

The KODAK

Magazine



March 1925

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

MONTHLY ACCIDENT REPORT
JANUARY, 1925

PLANT	Accident Cases		Accidents per 1000 Employees	
	1925	1924	1925	1924
Kodak Office.....	2	2	1.73	1.69
Camera Works.....	..	3	..	1.61
Folmer-Century.....	..	1	..	2.95
Hawk-Eye Works.....	..	2	..	3.15
Kodak Park Works.....	8	14	1.37	2.23
Total—Rochester Plants..	10	22	1.10	2.14

NATURE OF ACCIDENTS DURING MONTH

5 cases of injury through bruises, burns and lacerations, etc.
2 cases of injury through strain.
2 cases of injury through falling and slipping.
1 case of injury around saw.

—
10 Employees' accident cases during month.

The Boss

- Would rather promote you than fire you.*
- Will pay you more for your loyalty than your cleverness.*
- Cannot be expected to share profits unless you share responsibility.*
- Probably puts in longer hours than you do.*
- Would gladly trade worries with you.*
- Finds the highest paid position the hardest to fill.*
- Is always looking for a man with a real idea.*



Keep a Kodak story of the children

Autographic Kodaks \$6.50 up

Eastman Kodak Company, Rochester, N. Y., *The Kodak City*

THIS KODAK ADVERTISEMENT WON A THOUSAND DOLLAR PRIZE—See page 3

The KODAK Magazine

VOL. V

MARCH, 1925

No. 10

KODAK ADVERTISEMENT WINS \$1000.00 AWARD



"BART"

L. HAYWARD BARTLETT, our assistant advertising manager, won the prize of one thousand dollars, offered by the Harvard Advertising Awards for the advertisement most effectively accomplishing its purpose in a few words, with or without illustration—and that is something for both the company and "Bart" to be proud of.

The advertisement in question appeared in various newspaper rotogravure sections in May, 1924. A reproduction of it is shown on page 2.

The Harvard Advertising Awards, founded a little over a year ago by Edward W. Bok, consist of a series of awards for advertising campaigns and research, and for distinguished individual advertisements, and are administered by the Harvard Business School of Harvard University.

The awards were presented at a recent dinner in Boston, but Mr. Bartlett, owing to his serious illness, was unable to be present; it is a great pleasure to add, however, that he is now well on the road to recovery.

The illustration used in this advertisement was also used by us as the cover illustration for the April, 1924, *Kodak Magazine*, as it is our policy, when practicable, to "key in" with the company advertising in this manner.

The Harvard Advertising Awards are offered in the conviction that advertising, wisely utilized, is a great economic power to broaden markets and decrease the cost of distributing goods, but, if unscientifically employed, is wasteful to the community.

"It is therefore hoped that the focusing of public attention on the successful practical use of advertising through a recognition of meritorious work will stimulate improvement in advertising, thereby making it serve business and society more effectively."

In a way perhaps, for a number of years, our own advertising has been unique, in that we have depended largely upon photographic illustrations to tell the story.

That we should use photographs for illustrations was but natural, but we were one of the first, if not the first, of the large advertisers to recognize the possibilities of photography for advertising illustrations.

We contended, and still contend, that a good photograph, artistically conceived, is as valuable (or even more valuable) for advertising purposes as a painting or drawing, and we have encouraged skilled photographers to exercise their best talents, and have paid them for their work accordingly.

NOTE: As Mr. Bartlett is an exceedingly modest man, we publish his portrait in equally modest dimensions; in fact it is only due to his enforced absence that we are able to put this one over on him.

A TRUE FRIEND

JOY-KILLERS are a nuisance. They always tell us, "No, you mustn't do this and you can't do that," until we wish they were in Halifax or some other place.

We hail with delight a friend who looks happy, is good-natured, steps lively and does not *always* give us advice.

And the funny part about it is that this is just the person we go to when we really wish to talk a thing over.

Sometimes we ask ourselves why it is we do go to this particular friend. Then we see it is because we feel sure that he has a sane view of life. And then we ask him *why* this is so.

He tells us it is because he rarely (if ever) has a backache, or headache, or that "tired feeling" or something worse—all of which muddles brains and warps judgment. We ask him what he does to keep himself so fit. Then he gives away his secret.

First he's a regular Harry Lauder and drinks "tumblers of cauld, cauld water." He takes two just as soon as he gets up in the morning. These rinse out the stomach, start the motor in the bowels, and set the kidneys to work. He ends his day by taking another tumblerful, and between times manages to get three others. This amount keeps his radiators from boiling and gives the machine enough to work on comfortably for the day.

He always eats a *respectable* breakfast. Not the same things necessarily but enough to work on through the morning without another crumb or swallow (but water). Then he's ready to eat enough at noon to last him until supper. "Three meals a day with nothing between," is his slogan.

Here's another thing he says he's learned to do—to attend to his bowels right after breakfast *before* he leaves for work.

Yes, he says it takes five minutes or so, but "*it's worth it.*"

He didn't use to do this and sometimes his bowels would not move for two or

three days, then would come a headache or his mouth would taste "rotten" or he'd have pimples. Now he gives nature a chance, and he reaps the benefit.

He spends another five minutes right after supper in the same way. With two good bowel movements a day he says he feels like a "fighting cock."

He didn't use to care for vegetables, but one time when he was sick his doctor told him that he could never keep his bowels and blood and tissues healthy unless he ate more vegetables. He said he was willing to "try anything once," so went to it. Ever since he's been eating cabbage, lettuce or some raw vegetable each day and a cooked one beside potato. He likes them now—even better than his dessert—and that's the truth.

Living in Rochester it was easy enough to get fruit every day. He's kept up the habit he had when he was a boy of eating an apple every evening. In the spring and summer he takes cherries or an orange or something like that.

He shows he's a little Scotch because he always has his "porridge" for breakfast. But being born in America he likes his "shredded wheat" and "fruit" for summer breakfasts. "A cereal helps to start the day right," he says.

Muffins, rolls and bread made of rye, graham or whole wheat are "great," according to this same adviser—and at one meal in the day at least this sort of bread stuff is eaten.

There's one thing he says, that has taken more "grit" than all the others put together, and that is to get some exercise out of doors for an hour each day. It's easy enough to get it when there is skating, or tennis or ball. But he owns an auto and hates to use his legs.

Sometimes he takes to exercising before going to bed. In one way or another, he keeps his muscles in good trim.

Are you convinced that the judgment of this friend is sound? If so, begin today to do the things he suggests.

EXPENSIVE CARELESSNESS

READ BEFORE YOU SIGN YOUR NAME

NEVER sign a paper, or document of any sort unless you know exactly what you are doing. If everyone always followed this rule, the following history of what happened to one of your fellow employees would never have been written.

This man owned a lot upon which he desired to erect a home. He went to a local concern which had been advertising that it was in the business of building and financing medium-priced homes, and arranged with them to build a house on his lot. At the same time he applied for loans from the Eastman Savings and Loan Association and the Kodak Employees Association (Incorporated) for the necessary building loans, both of which were granted and the home building concern was assured that the proceeds of these loans would be paid to it direct on the request of the mortgagor.

Shortly after his loan applications had been accepted he was requested to call at the office of the home building company and sign a contract. This he did during his noon-hour, reading the contract very hurriedly and signing it and also three other papers, which he signed without reading. These three additional papers turned out later to be promissory notes, aggregating over \$4,000 and payable several months from that date.

The middle of the following month he signed a bond and mortgage to the Eastman Savings and Loan Association, covering the first mortgage and gave an order to pay the proceeds to the home building company. A little later he signed a bond and mortgage to the Kodak Employees' Association (Incorporated). At the time he signed the first mortgage he was asked for his contract with the home building company, and he replied that he had never received one. The home building company was then asked for a copy of the

contract, which was sent but which made no reference to any notes.

It later transpired that an officer of the home building company, after receiving these notes, took the largest one of them to an out-of-town bank and discounted it, the proceeds being placed to the credit of the home building company. In addition to this the home building company received payment of the contract price in full from the Eastman Savings and Loan Association and the Kodak Employees Association (Incorporated). When the note which had been discounted became due, the home building company paid part of it, but a balance of about \$1,200 was not paid. The home building company a little later went into bankruptcy. The bank holding the discounted note then sued the maker for the balance due on it. After a considerable delay the case came to trial, which lasted four days and resulted in a verdict against the bank solely because the jury believed that the bank's officers had intimate knowledge of the way in which the home building company was conducting its business. The bank, however, has served notice of an appeal.

Bear in mind that according to the general rule of law, if you sign a promissory note and deliver it to someone else, even though you have a perfectly good defense against the note while it is in the hands of the first taker, if he should sell it for value before it is due to a third party who does not know of the defense, you cannot later set up the defense against the new owner of the note.

On top of all this annoyance, worry and expense the owner of the home might have lost over \$4,000 just through his carelessness in signing papers without looking at them and without understanding their contents.

Accept fair criticism with candor and misunderstanding with a smile.



NO BIGGER THAN A THUMB NAIL

This miniature Kodak, a gift of Kodak, Limited, London, to the Queen's Doll House at Wembley, is only $\frac{3}{4}$ inch high, and is complete to the tiniest detail, including a crystal lens. Three months were spent in its manufacture, every part being made separately by hand with jewelers tools and a microscope

KODAK EMPLOYEES ASSOCIATION (INCORPORATED)

REPORT OF ANNUAL MEETING

THE annual meeting of the members of Kodak Employees Association (Incorporated) was held at the Kodak Park Lunch Club Rooms on Saturday, January 17, at 12:30 p.m.

The following members were present: J. H. Haste, F. L. Higgins, S. H. Rogers, C. E. Dorsey, J. I. Rearson, H. D. Haight, H. S. Irwin, R. N. Reid, W. F. Folmer, Adolph Stuber, J. C. Williams, A. A. Ruttan, J. L. Gorham, P. W. Turner and M. K. Robinson.

Preceding the meeting a very enjoyable luncheon was served.

Mr. William B. Daly, of the Folmer-Century Works, was elected to membership in the Association. Messrs. Higgins, Rogers and Havens were re-elected as directors to serve for a term of three (3) years, and Mr. Daly was elected a director for a like term.

The annual report of the Treasurer,

Mr. Gorham, showed that the financial condition of the Association is flourishing.

Following the meeting of the members, the meeting of the Board of Directors of the Association was held, at which the following officers were elected for the ensuing year:

George Eastman	President
S. Herbert Rogers	1st Vice-President
Robert N. Reid	2nd Vice-President
J. L. Gorham	Treasurer
P. W. Turner	Assistant Treasurer
James S. Havens	Secretary
Harry S. Irwin	Assistant Secretary

Messrs. Haste, Stuber, Rogers and Rearson were elected as the Executive Committee.

General matters of business pertaining to the Association were discussed, and the meeting adjourned with a vote of thanks to Messrs. Haste and Ruttan, the hosts of the occasion.

Some men spend so much time looking before they leap that all they accumulate is a scared look.

—RELIANCE BULLETIN.

A "GRIFFIN" IN SHANGHAI

AN INTERVIEW WITH F. P. ROOT BY P. R. MEINHARD



APPROACHING SHANGHAI

FAR from referring to the grotesque and rapacious monster of mythology, "griffin," as used in our title, denotes the foreigner arriving for the first time in the Orient. We have the word of F. P. Root, of the Export Sales Department, that the modern griffin has none of the characteristics of the fabled beast—in fact in this case the griffin and Mr. Root are one. His recent trip to China marked his first visit to the land of the rising sun, and the term applied to him until he had passed a certain test for orientation that is known only to griffins and ex-griffins.

According to Mr. Root the griffin, when his boat approaches Shanghai, might easily be deceived by the sky-line which is revealed into thinking that he is coming to an American or European port, instead of to China. The illusion is preserved

until a nearer view shows a mass of junks, sampans, and other Chinese vessels loaded with meal cakes, fruits, vegetables, poultry and other produce without end. The oriental touch becomes quite pronounced as the thousands of inhabitants of those boats come into view, and still more so when a Chinese newsboy comes aboard to bargain with the newcomer, to the latter's ultimate chagrin. And so, although the boat pulls up to a modern floating dock, the griffin decides that it is China and Shanghai after all.

The first natives that greet his eye upon landing cannot be congratulated on their garb, in fact they are quite ragged, but these are, of course, the coolies, the manual laborers, and just now they seem to be the chief factor in Chinese transportation. There are few horses or trucks, most of



RIVER TRAFFIC AT SHANGHAI



SHANGHAI "TAXIS"

the packages of merchandise being carried on the coolies' heads, slung from bamboo poles over their shoulders or propelled by them on wheelbarrows. The griffin also observes the big cases of Kodak products that are shipped from State Street, being carried from the docks to the branch on two-wheeled carts, with six or eight men tugging on ropes and another guiding and balancing behind.

The newcomer has already had one opportunity to match his wits with a Chinaman on money matters. His next chance comes when he hires a 'rickshaman to take him to his hotel or place of business. The coolie grins ingratiatingly and makes himself understood to the effect that as a special favor he will take the traveler to his destination for forty cents, Chinese. Nine out of ten times the griffin agrees, only to find later that the correct fare is ten cents.

But this is only one of the things which the initiate must learn about the 'rickshaman. When asked if he knows where a certain place is the coolie always smiles blandly, and answers, "Can do;" and one starts out with the comfortable feeling of having one thing less to worry about. As

time passes, however, this assurance begins to ebb because the destination seems as far away as ever, and the coolie, while he jogs along, can be seen to glance out of the corner of his eye, as if for directions. The truth of the matter is that streets and numbers mean nothing to him, and unless his passenger motions or calls to him he will jog on until exhaustion or the great wall stops him.

The street corners are patrolled by Chinese policemen in blue uniforms and helmets, each armed with an automatic pistol and, what is much more effective for ordinary purposes, a stout bamboo club. Important crossings are controlled by Sikhs, who have been honorably discharged from the British Indian army. All of them are six feet or more in stature and seem even taller because of the black, red or white turbans which they wear. They are the terror of the jinricksha coolie. Woe unto him if one of the sharp-eyed Sikhs notices an unclean seat or back cushion, for then his municipal license is torn from his vehicle and he is ordered off the street, to reappear only when he has done a deal of explaining to the authorities.



A CHINESE JUNK

When the griffin enters the Kodak Shanghai Branch or other place of business he notices a number of unusual features. The head of the establishment or the one in immediate charge is called "number one man," and all those under him are similarly designated according to rank. This method holds outside the establishment as well as within, a directory listing the various business houses and under them the chief functionaries with their numbers. Thus "Chuck" Culbertson is known in Shanghai as the number one man of the Eastman branch, Herman Bakker as number two man, etc.

Business correspondence, the griffin finds, entails an amount of labor that appears stupendous to the Occidental. A letter from a Chinese customer is handed to a translator. He turns his English version over to a member of the foreign

staff who dictates a reply to an English-speaking stenographer. She transcribes her notes on the left-hand side of a letter-head that is divided in the middle by a vertical line. Then the translator comes into play again and writes the reply in Chinese to the right of the line.

Our Shanghai invoices, like their American prototypes, are made in quadruplicate. They too go to the translator after they are rendered in English, and he writes the Chinese equivalents under the various items. This does not entail any crowding on the bill, as might be supposed, because the Chinaman needs only about one-half the number of characters that we require, to express his ideas.

All envelopes are handed to the ablest translator for their addresses because the latter must, of course, be in Chinese, and they must be absolutely right. The importance of this can be realized when it is understood that all names, and especially modern and foreign ones, are phonetically expressed. "Kodak," for instance, is reproduced with two characters that give the equivalent sounds, but that mean absolutely nothing in Chinese. Under such a method of spelling the slightest error would mean misdirection.

The telephone is, of course, a common instrument in Shanghai, but in its use also the newcomer must become acquainted with Chinese custom. The party who is called takes up the receiver and says something that sounds like "Wah." Although this does not mean anything in particular it is useless to wait for "hello" or some other form of greeting, because the Chinaman has already told you as plainly as he intends to that he is at the other end of the wire. The foreigner gets his real shock, when he is given to understand that his line is busy. The operators speak both Chinese and English, but not American. They are British-trained, and so if one's party is busy the griffin is startled by the reply—"Line's engoied, sir."

The newcomer in any foreign country is, of course, liable to have his chief trouble with the currency encountered, and so it



A STREET SCENE IN SHANGHAI

is in Shanghai. It would not be so difficult to simply learn the relative values of the Haikuan and Shanghai taels, the Mexican and Shanghai dollars, and the subsidiary silver, copper and brass currency. But when it is considered that some of these are imaginary coins, that one may carry his bank account in any one of the many standards, and that all of the values change hourly with the price of silver in the Shanghai market the problem is of course aggravated.

A simpler classification of the currency is into "big money" and "small money." Big money is represented by the more valuable forms, like the silver dollars or bank notes, while small money is represented by the coins of less value. Most merchandise is priced both ways. An article selling for a silver dollar might cost \$1.18 in copper, depending upon what the trader thought he could sell copper for on that day. Our own prices are given in "big money," as shown in our Shanghai catalogs and price lists.

Even this method has its disadvantages for the neophyte, as he soon finds out. He may hand a newsboy a dollar bill and get in return a paper and \$1.20 in change. Usually the honest griffin thinks that he has received greater value than is due him and he lets out a whoop to call back the receding boy, only to have ten cents more thrust upon him because copper is cheap that day and the urchin has treated himself rather generously in the first place.

It is, of course, well known that some Chinese usages are highly amusing to foreigners, as are the customs of any remote country. It is well for us, however, to be careful at whom and at what we laugh, because we Americans ourselves apparently live in a very fragile glass house. The customs of other peoples, like the Chinese, may seem odd to us but it is generally agreed, at least among visitors to our shores, that some of our own ways are as laughable as could be found anywhere.

KODAK MAGAZINE IMPROVEMENT CONTEST

WINNERS TO BE ANNOUNCED LATER

A GOODLY number of very interesting letters were received as entries in our *Kodak Magazine* Improvement Contest.

We regret that, owing to a number of unusual conditions, we are unable to announce the winners in this issue.

In contests of this nature, the decisions

are quite apt to be very close, and it is our desire to give all the entries the most careful consideration before making the decisions.

The names of the winners will be announced in our next issue.

The Kodak Magazine

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

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A GROUP of us were discussing a recent increase in taxes when one of the men spoke up and said, "What do I care what the taxes are, I don't own any property, so I don't have to pay any taxes."

Now we all know that this was the most absurd reasoning, or lack of reasoning, because no matter if we do not own any taxable property, we have to pay our share of the taxes imposed. It would manifestly be the height of unfairness to put the whole load of taxation upon those who owned real estate, or other tangible assets, and it would likewise be utterly impossible.

Did you ever have the landlord of your flat or dwelling sadly announce that he would have to raise the rent?

And he gave as one of his several reasons that his taxes had been increased, of course he did.

When you rent a house, or buy a suit, or a watch, or a box of candy, the price has been calculated so as to cover all expenses, which must include taxes, and enough more to afford a satisfactory profit, and so you see you pay your share of the taxes whether you own any taxable property or not.

Some years ago, we happened to be in a barber shop getting fixed up a bit, and in a chair near ours was seated a high salaried official of one of the local corporations.

"Who is that chap in the chair over there?" inquired our barber, indicating the aforesaid official.

We told the tonsorialist who he was, and he then inquired, "How much do you suppose he gets a year," and we estimated his annual salary as at least ten thousand dollars.

The barber exclaimed, "Why, if I worked every minute of the day I couldn't make over forty dollars a week" (this was before the present ghastly increase in prices), and no man can really earn more than he produces by his labor."

"We mildly inquired if he didn't think that a man who worked with his brains, and was in position to successfully direct others was not entitled to a higher wage than the one who could work with his hands only.

No sir! he couldn't see it, and then we again mildly inquired why was it if his reasoning was correct that he was not the owner of the shop.

He had no come back, but his startled look indicated that he had commenced thinking a bit.

That is the trouble with a lot of us. We do not think, and reason things out, and very often let the yellow sheets and demagogues sweep us off our feet with a mass of unsound and false arguments. Learn to think.

WHEN we look into the chief characteristics of men who have made a success we find the same things which have contributed to the success of people in all other lines—determination, self-confidence, assurance, self-reliance and ideals.

No man can ever rise to the place of a successful worker without possessing a will power that will overcome obstacles, without a vigorous resolve to live up to high ideals.

He will find ten influences trying to hold him back—timidity, ignorance, prejudice, bad habits, superstition, poverty, fear of heredity, passion, doubt and lack of imagination. He will have to overcome them, and he will overcome them if he is a strong enough believer in himself.



KODAK PARK

ROBERT A. WEBER

Editor



LAST YEAR'S GIRLS' PARTY—WATCH OUR APRIL SECTION

1925 K. P. A. A. GIRLS' PARTY BEST EVER

Time passes rapidly when we are happy or interested or busy—always, but the hours from 6 to 11 of Monday evening, February 23, the date of the K. P. A. A. Girls' Party can hardly be termed as "rapidly passing"—they simply vanished and no one knew she was even tired until "Home, Sweet Home" was played.

Six hundred girl members of the association partook of a most delicious steak dinner, served at 6 o'clock in the Park dining hall, while 600 pairs of hands and 600 happy voices kept time to the music, rendered by "Sax" Smith's orchestra throughout.

Following a short intermission to allow the masqueraders to don their costumes the party adjourned to the Assembly Hall where the entertainment was given. Every department of the Works had been given an opportunity to be represented on the bill, and a large number responded. The first number was an oriental dance by Bernadette Sweeney, of the D. O. P. Packing Department. Miss Sweeney is both a charming dancer and a popular young lady, the latter being definitely settled by the volume of applause her efforts received.

"Wanted a Wife" was the title of a humorous playlet by the girls of the Box Department, which was very well received. Not to be outdone by their neighbors the film girls presented their version of a snappy number in the "Midnight Strollers." Ethel Horton and a group of talented youngsters attired in pajamas and "nighties" offered a versatile dance specialty which gave evidence of considerable preparatory effort.

"Seen and Heard in the Movies" was the act

staged by the Plate Department in which was depicted a representative group of lady movie fans in action. "Our Gang" by the Time Office girls, "More Light" the contribution to the evening's entertainment by the members of the Kodak Park Home Bureau Unit, and "Miss Take's Private School" given by the girls of Building 26 were all ably handled and thoroughly enjoyed. The latter number was built around the sure-fire schoolroom theme, and the efforts of the scholars to make a favorable impression before the visiting inspector proved very entertaining.

Madelyn Rhodes, of the Stores Office, gave a humorous reading, which was followed by the "Dance of Seven Veils" by the W. W. Plate girls. This was a big surprise in that all seven veils were hung on the old wash line rather than as anticipated. Another unique number entitled a "Wee Dance" was given by the Research Laboratory employees. "Five Cups of Chocolate," Building 48's contribution, completed the vaudeville entertainment for the evening.

The hall was then cleared for the Grand March. Mrs. J. H. Haste, Miss Margaret Hinchcliffe, Mrs. A. A. Ruttan, Mrs. J. Schaeffer and Mrs. H. H. Tozier were the judges, being seated upon the stage from where they were able to review the parade as the girls marched past and made their selection of prize winners. The girls are indebted to Mrs. Haste, Mrs. Sulzer and Mrs. Schaeffer for several beautiful articles which they presented to the committee to be distributed as prizes.

At the east end of the hall picnic games and stunts

were in order, prizes being awarded the winners, while at the opposite end dancing was enjoyed. The 1925 party was voted the most enjoyable of any in some years. Co-operation was the slogan of the affair. The success of the party was due to one

thing in particular, the fact that the committees were large and representative of all departments, and that each individual member gave her enthusiastic and unqualified support.

OPEN HOUSE PROGRAM OF RESEARCH LABORATORY MOST INTERESTING

The Research Laboratories of the Eastman Kodak Company have been located at Kodak Park since 1912. The assistance available through the scientific staff of this department has always been appreciated by those superintendents whose problems are of a technical nature, and much valuable help has been given them. The greater majority of the employees, however, have known little about the real purpose of the organization, and having visualized the problems of the laboratories in the light of a most advanced technical nature, were unable to consider them on the plane of practical application.

Some three years ago at the time the members of the laboratories gave a reception for Dr. C. E. K. Mees, Director in charge of Research, on the occasion of his 10th anniversary with the Eastman Kodak Company, the enthusiasm displayed by the guests during the tour of the laboratories gave birth to the idea that perhaps many others might be equally interested. Due to Dr. Mees' long stay in England the plan but just recently materialized in the "Open House" program given during January, the object being to give some idea of the general nature of the work being carried on by the laboratories relative to the problems of the company.

Invitations were extended to four different groups, each being assigned a different date as it would be impossible to accommodate all on one occasion: wives and friends of the members of the Research staff, superintendents of Kodak Park and their wives and friends, executives and their wives of the State Street offices and other Eastman divisions, and the Kodak Park foremen. The guests were divided into groups in charge of some employee of the department and conducted through a labyrinth of studios, laboratories and workrooms where those in charge gave comprehensive descriptions and explanations of their particular apparatus and duties.

Among the many interesting matters presented were: the development and improvement of colored motion pictures and the Kaleidoscope, the Ciné-Kodak and Kodoscope, photo engraving process, manufacture of filters and safelights, machine for

determining strength of film, X-ray apparatus and its benefits in the diagnosis of bodily ills—also the X-ray intensifying screen which has been developed here and is now being manufactured commercially.

An outline was given of how the modern motion picture is prepared, the tinting and toning of lantern slide, the intricacies of the approved aero camera which was designed and manufactured during the war. Another product of the laboratory endeavor during that period is the colorimeter, which is valuable in photography in that it makes possible the detection of the slightest variation in tint of any paper surface. One other very interesting piece of apparatus developed in the laboratory is the voltage control machine, which maintains constant voltage on electric lines where the need is highly important.

Studies on the tiny particles of silver grain and how they are distributed were shown as part of the work of the physical chemists. An interesting accomplishment of the physicists was an automatic apparatus to show when hypo has been completely eliminated from a photographic print after it has been through the wash water. This was called the "Hypo howl," the result being obtained by means of a modified radio outfit and loud speaker.

Usually with organic chemistry one associates all sorts of evil smells and disagreeable odors, but these were noticeably absent. Many surprises were in store when visiting the Organic Research Department, and apparatus was shown which seemed extremely complicated but upon explanation proved to be a simple means of determining the rate of decomposition of materials which enter into the film base. It was also shown how ordinary cotton goes through the various stages in its preparations for use in photographic products.

Those who have had the opportunity to view the wonders of this department appreciate it very much and are impressed with the desire and willingness on the part of the entire staff to co-operate and help on any problem which may confront those in production work.

Emulsion Coating extends its deepest sympathy to Fred Listman, whose son died January 20th.

BRADLEY—NEWMAN
The engagement of Myrtle B. Newman, of the Tabulating office, to William R. Bradley, Drafting room, was announced recently. The wedding is to take place in the near future. Best wishes.

TRACY—COLLIER
One of the very early spring weddings was that of Jean Collier and Joseph Tracy, which took place the latter part of February. Their engagement was announced in January.

Both Miss Collier and Mr. Tracy are employed in the Voucher division of the Kodak Park Main Office, where their romance has been a subject of unusual interest due to their exceptional popularity with their fellow employees. Best wishes and happiness.

ANOTHER STAG PARTY FOR OFFICE MEN

Evidently roast pork, sauerkraut and mashed potatoes go well with the men of the Kodak Park Main Office, because the response to the general invitation to attend one of these dinners given at Hafner's Bowling Hall on St. Paul Street is always immediate and enthusiastic.

The most recent party was given on February 9th, about 60 men being present. Following the dinner the remainder of the evening was devoted to Bowling and Mah Jong. The arrangements as on other occasions were ably handled by Messrs. Engelhardt, Grinnan and Eriga.



EDWARD GRAUPMAN

Edward Graupman, formerly of the Branch Shipping Department, died on January 28, following an illness of more than a year. He underwent one operation several months ago which, however, did not result in his recovery, and although there was for some time little hope of his returning to work, his death nevertheless was a shock to all who knew him.

Beginning work with the Eastman Kodak Company some 18 years ago at State Street, he came to Kodak Park when the department was transferred here in 1912, being foreman of the shipping division. He was very interested and active in the affairs of the K. P. A. A., having been a member of the Park team in the Camera League, and later handled the Foremen's team in the Kodak Park League. Our sincere sympathy is extended to the surviving members of his family.

"JENK" LEAVES US

James Jenkinson, of the E. & M. Department, resigned his position at Kodak Park on February 14th, to take up a new line of work with the Construction Specialty Company of Rochester, N. Y.

"Jenk" practically completed 13 years service at Kodak Park, coming here on February 19th, 1912, from the Inspection Division of the City Engineer's Office. During this time he has been connected with construction at the Park, having been in charge as company representative in erecting many of the most recent buildings.

He has always been very much interested in affairs of the K. P. A. A., being particularly devoted to the athletic activities. He was for several years a member of the Tennis team, also of the Noon-Hour and Twilight baseball leagues, both as a player and an umpire. With the introduction of golf as one of the major activities of the association he assumed a prominent part and did much to promote and develop this sport among the employees.

We extend our best wishes for his success in his new work.

CAMERA CLUB DARK ROOMS FINALLY COMPLETED

After a seemingly endless wait the new Camera Club dark rooms are at last completed and in use. The principal cause of delay was the necessity of sacrificing speed for economy. An unofficial estimate of the cost of constructing and equipping these dark rooms totaled \$1,300, which of course was prohibitive. Through the efforts of Messrs. Hanneman, Matthews and Ruttan, and the kindness of Mr. Haste, the sum of \$450 was appropriated jointly by the company and the K. P. A. A. for this improvement, the understanding being that the members were to do as much of the work themselves as possible.

From time to time the plans were changed to coincide with improved ideas and suggestions. Better equipment and materials eventually were used than at first planned, and the work has been completed well within the appropriation. Through the efforts of the former Kodak Office representative, Frances Ditchburn, and the generosity of the company through Mr. Lovejoy, a No. 1 Eastman Projection Printer was secured. This machine will take up to a 5 x 7 negative, making projection prints as large as 40 x 50 inches which is fully adequate for all needs.

As to the layout and equipment one first enters the printing room, which being in greatest demand is, therefore, the largest of the several compartments. Here are installed four No. 1 Eastman Contact Printers, which provide for all sizes up to 8 x 10 negatives and are semi-automatic in action. Each printer has its individual developing sink and set of trays above, and at about eye level is a long shelf for paper, masks, etc. The trimming and work bench is located on the opposite side of the room, drying racks being underneath. This room is equipped with series 00 W. & W. safelights.

A light trap separates this room from the enlarging room, which contains the big Projection Printer, and a large sink 5 ft. x 30 in. with paper shelves above. This room is lighted with the proper safelights for Bromide paper. Adjoining is the film developing room, adequately equipped for efficient operation. Satisfactory ventilation is assured by an 18-inch ventilator in the roof and light-tight openings near the floor. All sinks are lead lined and provided with hot and cold water, and where advisable wooden bottom racks and galvanized splash bowls.

A new arrangement is being tried out in letting out keys and paying for chemicals used in film developing. These keys may be secured from the members of the dark room committee or from the K. P. A. A. office, and may be retained 24 hours, same being returned with a statement of the time the rooms were occupied and the chemicals used, making payment for the latter at the K. P. A. A. office. This puts the matter on a cash basis, eliminating unnecessary bookkeeping, and it is expected will prove more satisfactory to all concerned. The rooms at present are in charge of Harold Hudson, of Building 3, telephone 681, and Emily Seidel, Building 2, telephone 821. Members are invited to submit suggestions with the view of improving services to either the members of the dark room committee or officers of the club.

*The Safety Suggestion Competition
closes June 30.*



THE STORES TEAM

DEPARTMENTAL BASKETBALL COMMANDING ATTENTION

Each year the K. P. A. A. fosters departmental basketball for the men members of the association. The object of this league is a dual one; an opportunity for those interested in the sport to participate as part of an organized club—and the development of material for the regular Kodak Park team. The league has always been an unqualified success.

The fact that six representative teams have been earnestly "battling" for positions in the league for the past several weeks gives proof of the interest on the part of the players and justifies a need for the project. How well the development process has worked out may be best judged by looking over the list of players with the 1924-25 Kodak team. Brightman, Weigand, Heaney, McCarthy, Agness and Gallagher are all graduates of the league, the two last named being in their first professional season. The most promising youngster for next year is "Red" Culhane, now the star of the Messenger team.

At the present time the Soccer Club is leading the league, having definitely established their right to the position on February 11 by defeating the Messengers 23 to 17 in a fast and rough contest, during which three of the players eliminated themselves from the game via the personal foul route. Carbone starred for the Soccer club with 4 field goals, while Culhane scored 9 of his team's points up to the time

he was removed. The Research defeated the Machine in one of the league upsets, 15 to 11, the latter being considered one of the strongest teams in the outfit. The score of this game at half time stood 6-2 for the scientists.

A particular point of interest regarding the K. P. A. A. league this season is the exceptionally large number of good pivot men available. Kreckman, playing center for the Research has many good qualities. He is tall and rugged and in addition has a good eye for the basket, having made quite a reputation in scholastic basketball as a member of the Rochester Technical High team. Bahr—Soccer Club, Agness—Machine, Culhane—Messengers, McCarthy—Office, and Lindhorst—Stores are all good men and valuable.

The schedule at the present time is half completed. Although the Soccer team is leading at present their position is not entirely secure with the Messengers in second place. The Stores and Machine are tied for third and fourth with two wins and three defeats for each. Research stands fifth with the Office occupying the cellar position, having yet to win a game. At the close of the season an all-star team will be picked from the different teams, and a series of games will be played against the winners as a sort of a "world series" wind-up.

HARRY LeB. GRAY NEW PIONEER CLUB PRESIDENT

At the annual dinner of the Kodak Park Pioneer's Club given at the Park Assembly hall on Wednesday evening, February 18th, Harry LeB. Gray, of the Organic Research Laboratory, was chosen president for the current year. Clayton D. McKibbin, Roll Coating Department, was named vice-president, with Claude E. VanHouten and Charles Suter, secretary and treasurer. The election was held following the evening's entertainment.

There are at present about 90 employees eligible to membership in this organization, all having been employed with the Eastman Kodak Company 25 years or longer. Of this number 60 were in attendance at the 1925 banquet. The only regrettable feature in connection with the affair was the absence

of some of the most popular members. Both James H. Haste and Charles Hutchison were unavoidably prevented from being present at almost the last moment. Mr. Eastman unfortunately had a previous engagement, and Frank W. Lovejoy was in New York. Also May De Mott, Anna Garrison, Rose Gray, Emma Harris, Harriet Maitland, Emma MacBride, Josephine Rigney, Lillian Rigney, Mary L. Sheahan, Caroline Stewart and Katherine Waldron the lady members were also absent.

Dinner was served at 6 o'clock, the Kodak Park orchestra entertaining while the guests were eating. Short interesting talks were given by Messrs. Gray, Steelsmith, Howell, Meyering, Flynn, Van Houten and Boyer.



BUILDING 5 TEAM

GIRLS' BASKETBALL SERIES PROGRESSES

In making the change regarding girls' basketball at Kodak Park in eliminating the use of men's rules and introducing girls' rules, some delay was necessarily caused in getting the sport under way, then too, difficulty was experienced in obtaining nights for instruction and practice. Nevertheless, during January five teams were officially entered in the league as follows: Building 5, Building 33, Building 2, Building 42 and Building 26.

The arrangement under which the schedule is being handled calls for each team to play two games, the matter being conducted more in tournament style; a team establishing its rights to compete further through the process of elimination. The first games played were between Building 5 and Building 26. Building 5 won both games, they in turn playing against Building 33. Building 42 was scheduled to meet the team from Building 2, the winners to play off and decide the championship in the final play off.

The team from Building 5 is composed of girls from the Time Office and Bedaux Analysis Office and have made an exceptionally good showing to date. This team met the girls from Building 33 in a "preliminary" attraction to the Kodak Park—Lockport game winning 30 to 23. Louise Menzer was unquestionable the star of the office team, playing left forward. In this game she scored 28 of the 30 points. Florence Nichols, of the Branch Shipping team, was the outstanding player for the opposition, she in turn accounting for 17 of the 23 points scored.

A Girls' Basketball League is something new at Kodak Park, but the response given to the project has practically insured its popularity, and in all probability this sport will be again fostered next season and undoubtedly will include a greater number of teams.

Our sincere sympathy is extended to Georgia Martin, of the Powder and Solution Department Office, who fell and broke her wrist. We will all be glad to welcome her back soon.

Born to Grover C. Milbee, on January 24th, a boy, Paul Gordon.

SLIPPING AND TRIPPING

BY A. A. RUTTAN

The number of injuries received through slipping has fortunately been quite small during the past two or three months.

However, one of our employees received a very serious and painful injury through slipping on ice, in trying to catch himself he struck his elbow on the ice, causing a fracture. The one thing to bear in mind when walking on ice, snow or slippery pavement, is to walk with full pressure on the ball of the foot rather than stepping out on your heels. You will very seldom slip if you practice this method of walking on slippery pavements.

Tripping is, however, another matter, and is occasioned by not noticing or being able to see an obstacle in one's pathway; most tripping accidents can be avoided by simply looking where you are walking, and the balance of them can be avoided by keeping the pathway clear of materials, trucks, or other things which would be the cause of tripping and falling.

"In both of the above kinds of accidents injuries may be most effectively prevented only if each individual exercises proper caution at all times." See your Guide Book, page 15, under General Safety.

ANNUAL K. P. A. A. ELECTION THIS MONTH

The annual election of officers for the K. P. A. A. will take place in accordance with the rules of the association the latter part of this month. Those elected assuming their duties on April 1st.

A nominating committee composed of Earl Davis, chairman, Donald McMaster, Thomas Ryan, Hazel Decker, and Cecelia Hair have made a very representative selection of candidates. The members of the association are urged to consider seriously this important matter, and to vote with the view of selecting a group best able to administer the business of the association of which they are a part, and having elected persons to these offices to continue to give them support throughout their term. It is only through this co-operation that the association will continue to progress.

SUGGESTION COMPETITION

Have you submitted any of your ideas in the Safety Suggestion Competition as yet?

The first announcement of this contest was made in the January issue of the *Kodak Magazine*. It was explained that the contest was open to all employees of the Rochester plants from January 1 to June 30, 1925.

In addition to the regular cash award paid for an adopted idea, the maker has a chance of being named the winner of the competition to whom a special prize—the choice of a two weeks vacation with pay, or being sent as delegate to the 1925 National Safety Congress with expenses paid—will be awarded.

Suggestions are to be submitted through the usual channels, just enter them on the regular suggestion blank and deposit in the suggestion box in your department. They will be acted upon in the usual way and later considered by the Executive Safety Committee which will select the winner, suggestions will be judged on the basis of general excellence and not as to money value. Executives, superintendents and foremen are not eligible for this competition.



CHARLES SUTER—Committeeman

FOREMEN'S CLUB UNDER NEW ADMINISTRATION

The success of the Ladies' Night banquet and entertainment of the Kodak Park Foremen's Club, which was the first activity of the organization given under the administration of George W. Engelhardt, who succeeded Jack Schaeffer as president, encouraged those active in the affairs of the foremen to promote other attractions in addition to the regular monthly dinner meetings.

On February 10th, 115 men attended a party given exclusively for members, upon which President Engelhardt has received many congratulatory comments. The first eight rows of the orchestra section of the Gayety Theater were reserved and occupied by the club members. The week of February 9th was the 25th anniversary of the theatrical circuit operating this theater, and many special features were added to the regular bill. "Bob" Caine, of Kodak Park, worked with the show company, making his usual hit with the audience and receiving great applause, led of course, by his fellow employees.

A sufficient number of those who attended volunteered the use of their automobiles, and after the theater transported the crowd to "Ptelea—Humulus Hall" where a buffet lunch was served. Everyone who attended had a most satisfactory time, and many are insistently urging a repetition of the affair.

The regular monthly dinner meeting was held on Thursday evening, February 12th, about 250 men being present. The speaker of this occasion was Dr. Frederick I. Monsen whose talk, illustrated with a remarkable collection of lantern slides, was both interesting and educational. During the dinner "Alfy" Monk's orchestra entertained with music, and Ferre Marzluff leading the singing.

The next attraction on the program will be a sauerkraut supper and dance for the members and their wives and lady friends. Tuesday, March 19th,

is the date selected. The hall which has been engaged will only comfortably accommodate 100 couple, making it necessary to restrict the reservations to this number, therefore the first 100 names received will be accommodated. Our worthy president has the ambition to make 1925 a year to be long remembered by the members of the club. Other plans are under consideration for further activity, all of which it is anticipated will be just as enjoyable as those already given.

HOME BUREAU GIRLS PARTICIPATE IN THE GIRLS' PARTY

With the completion of the lamp shade project the winter program of the Kodak Park Home Bureau Unit reached the half-way mark. This proved to be the most interesting undertaking up to that time, and some very beautiful silk shades were made by the members. Helen Smith, of the Rochester Gas and Electric Company, was designated by Home Bureau Headquarters as instructor in this class and proved most competent.

The next project was spring millinery to which we assigned three evenings. It is planned to have this followed with: summer dresses, reed work, nutrition and home nursing. The original intention was to include in the program several "social evenings." The first, held in December, was very successful and greatly enjoyed, although some of the members expressed a preference for regular class work, which led to a vote on the proposition resulting in the Valentine Party being vetoed and the evening devoted to class instruction.

Interest in gymnasium work following the class period has been maintained, chiefly through the sincerity of intention on the part of the instructor, Flora Stoll Rohr, who has succeeded in instilling in the members a willingness to accept the benefits of this part of the program. The arrangements provided for a series of ten weekly periods of one hour each, with the understanding that if warranted, the class would be continued. This action has been justified and the time extended to May 1st.

The enrollment at the time the Unit was organized reached a total of 61, all of whom have conscientiously attended the classes, many having been present every evening. It is felt, however, that the membership list should be a great deal larger, and that possibly the reason it is not is due to a lack of understanding of what the Home Bureau really stands for and what it has to offer. At the Girls' Party given on February 23 the members presented a little sketch called "More Light" as part of the evening's entertainment, and surprised not a few with their accomplishments. Those in the cast were dressed as children and told in song what had been done this year. Eight girls, carrying silk lamp shades, gave a novel drill number, showing off to advantage the fruits of their endeavor. The Kodak Park Unit is one to be proud of and is beyond a question destined to become one of the most prominent in this district.

POWDER AND SOLUTION DEPARTMENT

Congratulations to Lester Brown upon the arrival of a baby boy, Robert J., on February 20.

Congratulations also due to Raymond Whitaker upon the arrival of a baby girl, Marion Ruth, on February 2nd.



WM. SCHURCH—Capt. Tool Room

BUILDING 35 BOWLERS PRESSING LEAGUE LEADERS

Only one change and that of little importance is recorded as a result of the past month's activity in the K. P. A. A. Bowling League, the Engineers having dropped one peg nearer the bottom of the list exchanging places with the Tool Room No. 1 team. Building 35 is pressing the league leaders from 48 and have reduced the distance between their standings by one full game. Furthermore no change has been recorded regarding individuals and team honors, all previous marks still standing. Some of these are exceptionally good and have an excellent chance of surviving until the end of the schedule.

Howard Bueckman, of Building 35, is still in possession of high individual average, with a mark of 193.45. "Buck," who has been one of the leading bowlers of Rochester for a great many years, continues to steadily improve. His entire interest in athletics seems to be centered in this one sport, and each winter he participates with several local leagues in addition to competing in the National Bowling Tournament and other lesser events. He has consistently maintained a rating close to a 200 mark and fortunately possesses the ability to perform with equal success on almost any alley, dissembling the "pet alley" theory so prevalent among the spasmodic notables. Howard has done much to maintain interest in this sport at Kodak Park, and the K. P. A. A. is indeed honored by his efforts and accomplishments.

YOUTH AND AGE BATTLE FOR SUPREMACY IN BOWLING

On Thursday evening, February 12th, Jesse Chamberlain's "old timers" and Clarence Noake's "colts" selected from among the employees of the Roll Coating Department met on Rock's Bowling alleys in a most exciting contest. Three games were bowled, age plus experience winning over youth.

"STEVE" GARVIN LEADING SCORE

The Kodak Park Basketball team emerged from a most serious slump to defeat the Lockport American Legion team at Kodak Park by a score of 53 to 36. This slump began with the Ohio trip where the team was defeated by both the Goodyear and Firestone teams. Returning home the boys lost to Canastota the following night, a team that, had our players been in condition, would have had little difficulty in defeating.

To date 14 games have been played, only 6 of these have been staged at Kodak Park. The principal reason for the unusual number of road games is that the exceedingly large number of other K. P. A. A. activities has made it difficult to obtain suitable nights for home games. The boys have done very well, however, under existing conditions, having won seven of the contests played, scoring a total of 447 points against 396 by their opponents. This figure of points scored shows evidence of a very consistent offensive with the guards playing an active part in accumulating points.

"Steve" Garvin is at present high scorer for the year with 46 field goals and 23 fouls for a total of 115 points in 12 games played. "Saus" Rabin ranks second with 92 points. Rabin has only participated in 8 games and has an average of 11.5 per game. Jack Brightman, Weigand and Benson following in order with only slight difference in their totals.

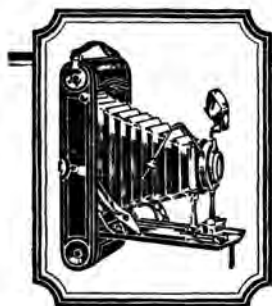
Prospects for a city elimination series are not so bright as at the beginning of the season. Several Industrial Basketball teams entered the field in the fall although interest is not being maintained to the degree expected, Bausch & Lomb and Todd being the only ones who have been at all active of late. Nothing has been heard from the North East Electric team, winners of the City Industrial championship for the past two years, so that it may be necessary to drop the series for this year, with the hope that the activity may be revived again in the fall. This is in a large measure regrettable as the most enthusiasm is always shown by the followers of Industrial Basketball in the Industrial Basketball series. Kodak Park, however, is ready and would naturally do its utmost to further the regular late winter activity.

NOON-HOUR FANS IMPATIENT

For some time the noon-hour baseball fans have been complaining of what seems to them to be an exceedingly long winter, and "Father John" Shepherd has been considerably annoyed at the number of inquiries as to when the first game will be played.

There is no question but what the activity will be started as soon as possible and will undoubtedly be carried on along the same lines as of past years. The three-team league, which played in the fall series last year, afforded many advantages over the regular or greater number of teams in that they were all of about equal strength, the games being faster, better played and much closer.

The officers for the season will be selected the latter part of this month and the necessary arrangements made. Watch the Bulletin Boards for the announcement regarding the opening game.



CAMERA WORKS

HERBERT S. THORPE

Editor



REVIEW OF PHOTOGRAPHIC CONTEST

A display of over eight hundred photographs is no small task to judge for awards. Recognizing this fact, we commandeered the services of three men noted for their good nature as well as their technical and artistic knowledge, and we owe a vote of thanks to Spencer Hord, Ben Cline and Kenneth Williams, all of the Main Office.

This second year of the C. W. R. C. photographic group is miles ahead of the first attempt, both in quality and quantity. We received eighty-two groups of pictures—ranging from three to six entries in each, which, we take it, is a pretty good number for a young event! In addition to these, we had on exhibition groups of non-competitive photographs from "Fred" Brehm, Paul Hermele, "Ben" Chamberlin, "Herb" Thorpe, and "Bill" Whincup. These added greatly to the attractiveness of the exhibit, and, while we are thanking these people for their donations, we wish to express our appreciation to the Advertising Department for the use of the fine panels and display screens loaned to us.

We cannot pass the exhibition pictures by without remarking on those belonging to Mr. Brehm. In no way decrying the value and beauty of the others, Mr. Brehm's colored prints were magnificent. Taken by him in Scotland, they are a small portion of a series illustrating Sir Walter Scott's famous poem, "The Lady of the Lake." The technical qualities of the photographs are beyond question, and the coloring depicted very faithfully the atmosphere which exists in the Scottish Highlands.

The contest being arranged in four divisions and three classes in each, the adherent of the single lens type of camera was not in competition with the more expensive type, and this, we believe, is the only fair way to conduct a photographic contest, for by this measure everyone stands an equal chance to win in his particular class.

The C. W. R. C. set aside the sum of one hundred dollars to be spent as prize money, the awards being, for the first group of prizes, four dollars, for the second group—three dollars, and for the third two dollars. We print below the Prizewinners' Divisions and Classes.

Division One (all cameras with Single Lens—except Panorams)

Class One (Portraits or Groups)

- | | |
|-----------------------|-------------|
| 1st Elizabeth Frawley | —Payroll |
| 2nd George Rossner | —Creasing |
| 3rd James Foley | —Inspection |

Class Two (Outdoor Views)

- | | |
|------------------------|-------------------|
| 1st Oscar Thorpe | —Tool Supervision |
| 2nd Elizabeth Frawley | —Payroll |
| 3rd Charles Greishaber | —Finishing |

Class Three (Snow Scenes)

- | | |
|---------------------|-----------|
| 1st Harold Cochrane | —Brownie |
| 2nd Leroy Dodge | —Planning |
| 3rd Henry Scheuler | —Milling |

Division Two (all cameras with R. R. Lenses)

Class One (Portraits or Groups)

- | | |
|--------------------|--------------|
| 1st Howard Wellman | —Engineering |
| 2nd Leroy Dodge | —Planning |
| 3rd Howard Wellman | —Engineering |

Class Two (Outdoor Views)

- | | |
|--------------------|--------------|
| 1st Ralph Handley | —Buffing |
| 2nd Howard Wellman | —Engineering |
| 3rd Leroy Dodge | —Planning |

Class Three (Snow Scenes)

- | | |
|---------------------|----------|
| 1st William Whincup | —Tool |
| 2nd Ralph Handley | —Buffing |
| 3rd Ralph Handley | —Buffing |

Division Three (all cameras with Anastigmat Lens)

Class One (Portraits or Groups)

- | | |
|-------------------|-------------------|
| 1st Frank O'Brien | —Tool Supervision |
| 2nd Leroy Dodge | —Planning |
| 3rd George Brook | —Tool |

Class Two (Outdoor Views)

- | | |
|-------------------------|--------------|
| 1st Benjamin Chamberlin | —Engineering |
| 2nd Paul Hermele | —Engineering |
| 3rd John Lohwater | —Tool |

Class Three (Snow Scenes)

- | | |
|-------------------------|-------------------|
| 1st Frank O'Brien | —Tool Supervision |
| 2nd Benjamin Chamberlin | —Engineering |
| 3rd George Brook | —Tool |

Division Four (Panorams)

- | | |
|-----------------------|-----------------------|
| 1st Henry Scheuler | —Milling |
| 2nd William Whincup | —Tool |
| 3rd Herbert S. Thorpe | —Industrial Relations |

Enlargements Class A—Portraits—Insufficient entries

Class B—Scenes

- | | |
|-------------------------|--------------|
| 1st Burdett Edgett | —Inspection |
| 2nd Benjamin Chamberlin | —Engineering |
| 3rd George Brook | —Tool |

It is none too early to have next year's competition in mind. Preserve your best negatives, and, by the process of elimination, you will be assured of having the finest of your photographs on hand, and ready.

It's a poor affair that we cannot learn a lesson from. We have learned that it is almost impossible to display unmounted prints on single-weight paper—therefore, double weight, or better still, mounts will have to be the order of the day in our next contest.



FROM THE CAMERA WORKS EXHIBITION—see page 19



THE OWL LEAGUE

ON THE ALLEYS

This month we are showing you who's who in the Lathe League. They make a pretty good looking group when they're all together, and George Kiske, the manager, is real proud of his boys, who, with the exception of Windy and Verstring all work in the Lathe Department. The "Sparrows" hold the fort with 873 for high game, and "Joe" Stein is in the spotlight with 234 pins for single high game. The standings are:

	Won	Lost	
Hawks	33	21	.610
Owls	28	26	.518
Sparrows	24	30	.430
Eagles	24	30	.430

The Girls' League has played thirty-four games to date (February 12), the Specials still leading the field. Four new players have been added to the league in Laura Schmidt, Florence Weaver, Ana Hogan and Madeline Smith. Standings are as follows:

Specials	19	15	.559
Brownies	17	17	.500
Juniors	17	17	.500
Kodaks	15	19	.441

Two thousand, nine hundred eighty-one is, you will admit, a fair score for three games, yet this is exactly what the "Backs" rolled on February 6, against the "Cases." Doety got 232, Hinterleiter 205, Ross 224, and Giesman 216. "Walls" were the victors in two out of three games with the Clips, scattering the pins in a total of three thousand and sixteen. Kubissa and Bisnett each got 202. Miller

holds the flag with 260 for high single game, and 660 for high three games. Standings of teams are:

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

Two hundred twenty-three thousand, four hundred seventy-six pins have "bit the dust" in the forty-eight games which the Shutter League have played. Gauger and Hales are now tied for high single game with 251 each. "Doc" Moffat is hitting the pins and boosting his average each Friday. "Barney" McGuire is still holding the high three with 624. The Ball Bearing Team is crowding the No. 1 Diomatics for first place. Standings are:

No. 1 Diomatics	28	20	.583
Ball Bearings	26	22	.542
No. 0 Diomatics	25	23	.521
Lathe	24	24	.500
Press	21	27	.438
Kodex	20	28	.417

HERBERT J. SCHEWE

The sudden death of Herbert J. Schewe came as a great shock to his many friends in the Camera Works. Herbert, who worked in the Stock Record Department since September, 1920, was a young man of sterling qualities and a likeable disposition. His health had been failing for some little time, but none of us were prepared for his untimely death. We all extend our sincere sympathy to his family.



CHARLES COLLINS CALLING OFF. JOHN CARROL, FIELD CAPT., SCORING

MAKING A GOOD SHOT

Does a good trapshooter make a good fieldshot? This is one of the frequent questions asked by those who are displaying their first interest in clay pigeons. According to the answer given us by our best shots in the Camera Works Gun Club, it is "yes." Not all trapshooters are the best of fieldshots, nor does it necessarily follow that all fieldshots are wizards at the traps, but a man who displays marked ability in either is very apt to be proficient in both. The conditions in trapshooting are, of course, quite different from those in the field, but the fact that it gives one gun practice and carrying through one's "swing" is of great value to the hunter. The art in either branch of shooting is to avoid being mechanical. The ability to swing the gun in almost any position distinguishes the finished marksman from the man who, through lack of training, often misses

his aim because of stilted, jerky movements. This much trapshooting, of a certainty, teaches, and as it applies to "splitting the rocks" it also applies to "winging a bird." A little natural ability, to use a "shooter's eye," coupled with regular practice on the butts, will enable a man to knock down duck, rabbit, or pheasant with more than average regularity.

A "good shot" is a valuable acquisition to any man's abilities. It teaches alertness, it trains to a steady eye and steady nerves. It teaches love of the great outdoors, and is of great assistance in promoting health from fresh air and good clean sport. The officers of the club will welcome you to put these statements to the test by visiting the grounds just west of the Canal on the Scotsville Road.

A TEMPTING PRIZE

Of course you read page seven of the December issue of the *Kodak Magazine*, and also page three of the January issue, but we want to be sure that you thoroughly understand the great chance you have of winning the prize, and of course we are very anxious that it should be won by a Camera Works man or woman. Hence we are using some of our valuable space to remind you of the Safety Suggestion Contest.

Two weeks vacation with pay, or being sent as a delegate to the 1925 National Safety Congress at Cleveland (according to the choice of the Plant Manager), in addition to the regular cash award from the Suggestion System, is no small thing to forget about, and, by the way, executives, superintendents, foremen, or supervisors are not eligible to compete.

While our accident record is comparatively low with other industries, it is far too high for our comfort. Even one accident is just one too many, and any idea to eliminate a danger hazard should, as a matter of public duty, be sent to the manager. Possibly your idea is greater than you anticipate. Do not neglect to send in any ideas you may have, no matter how small they seem to you. The closing date for this contest is June thirtieth.

MUCH IN LITTLE

The No. 00's, the small kids of the Screw Machine family, took their big brothers, the No. 2's, into camp on the bowling alleys, and hung their scalps high!

The tussle on the maple battle field was the outcome of a friendly dispute which had hung in the balance for some time.

The following (and please note that each of the warriors has been dubbed with a title) is the description of the conflict.

No. 00's			
"One Glass"	DeRyche	214	178 195
"Sliko"	Powers	184	162 115
"Ol Pal"	Roberts	130	167 137
"Pupper"	Kowalski	176	206 165
"Hi Speed"	Kiske	205	204 190
	Total	909	917 804
No. 2's			
"Dogger"	Brown	180	139 148
"Karot Top"	McMahon	136	163 170
"Fidgety"	McLean	151	141 150
"Rickety"	Rick	147	143 186
"Knee Twist"	Stein	199	186 126
	Total	812	772 780



KODAK ASSEMBLY REPORTERS

DEPARTMENT REPORTS

The Shutter Departments received quite a shock when the news was received that Rose Spickerman had suddenly died. Rose was a very popular girl, having worked with us since May, 1918, with the exception of one year at Kodak Park. She developed a very bad case of throat trouble, and, in spite of expert medical attention, died in the hospital on January fourteenth. Sincere sympathy is extended to her family.

The Payroll Department came very near losing Ruth McElroy for a considerable period, owing to her being involved in a street car accident while alighting from the car. Ruth is very well known both in the Office and the Metal Finishing Departments, where she has charge of the "time." We are glad that Ruth's injury was not of a serious nature, for after three weeks of absence she came back on the job as smiling and happy as ever.

Congratulations to Sylvester Spain, of the Tool Room, whose new daughter is doing splendidly.

A dinner at Odenbach's, followed by a theatre party at the Temple, was just one of the many ways the fair damsels composing the Girls' Bowling League get together for social events. "Betty" Johnstone, Agnes Darcy and Laura Hergenrother were responsible for the arrangements, and everyone had a splendid time.

The party was given in honor of Mrs. Benjamin Avery, who, up to a short time ago, was known as Bertha Schmitt, secretary-in-general to Messrs. Heaphy, Senior and Junior. Bertha has now the more serious job of housekeeping. We shall miss her in her work here and in her activities on the Board of Managers of the Recreation Club.

The swing of the pendulum has gone to both extremes with Fred Greider, of the Tool Room. He is elated over the birth of a son and heir, in which event we offer our congratulations. We are sorry to state, however, that Fred had a serious accident which naturally marred his joy. Involved in an automobile accident, he is now in the General hospital suffering from a broken leg. We wish him a speedy recovery.

We understand that "Johnnie" Johnson, of the Lathe Department, has taken the first step towards becoming a benedict. We do not know the lady of his choice, but we congratulate John on his engagement.

We extend our sincere sympathy to Moe Bloom, of the Milling Department, whose mother recently died.

Mike Ruby, who for fourteen years has been janitor in the Crease and Cover Departments, has taken advantage of the Retirement Plan, and is now able to enjoy all the delights of private life. Originally coming to us in 1903, he left for his native home in Italy in 1909, and started with us again two years later. Mike was a popular man, especially among the girls in the Cover Department, and we all wish him long years of good health.

Robert Lindie, of the Vest Pocket Assembling Department, had the misfortune to lose his brother through death. We offer our sincere sympathy.

Congratulations to George Dick, of the Ciné-Kodak Department, whose wife has presented him with a fine baby boy.

MAIN



OFFICE

P. R. MEINHARD, Editor



SLEIGH-RIDE A LA LUMBER WAGON

Morley Reid has paraphrased Shakespeare to the effect that some people are born lucky while others have luck heaved at them. Among the first he counts all those who were so fortunate as to be invited by the Stenographic Department, on February 7, to indulge in that jolliest of winter sports—a sleighride on wheels.

No one had been thoughtful enough to bring a derrick, with the result that six men had to lift the girls into the conveyance, a disguised lumber wagon. The latter wasn't so large but that the twenty-eight night riders more than filled the beautifully upholstered seats, but apparently no one objected to "doubling up." One halt was made at the city line to enable Art Cavalli, who had trailed the party, to make a flashlight picture. Then the splendid carry-all proceeded on its way, its group of occupants carolling such modern hits as "My Bonnie Lies Over the Ocean," interspersed with appropriate announcements by Mr. John Schalk and bursts of poetic declamation by Ugo Di Guantomasso.

One of the guests supplied candy in generous quantities, but in spite of this it was a hungry crowd that cheered when the wagon began to push the horses down the Newport hill.

After preliminary dancing came—DINNER. This was voted the best indoor sport of the evening, although one other ran it a close second, to wit:

"Pass It Along," a gentle table game in which everything transferable was passed round the table, from olives and cigarettes to kisses. Rather an anticlimax, then, was the green liquid in bottles served as the last course, which aroused suspicions but proved to be entirely harmless.

Some of the entertainment after dinner was provided by Mr. George Banks, who displayed his talent in a "spring" dance. Someone ventured the opinion that he would also experience an early fall, but this prediction did not materialize. Wayne Woodard proved himself a prize waltzer and none of the others were far behind when it came to fancy stepping. The hilarity reached its peak when a dance that began as a Virginia Reel ended as a grand free-for-all and left everyone breathless.

WORTH WINNING

Don't forget your contribution to the Safety Suggestion Competition. If you are an inveterate suggestor anyway the agility of mind which the practice has developed should give you a good grip on the bacon. And if you have never submitted a suggestion the freshness of your ideas may knock the old timers' plans for a whole series of flips. Remember, it means two extra weeks of vacation or a trip to the National Safety Congress.



MEET MRS. WILLIAM RUND

FAREWELL, BUT NOT GOODBYE

On Friday evening, February 6, the Dining and Rest Rooms were scenes of both joy and regrets; joy because of a tasty dinner, well served and heartily partaken of, and regrets because it was a farewell party given by the fellow workers and friends of Marie Mattern, one of the most popular of Kodak Office girls, who was leaving to be married. The lucky man, Mr. William Rund, put in an appearance during the course of the festivities and was royally entertained by all, especially by the young ladies.

As soon as it began the party was enlivened by "Old Faithful" George Kellogg, who presented the bride-to-be with her dinner, neatly contained in a bottle. As she had lost her appetite (presumably because she had pilfered some of the viands before the party started), George Frizelle undertook successfully to administer the contents of the bottle to

"Babe" Danihy.

After stilling the pangs of hunger the forty-one who were present betook themselves to the Rest Room where Marie sang several delightful numbers that were enthusiastically received by her audience. Neal O'Brien, who so ably accompanied her, then broke into syncopation and the rest of the evening was spent in dancing. As a tribute to Neal's playing it might be added that he was not permitted to leave the piano until the party broke up. At a late hour the janitors swept out all traces of the party, including a number of card fiends who still occupied the room.

Marie Mattern, who has been with us for more than twelve years, will be greatly missed by all of us. We wish her great happiness in her new and greatest venture.

ANOTHER PARTY FOR MARIE

It is hardly necessary to comment on the popularity of Marie Mattern, who is mentioned elsewhere in this issue. Another evidence of that popularity was given her before she left, in the form of a party by the fifteen girls who have been her associates in a bowling club for a long time.

The party was staged in the Lunch Room, which was decorated in pink and white for the occasion. It opened with a shower and the presentation of a handsome electric percolator. It would probably have been difficult for Marie to decide whether the affair reached its climax in the splendid gifts which she received or in the toothsome dinner which Hattie Natt had concocted. Perhaps if she were questioned on the subject she would be diplomatic and say that the honors were even but in any event both the presents and the dinner were splendid tributes to her of the affectionate regard in which she is held by the girls.

STEVENS—FOURNIER

Florence Fournier, of the Comptroller's Office, recently surprised her associates by announcing that she had been married to Mr. Irving Stevens on November 29 of last year. On the occasion of her

departure for Buffalo, where she will make her home, the girls of the thirteenth floor surprised her with a party. We wish the young couple all the good things of life.

Irene Murray, of the Shipping Department Office, has returned after an absence of three months, due to illness. We are very glad to have her with us again.

The Export Shipping Department has moved into temporary quarters on the second floor of the new warehouse, being the first department to occupy the second half of that building. We suspect that "Vic" Harding and his people are determined to get just as near the new auditorium and restaurant as they possibly can, for which one really cannot blame them.

"Jack" Stafford, who has been with the company for sixteen years, arrived in Rochester on February 10 from the Shanghai branch. Before going to China Mr. Stafford was with the Eastman branch in Dublin, and later with Kodak, Limited, London. This is his first visit to the birthplace of the Kodak and we hope that it will be a very pleasant one.

THE PIG ROAST

An eighteen-year-old party, one that has become famous throughout the company, that is looked forward to with the keenest anticipation—such words hint in a feeble way at the character of the annual pig-roast of the Bookkeeping and Credit Departments, the eighteenth edition of which was given on January 29 at Hafner's. It is an affair that is planned months ahead by the permanent two-man committee, "Ed" Junker and "Jack" Gordier, and on which they work arduously and as it happens quite unselfishly, because almost their only reward is that diplomatic sense which is born of the necessity of tactfully apportioning seventy-five tickets among several hundreds of applicants.

The bulk of the guests made the journey down St. Paul Street in a surprisingly short time, considering the weather, and when the stragglers sifted in through the blizzard the affair was already assuming its usual uproarious note.

The roast was served promptly at half past six in the customary Hafner style, with George Engelhardt, the new president of the Kodak Park Foreman's Club, at the head of the table. Where pandemonium reigns it is a difficult matter to preside, but George managed to make himself heard long enough to read a telegram of regrets and good wishes from Henry Brinker, head of the bookkeepers, who was wintering in Atlantic City.

Immediately after dinner "Art" Cavalli herded the crowd toward the alleys where, amid a cloud of tobacco smoke and with the aid of much valuable advice he snapped a flashlight picture. Perhaps it was a case of too many cooks or perhaps he should have had a slow-motion camera to "stop" his subjects, but in any event the resulting print in its delightful vagueness far surpassed the effect of the finest Kodak diffusing disk.

It really isn't necessary to describe the activities of the rest of the evening because that has already been done by the newspapers.

Helen M. Fraser, who has been Chief Clerk of the Patent Department since its formation in 1914, has resigned to pursue a course of study in Religious Education at the Biblical Seminary in New York. She finds her new work intensely interesting. Her many friends, although they miss her greatly, wish her every success.

Harry Seaman, Manager of Chemical Sales, is at this time very ill with pneumonia. We sincerely hope that at the time of issue for this number he will be well along on the road to recovery.

We were very glad to see Dr. R. B. Crain, of the Medical Department, again on February 2 after his long illness.

After postponing one of the pleasures of childhood for several years Florence Breehl, magazine reporter for the Receiving Department, finally came down with the mumps last month. Had 'em on both sides, too.

Carleton Healy, of the Advertising Department, received a seven and three-quarter pound Valentine—it's a boy! We prophesy a wide-awake advertising man will be added to the company's payroll in a few years.

A SLEIGH-LESS SLEIGH-RIDE

The people of the Repair Department are truly a resourceful lot. At any rate sixteen of them, twelve girls and four men, qualified in that respect one arctic night not long ago when they gathered on State Street for what had been planned as a sleigh-ride.

It so happened that the driver of the sleigh-and-two made the negligible mistake of reporting at Kodak Park rather than at the Office. The otherwise good-natured girls and their swains naturally evinced some annoyance when he failed to arrive, particularly when their appetites conjured up visions of the hot clam chowder and other delicacies that awaited them at the Old Homestead. It was finally learned, after much frantic phoning, that the sleigh was making the return trip from the Park but by that time wrath and hunger knew no bounds and it was decided to repay the driver in kind for his error. Instead of waiting for the lost conveyance the trip to the Bay was therefore made in three taxicabs, commandeered by the repair men and their numerous partners.

From all reports the dinner and the ensuing fun fully compensated them for the sleigh-ride of which they had been deprived, but their surcease from trouble was short because the taxis had left and it was a cold night. Once more their resourcefulness stood them in good stead and from a sleigh-ride on wheels the party changed to a midnight stroll, with the Sea Breeze car line as an objective. As it turned out their departure had been timed to a nicety, and they were back in town sooner than might have been expected.

The best of party plans "gang aft alee," and so it went with the Repair sleigh-ride. Very often, however, it is the things not on the program that make such an affair the more enjoyable, particularly in retrospect, and we know of just such an one that will cling tenaciously in the minds of the participants when the memories of other functions have faded.

MISS SHIELDS PRESENTS

A short list of titles on selling subjects, that may be found in the Business Library on the seventh floor. These books present in an interesting way the methods used by successful salesmen and deal with both wholesale and retail selling. The work on market analysis is especially recommended to those who may be interested in that subject, as is Hayward and White's "Chain Stores," a volume that is very much in line with a modern selling trend.

If you care to read any of these books, call the library on extension 283, and they will be reserved for you in the order in which the requests are received.

"Chain Stores," Hayward and White
 "Elements of Marketing," Cherington
 "Elements of Retail Salesmanship," Ivey
 "Fundamentals of Salesmanship," Brisco
 "Handbook of Salesmanship," Hall
 "Market Analysis," White
 "Merchandising," Douglas
 "Merchant's Manual," Hahn and White
 "Modern Sales Management," Fredericks
 "Principles of Merchandising," Copeland
 "Short Talks on Retail Selling," Hall

GOOD NEWS

Everyone will be glad to know that L. Hayward Bartlett, of the Advertising Department, is improving after a double attack of typhoid fever and appendicitis, and that he has been able to return home from the hospital.

BURNS-CALLAHAN

Catherine Callahan, of the Credit Department, left on February 14, to be married to Mr. George V. Burns ten days later. Their wedding journey took them through the West, their final stopping place being Denver, where they expect to make their home. "Kay's" departure in the not distant future had been expected, but its suddenness rather robbed her friends of their breath. We take this opportunity to wish the young couple every happiness and success.

A cordial welcome is extended to Donald Foster, who came to the Development Department from Kodak Park in January.

We offer our heartfelt sympathy to Lois Aspenleiter, of the Sales Department, whose mother passed away on January 25.

NEXT MONTH

The description of the restaurant and recreational features of the new building is omitted from this issue, because the building will not be ready until about May 1. The postponement of the opening can undoubtedly be traced to a certain snow-storm late in January that all but paralyzed traffic and even slowed up Chief Engineer Patterson's intrepid swarm of workers.

Most of us would like to escape occasionally from the rigors of our northern winters, but very few of us are as fortunate as Anne Durnin, of the Sales Department. She has been hibernating in Florida this year on leave of absence.

BOWLING

The noon-hour Bowling League of the Repair Department is at this writing in the midst of the second phase of an elimination contest that was started some time ago. The tournament apparently eclipses anything ever attempted in bowling by the department, if the interest evinced by the participants and fans is any criterion. Breemes is now leading the procession, with Luscher a close second and Yanke a good third. The first series resulted in Luscher's finishing at the top of the heap, with Cusick and Nowaski in second and third places respectively and Yanke in the cellar.

The standings up to date are as follows:

Breemes	1021
Luscher	1014
Yanke	1008
Doty	1006
Cusick	997
Gabel	995
Davie	960
Nowaski	937

High two-man team total (Breemes-Yanke), 752; high two-man game (Cusick-Doty), 409; high individual game (Breemes), 243.

A REAL ONE

From all reports the girls of the Tabulating Department were the only Office group that overcame the vicissitudes of our variable climate and other things and actually enjoyed a sleigh-ride in a sleigh, taking full advantage of the heavy snow that came near the end of January. The inevitable delay in starting from their rendezvous only served to sharpen their appetites, and it was a gay though hungry gathering that finally sat down to a delicious chicken dinner at the Green Lantern Inn, Fairport. General dancing played an important part in the evening's entertainment but the main feature was the solo by Anne Dawson, Pavlova's most dangerous rival.

The girls of the fourteenth floor Sales offices held a dinner in the Lunch Room on Monday, February 9. Afterward they adjourned to the Rest Room where Mable Carter, Marguerite Rogers, and Madelaine Klein displayed especial skill at cards and carried off the prizes.

Verily it is a new age, one in which woman is demonstrating her physical and mental fitness to exercise the rights which she has been winning. Witness, for instance, the fate of a rash mouse that recently intruded upon the privacy of the Rest Room while the Ediphone girls were enjoying their morning respite. "Rash" is the word, for although there may have been some of the proverbial screaming and jumping on chairs Helena Foley took up a stout stick and dealt the reckless rodent two resounding whacks, fore and aft. The remains were removed by an undertaker in the garb of a janitor.

FAREWELL, CATHERINE

The girls of the Bookkeeping and Credit Departments gave a farewell dinner and theater party for Catherine Callahan on Friday, February 13. In spite of the inauspicious date the affair was as gay and successful as one could wish. The dinner was served at Teall's to sixteen girls and was followed by a visit to the Eastman. The jinx of the thirteenth tried to assert itself there after the performance when the girls hove down en masse on Mr. George Burns, "Kay's" fiancé, and almost gave him heart failure.

ANNOUNCING

Ernst, son of Dr. and Mrs. E. K. Richard. He was born on Monday, February 2. Congratulations!

MILLER-WEISINGER

Announcing the marriage of Daniel S. Miller, of the Medical Division, and Miss Mary Bernice Weisinger, of San Francisco, California, on February 4th, at Los Angeles, California.

LUCKY GIRL

Alice Upton, of the Shipping Department, left Rochester on March 1, to spend three months on the Pacific Coast.

The members of the Billing Department extend their deepest sympathy to Rose Perrin in the loss of her mother on January 30.



HAWK-EYE

JOHN HARBISON

Editor



SAFETY COMMITTEE—JANUARY-JUNE, 1925

TWO WEEKS VACATION WITH PAY

In view of the fact that Hawk-Eye has established the reputation of being one of the safest plants in the Eastman Kodak Company, it would be both fitting and proper if one of our number should win the prize in the SAFETY SUGGESTION COMPETITION.

Suggestions may be submitted until June 30, 1925, on which date the contest closes.

The Kodak employee, who submits the best Safety Suggestion, may take a two weeks vacation, with pay, or may elect to be a delegate to the 1925 National Safety Congress, in which case all expenses will be paid by the Company. The Congress will gather in Cleveland this year. A visit to that city is well worth trying for.

The suggestion need not necessarily be of an elaborate or revolutionary nature. It may be doubly valuable because of its very simplicity. A new type of machine guard or an improvement on an old one might win the prize. Perhaps in the plant there is, somewhere, a hazardous condition, as yet undiscovered. Possibly certain inspections, not considered necessary in the past, should be introduced. Sanitation and good housekeeping are important factors in maintaining safe conditions. Potential fire hazards should receive careful attention. Safety is largely a matter of education and thinking on the part of the individual. Any idea which might aid us in educating our people to be safe workers, or which would in any way further our safety work, should be submitted.

MONDAY NIGHT DISCUSSIONS

The second half of the series of discussions attended by the younger men at Hawk-Eye, was brought to a conclusion early in February. The fifth meeting was addressed by Mr. Easterly, who chose for his topic "Capital—What Makes a Man a Capitalist?" This talk was concerned with the fundamental principles of economics, with emphasis on the capitalist, and his place in our social system. An attempt was made to describe the true function of the capitalists, and the advantages of our present capitalistic system.

Mr. Weldon came next with an address on "Labor—Why Must Every Man Work?" Mr. Weldon dealt little with the theoretical side of the relation between capital and labor. His talk was a discussion of the kind of obstacles that confront all who find it necessary to enter industry. He pointed out some of the errors of commission and omission that could be pinned on all of us.

"Your Goal—Do You Know What You Are Headed For?" was the topic of Mr. Roach's discussion. The lives of several of the most successful American industrial leaders were examined with a view to determining the methods employed by them to attain their goals. The necessity of choosing a high goal and exerting every effort to attain it was stressed.

Mr. Higgins brought the series to a close with a talk on "Choosing Your Ideals." This talk stressed the relation between high ideals and great achievement.



THE FINDERS

Front Row: Howard Reulbach, George Kosel, Allen Marcus
Back Row: Harry Moore, Richard Bleier

A BIG SUCCESS

This issue marks the completion of the schedule of one of the most successful bowling leagues that has ever been identified as a Hawk-Eye activity. Since the opening night—October 14—each Tuesday evening has found a group of thirty men gathered with an unwavering determination to establish a connection between pin and ball. Each of the thirty contestants has rolled forty-eight games. If all the pins that have been knocked over were laid end to end, they would reach from Rochester to who cares where.

Until the last night's scores were turned in, it had been nip and tuck between the Finders and the Centerers, with the Finders having a slight advantage. The latest figures show, however, that the Finders are firmly planted on the topmost rung. The league leaders richly deserve the honor that is theirs. They made their place secure with a smashing attack that left their opponents breathless—but not speechless—that would be too much. By winning the last three games while the Centerers were dropping three, the Finders went into a full four-game lead. Their total for the three games was 2,522, which is just 37 pins better than the longstanding record held by the Centerers. In addition to that, they hold the high single-game record, with a score of 896—beating the former record of the Instrumentalists by 5 pins.

Dick Bleier still has the honor of having bowled the best single game with a score of 236. Pete Klos has the high three-game score of 628.

It is our sad office to report the death of Alta Wink, on January 14. Miss Wink was a member of the Inspection Department for a time in 1924.

LIBRARY NOTES

Ella Allen says, "On returning from the library, on a certain Friday, one of the girls in our department remarked that I always drew the good books. This, in a measure, is true because I have seldom, if ever, been disappointed in any book I have selected."

"One in particular, I wish to mention, was written by a well-known, and I dare say, much admired author—Peter B. Kyne. The title of the story is *Kindred of the Dust*.

"To say that I enjoyed this story would be putting it mildly. Mr. Kyne has left nothing undone in this tale. Although a little sad at times, it contains just enough sunshine to offset the gloom. Its strong, wonderful characters, with a generous sprinkling of love, faith and understanding, make it a very beautiful story. Last but not least, it winds up with a happy ending.

"I am sure that if you have an opportunity to read *Kindred of the Dust*, you will agree with me that it is one of the best that Mr. Kyne has ever written."

Marty Tipple is an umpire of parts, but is not content to rest throughout the winter on the laurels earned during the baseball season. When the bowling league was organized, Marty signed up, and has never faltered. He has a few more summers to his credit than have his companion bowlers, but asks for no handicap on that account. No one enjoys a good night's bowling more than Marty, who feels that the fun is cheap at any price. Aside from the enjoyment, "Tip" says that the exercise is an invaluable aid in helping him to maintain his modest waistline. The younger men in the plant would do well to follow the example set by Marty.

BASKETBALL

The basketball enthusiasts got together for their annual game about the middle of January. After much deliberation, it was decided to let the team from Bastian Brothers be the cannon fodder. The scene of the argument was the Trinity Church court, which is not one of the most spacious in Rochester. When Cliff Johnson located himself in the center of the floor, he had but to hold his arms out sideways to make basket shooting practically impossible. Thus our opponents were able to score but four points. George Ovenberg was high scorer, with eight points to his credit. Joe Holzschuh and Cliff each scored three baskets, and Charlie Hoffmeier tallied twice. Hank Heesch was content to guard his goal—the score testifies to his success. Referee Furstus called but one foul throughout the game.

The score:

		Bastian Bros.	
Hawk-Eye.....	24	Emblems.....	4
Hoffmeier.....	4	RF Quick.....	2
Ovenberg.....	8	LF Meteyer.....	2
Johnson.....	6	C Beall.....	
Holzschuh.....	6	RC Fitzgerald.....	
Heesch.....		LC Scheurman.....	

A DOUBLE HEADER

This year the smoker and the girl's annual frolic were fused into one. The party was therefore something in the nature of an experiment. The attendance leads us to believe that the idea met with popular approval. The affair was one of the most capably managed and thoroughly enjoyable parties that it has been our good fortune to attend.

The decorators, under the guidance of Art Rapp, did an excellent piece of work. Mrs. Rapp had created some artistic designs in red and white that produced a distinctly Valentinish atmosphere. We are very appreciative of Mrs. Rapp's kind assistance. Joe Brady, George Ovenberg, Leonard Reynolds, Stanley Peck and Bob Bowen were instrumental in working out the decorative schemes that originated in Art Rapp's fertile brain.

The entertainment was ushered in with a moving picture, entitled "Easy Street." Charlie Chaplin was at his best, and soon had the guests in good humor. Syd Clarke proved beyond dispute that he is a premier Kodascope operator. The presentation of the picture was perfect.

The next act on the bill turned out to be Joe Murtha who is an impersonator of renown. His repertory included stories told in most of the familiar dialects. The rendition of the Scotch song and the harmonica selections were roundly applauded.

Miss Lorraine Abert had very kindly consented to present several dance numbers by her pupils. Their performance was the hit of the evening. Helen Martin did a very pretty dance, entitled "Powder Puff." Helen herself was scarcely larger than a fair sized puff, but she shows great promise as a dancer. Betty Hauck, as "Little Miss Irene Franklin" showed us some snappy steps. "Jazzola," by Marjorie Simpson, was a wicked demonstration. She sure did strut her stuff. A recitation called "A Perfect Little Lady," was very well done by little Joan Harding. The concluding number, "Flirtation Miniature," by Betty Hauck and Helen Martin,

was very cleverly executed. Miss Abert may be justly proud of her pupils. We enjoyed their dancing immensely.

MacDowell's Troubadours played several numbers, which were very well received. A saxophone solo by Mr. O. Kenyon, a trombone solo by Mr. Deverall, a violin solo by Mr. F. Steele and a piano solo by Mr. MacDowell were thoroughly enjoyed. The Troubadours provided dance music for the rest of the evening. As an orchestra, they are like Chesterfields—they satisfy.

Refreshments were served throughout the evening by Tina Drummond, Ruby Larker, Jenny Costich, Frances Mahan, Margaret Nelson and Minnie Nelson. Their kind ministrations were eagerly sought after.

There was enough dancing to appease even Helen Kieffer and Charlie Prentice. Louie Ehrmann dropped around to look the crowd over when it was about time to go home.

Mac Harding and Art Rapp lay the success of the party to the cooperation that they received from everybody upon whom they had occasion to call.

Howard Werner and Bob Cairns painted several posters that announced the coming party in no uncertain manner.

The checking magnates, Maloney and Mofsky, were assisted by Paul Dwyer, who had managed to accumulate a black eye during his afternoon's sport, that did not materially aid him in picking out the right hat for the right person.

TEAM WORK

Our departure from the plant on those cold winter nights in December and January was often enlivened by an exhibition of teamwork that was a monument to singleness-of-purpose. The first step in this splendid example of concerted action was marked by the rapid progress of Meyer Mofsky, with a jug of steaming water toward a Ford of uncertain ancestry. Meyer was followed by Fred Herr and Carl Fischer, who both made for the same objective. Upon the arrival of the three, the real work began. Fred produced a jack from some hidden crevice, and soon had one rear wheel off the ground. This was the cue for Carl to begin cranking violently, while Meyer distributed small doses of hot water to the more susceptible portions of the mechanism. Fred had by this time forsaken the jack, and begun to pump up one of the front tires. These three were still at work when the last of us pulled out of the yard. Since the watchmen inform us that there is no one on the premises throughout the night, we assume that their efforts have not been in vain.

*Keep that winning
safety suggestion
in mind*



FOLMER- CENTURY

CLARENCE H. HARPER
Editor



HERE AND THERE

A GOOD TIME

The Cost Department held a "Washington Birthday" party at the home of Lorna Metzger on Saturday evening, February 21st. Cards and dancing were indulged in, after which supper was served, the table being decorated with tiny American flags. The favors were small red papier mache hatchets filled with candy. Mrs. Metzger offered a prize to the one who could say she or he had "never told a lie." The name of the winner of the prize we are not allowed to divulge as it was generally conceded that he, in winning the prize, had told the biggest "whopper" ever.

OUR BEST WISHES

Howard Forbes, of the Shipping Department, has retired owing to illness. Howard has been with us for nearly fifteen years. We trust his cessation from work and living in the open will enable him to regain at least a portion of his health.

A DOUBLE HEADER

Our Purchasing Agent, Charles Roth's, twin daughters celebrated their first birthday anniversary on February 7th. Lorraine and Leona are happy looking youngsters, and Charlie is very proud of them.

OUR SYMPATHY

We extend our sincere sympathy to Frank Perrin, who recently suffered a double bereavement in the death of his mother, who passed away on January 30th, and his mother-in-law, whose death occurred February 1st.

NEWS FROM CAPT. STEVENS

Captain A. W. Stevens, who will be well remembered in Rochester, having visited our factory frequently after the World War in the interest of aerial photography, has been with the Rice Expedition in South America. Early in January he and his pilot, Walter Hinton, set out on a reconnaissance of the upper reaches of the Amazon and became lost in the wilds, nothing having been heard from them for ten days and grave fears were felt for their safety. They had been forced to make a landing on the rocks in the Parina River and their hydroplane had been badly damaged. Captain Stevens' usual luck was with him, however, and they met with some friendly Indians from whom they secured cloth, as well as vine for twine, with which to make repairs to their plane. During the ten days they were lost their diet consisted of fish and herbs. On January 19th they were reported by radio as having arrived safely at the Advance Camp of the Rice Expedition.

This adventure adds one more to the many thrilling escapes of Captain Stevens.

Walter Hinton was one of the pilots on the NC-4 in its flight across the Atlantic.

Emma Kraftschik, of the Cost Department, was maid of honor at her brother's wedding, which took place on February 10th.

A bowling match between the Cost Department and Standards Department on February 7th resulted in three to nothing in favor of the Standards. The outstanding feature was the excellent bowling of "Head" Altpeter.

*Folmer-Century figures on winning
that Safety Suggestion Contest.*

Let's go!

A T H L E T I C S



With interplant athletics comparatively at a standstill a special athletic section in the *Kodak Magazine* seems a bit superfluous. With the return of spring it is hoped that a number of interesting interplant activities will be revived and so enable us to provide an unusually interesting section.

At the present time bowling seems to have the strongest hold on the various plants, with basketball and indoor baseball jogging comfortably alongside.

The gun clubs of Kodak Park and Camera Works have become strong and very popular organizations and much can be expected of them in the way of healthy and exciting recreation.

Possibly the Kodak Park Camera Club's activities can scarcely be said to come under the head of athletics, but if you are not accustomed to long walks try a hike with the members, and you may decide that it is truly an athletic association.

Our columns will always be open for the promotion of interplant athletics, and so if you wish to put over a tournament or other activity, just let us know.

Incidentally, "Milt" Loysen, our athletic editor, has left the employ of the company to engage in business for himself, and our best wishes go with him.

We presume that most of you follow what Grantland Rice has to say in his daily column, but you may have missed this one which can be applied to all athletic endeavors:

The art of improvement is full of knots. It is also replete with tangles. And the main trouble is that not one person in five hundred can tell what the kink is when something goes wrong with the right

way to turn the trick. This inability to locate the fault applies to almost every game. Yet most of those suffering some form of slump are quite certain they know what the fault is and what correction should be applied.

It takes some outside observer who knows to locate the answer. For example, when Ty Cobb isn't hitting the ball he has an observer in whom he has confidence to watch his swing, the way he uses his feet, his position at the plate, how his body is working in connection with his hands and other intimate details. The observer then reports what the trouble is and Cobb begins his correction.

"It is almost impossible," says Cobb, "for the player himself to know what he is doing. He may think he knows, but most of the time he is merely guessing. The trained outsider can always tell. There will be days when my feet are out of position. There will be other days when I am swinging in the wrong plane, hitting up at the ball or hitting down, when I am quite sure I am hitting straight through. It is an easy matter to slip into some fault and then not know what has happened."

If Cobb, one of the closest of all students, after twenty seasons of big league baseball, can't always tell what has gone wrong, what show has the average individual? We have heard golfers on several hundred occasions explain what has gone wrong with their swing, dead certain they know what the trouble is. But it was easy to see that the fault was entirely different. So they go about applying remedies which have no bearing on the sickness at hand.

It's a queer proposition all around. The average man likes to give instruction, but not to take it. Instruction and advice are twin marchers down the highway of life. They are pleasant to give, but rarely pleasant to receive. We have frequently seen golfers who couldn't break 100 attempting to instruct fellow players who couldn't break 110. And the 110 player was pretty often quite sure in his own mind what the fault was, whereas the moody fact was that he had no nip of an idea concerning the tangle.

It is the onlooker who should see most of what takes place, not the performer. In one of the big football games last fall a certain star player insisted that one of the officials had knocked him down, when it was the rival quarterback. He was raising something of a racket about it, when his own trainer came on and told him what had happened. Even then he had a doubtful look upon his face. In the heat of action few mentalities can remain introspective. Few can be capable critics and capable performers at one and the same moment.

Safety Tommy



Cross crossings
• cautiously •

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

	ROCHESTER PLANTS	Standing Last Month	No. of Employees	No. of Members	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye.....	1	396	340	85.8%	3,284
2.	Kodak Office.....	2	1,138	749	65.8%	6,827
3.	Folmer-Century.....	4	187	115	61.4%	939
4.	Camera Works.....	3	1,506	863	57.3%	5,606
5.	Kodak Park.....	5	5,860	2,964	50.5%	24,795
	Non-Employees.....	279	2,144
	OUT-OF-TOWN PLANTS					
1.	Howland & Dewey Co. (San Francisco).....	1	18	18	100.0%	107
2.	Milwaukee Photo Ma- terials Co.....	2	17	17	100.0%	124
3.	John Haworth Co.....	3	57	51	89.4%	251
4.	Zimmerman Brothers (St. Paul).....	5	26	23	88.4%	166
5.	Glenn Photo Stock Co.	12	22	18	81.8%	124
6.	Taprell, Loomis & Co..	4	189	152	80.4%	1,279
7.	Chicago Branch.....	6	112	89	79.4%	959
8.	O. H. Peck Co.....	7	29	22	75.8%	169
9.	Des Moines Photo Ma- terials Co.....	8	20	15	75.0%	111
10.	New York Branch.....	9	91	66	72.5%	556
11.	Zimmerman Brothers (Duluth).....	10	7	5	71.4%	40
12.	Denver Photo Materi- als Co.....	13	18	12	66.6%	59
13.	San Francisco Branch.	14	65	43	66.1%	358
14.	Northwestern Photo Supply Co.....	11	29	19	65.5%	91
15.	Salesmen and Demon- strators.....	17	135	69	51.1%	1,582
16.	Robert Dempster Co..	16	20	10	50.0%	143
17.	Howland & Dewey Co. (Los Angeles).....	15	62	29	46.7%	129
18.	Sweet, Wallach & Co..	18	74	31	41.8%	419
19.	Robey-French Co.....	19	44	18	40.9%	133
20.	Bell Photo Supply Co.	20	20	5	25.0%	38
21.	Eastman Stockhouse Inc.(New York City)	21	59	11	18.6%	140
22.	American Aristotype Co.....	22	28	4	14.2%	38
23.	Kodak Mexicana.....	23	20	1	5.0%	12
	Total.....	..	10,249	6,038	58.9%	50,623

Average Subscriptions—8.3 shares

Total Matured or Par Value—\$5,062,300.00

Eastman Savings and Loan Association

Under supervision of the New York State Banking Department.

Who May Subscribe—Any Kodak employee, or husband, wife or child of an employee residing in the same house with the employee.

How to Subscribe—Obtain a subscription card from your department head, pay roll department, or the Association, fill it out and return it to the one from whom you obtained it.

Classes of Shares—Buy **INSTALLMENT SHARES** if you are saving a regular amount weekly or monthly for a definite purpose, and can leave it in to maturity.

Buy **SAVINGS SHARES** if you want a handy account on which you may make deposits and withdrawals as desired. These shares are very much the same as a Savings Bank account. Under this heading, also, are the Christmas and Vacation Clubs.

Buy **INCOME SHARES** if you have \$100 or more already saved and want to invest it safely and profitably.

	INSTALLMENT	SAVINGS	INCOME
Payments required on each share....	25c weekly \$1.00 monthly	These shares are	\$100 with subscription
Par value.....	\$100.00	very much the	\$100.00
Dues paid on each share at maturity.	(Approx.) 85.50	same as a Savings	100.00
Dividends earned on each share at maturity.....	(Approx.) \$ 14.50	Bank account	(Approx.) \$ 25.04
Matured value.....	100.00		(Approx.) 125.04
Maturity date.....	Approximately 6½ years from date of subscription on weekly basis. 7 years on monthly basis		5 years from date of subscription
Rate of dividend and manner of crediting.....	5% on previous quarter's balance	4% on low balance for current quarter	4½% on previous quarter's balance
Forfeitures if shares are withdrawn and cancelled before maturity....	One-fifth of all dividends credited	None	One-ninth of all dividends credited
How much may be withdrawn with- out cancelling shares.....	90% of balance to your credit	All	None
How many times may withdrawals be made.....	Twice during the life of the shares	Twice monthly	No withdrawals permitted

Borrowing by Note—90% of the balance on Installment or Income Shares may be borrowed by note at 6% interest. The Amount thus borrowed is not deducted from the balance on your shares. The shares are merely accepted as security and they receive full dividends on the total amount credited to them. It therefore actually costs only 1% annually to carry a note on Installment shares or 1½% on Income shares. Notes may be repaid at the convenience of the member, but it is desired that they run for not longer than one year.

This chart is distributed for your convenience and to enable you to invest your money intelligently in this Association, organized for your benefit. Keep this for future reference.

EASTMAN SAVINGS AND LOAN ASSOCIATION.

Money invested in any of our shares is always ready money.