

May 1925

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

## MONTHLY ACCIDENT REPORT MARCH, 1925

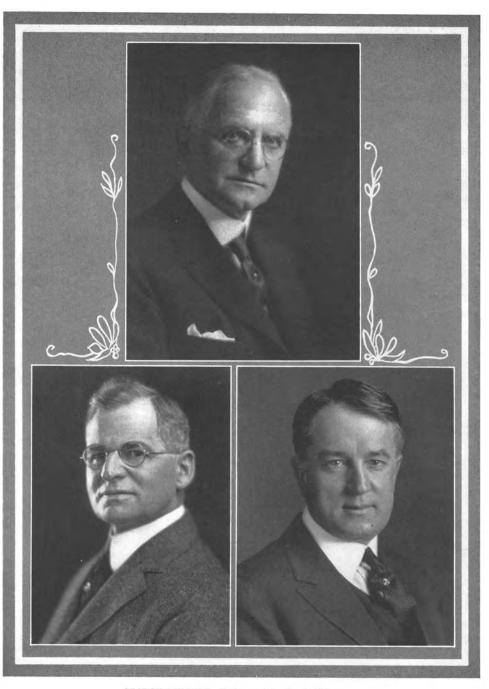
PLANT	Acciden 1925	t Cases	Accidents per 1000 Employees 1925 1924		
Kodak Office		1	43	.88	
Camera Works	1	2	.64	1.05	
Folmer-Century Works	1	4.6	5.85	3.3	
Hawk-Eye Works	1.0	93	6.0	* *	
Kodak Park Works	19	28	3.25	4.43	
Total—Rochester Plants	21	31	2.26	2.97	

## NATURE OF ACCIDENTS DURING MONTH

- 7 cases of injury through bruises, burns and laceration, etc.
- 8 cases of injury through falling tools and material.
- 2 cases of injury through sprain and strain.
- 1 case of injury through falling and slipping.
- 2 cases of injury around saw.
- 1 case of injury around machine of special nature.

<sup>21</sup> Employees' accident cases during month.

When you think the door to a successful future is closed against you, the ivory knob that holds it shut isn't on the door.



GEORGE EASTMAN—Chairman of the Board of Directors WILLIAM G. STUBER—President FRANK W. LOVEJOY—Vice-President and General Manager (See page 3)

Vol. V MAY, 1925 No. 12

## MR. EASTMAN BECOMES CHAIRMAN OF THE BOARD

MR. STUBER ELECTED PRESIDENT, MR. LOVEJOY GENERAL MANAGER

AT the annual meeting of the stock-holders of the Eastman Kodak Company held on April 7, the by-laws of the company were amended so as to provide for the office of Chairman of the Board of Directors, and for a general manager.

At a meeting of the Board of Directors following the adoption of these amendments by the Stockholders, George Eastman was elected Chairman of the Board, Vice-President William G. Stuber, President, and Vice-President Frank W. Lovejoy, General Manager.

The purpose of these changes provides the means for a division of the duties which for many years have been performed by Mr. Eastman, and also a means for the recognition of the parts played by Mr. Stuber and Mr. Lovejoy in building up our organization.

Mr. Eastman, as Chairman of the Board, will still continue to carry on the general supervisory functions he has exercised in recent years.

Mr. Stuber has been with the company for thirty-one years, and is recognized as one of the world's greatest experts on sensitive emulsions, and he will continue in charge of photographic quality.

Mr. Lovejoy came with the company in January, 1897, and as Vice-President in charge of manufacturing he has virtually been General Manager for several years past.

## AUTOMOBILE INSURANCE

EVERY sensible person looks upon insurance in its various forms from a business standpoint.

You know that you cannot obtain a mortgage on your house unless it is protected with adequate fire insurance.

Almost everybody today owns an automobile of some sort, and with the ever increasing traffic congestion, and consequent increase in accident hazards, it would seem folly indeed not to be protected by insurance.

You may say—and believe—I am a careful driver, but how about the other fellow?

Here is a recent case: A young man purchased a car for \$1,500.00 and the dealer advised him to insure it. He was an experienced and careful driver, and even when a friendly insurance man suggested

it, he failed to respond. Instead of insurance, he purchased about one hundred and fifty dollars worth of accessories.

A few days later while he was driving carefully along a state road, he skidded into an elderly man.

His lawyer advised him to settle for \$3,200,00.

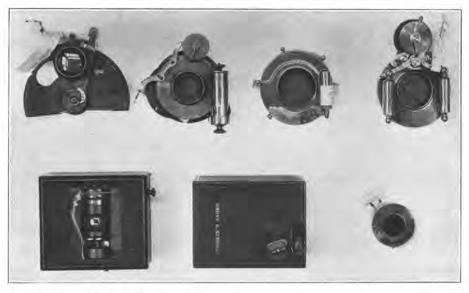
Just about half of what he paid for accessories would have provided him with the most important accessory of all.

If the man could not have afforded the insurance he should not have purchased a car.

An uninsured automobile is a distinct liability to its owner.

It is a lien on his real estate, on his bank account, and a mortgage on his future peace of mind.

## A BIT OF CAMERA SHUTTER HISTORY



Upper Row: Some of the successive earlier types of shutters.

Lower Row: A comparison in bulk, the first Kodak shutter and its housing, being nearly as large as the entire first model Pocket Kodak; to the right, the Pocket Automatic Shutter.

All these instruments were photographed on the same plane so as to afford an accurate estimate of size.

THIS is not to be a technical story, neither is it guaranteed to be, historically, absolutely correct, but rather a bit of reminiscence illumined by a few facts here and there.

It all came about through a visit to our Patent Department museum, and the inspection of one of the earliest models of the Kodak and the perusal of a photographic supply-house catalog of ancient vintage.

Although the writer is profoundly deficient in mechanical ability, he was much interested in the shutter mechanism of this "way back" Kodak, and so thoughts and conversation turned naturally in the direction of these light measuring contrivances.

In the earlier days of photography, we perhaps dreamed of lenses sufficiently rapid to permit of exposures of one one-hundredth of a second or less, but the lenses then were truly of the mid-Victorian era and exposure was more or less a leisurely matter.

Film had not been thought of, or at

least had not been put into practical form and the sensitive plates of the period were correspondingly slow.

So for the time being, a shutter as we know it, was not at all essential; the camera was affixed to a tripod and the exposure was made by removing a cap from the front of the lens, counting off the requisite number of seconds, and then replacing it. Incidentally this performance demanded a certain amount of skill to avoid "jiggling" the camera, and so blurring the image.

With the advent of lenses of greater speed (this term is not technically correct, but it will serve) and plates of higher sensitiveness, exposures of much shorter duration became possible. This condition necessitated the provision of some means of making an exposure far shorter than possible with the hand and cap method.

One of the earliest contrivances of this nature was known as a "drop" shutter—(see illustration No. 1). This was attached to the front of the lens, and the



NO. 1. DROP SHUTTER

exposure was made by permitting the shutter leaf to drop by gravity alone, or it could be "speeded up" by means of a rubber band to assist in the downward motion.

Accurate timing was of course impossible, but with a fresh, vigorous rubber band extremely short exposures were possible.

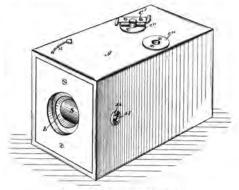
Various other types of shutters began to appear, all decidedly crude compared with the modern accurate watch-like mechanisms of the present time, and all of considerable bulk and weight.

With roll film in practical form, and with the future Kodak (as yet unnamed) in mind, the shutter problem became at once quite another matter.

Mr. Eastman had in mind a small self-contained camera, to be held in the hand, using roll film, and so simplified as to be thoroughly practical for amateur picture taking. It was therefore obvious that the drop shutter, or any of the other bulky types, would not serve, and so he set out to solve the problem.

Illustrations No. 3 and No. 4 show how he did it.

The lens was mounted, as shown in the upper half of illustration No. 3, and was



NO. 2. THE FIRST KODAK

enclosed in the cylindrical case shown in the lower portion.

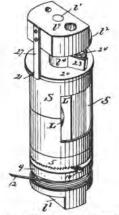
The completely assembled shutter is shown in illustration No. 4.

It will be noted that this cylindrical case forms the shutter proper, as it is provided with coincident slots or openings on opposite sides, and upon being rotated caused the openings to pass across the faces of the lens; the solid portions of the cylinder standing when at rest across the faces of the lens, and so protecting the sensitive surface.

The exposing cylinder was wound up so as to act for six successive exposures by means of a small spring motor and winding cord, and released by pressing the famous "button."



NO. 3. THE FIRST KODAK SHUTTER



NO. 4. FIRST KODAK SHUTTER

This first shutter has been rather fully explained here because it was quite a departure from other existing types, and served its purpose well. It was, of course, crude, cumbersome and accurate only in a sense, when compared with later developments, but it affords an interesting sidelight on the way some of Mr. Eastman's earlier problems were solved.

With the earlier Kodak models of either the box or folding type, bulk and weight did not seem to matter so much, and so some of the later "improved" shutters were quite heavy and cumbersome, as will be shown in the comparative illustrations at the top of page 4.

Succeeding the first "cylinder" shutter, came the shutters of the "wing" and



No. 5. EASTMAN ROTARY SHUTTER

"rotary" type, which were adapted for both "instantaneous" and "time" exposures, and provided with means for varying the diaphragm openings to meet the varying light conditions and classes of subjects.

The rotary type of shutter with, of course, improvements from time to time, is still used on our box Brownie cameras.

The original Pocket Kodak was of the box type and fitted with a rotary shutter and proved a huge success.

The popularity of this small Kodak pointed the way to the development of the Pocket Kodak models taking larger





MODERN KODAK SHUTTERS-THE KODAMATIC AND THE DIOMATIC

sized pictures, and our success in this direction is now history.

As an absolute success essential, the Pocket Kodaks demanded the minimum in bulk and weight, which in conjunction with other improvements demanded further refinements and improvements in shutter mechanism.

An intensive study of photographic shutters and a search through the various patent records would no doubt disclose many fearful and wonderful devices, the majority of which "died a bornin'," but such a study is not the purpose of this short reminiscence.

It may be well, however, to make mention of what is termed the "focal plane" shutter, so named because it operates just in front of the sensitive surface, instead of at the front of the instrument, as do the shutters with which the Kodaks and Brownie cameras are equipped.

The Graflex focal plane shutter is probably the highest development of this type, and is made to compass a range of exposures from 1/10 second to 1/1500 of a second.

As most of you are familiar with the mechanism and operation of this type of shutter, a more detailed description appears unnecessary.

Vast improvements in range, accuracy and efficiency have been witnessed in this highly important essential to picture making, but nevertheless our creative staff is ever striving for still further simplification and improvement.

### GET STARTED RIGHT

STAND out in front of our main office, or in front of any one of our plants at Saturday closing time, and you might form the impression that all of us were Kodak devotees as cameras are in evidence on all sides. Nevertheless there are many of our folks who have never attempted to solve the mysteries and to learn of the joys of picture making.

The Kodak way of picture taking has practically done away with all the mysteries and difficulties and increased its pleasures in the same proportion. Despite all simplifications there is a big advantage in getting started right. When you make up your mind to add Kodaking to your list of enjoyments, study, not just read, the manual for the camera you in-

tend to use. Learn both the how and why. It is all very simple, to be sure; but certain rules and precautions must be observed to insure good results, and how can you successfully observe them if you do not know and understand them?

The next thing to do is to invest in a copy of "How To Make Good Pictures," absolutely the best and most instructive book for the amateur photographer, and so written that the veriest novice can understand. This book has been translated into a number of foreign languages, and its sale runs into the hundreds of thousands—a record unequalled by any other photographic text book. Its cost to you is but thirty cents.

## YOUR STOCK DIVIDEND CHECKS

Stock dividend checks are not mailed out by the Company, but by the Stock Transfer Department of the Lincoln-Alliance Bank, of Rochester, N. Y. So, if you wish to receive your stock dividend checks (not wage dividend) promptly, do not fail to notify the Stock Transfer Department of the Lincoln-Alliance Bank of any change in your address.



## YOUR A, B, C'S

THIS short story on vitamins was found in the pages of a contemporary magazine. We thought it interesting. What is your opinion?

"Vitamins are certain organic substances of unknown constitution which are necessary for the proper nourishment of the human body.

"To date but little is definitely known of these creatures which inhabit our food except this:—(Read the first paragraph over again.)

"The term 'vitamines' was first applied in 1912 by Dr. Casimer Funk. They should not be confused with microbes, bacteria or other common microscopical white trash contained in our eats, as they come from the first families of the gastronomical table.

"Vitamin A, Vitamin B, Vitamin C, is not a college yell. This trio is the 'Hart, Schaffner and Marx' of the breakfast table or the faith, hope and charity of 'come and get it.'

"Although the team of protein, carbohydrate and vitamins has never played the Keith Circuit, it has appeared in crowded houses such as Childs, the Automat and other popular calorie prognosticators.

"Just at present Vitamins A, B and C are doing all the heavy work in the act and crowding the spotlight.

"These atoms of energy are very partial to certain viands with a peculiar particularism for spinach.

"Vitamin particularization for spinach means spinach eaters are endowed with wim, wigor and witality.

"Have you masticated your vitamin alphabet today? If you don't eat your A, B, C's watch out for rickets, beri-beri, scurvy and xeropthalmia.

"No, we don't know what these ailments are but that doesn't make any difference.

"Stuffing your boiler three times a day with non-vitamin-containing grub is as profitable as mixing water and gasoline.

"Your tank is full, but it doesn't mean a thing except surplus weight on the springs.

"The funny part of it is that vitamincontaining chow is not expensive. Whole wheat bread, milk, butter, cheese, tomatoes, string beans, cabbage, lettuce, potatoes, spinach, orange juice and lean meat all know their vitamin A, B, C's and stand at the head of the class.

"And there are other palate-tickling viands that are not so dumb vitaminly speaking.

"The old line, Tell me what you eat and I'll tell you what you are," is often illustrated by the eater, or, by the size of his shadow.

## WORTH WHILE

ANOTHER Community Chest campaign is at hand, and once more we will be asked to help. When the opportunity to make a pledge is given us during the week of May 11-18, it might be well for us to consider that those making the appeal are not asking anything for themselves, but for 47 organizations engaged in service in behalf of humanity.

Of the \$1,301,068.55 contributed last year by 91,286 residents of Rochester, \$232,006.69 was given by 74,054 men and women employes in stores, factories and offices. The interest and support of that large number of workers was of the greatest help and encouragement to the 4,000 men and women who direct the philanthropies, giving their time and services free.

Every dollar paid into the Chest during the year was expended for the purposes for which it was given. The number of people receiving direct benefits from the philanthropies was 117,611. Every resident of Rochester was indirectly benefited. A summary of service rendered by the 47 agencies, so far as their service can be expressed in figures, is given below:

19,496 patients were given 232,621 days' treatment and care in the four public hospitals. Of that number, 6,740 paid full cost of treatment, 9,486 paid less than cost of treatment and 3,070 were treated free. The number of hospital days treatment given absolutely free was 49,379.

15,144 patients were given 51,227 free treatments in hospital dispensaries.

23,903 sick persons were cared for by other agencies and given medicine and medical advice; nurses made 76,209 visits

## SOMETHING ELSE WORTH WHILE

Two weeks vacation, with pay, or a trip to the National Safety Congress, expenses paid. The Safety Suggestion Contest closes June 30. to homes, ministering to the needs of the sick poor.

21,242 persons, including 3,917 families, were befriended and given material relief by six family-caring agencies, as follows: cash, \$46,912,31; rent, \$13,126.11; fuel, \$12,733,01; food, \$74,312.17; pieces of clothing, 5,638; pieces of footwear, 956; quarts of milk, 108,079; grocery orders, 5,265.

3,070 orphan, neglected and dependent children were cared for by the orphanages and children's agencies—fed, clothed and protected, and trained for good citizenship.

473 homeless and dependent aged men and women were given 148,312 days home-care by six homes for the aged. In the twilight of their days they are receiving the kind, solicitous care old people should have.

2,370,419 contacts were made by 13 character-building and recreational organizations that are building up and conserving the young manhood and womanhood of Rochester. Number of different persons in enrolled groups, 31,252.

1,189 persons were given assistance and advice by the agencies engaged in specialized protective work, receiving a service they were unable to get from any other source.

Included in the amount it will be necessary to raise this year to enable the philanthropies to carry on their work for the next 12 months, will be the sum the Chest was forced to borrow early in the winter for the family-caring agencies. On account of unemployment, the relief agencies spent more than was raised for them last May, and many families would have suffered had not the Chest directors voted to borrow enough money to tide over the emergency.

Over 5,000 volunteer workers will give considerably more than a week's time to securing pledges for the 1925-1926 Chest fund. We cannot all work in the campaign, but each of us can help by contributing ten hours' pay to the Chest fund.

## PERSONAL MISMANAGEMENT

By C. H. Thompson, General Safety Supervisor.

WE are paying indirectly a heavy tax, due to our individual carelessness and personal mismanagement. Kodak employees last year paid \$18,706.00 in loss of time through accidents, an increase of \$1,337.60 over 1923. Here is how it was divided:

Kodak Park	
Camera Works	4,469.90
Hawk-Eye	1,191.38
Folmer-Century	404.19
Kodak Office	448.66
Canadian Kodak Co.	
(Toronto)	710.02
Taprell, Loomis & Co.	
(Chicago)	358.17

The cost to the company in compensation, medical and hospital service, labor turnover and retarded production was several times this amount. The figures are not published, because this cost is a minor consideration compared with the importance of reducing injuries.

When we analyze accidents for 1924 we find the great majority directly due to personal carelessness.

Carelessness means mental lapse, sometimes only momentary, but frequently of sufficient duration to permit the victim to take some chance that he would not think of taking were he in full possession of his senses. Recurrence of mental lapse indicates sub-normal mentality, a condition rendering the individual unfit for employment in an industrial plant.

The outstanding accident classifications for 1924 are:

Bruises, burns, lacerations.	60
Falling and slipping	50
Falling tools and material	44
Strains and sprains	26
Punch presses	21

Total 235

The above figures are frankly submitted to Kodak workers in order that they may realize a grave situation, and one that can only be remedied by their personal efforts. The company is spending enormous amounts in guarding machines, and otherwise making conditions as safe as it is humanly possible, but no amount of money can guard the human factor. If an individual cannot stand on his two feet, he falls and is hurt. It will be noted that this is the type of accident that makes up 76% of our record.

We can only depend on the determination of each employee to be careful, and do his or her share in reducing unnecessary

waste, suffering and lost time.

## A LETTER OF APPLICATION

A GOOD many laughable errors have been made in attempting to translate from one language into another by means of a dictionary.

The following letter from a Mr. Wong, seeking employment with an American firm in Shanghai, is reputed to be authentic:

"I am Wong. It is for my personal benefit that I write to you to ask for a position in your honourable firm.

"I have a flexible brain that will adapt itself to your business, and, in consequence, bring good efforts to your honourable selves. My education was impress upon me in the Peking University in which place I graduate number one. I can drive a typewriter with great noise, and my English is great.

"My reference are of the good and, should you hope to see me, they will be read by you with great pleasure. My last job was left itself from me for the good reason that the large man has dead. It was on account of no fault of mine.

"So, honourable Sir, what about it?
"If I can be of big use to you, I will arrive on some date that you should guess."

### HAND IN HAND

THE CAMERA AND THE TELEPHONE WIRES COOPERATE IN TRANSMITTING PICTURES BY ELECTRICITY

SOME time ago, we remarked editorially that it would be difficult to find an industry in which photography did not play an important part.

One of the most recent scientific developments is the process of transmitting photographs electrically by telephone

wires.

Long Lines, the employees magazine of The American Telephone and Telegraph Company, has a most interesting account of how this new process had its baptism on the day of the inauguration of President Coolidge.

"In Washington, D. C., a news photographer edged warily through the crowd, waited patiently until his moment arrived, raised his camera and made a couple of shots of Calvin Coolidge taking

the oath of office.

"A little later a darkroom man stepped

out with a glistening film.

"An outwardly calm picture machine operator murmured, Looks pretty good to me," and called over to an operator, hand on key. "Tell 'em we are ready to send."

"The picture machine man rolled the film into a cylinder resembling the old fashioned phonograph record, slipped it into the sending apparatus, closed a lid down over it—and waited, with one eye on the operator.

"'Start,' shouted the Morse man as the last O. K. clicked off the sounder.

"The picture machine operator pressed a button, a tiny, bright beam of light worked its way steadily from end to end of the cylindrical film. Seven minutes later the picture was in New York, Chicago and San Francisco. Nine photographs recording the high spots of the inaugural ceremonies as they 'broke' were promptly sent over the transcontinental lines.

"As quickly as they arrived and were developed, duplicate prints were made and distributed to waiting representatives of the press.

"The simplicity of the method is such

that a positive transparency film is suitable for transmission.

"The apparatus is so designed as to transmit a picture five inches by seven inches in seven minutes.

"The picture is received in such form that after photographic development of the usual sort, it is practically undistinguishable from an ordinary photograph, and is ready for newspaper or other reproduction.

"The films can be used for transmission while still wet, thus avoiding considerable delay.

"The film upon which a picture has been transferred is inserted in the transmitter by rolling it up in a cylindrical form. During operation a very small and intense beam of light shines through the film on to a photoelectric cell within. The film is rotated at a uniform speed and by means of a screw mechanism is caused to advance parallel to the axis of the cylinder.

"The motion of the light relative to the cylinder is therefore the same as that of a phonograph needle relative to a cylindrical record.

"In this way each minute portion of the picture in turn affects the intensity of the light reaching the photoelectric cell. This variation in the amount of light striking the sensitive surface of the cell gives rise to a current which, through the agency of a vacuum tube amplifier and modulator, controls the current flowing through the telephone line. At the receiving end, an unexposed photographic film is rotated under a beam of light in a manner similar to that at the transmitting end.

"The two films are caused to rotate at exactly the same speed and the impulses starting from the photoelectric cell at the sending end control, by means of a new device known as a light valve, the amount of light reaching the film at the receiving end."

# The Kodak Magazine

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

P. R. MEINHARD	7	Assistant	Editor
Main Office ROBERT A. WEBER Kodak Park Works		Assistant	Editor
HERBERT S. THORPE Camera Works	÷	Assistant	Editor
CLARENCE H. HARPER Folmer-Century Works	÷	Assistant	Editor
JOHN HARBISON . Hawk-Eye Works	•	Assistant	Editor

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

A/HY an editorial page? The editor often asks himself this question, and is frank to confess that writing this page is the hardest task in getting out the magazine.

Every successful publication must have a definite policy behind it and the editor

must follow it closely.

"Published in the interests of the men and women of the Kodak organization," as it appears at the head of this page, is in brief our policy.

We do not believe in preaching, nor in writing down to a level, or over the heads

of our fellow workers.

From long association, the editor knows that we have an unusually intelligent class of employees.

It is not to be supposed that all of us, or any of us, can be fully informed on all the things that enter into our daily life, and make for our material success.

For this reason the editor must take it. upon himself to obtain accurate information regarding the things that will prove helpful.

We have tried not to lay too much

stress upon the obvious things; though many of us fail to do the obvious thing to

our own detriment.

We know that you are interested in our organization, and in how we dothings, and so we have published, and will continue to publish, articles descriptive of the many interesting things in our various plants.

If we can save some one from making a

wrong move in a real estate deal, or some other investment, we are doing a practical thing, and this is why we publish articles along these lines.

If we can help some one to better health, we are again doing a thing of practical

If we can help you to understand, or to better understand, the fundamental principles which govern business, and which control the action of our government, and other countries, we are helping you to think straight and to form opinions accurately so that you will not be misled by demagogues.

We are now arranging for a series of articles by a competent authority cover-

ing business fundamentals.

We received many valuable constructive suggestions from our recent "Magazine Improvement Contest" and which we shall put into operation.

We will always welcome constructive criticisms and suggestions and will greatly appreciate your asking questions or suggesting topics for discussion.

AN old lady who was unaccustomed to traveling by train persisted in asking the conductor all sorts of questions about everything she saw. The train stopped at a station to let off a few passengers, and soon the conductor waved his hand to the engineer.

The old lady immediately hailed the conductor and asked why he waved his hand to the engineer. The conductor by this time was beginning to lose patience, so he said, "Oh! that just meant get-thablazes outer here."

After a while he felt that he had been a bit too abrupt so he returned to the old lady and apologized for his rudeness.

The old lady did not say a word, but she waved her hand to the conductor, giving him the same signal that she saw him give the engineer.

And so perhaps if you have been wittingly or unwittingly pestering someone who wants to work, and he gives you this sign, you will know what he means.



## KODAK PARK

ROBERT A. WEBER Editor



K. P. A. A. OFFICERS FOR YEAR ENDING APRIL, 1926

Standing, Left to Right: Jack Brightman, Nelson Milne, Robert Caine, Ben McMillan, Clayton Benson, Dave Babcock, Robert A. Weber.

Seated, Left to Right: Laura Connaughton, John Schaeffer, Josephine Rigney, Ethel Horton.

#### JOHN SCHAEFFER RE-ELECTED PRESIDENT OF K. P. A. A.

As a result of the annual election of officers of the K. P. A. A. held last March, John Schaeffer, of the Branch Shipping Department, was reappointed president for another term, receiving a large percentage of the votes cast, giving evidence of the confidence which the members have in him. Robert Caine, of the Fire Department, was re-elected to the office of first vice-president.

The only real contest of the election was for the office of second vice-president, this between two very popular candidates, Horace Robinson, of Building 48, and John Sheppherd, of Department 50. The race was so close that the tellers considered it advisable to make several recounts of their figures.

the final outcome showing Mr. Robinson with 10 votes more than his opponent. Robert A. Weber and Benjamin MacMillan were again re-elected to the offices of secretary and treasurer. To the board of trustees were added Ethel Horton, of the Finished Film Department, David Babcock, Building 29, and Nelson Milne, of the Velox.

The spirit which prevailed during the last term and the co-operation of every member of the board resulted in 1924–25 being the most successful term in many years, both from the viewpoint of activity as well as financially, and it is expected that the Association will continue to prosper and to gain friends during the coming term.

#### NOON-HOUR DANCING DISCONTINUED FOR THIS YEAR

At the end of April the noon-hour dancing in the Assembly Hall was discontinued for this year. This activity has enjoyed its usual popularity, approximately 400 people gathering in the hall each day and availing themselves of the pleasure provided them by the Association. The orchestra under the direction of William O'Grady has given satisfaction throughout the season, playing three days each week, and there is no question but what the activity has been appreciated.

#### ENGAGED

Jeannette McKenna, of the Reel Gauging Department, has announced her engagement to Claude Lawler. We offer our hearty congratulations to the young man.

Edna Russ, of the Reel Gauging Department, has announced her engagement to Oswald Meyers. Good luck to them both.



THE CHAMPS

#### **BUILDING 48 BOWLING CHAMPIONS**

The outcome of the Bowling matches on April 14th definitely established Building 48 as champions of the 1924–25 season in the K. P. A. A. League. On this occasion Building 48 succeeded in taking two of three games from Building 35 team, their nearest opponents. Building 35, however, holds undisputed possession of second place, being 6 full games ahead of the Garage who are next in order. Pipe Shop is in fourth place with the Chemical Plant next in order.

Building 48 has made a clean sweep of the prize list, being also in possession of high single and high three-game team honors with marks of 1,030 and 2,899 respectively. In the individual ranks Tommy Kennan has high single game for the year with a mark of 278, while Fred Nelson now leads in the high three game class with a mark of 649.

Several of the men have exceptionally good averages for the season, particularly Howard Bueckman, of Building 35, whose mark is 192. Bueckman has participated in every match this season. Charlie Behrns, of Building 48, ranks second with 187. Others are Harold Servis, Garage—185. Fred Brizee, Garage—184, Wilbert Goebel, Building 48—183.

#### BASKETBALL TEAM CLOSES SEASON

The playing season of the Kodak Park Basketball team was officially closed on April 1st. On this date the Rochester Centrals played at Kodak Park, defeating our boys by the score of 26 to 21.

The game was close throughout, although the Centrals succeeded in obtaining a lead at the start which they were fortunate enough to maintain. The outstanding feature of the contest was the playing of Steve Garvin against "Big Jim" Cullen, at center, Garvin outscoring his opponent. Jack Brightman played the best all around game for the Park up to the time he was eliminated by the personal foul route. The Barry-Mumby combination worked effectively for the Central, bearing the brunt of the game, although Johnny Murphy played his usual fine brand of basketball during the time he was in action.

On Friday, April 17th, a dance was held in the Assembly Hall under the auspices and for the benefit of the team members. About 350 persons were in attendance with Milt Shulz orchestra furnishing the music. All of the work in preparation for this party was done by the team, the hall being attractively decorated in purple and gold.

#### TENNIS

Somewhat as a surprise comes the announcement that the girl tennis enthusiasts have stolen a march on the men, and have practically completed plans for the season before the male racketers have much more than "talked a bit."

Florence Doescher LaForce, 1924 chairman,

Florence Doescher LaForce, 1924 chairman, called a meeting of her tennis committee and has sent recommendations to the K. P. A. A. for the appointment of a manager for this season. These recommendations will be acted upon, and a selection made very shortly. It is further planned to have a representative in every department this season to see that interest is maintained. The big feature will be the summer tournament, although it is hoped that some outside matches may be arranged.

that some outside matches may be arranged.

There will be two so called "beginners nights" each week, and competent instructors have been secured who will coach those wishing to learn the game or to improve upon what they already are able to do. Any girl desiring an appointment should call Monica Powers at the K. P. A. A. office. Three courts will be reserved for the girls along with a section of the clubhouse, so that they are assured of accommodations at all times.



COMMUNITY CHEST VISITING COMMITTEE FROM D. O. P. PACKING DEPARTMENT

#### COMMUNITY CHEST CAMPAIGN AHEAD

Since early in April committees composed of Kodak Park employees have been visiting the institutions which receive financial assistance from the Chest. These visits proved exceptionally interesting to the members of the committees who without an exception returned greatly enthused with what they had seen, and in this way were able to convey to the other employees at the Park their impressions of a good work being well done. Persons who are selected for these visits were requested to express their views in letter form, a few of which have been selected and are printed below:

"As a member of a committee of Kodak Park Employees appointed to visit organizations participating in the Community Chest, wish to report on the following philanthropies visited to date, viz: Hillside Home for Children, German Home for the Aged, St. Joseph's Orphan Asylum and the Highland Hospital.

At each of these institutions the Committee was courteously received by some person in authority, and conducted through the buildings. Any questions asked by members of the Committee were cheerfully and intelligently answered.

At the Hillside Home for Children we found about one hundred children between the ages of three and sixteen years. The sleeping rooms, dining hall and play rooms were in good order. The children seemed contented and happy.

We talked with a number of the inmates of the German Home for the Aged, and they seemed to be entirely satisfied with the treatment received. This institution was exceptionally neat and clean, and has a very homelike atmosphere.

At the Highland Hospital we were told that during the past year about \$25,000 worth of free treatments were given to patients unable to pay. We were shown the kitchens, wards, etc., at this institution and everything was in good order.

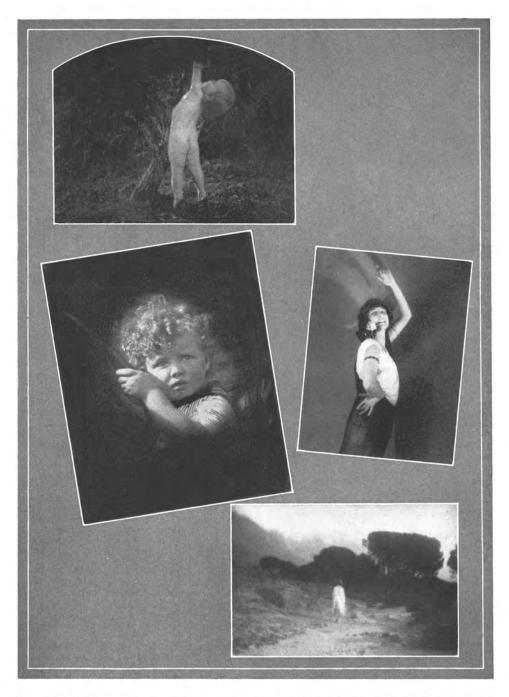
At the present time the St. Joseph's Orphan Asylum has one hundred and twelve orphans, and they are equipped to take care of a few more. The children in this orphanage are healthy and well cared for.

To sum up so far as could be determined in the short visits the above institutions are well kept and efficiently managed. There is no doubt but what they are doing a worthy work and as such are entitled to consideration from the Community Chest."

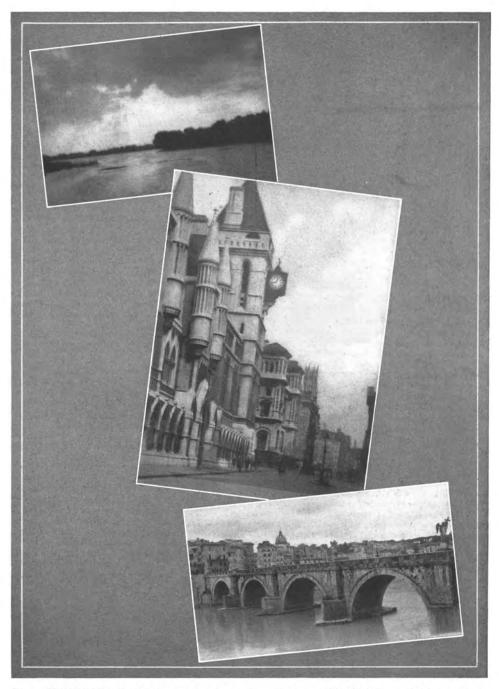
"What might happen if your small boy or girl were suddenly left homeless? Who would buy shoes and clothing for them, who would feed them and who would undertake to send them to school; in short, who would provide a new home for the youngsters? Society has shouldered this responsibility for you, and has established institutions for such service. These orphan asylums are a home to many—the only home which attempts to care for Bobby and Mary as mother and father once did.

"As you may know, I am one who has never been in favor of the Community Chest because of one or two trifling sins of omission of which one of the institutions sharing in the distribution of funds was guilty. After taking a look at the Infant's Summer Hospital and the Rochester Friendly Home, I have to alter my views somewhat.

It seems to me, such being my own case at least, and I do not doubt the same is true of others, that the majority of people have no idea of the work that is being made possible by the Community Chest. If more of the unbelievers could or would see the work being done by such institutions as the ones mentioned above; if they could see the youngsters who are being given a chance, which otherwise would be denied them; if they could see the homelike atmosphere and conditions which prevail at the Friendly Home, I believe it would be a simple matter to fill the Community Chest. Certainly, I shall cease to condemn because of minor imperfections in the face of conditions as I have seen them."



 $\label{lem:upper-early} \begin{tabular}{ll} $Upper-EARLY\ FRUIT-A.\ Chambers,\ Sydney,\ Australia. & Left\ center-THE\ LITTLE\ DRIVER-Carl\ Olsen,\ Copehnagen,\ Denmark. \\ Right\ center-CARMEN-W.\ H.\ Bullock,\ Liverpool.\ Lower-THE\ ROAD\ TO\ THE\ SEA-H.\ W.\ Greathead,\ Johannesburg,\ S.\ Africa$ 



Upper—OCTOBER EVE—C. H. Delcomyn, Copenhagen, Denmark. Center—TEMPLE BAR—C. L. Manlove, Harrow, England. Lower—ROME—H. Shilton, Paris, France



JAMES L. SPOONER

#### ANOTHER BUILDING 30 MAN COMPLETES THIRTY YEARS' SERVICE

On April 12, James L. Spooner, of the Film Emulsion Department, Building 30, completed 30 years of continuous service at Kodak Park. Mr. Spooner began work in the Emulsion Department when it was located in Building 3. While this building was later being remodeled he was called upon to fill in wherever help was needed. Part of his time was spent hauling material for construction purposes, painting, etc. Sometime later this branch of the work was transferred to Building 30, and he was placed in charge of the emulsion cooling, which position he held up to last year when, following a three months' period of illness, he was given other work upon his return.

During the years Mr. Spooner has been at the Park he has worked under four different superintendents, Messrs. Stuber, Haus, Hutchinson and Boyer. His motto has always been: "Everything I do is for the interest of the company." We congratulate Mr. Spooner on his long period of employment, and wish him continued prosperity and health.

#### OUTINGS IN ORDER

To the Pay Roll Office, Building 26, belongs the distinction of staging the first summer (?) outing of the season of 1925. Some 30 persons, employees and a few friends, left the Park at noon on Saturday, April 18, for Stony Point, Irondequoit Bay. party was held at the cottage of Herbert Shaw's brother.

Dinner, prepared in advance at the Kodak Park dining hall, was served immediately upon arrival. Sports were in order during the afternoon, some of the folks rushing the season to the extent of wading in the water. Later on the entire group enjoyed a pleasant hike along the shore and through the woods, returning for another attack on the lunch baskets.

The entire credit for the success of the party is attributed to Lillian Dentinger, who made all arrangements and acted as master of ceremonies throughout.

#### ALBERT L. ARMSTRONG RECEIVES \$100,00 SUGGESTION AWARD

The Suggestion Bulletin which was issued in March contained 93 adopted ideas on which awards were paid, ranging as high as \$100.00, Albert L. Armstrong, Cotton Washing Department, receiving the largest prize for this period. Mr. Armstrong's suggestion had to do with the handling of product in the Cotton Washing Department, which resulted in a saving over a period of some time.

Glenn W. Searle, of the Machine Shop, received an award of \$20.00 for an idea adopted in the E. & M. Department in connection with a certain operation. Edward C. Bauer, Millwright, was paid \$17.50, and Sherman J. Pierce, of the Printing Department, \$17.00, they also receiving awards in proportion to the saving effected through the adop-tion of their ideas. Two awards of \$15.00 were paid

and three of \$10.00.

Eugene D. McCarthy submitted an idea which was adopted at this time, having to do with certain improvements on machines in use in the Finished Film Department for which he received \$30.00. The average award paid for this period was approximately \$5.00, which should be conclusive evidence that the Suggestion System is well worth while from the view point of the employees. An opportunity is afforded you to submit ideas concerning improvement, saving, etc., and those considered practical will be paid for, on a just basis. A word to the wise is sufficient—SEND IN YOUR IDEAS.

#### "SUMMER DANCE SERIES"

Last summer the K. P. A. A. undertook to run a few summer dances at the lakeside, as more of an experiment than anything else, in an attempt to ascertain what the possibilities were. The result has been convincing in that the idea proved popular to the extent of several enjoyable evenings, and a few dollars added to the treasury.

As a result it has been decided to promote a series of dances at Summerville during the coming summer months, probably one each month from June to September inclusive. Arrangements are being made for the dance pavilion and the selection of music. These dances will be conducted along the same lines as the regular Kodak Park winter parties, and an attempt will be made to restrict them as far as possible to Kodak employees and their friends. The dances will be in charge of the officers of the Association, assisted by a committee to be selected from among the employees. A general invitation to attend is extended to all.

#### WITTMAN-HERTLE

Miss Amelia Hertle, formerly of Building 46, and Alfred Wittman, of Ridge Road, were married Monday, April 13th, at St. John's Church, Ridge Road, by the Rev. S. B. Englerth. Miss Monica Powers was bridesmaid, and Miss Eleanor Hertle, sister of the bride, maid of honor. Norbert Wittman was best man.

#### SLOCUM-BEHAN

Mary Ethel Behan, of the Finished Film Office, was married to Harold Slocum on February 19th. The wedding took place at the bride's home. After a honeymoon to Detroit and points west Mr. and Mrs. Slocum will make their home at 373 Knickerbocker Avenue.

#### HOW ABOUT THE PICNIC?

It is now several years since an attempt had been made to hold a pienic or "outing" for the members of the K. P. A. A. In times gone past this annual event has been one of the outstanding features of the summer program of the Association, although like many other activities it was discontinued during the war and up to now had not been revived.

It is the opinion of the Officers of the Association that a general "outing" this summer would be well received and attended. Plans have accordingly been undertaken to foster such an event. The affair will be more in the nature of a Field Day.

A committee has been appointed to proceed with the necessary arrangements and negotiations are underway to secure Ontario Beach Park for a Saturday afternoon either late in June or early in July. The members are requested to bring their wives, families and friends, and it seems reasonable to believe that several thousand people will be present.

Transportation via trolley will be arranged to comfortably convey to the Park those who do not come by automobile. It will be a basket picnic, which is perhaps the most satisfactory arrangement in dealing with a crowd of this size. The program during the afternoon will include both athletic and aquatic events for men, women and children, and arrangements have been made for the use of the dance hall.

There will be no charge to the members in connection with this outing. Watch the Bulletin Boards for further information and particulars, and make it a point to be present as a good time is assured.

#### NOON-HOUR BASEBALL UNDERWAY

The 1925 season of the K. P. A. A. Noon-hour Baseball League was officially opened on Monday, May 4. The diamond was raked, and rolled and put in condition early in April, the intervening period of time being devoted to practice games between the teams entered for the Spring Series.

It was decided to return to the four-team League for this season, each of the following persons having been granted a franchise: Jack Manhold, Harvey Shannon, Harold Servis and Jack Leckinger. Leckinger has been affiliated with baseball at Kodak Park for many years, although this is the first time he has consented to accept charge of a team in the Noon-hour League.

The Managers are not restricted to any given territory in selecting players, but may sign up anyone they may wish not exceeding a certain number.

one they may wish not exceeding a certain number.

Carl Doty has been elected president of the League for this season with George Izard as vicepresident. Edward Goodridge and Tom Carey have been re-appointed secretary and treasurer. The 
retirement of John Sheppherd as head of the League 
came as a surprise. In declining to again accept the 
office of president John pointed out that he had 
been in charge of the organization for a great many 
years, and felt that a change would be advisable. 
He will continue however to help wherever possible.

Twilight Baseball will undoubtedly start within a few weeks, although up to this time no organization has as yet been formed. Plans are underway for the formation of a City Indoor Baseball League, which if they mature will include a team from Kodak Park. The matter has been turned over to the Noon-hour League, and the team will be managed by Harvey Shannon.

#### SOCCER CLUB RE-ORGANIZED

For several months past the condition of the Kodak Park Soccer Club had not been as flourishing as heretofore. Interest has waned and some difficulty was being experienced in keeping the organization together. For years Soccer has been one of the major activities of the K. P. A. A., and it was decided to make an effort to put it back on its former plane.

A meeting which was advertised on the bulletin boards was called for Wednesday evening, April 15, at which time some forty men were present. At this time it was decided to reorganize. Those holding offices at that time resigned, following a discussion of affairs and a new staff of officers elected which included most of the former heads. Jack Schaeffer was elected to the office of honorary president with Donald McMasters as president. Leigh Rife, who has perhaps done more for this sport at Kodak Park than any other individual, remained on the executive board as vice-president, while Thomas Quigley was re-elected to the office of secretary. James Cannavan will assume the duties of financial secretary with John Sheppherd as treasurer.

These delegates were appointed to represent the Club in different Soccer organization meetings, namely: Horace Robinson, Thomas Carey and Leigh Rife. Mr. Rife was also appointed property manager. John Simms was persuaded to continue on as manager of the team with Bert Harper as trainer.

The spring schedule was to open on Sunday, April 19, although the bad weather prevented playing of the game. At the present time Kodak Park is tied in the R. & D. league with the Celtics, each having a total of six points. The McNaughton Rangers are leading with the Moose in second place, both teams having won five and lost one game, although the Moose were penalized two points for using an ineligible player. The possibilities of Kodak Park winning the league championship this year are somewhat remote, although it is expected that the sport will take on new life and the remainder of this season will be devoted to the building up of a team in anticipation of the fall contests.

#### TEAM STANDINGS ARE AS FOLLOWS:

McNaughton	5	1	0	10
Moose	5	1	0	8
Kodak	3	3	0	6
Celtics	3	3	0	6
Germans.	2	3	1	5
Hollands	2	4	0	4
Vikings	0	5	1	1

#### KODAK DEFEATS PENFIELD

On Sunday, the 28th, Kodak Park Gun Club scored a decisive victory over the Penfield team, the result being 379 to 327. Mrs. Harry Harrison participated with the Kodak Club while Harry Harrison appeared in the line-up for the opposition. Mrs. Harrison was high gun for the Park with a mark of 44 out of a possible 50. Her husband proved to be the best man on the Penfield squad, although his score was two less than that of his wife. Curian, Spencer and Starwald were among the best for Kodak.

#### EMPLOYEE'S RESPONSIBILITY

BY A. A. RUTTAN

We have had a large increase in the number of injuries suffered by employees during the month of March.

In checking over the causes we find that the responsibility of preventing them, and in fact the only person who could have prevented them, are, with one or two exceptions, the injured employee himself. There were no girls injured.

To give a fair idea of the immediate cause of injury, we have the following list:

One neglected a minor injury-infection.

Two dropped a jar on the foot.

One cut foot on scrap tin.

One caught thumb between a ladder and a plank. Two tripped on materials on ground or floor.

Two cut fingers on saw.

Four dropped tools or rolls on fingers or toes. One caught finger between two drawers of table. One pushing belt off pulley caught hand.

Two chemical burns.

One injured against a conveyor.

One injured between rolls.

There are so many different conditions of employment at Kodak Park that no one person can anticipate everything, but each employee can do his share to take better care of himself.

If each one would, and he should, many of the injuries would not happen.

It is no credit to anyone to be injured in a careless or thoughtless manner.

"Injuries may be most effectively prevented, however, only if *each individual* exercises proper caution at all times." Guide book, page 15.

#### FOREMEN PLANS FOR OUTING

The series of winter dinner meetings of the Kodak Park Foremen's Club was terminated on Thursday, April 16th, at which time a special closing program was presented. Supper was served as usual at 6 o'clock, following which Mr. Leroy E. Snyder spoke on the possibilities of the City Manager Plan as applied to Rochester. This was the second time that Mr. Snyder talked at Kodak Park, and the interesting manner in which he presented his points of discussion created renewed interest in the project among many who heard him.

The next number on the program was Tony Sarg's Marionettes under the direction of Sylvia Newton, and the remainder of the evening was devoted to dancing. "Alfy" Monk's orchestra played throughout the program. Although the facilities would not allow for the serving of other than the members of the Club, an invitation was extended to the wives of the members, to be present at 7 o'clock, many of whom accepted.

During the dinner cards were distributed allowing the members to express a preference regarding the annual summer outing. The choice of four places was offered, the vote, however, resulting in an almost unanimous request for the boat trip to Cobourg. Arrangements were immediately made for the reservation of a day, Saturday, July 25, being selected, and a committee will be appointed in the near future to arrange the preliminary details.

#### BONESTEEL REALTY PROJECT DEFINITE SUCCESS

PURCHASERS WELL SATISFIED

On June 21 of last year the Bonesteel Tract, located on Lewiston Avenue (Ridge Road) just west of the B. R. & P. R. R. crossing, was opened and lots offered for sale to the employees. The price, in that it included water, gas, electricity, cement walks and improved cinder streets, was most attractive, and many reservations were made during the first few weeks.

The project was promoted by the Kodak Employees Realty Corporation, which reserved several of the lots for the purpose of constructing model and economical homes for direct sale to those who did not care to assume the responsibility of the building operations themselves. These homes, sold on practically a cost figure, have been purchased as fast as

ready.

There are at present approximately sixty homes either built, under construction, or contracted for, and as might be expected, more than 80 per cent of these are for Kodak Park employees. The sale of lots has progressed until on May 1 there were, with the exception of the larger and higher priced lots on Lewiston Avenue, only one or two more available.

That the purchasers realize the exceptional values in the houses offered for sale may be seen from the trend of the letter received from Oscar F. Knell, of the Engineering Office, which appears below:

April 14, 1925.

Mr. R. A. Weber, Building 26, Kodak Park.

Dear Mr. Weber:

For the past several months we have been living in one of the houses on the Bonesteel Tract, constructed by the Kodak Employees Realty Corporation

Before purchasing my new home one of the first points to which I gave consideration was: Is it going to be a comfortable place to live in? This, of course, depended upon the location, investment, convenience and neighborhood.

From experience we have found that it is truly an ideal place to live and thrive. It is restful and quiet always and with the community spirit which exists, the friendly neighbors and fresh air and sunshine, life takes on new values.

This choice location with its innumerable advantages is incomparable at the price asked. The house is well constructed, and the interior finish and quality of materials and workmanship are of the best.

My advice to those who are paying rent is to consider the advantages of owning a home they will love to live in. Thanking you for the assistance you rendered in helping me secure my home, I am,

Very truly yours, (Signed) O. F. KNELL.

#### **NEWS FROM BUILDING 48**

Elizabeth Franklin, of the Reel Gauging Department, and William Uhl, of the Sundries Manufacturing Department, were married on April 14 at St. Andrew's Church. We wish them much happiness.

Congratulations to Edmund Paeltz, of the Printing Department, upon the arrival of a baby son, Robert Earl, born February 21.



## CAMERA WORKS

HERBERT S. THORPE Editor





THE HIGH AVERAGE SQUAD
Arthur Brown, Bernard McGuire, William Seuffert, Florence Waterstraat

#### EXIT BOWLING

The last ball of the season has been rolled down the alleys as far as three leagues in the Club Schedule is concerned. The fourth, composed of the Shutter League, has just one more night to go. Each league vowed that they had enjoyed a very successful season, and almost every team finished with their original line-up.

Florence Waterstraat holds topnotch in the Girls' League, and hereby receives the Laurel Crown for her high individual average. One hundred fortyeight pins is "some punkins" we'll say for forty-two games! Helen White holds second place with one hundred thirty. It isn't in the number of fallen pins, however, where the fun is, but in the good fellowship which each girl displayed. They all had a great time, and will be hard at it when the season opens up again. The League has posted its final scores as follows (notice all teams are tied as far as number won is concerned. That's co-operation for you!):

	Won	Lost	Pct.	Aver.
Brownies	24	24	500	591
Juniors		24	500	577
Kodaks	24	24	500	575
Specials	24	24	500	567

President "Sandy" Weeks reports that his League—the Camera—contains the star bowler of all the Camera Works in "Bill" Seuffert, whose record proves an average of one hundred eighty-six for sixty-six games. This, we take it, is almost a professional score, and we congratulate Bill on his steady eye.

The high individual game, also the high three games, are chalked up to Arthur Miller, who scored two hundred sixty and six hundred sixty. The "Backs" hold number one place with high team total for one and three games with a score of 1,151 and 3,301. The final standings are:

	Won	Lost	Pet.
Clips	 . 48	24	666
Walls		34	528
Backs.		41	431
Cases		45	375

The Lathe League drew down the curtain on the seventy-second game, with Herman Verstring holding high average of one hundred sixty-nine. Manager Ray Walsh reports a successful season, and intends to wind up the regular schedule with a tournament. The "Hawks" feathered their nest with a score of nine hundred seven pins for high single game. The League wound up as follows:

	Won	Lost	Pct.
Hawks	. 44	28	607
Owls	 . 39	33	538
Sparrows	 . 37	35	510
Eagles	25	47	345

At this time of writing, the Shutter League has one more night to go. This League is the largest we have, and keen rivalry has existed from the beginning of the season. All the participants are "het up" over next week's game, as the last team is but six games behind the leader. Any one of the first four teams have a chance to tie or get into high place. The Kodex team, after holding cellar position for a long time, has crept up to fourth place, which brings it up in the running. Barney McGuire is high man with one hundred eighty-three average, and George Pressley holds high honors with two hundred fifty-four for high game. The standings of the League—less the final game—are as follows (notice the close averages):

The state of the s	Won	Lost	Pet.	Aver.
No. 1 Diomatic	. 39	33	542	783
Lathe	. 38	34	528	784
No. 0 Diomatic	. 36	36	500	789
Kodex	. 36	36	500	785
Ball Bearings		38	462	788
Press		39	458	786

All the above leagues wish to record their appreciation to the Recreation Club for the substantial check each team received from the club's treasury.

The baseball season is now upon us, and by the time these lines are published we hope to have a league formed for the purpose of playing our great national game. It's much more fun to watch a game played just for the game's sake, albeit the actual performance being not so scientific as professional play. However, the spirit of friendly rivalry goes to make up a real contest, and we urge you who cannot join in the game to join in the watching. Support your particular team, and encourage it on to hold top place in the league.

For the benefit of the new folks who have joined our organization (and for many of our older friends as well) we remind you that the Industrial Relations Department encourages photography by loaning to any employee almost any type of camera made in our Plant. These cameras are in A-1 shape, and are loaned over the week-end, returnable in four days. We also try to give you film and paper whenever possible, or sell to you film at wholesale price. If you have not used a camera, we shall be glad to explain to you the fundamentals of this useful and interesting pastime. Each Friday noon we are at your service for this purpose.

#### SHOP NOTES

Lucy Diesel, of the Detail and Estimate, has been obliged to spend four weeks in New York City in order to care for her father during a serious operation. We are glad to note that Lucy has returned, and we hope her father has fully recovered.

Hazel Platt, of the Office Stock Record, is wearing a very fine token of her engagement. We congratulate the lucky man, and wish Hazel every happiness.

Eugene Brunet, a very popular girl in the Lens Inspection Department, has been quite ill for a long time. The boys and girls on the fourth floor miss her, and trust that she will have fully recovered by this time.

Jack Stanton, of the Purchasing Department, has just completed twenty-five years of service with the Company. Prior to the year nineteen hundred one, Jack was connected with the Premo Division, and since that time he has worked with us, and has made many friends. We congratulate him on his length of service, and hope he will add many years to that record.

Our sympathy is extended to Pete Feeney, of the Lathe Department, who recently suffered the loss of his father.

Harry Parent, of the Material Inspection Department, obtained a short leave of absence on account of "business." The business later transpired to be of a very important nature, being no less than getting married! Congratulations, Harry!

Josie Pringle of the Etched Plate Department has been absent for a considerable time on account of illness. Josie has been with us for many years. We trust she will regain her good health, and be with us again for a long time.

The Woodworking Departments feel the loss of a very popular member of their family, Fred Wilbur. Fred has had quite a bit of sickness this winter, but we know the Spring days will pull him through and make him healthier than ever.

We are unfortunate this month in the number of losses through death which our people have suffered in the Office and Factory. We offer our sincere sympathy to Hazel Fowler (Brownie Covering) on the loss of her father. To Archie Johnson, of the Office, who has not only been very sick himself, but who had the added affliction to lose his father. In the Inspection Department, Charles Priddis and Vincent Faughan have both suffered the loss of a brother.

Set out deliberately to find new ideas on your particular job, and no matter how trivial an idea may seem to you, consult the Suggestion Department on its possible merits. The management is anxious to award you for worth-while ideas.



#### CAN YOU GUESS?

We'd be safe in offering almost any reward for the solution of who is the man depicted above, and, knowing you cannot guess, we'll inform you that it is none other than Charlie Mackley, "housekeeper" in

the Maintenance Departments.

Charlie boasts of his seventy-five years of age, and naturally has interesting stories by the score relative to the good old days. For thirty-seven years he was an engineer on the N. Y. C. lines, and celebrated his first "run" by having the above photograph "taken," being at that period twenty-five years old. Charlie declared to us that no male was a man in those days until he grew at least a full fledged mustache, presumably of the "droopy" type. One of his chums on the road—also an engineer—affected a long and bushy beard which caused quite a furore every time he put his head out of the "cab" window, particularly on a windy day—all of which causes us to give thanks to men such as Gillette!

Old time pictures are interesting; haven't you something on this order to offer us?

#### COLLINS HIGH GUN

The Gun Club is growing, according to Coue's formula, bigger and better each week. A few Saturdays ago a group of shooters travelled as far as Williamson to contest the Trap Club of that locality, but a young snowstorm marred the scores, and the country boys still retain banner place. This month, however, our nimrods hope to meet the Williamson boys on our home grounds, and we hope to make some record killings.

This last month has again proved the marksmanship of Charles H. Collins. "Charlie" takes keen delight in trap-shooting, and the younger men envy him his steady hand and true eye. He smashed twenty-one pigeons of the first flight of twenty-five, and twenty-two of the second flight. Forty-three out of a possible fifty is good amateur shooting.

The Clubhouse is getting its new Spring outfit in a coat of paint and various minor improvements. More crushed stone is being drawn, and there is every indication of another trap being installed. By the way, membership in this Gun Club is not only open to men, but to the ladies also. If any of our fair sex are interested in shooting, we see no reason why they could not join. We have women bowlers, baseball players, etc.; why not a group of shooters? We are sure one of our experts will be only too glad to act as instructor, and here's a chance to form a novelty in sporting circles.

Membership is not confined to members of our C. W. R. C. To date, we have forty-seven men who pay dues into the Gun Club who do not work at our Plant. This, added to regular dues, accounts for the thousand dollar investment on the Scottsville Road which goes to make up one of the best trapshooting outfits in the state. We have issued a special invitation to our brothers at the Main Office

to join us in this exhilarating sport.



TWO MINUTES—CLANG!

Here's a familiar man which at least six hundred men will recognize as "Deacon" Sabin, official timekeeper at the C. W. R. C. "Smoker," although we admit it's kind o' hard to recognize him, for "Deacon," on official visits, is dressed all in his Sunday best, whereas, according to the above picture, we caught him in working attire.

Sabin and his famous" Ingersoll" has become a very well-known figure at our doin's. In fact, he is a whole show in himself. His little buck-and-wings executed between bouts causes lots of fun. Every-

one has a good word for the "Deacon."

#### ATTA BOY, "BILL"

"Bill" Ryan, of the Print Shop, announces the first edition, Helen Irene, April 16. Seven and one-half pounds.

### CAMERA "POISON" SQUAD

"Tramp, tramp, tramp, the boys are marching, Click, click, click, the cameras go

Over trails and grassy sod

March the Camera Poison Squad--"

(Six rolls of film given for the best rhyme to com-

plete this verse.)

Every week we initiate a dozen more of our folks into the Camera "Poison" Squad, and it doesn't cost one cent to join this fraternity. The first degree is the Poison Ivy Squad, the second, the Paris Green Squad, and the third, the Prussic Acid Squad. The working tools are a brand new camera and a roll of new film, and the pass-word is "Get 'em while

they're hot!"

Each Saturday morning twelve employees will be chosen by lot, and supplied with various types of cameras and film, together with a Record Card. After the "Squad" has exposed the film (photographing any kind of picture you desire under any conditions) we ask you to leave the film in the camera, return it on Monday morning, if possible, and we will return the film to you, developed. Prizes? Oh, yes! We ask you to make prints from the best negatives, and four times a year (at the end of spring, summer, autumn and winter) we will put the prints on exhibition, and award prizes for the best of 'em! The Squad members having the best average negatives during each month will have their best prints published in the Kodak Magazine, together with their portrait. The best single picture made in the test will also be published, and due credit given.

This scheme serves a two-fold purpose. It gives you an opportunity to learn to operate cameras without cost, and it gives us, by means of the Record Card, a check on test as to the working of the camera, possible defects, and your criticisms. Another feature of the idea is that group meetings will be held from time to time for the members of the Poison Squad by lecture and lantern slides for the purpose of constructive criticism and pointers on how to improve in photography.

We have, in the Industrial Relations Department, a list of about one hundred names of people throughout the factory who are-more or less-photographers. These we have divided into three classes:

1st. Beginners (Poison Ivy Squad).

2nd. Semi-skilled (Paris Green Squad).

3rd. Skilled (Prussic Acid Squad).

Of course, we all want to get the third degree, and by applying ourselves to learning all the ritual contained in the previous two, we can ultimately become Master Photographers.

If you wish to join the Squad, drop a line to Mr.

Fred Brehm, or to the Editor.

### C. W. R. C. "SMOKER"

About six hundred men took advantage of their membership in the Camera Works Recreation Club to attend one of our now famous "Smokers," which are given each year without charge. This year we held this big event in the Assembly Hall at Edgerton Park, but it took the form of a "Smokeless" Smoker, owing to the new ordinance affecting city buildings. What we lost in smoke, however, we gained in "pep," and the entire program was full of

Six boxing bouts constituted the first half of the evening which were really more interesting to us than professional talent, for we knew every con-testant as a shopmate. Fred Kuhn, Stock Record, and Roy Eckrich, Shutter Machinery, opened the exhibition, showing fast motion for the first two rounds, but gradually losing strength and finishing in the third. Henry Mostyn, Brownie 2A, put up a good fight with Charles Cochrane, Brownie No. 0, and both the boys had plenty of supporters from their departments. The third bout, Karl Utter, Creasing, versus "Abe" Shulman, Folding Brownie, was well received, and the boys worked hard. Bert Davis, Stock Record, and Charles Casey, Lacquer, both weighed in at one hundred thirty-three, and were closely matched throughout the four twominute rounds. They showed more science and better foot work than any of the other entrants, and finished in good shape. Charles Ross—Folding Brownie, and William Friel, Buffing, put up a good

battle, showing good form together with strong punches. The main bout was fought between Frank Klein, Kodak Assembling, and Jim Marconi, the Battling Siki of the Milling Department. Marconi weighed about six pounds over Klein, which gave him a big advantage. Klein showed splendid form in the first two rounds, and took Marconi's heavy jabs without taking the count. During the third round it looked as if Klein's quick work would lead him through, but half way in the fourth Mar-coni landed a "wind jammer" which finished the contest. Considering the lack of training which all the boys had (some of them making their first appearance in the ring during this show), they did fine, and we hope they enjoyed boxing as much as we did watching them.

That idol of local fans, "Chubby Brown," was in the ring with each bout to watch for fair play. He added much to the contests. "Joe" Giofrida had charge of the dressing room, and his knowledge of bandaging the fighters' hands came in very useful. To all those who helped, the Board of Managers offers its sincere thanks.

The second half of the program consisted of six professional vaudeville acts. Those C. W. R. C. members who were forced to miss the show missed a real treat, but, with your co-operation, we promise you a similar exhibition when the opportunity arrives.

If the practice of economy is not popular, the results of it are viewed with tremendous satisfaction.—President Coolidge.

## MAIN



## OFFICE

P. R. MEINHARD, Editor



OFFICERS AND GENERAL COMMITTEE OF THE K. O. R. C.

Standing, Left to Right: Thomas McCallion (Treasurer), Morley Reid, Fred Chapman (President), Stewart Mason, Edward Goetzman, William Brown.

Seated, Left to Right: Mrs. Violet Hood, Grace Nolan (Vice-President), Victor Harding, Ruth Gill (Secretary),

The election of K. O. R. C. representatives developed a terrific battle in the Bookkeeping Department, where no less than four parties were in the field. "Whitey" Carrell headed the ticket for the Unprogressives, and might have won if he had not followed the rather contradictory course of acting also as campaign manager for Frank Heberger, the mouthpiece of the Solid Ivory Bloc. This faux pas

was a windfall for Elmer Gauch, who pushed his Bitter Ender candidate, Floyd Frudy, across as the winner. In the parlance of the race-track Foster Hill, the Dirt Farmer candidate, "also ran."

Representative Frudy attributes his success largely to the fact that he did not pass out any of the campaign cigars favored by his opponents because they were said to be straw, too.

#### HOWDY!

The Mail and File Department led Kodak Office during March in the number of new employees, having five. They are: Dorothy Dix, Ila Belle Doser, Alice Gibaut, Dorothy Knapp and Edity Vernick. The Training Department welcomed Helen Dilz and Florence Miller, while Chester Trumeter became one of our Finishers.

In addition L. C. Roberts, of Kodak Limited, took up the double role of guest and worker in the Stockhouse Auditing. Mr. Roberts will stay with us for about a year to familiarize himself with our home-office methods of handling the Kodak business.

#### GOOD LUCK "JACK"

"Jack" Stafford, who came to Rochester recently from the Shanghai Branch, has been spending a few weeks at our Philadelphia store. He will sail for England shortly. The many people who had the pleasure of meeting him at Kodak Office are sorry that his visit could not have been longer.

The Advertising Department was very glad to welcome back Margaret Burns after her recent siege of pneumonia.



MRS, ESTHER B. WADHAMS

#### OUR RESTAURANT MANAGER

Mrs. Esther B. Wadhams, manager of our new restaurant, comes to us with a wealth of experience that peculiarly fits her for the work which she has undertaken here.

Among her first ventures in tickling the gustatory nerves of genus homo was a Tea Room on Long Island, where she catered in summer to the fastidious tastes of the tourist and in winter to that connoisseur of the culinary art, the traveling salesman. Soon afterward she organized and equipped an employees' cafeteria for the Kings County Lighting Company, and served with unqualified success the men and women from both the office and "the works."

Later Mrs. Wadhams took charge of the restaurant at the Hoboken Chamber of Commerce, where she planned and supervised the regular luncheons and also special dinners and banquets for such groups as the Kiwanians, the Y. M. C. A., postoffice employees, manufacturing plants, etc. These gatherings often comprised five or six hundred diners.

She also organized and equipped the cafeteria and service dining-room at the Brooklyn Technical High School. This demanded the serving of some two thousand people daily, including students, faculty members and clerical force.

In view of this varied background, we may have full confidence in Mrs. Wadhams' ability to suit our own particular tastes and requirements. She has served roast turkey to jovial Rotarians and potatoes and gravy to voracious schoolboys. She will therefore cater with equal facility to hungry shippers, famished stenographers and dignified department heads. It will of course be her chief task to provide lunch for twelve or thirteen hundred of us five times a week, but she is also fully prepared to take care of

smaller groups such as committee dinners, departmental parties, overtime workers and what not.

State Street, the center of the Kodak organization, has a variety of needs along refreshment lines. It is perfectly obvious that the cafeteria and service dining-room provide splendid settings in which to satisfy those needs. And it is equally apparent that with Mrs. Wadhams in charge of these facilities and co-operating with us at every turn, we shall have a highly satisfactory combination of up-to-date equipment and expert supervision.

#### "SNAP OUT OF IT"

If suggestions are slow at any time in coming into the hands of the Suggestion Secretary, the blame can usually be laid at the door of human inertia. All of us have thoughts that could be developed into valuable suggestions, and among them there are bound to be ideas along safety lines. Very often, however, the very human tendency to postpone the transforming of our thoughts into action causes procrastination that is injurious to ourselves or to others.

Accidents are not always caused by carelessness, or even foolishness, but it is safe to say that a very large majority of those that happen could be prevented by a suggestion that has been hibernating in the back of someone's head.

Have you a safety idea? Then, in the vernacular of the day, snap out of it ("it" being the state of inertia, aforementioned) and submit your suggestion! You owe it to your fellow-workers and to yourself. And besides, there is a definite and tangible award in sight just now for the best safety suggestion offered in the competition that closes on June 30. It may mean an extra vacation or a trip to the Safety Congress for you—and it may mean life and limb to one of your fellows.

#### IN HONOR OF HATTIE

April 6 was the date of a happy occasion for the Order Department when thirty girls gathered in the Lunch Room for a dinner in honor of Hattie Bruns, who was married to Mr. George Theim on April 21. The tables were attractively decorated, a color-scheme of yellow and pink being carried out in the favors and flowers. The table at which the prospective bride and her closest associates were seated bore the added decoration of a matrimonial boat in which the happy pair in miniature were putting out to sea.

The roast-beef dinner topped off with angel-food cake and a famous brand of ice cream left nothing to be desired in the way of refreshments.

At about 7:30 the girls adjourned to the Rest Room for an evening of entertainment. Ann Kraft, Maude Kirkby and Olive Crocker carried off first prizes, while Ruth Lipsky and Glenice Burpee gathered in a couple of boobies. The feature of the evening, though, was the dance given in costume by Gertrude Bachofer to the strains of "Memory Lane."

The party in every respect gave abundant evidence of the esteem in which Hattie is held by her friends. Everyone of them wishes her a future of real happiness.

We were pleased to witness the return recently of William Udart, of the Shipping Department, who had been away on a long leave of absence.



MRS. ELMER W. BROWN

After five years of faithful service Mildred Hornung, of the Insurance and Tax Department, left on March 28 to be married to Mr. Elmer W. Brown. Her departure was preceded by a dinner and theatre party given by the thirteenth floor girls, a number of whom also attended a shower in Mildred's honor. The morning of her leaving witnessed a beautiful display of china and glass in the Lunch Room, a gift from her friends and co-workers.

The wedding took place on April 4. The girls caught the bridal pair at the station as they were about to leave for New York, and managed to deposit enough confetti in the Pullman to supply any theatre with stage snow for a month, and enough, also, to ruin the disposition of a hitherto amiable porter. The couple departed, nevertheless, with the hearty good wishes of Mildred's associates and, for that matter, of Kodak Office as a whole.

#### THANKS! C. W. G. C.

The Camera Works Gun Club has very kindly extended an offer of membership to all Kodak Office men who are interested in that sport. The Camera Workers have a very live club, and a clubhouse and traps that compare favorably with any in the country. The K. O. R. C. on the other hand, while it is very proud in its possession of such facilities as the new auditorium, is not in position to cater to its gunners, so that the invitation from "next-door" is at once a gracious and a timely one. The same charge will be made to us as is levied on the old members of the club, that is, two dollars per year. Those who are interested are advised to get in touch with "Herb" Thorpe, of the Industrial Relations Department, at the Camera Works.

#### HERE AND THERE

The sun shines once more in the Repair Department. Mary Flynn, who was confined to her home for three months by a severe attack of typhoid, is back at her desk on the sixth floor. During her illness she was reminded of her Kodak friends by their frequent visits and their gifts of fruit and flowers.

Gerda Bladergroen, of the Billing Department, sailed for Holland on the Homeric on April 4. She expects to be abroad for about ten weeks. At her departure her associates presented her with a purse both as a safeguard for her funds and a reminder of her friendships at Kodak Office. We wish her a pleasant journey and a happy visit.

Our deepest sympathy is extended to Charlotte McGivern, formerly of the Repair Department Office, on the death of her mother. Charlotte is now in the training school at St. Mary's Hospital.

Albert Sanchez and Henrique Reyes, of Kodak Office, and Ray Bolinas, of Kodak Park, were painfully injured in an automobile accident a short time ago. We hope that this issue will find them fully recovered.

We offer our sincere condolences to Mabel Parquet, of the Billing Department, on the recent death of her grandmother, with whom she had been living.

George Morgan, editor of the Kodak Heights Magazine, Toronto, spent a few days in Rochester during March, and visited his friends in the Advertising and Industrial Relations Departments.

The members of the Finishing Department wish to extend their heartfelt sympathy to George Smith, whose mother recently passed away at Henderson, New York.

Cupid scores another hit! Dorothy German, of the Tabulating Department, has fallen victim to the sly archer, and is displaying a solitaire. Mr. Paul Fisher is the lucky mau. We extend best wishes to the happy pair.

Announcing the arrival, on March 31, of Frances Helen, daughter of Mr. and Mrs. Basil Hayes. Mrs. Hayes was formerly Helen Eddy, of the Sales Department.

The Order Department has been missing one of its number because of illness—Blandina Primeau. It is hoped that she will be able to return to her work and her friends very soon.

Sympathy is extended by the girls of the Order Department to Lora Egelston, who recently lost both her grandmother, Mrs. Weirs, and a cousin, Dorothy Brunette.

We are sorry to report that Gertrude Clark, of the Advertising Department, has been on the sick list for a number of weeks. We hope that she will be able to come back to us very soon.

#### STIMULATING

With spring weather coming on and the spring fever attacking almost everyone, the following books may be useful in stimulating your efforts. The wise men say that if we apply effort intelligently, we can do more per ounce of energy expended than if we go about our work without any system at all.

These titles may be obtained from the Business Library. All of them are interesting and thoughtprovoking. Call 283 when you have decided which one you would like to borrow:

Efficiency—Emerson

Twelve Principles of Efficiency—Emerson Principles of Scientific Management—Taylor Shop Management—Taylor

Stimulating the Organization—Foster Primer of Scientific Management—Gilbreth How to Systematize the Day's Work-System "How-Books

How to be Personally Efficient in Business

How Scientific Management is Applied—Factory "How-Books"

Personal Efficiency in Business-Purinton Motion Study-Gilbreth

Some of those who have seen Helen Speidel toting a neat little French grammar with her on all sorts of occasions may have wondered at the intensity of her desire to swallow that language in one bite. The truth of the matter is that her studying has a very definite object, because she expects to go abroad early in July, and will spend most of her time in France.

#### HERE AND THERE

We view with mixed feelings the announcement of the engagement of Bessie Leonard, Bookkeeping Department, to Mr. Lloyd Higbie. congratulate Mr. Higbie on his capture, but we hope that he will not deprive us immediately of Bessie's excellent services and jolly friendship.

Mildred Hess, of the Distribution Department, was obliged to be away for a time not long ago by an attack of la grippe. She was missed by her department and her other office friends.

Harry Seaman, manager of Chemical Sales, has been at Clifton Springs recuperating from the attack of pneumonia which laid him low some weeks back. We hope that he will have returned to us in the best of health and spirits when this issue is off the press.

Cupid recently took a heavy toll of the Sales Department. Isabelle Schillinger became engaged to Mr. Harry Koch, and Eleanor Fisher pledged her troth to Mr. Floyd Ernisse. We congratulate the young men, and take the opportunity to wish both couples the best of good luck.

Everyone will be glad to know that L. H. Bartlett, assistant advertising manager, is able to be at his desk again after being confined to his home for a number of months.

The ability to speak several languages is valuable, but the ability to keep your mouth shut in one language is priceless.



## HAWK-EYE

JOHN HARBISON Editor





GIRL'S PARTY COMMITTEE
Inez Prentice, Frances Mahan, Virginia Earl, Marie Leimberger, Yetta Levine

#### GIRLS' SPRING FROLIC

Not so long ago the girls assembled for one of their spring frolics. Virginia Earl, Ruth Albertson and Inez Prentice had the premises well decorated with green trimmings, clay pipes, shamrocks and other symbols of the things that make Ireland the subject of so many of our sentimental ballads.

The first part of the evening was whiled away with song and story. Mrs. Jack Lehle sang two numbers that were very well received. Mrs. Lehle was accompanied at the piano by Lillian Boschart.

Christina Turney gave an amusing impersonation of the type of sales girl that does more to make us do our Christmas shopping early than all the urgings of the stores and Post Office Department combined. "Chris" had the crowd in an uproar.

"The Love Letter," an original dance by Vivian Groh, was very cleverly done. Mrs. Charles Redman, who accompanied Vivian at the piano, was all that could be desired.

Two recitations by Joan Harding, entitled "It's Hard to be the Youngest of the Family," and "My Radio," which was her encore number, both occasioned marked approbation on the part of the audi-

Little Anna Tafel, eight years old and dressed in bright red, displayed versatility by playing three numbers on the piano, which included "Prelude in C Sharp Minor," by Chopin, "The Music Box," by A. Liadow, and "Consolation," by Mendelssohn. These selections, although somewhat difficult of execution for a child of Anna's tender years, were beautifully done. Just to show that the piano does not occupy all of her spare time, Anna favored us with a dance that was just as charming as her music.

After some selections by Sabin's Orchestra, mass games were introduced which gave all an opportunity to demonstrate latent abilities.

Christina Turney carried off first honors in the musical chair contest, by virtue of her ability to sit down faster than anybody else.

The sharp shooting contest disclosed the fact that we are not without our Annie Oakley. Edna Steve won the blue ribbon in this event.

Marion Hergenrother proved to be the best pipe hunter. It is rumored that a map was found in her possession that had marked on it all the secret spots in which the pipes were hidden.

The pig-matching contest was won by Tina Drummond and Etta Wilcox and the Arctic Race by Frances Mahan's team of huskies.

A Virginia Reel concluded the evening's sport which had of course been frequently interrupted by refreshments consisting of shamrock cakes and ice-cream served by Marie Leimberger, Yetta Levine and Frances Mahan. Marine Hogestyn was on hand to keep order.



Charles Prentice, Norman Graham, Joseph Trenton

#### COMMITTEE VISITS GUILD FOR CRIPPLED CHILDREN

At the invitation of the Community Chest, we visited the Rochester Guild for Crippled Children, which is situate on Jay Street. Our purpose was to examine the work of this institution in order that we might determine to our own satisfaction whether or not it merited our support through the Rochester Community Chest. We chose this particular institution not because it was an exceptionally worthy cause, but because we felt that it represented the type of work that is done by the Chest.

Miss Helen Gregory very kindly conducted us about the school. She explained to us the various phases of the work, and brought to our attention many cases that effectively illustrated the method employed to redeem children from a hopelessly crippled condition, thus enabling them to assume the duties of able-bodied citizens. The results in some instances were nothing short of marvelous. In every case the child had been materially helped and in some cases even cured. The cases we saw represented a vast amount of gentle care and the application of the most advanced treatment developed by modern science.

Our visit gave us knowledge of an institution, the work of which suffers not at all by comparison with the most forward-looking humanitarian movements of the day. We are of the opinion that the Guild for Crippled Children is unquestionably worthy of our support.

(Signed) Joseph Trenton Charles Prentice Norman Graham

#### WHO DONE IT?

Leo Mason had fondly hoped to sit in at the Tool Room Friday-Night Card Club, but other plans had been arranged for him. Perhaps his attendance the week before had convinced the authorities that he was better off some place else. At any rate, Leo ended up at the movies. The boys at the Club all loudly lamented "the vacant chair."

When Leo returned home from the evening's entertainment he was filled with emotion to find his front porch occupied by shabby ash cans, rickety ladders, aged chairs and decrepit garbage cans. After the storm of his passion had subsided, Leo decided that the unwelcome furniture should be removed so he took steps to that end. When his efforts had been rewarded by a clean front porch, Leo took himself off to bed where he enjoyed his well-earned repose. On the following morning, Leo's usually rapid progress toward Hawk-Eye was interrupted by the same litter on his front porch. Leo wants to know who did this dastardly deed, and why.

#### LIBRARY NOTES

Friday, the 13th, was not an unlucky day for the Library—on the contrary. Loretta Heilman was so kind as to donate three books on that day. Her gift included A Million a Minute, by Douglas, Light of the Western Stars, by Grey, and The Major, by Connor.

The Friday Night English Class died after a long and lingering illness. At the inquest, it was disclosed that there would be some money left over after the funeral expenses had been met. The decision was reached that it would be well to purchase some books for the Library which would act as a sort of monument to a dead cause. The new books are The Loving are the Daring, by Holman Day, Twenty Years After, by Dumas, The Top of the World by Dell, Fire Tongue and The Green Eyes of Bast, both by Sax Rohmer.

Hawk-Eye's hat is in the ring for that Safe'y Suggestion Prize.



John Authaler, William Klos, Henry Hitzke

#### COMMITTEE VISITS GENERAL HOSPITAL

On March 19 we visited the Rochester General Hospital, and were taken on a tour of inspection through the buildings by the Admitting Officer, Dr. Clough.

Some alterations were under way which will provide new operating rooms, sterilizing rooms and X-Ray laboratories, all having better and more modern facilities than the hospital has at present. These alterations we believe are needed.

We noted everywhere sanitary conditions, cheery atmosphere and a spirit of willingness to serve on the part of the hospital nurses and attaches. We gained the impression that the institution is efficiently and competently managed.

We noted with interest the construction of a new building which will give the hospital more bed space which seems to be badly needed. Dr. Clough explained to us the procedure followed in admitting patients, and we were satisfied that this procedure was reasonable and to the best interests of all concerned.

He explained the work of the Out-Patient Department which is entirely free and in which we were very interested. We are convinced that this department especially is doing a fine piece of work.

We are glad to have had the opportunity to visit the Rochester General Hospital for it has given us a better idea of the work accomplished by this institution. We give it our unqualified indorsement as being most worthy of continued support.

> (Signed) WILLIAM KLOS JOHN AUTHALER HENRY HITZKE

#### AROUND THE PLANT

Our condolence is offered to Marie and Pauline Leimberger, whose mother died on April 4th.

We are informed of the birth of a son to Joseph and Mrs. Ringelstein, on March 30th, who will probably appear in "Who's Who" as Joe Junior. Clayton Knope of the Standards Department has been given a scholarship in Voice Culture by Mr. Adelin Fermin, of the Eastman School of Music. Congratulations to Clayton who, we feel, is worthy of the generous gift.

Lois Kurtz suffered the loss of her father on April 5th. We sympathize with her in her sorrow.

Have you sent in your Safety Suggestion?

Contest closes June 30.



## FOLMER-CENTURY

CLARENCE H. HARPER Editor





WILLIAM MARCEAU

#### AN OLD TIMER

William Marceau, foreman of the Finishing Department. "Bill" is one of our oldest employees, having been with the company since 1903. Previous to that time he was employed by the old Century Camera Company, when it was located in Atlantic Ave., from 1900 to 1903. When that company moved to our present factory at 12–18 Caledonia Ave. "Bill" came, too, and we are proud of the fact that he is still with us.

#### A DAUGHTER

Howard Forbes, formerly of our Shipping Department, announces the arrival of a daughter on April 10th, Dorothy May.

#### GOOD LUCK

Emma Kraftschik and Wesley Rose, of the Cost Department, announced their engagement on March 20th. We extend our very best wishes.

#### ANOTHER ONE

Louis Johnroe, of the Standards Department, is receiving congratulations on the arrival of a daughter, April 5th, who is to be known as Kathryn Arline. Little Miss Johnroe weighs 6 pounds.

#### GLAD TO SEE YOU

Two of our employees in the Metal Department, Peter O'Donnell and John Ricketts, have returned to work after a prolonged illness. We are very glad to welcome them back.

#### SUGGESTION AWARDS

The following employees were given awards for suggestions during the past month: Irene Henderson, of the Covering Department, Fred Lintz and William Campbell, of the Shipping Department.



Courtesy of the Rochester Herald

DEVELOPING A "ROLL"

# The Best Combination

"Coming events cast their shadows before" and one of the most pleasurable to Kodak folks is cleverly depicted by John Scott Clubb's cartoon, reproduced above.

You will notice that the "developer" for this highly satisfactory "roll" is composed of efficient management and faithful service, and that is a combination that just cannot be beaten for results.

Let us all continue to furnish our share of faithful service.

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

	ROCHESTER PLANTS Las	anding t Month	No. of Employees	No. of Members	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye	1	412	329	79.8%	3,183
2.	Kodak Office	2	1,137	719	63.2%	6,610
3.	Folmer-Century	3	178	110	61.7%	907
4.	Camera Works	4	1,557	842	54.0%	5,486
5.	Kodak Park	5	5,856	2,871	49.0%	24,080
	Non-Employees		7 4 10 4 4	280	*****	2.148
	OUT-OF-TOWN-PLANTS					
1.	Howland & Dewey Co. (San Francisco)	1	17	17	100.0%	103
2.	Milwaukee Photo Ma-		10	1,	100.070	100
	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	85	75.8%	915
7.	DesMoines Photo Ma-		110	GO	10.070	010
	terials Co	9	20	15	75.0%	111
8.	O. H. Peck Co	8	29	21	72.7%	168
9.	DenverPhotoMaterials Co	12	18	13	72.2%	75
10.	Zimmerman Brothers			40		
11.	(Duluth) Northwestern Photo	11	7	5	71.4%	40
11.	Supply Co	14	29	19	65.5%	91
12.	San Francisco Branch	13	66	43	65 . 1%	380
13.	New York Branch	10	92	58	63.4%	472
14.	Taprell, Loomis & Co	6	189	118	62.4%	893
15.	Robert Dempster Co	16	20	11	55.0%	107
16.	Howland & Dewey Co.					
17.	(Los Angeles) Salesmen and	17	62	31	50.0%	145
	Demonstrators	15	139	69	49.6%	1,442
18.	Robey-French Co	19	39	18	46.1%	128
19.	Sweet, Wallach & Co	18	71	28	39.4%	351
20.	Eastman Stockhouse	10				but
	Inc.(New York City)	21	59	11	18.6%	140
21.	Bell Photo Supply Co.	20	20	3	15.0%	14
22.	AmericanAristotypeCo.	22	24	4	16.6%	38
	Total	-	10,274	5,830	56.7%	48,696