude as it was in comparison with our models of today, was a marvel of compactness and convenience as compared to anything else to be had.

"You press the button, we do the rest," solved the problem of the after processes for the amateur, and so because the idea was sound the way was paved for intelligent advertising and selling.

The first Kodak advertisement appeared in the September, 1888, issue of the *Scientific American* and was but a single column in width and about two inches long.

From the time of that first advertisement, costing less than one hundred dollars, Kodak advertising has been continuous and the Company's annual investment in advertising today totals many hundreds of thousands of dollars.

A popular conception, or rather misconception, of an advertising manager is that he is a man capable of cleverly stringing words together, sometimes coupling them with an attractive illustration. All that then remains to be done is to send his advertisement to the publishers of magazines and newspapers and then sit back and watch the orders roll in.

True enough the ability to cleverly and convincingly present the merits of anything by means of the printed word must be a part of the make-up of every advertising man, but to qualify as advertising manager he must possess many other qualifications and a fund of knowledge and information along many other lines.

Broadly speaking, here are the duties of our Advertising Department: to aid in creating new customers; to sustain the interest of the old ones; to open up new fields for old products; and to help in creating and building up a market for new products such as the Ciné-Kodak for instance.

Our organization is the largest in the world manufacturing photographic prod-

ucts, so we sell to both the professional and amateur photographer, motion picture producers, photo-engravers and to medical and other scientific individuals and organizations.

Bearing this in mind you can readily see what a wide range of activities has to be covered by the Advertising Department.

It would be too much to expect that any man or group of men ordinarily trained could possess a sufficiently wide range of information to adequately cover all these fields.

So our Advertising Department is composed of many specialists as you will note from the following brief tabulation.

There are the men who prepare our magazine and newspaper advertisements and those for technical trade publications; writers of special booklets and other technical matter; the editors of our various house organs, such as the *Kodak Trade Circular*, the *Kodak Salesman*, *Studio Light* and *Kodakery*; the men who prepare our window display cards, window displays and other dealer helps, two staff photographers and an artist who works in ink and colors.

The department office detail must be handled systematically and thoroughly.

The "plates," as they are called, from which our millions of advertisements are printed, must be ready and shipped to the various publishers on time. Our vast

mailing system has hundreds of thousands of names to keep track of, and there are many other exacting tasks to perform.

Another problem with which the outsider is unfamiliar is the selection of the various publications in which our advertisements are to appear.

It stands to reason that even if we had the United States mint behind us, we could not advertise in all the various publications of merit.

It thus becomes necessary to find out just how many copies of any publication are printed each issue; the class of people to whom they go, and other essential details.

A publication may have a very large circulation and still be an unprofitable advertising medium for us.

This would be the case if it carried untruthful or fake advertising of any nature because the reputable advertiser cannot afford to be seen in bad company.

Again a publication covering some special field might be going to a very fine class of people: let us say a publication devoted to dressmaking. We know that most all women are good prospects for our goods, but we would not be able to interest many of them through a publication of this sort because their minds would be on the problems covered by the magazine rather than on the pleasures of amateur picture making.



OFFICES OF THE ADVERTISING DEPARTMENT EXECUTIVE AND CREATIVE STAFF

LET VEGETABLES DO THE WORK

DID you ever stop to think of the work the ancient Egyptians did in building the Pyramids? They had no modern machinery such as ours to help them. But they used one thing to help themselves which we still use and without which no building ancient or modern could be built—FOOD.

We know they valued vegetables in their diet, too, for a writer who lived 450 B. C. said that there was an inscription on the great Pyramid stating that hundreds of talents (thousands of dollars in our money) were paid for "onions, garlic and radishes for the workmen."

Perhaps we do not admire their choice of vegetables, but we have to admit that someone was wise to insist on spending such sums of money to buy vegetables of any kind.

The Egyptians did not know *why* vegetables were necessary to everyone's diet, but *they ate them*.

Our scientists have told us "why"—but *do we eat them?*

Here are four reasons which should convince us that they are absolutely necessary if we are to have good health:

- (1) First of all, they "whet the appetite." Can you think of anything which sets off the whole meal as a crisp, green lettuce salad, or a heart of celery, or a slice of rich, red tomato, or a steaming ear of corn, or a juicy stalk of asparagus, or any of a dozen other kinds of vegetables?
- (2) In the second place, vegetables help supply "pep" and strength by giving us *minerals*. We need *iron* as much as the new Sibley Building. What sad looking creatures we would be without *lime* for our bones! And *phosphorus* is needed in every live part of us. If we eat food which has this "trio" the other ten (or so) minerals won't have to be bothered about. Why? Because the best vegetables have some of each in them. If you stick to spinach, string beans, cabbage, let-

tuce and others that "grow above the ground," you will not go very far wrong.

- (3) Now for the third reason. Do you read "ads?" Then you know about vitamins.

Wouldn't you much prefer getting these necessary things in a nice cabbage salad, a bunch of spinach, tomatoes (raw, canned, dried) or other vegetables rather than—say—in a yeast cake?

In yeast you get only one kind of vitamin. Your body needs three or four kinds.

Your body, also, needs a fresh supply daily, therefore eat all kinds of *vegetables, raw and cooked, to get your vitamins and have a happy time doing it*.

- (4) Here's the fourth "why." We grow better every day in every way if we scrub our "insides" daily. Begin with the mouth, on to the stomach, and through the bowels! We need food that will clean up the whole tract daily. Vegetables are our first assistants. They'll do the work for us if we but let them.

I've heard people say, "I don't like vegetables. I can't eat them." Are you one of these? If so, do you like castor oil? Or pills? Or bitter medicine? Yet often you take something of the sort thinking you will "cure" your constipation, or run-down condition, or the rash on your face, or your headache, or cold.

How do you manage to take it? *You make up your mind* that it is necessary and swallow it.

Do the same with vegetables. I guarantee that after eating vegetables daily for six months you will be surprised to find that you will have grown to like them.

And vegetables help prevent, as well as correct, illness—a thing which pills (and their like) never can do.

Spend as much or more for vegetables and fruit as for meat. *Use plenty of vegetables.*

A HOPEFUL CONDITION

THE January issue of the monthly news letter published by the National City Bank of New York has this to say regarding the business outlook for the year:

"The year 1925 opens to more hopeful conditions the world over than has been the case with any other year since the great war disturbed the equilibrium of trade and industry everywhere. Improvement had been going on in previous years, but the political and social controversies in Europe have been so complex and menacing that they seemed to dominate the situation and prevent the full restoration of confidence. These conditions have improved decidedly in the past year. Social order is more firmly established in Europe. The fever for political agitation and experiment has died away, and the antagonisms arising from the war have been in some degree subdued by the desire for peace and the re-establishment of industry.

"It is said that we are likely to have sharp competition from Europe, underselling us in many markets, possibly including our own. We have pointed out that increased production in Europe will mean increased buying power, and that in our opinion this country will gain more than it will lose by that change. If our producers of foodstuffs and raw materials are benefited by better conditions in Europe, the reaction upon other lines of home industry will more than offset the competition these lines will feel from Europe. It should not be forgotten that we had the competition of Europe before the war, including Germany in the full tide of her industrial power. Even the Germans and Belgians cannot work any more than all the time, and in fact are working less hours per day now than before the war. It must not be thought that foreign industries have unlimited powers of production.

"It is said that our productive capacity in many industries is far beyond our ca-

capacity to consume, compelling us to export and thus making us subject to foreign competition. This always has been the case in some industries, but there is no other important industrial country so little dependent upon foreign markets as the United States. Moreover, we doubt if the leading industries of the United States are found to be overdeveloped when a period of general prosperity comes. Every such period in the past has found us under the necessity of expanding all our industries.

"It is pointed out that we have done a great amount of house-building, the railroads have been buying heavily of equipment for several years, and that the saturation point in automobiles must be about reached: where then is the demand coming from to keep our industries employed? One skeptic asks if we can live by doing each other's washing!

"The last question suggests the answer to all the others. If by doing each other's washing is meant working for each other, that is precisely what modern industry consists of, and there are absolutely no limits upon it. The whole problem is in so directing the growth and expansion of industry that goods and services will be offered in right proportions to each other. That difficulty never will be completely overcome in a state of free industry, but it is one of the things to think about when business is booming, with danger of unbalanced development, and we need not worry about it at the moment. Prosperity always has its perils; nevertheless, we welcome prosperity.

"To sum up, at the beginning of 1925 conditions are favorable to general and enduring prosperity, subject to the temporary fluctuations that may result from unbalanced development.

"While there is nothing in the immediate situation to give a great start to trade, the way is clear, and when this is the case business naturally goes forward with growing momentum.

The Kodak Magazine

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

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THIS month we celebrate the anniversary of two immortals in American history—Washington and Lincoln.

The character of Washington is to most of us but little more than legendary because he has been so long removed from the sphere of human activities, and because during his time facilities for accurately recording his thoughts and actions were very far from perfect.

On the other hand, Lincoln lived and exerted his powerful influences during the lifetime of quite a few of you who will perhaps read this. Aside from the vital part Lincoln played in the history of our country, he has lived and will forever live as an actual physical reality to us because of his homely but beautiful philosophy of life, and his forceful yet simple methods for conveying his thoughts to others.

Where will you find a better creed for health and happiness than the following:

"Do not worry; eat three square meals a day; say your prayers; be courteous to your creditors; keep your digestion good; exercise; go slow and go easy. Maybe there are other things that your special case requires to make you happy, but, my friend, these I reckon will give you a good lift."

—And all expressed in fifty-four simple words.

Far be it from us to improve upon what he said, but it is obvious that each of his

simple terse sentences was intended to start a train of thought in the minds of his readers.

Both before and since Lincoln wrote the first sentence, "Do not worry," much has been written and said on that subject.

We all know that worry unfits us for any and all efforts, and that it has killed far more people than work.

The worst part of worry is that it is so futile; it doesn't get us anywhere except directly away from the point we wish to attain.

"Eat three square meals a day" follows to its logical conclusion if you observe what is said in other sentences.

"Say your prayers" means more than the formal observance of this rite according to your creed. All of us have many times while going about our duties offered a little silent prayer of gratitude or thanksgiving for something that has been bestowed upon us, or for some misfortune avoided.

"Be courteous to your creditors." We take it that Lincoln meant this to apply to many more than to those to whom you are indebted for material things. If you cannot pay your debts when due, a courteous explanation will oftentimes tend to a further extension of time and the continuance of friendly relations.

—But there are many other creditors to whom you should be courteous; to those who have done some friendly act of service for you, and to those who have made sacrifices for you.

This is enough to disclose to you the wonderful field for thought in these few simple words by Abraham Lincoln.

OVER \$75,000 was distributed in December to members of the Eastman Savings and Loan Association, who had 1924 Christmas Club accounts.

This little at a time, systematic saving is the easiest and most satisfactory way to be prepared for Christmas, or vacation demands.



KODAK PARK

ROBERT A. WEBER
Editor

NOTED LECTURER FOR K. P. CAMERA CLUB

The next important event on the winter program of the K. P. Camera Club will be the illustrated talk to be given on Thursday, February 19, by Col. Philip Moore, of the Bureau of Commercial Economics, Washington, D. C. The lecture will be given in the Kodak Park assembly hall and will be preceded by supper.

Colonel Moore, noted traveler and platform speaker, has ever been a lover of the "Great Alone." Even as a child he spent every moment in the open spaces that his school studies permitted.

Graduating from Princeton, his restless disposition urged him to seek the "Lone Trail," that trail of the unknown places that led him all through the Rockies as far north as the great Peace River country. At the outbreak of the World War so removed was he from human contact that six weeks passed before he even heard a rumor of it. Immediately he set out on foot, walked 200 miles to the nearest town, signed up and went overseas to Flanders, where he served with great distinction. After peace was declared the call of the mountains sounded in the heart of the weary soldier and ere long he was back with his dogs, his lumbermen, the smell of the pines and the vastness of the primeval forests. Col. Moore's talk on the 19th will be entitled "Grizzlies who have met me."

About a dozen members attended the hike on January 17 which was led by Ralph Handley of Camera Works. Meeting at Float Bridge the group tramped south around the upper end of Irondequoit Bay. The weather was perfect for both hiking and photography. The next outdoor event is scheduled for February 21, under the direction of Lewis Jewell and John I. Crabtree, and will be held in the vicinity of the Old Powder Mill near Bushnell's Basin. Details will be sent all members at a later date.

A committee is already at work on plans for the Annual Spring Exhibit, to be held in conjunction with the showing of the Rochester Art Club at Memorial Art Gallery during the latter part of April and first of May. Prints should range from 5 x 7 to 8 x 10 and be mounted. They may be sent to Elsie Garvin, Research Laboratory, at any time up to April 10. No prizes are offered, it being considered sufficient honor to affiliate with this exhibit.

The new dark rooms are now in use and meeting all the requirements of the membership body.



L. J. MALONE
Winner of \$500 Suggestion Award

GOOD MONEY

The last large suggestion award of 1924 was one of \$500.00 paid to Lester J. Malone of the Dope Department of the Chemical Plant. Mr. Malone's suggestion covered an idea which at first was looked upon with considerable doubt as to practicability and much time was devoted to a careful study of his plan before its success was definitely established. The idea as adopted has a widespread influence in the Chemical Plant and effects a substantial saving through a more definite control of operations.

Henry J. Groth, also employed in the Chemical Plant, received an award of \$35.00 for two ideas resulting in better method of operation and some saving.

Two Department 50 men received tidy sums for their efforts along suggestions lines, Richard Deane being paid \$45.00 and Norris H. Minard \$30.00.

The January suggestion bulletin contained the names of employees receiving awards for suggestions which numbered 88 for this November-December period, the total amount of these awards being \$835.50. Was your name among this number? THINK IT OVER.

A REAL ENTERTAINER



"BOB" CAINE

Quite naturally, among a group of people as large as the employee body of the Kodak Park Works, one would expect to find a number possessing artistic talent of one kind or another, and on more than one occasion we have been agreeably surprised to learn how large this number really is and how decidedly competent some of our fellow workers are in their particular line of entertainment. Among these there is no one better known nor more popular, not alone at the Park, but throughout this entire section of the State, than "Bob" Caine, of the Kodak Park Fire Department.

When "Bob" first came to us shortly after his arrival from Scotland, where he was born, he worked in the Emulsion Coating Department; later, when the rapid growth of the works necessitated an addition to the supervisory force of the Fire Department, he was transferred to this work, being given the rating of assistant chief.

It was about this time that "Bob," while attending social gatherings of his friends, began to sing some of the songs of his homeland in an effort to contribute his share to the evening's entertainment. News of his ability gradually spread, which resulted

in scores of social invitations, until some of his friends convinced him that his "number" would undoubtedly go well before a large audience and he was finally persuaded to accept a professional engagement. Then followed his first radio engagement, entertaining from the local broadcasting station, which brought him an offer to head the bill at Fay's Theater for a week. At the end of this time the management of the theater attempted to secure a return engagement, which "Bob" was unable to grant because of his duties at the Park.

Since this time he has appeared before practically every organization in Rochester and at numerous church and club entertainments within a radius of many miles. His success at the Robert Burns Anniversary Concert and Ball last year resulted in an engagement for this season's event and incidentally led to an appearance before the Caledonia Club of Philadelphia on February 6. "Bob" has contributed generously of his time and talent to the activities of the K. P. A. A. and Foremen's Club, having taken part in practically every affair held during the past four years. His is also the distinction of having received the largest number of communications from radio fans of any artist taking part in the WHAM programs and his many friends take pleasure in his success.

DANCES EVER POPULAR AT KODAK PARK

Those who attended the holiday dance given under the auspices of the K. P. A. A. unanimously voted it the most enjoyable party held at Kodak Park in many months. Louis McManus, of the Stores Office, who served as chairman of the committee in charge, proceeded with the plans in his usual quiet and efficient manner. How well the members cooperated is shown in the fact that the largest crowd of the year was in attendance.

The hall was decorated with evergreens and holly, while the lights were lowered below the girder level, covered with colored paper and encircled with evergreen wreaths leaving the loft in semi-darkness.

The midwinter dance arrangements fell to "Cap" Hands. "Cap" has had charge of one of the winter dances for several years and can be relied upon to show something new in the way of a successful party each season. The feature of his 1925 effort was in the unique decorative scheme which was worked out by Horace Robinson and himself. The entire interior was made up to represent a series of huge cross word puzzles, and the guests were for a time bewildered by what they at first thought called for an evening of deep mental concentration, until attention was called to the fact that no prizes were being offered for correct solutions. From then on with the assistance of the Monk-Damon orchestra the party was thoroughly enjoyed.

The dances are gradually becoming more and more exclusively "Kodak" parties. A very great majority of the tickets are being disposed of in advance at the Works and an effort made to discourage the gate sale to an undesirable element which is meeting with success. The practice of naming a floor committee for each event, whose duty it is to see that everyone is having an enjoyable time and at the same time prevent any unpleasant occurrences, is also working out very satisfactorily.



THE CELEBRATORS OF "HAM" DOANE'S 75TH BIRTHDAY

A short time ago Hamilton Doane of the Kodak Park Protection Department celebrated his 75th birthday. The members of this department assembled at his home, offered their congratulations, and partook of a generous and appetizing dinner at which they presented him with a purse containing fifty dollars in gold.

"Ham," as he is best known at the Park, came with the Company in 1896, nearly 29 years ago.

Mr. Doane is the father of five children, three boys

and two girls, two of the former, "Bill" and "Cam" also being employed at the Park. In his younger days he was very adept in the act of self-defense and at 75 years of age is physically a splendid type of healthy, vigorous manhood. While his hair is white, he is not bald and his greatest pride is in his eyesight which he claims to be as good as ever. His favorite diversions are musical comedy and work. We congratulate "Ham" and trust that he may enjoy many more years as one of the "boys."

KODAK PARK HOME BUREAU PROGRESS

The Kodak Park Home Bureau Unit has developed into a sound, practical organization with a membership of over sixty girls, all of whom are keenly alive to the advantages of the training offered. The girls have adopted the motto of the Park Unit, "Better Health—Better Homes," and are doing their utmost to live up to it.

This is the reason for the success of the gymnasium class which is held each meeting night after the regular lesson. The benefit of selective exercise for employed girls has long been recognized, and on more than one occasion an attempt has been made to form and maintain a class for girls at Kodak Park, but never before has it been possible to hold active interest for very long. Much of the credit is due to the director, Flora Stoll Rohr. The program offered by Mrs. Rohr has been carefully mapped out and under her competent leadership is proving most beneficial. It is regrettable that more of the girls are not able to participate.

The first social evening of the organization was set for December 21 which took the form of a "Kid" party, the members dressing as children, playing games and enjoying themselves in diverse ways. Refreshments were served. To date the class has progressed through several projects including candy making, fancy boxes, flowers, lamp shades and the making of a one piece dress. The latter did not meet with the same enthusiasm as the others among the unmarried members at the beginning, although it is felt that the usual interest will be taken in the remaining domestic subjects.

Emma MacBride and Katharine Huey attended the luncheon given at the Chamber of Commerce in honor of Miss Freer, retiring head of the Monroe

County Home Bureau Organization, and Miss Wilkins who will succeed her in this capacity. Miss Freer organized the local branch and has been in charge ever since, having made a great success of her work and winning countless friends among those with whom she came in contact. She was presented with a wrist watch and a jewelled pin as an expression of appreciation from the members.

There may be other girls at the Park not at present affiliated with our Unit who may wish to become members. In view of the fact that a new project is offered almost every week they may join and be on an equal footing with the others in the class. Get in touch with Emma MacBride, chairman, Building 48; Monica Powers, K. P. A. A. Office or Katharine Huey, Employment Office, Building 26. Class is held every Monday directly following supper. If you are interested why not obtain particulars?

BUILDING 42 CLUB

The "Dirty Dozen Club" of Building 42 held a "three-in-one" banquet at Kane's Hotel at the Beach on the evening of January 14.

The three events of the evening consisted of a dinner in honor of Frank Datz who is soon to be married, installation of club officials, and the initiation of two new members.

At the dinner, which was a real one, covers were laid for twenty two, Fred Miller acting as toast master, while the sage of the Club, Herman Gauger, related some stories in a very unique manner. At the conclusion of the activities of the evening the club quartet consisting of Messrs. Evans, Gauger, Wolf and Chapman rendered some very pleasing (? ? ? ? ?) numbers.



JERRY MORRIS—Captain of Tool Room Team

BUILDING 48 BOWLERS STILL LEADING

During the past month the team representing Building 48 in the K. P. A. A. Bowling League has added one more count to its lead over Building 35, and now stands with three full games separating it from its nearest and most dangerous rival.

Harold Servis and his bunch of huskies from the Garage are in third position closely followed by the Pipe Shop and Chemical teams. The Engineers, while in sixth place are having trouble in turning out a full team on game nights which makes them more or less "sure pickins" for their opponents in that the regulation score allowed for a "blind" is considerably below what is generally rolled. The Tool Room teams have sprung a surprise or two recently by taking two out of three games in their matches with both the leaders.

The general results have shown an improvement, all teams now being above 800 in team averages. Building 35 ranks highest with 880 while Tool Room 1 the lowest of the eight has a mark of 804. The Garage accounted for a 1009 game which gives it claim to high single game honors, temporarily at least. Building 35 still holds the high three game record with their mark of 2,818. In the individual class no change has occurred, Keenan's single game of 278 still stands as does the tie for high individual three games total of 639 between Keenan and Bueckman.

TEAM STANDING JANUARY 20

Team	Won	Lost	Pct.
Building 48.....	33	12	.733
Building 35.....	30	15	.667
Garage.....	26	19	.578
Pipe Shop.....	24	21	.533
Chemical.....	21	24	.467
Engineers.....	16	29	.356
Tool Room 1.....	16	29	.356
Tool Room 2.....	14	31	.311

BASKETBALL LEAGUE REORGANIZED

The Basketball League formed earlier in the season met with numerous setbacks. This was due principally to the inability to obtain sufficient assignments of playing dates, owing to the number of other activities scheduled during the Christmas period, with the result that interest waned.

Shortly after the first of the year a meeting of the managers was held and it was decided to reorganize and start a new schedule. The E. & M. team withdrew and the players were assigned to the other clubs, their place being taken by a representative team from the Main Office. The former office team remained in the league under the name "Messengers," most of the players being from that department.

The league is now made up of six clubs: Soccer, Research, Stores, Messengers, Machine Shop and Office. Each team is allowed a definite number of men on its players' list and rules and regulations have been drafted which are being strictly adhered to. Jack Brightman is acting as official referee. Two games are played each Wednesday, one at 5:30 and the second at 7:00 p. m., while a like number are scheduled on Saturday afternoon at 12:15 and 1:45. These games are open to the employees who are invited to attend. There is no admission charge.

During the opening week the Stores defeated the Research 21 to 12, while the Soccer Club won from the Messengers 19 to 17. The latter contest was fast and well played, the "kids" giving their older and more experienced opponents a good run throughout.

ENGAGED

Our best wishes to Elizabeth Franklin, of the Reel Gauging, and William Uhl, of the Sundries Manufacturing Departments.

Safety Suggestion Competition

*Two splendid awards
for the best safety sug-
gestion. Send in your
suggestions to your
plant safety
department*

GOGGLES

BY A. A. RUTTAN

Not so very long ago one of the boys, who was very much opposed to wearing goggles, got a piece of steel in his eye, destroying its sight, despite every possible effort to save it. Today he is one of the most insistent men you could find in protecting the other eye.

Goggles should be worn wherever there are flying particles of emery, steel, grit or other solid substances, and don't forget that their use is equally important to protect you against the splashing of harmful liquids, acids, lacquers, lye, etc.

One of the most hazardous practices you can indulge in is that of allowing a fellow employee to attempt to remove something from your eye.

It is very easy to get an infection or do some injury to the eye that cannot be remedied.

Your eyes are precious, safeguard them.

You can procure perfect fitting goggles for your own personal use, and don't hesitate to use them.

"Employees doing grinding, chipping or any other work hazardous to the eyes are required to wear goggles." In your guide book, page 16, rule 8.

DEPARTMENT 50 LADIES GIVE NEW YEAR'S DINNER PARTY

Influenced by the spirit of the New Year and convinced that this above all others is the time for a party, the ladies of the combined sorting rooms of Department 50 presented a very enjoyable program, Wednesday noon, December 31.

Dinner was served at 12:30 in the department dining room, each lady having contributed to the occasion, with the result that the menu was both varied and wholesome with nothing overlooked from soup to dessert. "Jerry" Lane, "Jack" Sheppherd and the members of the supervisory and office forces were present as honored guests. Mrs. Emily Fratter, the first sorter of the department, and Messrs. Sheppherd and Lane delivered short addresses. The affair was typically a Department 50 product—100 per cent in every detail. The following ladies who served as a committee of arrangements are deserving of congratulations: Winifred Lebbert, Mabel Sevrer, Ida Proud, Bessie Parsons, Jennie Fisher, Louise Schaad, Mary Horcheler, Amelia Flanigan, Jennie Moriarty, Roxie Stebbins, Emily Fratter, Ellen Quackenbush and Minnie Purcell.

NEWS FROM BUILDING 48

We extend our sincere sympathy to Daisy Hurlbut, Reel Gauging Department, on the death of her mother; Catherine Stiehler, also of the Reel Gauging Department, whose father died January 11; Clarence L'Huillier, Printing Department, on the death of his father who passed away January 9; James MacDiarmid, Printing Department, on the death of his wife, who passed away January 12; William Halpin, Printing Cost Office, whose mother died January 16.

The employees of the Branch Shipping Department wish to offer condolences to Mildred Thompson, whose mother died Saturday, January 17.



ETHEL REHBERG

ENTERS PROFESSIONAL DANCING FIELD

Ethel Rehberg, of the Reel Manufacturing Department, resigned her position at Kodak Park to follow dancing as a career. She made her professional debut at Keith's Temple Theater as the star in Florence Colebrooke Powers' dancing review, "Speed." At the close of this engagement she left at once for New York where she took an intensive course at the Ned Wayburn studio returning to accept a position as an instructor in Mrs. Powers' school of dancing.

Miss Rehberg has studied for several years and is well known in Rochester, having appeared at numerous affairs, including several given at Kodak Park. Her many friends wish her success in this undertaking.

A PLEASANT NOON-HOUR PARTY

In accordance with the usual custom the K. P. A. gave a very charming holiday entertainment Wednesday noon, December 24, to which all employees were invited.

Following the announcement made in the Dining Rooms the employees gathered in the Assembly Hall where carols were sung under the direction of Horace Robinson and led by a group of fifteen select male voices. Ferre Marzluff rendered a solo, accompanied by George Engelhardt at the piano. The program was arranged by Messrs. Engelhardt and Robinson.

If you have teeth that need extracting, make an appointment with the Medical Department; practically painless, no charge.



"BOB" HEANEY SHOWS CLASS IN GENEVA CONTEST

Feeling quite "cocky" following their victory over the Park team at Geneva a few weeks ago, and the more recent win from the crack Buffalo Lincolns, the Eagles invaded Kodak Park on the evening of January 8, only to meet with a set-back from which they will not recover for some time.

"Bob" Heaney who has been with the Kodak team for almost as many seasons as Walter Johnson has starred for the "Senators," proved the stumbling block in the path of the visitors and carried off the lion's share of the honors of the evening. "Bob" led the attack on the Geneva line, led it with such determination and aggressiveness that the Birds found themselves out-classed and out-played and emerged from the contest on the short end of a 23 to 13 score.

To date our team has played nine games, winning five, having scored 260 points against 224 by our opponents. "Steve" Garvin at center is leading the individual scoring list with 22 field goals and 16 free throws for a total of 60 points in seven games played, an average of almost 9 per game. "Jimmy" Weigand, the elusive light-weight forward, ranks second with a total of 53 made in 9 games, with Jack Brightman next in order with 45.

On Monday the 19th the team left for Ohio, meeting the Firestone club on Tuesday and the Goodyear team the following day. The Firestone outfit ranks among the leaders in that locality, holding the undisputed Industrial Championship of the section. This team is in the same class as our own, all players being employees of the company it represents, and has done much toward the development of industrial sport. Kodak Park fans will have an opportunity to see it in action when they play a return engagement at Rochester later on this month.



MARY PURCELL

Mary Purcell, employed in the Branch Shipping Department Office, died on January 17 at the General Hospital as the result of an accident which occurred the preceding evening.

During the three and one-half years she spent at the Park, Mary took an active interest in numerous affairs, being a member of the Kodak Park Camera Club and the K. P. A. A., and was an ardent supporter of all sports. She numbered among her friends everyone with whom she came in contact and her sudden and untimely death was a great shock. We express to her surviving relatives our most sincere sympathy.

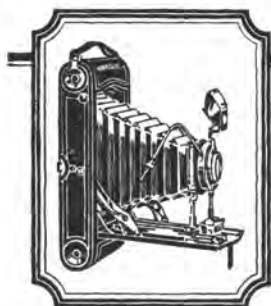
SOCCER CLUB MAKING PLANS FOR SPRING

Fate has dealt quite severely with the Soccer Club during the first half of the 1924-25 season. Several players have been out of the game because of injuries and also the "breaks" have gone against us in more than one game. Following the last Kodak-MacNaughton contest, which was credited to the Rangers, the Park Club entered a protest upon the grounds that the officials were incompetent. The outcome is being anxiously awaited as an order for replay would place our team in a tie for first place.

Should the protest be not allowed it would be necessary for Kodak to win all six of its games in the spring schedule while the Macs can drop half of theirs and still be champions. Plans for the spring are the order of business at present with the view of securing some new material for strengthening the team.

The Moose team is the center of interest in local soccer circles at present, having come through four of the qualifying rounds of the National Cup Competition without meeting defeat. On Sunday, December 7th, they played the Falco F. C., of Holyoke, Mass., at the West High pitch, winning 2 to 1 before the largest crowd ever in attendance at a soccer game in Rochester. Every loyal follower of the sport is back of the Moose in this race and hoping for their continued good fortune.

Geo. M. Ashley, of the Emulsion Coating Department, died January 8. We extend our sincere sympathy.



CAMERA WORKS

HERBERT S. THORPE
Editor



FIRE

One of the most important features of Safety effort is fire prevention work. Dating back to that great calamity—the Chicago fire, in which many people lost their lives—a concentrated effort has been made by owners of industrial buildings, stores, theatres, and all places of public assembly, to eliminate and combat danger from fire. It may seem a trivial matter to conduct, for example, fire drills, but there is a method whereby lives may be saved if a fire occurred.

How many of us realize the amount of money and time it costs to maintain fire protection. How many of us know that our system makes conditions far more secure than in our homes? The sprinkler system alone gives us a very efficient protection in case of fire; but even of more importance is the actual personnel of the fire organization. Over two hundred of our people form the fire fighting corps in the Camera Works. Every man knows exactly what he is expected to do in cases of emergency. Formed upon a military line of organization, there are thirty-five captains (most of whom are pictured above) who are responsible for their particular group.

No matter how efficient a fire organization may be, the ultimate success of prevention depends on the individual. If the fire drills are not looked upon as a serious measure, grave consequences might result in real emergency. Always pay strict attention to drill instruction. A few minutes each month spent in learning to avoid danger may mean the saving of a life. When the fire signal alarm sounds, act immediately. This, together with prevention apparatus, assures you of good fire protection. Following is the list of Captains, the buildings in which they function, and the actual location of their territory.

THE CAPTAINS (see above)

Name	Bldg.	Level
Bernard Williams	1	Base
William Simmons	1	1st
Anthony J. Stein	1	2nd
Wilfred LaBelle	1	3rd
Louis Rosner	1	4th
August J. Krenzer	1	5th
George Baldwin	1	6th
Fred Grans	2	Base
James Shaffer	2	1st
William Ure	2	2nd
Fred Davey	2	3rd
Edward W. Wilcox	2	4th
Ralph Baker	2	5th
George Aulenbacher	2	6th
John Goodwin	3	Base
Herbert Collins	3	1st
Gabriel Canzano	3	2nd
Peter Quinn	3	3rd
Charles Gustke	3	4th
Louis Fisher	3	5th
Herbert Rogers	3	6th
Charles Duffey	4	1st
Arthur McLellan	4	2nd
James Noble	4	3rd
Glen Webster	4	4th
Alonzo Coe	4	5th
Harry Althoff	4	6th
Ray Herring	9	Base
John Stanton	9	1st
John Heaphy, Jr.	9	2nd
Harry Murphy	9	3rd
Frank Reynolds	9	4th
Newton Smith	9	5th
Charles Roller	9	6th
Irving Briggs	9	7th

FORTY-ONE—TOO MANY!

Resolutions on New Year's day do not amount to much, as a rule, but here's one which should be deeply engraved:

RESOLVED, THAT IN 1925 THERE SHALL BE NO ACCIDENTS.

What happened in 1924? Somehow or another old man carelessness slipped in forty-one marks against us! Possibly some of the accidents were unavoidable, but ninety per cent of them were on the opposite side of the fence. Think what forty-one accidents mean in suffering, loss of wages, and worry. Wherein lies the fault on the occasions of accidents? Thousands of dollars have been spent on guards and safety devices. Every machine is inspected almost daily to see that it is in perfect running order. Hundreds of bulletins are posted throughout the year on the factory boards, every employee is urged to attend the Safety School. What more can be done for you? Doesn't it simmer down to the fact that you must do for yourself? That the Management doing their utmost, you must do your utmost also to prevent accidents? Just to prove what can be done, the Press Department has gone three months without having a demerit mark. Sure, we can do it! Let's make this '25 year clean on the accident slate.

Last year's accidents show the following tabulation:

Dept. or Group	Accidents	Nature
Safety & Sanitation	0	0
Salvage & Stores	2	Finger amputation, Strained back.
General Maintenance	4	Lacerated Finger, Fractured finger, Fractured elbow, Strained back.
Brass (Press Room)	14	Eight fractured fingers, Strained arm, Fractured thumb, Fractured foot, Three amputated fingers.
Stock Record, Foreign Shipping	1	Infected foot.
Metal Finishing	5	Fractured arm, Hernia, Infected thumb, Crushed fingers, Strained back.
Crease, Cover, Wood	7	Slipped on stairs, Saw cut on thumb, Abrasion of eye, Amputation of finger, Bruised foot, Saw cut on finger, Saw cut on hand.
Kodak Assembly	0	0
Shutter, Brownie Printing	3	Fractured finger, Abrasion of eye, Contusion of foot.
Bellows, Leather Accessories	2	Strained back, Fractured finger.
Inspection	0	0
Tool Supervision	0	0
Engineering and Tool	2	Emery in eye, Hernia.
Ciné-Kodak	1	Abrasion of arm.
Office and Dining Room	0	0



"BILL" URE

GUN CLUB WINS EVENTS

Through the courtesy of the Flower City Gun Club, the boys composing our trapshooting group participated in an open shoot on New Year's Day on the Flower City grounds.

We would have appreciated a larger turn-out on the part of our gunners, but those who attended had a real good time, enjoying not only the actual shoot, but the cordial hospitality of the hosts, which included a hot buffed lunch and a blazing fire in the cosy clubhouse.

The high gun in the event was Dr. T. J. O'Connell, holder of the State trapshooting title. The doctor "killed" forty-five out of the fifty "birds" loosed in the three main events, in which thirty-one nimrods competed. In the "merchandise" event, however, the Camera Works star was in the ascendant, for "Herb" Collins, beat the title holder with twenty-four hits against his nineteen, which, as the newspapers expressed it, "was fine shooting considering the numbing weather that prevailed." Congratulations, "Herb" on securing the highest score while competing against thirty-one "veterans."

The second year of the C. W. R. C. Gun Club promises to be even more successful than last. Being now firmly established with a comfortable Club House and a splendid trap, the incentive to become a member of this group is a great one. With the officers of the Club elected, Charlie Collins again at the helm, we look forward to a large increase in membership. Every member is urged to attend the shoots regularly, and to bring along at least one prospect.



ASSEMBLING DEPARTMENT HAS FEAST

The boys and girls of the Kodak Junior Department had a real banquet during a recent noon-hour, just to celebrate the spirit of good-will and fellowship. The tables were effectively decorated with a red and green color scheme, and each guest received a favor.

We have not the space to tell you the menu, but you can be assured it was a generous one, for Anges

Stephany, Sarah Stewart and Ruth Ketcham had charge of the arrangements. After enjoying the viands, music was provided, and several of the latest dances were indulged in. Among the attractions was a "grab" bag, in which was a gift for everyone. Among the guests were Messrs. Reynolds, Gustke and Rogers.

ROLLING DOWN THE ALLEYS

Half the bowling season over! We are still looking for a perfect score, but, to date, there seems to be no such luck. The No. 1 Diomatic Team appears to have the most reliable and strongest organization among the twenty-two teams, but there may be some surprises in the last half of the season. Art Miller, Sports Manager of the Bowling Group, has the scheme of each top team competing with the other for the championship of the Camera Works, so this should be an additional reason why every team should strive for high place. The girls are still going strong, their standings being:

	Won	Lost	Pct.	Aver.
Specials	16	10	.615	579
Brownies	13	13	.500	590
Juniors	13	13	.500	563
Kodaks	10	16	.384	579

The Camera League shows thirty-six games played to date, with "Bill" Seuffert in the lead with an average of 185 for thirty games. "Art" Miller holds top place in the high single class with 260, and the Walls have the banner with 1,123 pins to their credit for a single game. Complete scores are:

	Won	Lost	Pct.
Walls	22	14	.611
Clips	20	16	.556
Cases	15	21	.417
Backs	15	21	.417

The boys of the Screw Machine Department, known as the "Owls," show that the "Hawks" are crowing the loudest with 849 pins for single high game. Verstring wears the longest tail-feathers with 225 maples down for high game. He also has the highest average with 167-16 for thirty games. The score sheet proves:

	Won	Lost	Pct.
Hawks	28	14	.666
Owls	23	19	.547
Sparrows	17	25	.404
Eagles	17	25	.404

The Shutter League, with its six teams, has rolled a total of thirty-six games, the top notcher having 27,926 pins, closely followed by the No. 0 Diomatic with 3 pins less! They hold the record in this League by reason of 2,695 for three games, which looks to us like pretty good bowling! Henricus tops the slate this month, having 617 pins for an individual game. The youngest member of the League, who up to this point has been twenty-third on the list, has proved to be a "dark horse," for Shirmer has come right up to the front with 238 pins for high single game. Standings are:

	Won	Lost	Pct.
No. 1 Diomatics	24	12	.666
No. 0 Diomatics	21	15	.583
Ball Bearings	17	19	.472
Lathe	17	19	.472
Press	16	20	.444
Kodex	12	24	.333

The Foremen's League is still holding weekly sessions "in camera." Not knowing the pass word, we are unable to give much detail as to individual play, but we learn that "Newt" Smith's quintette still leads the way, while Kivell must have a "short" somewhere, for he trails on the end. Secretary Sullivan states the following scores are correct, as far as it's possible to vouch for them!

	Won	Lost
Smith	24	12
Rogers	19	17
Heaphy	15	21
Kivell	14	22



"JOE" FISHER AND "DAVE" OLSON

THE WHY!

This picture was originally supposed to illustrate the "swimming" article, "Something you should be able to do," inasmuch as it depicts Dave Olson, instructor for beginners, but it's too good a photograph to cut in two, so we are producing it in its entirety. By this method we not only show you Dave and tell you he is an expert at swimming, but we prove that he is also a hunter!

Every one knows Joe Fisher, so he shares the honors. The only trouble we know with Joe is that he is shy, but having an opportunity to show you that Joe does other things outside of being a tool maker, we grasped the opportunity.

SOMETHING YOU SHOULD BE ABLE TO DO

Arne Borg, the star Swedish swimmer, recently beat the world's record by covering five-hundred metres in six minutes, nineteen seconds!

We cannot all beat records, but there is one sure thing we can do, and should do, that is, to be able to swim. Difficult? Well—no! It's somethingakin to the old days when we learned to ride the bicycle. Funny thing about that! When we could ride, we wondered why we couldn't from the very beginning. The answer? Just confidence.

Swimming requires a little technical knowledge of body control, and the ability to think and act quickly. Our Swimming Group is open to all Camera Works employees. We have three competent instructors. Swimming is one of the best known forms of physical exercise.

After you learn to swim, the steps to diving are as follows: First, jump feet foremost from the edge of the pool. After you gain confidence, crouch with knees bent, hands extended, thumbs locked and with the head kept between the arms, fall forward into the water. Next step, repeat this exercise adding a springing movement of the legs. The tendency for the beginner is to lift the head and straighten the body as it nears the water, executing what is technically termed a "belly whopper." This can be avoided by inclining the head forward between the extended arms.

All these "pointers" are taught on Thursday nights at the Maplewood "Y," when our group has the pool from 8 o'clock until 10 o'clock. The Instructors are for beginners, Dave Olson; for advanced, Carl Loeschner; for polo, Frank Buehlman. Dues to C. W. R. C. members are one dollar per year. Arrangements are anticipated for a regular swimming meet open to the public in the early spring.



DEPARTMENT REPORTERS

Pick yours out

DEPARTMENT REPORTERS COLUMN

Gus Knight, veteran of the Camera Works, did not long survive the amputation of his leg, and died on December 16, being buried in Mount Hope Cemetery. We shall miss his familiar figure, he having worked in the Woodworking Departments for over thirty-five years. We extend our sympathy to his family.

We welcome back to our midst Bernard Mildahn, who has been absent from the Inspection Department some months on account of a painful operation. We wish him continued good health.

Sympathy is expressed to Gussie Frank, Forewoman in the Covering Department, on the death of her father.

Alice Garret, Standards Department, has been obliged to temporarily retire from active duties because of throat trouble. We hope she will rapidly recover and be with us again in her accustomed place, in Mr. McKenny's Office.

The boys of the Ciné-Kodak Department, we are informed, have had to resort to wearing goggles because of increased illumination caused by a very nice diamond worn upon the left hand of Hilda Pfarrer. We do not know the lucky man, but Hilda will convey our congratulations.

The sympathy of many friends is recorded to Joseph Kerstner, of the Cost Department, who had the misfortune to lose his father, and to Ruth and Maude Feasel, of the Stock Record and Brownie Covering Departments respectively, who recently suffered the death of their brother.

The girls of the Ciné Kodak Department had the right spirit of friendliness, which was shown in a very successful party held at the home of Hilda Pfarrer. There was Florence Kinnen, Mildred Culhane, Elizabeth Gocek, Lillian Boshier, Lyda Ladwig, and Daisy Shoemaker who each contributed to the share of the fun, and who each brought a suitable gift.

We have received several items from the Milling Department, the reporter of which shows a good co-operative spirit. Among them is the fact that the Milling Pinchle Club will meet all comers on their home grounds—especially "Eddie" Frank and Herman Wandke. That the department will furnish two wrestling matches for the next C. W. R. C. Smoker in "Hot dog" Pugliese vs. "Kid" Gurovitch and "Clinton" Hayes vs. "Shingle" Boland. That congratulations are offered to Joseph DeJioia on the occasion of his marriage to Miss Irish. That the boys had a theatre party in which twenty-five real good sports attended and enjoyed. That "Joe" Stein is in the market for a real chicken. That "Jimmie" Shaffer was presented with a new kennel for his pet dog. That Ralph Coddington and Elizabeth McMahon are the two most popular "Red heads" in the factory, and that's all our space will allow!

Congratulations to Jacob Sabella, whose wife presented him with a brand new baby boy.

The girls of the Stock Record Department recently entertained the members of the Planning and Tool Supervision, and also the male members of their own department. A very nice lunch was served, and each guest received a gift. Not to be outdone, the boys of the three departments reciprocated a little later by presenting each girl with a box of chocolates, together with every good wish for the new year. It is just such occasions as these that go to make up that friendly spirit which seems to prevail among the folks of our organization.

Our sympathy is extended to Frank Lisanti, screw machine operator, whose sister recently passed on.

Irene Kress, Inventory Department, holds an enviable record of which she and her department are justly proud. On the last day of the old year she completed twelve years of unbroken service, and, search our records as we might, we failed to find where she has been late during all that period! We congratulate you, Irene.

Sympathy is expressed to Joseph Shiffano, of the Inspection Department, whose mother passed away during the holiday season.

Frank Watkeys, a very popular man in the Tool Room and elsewhere, has had a series of misfortunes this last month. He slipped on an icy sidewalk, causing a severe injury to his leg, and during this painful period he suffered the extreme sorrow of losing his wife. His many friends extend their heartfelt sympathy.

The holiday spirit of good-will prevailed both in the factory and offices, and found practical expression in many a basket of provisions and gifts of money. In an organization as large as ours, it is practically impossible to officially recognize every individual case of distress, but the boys and girls of the various departments, knowing the circumstances of those working with them displayed, a splendid feeling of friendliness in taking care of those less fortunate than themselves.

TO THE REPORTERS

We thank you for your co-operation. We have selected the man or woman in each department who knows the boys and girls in their particular group well enough to gather news. We know it is a disappointment to the folks working with you not to have items regarding them in the *Magazine*. Everyone likes to read of events which concerns them or their department. While it may not always be possible to publish all news items—owing to lack of space, or some other good reason—the chances are greatly in favor of your contribution appearing in print, especially if accompanied by a picture. Tell the folks in your group that you will appreciate them informing you of happenings among them.

MAIN



OFFICE

P. R. MEINHARD, Editor



A GROWING DEPARTMENT

The Duplicating Section of the Stenographic Department was opened in April, 1923, when one machine was installed to fill what seemed a comparatively limited demand for the type of work of which it was capable. The work demanded only a part of the time of one person. Since then the section has grown rapidly so that now three men and two girls are constantly employed. They are under the direction of Mrs. Hood, with Ugo di Guantomasso in direct charge. Six machines, two of them motor-driven, are being used and an automatic feeding device has been added to speed up production. The machines are of the latest types and cover every phase of duplicating work. The motor-driven feed is capable of handling 8,000 sheets in one run and in its operation reminds one of similar devices on the big newspaper presses.

A large part of the work is run on machines that use regular printers' type of many different styles, including some that exactly duplicate the principal kinds of typewriter lettering. The impressions are made either with ink or from a ribbon. In the latter case an identical ribbon, except for its width, may be used on typewriters reserved for filling in the differing details of form letters. In this way a perfect match is obtained between those details and the body of the work. The same machines that use type can also reproduce line drawings by means of electrotype plates.

One of the duplicating devices employs an improved form of stencil which is either cut on a type-

writer or traced by an ingenious subsidiary machine. The latter makes possible stencils of handwriting (particularly signatures), drawings and miscellaneous office forms of all kinds. After the job in hand has been completed the stencils are filed away and can be used again at any time within a year.

One machine is especially adjusted for the printing of Cine Kodak titles and is used continuously for this class of work. The titles are used in films shipped to all parts of the country and even abroad. One of the recent jobs was the making of titles in eight languages of the "Trip through Filmiland."

Not the least interesting features of the department are the variety and the amount of the work turned out. Aside from the cine titles it produces copies of cuts for dealers' advertising, window display forms, departmental record forms of all descriptions, form letters, income tax cards, complete pamphlets on various subjects, etc. 450,000 pieces of work have been run off in a month. One job, which was naturally spread over an extended period, comprised half a million copies.

In spite of this production the Duplicating Section has not yet reached its total capacity but is looking forward to even higher records in the future. It has a splendid personnel and the best of equipment and it can turn out an immense amount of fine work. As a result it is difficult to even imagine a limit for the services which it can render to the other departments.

OF PERSONAL INTEREST

The Training Department is glad to see more of Margaret Beaven these days. Margaret has been working in the Stock Distribution for the past six months, and her former associates have only had glimpses of her when she reported for work each day. If you meet her when you come to the office in the morning or at noon, you may be sure that you are on time. She is one of the best clocks we have and has never been late since she came to us in May, 1924. That's a good record to beat. Why not try it?

The girls of the Advertising Office had a Christmas luncheon on Wednesday, December 24. The distribution of substantial gifts for all present was accomplished through the medium of a grab-bag. Not only did the affair provide an appropriate and enjoyable party for the girls, but it was also the source of holiday cheer for some of the less fortunate. Packages of food, clothing and toys were made up for two families, and a sunshine box prepared for an old lady.

The Training Department recently welcomed Irene Dean, Frances Smith and Alice Rowland, all from the Stenographic Department. Irene returned from the holidays, wearing a beautiful diamond. The lucky man is Mr. Derwood Braman, of Penfield. We congratulate Mr. Braman on his capture of a very fine girl, and we wish both of them happiness and success.

Cupid took two shots at the Training Department during the holidays. In addition to an engagement we have also a marriage to announce. Laura Lansdale became the bride of Mr. Samuel D. Turner, of Baltimore, Md. We wish them a long and happy life together.

Burton Webster, of the Stock Department, has been on the sick list for some time. All of his friends hope to have him back again soon.

Helen Buggie, of the Stock Department, entertained on January 5 for Mrs. Don Roach, nee Rena Bradley, who was in town for the holidays. Rena is now living in Rockford, Illinois.

The Advertising Department announces the engagement of Marguerite Anna Davis to Mr. Carl Stoeber. We all unite in congratulating Mr. Stoeber and extending best wishes to "Marj."

Congratulations are offered Mr. and Mrs. "Al" Greenfield on the arrival of a nine-pound daughter on December 29. The happy father is employed in the Export Shipping Department. Our reporter tells us that "Al" has given up the idea of replacing his worn-out alarm clock.

Mildred Meisch, formerly of the Training Department, has been transferred to the Planning.

Among the holiday engagements we wish to record that of Bernadine Garvey, of the Sales Department, to Mr. Walter Kaul. Best wishes!

Henry Brinker, head of the Bookkeeping Department, is away from his desk on leave of absence. We hope that it will not be very long before he returns to us, strengthened and rested.

Mrs. James Cotter, formerly Alice Foley of the Distribution Department, came here from her home in Boston for the holidays. She visited her friends on the seventh floor the day after Christmas.

The Sales Department was glad of the opportunity to welcome back Miss McGrath a short time ago after an absence of about three weeks. She was greatly missed, particularly because she is very rarely absent and because her recent enforced vacation was the first lengthy one that she has had to take on account of illness.

We extend a cordial welcome to Mildred Henz, of the Sales Department, and Archie D. Martindale, of the Comptroller's Department, both of whom came to Kodak Office during December.

We regret to announce that Ruth Sullivan, of the Sales Department, has been confined to her home on account of illness.

Chalk up another hit for the young gentleman who plies the golden arrows! This time the willing victims are Marie Leflett, of the Tabulating Department, and Mr. Lester A. Wallinger, of Detroit. We wish both of them every happiness.

George Loveny, of the Stock Department, moved into his new home at Roselawn recently. We offer our congratulations, and along with them a bit of advice on the best method of heating the house. We are told that his furnace is apparently arranged in such a way that the heat it gives forth varies inversely as the amount of coal scooped into its ravenous maw. The logical thing to do when the next cold snap comes is, therefore, to let the fire go out.

Annabelle Coates, of the File Department, has announced her engagement to Mr. Arthur Flora. Our congratulations to the young man and our best wishes to both!

The members of the Training Department enjoy having Mabel Tierney, of the Sales, with them, and hope that her stay will be as profitable to her as it is pleasant to them.

We congratulate Mr. and Mrs. Fred M. Bishop on the arrival of Cecily Bishop on Monday, December 22. She weighed eight pounds, six and one-half ounces. Fred is a member of the Development Department.

If you have any teeth that need extracting, make an appointment with the Medical Department; practically painless, no charge.



INDUSTRIAL RELATIONS WINTER PARTY

The Industrial Relations, Medical and Personnel Departments were among the late, but nevertheless, thorough holiday celebrators. Here they are on the occasion of their joint Christmas lunch, together with their gifts, their diminutive tree and their chef extraordinary, Safety Supervisor Thompson. The latter's costume indicates that he was ready for all eventualities, although the most arduous task that devolved upon him was the carving of the roast beef.

Although there were enough celebrities present to have made up quite a program there were no speeches. And although there were enough "medics" present to man a small hospital they were not required to display any of their wares either, the affair being quite harmless in spite of the presence of the "Chief's" big knife. In short all formality and thoughts of official duties were suspended during one of the most successful parties that the departments have ever enjoyed.

BOOKS ON ADVERTISING

Last month we published the first of a series of short reading lists on business subjects. This month's selection concerns itself with advertising. It covers one of the most attractive phases of modern business, one that has been developed from a bald statement of things to sell to one of the most complicated and interesting professions. If you haven't attempted to write an "ad" yourself, you might try your hand and head at it one of these stormy evenings by way of a change of diet from your cross-word puzzling. The books listed below will help. If you want one of them, telephone the business library early, because the *Magazine* itself is no mean advertising medium, as was demonstrated to the librarians the day after the first list appeared.

- "Advertising Handbook," Hall
- "Principles of Advertising," Starch
- "Light and Color in Advertising and Merchandising," Luckiesh
- "Practical Publicity," Demerse
- "Specialty Advertising," Bunting
- "Advertising to Retailers," Burdick
- "Principles and Practice of Advertising," Wadsworth
- "Advertising by Motion Pictures," Dench
- "Effective Type-use for Advertising," Sherbow

SAFETY SUGGESTIONS

We read many things, but sometimes they penetrate not, neither do they sink in. For instance, do you remember the Safety Suggestion Competition announced in the general section of the December number? Do you remember what there is in it for you if you enter the interplant race and win?

There is only one prize or, rather, there are two prizes for the same lucky person. They are a cash award and either an extra two weeks' vacation or a trip to the 1925 Safety Congress. Nothing to sneeze at, any way you choose to look at it! And it's a real sporting proposition, like a boxing match: Either you win—or you don't.

The Executive Safety Committee of the Company will be the supreme court. They will do the judging sometime after June 30, when the competition closes. That seems a long way off but don't wait until the last minute to work up your suggestion, because it will be too late then to get it into the best possible form. Do it right away. Jot down an explanation of, and a cure for, that glaring fault you have noticed. Think it over, be sure you are covering every phase of the idea. Sleep on it! Then give the whole suggestion a good working-over, word it as concisely and accurately as possible, and send it to the Kodak Office Suggestion Secretary, pronto.



MEDICAL DIVISION OF SALES DEPARTMENT

The above picture registers, in part, what the camera saw when the members of the demonstrating force of the Medical Division were in Rochester recently for a conference.

This branch of the company's activities is so specialized that there are probably a great many of us who are not aware of the fact that the name "Eastman" is almost as famous among X-ray specialties as "Kodak" is among amateur photographers. These gentlemen above see that it remains famous.

Some time ago we were reminded of an engagement which was omitted from these columns through inadvertence. But perhaps there is no better time to announce it, after all, than this past-holiday season. The engagement is that of Blanche Taylor, of the Distribution Department, to Mr. George Freeman. The happy couple will please consider that we aim to make amends, in the doubled sincerity of our good wishes, for what we have lacked in promptness.

Lester Trumble, of the Export Shipping, returned from his vacation late in December with the announcement, reinforced by cigars, that he had joined the benedicts, having been married to Miss Katherine Dryer while he was away. We offer our congratulations and best wishes.

On December 31 the girls of the Receiving Department held a farewell party on the third floor to bid goodbye to 1924. They had a merry time until they started to serve the refreshments, when they discovered that the ice-cream had been spirited away. When they finally found it they learned also how "Johnnie" Marcello, who managed to be present, kept so cool. He has threatened to eat all of the cream the next time instead of simply his own portion.

Sophia Widman of the Receiving Department came in on December 26 wreathed in smiles, undoubtedly because she was the recipient of a beautiful diamond. Her associates are not certain as to when they will lose her but they are afraid that it will be soon. Mr. Clarence Statt is the lucky man.

A baby girl was born to Mr. and Mrs. Roland L. Sandford, of Cleveland, Ohio, on January 8. Mrs. Sandford was formerly Mildred Kimber, of the Stenographic Department. Mrs. Hood and her girls extend congratulations to their friends "Milly" and "Sandy."

The members of the Mail and File Department express their sincere sympathy to Katherine Koeth on the loss of her aunt, who died on December 31.

The Stenographic Department was sorry to lose Mary Marsh, who decided to use her talents in another line of work and left the company on January 10.

With the invaluable help of liberal superintendence contributed by most of us from the windows of building No. 7, the new warehouse has finally acquired a complete roof. There has been considerable speculation as to the lay-out of the fifth floor, which will house the restaurant, auditorium and rest-rooms and which, it is hoped, will be opened about April 1. We expect to publish a description of the floor in the March issue in order to satisfy some of the curiosity on this point.

The girls of the Stock Department entertained Marion Pohl Welke in the lunch room one evening not long ago. Marion left the employ of the company to take up her household duties.



HAWK-EYE

JOHN HARBISON

Editor



THE RISING GENERATION AT HAWK-EYE

First row: Happy Argendo, Edward Maloney, Fred Herr, Meyer Mofsky, Alden Seymour, Leo Dirksen; Second row: Joseph Bacher, Louis Maier, Henry Heesch, Edwin Farrell, Gordon Berg, John Walsh; Third row: Clarence Ziegler, Herman Rexer, Franklin Mathis, Francis McDermott, George Ovenberg, Philip Winkler; Fourth row: John Meerdink, Anthony Streber, Lewis Kirchner, Philip Klos, Ernest Maibauer, Charles Metz; Fifth row: Clayton Knope, Howard Reulbach, William Auer, Andrew Nelson, Ralph Hacfele, Charles Hoffleier, Charles Prentice.

Each of the past four or five Monday evenings has found about twenty-five young men gathered in the Women's Dining Room for an intellectual sixty minutes.

There were in all eight meetings scheduled, which were to be addressed by seven different speakers. Mr. Higgins led off with a very interesting talk on "Opportunity—What Chance Has a Man to Be What He Wants to Be?" Various aspects of opportunity as it comes to the average man were pointed out and discussed. The importance of embracing those opportunities which are open to everybody but which are often neglected was stressed.

Mr. Farman spoke at the second meeting on "Success—What Do You Mean by Making Good?" There was an informal discussion of topics, pertaining to the standards by which we judge success together with some suggestions on how to attain it.

Mr. Guilford came next with an excellent exposition of "World Brotherhood—In What Sense Are All Men Brothers?" This talk was concerned largely with the economic inter-dependence of all the nations in the world and an examination of those relationships in life that constitute the social system.

Mr. Harbison spoke on "Our Government—What Makes a Good Citizen."

We intend to make the last half of the schedule as interesting as was the first.

THE CONVIVIAL STANDARDS DEPARTMENT

The entire Standards Department were the invited guests of George and Mildred Ansell on a Saturday afternoon in January. The avowed purpose of the gathering was to contribute something original to the art of skiing and coasting. Ernie Underwood made his debut as a skier, and he sure did come out. George Ansell felt called upon to entertain with some animal impersonations. His best imitation, and to him the most popular, was the ostrich in a familiar pose. George spent most of the afternoon with his head in the snow. Inez Prentice added to the festivities by concentrating her tremendous weight on one sled, which smashed it. The other guests included Minnie Nelson, Jennie Costich, Andy Nelson, Hank Heesch, Louie Klein, Bob Cairns and J. H. DuRacher.



BILL DEAN—President Elect



JIM WELDON

H. E. A. A. ELECTION

The annual election of officers to guide the activities of the Hawk-Eye Athletic Association during 1925 was held late in December. The nominating committee made a wise selection of candidates. Each had his or her group of ardent supporters. Consequently the counts were all close. The presidency went to Bill Dean, who is well qualified to render efficient service in that capacity. He will be capably assisted by Bob Bowen in the role of vice-president. The contests for floor representatives were all close races. Charlie Durkin, of the Plating Department, and Hank Freitag, of the Brass Room, finally won out as members of the board from the first tier. Charlie Metz, of the Accounting Department, will represent the interests of the second floor. Lulu Breunik and George Kosel, both of the Finder Lens Department, will guard the interests of the third floor. Joe Brady, of the Anastigmat Lens Department, is the gentleman from the fourth floor. Lois Kurtz, of the Inspection Department, and Pete Klos, of the Centering Department, are the members of the board from the fifth floor. With a staff of this caliber on the job, we look for a banner year. The candidates, both successful and defeated, wish to thank the friends who supported them so loyally at the polls.

To all the retiring members of the Board, and to Harry Moore in particular, the entire plant wishes to express their appreciation for valuable services cheerfully given.

Anna Fleckiger and Ed McLean, both of the Centering Department, became engaged late in December. Their friends join us in wishing the bride-to-be happiness and in congratulating Ed.

We present this picture of Jim Weldon for no reason in particular, except that we thought the beauty of our pages would be enhanced by a real work of art. Jim needs no introduction, because he has a way of gaining wide publicity by virtue of his athletic endeavors. We promised not to mention that Jim plays golf, and we shall hold that promise sacred.

A son, Frederick Robert, was born to Mr. and Mrs. Howard Reulbach on November 23rd. Howard says that the boy shows pugilistic tendencies even at this tender age.

Augusta Hennik mourns the loss of her mother, who died December 30. We deeply sympathize with her in her sorrow.

GIRLS' BOWLING

An examination of the girls' bowling scores will indicate that Hawk-Eye can boast of several performers of real merit. A comparison of the scores, given below with those printed in an earlier issue, will show a marked improvement. Ten or twelve girls manage to gather at the Elm Bowling Hall one evening each week to joust for the position of honor, which is now held by Ruth Benson. Ella Wienecke has registered the highest single game score of the season with 166. We hope that our stars may have the opportunity to match their skill with the best that some of the other plants have to offer. The averages to date follow:

Ruth Benson	111	Frances Mahan	89
Ruby Larker	104	Tina Drummond	87
Ella Wienecke	103	Minnie Nelson	85
Mildred Zachman	100	Agnes Guinan	85
Gladys Graham	91	Helen Kieffer	82
Alice Gears	89	Myrtle Van Buren	68



AUGUSTA HENNIK CAUGHT WHILE PERFORMING SOME MATHEMATICAL CALCULATION THAT WILL BE OF GREAT INTEREST TO MANY OF OUR PEOPLE.

LIBRARY NOTES

Alec Muir says, "Those of us who have had the privilege of reading 'Betty Zane' by Zane Grey have read a book that is more than fiction. It seems to be one of those books which show that truth is stranger than fiction.

"In writing 'Betty Zane' the author has based his story on the actual written diary or record of one of his famous pioneer ancestors, and has interwoven into it romance, adventure, the everyday life of the pioneer, his joys, pleasures and hopes, and he has written them as only Zane Grey can.

Two new books have become the property of the Hawk-Eye library. The one is entitled "Men Who are Making America" and the other "Keys to Success." Both were written by B. C. Forbes. The first volume mentioned contains short sketches of the lives of fifty of America's most prosperous men. The second is composed of short essays on those characteristics which are usually found in the successful man. The author says that the book aims:

"First—To guide the reader into the right paths.

"Second—To warn him of the difficulties he will encounter, show him how others overcame similar or greater difficulties, and hearten him to wrestle with and triumph over them.

"Third—To inculcate correct ideas on what constitutes worthwhile success, so that the ambitious youth may be able, before it is too late, to differentiate between the true and the false, the tinsel and the real, the showy shadow and the twenty-four carat substance.

"Fourth—To invest life with a purpose that will yield satisfying joy at the end as well as during the early and mid-way stages."

These books are specially recommended to those young men who have attended the Monday Evening Discussions.

INSPECTION GIRLS' PARTY

The girls of the Inspection Department could not let the season go by without at least one party. Helen Del Monaco and Loretta Ereth assumed the duties of directors general, and the results of their efforts justified the expectations of the most optimistic enthusiasts.

The decorations were elaborate, tasteful and abundant. Red and green candles provided an illumination that was at once appropriate and attractive. In spite of the dim lights the guests had no difficulty in disposing of the food, which was good enough to have been served by Rochester's most famous caterer. Each one present was the recipient of a gift, which had been chosen to harmonize with the characteristics of the person for whom it was intended. Without music, the evening would have been incomplete. Marie Leimberger, Rose Amico and Yetta Levine were determined to sing a song or two in spite of loud protests. Helen Kieffer gained control of the piano, and the trio above mentioned turned loose some melodies that were not without considerable merit. Irene Bills and Helen Plain entertained with "The Night Before Christmas." The exhibition dancing of Helen Del Monaco and Loretta Ereth was one of the high spots of the evening's program. Poetical selections by Ella Wienecke, Stella Zielinski, and Gladys Graham rounded off the evening's entertainment. The absence of Syd Leggett, who had promised to take some pictures, was keenly felt. This is the first time recorded in history that Syd failed to embrace an opportunity of that kind.

We offer our condolence to Herman Rexer, of the Drafting Department, whose sister died on December 16th.



FOLMER- CENTURY

CLARENCE H. HARPER
Editor



FACTORY NOTES



WILLIAM B. DALY

At an election held on December 24, William B. Daly was elected a director of the Kodak Employees Association, succeeding Charles E. Dorsey, whose term of office expired in January, 1925.

We extend our sincere sympathy to Nelson Burke, of the Assembly Department, whose sister died on January 6

Santa Claus was good to George Jost of the Standards Department. On Christmas eve he left a baby girl at his home, whose name is Jean Mary.

Sylvia Nawrocka, who was transferred to our D. & E. Department from the Kodak Office a few months ago, was married to Leonard Jeffko on January 17. We extend our hearty congratulations.

Congratulations are in order to Wm. Merkel on the arrival of a son, William Jr., who made his appearance on January 5.

We regret to report the resignation of Mrs. Adelaide McKewen, who is leaving us to take up the pleasures of housekeeping. "Paddy," as she is known to her office associates, has been a popular member of the Cost Department and we are going to miss her very much.

Another future Kodak worker made his debut into this world at the Park Avenue hospital on January 4. His name is Arthur Anthony Lintz. Fred Lintz of the Shipping Department is his proud father.

Louis Kraft, of the Assembly Department, has returned to work after an illness of several weeks.

Our sincere sympathy is extended to William Merkel of the Tool Department on the death of his mother which occurred on December 31.

Jennie Bradley, of the Covering Department, has returned from a short visit to Mrs. Merle Stout, of Pike, N. Y. Mrs. Stout was formerly employed in our Cost Department.

Howard Forbes, who has been ill at the General Hospital, has recovered sufficiently to return to his home where he is now convalescing.

Wm. McCormack's stepmother passed away at her home in Cleveland, Ohio, on January 11. We tender our condolences to the family.

William Trumpp, John Ricketts and Joseph Johnroe are absent, due to illness. We hope for their recovery and return to work within a short time.

Al Doering, of the Plating Department, has purchased a new Willys-Knight car and is busy studying up on the traffic laws.

Adam Hehler, one of our old and valued employees, entered into rest on January 5. He was with us from June, 1902, until his retirement in May, 1922.

Our sincere sympathy is extended to his family.

If a crooked stick is before us, you need not explain how crooked it is. Lay a straight one down by the side of it, and the work is well done. Preach the truth and error will stand abashed in its presence.—Spurgeon.

A T H L E T I C S



NEW SPORT APPEARS

THE Camera Works Recreation Club boasts of a very unique sport in the curriculum of its athletic activities. The Swimming Group of the Camera Works, besides offering instruction in swimming, diving and life-saving methods, has organized a water-polo team. Under the able direction of Coach Buehlman the "water dogs" have made ready to meet any competition the city can provide.

Water Polo is an innovation in industrial sports as far as we know, but its sponsors on State Street expect to find worthy opponents for the team in local Y. M. C. A. and high school organizations.

The C. W. R. C. Swimming Group meets in the evening once a week in the pool of the Maplewood Branch, Y. M. C. A. Membership to the club is not limited to swimmers of proven ability alone, as one might suppose. In fact, one of the chief purposes of the organization is to provide expert instruction for those people who are not able to properly control themselves in the water. Classes are now being conducted for beginning swimmers under the leadership of "Dave" Olson, well-known speed swimmer. Instruction in the fine points of diving is being supervised by Carl Loesch, also a past master in this particular field.

Says Grantland Rice—"In a few more years this universe will be only a place replete with football stadiums, boxing arenas and golf courses. Those not interested in any of these sports can take a running jump into the sea."

H. B. COLLINS HIGH MAN IN INVITATION GUN TOURNEY

FURTHER proof of the fact that the Camera Works Gun Club is pushing to the fore in trapshooting activities of the city was in evidence at an invitation tourney held by the Flower City Sportsmen's Club last month. While the Club as a whole showed an improvement over previous efforts, all this was dimmed by the outstanding performance of H. B. Collins, who won the merchandise event from the late Dr. T. J. O'Connell, then holder of the state trapshooting title. Mr. Collins also lead the Camera Works nimrods in the main event by breaking 41 out of a possible 50. Dr. O'Connell won in this event with a total of 45. These scores were considered as representing a fine bit of shooting as the prevailing weather was extremely cold.

BASEBALL VS. GOLF

ST. Louis, American League, ball players received a terrible jolt not long ago when Manager George Sisler laid down the law in his training camp that all golf players in the ranks would have to leave their clubs, drives and conversation on the links. Sisler says that golf and baseball don't mix well. The result was that golf had to be abandoned in most cases because golf wouldn't be golf at all unless it could be talked about before and after.

However, golf will continue to be played—played by business men—business men will talk golf, and, well, business will go on as usual.

Safety Tommy



Maybe I can "jay
walk" because I
have four feet to
get out of the way
with —
you have only two

SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF JANUARY 10, 1925

	Standing Last Month	No. of Employees	No. of members	Percentage of Employees Subscribing	Total Shares
ROCHESTER PLANTS					
1. Hawk-Eye.....	1	389	341	87.6%	3,275
2. Kodak Office.....	2	1,156	744	64.3%	6,645
3. Camera Works.....	4	1,501	825	54.9%	5,599
4. Folmer-Century.....	3	216	116	53.7%	908
5. Kodak Park.....	5	5,873	2,944	50.1%	24,482
Non-Employees.....			279		2,148
OUT-OF-TOWN PLANTS					
1. Howland & Dewey Co. (San Francisco).....	1	18	18	100.0%	115
2. Milwaukee Photo Ma- terials Co.....	2	18	18	100.0%	114
3. John Haworth Co.....	3	57	49	85.9%	245
4. Taprell, Loomis & Co..	14	189	149	78.8%	1,266
5. Zimmerman Brothers (St. Paul).....	6	27	21	77.7%	164
6. Chicago Branch.....	8	113	87	76.9%	962
7. O. H. Peck Co.....	5	29	22	75.8%	169
8. Des Moines Photo Ma- terials Co.....	9	20	15	75.0%	111
9. New York Branch.....	10	92	66	71.7%	540
10. Zimmerman Brothers (Duluth).....	11	7	5	71.4%	40
11. Northwestern Photo Supply Co.....	12	28	19	67.8%	99
12. Glenn Photo Stock Co..	4	23	15	65.2%	114
13. Denver Photo Materials Co.....	7	20	13	65.0%	65
14. San Francisco Branch..	13	65	40	61.5%	302
15. Howland & Dewey Co. (Los Angeles).....	15	58	32	55.1%	141
16. Robert Dempster Co...	17	20	10	50.0%	143
17. Salesmen and Demon- strators.....	16	135	67	49.6%	1,502
18. Sweet, Wallach & Co...	20	74	32	43.2%	496
19. Robey-French Co.....	18	45	18	40.0%	135
20. Bell Photo Supply Co..	19	20	6	30.0%	44
21. Eastman Stockhouse Inc. (New York City)....	21	59	12	20.03%	148
22. American Aristotype Co.	22	32	4	12.5%	38
23. Kodak Mexicana.....	23	20	1	5.0%	12
Total.....		10,304	5,969	55.2%	50,022

Average Subscription—8.3 shares.

Total Matured or Par Value—\$5,002,200.00.