

The KODAK
Magazine



April 1925

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

MONTHLY ACCIDENT REPORT
FEBRUARY, 1925

PLANT	Accident Cases		Accidents per 1000 Employees	
	1925	1924	1925	1924
Kodak Office	2	5	1.72	4.18
Camera Works	1	2	.66	1.05
Folmer-Century Works
Hawk-Eye Works	4	..	5.80
Kodak Park Works	11	21	1.71	3.33
Total—Rochester Plants	14	32	1.54	3.07

NATURE OF ACCIDENTS DURING MONTH

3 cases of injury through bruises, burns and lacerations, etc.
3 cases of injury through falling material.
2 cases of injury through falling and slipping.
1 case of injury through stepping on nail.
1 case of injury through sprain.
1 case of injury through falling from ladder.
2 cases of injury around machine of special nature.
1 case of injury around press.

14 Employees' accident cases during month.

Stock Allotments

Notice to Employees:

On May 27, 1919, the Company set aside 10,000 shares of Common Stock, par value \$100.00 per share, since converted into 100,000 shares of no par value, to be sold to employees at \$10.00 per share in accordance with the published Plan for Sale of Common Stock to employees. The Plan provides that these shares shall be distributed as long as they last.

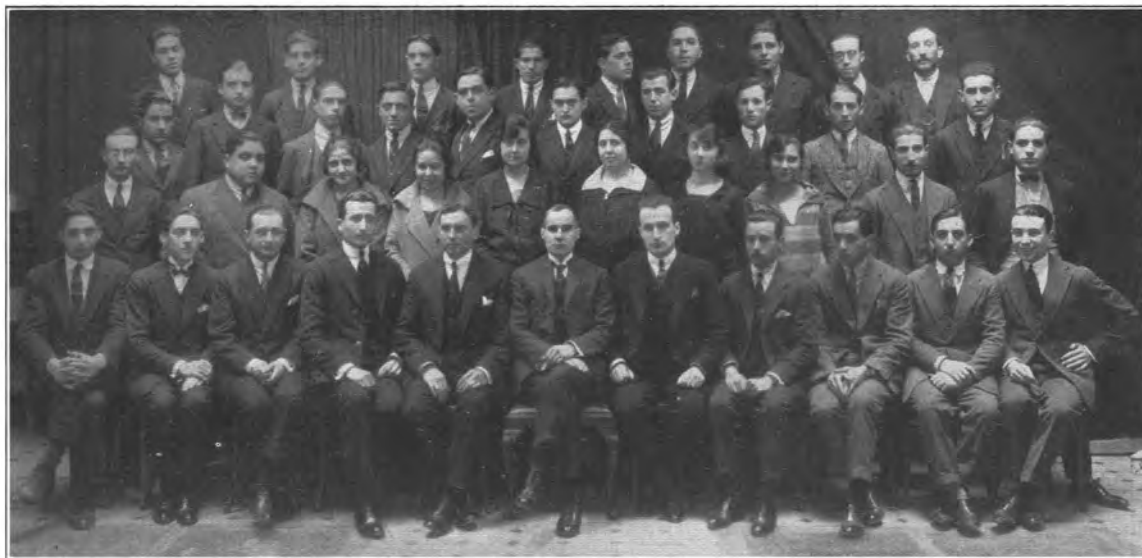
It is estimated that the shares remaining in the hands of the Managers on March 31, 1925, will be sufficient to provide for all applications for stock which may be issued to and including July 1, 1926, in accordance with the terms of the Plan. This should give complete allotments to all employees who will have completed five years of continuous service on or before June 30, 1926; employees of less service will be unable to secure complete allotments. Those who entered the Company's employ between July 1, 1921, and June 30, 1924, should receive partial allotments in proportion to their length of service. Should there be any shares remaining after July 1, 1926, additional applications will be issued until these shares are exhausted.

Managers Certificates to be issued, and those already issued and in the hands of employees, will be exchanged for regular Stock Certificates at maturity in accordance with the terms of the Plan.

It is impossible to exactly forecast when the shares will be exhausted, but it is not believed that anyone employed after July 1, 1924, will have the opportunity of applying for stock.

EASTMAN KODAK COMPANY.

March 16, 1925.



KODAK IN SPAIN

Upper: Our Barcelona Staff. Lower: The Staff at Madrid—See page 3.

The KODAK Magazine

VOL. V

APRIL, 1925

No. 11



THE KODAK STAFF AT SEVILLE

IN SPAIN

Kodak in Madrid, Barcelona and Seville

A LAND of romance, dark-eyed *senoritas*, twanging guitars, *Carmen*, *toradors*, and *Don Quixote*.

Thinking along these lines, those of us who have never visited Spain are quite apt to give the country and its people a purely fictional quality, and entirely overlook the facts as regards commerce and industry, and the practical aspects of everyday life.

Consulting the atlas, we are quite apt to consider Spain as a tropical or semi-tropical country, when as a matter of fact the climate is very similar to most of continental Europe.

In Madrid, for instance, which is centrally located, there is often skating in winter, though in summer the temperature may rise to 107 degrees Fahr.

On the southern coast frost and snow are extremely rare.

While Spain has numerous manufacturing industries, she has to depend upon other countries for many of the products she consumes. This is due to lack of fuel and many raw materials.

Catalonia has always been the home of the greater part of Spanish manufacturers, but Madrid, Seville and Barcelona, where we have establishments, are also prominent manufacturing centers.

Gold and silver wares are produced in large quantities in these cities, and Seville and Madrid are noted for their glass and porcelain.

The population of Spain proper is in the neighborhood of twenty million; Madrid, the capital, has about 600,000; Barcelona about 590,000, and Seville about 160,000.

The Spaniards of the better class are of an artistic and pleasure loving temperament, and our business in Spain has al-

ways been in a highly satisfactory condition.

Our business in Spain is conducted by Kodak Sociedad Anonima, with headquarters in Madrid, where we operate one wholesale and retail store, and one store exclusively retail. We also operate two

stores in Barcelona, and one in Seville. The general management is under Mr. J. deJulian.

On pages 2 and 3 we are pleased to present the personnel of these establishments, with a hearty welcome from them to the rest of our big Kodak family.

A MAY DAY CHALLENGE

MAY DAY! What does it suggest to you? Children hanging May baskets? Or dancing about a May pole? Or crowning a Queen of the May?

England gave us many of the pretty customs which we follow on May Day, but it was left to our own American Child Health Association to give May first an added meaning.

Last year this Association persuaded many communities in the United States (Rochester was one of them) to give pageants, plays, parties of all sorts for the children, *by* the children, popularizing health rules.

They made that May Day a Health Day in the most attractive way.

This year a greater effort is being made to interest every father and mother, each uncle and aunt, older brother and sister—all who have a love of children in their hearts, to make May Day, 1925, another red letter HEALTH DAY.

But the leaders in this cause do not wish us to stop at May first. They urge us to make every day in the year a health day in our family.

Here is where we may all have a share in this great work. Whether we like the idea or not, it just is true that children "ape" their elders.

If Bobbie pushes back his plate of spinach—has he ever seen father do that same thing? If Mary refuses her milk—has mother been guilty of saying, "I know just how you feel. I don't like it either, but *it's good for you*, and you must drink it"—Mary doesn't take her milk very eagerly just because it's "*good*" for her.

Example is worth everything. If you wish your youngsters to eat two vegetables a day beside potatoes—first do it yourself, and see how easy it will be to teach them to like spinach or carrots or any vegetable.

If you believe that they should have a breakfast of cereal, see that you show them that it *is* good, by the way in which you eat it.

If you believe they should have fruit, water and milk—eat and drink with them.

But eating is not all of health. There is the outdoor walk, the open window at night, and the hours of sleep that are needed to make a strong body.

You know that what we *do* often speaks so loudly that no one can hear what we *say*.

Today—May Day—*every day*—is our opportunity to show these impressionable little beings that "the road to health is the road to happiness."

GO SLOW

IN every issue of the *Kodak Magazine*, we find a number of announcements that little Miss or Master So-and-so has arrived to gladden the hearts of adoring parents.

Now all these youngsters have to be named and to bear the burden of said name throughout their existence, so due consideration should be given.

Here are a few odd ones of record:

Welcome Bacon, Hardy Fitts, Etta Cone, Will Leak, Etta Appel, Easter Dye (negress), Ford Carr, Iva Beard, Fannie Fuller Spice, Will B. Wright, Memorial Armstrong (born May 30), Revo Lution Bonetti (born during the Russian upheaval), Kansas Mudd, and Our Bit Johnson (born during the World War).

THE MAGAZINE IMPROVEMENT CONTEST

KODAK PARK CARRIES OFF THE HONORS

KODAK Park walked off with all the honors in the *Kodak Magazine* Improvement Contest.

The winners are as follows: First Award \$50.00—E. T. McEniry; Second Award \$25.00—A. Sinclair; Third Award \$15.00—Mary Augusta McCoord; Fourth Award \$10.00—Grover C. Milbee.

Many excellent suggestions were received which will be put into effect as rapidly as possible; here and there, of course, were suggestions that were not

practical for a number of reasons although possessing merit.

The number of contestants was not as large as we had hoped, but we may perhaps console ourselves that the most of our readers are fairly well satisfied with the magazine as it stands.

This will not, however, deter us from putting forth every effort to make each issue better than its predecessor and suggestions and constructive criticisms will at all times be welcome.

BOWLERS

A CHALLENGE FROM CHICAGO

Editor, *Kodak Magazine*
Dear Sir:

I have been requested by the bowling fraternity of the Chicago Branch to presume upon your magnanimous nature to the extent of getting some space in your estimable magazine.

On Saturday, February 21st, 1925, the Branch and Sweet, Wallach & Company met in a bowling match—3 games, total pins to count. Now you know the uncertainty and intricacies of the great national indoor sport. In fact, it was conceded that in the tremendous effort which was being exerted in the hope of acquiring the supremacy of both houses, the antagonism of the Sweet, Wallach & Company retinue was most to be looked upon with trepidation. With both organizations approaching on the invincible it was a subject more for speculation than assurance, but alas and alack, the result was terrible in the extreme—the Branch emerging victors by 123 sticks. This margin does not indicate the superiority of the Branch bowlers, who repeatedly out-bowl and out-hit their opponents 3 to 1.

The result was a sad humiliation to Captain Bill Marlin, of Sweet, Wallach & Company, who thought he could get together a five who could trim the Branch.

The Score	1st Game	2nd Game	3rd Game	Total
Chicago Branch	839	864	990	2693
Sweet, Wallach & Co.	801	840	929	2570

123

Incidentally the Chicago Branch is leading the Dandy First League with a percentage of 787, having won 59 and lost 16, with a bowling average of 880, is leading with high series game of 2,909 and high game of 275, which belongs to that grand old veteran, John Zarley.

I herewith challenge your best team to bowl by letter, telegram or through your *Magazine* at the earliest possible date—3 games, total pins to count.

Trusting you will give this your kindest consideration and hope to see some of this published, with kindest regards, I am,

Yours very truly,
HARRY B. URBAN, Captain.

The best talker in the bird world is the parrot; It is also about the poorest flyer.



Back Row: E. A. Howland, E. B. Campbell, S. G. Loft, B. L. Jones, F. W. Swan, F. W. Dickerson, DeF. Stamp
 Front Row: H. A. Collings, C. A. Hansbrough, N. P. Richardson, H. B. Wills, J. C. Neely, J. J. Montgomery, R. R. Rhodes



Back Row: H. B. Wills, E. H. McNamara, W. F. Spurling, L. J. Rogers, C. A. Nelson, H. C. Koonce, F. C. Rogers,
 W. D. Hartman, W. F. Baker, E. H. Shelley
 Middle Row: A. H. Dunn, H. T. Rydell, C. L. Bouton, H. E. Cornish, W. T. Houston, D. Curtiss
 Front Row: E. A. Byrsdorfer, R. V. Miller, T. I. Montgomery



Back Row: W. C. Stewart, H. J. Gillis, A. B. Cornish, H. B. Wills, O. J. Smith, R. C. Smith
 Middle Row: E. J. Winiker, C. H. Dotta
 Front Row: L. V. Tournier, Alex. Arnold, H. F. Martin, J. C. Whitney, E. H. McNamara

DEMONSTRATORS VISIT KODAK OFFICE

A FEW weeks ago we had the pleasure of having our plate and portrait film demonstrators in for conference. To expedite matters these conferences were arranged for different dates, certain groups participating in each one.

The boys were kept pretty busy during

business hours, but most of them found time to renew old friendships with the folks in Rochester.

We are always glad to have them with us, and we take pleasure in presenting them to you above and on page 6.

WAIT A MINUTE

AT a meeting to discuss the safety of pedestrians, one witness remarked:

"In the old days, if anybody missed a stage coach, he was contented to wait two or three days for the next. Now he lets out a squawk if he misses one section of a revolving door."

It's the truth. We are in such a hurry that half the time we don't know where we are going. We hardly take the time necessary to pick up our feet.

We dodge through traffic in the middle of a block rather than spend thirty seconds in reaching a street crossing. We go from

Chicago to San Francisco, and write back that we made the trip in three hours less than last time. We jump off and on moving trains. We even marry in haste—about all we do at a leisure is repent.

We eat fast, walk fast, dance fast, sleep fast—and die fast.

What's the hurry? There are still 24 hours in the day, even with daylight saving. A straight line is the shortest distance between two points, according to the mathematicians, but why confuse life with geometry? Wait a minute!

FIRST AID

THE ordinary cut or bruise usually heals with relatively little care, but through neglect some of these trifling injuries develop into more serious conditions, even at times having a fatal ending.

During active play any child is likely to be hurt. More often the skin is not broken, but owing to injury to the many small blood vessels under the skin, blood escapes into the tissues, and the skin assumes the color usually described as "black and blue." There is often some swelling and more or less pain which soon subsides. Such an injury, technically known as a contusion, is best treated by the immediate application of cold in the form of ice or cold water. This helps to stop the diffusion of blood under the skin. Later, when the "black and blue" spot has reached its full development, hot applications may hasten the absorption of the blood left in the tissues.

When the skin is cut or broken so that blood or serum escapes, it is necessary to take precautions to prevent pus germs from developing in the wound. Free bleeding is desirable, unless a large blood vessel has actually been severed, for it tends to wash out the cut. If the cut is deep a doctor should be called, for stitches may be necessary. Small wounds should be washed with soap and water, dried with a clean towel, and then tincture of iodine applied with a bit of cotton wound on a toothpick or matchstick. Even though the application of iodine stings for a moment, the germicidal results are much better than with other antiseptics. Carbolic acid should never be used for this purpose. Hydrogen peroxide as found in the average household is of little value for it deteriorates rapidly after the bottle is first opened.

If an artery has been cut there is profuse bleeding coming in spurts corresponding to the heart beats. In such cases, tie a handkerchief, necktie, belt or anything at hand around the extremity between the heart and the wound, and twist whatever has been tied by means of a stick or pencil

until the bleeding stops; but never allow such a constriction to stay tight for any great length of time. In addition, summon a doctor immediately.

In deep punctured wounds, especially those which may have been contaminated with dirt or stable refuse, consult a doctor at once, for lockjaw is a grave danger as the result of such an injury.

The treatment of blisters whether due to sunburn or other burns is simple. Paint the skin around the blister with iodine; sterilize a needle by holding it for a moment in a flame and then insert it from the side through the upper layer of healthy skin into the blister. This will let out the water and still leave the skin intact over the raw surface at the base of the blister.

When a person faints, place him on his back, preferably with his head a little lower than his body. Then leave him alone, except for loosening the clothes around his neck. To prevent fainting, when a person becomes a yellowish green color and breaks out in a perspiration, but has not as yet lost consciousness, make him sit down, and push his head between his knees. In such a position fainting becomes impossible.

First aid for sprains, which are the result of twisting a joint, consists in absolute rest of the part, and cold applications until the doctor comes. If after an injury there is a question as to whether or not a bone has been broken, take no chances but put the part at rest by means of an improvised splint. This can be made out of any piece of wood, or if nothing else is available an injured arm may be tied to the body and a leg may be bound to the other leg.

Finally, there is only one class of persons who have been trained to give expert care to injuries—the doctors. To avoid serious consequences it is better to consult a physician several times for trivial complaints than it is not to do so once, and have some minor injury turn out to be a serious one.

IT IS WORTH WHILE

OVER the radio, the other night, the executive secretary of the Social Welfare League told of the happiness that had just come to a Rochester family through the recovery of the father, and his return home with the assurance of full-time employment and a slightly better wage than he was receiving when illness forced him to drop out.

Twelve months ago, when the father was overtaken with tuberculosis, the combined efforts of relatives proved inadequate to meet the expenses of the family, consisting of the parents and three small children, and his former employer invoked the aid of the Social Welfare League. Sanatorium care was obtained for the sick man, who did not lose courage, and while he was putting up a brave fight against the dread White Plague, the League assisted the little family. After months of good care he returned home and was helped to secure part-time employment, which was what the doctors advised; but this did not make him self-

supporting, and for a few weeks longer the agency had to assist the family financially. Now, at the end of the long struggle, the family-caring agency can drop out. To-day, this family is happy in the realization of all that has been done for it, but happier still in independence and the assurance that, at last, good health has been restored, and that the family has been saved both for itself and for the community.

Last year \$200,000 was expended by the four family-caring agencies supported by the Community Chest, namely, the Jewish Welfare Council, Rochester Catholic Charities, Salvation Army and Social Welfare League. Together they aided 22,000 individuals, representing 5,000 different families. Picture, if you will, an army of men, women and children four abreast, in a row five miles long, marching through the city streets, and you catch for the moment a vision of those befriended by those four Community Chest supported organizations last year.

HE FORGOT TO PUT IN THE HOLE

ONCE upon a time there was an old trader in the Klondyke who being unable to read or write, used a system of hieroglyphics for the articles he dealt in that no one but himself could understand, and that sometimes even baffled him.

He had charged a customer for a cheese, and the customer disputed the charge.

"But it's down here," said the trader pointing to a circle by which the article was symbolized.

"I don't care," retorted the customer, "I ain't had no cheese, and I ain't gonto pay for none."

"Well, what did you have anyway?"

"I had a grindstone you ain't charged me for."

"Gosh! it was a grindstone sure enough, I forgot to put the hole in the middle."

The moral of this is that a whole lot of

us who do know how to write make a sorry mess of it, usually just through getting into careless ways.

We hurriedly scribble a memorandum to be read by some fellow-employee, or scratch down a telephone message for some one who is out and very often the recipient cannot make head or tail of it, or guesses at it, and gets something wrong.

Usually such mistakes do not amount to much, but sometimes they are serious.

If you are just naturally a poor scribe, when you have an important name or number to put down, print it.

Some folks can write a perfectly legible hand when they want to, but often such people can think faster than they can write and so in the effort to keep up with their thoughts, the penmanship suffers, and so accordingly does the person who has to read it.

The Kodak Magazine

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

SPENCER HORD, *Editor*

P. R. MEINHARD	Main Office	Assistant Editor
ROBERT A. WEBER	Kodak Park Works	Assistant Editor
HERBERT S. THORPE	Camera Works	Assistant Editor
CLARENCE H. HARPER	Polmer-Century Works	Assistant Editor
JOHN HARRISON	Hawk-Eye Works	Assistant Editor

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ALMOST always when a bunch of old timers get together, they sooner or later begin to discuss the "good old days."

"Do you remember when eggs were ten cents a dozen, and everything else in proportion, and you didn't have to do this or do that? Those were the happy days."

Yes, and you got eight or nine dollars a week, and got up before sunrise and on the job at seven or even earlier, and got through when the Boss said you could.

"I want to tell you, young feller," began the old timer, "that when I was your age I had to work twelve hours a day."

"Huh! you couldn't get away with that now," sneered the young squirt, "they'd fire a guy who couldn't do his stuff faster'n that."

Just the same if you could pin any one of the old timers right down, he would admit that he would much rather have things just as they are now than to return to old times.

Sometimes we forget the many things that are now necessities to us which in grandpa's days were luxuries that even some monarchs could not afford, and most of which did not even exist.

Take the man of fifty—when he was a boy but few houses, if any, had furnaces, the kerosene lamp was the standard illuminant, the telephone was in its infancy, the phonograph nothing more than an interesting scientific experiment, and railroad locomotives burned wood instead of coal.

What few street cars there were in existence were drawn by horses, unheated, and in the winter the bottoms of the cars were filled with straw to keep the passengers' feet warm.

Would you trade all the modern conveniences you enjoy and go back to the "good old days"? We think not.

THE fighting chance—when your chance comes, and chances to win usually mean the control of some money, more or less—how are you going to meet it?

If I only had two thousand dollars—if I only had five hundred dollars, I would—but oh! what's the use. I haven't got it.

Perhaps your chance to win, or to advance, does not mean the investing of money. Suppose the Boss is looking for someone to promote to the better job and greater responsibility.

You may be among those considered, and if the Boss finds out that you have a bit laid by, he is pretty apt to figure that the man who can do well for himself can do equally well for his employer.

On the other hand, if he learns that you are running pretty close to the cushion most of the time, and Bosses have a most uncanny way of finding out things, he is most likely to pass the better job to the other fellow.

Of course, circumstances sometimes just won't permit a fellow to lay by a cent; illness or some unforeseen thing may force you to spend what you earn just as fast as you get it; and sometimes faster.

But when things are going along without any distressing or uncomfortable circumstances, then is the time to put a bit by for the emergency, or opportunity, when it does come.

Now you may call this sort of talk "apple sauce," but if you have ever been bang spang up against it for the need of money, and didn't know where on earth it was to come from, and in your own heart you knew that you could have saved up enough if you hadn't been so thoughtless, you won't say "apple sauce."



KODAK PARK

ROBERT A. WEBER

Editor



A FEW OF THE HOME BUREAU MEMBERS

SPRING MILLINERY CLAIMS INTEREST OF HOME BUREAU MEMBERS

Spring millinery has proven one of the most popular projects offered to the members of the Kodak Park Home Bureau Unit this season, some of the girls making as many as three hats during the period of instruction. The class has been in charge of Mrs. Simmons, who devoted one evening each week in addition to the regular Monday session to giving fundamental directions to a selected group of "leaders," who in turn assisted the members with their creations. Spring hats are something dear to the heart of every girl and therefore little wonder that it has been so popular.

On Thursday, March 12, a "welcome meeting" for new members was held at the Chamber of Commerce, preceded by a luncheon; Emma MacBride, chairman of the Park Unit, and Katharine Huey, executive secretary, attending. At this time very useful and valuable prizes were distributed among the units reporting the greater number of new members. Included in the program of the day was a style show showing costumes, ranging in period from 1825 to the present day. Decidedly impressive was the wide variation in bridal dresses between those of 1885 and 1925. During luncheon Henry Rohr led the singing, and afterwards the prizes were awarded by Roland Woodward, secretary of the Chamber.

One evening late in March was designated as "nutrition night." Miss Laura Comstock, nutrition adviser of the Eastman Kodak Company, gave an interesting talk on this subject, which was followed by the showing of an educational film entitled "Digestion" by Roland Rogers, of the Picture Service Corporation.

Next in order will be the making of summer dresses. This will occupy three or four weeks or nearly to the end of April, after which home nursing and first aid will be taken up under the direction of Melissa Gaylord, of the Kodak Park Medical Department. The program for the season will then be completed, and plans will be made for resuming the work early in the fall. The experience gained this year will be of great value in mapping out a schedule for 1925-26. Due to the untiring efforts of those in charge the first industrial Home Bureau Unit in Rochester has been a distinctive success.

The Safety Suggestion Contest
Closes June 30



GLIMPSES OF THE KODAK PARK GIRLS' PARTY



MORE GLIMPSES



30 YEARS FOR FRED VAN ALLEN

On March fifth Fred Van Allen, of the Film Emulsion Coating Department, celebrated his thirtieth anniversary with the Eastman Kodak Company.

Mr. Van Allen began work in 1895 at the time the coating was done on the antiquated glass tables, and has been connected with this part of the business during the entire period of his employment. He received his first promotion in June, 1897, being given charge of the coating room. At that time he was the youngest man in the department, and when the advancement was offered him he at first declined, believing that it should go to someone older, but Mr. DeLancey, at that time in charge of the Works, prevailed upon him to accept. In May, 1917, he was made general foreman of the department in which capacity he is still serving.

Many recollections of days past are still fresh in his mind. In the early days there was not sufficient work to occupy the entire day for all of the men, and on more than one occasion he was called upon to work in the yard, clean boiler flues and other odd jobs. At that time the outlet pipe of the reservoir was covered with a wire screen which became clogged with refuse every so often. It was Fred's job to do a little deep sea diving and remove the accumulation to allow the water free egress through the outlet.

Cherished among his keepsakes is a card dated February 15, 1899, informing him that it was Mr. Eastman's pleasure to set aside a sum for distribution among the employees, to commemorate the recent combination of the Kodak business, apportioned according to length of service, rate of pay and kind of employment designated as a personal matter with Mr. Eastman which they were asked to accept, not as a gift but as extra pay for good work. His allotment was \$22.00.

Mr. Van Allen has always taken an active interest in all Kodak Park activities, being the organizer of the Pioneer's Club of which he was president for the first two years of its existence. His reputation for square dealing has earned for him a most enviable reputation with both his superiors and the men who work under him. Our most sincere wish is that he may continue on with us for many years to come.



PRIZE WINNERS AT GIRLS' PARTY

SINGLE PRIZES—*Most Elaborate*

- 1st. Gold and Steel Choker Beads
Gertrude Pillen, Employment Office
- 2nd. Mesh Bag
Harriet Marx, Printing Department
- 3rd. Tan Chiffon Stockings
Dorothy Meyers, E. C. & P. Department

Prettiest Costume

- 1st. Pearl Choker Beads
Linda Schwing, Mr. Ruttan's Office
- 2nd. Long Blue Beads
Constance Shaw, Time Office
- 3rd. Electric Curling Iron
Mabel Benson, Paper Sens. Office

Most Original

- 1st. Atomizer
Theresa Zick, Pay Roll
- 2nd. Red and Tan Scarf
Theresa DeSando, Box Department
- 3rd. Compact Case—extra
Violet Judd and Anna Schaefer, Sheet Film

Most Comical

- 1st. Lamp
Minnie Burns, Printing Department
- 2nd. Leather Under Arm Bag
Cecil Hare, Plate Department
- 3rd. Stationery
Anna Nagan, D. O. P. Pkg. Department

COUPLES—*First Prettiest Couple*

- 1st. Two Bracelets
Tyena Pattison, D. O. P. Pkg. Department
- 1st. Two Bracelets
Dorothy Pattison, D. O. P. Pkg. Department

Second Prettiest Couple

- 2nd. Silk Vest
Alice Whitman, Yard Office
- 2nd. Silk Vest
Margie Ellis, Pay Roll



KODAK PARK BASKETBALL TEAM

Standing, Left to Right: Rabin, Garvin, Brightman, Heaney, Benson
Seated, Left to Right: Agness, Weigand, Gallagher, McCarthy

JINX FOLLOWS BASKETBALL TEAM

Old Man Tough Luck and the Kodak Park Basketball team seem to be walking hand in hand of late. Following the 29-23 defeat at the hands of the Firestone team of Akron, Ohio, our team suffered the most surprising setback of the year when the Michaels-Stern five nosed them out by one point in the first game of their series for the industrial championship.

Carr, Mason and Mulvihill, all former high school stars, bore the brunt of the game for the Tailors, Carr being the only center with the exception of Bond, of Akron, to outplay the Kodak pivot this season.

The Clothiers jumped into the lead at the very start of the game until the score at one time stood 9-2 in their favor. At half time they still led 17 to 13. When play was resumed the Kodak players

appeared to have found themselves, scoring ten points while the visitors were held in check. The game seesawed back and forth until with but one moment to play and the count even, Wicks got away for a pretty shot beneath the basket and decided the outcome.

Kodak Park's record now stands with 10 victories and 9 defeats. They have scored 592 points against 517, while Garvin with 159 points to his credit has established a good mark for other players to shoot at. Brightman is playing the best game of his career, and is probably the most valuable man on the team. He has played in every game but one, and on more than one occasion has snatched a win from the very brink of defeat by one of his clever plays.

SOCCER CLUB TEAM WINS BASKETBALL CHAMPIONSHIP

Art Bahr Leading Scorer of League

For the fourth successive year the team representing the Soccer Club, in the K. P. A. A. Basketball league, has won the championship. This season's record is exceptionally good in that the team has won all of the eight games played to date, scoring 190 points against 123 by their opponents.

Not every contest has been a walk-away, however, and the last minute of play has more than once decided the outcome. One game was won by a single point, while in two others the margin was but one field goal. Their most decisive victory was a 27 to 6 win over the Research Club.

A word of praise for the spirit displayed by the boys from Building 3 is not amiss at this time. Handicapped by a shortage of players almost from the start they have doggedly stuck to their agreement and have never failed to appear at the time

they were scheduled to play.

"Art" Bahr, playing center for the champions, is heading the individual scoring records with 30 field baskets and 5 fouls, a total of 65 points. Honors are being keenly contested, however, by Culhane, of the Messengers, and Lindhurst, Stores. Culhane has 61 points and Lindhurst 60, and the few remaining games may result in some change.

The standing of the teams on March 12 was as follows:

	Won	Lost	Per ct.
Soccer Club	8	0	1000
Messengers	5	3	.625
Machine	4	3	.572
Stores	4	5	.444
Research	2	7	.272
Office	0	7	.000



ROY HERRICK—Capt. Bldg. 35 Team

GARAGE BOWLING TEAM HITS NEW HIGH MARK

The sensation of the Kodak Park Athletic Association Bowling League was the exceptional performance of the Garage team on Tuesday, March 10th. On this occasion they chalked up a new three game record which will undoubtedly stand for some time. Their score for the night was 2,847 which surpassed the old record by 29 pins. At the same time the "chauffeurs" succeeded in taking two of the three games from Building 35. The Garage now holds both the high single and high three game records for the season.

The relative standing of the teams has changed very little in the past month. Building 48 in first position still has a slight lead on Building 35, their percentages being .696 and .667. The Garage is in third place with a mark of .580. In the individual standing Keenan and Bueckman are still tied for the high three game prize, while Keenan's mark of 278 for high single game of the year still stands. Bueckman is leading the individual standings with a mark of .192, with Service and Behrns tied for second place with a rating of .186. Brizee and Goebel follow in order, both being above .180.

STANDINGS OF THE TEAMS ARE AS FOLLOWS:

	Won	Lost	Per ct.
Building 48	48	21	.696
Building 35	46	23	.667
Garage	40	29	.580
Pipe	34	35	.493
Chemical	33	36	.478
Engineer	26	43	.377
Tool Room 1	26	43	.377
Tool Room 2	23	46	.333

Safety Suggestion Contest closes June 30

STREET SAFETY

By A. A. Ruttan

The importance of our trucking service to us and to our manufacturing operations can hardly be over-estimated.

In the first place the trucking service is a department of the plant just as much as any other, and we should regard it as "ours."

In the second place we all know how quickly our departments are choked up with materials and products to be moved if there is any delay in trucking service.

We who walk and the trucks that move have to use the same streets. The truck drivers are using every endeavor to avoid injuring us with their trucks.

Now what are we doing to co-operate? Do we walk at the *side* of the street or in the center of it?

Do we look right and left before crossing the street or do we *jay walk*?

Do we become alert at corners or carelessly march around them?

Do we walk or run?

To get the best service from our trucks we should not delay them, but should preserve a clear right of way for them.

On the other hand the drivers will become increasingly careful to control their trucks and not injure us.

SOCCER NEWS

The first game of the spring Soccer season in Rochester will be between the Moose and the Germans in the semi-finals of the North-Western Cup competition. While this match is being decided the McKenzies of Niagara Falls and the Auto Radiators of Buffalo will meet in the same round, the winners of these two contests to compete in the deciding match for the 1924-25 championship. These games are scheduled to be played about the middle of this month. Immediately following, play will be resumed in the Rochester and District League.

No report has been received as yet on the appeal entered by the McNaughton Rangers, following the decision of the R. & D. board awarding the protested game of last fall to Kodak Park, although it is expected that this body will sustain the ruling of the other officials. Kodak Park is extremely interested in the outcome of this controversy in that a replay in which they are confident of victory would increase their chances of winning the district championship considerably.

On February 28th a meeting of the officials of the North-Western Soccer League was held at Niagara Falls at which time representatives of both Canadian and American organizations were in attendance. A very important matter in connection with suspended players as regarding both countries was brought up for discussion and satisfactorily adjusted. It has now been decided that suspension standing against a player in one country will hold in the other as well. This is considered a vital step toward developing of desired relations between followers of this sport.

Secretary Brown, of the U. S. F. A., spent some time in Rochester recently meeting with the officials of Western New York and adjusting certain matters for the betterment of the game.

KODAK PARK PHOTOGRAPHERS RECOGNIZED AT LONDON EXHIBIT

Information was recently received that four certificates had been awarded to members of the Kodak Park Camera Club by the Kodak Staff Photographic Society at the exhibit which just closed in London. It is customary at the annual exhibit of this Society to award a limited number of medals for pictures of exceptional merit, and to issue certificates of merit as a sort of honorable mention to others deserving of recognition. Considering the fact that the exhibit included entries from Paris, Copenhagen, Madrid and many other of the principal European cities, and further, that this was the first time that Kodak Park had submitted any of its work in competition, the honor is highly appreciated. Those receiving certificates are Dr. Eugene P. Wightman, Frances Ditchburn, and two to Glenn Matthews.

A group of 15 prints was received from Mr. Jellinek, to be entered along with the Camera Club pictures in the Spring Exhibit at the Memorial Art Gallery. These were assembled from the Kodak stores in France. Twenty-five prints were also received from the Kodak Staff Photographic Society of London. The above together with those selected from among the pictures submitted by the members of our own Club should bring the number to approximately seventy-five.

Under consideration at the present time is an international exhibit for persons connected with all of the Kodak branches, throughout the world. The suggestion has been made that these exhibits be held each alternate spring in London and Rochester, and negotiations are being carried on with the London Club toward this end. This would in no way affect the conduct of our own exhibit which would be held in the fall.

Mr. George Kellogg gave a very interesting and instructive talk at the March meeting of the Club. Mr. Kellogg claims to know nothing of art, but if beauty of line, mass and coloring such as seen in his slides can be called by any other name it is yet to be found. He further gave some very good hints on the use of the portrait attachment for flowers and other close-up nature work.

John Crabtree gave the members one of the most enjoyable times of the winter season on the occasion of the March 7 hike to Bushnell's Basin, and the possibilities of this location have resulted in the decision to go there again, probably in the late spring. Another hike led by Messrs. Wadman and Hudson took place on March 21.

Future events include a lecture by N. M. Perrins, of the Patent office of the Eastman Kodak Company on Thursday, April 2. Mr. Perrins will talk on "Patents, Photographic and Otherwise," and will deal largely with the peculiar and amusing phases of the subject, which should be very interesting. The members are urged to reserve this date.

FOREMEN'S MAY PARTY

Plans for the spring include a May walk for the members of the Kodak Park Foremen's Club. This will be another of those popular "stag" affairs where the men get together, talk, get better acquainted and enjoy each other's company in a jolly informal manner. A committee has been appointed by President Engelhardt, which is going ahead with arrangements and the members will be acquainted

with full particulars in due time. The supper and dance scheduled for March 19 was abandoned for the reason that the response did not warrant the hard work involved.

An increase in the attendance at the monthly dinner meetings of the club has been noted during February and March, which is most encouraging. Irving T. Roberts, who spoke at the March gathering, came here with a reputation as an entertainer well established by reason of his engagement last year; the record crowd of the season which turned out to hear him was well repaid. A motion picture taken behind the German lines during the recent war was also shown and enjoyed. A chicken dinner was served which in itself was an inducement, so that the evening in every way was a success.

OFFICIAL ANNOUNCEMENT

Yes, there will be a Noon-hour Baseball League. At the last meeting of the Association officers this matter was definitely settled and just now we are waiting for baseball weather.

We have heard rumors that "Father John" Sheppherd is up for retirement as Czar of this activity, but no one believes it, least of all John, so let's not worry about that.

Jim Jenkinson having left the Park makes it necessary to secure another umpire, which won't be an easy job seeing how good Jimmy went after the club presented him with the sheet metal blinders a couple of seasons past.

Rip Benzoni and Walt Grunst have agreed to play for one more season, but are planning to have their sons on the field each day so that they may step into the old men's shoes in 1926.

Balls and bats are available for those who wish to get in a little spring training, so go to it until the season opens.

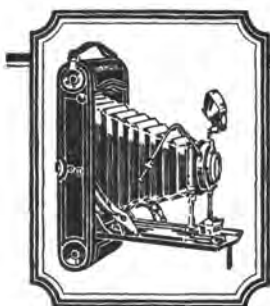
GUN CLUB RESUMES ACTIVITY

The first activity of the trapshooting season in which the Kodak Park Gun Club participated was the interplant match held at the Park field, on Bonesteel Avenue, Saturday, March 7. Teams were entered by Camera Works, Hawk-Eye Works and the Park.

Kodak Park won with apparent ease, scoring 352 "kills" out of a possible 450. Spencer was best for the home club with a total of 48, missing but one bird each frame while Earl Davis was second with 42. Camera Works accounted for 332 hits, with Hawk-Eye third with 298. C. Collins was high man for the Camera Works, while Craib's 41 topped the St. Paul Street results.

Jack Schaeffer, president of the K. P. A. A., acted as referee with William Doane as official scorer. Earl Davis and George Parry took care of the trap and puller. Coffee, sandwiches and fried cakes were served by Mr. and Mrs. Ted Chamberlain and Beatrice Edwards. The success of the "shoot" resulted in the decision to hold another early in May, to take place at the Camera Works Club on the Scottsville Road.

The present facilities of the Kodak Park Club are among the best in the district, and are within a very short distance of the city. Although the sport is being fostered by the Association non-members may participate upon payment of a modest fee, sufficient to defray expenses of ammunition and birds. Persons interested are invited to be present any Sunday morning from now on.



CAMERA WORKS

HERBERT S. THORPE
Editor



Standing, Left to Right: Frank O'Brien, V.P. Charles Kivell, Norman Robinson, Frank Reynolds, H.S. Thorpe, Secy.-Treas.
Seated, Left to Right: Charles Rogers, Pres., Laura Hergenrother Madeline Smith, Betty Isager, Nellie Stark, Jos. Sullivan

C. W. R. C. BOARD—1924-6

The fifth year of the Camera Works Recreation Club has started with a new board of managers, to serve in that capacity for a two-year term. New, in the sense that we welcome three girls who have not served before, but old in the sense that the majority of the board have either been re-elected or re-appointed. This vote of confidence, we take it, proves

that the original officers have built up and maintained the policies of the Club to your satisfaction. They will try to continue to do so with your co-operation. Any idea you may have to further the interests of the Club will be appreciated. Membership is open at all times to any employee of the Camera Works.

INTERPLANT TRAPSHOOT

The second interplant trapshoot between Camera Works, Hawk-Eye and Kodak Park—at the latter's grounds—again proves the mastery of Kodak Park at killing the clay pigeons. In consequence, the Challenge Trophy remains with our "Big Brothers" for another period.

Our boys failed to do themselves justice, and did not score their average "kills" while on "enemy" territory. John Carrol—who thinks little of chalking up 20 out of a possible 25—couldn't hit the dozen mark, and even "Herb" Collins failed on his usual score. Spencer, of Kodak Park, was high gun for the afternoon, breaking 48 out of a possible 50, and the rest of the Park squad all outshot our boys, their grand total being 385. Camera Works came next with 332, with Hawk-Eye scoring 299.

In spite of results the boys had a very enjoyable time, and we hope another interplant shoot will take place during the early summer.

WHOSE FAULT?

That little incident regarding Bill's experience with his flivver, or Mabel becoming engaged, or the party at Irene's house, or that bowling match between the married and single boys in your department! Were they in last month's *Magazine*? No? Well, we're sorry you were disappointed, but we didn't know a thing about it! Didn't you remind your department reporter to send us the news? We certainly did not receive it, otherwise the chances are a hundred to one that it would have been published. You know, the *Magazine* has a large circulation outside of our particular factory, and it is only natural that you should want your department mentioned, just as well as the others. Be sure and tell your reporter the news, and—a photograph accompanying the item makes it doubly interesting.

"Robert Earl" arrived as a gift at the home of Randall Salzer, of the Office. 9 pounds, and a dandy!



CORRECT AIR FLOW MAKES FOR HEALTH AND EFFICIENCY

THE BREATH OF LIFE

An Interview with Dr. W. E. Watt, A. M., Ph. D.

We have been taught that fresh air is the very lifeblood of our existence. The Rochester Chamber of Commerce and the Public Health Association have spent much time and money in telling us of the value of fresh air as a powerful conservator of human life and happiness. During these days of speed and production, we are apt to lose sight of the value of health until the sad day comes when we realize that an "ounce of prevention is worth a pound of cure." Knowing that proper air conditioning of factories and public buildings has become a part of good business, we sought out a specialist in that line—Dr. W. E. Watt—to enlighten us on the method used.

The first thing we heard from Dr. Watt was an appreciation of the way we do things in Rochester. "The Eastman Kodak Company is to be congratulated on its advanced methods in hygiene," stated Mr. Watt, "and I wish to acknowledge the co-operation of Dr. W. A. Sawyer, under whose influence the method was installed."

"What is the secret of fresh air?" we queried. "There is no secret about it," was the reply, and, to illustrate this point, Dr. Watt said, "Suppose I should state that I could wave a wand over your head, thereby enabling you to earn 95 points in the same time you ordinarily require to earn 80, you would naturally conclude that I fancied myself a magician. As a matter of fact, without any magic or secret process whatever, that is exactly what happens, using as a wand, fresh air. It has been established that we have increased human energy as high as 50 per cent by means of better temperature and higher air quality."

This was an interesting statement, especially as we were also informed that fresh air meant less

fatigue, and, in consequence, less sickness and accidents. "Anyone can work faster with less energy in clean and fresh atmosphere than in heavy foul air," and, even with our limited knowledge of chemistry, this was an obvious truth.

The first experiment in our factory was conducted in the Shutter Department, and from there the system has spread to other departments. We were told that the system has been of great benefit on the fifth level, and that there is less fatigue than under the former ventilation method, which supplied an abundance of washed warm air, but no actual fresh air. Dr. Watt's system has eliminated a considerable amount of dust and soot from the atmosphere of the room, and a normal temperature is more evenly distributed.

A description of how the foul air is taken out and the good air brought in was given us. Briefly, the foul air is skimmed at the top of the room. When air is exhaled from the lungs it has about body temperature, 98 degrees. This heated air rises and escapes above the outside air which is brought into the room from the opened windows. No warm air is admitted to the room, as air warmed in any manner loses its power to oxidize odors, and certainly to invigorate. "Even sunlight, one of the greatest factors of our existence, is detrimental under conditions where it warms indoor air which is unable to clean itself."

We were informed that in the summer months the room is treated as a dish, inasmuch as it holds the cool air of the night much as a dish holds water. A few top windows are left open at night. If a lower window is opened during the daytime, it actually spills out the cool night air, which, confined, lowers the temperature of the day air and thus keeps the

room cool, while allowing the ventilation to flow in at the top of the windows.

Dr. Watt is not in favor of mechanical ventilation, which he claims is costly to install, operate and maintain. "The new method produces better air, less dust, less direct draft, less overheat, and better health, providing the windows are not interfered with. This is absolutely essential to success, and your co-operation is urged in this respect. There is a man appointed especially for this work, whose duty it is to regulate the flow of air and temperature. Do not open or close the windows. It is for your

direct benefit. It is a false practice to flush out a room, for this results in a cold floor and heat overhead. Under the present system drafts are reduced to a minimum as the fresh air slowly falls in, displacing the breathed atmosphere.

The Basement Press Department has received special attention in this matter of air flow, and there is a noticeable improvement in consequence. A frequent cause of industrial accidents is fatigue, caused from lack of proper ventilation.

Again we ask you. Do not interfere with the windows.



THE WATER DOGS

Each meeting of the Swimming Group of the C. W. R. C. nets us a few more members. We are now well equipped to take care of our male folks who wish to learn how to swim, having purchased body belts for support while in the preliminary stages of the art. Through the co-operation of the Park Board, we will receive a permit for at least one night during the open-air season to use the diving tower at Seneca Park. The polo team is practicing hard, and we hope to enter a strong sextette in the aquatic field.

At the extra cost of one dollar per year, any member of the C. W. R. C. can join this group. Competent instructors from our own organization are on hand to take care of the three divisions, Swimming,

Diving, and Water Polo. Apply to the Secretary for a membership blank.

Don't let fear keep you away from the water. Most of the drowning casualties have been due to ignorance of the first principles of swimming. Everyone should be able to do a few simple strokes which, in times of necessity, may be the means of saving life. The line-up of the polo team is:

Center Forward	—Olson
Right Forward	—Loeschner
Left Forward	—Buehlman
Right Back	—Salzer
Left Back	—Hauser
Goal Keeper	—Miller

Marion Quaison, of the Shutter Department, has changed her name to Mrs. Frank Smith. It was a secret for some weeks, but somehow her friends discovered it, which resulted in a shower of useful articles and blessings.

The passing of George Sutherland has taken from us one of the finest of our pioneer employees. Mr. Sutherland was a Scotsman of the old school, stern, but kindly. He began work with us in the year 1898, and has been associated with the Stock Record Department for many years. A beautiful tribute to his memory was sent by his associates, and our sympathy is extended to his family.

Stanley Refermat, Brownie Assembling Department, received the congratulations of his friends on the occasion of his marriage. Stanley and his bride spent their honeymoon at Schenectady, N. Y. His "buddies" presented him with a large mirror, and wished the happy couple every success.

"Tommie" Downs, popular foreman of the Junior Kodak Department, underwent a serious operation at St. Mary's Hospital. We hope that he will fully recover, and he has the good wishes of his many friends.



HOW'S THIS FOR OUTDOOR SPORT?

Personally, we have never tried to do stunts under the conditions as depicted above, but Frank Abel, of the Stock Record Department—evidently has a hearty contempt for snow and cold winter blasts, and by his smile proves that he is having a real good time. We have seen "snow-bugs" in the movies, but had no idea we possessed one locally, so we couldn't pass up this chance to show you that it is possible to forget the weather in the excitement of exercise.

This form of activity, like the cold sponge bath,

should only be tried knowing that our constitution can stand it. If no chills are felt, we can laugh at old man pneumonia, but we confess we prefer to do our "daily dozen" somewhere near a radiator!

Frank is an active member of our swimming group, and aspires to become part of the polo team.

BOWLING

The Bowling Season is so well advanced at this date that by the time the standings are published it will be all over but the shouting. Next month we will write a story of the wind-up, showing the various team standings and the high spots in each of the leagues.

"Charlie" Pierce, of the Brownie Department, offered us some very fine views of Sydney, Australia, for reproduction, but unfortunately they would not reproduce clearly. Charles was born in Australia, and is rightly proud of that progressive country. The company has a large business connection there, and it would have been interesting to see what the other half of the world looks like. "Thank you, Charlie, you have proved your interest in our publication."

Teresa Mandel, who worked in the Folding Brownie Department, has left us to be married. Our best wishes go with her.

THOSE WERE THE HAPPY DAYS!

Old time groups are always interesting, and this one is particularly so, for some of the familiar figures have passed to the "great beyond," and all of us have grown older. John Lohwater's camera caught this happy group, shown below, at a toolmaker's picnic in the pre-war and pre-dry days of 1913.



HAPPY DAYS

MAIN



OFFICE

P R. MEINHARD, Editor



OUR MESSENGER SERVICE

Our messengers constitute a very active and important section of our Mail Department. By them, as they go the rounds on their eight o'clock trip each morning, individuals and departments are supplied with the first installment of incoming mail, which stimulates the Office force to motion, and by them as they gather up the last deposit of out-going mail each night the incentive for action is removed and the buzz and whirl of office activities cease.

For the purposes of the Mail Department the Office plant has been divided into eight sections. Each section has a messenger, who makes half-hourly trips to deliver and collect. In this way an average of 30,000 pieces of mail pass through their hands each day, with an average of less than one complaint per week because of lost material. To the individual concerned even this one loss seems terrific, but when it is compared with the great volume of matter passing through it is almost negligible. Even the losses that are reported are

usually only of a temporary nature, having been caused by an illegible marking or by a clip that has not performed its function. It is hardly necessary, therefore, to say that the girls carry out their duties like little veterans.

But their sixteen trips per day do not constitute all of their work. Of the 816,000 letters sent out each month about 80 per cent are enclosed, and a smaller part folded as well, by the messengers during their spare time, not to mention the fifty special calls they answer daily and the numerous other odd duties they perform within the department.

Much is expected of the messengers and much is given by them in return, for they are a group of ready and willing workers, anxious to please and to progress. Consequently they deserve any consideration that may be shown them by those whom they are trying to serve, and they appreciate the occasional smile that greets them as they pass among us.

The Sales Department girls on the fifteenth floor were glad of the opportunity to welcome back Katherine Sheridan after an absence of two weeks, during which she nursed a hard case of la grippe.

Through an oversight we failed to announce the birth on January 21 of Marilyn, daughter of Mr. and Mrs. Carl Mattern. We extend our hearty congratulations.



HARRY E. CORNISH

It is with profound regret that we record the death of Harry E. Cornish, of our demonstrating staff, who passed away in Denver, Colorado, on March ninth.

Mr. Cornish was in our employ for a number of years, and highly popular with the members of the photographic profession in his territory.

He leaves surviving him his widow, a son, Harry E. Cornish Jr., a stepson, Ralph Cornish, his mother, a sister and two brothers, A. B. Cornish, of this company, and George B. Cornish.

We extend our deepest sympathy to the members of his family.

JOHNNY CAKE

The highly successful efforts of Miss Comstock, Nutrition Advisor, to bring up the weights of various and sundry individuals through the medium of milk were supplemented in a rather unexpected way not long ago. It was discovered, in short, that Miss Frederick's regular customers in the Lunch Room were being favored with an occasional slab of sugar-coated johnny-cake of a quality hitherto unknown. Consequently those who had regarded the milk more or less as a punishment suddenly decided that it was a very light and pleasant task to assimilate the extra proteins and butterfat, and a few people who had been strangers to the third floor for a long time needed no help to discover that they were underweight.

Our heartfelt sympathy is extended to Mrs. Carl Auer, of the Stock Distribution Department, whose mother passed away on February 10. Mrs. Auer recently submitted to an operation at the Park Avenue Hospital, but her friends in the department hope to have her with them again soon.

PERFECT ATTENDANCE FOR A YEAR

Whether we are absent as the result of our own carelessness or through causes beyond our control, the fact remains that the majority of us do not break many endurance records when it comes to steady attendance. The monthly tabulations on the bulletin boards always drive home the fact that most of us *will* be sick in spite of the best efforts of the Medical Department and of some seven hundred other local doctors.

Some of us may even have gained the impression that it is a part of our human lot to endure a few enforced vacations every year, but there is convincing evidence to the contrary. For instance eighty-six Kodak Office people, sixty men and twenty-six women, had perfect attendance records last year. It must be added that this does not tell the whole story, because there are also a number of department heads who are not listed but who were here every day, and there are men and women among us who have not missed a day for several years. And if we want a really high mark to shoot at, we can take aim at a period of steady attendance which, though terminated not long ago by illness, attained the record of thirty years.

Therefore, if we tend to regard our past absences with a sort of fatalistic resignation, it behooves us to execute a psychological about-face and to help the hard-working "medics" through a determination to be "among those present" every day henceforth.

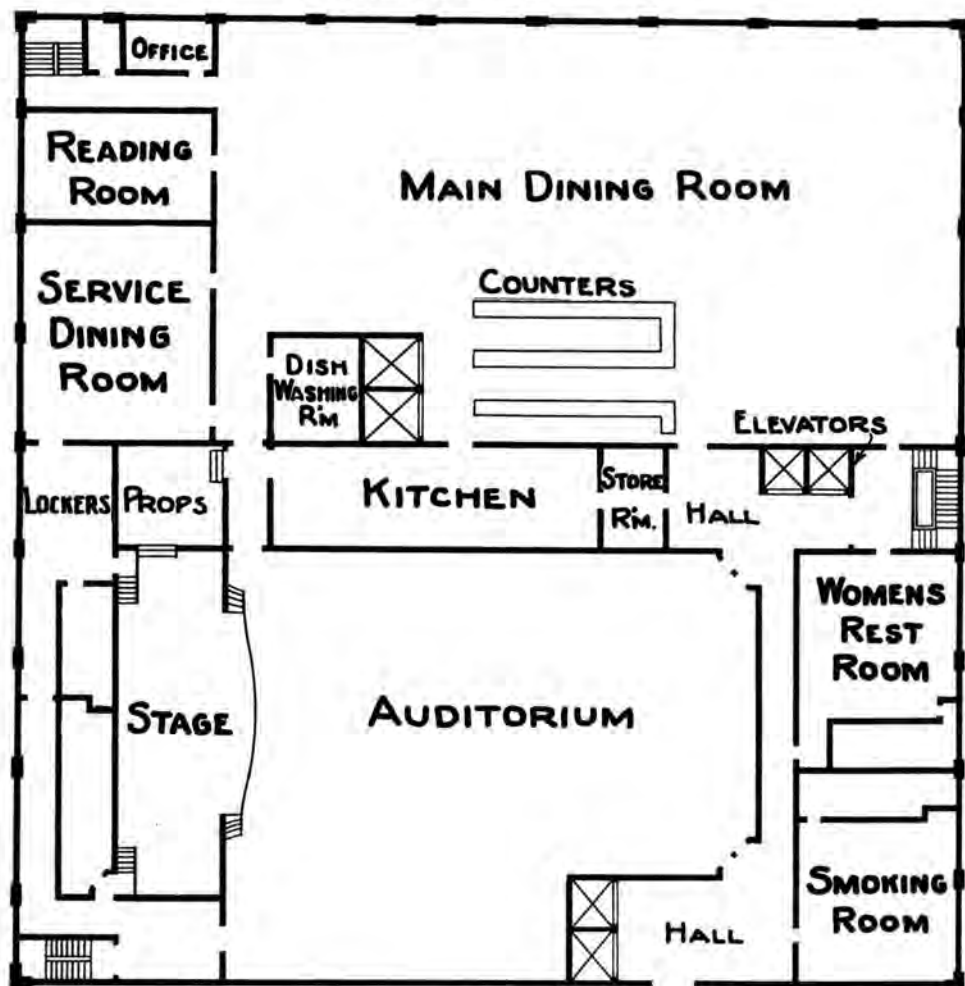
The perfect-attendance list for 1924 follows: Advertising: Charlotte Hollis, Lois Swift, Gladys Welch, W. B. Cline, Fred Hodgson, John Porter, Adolph Ruiz; Accounting: Percy Farrar; Billing: Doris Joiner, Margaretha Weieresmuller, Ephraim Hawes, Horace Lloyd, Edward Surrey; Bookkeeping: Edward Beikirch, Albert Cook; Credit: Etta Mulamphy, Elizabeth Teall, Lester Woodard; Development: Lois Macy, Edwin Fritts; Engraving: Milton Coan, John Gill, Arthur Heckler, Carl Mattern, John Thompson; Finishing: Minnie Baker, Lillian Patrick, Walter Litloff, Henry Pallas, Joe Zierer; Information: Viola Ribstein, Dewitt Thomas; Mail and Filing: Helen Glavin, Grace Nolan, Mary Shaw, Helen Wagner; Maintenance: Mary Fox, Mrs. Anna Ulrich, Clifford Dawson, Thomas Egan, George Pemberton, Charles Stauber; Motion Picture: Pauline Claffey, Roy Sackett; Patent: Newton Perrins, Donald Stewart; Repair: Conrad Bauman, Edmond Enes, George Kellogg, Frank LaDuque, Fred LaPalm, Leonard Nowaski, Albert Noyes, Neal O'Brien, Carl Schlemmer, Robert Wood; Sales: Isabelle Schillinger, Harriet M. Toal, Jose Aponte, Stewart Mason, F. P. Root; Service: Ethel Hallifax, Roger Leavitt, Lloyd Snodgrass; Shipping: Carl Auer, Carlton Bills, Joseph Gorze, Nelson Harding, Charles Hill, Edward O'Brien, Sidney Pugh, August Renaud, John G. Schroeder, Sydney Thomas; Stenographic: Mary Mooney; Stock: Richard Hayes, Cora Hollis, Adelbert McNally, Robert Miller; Stock Distribution: Edward Bennett, William Silsby; Stock House Auditing: John B. Van Dusen; Tabulating: Lulu Breckenridge, Harriet Stevens; Testing and Packing: Mrs. E. Crane, J. L. Flanagan.

AT HOME

Mr. and Mrs. Rund (nee Marie Mattern) returned to Rochester at the beginning of this month, and are occupying their new home on Culver Road.

THE BIG STORY

OUR NEW CAFETERIA AND ASSEMBLY HALL.



THE FLOOR PLAN

It is common knowledge that the longer we do without some worthwhile things the better they seem when they are given to us. This will certainly apply to the recreational and refreshment facilities that will be ours in the new building. We have wanted them for a long time, and our appreciation will be the greater for the period of waiting. That interval has, moreover, witnessed such great forward strides in building construction and equipment that we were bound to benefit by the delay. If we add the fact that the Company has now seen fit to fill the long-felt need on an almost unprecedented scale, we can really congratulate ourselves that we did not acquire a recreational plant some years ago.

The general lay-out of the fifth floor of building number ten was outlined here a few months ago, and the accompanying floor plan will help to recall the main features.

The kitchen, in the center of the floor, will be

both strictly up-to-date and novel in design and equipment. It will be long and narrow rather than square in shape. At one extremity will be found the vegetable "center," with complete facilities for the proper and tasty preparation of those necessary features of the normal diet—ranging (we suppose) from automatic stringers for the lordly string bean to self-propelled parers for the humble "spud."

Adjoining the vegetable center there will be a battery of ranges, ovens, steam-jacketed kettles and broilers. Next will come the equipment for icing, chopping, cutting and otherwise preparing the meats, followed by the salad center with its automatic refrigerator, its basins, dressing mixer and serving counter. A great deal of stress has been put on the fitting-out of this part of the kitchen, because it is recognized that not only are attractive and nourishing salads among the most desirable dishes from a hygienic standpoint, but also that they are bound to be in

great demand, particularly during the warm months, for the typical Kodaker's lunch—and especially by the fair sex.

The far end of the kitchen will hold the pastry center with its special ovens and cooling shelves. It completes a plan that works toward centralizing the preparation of the various dishes, with the undoubted result that it will attain both the highest quality and the quickest of service.

Skylights will furnish both light and ventilation throughout the kitchen, the temperature being further controlled by suction fans and blowers.

Just north of the chefs' domain will be found the main serving counters. To begin with they will be three in number, with sufficient space in reserve for an additional one should the rush of patrons be even greater than is anticipated, or should the fourth be required immediately to give the desired degree of almost instantaneous service. There will consequently be three or four serving lines, separate and distinct and minus all danger of confusion or crowding. Here non-corroding monel metal will play its part to stay the action of acids and other liquids, particularly on the tops of the counters. The first section of each counter will hold a large salad pan, through which will run pipes filled with ammonia vapor to keep a never-melting cake of ice under the chefs' tasty concoctions. The whole room will be ventilated by suction pipes that will carry off all vapors and make the vicinity of the counters and the adjacent rooms entirely odorless.

The main dining-room will occupy almost the entire north end of the floor. The planning and execution of the color scheme and appointments have been provided by the Hayden Company, well known interior decorators. The room will be lighted from State and Brown Streets by windows hung with Dutch curtains. The tables will have a natural wood finish protected by Kodak, with chairs to match, while the china and silver will be far above the average in quality and appearance. All in all it is expected that the general effect will be one not often attained in an industrial dining-room. It will be possible to seat eight hundred diners at one time.

Adjoining the main dining-room will be the service dining-room, capable of accommodating sixty people. Meals will be served here at the regular prices, with the exception that a cover charge will be in effect to offset the cost of the serving.

The northwest corner of the floor will hold the reading room. It is easy to imagine the Kodak Office library permanently housed in it, augmented by additional volumes and periodical literature to while away the spare moments after lunch.

Facing State Street, at the southeast corner of the building, we shall find a rest room for the women and a smoking room for the men. Both rooms will be appropriately tinted and decorated. The floors will be covered with single-tone rugs and the windows will be curtained, and hung with chintz overdrapes. Armchairs, davenports and other furniture will help to create an atmosphere of comfort that may even cause the women to rest too long and the men to smoke overly much.

At any rate when we consider these two rooms and the other features of the fifth floor just described, it

becomes plainly apparent that we shall have as complete a plan for refreshment and relaxation as could well be devised. But the end is not yet.

The auditorium, situated at the south end of the floor, will seat twelve hundred persons. A maple floor will adapt it alike to dancing, basketball and other amusements. At one end of the hall there will be a fully equipped stage with a depth of twenty-four feet and a proscenium opening as wide as that of a large theatre. It will be provided with the most approved stage lighting, scenery, curtains and a silver screen, upon which motion pictures can be projected from a fire-proof outside booth. In addition there will be dressing rooms for the male and female stars, together with showers and lavatories, and a storage room for stage properties.

It is here that the Kodak Office Recreation Club will come into its own when the new fifth floor is opened on the evening of May 1. The Club has carried on for a long time under the greatest handicap that such an organization can have—a total lack of facilities. That it has continued to exist at all under such conditions is a splendid tribute to the loyal support of its members and the zeal of its officers. With the completion of the auditorium the lean years will be over once and for all, and when President Fred Chapman presses the button on that momentous Friday night the splendid hall with all of its adjuncts will do the rest to usher in a new era in the activities of the K. O. R. C.

The general excitement in connection with the opening has been gradually increasing and will probably reach the boiling point some days before the event. There will be a great amount of work during those last days for everyone connected in anyway with the building or the entertainment, but that work will be climaxed by one of the biggest nights that the company in general, and Kodak Office in particular, has ever experienced.

The jollification, sponsored by the company under the K. O. R. C.'s auspices, will open at about 8:30 with The Kodak Follies, a musical whirlwind. This will be followed at ten o'clock by an inspection of the whole floor and the serving of refreshments in the dining-rooms. In the meantime the auditorium will have been cleared, and a seven-piece orchestra will furnish music for the dancing that will polish off the evening.

It has been rather difficult thus far to get much information about the "Follies" because there are many points on which the committee is decidedly secretive. Enough has come out, nevertheless, to confirm the assumption that the show will be of as high a standard as the surroundings in which it will be given. C. H. Ruffner and his experienced directors, K. W. Williams, H. E. Buck, W. F. Calkins and F. R. Otte—have thawed out sufficiently to give one that impression, and the enthusiasm with which they and their company of satellites have undertaken their preparations leaves little room for skepticism on this point. The performance calls for a variety and amount of work and resources rarely associated with an amateur venture, and though it will not be long it *will* be crammed full of action and surprises and, if we mistake not, real beauty.

The Safety Suggestion Contest closes June 30.



MODERN IMPROVEMENTS

Those of us who are not yet acquainted with this pair may consider ourselves introduced to Edward ("Scotty") Usher and his tractor sweeper. Due to the sudden retreat of King Winter our picture does not show them working under a maximum load, which would be about eight or nine inches of snow. It is interesting to know, nevertheless, that in their semi-daily meanderings "Scotty" and his "tooth-brush" sweep the equivalent of two miles of sidewalk, including the two city blocks that are almost covered by the State Street plants, the walks bounding the K. O. R. C. parking space, and both levels of the new subway.

SOME PARTY

Most of us are so busy during the day that we have little opportunity to become acquainted with the real personalities of the people with whom we come in contact. A party such as George Langenbacher gave at his home on March 14 serves not only to supply an enjoyable time but also to penetrate beneath the surface of our co-workers. The party was attended by a dozen members of the Art and Engraving Departments, and also by Harry Buck of the Advertising, who entertained the group with his syncopated renditions during a large part of the evening. Carl Mattern was there, which means that there was also excellent vocal music. "Art" Cavalli deserves special mention, because his impersonations of well-known people surprised and delighted everyone.

If the various features of the entertainment were eclipsed to any extent by the supper which followed, and apparently that was the case, it is a great compliment to George and Mrs. Langenbacher, who placed their guests under a considerable obligation for the splendid evening. It *must* have been a regular affair, otherwise it would not have lasted into early Sunday morning. The only thing we lack in connection with it is a picture, but there were only three photographers present and they were without exception too fully occupied in more pleasing pursuits to ply their everyday trade.

IT'S COMING FAST

Probably no one would purposely withhold important and valuable safety ideas, but the incentive to work them out is not always very strong, owing simply to the nature of that class of suggestion. It is rarely possible to make a large award for such an idea as compared with a cost-reduction suggestion whose saving can be definitely calculated. Our proposals may even be life-savers but if the company adopts them it cannot know that, because the accidents which the ideas aimed to forestall simply do not happen and no one is the wiser.

At present the situation is temporarily changed, however, by the Safety Suggestion Competition, which holds out the prize of either two extra weeks of vacation with pay or a trip to the National Safety Congress. The choice lies with the head of your department. Whatever his or her decision may be the winner has a definite and valuable award before him, and one that is drawing out safety ideas from all of the Kodak divisions. If you have not yet submitted yours, it would be a good plan to work it out promptly and to send it to the Suggestion Secretary without delay. The end of the world didn't arrive as scheduled, but so far as the competition is concerned the day of judgment is coming without fail on June 30, and it's coming fast.

ANOTHER PARTY

The Distribution Department celebrated Washington's birthday with a party held in the Lunch Room. A very palatable dinner prepared by Miss Frederick, the "scalloped-potato queen," and served by Esther Lusk, Mildred Hess, and Anna Van Neil, formed a splendid fortification against the strenuous program of the evening. Helen Speidel was in charge of the entertainment and scored a hit with a contest named "Dogs and Cats." Two teams, captained by August Oddleifson and Kenneth Cunningham, competed in a hunt for peanuts hidden about the room, punctuating each discovery with appropriate noises. Just why these particular "dogs" and "cats" evinced such a fondness for the oily bean is a debatable question, but that is beside the point. The felines won, as they usually do in an encounter with their mortal enemy, but not until the noisy argument had aroused considerable speculation along State Street.

TWO FOR "JERRY"

Some of us are not fortunate enough to have our birthday celebrated with a party. "Jerry" Dill, of the Eastman Savings & Loan Association, recently had two. He was given the place of honor and the biggest piece of cake both at a family gathering and at a surprise luncheon engineered by the Office force of the Association. The preparation of the meal that featured the second party was in the capable hands of Miss Frederick, of the Lunch Room.

We regret to announce that Julia Laties, of the Stenographic Department, has not been at her desk since February 9. Her colleagues miss her cheerful presence, and hope that she will soon be able to be with them again.

WELCOME

The following people were welcomed to Kodak Office during the month of February: Gertrude Dutcher, Training; Leon Egekowsky, Finishing; Morris Hoelzle, Development (transferred from the Hawk-Eye Works); Bessie Noble, Distribution; Mrs. Esther B. Wadhams, Restaurant; Ada Wells, Finishing (transferred from the Camera Works).

BUSINESS BOOKS

One of the most important of business subjects is accounting. Even a slight knowledge of it is valuable to all of us. The library feels rather proud of its collection on accountancy and wishes to call your attention to the list given below. If you would like to borrow any of these books, call Miss Shields or Miss Jones on extension 283.

- "Corporation Accounting"—Bennett
- "Business Accounting"—5 vols.
- "Applied Theory of Accounts"—Esquerre
- "Accounting Methods for Industrials"—Woods
- "Cost-keeping"—Bunnell
- "Production Factors in Cost Accounting"—Church
- "Cost Accounting"—Eggleston
- "Fundamentals of Cost System for Manufacturers"—Fed. Trade Com.
- "Factory Costs"—Webner
- "Unified Accounting Methods for Industrials"—Woods
- "Accounting Problems: Elementary"—Rittenhouse and Percy

SOCCER

The K. O. R. C. Soccer Club began its practice for the 1925 season early in March. Manager McNeil has arranged a heavy schedule, which bids fair to be a very successful one as well. At the present writing, at least, Manager "Hash" and Captain O'Connor are well satisfied with the team's showing at rehearsals.

The line-up will probably be the same as last year, with the exception of Frank Dunlavy, whose leg, injured in a game last fall, has failed to respond to treatment, so that he is still under the doctor's care. The following players have signed:

- H. McNeil.....Goal
- B. Watson.....Right-Back
- N. O'Connor.....Left-Back
- J. O'Rourke.....Right Half-back
- C. Pemberton.....Center Half-back
- F. Hornby.....Left Half-back
- A. Lawrence.....Outside Right
- A. Greenfield.....Inside Right
- J. Flannery.....Center Forward
- E. Leather.....Inside Left
- W. Byford.....Outside Right

It is understood that an eight-team Saturday league is to be formed in the city, and the boys have high hopes of winning a place in that circuit. If there is any hidden talent at State Street, this prospect should bring it out, and it is hoped, moreover, that all followers of the game will aid the team in its efforts by whatever support they may be able to lend.

THE FILE CLUB

A new organization in our midst is the one recently formed by the members of the Filing Section of the Mail and File Department. Helen Glavin, head of the section, was elected president, with Gertrude Fenner as vice-president and Gladys Buethling as secretary-treasurer.

When girls organize the general atmosphere of their meetings is often strongly social, but with the File Club that is only half of the object in view. In addition to the performance of the daily routine the work of these girls demands a great deal of co-operation with other departments and as thorough an insight as possible into their problems. It was the realization of this that led to the formation of the club so that their meetings, while they include the dainty dinners dear to the feminine heart, are featured by talks, given by representatives from the departments with whom the filing section comes into contact. The girls are serious about this major object and their earnestness cannot fail to benefit both themselves and Kodak Office as a whole.

Hattie Bruns, of the Order Department, received a phone call not long ago that would strike dismay into the heart of any one of us. Her home was afire, and Hattie had no means of really rapid transit to get her there. She was consequently very grateful to Frances Flynn when she offered her services as chauffeur, and the pair hastened to the garage where Miss Flynn's Ford was parked.

Perhaps it would be easy to guess the remainder of the story. The universal car declined to be concerned over a mere fire and steadfastly refused to budge until a gang of men pushed it out of the garage and on its unwilling way, its departure being attended by as much excitement as if it were the fire department itself. Then the machine took them to the scene of the fire in no time at all but—the fire was out.

Neil O'Brien and "Jack" Scott recently returned to Rochester after spending a week in Cincinnati, where they attended the annual convention of the National Educational Association. We might deduce from this that they contemplated entering the teaching profession, but in reality they were present to take charge of the Kodak booth and to demonstrate the Ciné-Kodak and Kodoscope, which they did quite effectively. From all reports we judge, too, that they are to be congratulated on the excellent appearance of their booth.

Mary Gossin, of the Mail and File Department, has announced her engagement to Mr. Irving Cohen. We offer our hearty congratulations to the young man.

Carrie Straight, of the Mail and File Department, has become engaged to Mr. Charles Silco. We congratulate Mr. Silco on winning a very fine girl.

The Sales Department is glad to see Mary Maney at her desk again after an absence of several weeks. Mary had the misfortune to be in a street-car accident in which she was considerably shaken up, but she has now fully recovered.



HAWK-EYE

JOHN HARBISON

Editor



Martin Hirsch, Frank Babey, John Zajac

THREE GOOD AMERICANS

These three chaps celebrated Washington's Birthday *right*. On the evening of that day was assembled at the Chamber of Commerce a notable group, including the Mayor of Rochester and other men of outstanding position in the city's civil and political life. They were gathered there to do honor to the country's newest citizens. There were able speakers, much good music, and an interesting pageant depicting the development of the American

Flag. Betsy Ross was there, together with General George Washington and other heroes that did important service in founding the republic which has expanded into "These United States." The evening's elaborate program was brought to a conclusion with the presentation of final papers to the guests of the evening. We congratulate Frank Babey, Martin Hirsch, and John Zajac upon the attainment of a goal that reflects credit upon them.

We tender our condolences to Anthony Streber, of the S. A. Lens Department, whose mother died on March 8th.

Joseph Mehan, of the Lens Inspecting Department, suffered the loss of his sister early in March. We sympathize with him in his sorrow.

Charles Snapp, foreman of the S. A. & F. Lens Department, has our sincere sympathy. His daughter was painfully injured in an automobile accident. The magnificent flowers, which were the gift of the members of Charlie's department, were greatly appreciated.



MARTY TIPPLE

Here is "Marty" himself. We couldn't find room for him last month, but it wasn't because we didn't want to, so here he is.

TRAPSHOOT

Nothing daunted by the somewhat severe trouncing that our gunners received at the hands of Kodak Park and Camera Works at last year's trapshoot, Hawk-Eye gallantly strove to bring home the cup that has not graced our trophy case since it was exhibited here before competition was begun. We took another resounding smack on both cheeks, but we took it with a grin. We had some difficulty in amassing a force of ten men that could be trusted with loaded guns, but we came through with no blood spilled. When the command to "cease firing" was given, the count stood Kodak Park 385, Camera Works 332 and Hawk-Eye 299. Doc Craib was our best gun with 41 hits out of 50 chances. This record tied him for fourth high with Hickman, of Kodak Park. Spencer, of Kodak Park, led the list with 48 birds out of a possible 50.

The shoot was held at the traps down on the Bonesteel Tract. The perfect weather accounted for the large gallery that divided its attention between the shooting and the ham sandwiches, coffee and fried cakes. The complete Hawk-Eye score follows:

Doc Craib	23	18	41
George Schmidt	19	18	37
Fred Yaekel	18	19	37
Jack Farrell	15	17	32
Louie Ehrmann	18	13	31
Duke Quetchenback	18	11	29
George Wachter	15	12	27
Frank Houlihan	13	12	25
Van Von Deben	11	11	22
Bill Klos	7	11	18

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END OF THE BOWLING SEASON

The men's bowling league completed its schedule the second Tuesday in March. The final night was the occasion of a preliminary party designed to act as a sort of sample of what will later take place at the annual Bowlers' Blow-Out. Light refreshments were administered in large doses. A summary of the year's scores follows:

INDIVIDUAL AVERAGES

Place	Name	Games	Pins	Average
1	P. Klos	60	10634	177
2	C. Hoffmeier	54	9563	177
3	B. Piehler	27	4682	173
4	G. Kosel	60	10351	172
5	C. Rode	42	6900	164
6	C. Prentice	30	4903	163
7	L. Reynolds	60	9781	163
8	A. Scheerschmidt	54	8713	161
9	L. Richter	37	9110	159
10	C. Ott	54	8651	158
11	R. Bleier	48	7697	158
12	F. Schuman	39	6099	156
13	E. Link	39	6008	154
14	H. Moore	60	9199	153
15	C. Johnson	54	8120	150
16	J. Weissend	54	8057	149
17	H. Groh	57	7988	148
18	E. McLean	48	7099	147
19	B. Sanger	57	8398	147
20	H. Reulbach	51	7465	146
21	W. Klos	57	8274	144
22	W. Herman	60	8618	143
23	T. Tremer	60	8563	142
24	H. Freitag	45	6366	141
25	W. Meyers	60	8460	141
26	H. Neale	57	7913	138
27	A. Marcus	33	4460	135
28	H. Strauss	60	7960	132
29	R. Craib	57	7395	129
30	M. Tipple	60	6895	116

TEAM AVERAGES

Place	Team	Won	Lost	Per Cent	Average
1	Finders	39	21	650	760
2	Centering	33	27	550	734
3	Tool	30	30	500	749
4	Instrument	28	32	466	749
5	Brass	26	34	433	741
6	Experimental	25	35	417	702
High three games				Finders	2522
High single game				Finders	896
High three games				P. Klos	628
High single game				C. Hoffmeier	242

BIRTHDAY PARTY

Noisy Ella Wienecke, having successfully stowed another summer and winter away to her credit, was the guest of several of the girls in her department who felt that her birthday should be commemorated in some signal fashion. They therefore made a reservation at Rochester's most famous restaurant and bought a block of seats at the theatre. Both the dinner and the performance were of the highest order of merit. Ella stated after the party that hers was indeed a happy birthday. The group was made up of Yetta Levine, Marie Leimberger, Loretta Heilman, Pauline Leimberger, Elvira Ladwig, Florence Bess and Lyda Ladwig.



FRED ALTMAN

We hear a great deal about the Finder Lenses, but the lens finders themselves do not get much publicity. Knotty mathematical problems are to Freddy what clover is to a famished cow. In addition to his innumerable victories over the doughty foci Fred has won renown, because he is able to lose weight practically at will. Ten pounds in a month (if bets are high enough) are nothing for Fred.

HAWK-EYE VS. MICHAELS-STERN

The girls' bowling team covered itself with glory on the one occasion that they defended the honor of Hawk-Eye in competition this season. The team representing Michaels-Stern's was made up of bowlers that showed flashes of brilliance, but they were not able to maintain their best stride consistently. With an attack that was characterized by steadiness rather than by periodic outbursts of speed on the part of individuals, Hawk-Eye finally emerged victorious with a score of 1,257 to 1,255. The close score kept the result in doubt until the last ball was rolled. The record of the games follows:

Michaels-Stern			Hawk-Eye		
R. Rosen	76	143	E. Meerdink	147	84
R. Engler	105	92	M. Hergenrother	122	149
A. Wynhurst	84	120	E. Steve	120	155
M. O'Connell	162	167	C. Wurtz	110	107
B. Maloney	126	180	P. Leimberger	140	123
553 702			639 618		
Total 1255			Total 1257		

We congratulate Bill Gilmore upon the birth of a daughter, Irene, who was born to Mrs. Gilmore, March 11th.



SAFETY FIRST

The poster shown above was drawn by Henry Beck. It serves to make our progress toward a Safety record that will outshine any previous performance. Located in a prominent position at the main entrance of the plant it has attracted wide attention and occasioned much favorable comment. We hope that it will spur us all on toward our goal—that Hawk-Eye shall be the safest factory in the world.

Hawk-Eye
is out to
WIN
the Safety
Suggestion
Competition

Closes June 30

SIGNS OF SPRING



SPRING AS INTERPRETED BY LLOYD DODSON, OF THE CANADIAN KODAK CO., LTD.



FOLMER-CENTURY

CLARENCE H. HARPER
Editor



ESTHER

JUST LOANED

Esther Dawson has been with us for the past four months, having been loaned to us by the Main Office during the absence of Eloise Howell, of the Production Department. Miss Howell is convalescing at her home in Auburn.

We extend our sympathy to William Marceau, whose aunt passed away recently at Ogdensburg, N. Y.

J. Elmer Roland, of the Standards Department, is receiving congratulations on the arrival of a son, J. Elmer, Jr., who made his appearance at St. Mary's Hospital on February 28th. Mr. Roland's happy little family now consists of four girls and two boys.

Arthur Anthony Lintz, son of Fred Lintz, of the Shipping Department, is already letting it be known "Who's Who" in Fred's family.

We regret to report the illness of Richard Hoare. "Dick" has been with us for several years in the capacity of watchman. We trust we will have the pleasure of welcoming him back within a short time.

BOWLING

Our bowling teams are becoming very enthusiastic in their matches. On February 26th the Office played the Wood Working Department, with the result that the Office won three games, and on March 3rd the Wood Workers retaliated and won three games from the Office. The games were run off at the Genesee Bowling Alley. Each side is now waiting for the other to make the next advance.

We congratulate Leo Foquet, of the Metal Department, on the arrival of a baby daughter, Janet, at the Highland Hospital on February 17th, and Eugene Dewitt, of the Plating Department, who recently became the father of a boy, Eugene, Jr.

Clarence Harper, of the Cost Department, is spending several weeks in New York City.

Howard Forbes, formerly employed in our Shipping Department, is now connected with the Fidelity-Mutual Life Insurance Co. of Philadelphia. We hope Howard will be very successful in his new venture.

Louis Kraft has returned to work after a long illness. He is wearing his usual smile, and we believe his enforced vacation has been of great benefit to him.

Folmer-Century is still determined to win that Safety Suggestion Competition award.

*Men are of two classes—
those who do their best work
today and forget about it, and
those who promise to do their
best tomorrow and forget
about it.*

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

	ROCHESTER PLANTS	Standing Last Month	No. of Employees	No. of Members	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye	1	412	331	80.3%	3,234
2.	Folmer-Century	3	178	115	64.6%	942
3.	Kodak Office	2	1,137	731	64.2%	6,748
4.	Camera Works	4	1,506	858	56.9%	5,566
5.	Kodak Park	5	5,856	2,961	50.5%	24,775
	Non-Employees			279		2,144
	OUT-OF-TOWN PLANTS					
1.	Howland & Dewey Co. (San Francisco)	1	17	17	100.0%	103
2.	Milwaukee Photo Ma- terials Co.	2	17	17	100.0%	124
3.	Zimmerman Brothers (St. Paul)	4	25	23	92.0%	166
4.	John Haworth Co.	3	57	51	89.4%	251
5.	Glenn Photo Stock Co.	5	22	19	86.3%	128
6.	Chicago Branch	7	112	88	78.5%	951
7.	O. H. Peck Co.	8	29	22	75.8%	169
8.	Des Moines Photo Ma- terials Co.	9	20	15	75.0%	111
9.	Denver Photo Materi- als Co.	12	18	13	72.2%	71
10.	Zimmerman Brothers (Duluth)	11	7	5	71.4%	40
11.	New York Branch	10	92	64	69.5%	540
12.	San Francisco Branch	13	65	43	66.1%	372
13.	Northwestern Photo Supply Co.	14	29	19	65.5%	91
14.	Taprell, Loomis & Co.	6	189	116	61.3%	919
15.	Salesmen and Demonstrators	15	135	69	51.1%	1,582
16.	Robert Dempster Co.	16	20	10	50.0%	103
17.	Robey-French Co.	19	39	18	46.1%	133
18.	Howland & Dewey Co. (Los Angeles)	17	62	28	45.1%	121
19.	Sweet, Wallach & Co.	18	71	30	42.2%	391
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	24	4	16.6%	38
23.	Kodak Mexicana	23	20	1	5.0%	12
	Total		10,238	5,963	58.2%	50,003

Average subscription—8.3 shares

Total Matured or Par Value—\$5,000,300.00

Solve This Puzzle
and
Win a Prize

EASTMAN SAVINGS AND LOAN ASSOCIATION
343 STATE STREET
ROCHESTER, N. Y.

1		2	3	4	5		6	7	8	9	10		11
		12					13		14				
15	16		17			18				19		20	
21		22			23			24			25		
26					27	28		29			30		
31			32	33				34		35			36
		37		38			39		40			41	
	42					43				44			
45				46	47				48				49
50	51		52			53		54			55		56
57		58			59		60				61	62	
63				64					65	66			
67			68			69				70			71
		72			73				74			75	
76								77					

HORIZONTAL

1. Remuneration
6. To supply
12. Weird
14. Founder of the Russian Empire
15. Second note of the musical scale
17. Prefix meaning double
18. Equality of value
19. An addition built on an angle to one side of a building
20. A bronze coin of Rome
21. Cotton print cloth
24. Benefit
26. The eldest son of Isaac
27. Perfect
30. A well-known fraternal order (abbr.)
31. Nay; never (obsolete)
32. Masculine
34. Specks
36. South America (abbr.)
38. Suffix meaning ten when used as a termination of numerals
40. Of (French)
42. Common medium of exchange
43. Remainder (abbr.)
44. Payment for use of something
46. A hypothetical force assumed to account for the alleged phenomena of mesmerism
48. A unit of measurement in printing
50. A notice in a newspaper (abbr.)
52. Addition
54. The price paid
56. To exist
57. The sacred language of the Buddhists
59. A well-known make of watch
61. Pertaining to the ear
63. Concludes
65. Salty

67. Topographical Engineer (abbr.)
68. Prefix meaning again
69. Profit on shares (abbr.)
70. Symbol denoting a rare nonmetallic element
71. The seventh note of the diatonic scale
72. A homeless street child
74. Manner
76. Freedom
77. To place in safe keeping

VERTICAL

1. Rate
2. You (old form)
3. Middle
4. Proper name (male)
5. A United States seaport (abbr.)
7. The smallest of the United States (abbr.)
8. Above
9. A French dynasty
10. Into
11. The name of our Association
13. To keep from being spent
16. Relieve
20. Melodies
22. A tone of the musical scale
23. Smooth of manner or speech
24. To toil
25. Page (abbr.)
28. Prefix meaning from; down
29. In the year of our Lord (abbr.)
33. A town in Massachusetts
35. Conditions
37. Assess
39. To compensate
41. Payment for the use of money (abbr.)
45. Resources available for production
47. Payments on Savings and Loan Association shares

VERTICAL—Continued

48. Period of time
49. Acknowledgment of payment
51. A native of Denmark
52. Capital of a middle-west state
53. South latitude (abbr.)
54. (Order of the) Crown of India (abbr.)
55. A city in Ohio
56. Receptacles for holding coal

58. Symbol denoting position of baseball player
60. To make progress
62. A famous summer resort in the northern part of N. Y. State (abbr.)
64. The back part of anything
66. Up above
72. Prefix meaning from; away
73. A title (abbr.)
74. Pronoun, objective case
75. Suffix, used to form plural of some words

The following prizes will be awarded for the correct solution of this puzzle:

First Prize.....	\$15.00 for first correct solution received
Second Prize.....	10.00 for second correct solution received
Third Prize.....	5.00 for third correct solution received
Fourth Prize.....	3.00 for fourth correct solution received
Fifth Prize.....	2.00 for fifth correct solution received
Sixth to twentieth Prizes .	15.00 for next fifteen correct solutions received, prizes of \$1.00 each will be awarded
Total.....	\$50.00

The successful contestants will receive credit for the above amounts on either Savings or Installment shares issued by the Eastman Savings and Loan Association. Credits can apply on shares already held by contestants or on new shares.

RULES GOVERNING CONTEST

1. Any Eastman Kodak Company employee may participate.
2. One or more solutions may be submitted by each contestant. Extra copies of the puzzle may be obtained on application to the Eastman Savings and Loan Association.
3. Solutions received by mail cannot be considered.
4. Turn in your solution to the person authorized to receive it as indicated on the fourth page of this folder. The time of receipt will be marked on it and considered as the actual time of receipt by the Association.
5. Be sure to sign your name and give plant and department where employed in the spaces provided on page 4.
6. Contest closes April 30, 1925.
Prize winners will be announced in the June issue of the *Kodak Magazine*.

TURN IN YOUR SOLUTION TO:

HERBERT C. SHAW Payroll Dept., Bldg. 26, Kodak Park
HERBERT S. THORPE Industrial Relations Dept., Camera Works
JOHN T. HARBISON . . . Industrial Relations Dept., Hawk-Eye Works
GEORGE T. ROCHE Office, Folmer-Century Works
EASTMAN SAVINGS AND LOAN ASSN Kodak Office



NAME.....

PLANT.....

DEPT.....

Date Received.....Time Received.....

Received by.....