

The KODAK *Magazine*



April 1926

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

MONTHLY ACCIDENT REPORT
FEBRUARY, 1926

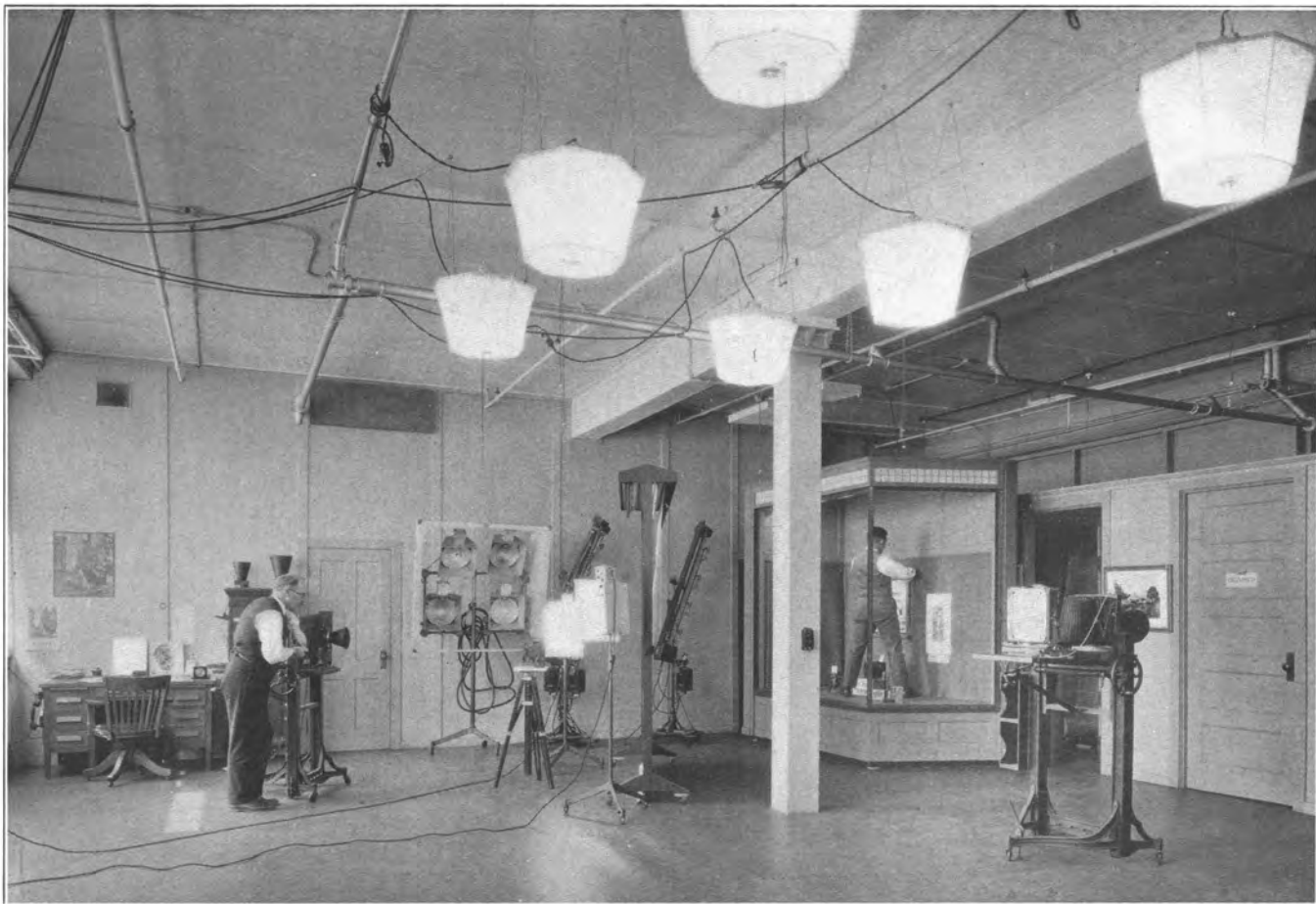
PLANT	Accident Cases		Accidents per 1000 Employees	
	1926	1925	1926	1925
Kodak Office.....	1	2	.80	1.72
Camera Works.....	5	1	2.47	.66
Folmer-Century Works...	1	0	6.25	0
Hawk-Eye Works.....	0	0	0	0
Kodak Park Works.....	17	11	2.81	1.71
Total—Rochester Plants..	24	14	2.44	1.54

NATURE OF ACCIDENTS DURING MONTH

9 cases of injury through bruises, burns and lacerations, etc.
4 cases of injury through falling material.
7 cases of injury through falling and slipping.
1 case of injury through sprain and strain.
1 case of injury around press.
1 case of injury around machine of special nature.
1 case of injury around saw.

—
24 Employees' accident cases during month.

*An optimist is one
who makes the best
of it when he gets
the worst of it.*



A SECTION OF OUR ADVERTISING DEPARTMENT STUDIO—See page 3

The KODAK Magazine

VOL. VI

APRIL, 1926

No. 11



MAKING A "HOME SETTING" PORTRAIT

GETTING OUR GOODS ON AND OFF THE DEALER'S SHELVES

ONE problem we have in common with all other manufacturers is that no sale of any of our products is really complete until the goods are in the hands of a *satisfied* consumer.

Due to the very nature of our products we have many special and unusual problems in merchandising that would not occur, say, to a clothing manufacturer. No one has to be told how to put on, or take off a suit of clothes, or how to sew on a button when necessary, so here the matter of service between the manufacturer and the consumer is of little moment.

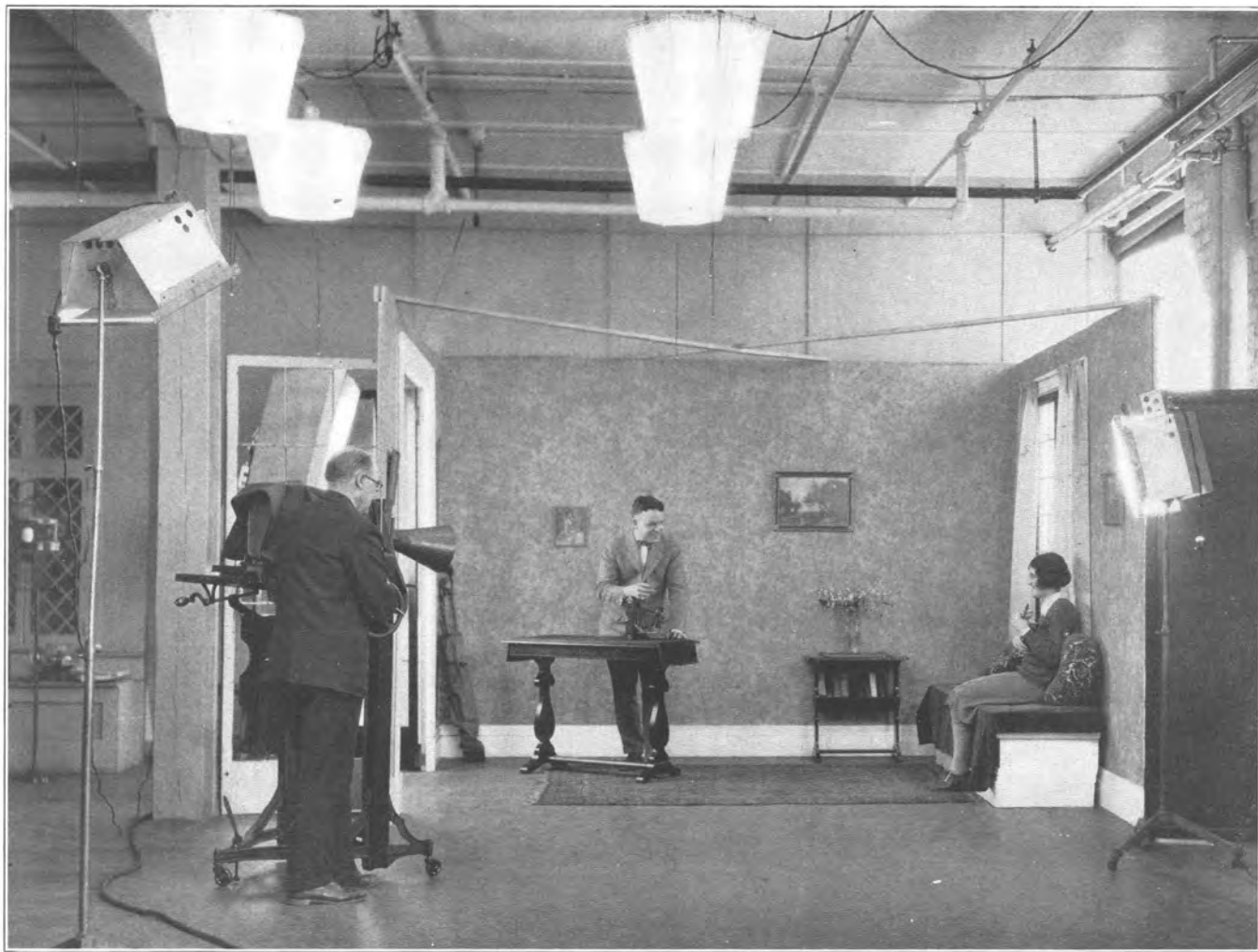
Thorough distribution, and an aggressive and intelligent selling organization, will put the goods on the dealer's shelves, but he must have help in getting them into the hands of the consumer, as easily, speedily and as often as possible.

Even with amateur photography so simplified as it is with the Kodak system, a number of problems confront the beginner, and the dealer as well.

Naturally, the problems of the professional photographer are more complex, and while he, of course, has a practical knowledge of photography, he at times is in need of assistance from the manufacturer.

The service needs of the dealer, so far as his professional customers is concerned, is largely covered by our staff of expert demonstrators, working under the supervision of the Sales Department. These men cover assigned territories regularly, calling on the professional and scientific photographers. Other service aids for such customers are also provided by us which we will refer to later.

It is obvious that the approach, so far as the prospective or present amateur photographer is concerned, must be from a very different angle, both in selling and in service methods. Here we can be of most decided service to the dealer in getting prospective customers into his store, in aiding in intelligent selling and in the after satisfying of the customer so



MAKING A PICTURE FOR ADVERTISING IN THE ADVERTISING DEPARTMENT STUDIO—See page 3



ONE OF THE DRESSING ROOMS

that he will return for more of the things we produce.

Three departments work hand in hand in service: the Sales Department, the Advertising Department and the Service Department.

This article deals more particularly with the work of the Advertising and the Service Departments.

Since the first Kodak advertisement appeared in the fall of 1888, we have been steady and consistent advertisers, and today we rank among the largest national advertisers in the country. Illustrations have always played a very prominent part in our advertising. For a number of years we had to depend upon drawings and paintings for our illustrations, but with the perfection of photo-engraving processes photographs have been substituted, not only because their use permitted a wider range, but because a photograph is more convincing. When we had to depend upon drawings and paintings we employed the services of the best artists we could secure, and we have followed the same plan in obtaining photographic illustrations, paying as high as one thousand dollars for a single photograph. This, however, being the

grand prize in a special nation-wide competition.

A number of years ago, as our line of Kodaks and other things photographic was increasing so rapidly, it became necessary for our Advertising Department to employ a staff photographer. His duties at first were largely confined to photographing apparatus for use in illustrating our manuals and other instruction books, and when time permitted, in making negatives for a supply of sample prints showing the work of our various amateur cameras.

It quite frequently, and quite naturally, happened that photographers outside our organization would fail to catch just the ideas we had in mind for advertising pictures, particularly in connection with something new we were introducing. So, we began to have much of this class of work produced by our own staff photographers, two being constantly employed at the present time, with the services of several others available in an emergency.

Our first studio was indeed a modest affair, both as to size and equipment, and has been outgrown a number of times. At present our facilities are quite adequate as you will see by the illustrations on pages 2, 3 and 4.

Well dressed display windows play a tremendously important part in arresting the attention of the passers-by, and inducing them to enter the store, but many dealers handling our amateur line do not have the services of an expert window trimmer at their command. To aid our dealers in this direction we have installed a dummy full size display window in the studio. An expert display man is kept busy in planning and building novel and attractive window displays. These displays are then photographed and reproduced in the issues of *The Kodak Salesman*, our monthly publication going to dealers and their employees. Full descriptions are given so that the displays can be easily installed by any one of ordinary skill.

Another section of the studio contains

a home interior setting very similar to those used by motion picture producers. Being adapted to all sorts of arrangements, and re-arrangements, we are able to produce many charming pictures for advertising purposes. By means of the large banks of electric lights, and the powerful grouping of lights on the studio ceiling the operators are entirely independent of the sun for illumination, and so can work at any and all times.

So far what we have had to say here has been concerned with getting the customer into the store. Once in the store the customer or prospective customer has the right to expect intelligent service.

In photography, no matter how much simplified, certain technical problems will arise which must be properly solved by the salesman. To aid the man behind the counter in this direction, we have published a very complete sales manual; together with many other simply written instruction booklets on amateur photographic subjects for his use, and for distribution to his customers.

The Kodak Salesman, in addition to its window display reproductions, contains many articles on selling, with, of course, the loud pedal on our own products. All these articles are attractively and entertainingly written, and we have reason to believe are eagerly read by the salesmen behind the counter.

The Ciné-Kodak enthusiasts have a publication all their own, *The Ciné-Kodak News*, which is doing much to increase and sustain the interest in this highly fascinating new branch of amateur photography.

The professional photographer has not been neglected, many informative booklets are at his disposal. He is kept informed as to our new products through his trade journals, and also for him, we have a special monthly publication, *Studio Light*, which is most attractive in appearance and contents.

We must not overlook *Kodakery*, the little brother of *Studio Light*, which goes to thousands of amateurs monthly.

Our Service Department maintains a staff of highly trained correspondents who are at the service of all photographers, amateur and professional, in the solving of their photographic problems, and these correspondents have back of them the skill, knowledge and experience of every expert in our extensive organization.

The foregoing is but a meager outline of what we are doing in the way of making new customers and holding the old ones.

Quality production and quality service are what has built up our company to its world leadership. If we will all bear this in mind we will continue to grow.

SLIPPING AND FALLING

No device has yet been designed to insure a person keeping perpendicular. If we knew of one, we would use it. All we can do is to caution people to be careful, watch their step, and for the love o'Mike keep control of their feet.

"Falling" is also shown by the Department of Labor as the second greatest industrial hazard in New York State. Here are one year's figures:

From ladders	1,149
From scaffolds	918
From construction work	198
From other elevations	1,370

Down stairs	1,067
Into pits and openings	479
On level	3,890
Other	146

Total 9,217

Of these there were 151 deaths and 1,130 permanent injuries.

This is a hazard that can only be remedied by the individual attention of every man and woman in the organization. We don't want to preach, so we are placing this simple statement of fact before you.

JUST ENOUGH, TOO MUCH, OR TOO LITTLE

Only a few changes are necessary in the family's meals to make them suitable for each one's needs, whether the individual's weight be just enough, too much, or too little. The chief change required is in quantity of food, not in the kind. Study the menu given below. See how easily the changes are made. The one in the middle is for the normal adult. The menu at the left shows what to *add* to make a correct diet for one underweight. The menu at the right shows what to *subtract* to make a correct diet for one overweight.

ONE DAY'S MENU

FOR THE UNDERWEIGHT

Water—2 glasses

Orange —1 medium
Cereal — $1\frac{1}{4}$ cups
Milk —1 cup
Sugar — $1\frac{1}{2}$ teaspoons
Egg —1
Bread —2 to 3 slices
Butter —2 to 3 teaspoons
Cocoa or milk—1 cup
Cream — $\frac{1}{2}$ tablespoon
Water —1 glass

Cream soup — $\frac{3}{4}$ cup
Saltines —2
Macaroni and cheese—1 cup
Whole wheat muffins—2
Butter — $2\frac{1}{2}$ to 3 teaspoons
Cole slaw — $\frac{3}{4}$ cup
Boiled dressing —2 tablespoons
Milk —1 glass
Water —1 glass

Meat (lean) — $\frac{1}{4}$ lb.
Potato —1 large
Vegetable, creamed — $\frac{3}{4}$ cup
Graham bread —3 to 4 slices
Butter —2 to 4 teaspoons
Salad

Pie
Milk (may be taken in evening with cracker) —1 glass
Water —1 glass
Water —1 glass

FOR THE NORMAL ADULT

Water—2 glasses upon rising

Breakfast

Orange — $\frac{1}{2}$ medium
Cereal —1 cup
Milk — $\frac{3}{5}$ cup
Sugar — $1\frac{1}{2}$ teaspoons
Egg —1
Bread —1 slice
Butter —1 teaspoon
Coffee (if desired) —1 cup
Cream — $\frac{1}{4}$ tablespoon
Sugar —1 teaspoon
Water —1 glass

Lunch or Supper

Cream soup — $\frac{3}{4}$ cup
Saltines —2
Macaroni and cheese—1 cup
Whole wheat muffin—1
Butter — $1\frac{1}{2}$ teaspoons
Cole slaw — $\frac{3}{4}$ cup
Boiled dressing —2 tablespoons
Tea (if desired) —1 cup
Lemon —1 slice
or Milk —2 teaspoons
Water —1 glass

Dinner

Meat (lean) — $\frac{1}{4}$ lb.
Potato —1 medium
Vegetable, creamed — $\frac{3}{4}$ cup
Graham bread —1 slice
Butter — $\frac{3}{4}$ teaspoon
Cheese and pineapple salad
1 ring pineapple,
 $\frac{1}{2}$ cream cheese
1 tablespoon French dressing
Cream pie—meringue— $3\frac{1}{2}$ " at crust
Water —1 glass
Water—1 glass upon retiring or during day

FOR THE OVERWEIGHT

Water—2 glasses

Orange — $\frac{1}{2}$ medium
Cereal — $\frac{1}{2}$ cup
Milk (skim) — $\frac{2}{5}$ cup
Egg —1
Bread —1 slice
Butter —1 teaspoon
Coffee —1 cup

Water —1 glass

Cream soup — $\frac{3}{4}$ cup
Macaroni and cheese— $\frac{1}{2}$ cup
Whole wheat muffin—1
Butter — $\frac{3}{4}$ teaspoon
Cole slaw — $\frac{3}{4}$ cup
Boiled dressing — $\frac{1}{2}$ tablespoon
Tea (if desired) —1 cup
Lemon —1 slice
or Milk —2 teaspoons
Water —1 glass

Meat (lean) — $\frac{1}{4}$ lb.
Potato — $\frac{1}{2}$ medium
Vegetable, creamed — $\frac{3}{4}$ cup

Salad
1 teaspoon French dressing

Pie — $\frac{1}{2}$ piece

Water —1 glass

Water—1 glass

FROM INDIA

KODAK LIMITED of Bombay, India, sends us a highly satisfactory report of the first year of the Kodak (Bombay) Co-operative Thrift Society.

The membership in this society is confined strictly to employees of Kodak

Limited, Bombay, and functions in the encouragement of systematic saving in a somewhat similar manner to our own Eastman Savings and Loan Association.

We heartily wish the society continued success.

E. S. AND L. A. NEWS

Dear one, the world is waiting for the sunrise,
I'll tell the world that I am waiting too:
I've rolled and tossed my bed both length and
crosswise,
Since sadly saying, "Nighty-Night" to you.

You know, dear one, I bought some Blah-Blah
oil stock
From some high-pressure gent. I'm now dis-
traught,
For yester-morn the broker gave me some shock,
His message read, "Old Blah-Blah's down to
naught."

So when the sunrise comes, which I'm awaiting,
I'll hie me for some Eastman Savings shares.
When another wad I've saved, no hesitating,
I'll buy some Incomes, no more wild-cat wares.

MR. W. J. McCaffrey, president of the National Bank of Rochester, is probably one of the best informed bankers in the state. He was formerly connected with the State Banking Department and is as well-informed on savings and loan associations as he is on banks. The following newspaper account of his address to the Business and Professional Women's Club on March second is well worth reading and thinking about.

BUYING STOCKS HELD BAD FOR INEXPERIENCED
*No Flier Until You Have \$25,000, Bank Head
Tells Women*

Postpone all thought of buying stocks until you have \$25,000, and then take a flier if you want to, W. J. McCaffrey, president of the National Bank of Rochester, advised members of the Business and Professional Women's Club last night in speaking on "Business Girls' Investments." In buying stocks the investor is furnishing capital to a business concern, he said, and must have experience and appreciation of the value of money before this is wise.

One of the safest investments for a person with a limited sum of money is a first mortgage, Mr. McCaffrey declared. I know of no better investment in the world than a first mortgage on a residence in Rochester. If you have need of your funds in the near future, however, do not put them into mortgages, because it is sometimes slow work getting them out. Never invest in second or third mortgages.

A bank, Mr. McCaffrey pointed out, is only a place of temporary deposit for funds which cannot immediately be invested, or for carrying a cash reserve. Savings and loan associations provide an excellent method of saving money, he said, and pay a better rate of interest than banks.

Life insurance is, to a certain extent, a very good investment, the speaker said. You are buying both financial insurance and cash surrender value. Only to the extent to which you need

protection should you take out life insurance however.

As to bonds, instead of buying them yourself, you should start out by affiliating yourself with a reputable bond house. Ask advice of your bank, the Chamber of Commerce and perhaps your lawyer; get the names of bond houses that are unquestionably good, and choose one of them. Then instead of trying to measure the value of bonds yourself, ask for a list of bonds, get advice on them from several good sources, and choose the ones that seem to you best.

You've heard about the pot of gold,
That's at the rainbow's end,
To which, for ages, young and old,
Have tried their way to wend.

Now here's the surest short-cut trip,
If you would find the way,
To pot of gold at rainbow's tip,
Via E. S. and L. A.

And Sedamouthful, the Prophet, spake thus: "It has come to my ears, my son, that there are those who seek to discourage the thriftily inclined, because by some hook or crook the employer might be informed of their thrift, and presto—no more wage increases. But hast thou not heard that the Lord helps him who helps himself? And dost thou not know that the employer is much more willing and inclined to help the thrifty than the spendthrift? Listen not, then, to the whisperings of the Knockers, but climb aboard the Thrift Ship, and I promise thee that thou wilt more quickly get somewhere."

DOES YOUR GAS BILL APPEAR HIGH? IF SO, READ THIS!

THE habits of those who use it usually are responsible for gas bills which appear to be high, according to Hope Finck Norris, writer for the *Woman's Home Companion*. Discussing use of gas in the home she recently attributed large bills to these reasons:

Because the housewife uses the giant burner on her range when a smaller one would do.

She lights two burners at a time, and then lets one of them wait while she is getting food ready.

She takes food off the fire and leaves the burner lighted until she has time to put on a tea-kettle of dish water.

She buys all sorts of alleged gas-saving devices, without finding out whether they really save gas, although her gas company would tell her.

She uses the gas oven to heat the kitchen and to dry damp clothes.

She uses the oven as a storage place for food, the moisture of which causes the oven to rust. Then she complains because the range lasts so short a time.

She allows water and food to boil furiously, instead of turning down the flame.

She has her husband turn the gas part way off at the meter. This gives her low pressure, and increases the time necessary for preparing the meal.

She uses a worn-out range, with burners out of adjustment. She does not know that the gas company would be glad to tell her what is the matter with her range.

She never cleans the burners of her range.

She uses the oven for baking, but does not plan to keep it full. She could plan baked potatoes or a casserole dinner for baking day.

She uses larger cooking utensils than she needs. In a set of triplicate saucepans she could cook three vegetables over one burner.

She uses open vessels, which consume five times as much gas as closed vessels of the same size.

She fails to report to the gas company when she gets a wasteful yellow flame.

INSURANCE TIPS

ACCIDENTS under automobile policies, no matter how trivial, must be reported at once. This is one of the provisions of the policy contract. Many accidents which policyholders term insignificant often result in heavy claims. There is only one safe way—make a report of any and every accident.

Without prompt reports of accidents the insurance company can't give the best service possible.

Failure to return a renewal policy delivered to you either by mail or personal call constitutes the acceptance of the same. The right time to inform your agent that you do not wish a particular insurance renewed is before the new policy is made out or immediately after it is delivered to you. You should not expect to hold a policy for several months and then

return it to the agent without paying for the time it has run. The agent has performed his generally-recognized duty when he has renewed the insurance and left the policy with you. It is your duty to pay for the insurance or give immediate notice that you do not wish it continued.

It is no longer necessary to have permits for the use of radio receiving apparatus attached to your insurance policies. The New York State Rating Organization, the body which makes the rules and rates for fire insurance, has done away with the radio permit which agents have been putting on policies. Apparently the rate makers have decided that radio apparatus does not constitute an increase in the fire hazard and that notice to the company is no longer required.

HAVE A DEFINITE AIM

THE following is well worth the serious consideration of every young man and young woman in our big family.

It appeared in a recent issue of the *Brooklyn Central*, and was written by Mr. Robert E. M. Cowie, president of the American Railway Express Company.

At the age of sixteen Mr. Cowie entered the employ of the American Express Company at Cleveland, Ohio, and since then has advanced from position to position, until at last he was given the highest honor in the organization to which he has devoted the better part of his life:

"A great many young men come under my notice, and as I see them pass by and observe their daily work I find myself almost subconsciously classifying them.

"Of course, you cannot classify human nature. It is too intricate. But in the business world, where the obvious goal is business success, it is possible to classify men according to their attitude and aim for that goal.

"In the card index of my mind, I find men automatically filing themselves in three broadly gauged index pockets.

"In the first pocket is the man with a definite purpose and a clear vision of the goal to which he is directing his energies.

"In the second pocket is the earnest, hard working faithful man who should succeed, but who never will because he is in the wrong field.

"Into the third pocket wanders the man who may have power and ability, but who just drifts on, either in one job or from job to job, satisfied with what the day brings forth.

"When a firm is looking for a man, even if it is to fill an humble position, the natural selection would be from pocket number one, because the man with a clearly outlined future in his mind will guide his efforts both in the business field and in his outside studies toward a single end. He will shoulder responsibilities; he will perfect his technique or efficiency and sacrifice his present pleasures in order to realize

his remote ambition. The same rule of selection holds true in promotion. No executive would be inclined in the commercial world to advance an employee who should never be in the business world at all, but who might make an excellent teacher or professional man; nor would he be inclined to advance the third pocket denizen, who is content to dilly-dally and drift on his job, making no effort at self improvement or advancement.

"Although an individual executive in business may be generous and kindly and considerate of the weak in his private life, when the success of the firm or enterprise entrusted to him by its stockholders is at stake, he must frequently ignore the dictates of his heart in selecting men. His first duty as an executive is to the men for whom he works. In picking his assistants, if he knows human nature at all, he will select not the man in business who should have been a dentist, nor the man whom he has seen apparently content but purposeless, but the man who has the single idea of going ahead, and possibly aiming for the executive's own job.

"This is merely a statement of fact. It is the rule of all business and applies equally as much to a storekeeper with only one clerk as to the American Railway Express Company with its 100,000 employees. It is a rule often misunderstood by the man who fails to get a promotion or the man who fails to keep a job. It is no uncommon thing for a worker to feel that an injury has been done him when in reality he is merely the victim of his own action in stepping into the wrong pocket.

"The most merciless application of this law of the selection of the fittest is found in picking members of athletic teams where generally only glory is at stake. The glee club leader or the star debater, irrespective of popularity, is not made full-back of the football team unless he is the best man for the position. Young men actuated only with the desire for their teams to win are guided by the same

instinctive wish when they become older men, and must choose players to make their business teams win. They cannot be guided by sympathy, personal likes or friendship.

"The day when the majority of business companies was owned by individuals is passing. Most firms are now incorporated, and although they often bear the names of their founders they are publicly owned by stockholders. The president and chief executives are these stockholder's hired men. Their positions depend upon their ability to administer the firm's undertakings successfully. This new multiple ownership has largely eliminated nepotism in business and promotions by what is known as "pull" or "drag." It is common to hear a disappointed aspirant for a better position claim that the other man was promoted because of a "pull" somewhere. There may be cases where this is true, but it is no longer a popular practice with executives in selecting their subordinates. An executive may err in his judgment, but if he is interested in the permanence of his own position he will not jeopardize it by surrounding himself with incompetent friends or by trying to fit a bunch of square pegs into round holes. Very often when you hear the excuse for lack of advancement given as "no pull" or "no drag" you will usually find the excuser is merely trying to convince himself that this was the reason for his failure, whereas if he honestly looked into his own mind, he would find that the promoted man

was better fitted for the position.

"I am not attempting to state that success in business is the purpose all men should have in mind when they start out in their lives' work. Business success may be the wrong goal entirely for which to aim. Happiness may be obtained more perfectly and to greater extent in following other pursuits. But my experience has proved that if a young man goes into business and aspires to become successful in the commercial field, the pathway will become easier and his advancement surer if he clearly visualizes and concentrates on the objective which he hopes to obtain. This objective may be a definite position of authority; it may be the accumulation of wealth; or it may be fitting himself while an employee for others to go into his own business. It does not matter what it is so long as it is beyond and in advance of his present position.

"When young men come to me for advice, my first suggestion to them is to pick out something to aim at; my second suggestion is to experiment enough in their younger days so that when they do begin their permanent life's work it will be in a field to which they are by natural aptitude adapted. Given this double combination, there is very little likelihood of failure. Good men, purposeful men, are always in demand; in fact I think it can be truly said that the demand for such men exceeds the supply. There are more firms today looking for competent men than there are competent men looking for positions."

SPECIAL CONFERENCE OF OUR EXECUTIVE SAFETY COMMITTEE

TO still further perfect and broaden the scope of our safety work, the Executive Safety Committee of the company held a special conference the last week in February.

In addition to the local members of the committee, there were present Mr. K. A. Burgess, Canadian Kodak Com-

pany, Ltd., Toronto; Mr. W. L. Harris, Taprell, Loomis & Company, Chicago; and Mr. Karl Goerdel, Tennessee Eastman Corporation, Kingsport, Tennessee.

The regular monthly conference was held, followed by an inspection of Kodak Office and our other Rochester plants.

The Kodak Magazine

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

SPENCER HORD, <i>Editor</i>		
P. R. MEINHARD	Main Office	Assistant Editor
HERBERT S. THORPE	Camera Works	Assistant Editor
CLARENCE H. HARPER	Former-Century Works	Assistant Editor
HENRY W. BECK	Hawk-Eye Works	Assistant Editor

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

APRIL: Last call to begin saving to pay for next winter's coal supply.

Time to check up on the garden tools, to find out who borrowed the spade, and to have the lawn mower sharpened, but don't put away the snow shovel where you can't find it, just yet.

Wife has bought a new clothes line to hang out the rugs on, so you can get your early spring exercise; she has also laid in an extra supply of soap, furniture polish and scrubbing brushes.

Don't forget to wipe your shoes off carefully before entering the house; perhaps it will be safer to go around to the back door.

She has mentally rearranged all the furniture at least three times and actually moved everything in the living room, so don't sit down in your favorite chair without first making sure it is there.

The postman left three more seed catalogues this morning, and you saw a robin in the back yard, and you can't find the nozzle for the garden hose.

By all these signs and tokens, you know spring is at hand.

Speaking of seasons, and months, and years, and a recent agitation for a thirteen months year, it may interest you to know just how our present calendar originated. It dates back to 46 B. C., during the reign of Caesar, and except for a minor error in calculation is the one we use today.

These ancient calendar makers were conscious of this error too, but they did not bother to try and correct it. Back of all this is the reason why the year 1900, though exactly divisible by four, was not a leap year. Nor will the year 2100 be a leap year either, but we won't have to worry very much about that.

Caesar's calendar makers figured that each year was $365\frac{1}{4}$ days in length, and to easily keep the calendar and time together, they threw in leap year every fourth year. The joker was that each year is exactly 11 minutes and 10 seconds less than a quarter of a day.

So in 1582, when the calendar had gotten ten days out of line, they fixed it all up by working a new rule that centuries which could be divisible by 400 evenly would be the only centuries which would be leap years, even though divisible by four.

This takes care of the variation for 5,000 years, which seems fairly satisfactory.

NO chemist, no man of science can manufacture a drop of blood. There is no such thing as synthetic blood. The manufacturing plant is inside of each and everyone of us individually.

Fresh air, proper food, exercise, sunlight and sleep are the materials that go to make it up. If it were possible to manufacture blood with these ingredients as a business venture, you would allow no one of them to be inferior. You would keep your output up to Grade A. Are you doing it?

WAR VETERAN INSURANCE

IF you are a veteran of the World War and have not converted your Government Term Insurance, it will be well to consider the matter before July 2, 1926, at which time the term insurance becomes void.

You can reinstate and convert your term insurance very easily, and will have a choice of six policy forms.



KODAK PARK



GARAGE TEAM, K. P. A. A. BOWLING LEAGUE

BUILDING 35 STILL LEADING BOWLERS

With the schedule of the K. P. A. A. Bowling League within a few weeks of being completed, the team representing Building 35 may safely be announced as the winner for 1925-26. On March 15 they held a substantial lead of eight full games over their nearest opponents, the Garage. No changes of importance have taken place during the past month, and the members of the league have practically reconciled themselves to a share of the prize money, based on the team standings at this time.

Particular attention is called to the excellent averages of the teams in the K. P. A. A. League. Building 35 in first place has a mark of .937 for 66 games bowled up to this time. An average of over 900 pins for each game throughout a season is one which speaks in itself of the class of our league. The Garage, who have not been so successful in winning games as their predecessors, are, however, only 11 points behind in game average, while Building 48 ranks third place with .918. All of the remaining teams with the exception of the Steel Fab. are above .800.

No change has been made in the high singles and high three-game records, and these will undoubtedly stand throughout the remainder of the season, due to the fact that they are unusually high. The stars of the individual average list continue to hold their own with Harold Bueckman still leading with an average of .199 for 66 games. Others with averages above 190 are Servis—195, Behrns—195, Martin—194, Prescott—194, Brizee—192.

TEAM STANDING, MARCH 15

Teams	Won	Lost	Per Cent
Building 35.....	54	12	.818
Garage.....	46	20	.697
Building 48.....	42	21	.667
Pipe Shop.....	39	27	.591
Engineers.....	32	34	.485
Stores.....	21	45	.318
Tool Room.....	18	48	.273
Steel Fab.....	9	54	.136



HOME OF SHERMAN PIERCE, BONESTEEL STREET

SOUND REASONS

Recently I was asked why I purchased a home on the Bonesteel Tract through the Kodak Employees Realty Corporation and the Eastman Savings and Loan Association, and feeling that some of the other employees of the company might be interested in my answer am writing this letter to you for publication. The reason was, first of all, because I could not get the same house with the same large lot and improvements for the price I paid anywhere else in the city of Rochester or its suburbs.

With regard to my house, I feel that the material used in its construction was the best of its kind. The builder, Mr. Long, carried out the contract to the finest detail, the specifications being followed up

very closely by Harry Haight whom, I must say, thoroughly understands the exact and best way to do it.

We are very well satisfied with our home and its location. It is a pleasant tract, and we have pleasant neighbors all around us. Furthermore, stores are now being built on the Lewiston Avenue front which will be a great convenience to those living on the Bonesteel Tract and incidentally make our property more valuable.

Sincerely yours,

SHERMAN J. PIERCE,
50 Bonesteel Avenue.

The Printing Department extends its deepest sympathy to Clara and Viola Holbert, on the death of their father who died on March 7, 1926.

Sympathy is extended to Florence Agness, of the Plate Department, upon the death of her brother, Arthur Schwartz.



NORTH SIDE OF FALMOUTH STREET, BONESTEEL TRACT



ALBERT ARMSTRONG APPOINTED
SAFETY INSPECTOR

Albert Armstrong has recently been appointed safety inspector of the Kodak Park Works, an addition to the staff of the Plant Protection Department under Alfred A. Rutan. Mr. Armstrong's work is to include periodical inspections of all departments, after which he will submit a detailed report of conditions with suggestions and recommendations.

Another feature of the Safety program which is being worked out by Mr. Armstrong is a series of lectures as a means of instructing employees as regards any possible hazards where there is danger of such hazards existing. It is felt that this is an advancement in the great work of accident prevention and something through which everyone will benefit.

"Army" came to Kodak Park in 1912, being employed first in the Cotton Nitrating Department. Later he was made foreman of the Flash Powder, going from there to the Cotton Washing. For a long time he has taken an active interest in Safety work and assisted materially in putting through a program in the Chemical Plant, which worked out very satisfactorily. A few months ago he was given charge of the Recovery Department from which position he was transferred to take on the duties of safety inspector for the entire Plant. We express to Mr. Armstrong our sincere wishes for success in this new work and assure him of our fullest co-operation.

The boys of the Safety Cotton Department are anticipating the receipt of Easter cigars. "Tommie" Davis, one of the bunch, is planning to take unto himself a wife, and the best wishes of the department are extended.



MAY DE MOTT CELEBRATES THIRTIETH
ANNIVERSARY OF EMPLOYMENT

May DeMott, of the Plate Department, on Wednesday, March 17, completed thirty years of continuous service with the Eastman Kodak Company. Miss DeMott began work on St. Patrick's Day, 1896. One feature in connection with this incident of which she is very proud is that she was hired by William G. Stuber, now president of the company. At this time, while the company did not maintain a Medical Department, the advisability of assigning new employees to work for which they were best fitted physically was already recognized, and due to the importance of maintaining quality in the product one of the essentials was unimpaired vision. Miss DeMott recalls that the examination of her eyes was also made by Mr. Stuber.

For exactly ten years she was employed in the Dark Room, being transferred on March 17, 1906, to the Stock and Supply Department. At this time when the business was small, the routine included many operations which today are handled differently. For one thing the employees then lined the boxes, made the stuffers and packed the product, they being familiar with many different kinds of work. Also, there were no restaurants on the Plant at the time, most of the employees eating their lunch in their departments. Miss DeMott is the oldest employee in point of service in the Plate Department, with the exception of Henry VanHoesen who celebrated his thirtieth anniversary some time ago.

We extend our congratulations on this long and pleasant period of employment.

We wish to express to Charles Suter, of the Black Paper Winding Department, and Willis C. Maston, Plant Protection, our sincere sympathy in the recent deaths of their wives.

BASKETBALL SCHEDULE COMPLETED

Following the game played at Wayland, New York, on February 22, the Kodak Park Basketball season of 1925-26 was officially declared closed. This date is somewhat earlier than usual, but in view of existing conditions it was deemed the thing to do.

Obstacles have been met with during the present season which have had more or less a discouraging effect on the members of the team. The attendance at home games has been very poor, and the expense of out-of-town games is such that little or no profit can be realized. Also with athletes united in commercializing their ability the question of players' salaries is an important one.

Operating under a profit-sharing system Kodak Park has had a wide variety of experiences. From the players' point of view very little can be said for this arrangement and a great deal against it, particularly when evidence of a steadily increasing fund for distribution at the end of the season is not present. For this reason mainly it has been impossible to gather together and hold players of the highest caliber, in that their services are in demand elsewhere for which they can obtain a definite return in the way of money. Apparently the day when persons participate in sport for sport's sake is past, and the athlete who is strictly amateur is something very rare.

It is further apparent that basketball is not as popular with the public as it was a few seasons past, and the advisability of attempting to "force" an activity upon said public is questioned. It is felt that before organizing a team for another season on the court careful consideration will be given the matter, and the decision effected by a popular demand at that time. In other words, it does not seem that the responsibility and expense of conducting this activity should be undertaken, unless the people want it.

During the year sixteen games were played by the Kodak Park team, seven of these being won and nine lost. Our team out-scoring their rivals 420 to 383 points, close contests being the rule with only a slight difference in the comparative scores at the end of each game.

"Jimmie" Weigand is the leading point getter for the year with a total of 91. Benson ranks second; Roberts, a recent addition to the team, played very excellent ball in addition to accumulating 40 points in the six games in which he participated.

The following summary should be of interest:

Kodak Park	20	Perintons	14
" "	30	Olean	21
" "	24	Keystones	26
" "	16	Goodyear	11
" "	27	Laraine	40
" "	36	Haucks Collegiates	38
" "	21	Geneva Eagles	27
" "	48	Salamanca	24
" "	25	Lancaster	29
" "	38	Buffalo Sunstrands	15
" "	34	Perintons	22
" "	14	Kodak Office	18
" "	19	" "	27
" "	17	Keystones	18
" "	31	Geneva Eagles	27
" "	20	Wayland	26
Total	420	Total	383

ST. PATRICK'S DANCE GREATLY ENJOYED

The St. Patrick's party given in the Assembly Hall on March 17, under the auspices of the K. P. A. A., fulfilled in every respect the desires and aims of the chairman, Peter McArdle, and the committee assisting him.

Regardless of the fact that competition on this night included activities in practically every hall in Rochester the attendance was very satisfactory, there being about five hundred people present. For the crowd it may be said that it was in every way a credit to the association and those in charge of this affair. That the party was enjoyable was proven by the spirit and lightheartedness which prevailed, and the many complimentary remarks expressed during the evening.

The decorations, in charge of Louis McManus, were both appropriate and beautiful. Green and white crepe paper was draped from the ceiling and along the side walls. On the stage were placed two illuminated harps, which may be said to have put a finishing touch to the decorative scheme.

Through its first engagement at Kodak Park the Close-Weller Orchestra earned the admiration of the dance-loving members of the association. The music was delightful in every respect. During intermission Bernadetta Sweeney, of the D. O. P. Packing Department, entertained with a very charming dance number, and Urban Schneider and Chuck Lovelius appeared in a clever comedy number entitled, "Just Between the Two of Us." Refreshments were served.

The St. Patrick's party completed the dance series for this year. Plans for 1926-27 will be influenced by prevailing conditions, although it is felt that parties given at greater intervals will be more desirable and more generally enjoyed.

HOME BUREAU ACTIVITIES

Since the last issue of the *Kodak Magazine*, members of the Kodak Park Home Bureau Unit have taken up two new projects—lamp shades and rug making. During the latter part of February the class received instruction in the making of lamp shades, both silk and butterfly, under the direction of Mrs. Holliday and Mrs. Kujawski, assisted by the following class leaders: Emma MacBride, Minnie Burns, Ruth Hendricks and Monica Powers.

The first activity in March included the making of colonial hooked rugs, which was demonstrated by Mrs. Baker. Due to the expense of the equipment and material, the attendance at these classes was not quite up to the standard, although those who did undertake the rug making were very enthusiastic over their finished product.

On Monday, March 22, Miss Georgie Watkins, director of the Monroe County Home Bureau, was a guest of the Kodak Park Unit. Miss Watkins gave a demonstration on the proper way to set a table for different functions. Plans for the future cover instruction in reed work, to include the making of trays, lamps, etc. The facilities of the unit are open to the girl members of the association at all times. New members may obtain information from Monica Powers, Building 28, and may be admitted at any time.



SCOUT TROOP 50 FATHER AND SON BANQUET

KODAK PARK SCOUT TROOP HOLDS FATHER AND SON BANQUET AND HIKE DURING SCOUT WEEK

As a part of the Scout Week activities of the sixteenth Anniversary of Scouting in America, the annual Father and Son Banquet of Troop 50 was held Friday, February 12, in the Assembly Hall. Over fifty persons, scouts, fathers of scouts and guests, sat down to a dinner served by the ladies of the Scout Mothers' Auxiliary. The speakers included James H. Haste, Harry H. Tozier, Don McMaster and William Davis. R. M. Freer, the present scoutmaster acted as toastmaster. Following the remarks of Mr. Haste and ex-Scoutmaster Tozier, McMaster and Davis, George Dobbins, on behalf of the fathers present, addressed a few words to the scouts. A response was given by Patrol Leader Frank LaBar. The speeches were punctuated by enthusiastic cheers led by Eagle Scout James Wishart, one of the assistant scoutmasters.

After an exhibition of sleight of hand by Scout Winston Freer and a song by Patrol Leader Scout Charles Jones, the company adjourned to the third floor where Harold Folts, a member of the Troop Committee, projected two reels of Ciné film, depicting activities at Camp Otetiana, the Rochester Scout Camp on Canandaigua Lake, and one reel of a film showing events which took place on a hike held during the past year by the Kodak Troop.

On Saturday, February 13, a party of scouts with their fathers took a trip to the Troop's Camp site at the Kodak Pumping Station on Lake Ontario. Games, contests and a campfire, supplemented by a sausage roast, provided plenty of activity and insured the success of the party. The Troop plans to improve the camp site to such an extent that it may be used for overnight hikes and picnic parties in the future.

EMCO BOWLERS PLANNING FOR BANQUET

The members of the Emco Bowling League, composed of the employees of Trick III of the Emulsion Coating Department, are at present looking ahead to the banquet and general good time being planned for the end of the season. The affairs of this league are conducted in regulation Building 29 style, harmony and good fellowship predominating. An amount, slightly in excess of the actual expense of the bowling, is charged each week, which is turned in to the treasury to be used for prize money at the end of the season. It has been unanimously agreed by the members not to accept the prize money to which they are entitled this season, but to use it toward the expense of the banquet in which everyone will participate. This is just one more of those things so typical of the spirit of this club.

The bowling arrangement is unique in that the schedule is planned so as to eliminate any conflict with working responsibilities and at the same time have the matches take place at a time suitable for the members of the teams. When the trick is on the 8 to 4 shift, games are bowled Monday afternoon at 5:00 o'clock. When on the 12 to 8 and 4 to 12 games are staged at 10:00 Monday morning. In this way no hardship is worked on any team or individual.

George Dryden, Frank Shartle, Harry Parker and Charles Streb are team captains, while Alexander Sinclair is secretary and treasurer. These together with Joseph Bueckman and George Smith constitute the governing body of the league which takes care of all arrangements. The league while not receiving much publicity or notoriety functions one hundred per cent and is a source of both recreation and enjoyment to the members. This season has been very successful as well as those in the past.

RESEARCH SPRINGS SURPRISE IN DEPARTMENTAL LEAGUE

The most important incident in connection with the K. P. A. A. Departmental Basketball League during the past month has been the reversal of form displayed by the Research team, who succeeded in breaking into the win column with victories over the Industrial Economy and Stores Departments. One reason for these victories is the sterling playing of Wadman who tallied fifteen points to decisively defeat the Industrial Economy team.

The Office has continued its exceptionally fine game with two additional victories, giving them practically a clear title to the league honors. Up to March 12 this team has won seven games with only one defeat. The playing of Hauser has been something of a sensation in the last few games, although it is felt that the real secret of Manager Wheeler's success lies in his ability to select a playing combination for each game best fitted to cope with the particular style of his opponents.

While no particular effort is made to encourage attendance at league games, it is not unusual to have quite a gathering of the friends of the different players present. The object of the league is to afford an opportunity for play to those members of the association who are interested in this particular sport as a medium of physical exercise. It is however regrettable that more departments are not represented. While many of those who participate are not experienced players they make up in enthusiasm what may be lacking in the science as regards the finer points of the game. Several of the players have very good scoring records, Benson, of the Office, leading the list with 76 points; Doell, of the Research Laboratory, and Agness, of the Industrial Economy, are next in order with 46 and 37 points respectively. Hauser and Brennan with the Office players have also very good records. Carbone is leading scorer for the Stores Department team, while Davis, of the Garage, and Kimmel, Building 46, have gained similar distinction with their clubs.

The standing of teams on March 12 is as follows:

Team	Won	Lost	Percentage
Office.....	7	1	.875
Ind. Economy.....	3	2	.600
Garage.....	3	2	.600
Research.....	2	4	.300
Building 46.....	1	3	.250
Stores.....	1	4	.200

MELROY PLAYS FOR LION TAMERS

Dick Melroy, popular banjoist and singer, of the Journal-American radio studio of the station WHEC, was entertainer at a banquet of the Lion Tamers of Kodak Park, Building 48. New officers were elected. They are:

Harry Wheeler, president; Earl L. Hoppage, vice-president and Leslie Graham, secretary-treasurer. The committee in charge of the affair was made up of Thomas Ryan, chairman; Edward Kaiser, Arnold Stevens, Joseph Seiler and Frederick Meyering.

To Harry Byer, whose mother died on February 26, and Joseph Carr, in the loss of a son on March 3, the members of the Emulsion Coating Department extend sympathy in their bereavement.

FOREMEN ENTERTAIN PURCHASING AGENTS AT MARCH DINNER MEETING

The March meeting of the Kodak Park Foremen's Club held Tuesday the 9th, in addition to being well attended and greatly enjoyed was also decidedly novel as to the program presented, and indications point to 1926 as a very progressive year for this organization.

The Foremen on this occasion entertained the members of the Purchasing Agents' Association of Rochester. About fifty of the members of this association arrived at Kodak Park in the early afternoon and were conducted through the Plant, which proved to be a most interesting and enlightening experience, many of them never before having this opportunity. Afterwards they joined with the members of the Foremen's Club and participated in the evening's program.

President Engelhardt presented something different in the way of a speaker on this occasion in the selection of Miss Edna Means, who proved to be an entertainer of unusual ability. For two hours Miss Means held the undivided attention of her audience with stories, jokes, impersonations and readings.

The next meeting of the club will be held on Tuesday evening, April 13. Following this plans for the annual summer activity will be given consideration, and an effort will be made to obtain expressions and ideas from all of the members regarding the summer outing in an effort to arrive at what will be the most popular with the greater number. The attendance so far for the winter meeting series has been very satisfactory, and it is hoped that this will continue. This is perhaps the best testimonial that can be offered to the officers as evidence of co-operation and confidence.

SPRING ACTIVITIES CLAIM ATTENTION

The first of April as usual brings to the front the usual inquiries regarding a Noon-hour Baseball League, Twilight Baseball, Tennis, etc., and the Manager of Sports is kept busy explaining his utter lack of control over the elements.

The organization of the Noon-hour League, while calling for little or no preliminary detail, does, however, require the acceptance of certain officials to whom the handling of the numerous details must be entrusted. This activity has for a great many years been very popular, and it is essential that it be conducted along the right lines that it may continue so. A meeting is being planned for the early part of April at which time the necessary officers will be elected, umpires designated and team captains appointed. After that the drawing of a schedule will complete the advance work, and the league will open for the spring series as soon as possible thereafter. In the meantime the players will as usual be busy with their pre-season training and conditioning, and the fans will be on hand for the purpose of doing the same thing for their voices.

Tennis clubs are again being organized among both the girls and the men. This sport did not enjoy its usual popularity last summer for some unknown reason, although indications even so far ahead point to a comeback during 1926. Arrangements have been made to allow the use of the Assembly Hall on Saturday afternoons and Sundays for indoor practice to those who are interested. Admittance passes to the hall may be obtained upon application to the Manager of Sports.

NEW SOCCER LEAGUE CLAIMS ATTENTION

The much talked of Inter-city Soccer League is at the present time claiming almost the undivided attention of the players and fans in Rochester, and matters have finally reached a stage which would indicate that it is to become a reality.

A meeting was held on March 6, at the Powers Hotel, which was attended by representatives of the MacKenzie Club of Niagara Falls; Hungarians of Buffalo, and Celtics, Germans, MacNaughton Rangers and Kodak Park of Rochester. The results of this meeting were very encouraging, and after discussing the matter very fully an adjournment was called during which time an effort will be made to have other Buffalo and Western New York team representatives demonstrate a willingness to participate in such a venture. This meeting is to be held in Buffalo, Saturday, April 10. At this time, providing such action is justified by attendance and interest, a league will be formed, officers elected and a schedule committee appointed to arrange dates for games. This would be a decided benefit to the sport in this vicinity and would offer something in the way of variation for local fans in that a great number of visiting teams would exhibit in Rochester. The representatives of the Kodak Park Club who are taking an active part in promoting the league are Leigh Rife and Thomas Quigley.

Activities will be resumed in Rochester early in April. Weather permitting, Kodak Park will play the MacNaughton Rangers in a very important game of the Rochester and District League on Sunday, April 4. Much depends on the outcome of this contest. A win for our club will practically insure us of the league championship for this season. The Northwest Cup Competition has progressed to the second round, the Celtics and Moose being scheduled to meet in the first spring game. From all indications the coming spring will be one of great activity in this sport, and the fans are urged to turn out for the game and support it in the manner to which it is entitled.

SOUTH AFRICA REPRESENTATIVE ADDRESSES CAMERA CLUB

On Thursday, March 4, at the regular meeting of the Kodak Park Camera Club, Mr. George Oettle lectured before the members. Mr. Oettle came to Kodak Park through the courtesy of the Bureau of Commercial Economics, Washington, D. C. He is a representative of the Government of the Union of South Africa and gave the members some very interesting information on this country, of which most of us know very little.

The date of the opening of the spring exhibit at the Memorial Art Gallery has been set for May 1, which allows but a comparatively short time in which to prepare for our share in this event. This will be the forty-third annual exhibit of the Rochester Art Club and promises to eclipse all previous events. No prints will be accepted after April 22. Members have been advised as to the regulations regarding entries and are urged to proceed at once with their work. The committee in charge is as follows: Howard A. Pritchard—chairman, Emily Seidl, Roger Loveland, of Kodak Park, Ben Chamberlain, Camera Works, and Roger P. Leavitt, of Kodak Office.

K. P. A. A. TO HOLD ELECTION

The annual election of officers of the K. P. A. A. will take place the latter part of this month. The list of candidates was posted on the bulletin boards on March 15 for the required period of two weeks in accordance with the by-laws of the association, and candidates have begun to seek support from their different friends.

After considerable persuasion Jack Schaeffer was induced to allow his name to appear on the ballot as candidate for the office of president. Although reluctant to enter the election for a possible third term his friends finally prevailed upon him to accept. Jack is being opposed by Arthur Schoen, of the Research Laboratory, who is well known and decidedly popular at Kodak Park, being an ardent supporter of the many activities of the association and particularly interested in the outdoor sports. Mr. Schoen, it is felt, possesses many qualifications for the office for which he is running.

The candidates for first vice-president are Bob Caine and Marty Gardiner. Both of these men are very well known and have done much for the association. Horace Robinson and Jack Brightman, both of whom have served on the Board of Officers and Governors of the K. P. A. A. intermittently for a period of many years, have been designated as candidates for the office of second vice-president. Harold Servis will oppose Charles Kendall for secretary with Roy Schueler and Ben MacMillan out for the job of treasurer.

Three trustees are to be elected for a term of three years, one girl and two men. The nominating committee have selected Cecile Hare, of the Plate Department, and Florence LaForce, of the Finished Film, for the office of woman trustee. Fred Gardner, Benjamin Bush, Merrill V. Decker and Ferre Marzluff are the four candidates for the two men trustees.

An expression of appreciation is extended to the nominating committee who undertook the work of securing candidates for the 1926 election. This committee was composed of Charles Casey, Gertrude Pillen, Frances Fox, Albert Armstrong and Henry Ireland.

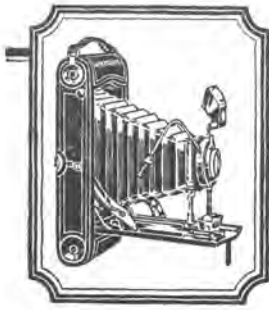
RESEARCH LABORATORY NEWS

With the coming of spring, we are glad to welcome the following newcomers to the Research Laboratory staff: Edith Doyle, Marguerite Stevensky, Wilmer Kallock and Edward White.

Dan Cupid gave us a pleasant surprise when we learned that Bessie LaBar had been Mrs. Leo Chase since November of last year. We are sorry that Bess is leaving on the first of April, but we have no doubt she will be very happy in her new home.

When we mentioned the announcement of two engagements in the January issue of the *Magazine*, we hardly expected that the engagements of Ruth Beebe to Sterling S. Sweet, and Madeline B. Hyndman to Ronald Scott would be announced so soon.

We are very sorry to lose the good fellowship of George W. Willis who left our staff to join that of the Bedaux System. We all wish him the best of luck.



CAMERA WORKS

HERBERT S. THORPE

Editor



GUN CLUB BOOM



"AL" LENHARD, President

The Gun Club is away with a flying start for the spring opening. After a very successful second year, the books, audited for 1925, showed a cash balance of over one hundred dollars, and value in the Club building, furnishings, traps, etc., estimated at about six hundred dollars. The membership last year numbered seventy-seven. Just to prove how much sport the boys had, seven hundred and thirty-eight dollars was spent on "rocks" and shells, which means that the traps were working overtime most Saturday afternoons.

This year the first meeting was called on March 5th in our dining room, and over thirty gun enthusiasts attended. Several important items of business were discussed, among which was the amalgamation of the Camera Works, Kodak Office and Hawk-Eye shooters. This was unanimously agreed upon, and as neither Kodak Office nor Hawk-Eye have grounds of their own, the proposal was very welcome to the shooters at these two plants. The Camera Works extend to these men all the privileges which our boys, through labor and money, have built up in the two years of the club's existence.

The site of the club—situated on the Scottsville road, just west of the Barge Canal, is assured for this year at least, as we have received a lease from the State.

This year we have honored "Al" Lenhard, who has put so much effort the last two years into building up the organization, and he was elected president in place of Charles H. Collins who has served in that capacity since the club's formation. "Al" is a good live wire, much interested in trapshooting and all other forms of sport, and, having the club's interest at heart, intends to make this a banner year. Plans are being made for several prize shoots, and handicaps are designed to give the beginner an equal opportunity with the "old-timers." Frank Smith, of Kodak Office, was elected secretary. Frank is a "dyed-in-the-wool" sportsman, an old member of the famous Flower City Gun Club, and a keen shot. His duties will be numerous, but he is heart and soul with the organization, and we look forward to a large membership from Kodak Office. The treasury job will be taken care of by the C. W. R. C. "Jack" Carol, of our plant, and Frank J. Quetchenbach, of the Hawk-Eye division, will act as field-captain. The board of directors is composed of Charles H. Collins, chairman, Herbert B. Collins (Camera Works), Russell Craib (Hawk-Eye) and Ronald G. Kron (Kodak Office).

One of the pleasures of the evening was the presentation of a leather shooting jacket to the retiring President as a token of appreciation for all the good work he has performed. "Charlie" made a fitting speech of thanks, and vowed he would work harder than ever to build up the club's success.

A feature of this year will be the installation of a new type of trap, which is designed for use with the ordinary field gun, and which is built to work under conditions parallel to regular field shooting. This innovation does not attempt to compete with the regular trap, but it fills a gap which should appeal to the average sportsman who owns a gun primarily for hunting purposes. This new type of trap is built about ten feet above the ground, on the basis that the average game bird, jumping in front of the gunner, does not offer a true straight-away shot, but bursts up into the air to a height of about fifteen feet and then takes a course parallel to the ground. The man who uses his gun for live-game purposes will appreciate this new idea in practice, and we urge sportsmen to test this device now being erected.

Membership fee in the Gun Club is two dollars per year. Shells and "rocks" are sold to members at wholesale price. Our equipment is of the finest, and trapshooting is acknowledged a king of sports. We shall be glad to have your membership.

THE "SMOKER"

The first of the C. W. R. C. entertainments was held on March 16th in the Kodak Auditorium, when over nine hundred male members attended the annual spring "smoker." We really believe it was the best we have had so far, the entertainment after the bouts being on a par with regular first-class vaudeville houses. The numbers were all of high-grade calibre; the stage and lighting effects adding much to the performance.

Five boxing bouts were arranged among the boys working in this plant. Being all of amateur no-decision class, we did not expect very much professional atmosphere, but the fighters, for the most part, worked hard and put into their performance some real science. Special mention must be made of James Marconi (Battling Siki) and Carl Kowalski, of the Milling and Lathe Departments respectively, who boxed in the main bout. Both of the lads have had experience in the boxing line, and, while Kowalski was eight pounds heavier and had a longer reach, Marconi was more or less in training, which evened up the match. Both lads showed science, coupled with forceful punches. Kowalski had a shade of advantage in the first and third round, but Marconi showed superiority in the second and came back strong in the fourth.

The first bout between Charles Clancy, of the Leather Cutting, and James Ronzo, of the Bellows, proved to be just about the limit for endurance, both contestants being fagged at the end of the fourth round. Clancy had the best of the tussle, according to the sentiment expressed by the audience. The second bout was a rather colorful one between Norval Miller, of the Milling, and Edward Maloney, hope of the Vest Pocket Assembly. Miller lacked the punch and stamina of Maloney and was handicapped after the first round because of a "claret" nose. Peter De Gioia, of the Lathe, and Frank Bovenzi, of the Brownie, were very evenly matched, and each man worked hard to put in every ounce of vitality in the four rounds of two minutes each. The fourth bout, between Joseph Schultz, of the Milling Department, and Thomas Lawson, of the Shutter Assembly, was interesting from a science angle. Lawson, as most fight fans know, is way up in the amateur class and performs several times during the season at the Flower City and other local clubs. In consequence, he outclassed Schultz, but, as there were no official decisions, the bout, together with the others, were more on the order of an exhibition, in which Schultz displayed good work in guarding, and he also proved his stamina and good wind. Taking the bouts in all, the boys worked hard, and their efforts were thoroughly appreciated by the audience.

Fourteen acts of vaudeville rounded out the program until midnight. There was no question that the entertainment was of high-class merit, but some of the effects were lost because of a desire on the part of a few spectators to make as much noise as possible. We hope at the next entertainment of this kind to eliminate this disturbing element, which interferes so much with a smooth program.

Our thanks are extended to the Board of Managers, to "Chubby" Brown, "Deacon" Sabin, and all who helped make the "smoker" a success.

BASEBALL

The noon games, played in the Auditorium, have aroused great interest in baseball, the hall often being filled to capacity to watch the struggles between the Kodak Office nines and our teams. Almost each week games are scheduled, and it keeps Minor Stocking, baseball manager, quite busy in his spare time arranging for games and teams.

Regarding our girls' team, they have met the Kodak Office girls three times during the month from February 10th to March 12th, and three times our sisters across the way got the best of it. The first tussle resulted in a walk-away, our girls being beaten 28 to 7. The second game began to even the score up a little, largely owing to the girls getting over "stage fright," and the good pitching of Florence Blum and Nellie Barton. The score was Kodak Office 13, Camera Works 10, the latter with two on bases, and no outs. Catherine Funk held the spotlight with a hit through the beams, hitting the peak of the back wall. The ball bounded, was caught by a fielder, which made a triple play and saved the game for the Office. The third game resulted in a loss by one run, the score being 12-11.

The men's team, picked from the Indoor League, has played, to date, two games of a series of three, the honors being even. Camera Works has lost its star catcher in William Winfield, but has found another in Carl Kowalski, who caught the best game of the season on this occasion. Harold Meehan and Carl Kowalski were pitchers. The score was 11 to 1, in favor of Camera Works.

The second game was a different story. The first was played with the regulation Camera Works ball, but our neighbors insisted on using their type of ball in the return game, which resulted in their gain over us by 4 to 1. Camera Works used the same battery as previously. Meehan struck out fourteen men. Kowalski caught four foul tips and two men stealing second.

CAMERA WORKS BASEBALL LEAGUE

Standings—to date of March 12th.

Team	Won	Lost
Cucos	5	3
Kokos	4	4
Echos	4	4
Ocos	3	5

The last game between the Cucos and Echos was a pitching duel between Meehan and "Nic" Rick. The game went ten innings to settle an 8 to 7 score in favor of the latter team. A feature of the league has been the wonderful "come-back" of the Echos, now tied for second place, after losing the first four games.

During the winter months, the C. W. R. C. has been giving several dozen packs of playing cards to various "Foursomes" who spend the noon-hour battling in the throes of bridge or pinochle, and also several sets of chess and checkers. Now that the warm days are coming, we really believe (and we know you will agree with us) that we would gain far more benefit from our midday hour by getting outdoors. Please co-operate with us on this, and do not ask for indoor games during the outdoor season.



JOHN PEARCE AND WM. LIPMAN, AT SYDNEY

John C. Pearce, now settled down from his three-months' trip to Australia, came back loaded with presents and mementos of his three-thousand-mile trip, and, while he thoroughly enjoyed the visit to his native country, he is glad to get back to the U. S. A. and the Camera Works.

TALES THAT ARE TOLD

Congratulations to George Wacker, of the Ciné-Kodak Department, who was presented with a baby girl on March seventh.

Our sympathy is offered to Teresa McGibbon, of the Brownie Assembling Department, whose father recently died. The boys and girls working with her sent a beautiful wreath of flowers as an expression of their condolence.

Mrs. James Wright (nee Helen White) wishes to express her thanks to the numerous friends who not only offered their congratulations on the occasion of her marriage, but presented her with so many beautiful gifts. "Helen," well known as Mr. Stuber's stenographer, kept the date of her wedding a profound secret, but a few hours after the ceremony the news was discovered. Our best wishes for the happy couple's future.

Harry Eckert, foreman in the Inspection Department, recently suffered the loss of his father. We extend our sincere sympathy to the family.

Now that the "flu" epidemic is over (at least, we sincerely hope so), most of us are looking forward to the invigorating days of early summer. The "flu" germ seemed to find special delight in pestering camera-workers, and our factory and office force was much depleted. We acknowledge the untiring efforts of our doctors and nurses, who did so much to stem the tide of what was considered a dangerous situation.

It is impossible to record the names of all our folks who have been sick, but, as most of them are fully recovered, we'll simply state that we are just as glad to have them back on their jobs as they are to be fit to work again.

WITH THE PIN-PICKERS

With about thirty days to go for the wind-up of the C. W. R. C. Leagues, the bowling teams are going neck and neck to finish as near to banner place as possible. Each league has made up a prize list, which is the goal of every man on the teams. There is not much question as to who will be on top, but the "cellar" quints are determined not to allow the top teams any more wins than possible. Next month we will probably give you most of the wind-up scores, and the results of the prize list.

In the Shutter League Krenzer has held top place for weeks, his average to March 10 being 175. Try as hard as he may, "Chief" Bender cannot jump above 172, which is his average for 9 games, whereas Krenzer's average is based on 54 games. We expected "Doc" Moffat to land somewhere near the lead of the list, for "Doc" is built for bowling, but he only occupies seventh place, although he holds the season's record for high game with 251 pins. John Neid may only hold place sixteen, but he holds A-1 top notch as secretary. His weekly records would do credit to a chartered accountant.

The four teams line up as follows:

Team	Won	Lost	Pct.	Ave.
Dionatics	38	22	.633	783
Vault	31	29	.516	758
Shutter Machining	27	33	.450	752
Kodex	24	36	.400	746

The Girls' League believes in variety being the spice of life, and is always full of surprises regarding the quality of performance. Anything from 191 down to 43 is all in a night's bowling. The 191 girl was Betty Johnson, and the 43 one was—we'll never tell!

Standings to date of March 11 are as follows—as far as is recorded.

Office	21 games won
Bellows	13 " "
Accessories	13 " "
Leather Case	11 " "

The big league of the Camera Works is playing fast to get to the prize night. Arthur Miller holds the fort with 278 pins for high single game, and August Kubissa has the credit of 686 for high three games. The Vest Pockets are the banner team to March 15, having 1,033 pins for single game, and also hold the high three-game mark with 2,954.

Standings are as follows:

	Won	Lost	Percentage
Cinés	41	28	.594
Brownies	38	31	.538
Vest Pockets	36	33	.522
Stereos	35	34	.507
Kodaks	35	34	.507
Cameras	33	36	.478
Specials	31	38	.449
Juniors	27	42	.391

Our "horseshoe squad" is non-est. After several weeks of pitching "ringers," the boys gradually lost interest in "barn-yard golf," and in consequence the group has disbanded until next fall. The "flu" condition put the finishing touches on the "gang," and the courts, owned by the City, having been closed for some weeks, did not add to lasting enthusiasm. Wilmer Larson, chief pitcher, declares that the boys will rally again in the autumn, so we'll wrap up the shoes until summer vacations are over.

WHO'S WHO AND WHY

The little article we published regarding Joseph Kerstner under the above caption in the July issue of the *Kodak Magazine* proved so popular that we have been urged to pen other biographies concerning the folks on the seventh level, especially with regard to their particular job, for, as we expressed it, "It is always more or less of a mystery to the folks in the factory as to how the duties of people in the Office link up with factory routine." This month we have chosen for your acceptance William Lawrence and his job.

First, regarding "Bill" himself. We are not inferring that he is anything but a young man when we state that "Bill" has been with us since 1902, when each Saturday he proudly took home a pay envelope with three whole dollars nestling in the corner. "Bill" was a sort of delivery man in those days, trundling a truck uptown to purchase anything from "Whalen's Plain" to a pint of glue or a packet of nails. Later he was a junior clerk, and as the organization grew, he became a regular office man. Now he is very much married, and is on the staff of the Cost Department.

"Bill" has the kind of job which is made up of detail. He is a collector of items. In other words, he gathers all the figures connected with the cost of material and labor on the manufacturing of cameras. He knows just how much you were paid for fitting backs or making shutters on that last order of Kodaks. He also knows the value of the leather and wood and brass and steel and every other kind of material which was used. He finds out the cost of supervision on that particular order, and what it costs for shrinkage or waste. Nothing is supposed to escape Bill, and we doubt whether anything does. He's a wizard on figuring, for we've never been able to "get by" with a penny in the Dining Room when we file by William for our daily meal check.

Cost, next to quality, is probably the most important thing to consider in manufacturing goods for a competitive market. A mistake of a fraction of a cent on any single unit may, when the total is figured, represent a large part of the difference between profit and loss. Accuracy is the first essential, and Bill's particular job is to see that every item is figured out for "Joe Kerstner to enter into his ledgers."

*A man who won't be
beat can't be beat.*

—MIKE MURPHY
Trainer

HERE AND THERE

The staff of the Inspection Department has suffered several losses through death of near relatives. Anthony Stroger's mother, Louis Heininger's father, Harry Eckert's father, George Bush's sister, and Oliver Fisher's wife have all "passed into the great beyond." We extend to all these men and their families our sincere sympathy.

John Floyd, now in the Inspection Department, has a nice little country home near Spencerpot, which he placed at the disposal of his pals for a real old-fashioned party. The boys are very grateful to John, and all had a fine time.

Lulu West, formerly of the Office, now timekeeper in the Inspection Department, is Lulu West no more. She has exchanged her maiden name for Mrs. William Sindén. Most of us will remember "Bill" as recently working in the Wood Assembly Department. We wish the happy couple a long life of happiness.

We extend our sincere sympathy to George Rosser, of the Creasing Department, whose wife recently died after a long illness.

We are going to miss a familiar figure in Mark Franey, elevator operator in Building 2. Mark has decided to retire to private life, having been appointed executor of an estate in Pennsylvania. Mark is a Canadian by birth, but an American from choice, and joined the company in 1903. We wish him a long life of happiness.

At this time of writing, Norman Robinson, of the Office, is very ill with pneumonia. "Norm" is very popular, his work taking him all over the factory. We sincerely hope for his early and complete recovery.

Walter Blazak, of the Press Department, was not only unfortunate enough to lose part of his finger in a press accident, but was also obliged to undergo a rather serious operation. However, he is winning, and we hope all his troubles are over.

Frank Dreimiller, whose employment dates back to 1887, has been quite ill from a run-down condition. We miss Frank, and hope he will feel O. K. in a short while.

Grace Burritt, one of our expert assemblers in the Kodak Assembling Department, has been absent from her usual duties for some weeks with throat trouble. We wish her a speedy recovery.

The seventh level Office has been hit as hard as any of the departments with more or less severe cases of winter ailments. Helen Bauer, a very popular girl in the Payroll Department, has had as bad a siege as any of us, having had grippe and bronchitis. We hope for her complete recovery.

MAIN



OFFICE

P. R. MEINHARD, Editor



FIVE YEARS PERFECT ATTENDANCE—J. L. Flanigan, Harriett Stevens, W. S. Silsby

THE HONOR ROLL

The attendance records compiled for 1925, exclusive of department heads, have yielded an honor roll of gratifying length—an honor roll which, incidentally, is substantially longer than the one published twelve months ago. The three outstanding stars, who are shown above, deserve special mention because they added another perfect year to four perfect predecessors. They are Harriett Stevens, of the Tabulating Department, W. S. Silsby, of the Stock Distribution, and J. L. Flanigan, of the Testing and Packing. Their feat is one which might seem impossible to some of us if it were not staring us in the face here. It indicates—not a casual desire on their part to come to their work every day—but a firm, lasting determination to do so.

Extending over so long a period, their perfect records must mean exceptionally careful living, thoroughly conscious guarding of health, and an abiding desire to serve the company as well as they may. That their determination redounds to their own benefit as much as to the benefit of anyone else goes without saying.

This applies equally well to the other men and women on the honor roll. The rest of us are going to try hard to follow their example, but in the meantime they, and the three people mentioned above, have our hearty congratulations.

The people after whose names no numerals appear did not miss a day during 1925. Where numerals are given they signify perfect attendance for the successive years indicated.

Advertising

- *Charlotte Hollis (1923, 1924, 1925)
- Ruth Mullan
- *Gladys Welch (1924, 1925)
- Dorothy Wobus
- A. H. Harscher
- Carleton Healy
- Durfee Pittinger
- C. H. Ruffner
- A. Stillson

Accounting

- Daisy Kellets
- *Percy Farrar (1924, 1925)

Billing

- Marion Gordon
- Belle Schick
- *Margaretha Weiresmuller (1923, 1924, 1925)
- Leo Garate
- John Lamphier
- *Horace Lloyd (1924, 1925)
- William Shapard
- *Edward Surrey (1924, 1925)

HONOR ROLL (Continued)

<i>Bookkeeping</i>		<i>Order</i>
*Albert Cook (1924, 1925)	Jessie Wilkinson	
Clement Miller		<i>Patent</i>
Loretta Angele	Laura Bachofer	
<i>Comptroller's</i>	Margaret Duignan	<i>Personnel</i>
Rose Schlitzer	Jessie E. Wright	
<i>Development</i>		<i>Repair</i>
Morris Hoelzle	Edmond Enes	
<i>Engraving</i>	*Robert Wood (1923, 1924, 1925)	<i>Sales</i>
Frances Linton	Anna Darcy	
*John Gill (1922, 1923, 1924, 1925)	Clara Hennrich	
*Arthur Heckler (1923, 1924, 1925)	*J. Aponte (1924, 1925)	
<i>Executive Staff</i>	H. F. Hoefle	
Mabel Laidlaw	Ralph A. Johnson, Sr.	
<i>Photostat</i>	*F. P. Root (1924, 1925)	<i>Service</i>
Grace Hiett	Ida Hartness	
Alice Wickes	Morley Reid	
<i>Finishing</i>	*Lloyd Snodgrass (1924, 1925)	
Harriett Baker	Thomas Tennant	<i>Shipping</i>
Florence Banks		
Mabel Gummier	Ruth Steegar	
Adele McLaughlin Kubitz	George Copeland	
Richard Behrens	*Joseph Gorze (1924, 1925)	
Arthur Harber	Elwood Handy	
Arnold Hardy	George Howard	
<i>Industrial Relations</i>	Louis Kinzel	
May Craugh	Michael McCarthy	
<i>Mail and filing</i>	Harold Moss	
Gladys Bouthling	*Edward O'Brien (1924, 1925)	
*Helen Glavin (1924, 1925)	*Sidney Pugh (1923, 1924, 1925)	
Mary Hoctor	*John Schroeder (1924, 1925)	
*Grace Nolan (1923, 1924, 1925)	*Charles Hill (1924, 1925)	<i>Statistical</i>
*Mary Shaw (1924, 1925)	Ethel Shields	
*Helen Wagner (1924, 1925)	William Brown	<i>Stenographic</i>
Rebecca Webster		
Bertha Westfall	Helena Foley	<i>Stock</i>
<i>Maintenance</i>		
*Mary Fox (1924, 1925)	Maud Gregory	
Louise Kraft	Anna Moran	
*Mrs. Anna Ulrich (1923, 1924, 1925)	John Beldue	
Charles Allaway	Frank Herbert	<i>Stock Distribution</i>
Henry Bauman		
*Clifford Dawson (1923, 1924, 1925)	*William Silsby (1921, 1922, 1923, 1924, 1925)	<i>Tabulating</i>
Frank Dunlavey		
*Thomas Egan (1924, 1925)	*Harriett Stevens (1921, 1922, 1923, 1924, 1925)	
Martin Etsburger	*Lulu Breckenridge (1924, 1925)	<i>Testing and Packing</i>
David Gillan		
Fred Hornby	Elizabeth Turner	
Martin Schwartz	*J. L. Flanigan (1921, 1922, 1923, 1924, 1925)	<i>Training</i>
Frank Seiler		
George Tindal	Catherine Hilts	
<i>Medical</i>		
Adelaide Powers		
<i>Motion Picture Film</i>		
*Pauline Claffey (1922, 1923, 1924, 1925)		

MRS. C. H. WELLS

It is with the most sincere regret that we record the passing of Mrs. C. H. Wells at West Palm Beach, Florida, on March 14, 1926.

Her husband, Mr. C. H. Wells, who survives her, was connected with our company for many years, and there are many of us to mourn her loss and to gratefully recall her charming personality and gracious hospitality.

Our sincerest sympathy is extended to Mr. Wells.

WELCOME

We extend a hearty welcome to the following people, who came to Kodak Office during the month of February: Advertising, Luella Yauch; Credit, Verna Knope; Distribution, Irene M. Downs; Mail and Filing, Florence Dean; Medical, Maxine J. Green; Order, Marion B. Lietzau; Training, Athena Bocksberger, Ruth E. Fagan, Helen Prachel.



AT THE KODAK OFFICE GIRLS' PARTY



MORE OF THE GIRLS' PARTY

THE GIRLS' PARTY

Chalk up another merit mark for the auditorium! It provided the scene and accessories, on March 23, for the most successful party Kodak Office girls have ever enjoyed.

Some of the ladies made their way to the fifth floor of Building 10 as soon as work was over and whiled away the time at cards until supper was served. Others vanished for a short time to reappear in costumes that for variety and novelty would have been hard to surpass. When the doors to the cafeteria were opened the room quickly filled with a motley assemblage. The ensuing hour was presumably intended for the consumption of the excellent food which Miss Bigelow and her force had provided, but the ladies found plenty of time in which to enjoy the Bisky Girls' fine instrumental numbers and to laugh at each other's "get-ups." The four cannibals from the Advertising Department were greeted with especial glee, and their efforts to assimilate enough nourishment through their masks to tide them over were thoroughly enjoyed—by the onlookers. Many of the costumes, of course, were not planned along laughable lines, but were as prim and proper, and yet effective, as one could wish.

A general exodus to the auditorium was followed by more selections by the orchestra. Soon afterward the grand march began to form, with comely Viola Ribstein as marshal. The masqueraders were still coming in, one of the last contributions being a doctor, a skeleton and eight huge, walking medicine bottles, encased in corrugated pasteboard wrappers. All of them were cleverly labeled, but the castor oil bottle with its two-quart spoon seemed to be the general favorite.

The judges' chairs on the stage were taken by Mrs. F. W. Lovejoy, Mrs. L. B. Jones, Mrs. H. D. Haight, Miss Alice K. Whitney, Miss F. A. McAnaney, Miss M. F. McIntyre and Miss Laura Comstock. While the grand march passed in review several times, they worked hard and conscientiously to select the prize winners from among the many unique dresses. They finally evolved the following list: Prettiest costume—1st (old-fashioned girl) Ella McDonnell, 2nd (old-fashioned lady) Mrs. Betty Gruel. Funniest costume—1st (black mammy) Minnie Baker, 2nd (Bowery girl) Alice Upton. Most unique costume—1st (Package addressed to Mr. Eastman in Africa) Viola Ribstein, 2nd (newsboy) Constance Weller. Most at-

tractive couple—Florence Breehl and Erna Webber as Japanese girls. Best group—1st (Medicine bottles) Evelyn Edgar, Irene Taylor, Adelaide Powers, Maxine Green, Violet Springett, Lucille Ritter, Edith Vernick, May Craugh, Neva Potts, Harriet Troan, 2nd (Cannibals) Madeline Lensing, Mina Wilson, Helen Hudson, Cecile Lang.

The grand march concluded the strenuous part of the program for most of the girls, and they settled back to enjoy a "Friday afternoon at Hicks Corners School," given by the contingent from the Sales Department. The sketch presented not only an uproarious roomful of children, but a stern school-marm, an ultra-modern, female board-of-education director and an impersonation of a famous prohibition protagonist.

The next number on the program comprised a couple of vocal selections by Helena Foley, rendered with all the finished beauty that is always expected of her.

The Medical Department next put on "A Ripping Good Time," representing the trials of an unfortunate patient during a major operation. The learned doctor performed in uproariously gory fashion and successively sewed up the sponge, scissors and knife in his victim. The latter finally died, but refused to stay dead.

The surprise number of the evening was supplied by the girls from the Distribution Department. Garbed in bright dresses, they presented a solid line across the stage, with sashes that bore the names of the distant parts of the world to which they consign Kodak goods. The functions of the department were further elucidated by a song composed especially for the occasion.

The final act showed a toy-shop, the toys being represented by the sprightly girls from the Mail Department. The old watchman on his early round found everything in order, but in his absence the dolls paraded, danced and sang, and the cat and dog made the fur fly. The old man may have heard the unseemly disturbance, but when he reappeared the toys were in their former motionless attitudes.

Credit for the success of the party goes to the hard-working committee, the distinguished judges, the efficient cafeteria management and the generous K. O. R. C. under whose sponsorship the affair was given.

On February 25, Elizabeth Vanderpool, of the Sales Department, celebrated her twenty-fifth anniversary with the company. The girls of the fourteenth floor presented her with a bouquet of spring flowers. We congratulate Mrs. Vanderpool on the anniversary and on the long period of faithful service which it marks.

Our sincere sympathy is offered to Ralph A. Johnson, of the seventh-floor studio, whose mother passed away on February 28, at the age of 87. Mr. Johnson, on his part, wishes to thank the Sales Department and his associate workers for their expressions of sympathy.

We extend sincere sympathy to Mr. and Mrs. Harold Ruesel, on the death of their infant daughter on March 8.

We extend our sincere sympathy to the following members of the Finishing Department, all of whom suffered bereavements during February: Helen Fisher, on the loss of her mother; Elizabeth LaPalm, who also lost her mother; Archie Robbins, on the loss of his sister.

The mother of Harry Whaley, of the Cafeteria, passed away on Tuesday, March 2. We offer sincere condolences.

Miss Lorraine Fleming, of Shanghai, has announced her engagement to Charles D. Culbertson, manager of our Shanghai Branch. We congratulate Mr. Culbertson.

We extend our deepest sympathy to Fred LaPalm, of the Repair Department, whose mother passed away recently.



NEW MANAGER OF CAFETERIA

Miss Natalie B. Bigelow, who recently assumed charge of the cafeteria, hails from thrifty New England, and received her training in the art of sustaining hungering humans at the Normal School in Framingham, Massachusetts. She has a wealth of hotel, tea-room and cafeteria experience behind her to fit her for her present work. By way of contrast to that experience, she has her war record of service in the canteens at Camp Devens. She came to us direct from Teachers' College, Columbia University, where she managed the restaurant which caters to that important institution.

If there is any doubt in anyone's mind about her receptiveness to new ideas or about any other side of her personality, it can quickly be dispelled by delivering one of these suggestions to her in person at her office.

WINDNAGLE—BURNS

Bessie Burns, of the Mailing Division, Advertising Department, was married on February 19 to Mr. Fred Windnagle. We offer our congratulations and best wishes to Mr. and Mrs. Windnagle.

A YEAR OF K. O. R. C. EVENTS

When this issue is off the press, the 1925-26 K. O. R. C. officers, general committee and representatives will have been succeeded by a new set of incumbents. It will also mark the passing of the first administration since the opening of the auditorium.

As has been said previously, it is hard to imagine how Kodak Office ever managed to exist peacefully without the safety valve provided by the auditorium. It is equally difficult to imagine how the hall could adequately have served its purpose under present conditions without the disinterested and whole-hearted help of the various K. O. R. C. people who have served during the past year.

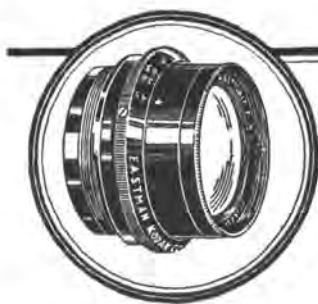
The brilliant opening of the new fifth floor last May certainly marked a new era on State Street. Since that time we have had a variety of noon-hour and evening entertainment that was undreamed of a few years ago, and in spite of the financial strain involved in all those activities, the K. O. R. C. has managed to improve the condition of its treasury. A basketball team that lays claim to the state industrial championship has been brought out. Expensive equipment demanded by this venture has been installed. A grand piano has been bought—and paid for. Numerous free entertainments and dances have been provided for members, including such features as the Kodak Follies, the Girls' Party and the Men's Smoker. Noon-hour baseball for both girls and men, basketball and dancing were sponsored by the Recreation Club, as was the annual Sea Breeze picnic. Members have also received the benefit of the organization's name in buying various articles from local merchants at advantageous prices.

All of this has been made possible through the outgoing administration's efforts, the company's help and the dollar membership. The K. O. R. C. dollar has bought more than any other hundred cents with which we are acquainted. Together with the loyal work of officers and committees, it has been, and will continue to be, the measure of the success attained by the club. The incoming officers want the enthusiastic support of everyone at Kodak Office, and that support begins with the annual membership campaign. When that campaign comes around let's show the former officers that we appreciate their work—and the new ones that we intend to give them tangible help—by joining one hundred per cent. Anything less than that would be unjust to the club, since all of us get the benefit of at least some of the activities carried on under its auspices.

NEW K. O. R. C. REPRESENTATIVES

In the elections held in March, the following people were chosen to represent their respective departments in K. O. R. C. counsels for the ensuing year. They are not all new at their work by any means, but one and all need and deserve the support of the K. O. R. C. members who elected them.

16th floor.....	Jane Cornish
15th floor.....	N. L. Ferris
14th floor.....	Stewart Mason
13th floor.....	Ethel Stayman
12th floor.....	K. L. Carrell
11th floor.....	Jessie Wilkinson
10th floor.....	Grace Hallifax
9th floor.....	Marie Cameron
8th floor.....	Frank Messmer
7th floor.....	Helen Jones
6th floor—Building 6.....	Leon Christensen
6th floor—Building 7.....	W. J. Peer
5th floor—Building 6.....	George Langenbacher
5th floor—Building 7.....	S. G. Davidson
5th floor—Building 10.....	James Ives
4th floor—Buildings 6 and 7.....	Jessie Natt
4th floor—Buildings 10.....	Edward Bolster
3rd floor—Buildings 6 and 7.....	Leon Hill
3rd floor—Building 10.....	Frank Herbert
2nd floor—Building 6 and 7.....	Albert Stillson
2nd floor—Building 10.....	Harry McNeil
1st floor—Building 6 and 7.....	Harry Irwin
1st floor—Building 10.....	Frank Collins
Maintenance Department.....	David Gillan



HAWK-EYE

HENRY W. BECK

Editor



PERCY MCKEE

ANOTHER GOOD AMERICAN

At the "New Citizens Supper" held February 22nd, at the Chamber of Commerce, Percy McKee, of the Single Achromatic and Finder Lens Department, received his final papers and became an American citizen.

A group of notables had gathered to welcome the new citizens, and as the Park Band Orchestra filled the Chamber with the strains of stirring music the Honorable Martin B. O'Neill, president of the Common Council, presented each new American with a certificate of naturalization. "Betsy Ross" and "George Washington" were among the welcoming group and presented each newcomer with an American flag and a copy of the constitution, after which the "Star Spangled Banner" was sung as a finale to the welcoming.

We heartily congratulate Percy on the attainment of his citizenship and welcome him sincerely as a fellow American.

GOOD LUCK

The engagement of Clayton Knope, of the Production Department, to Miss Marguerite Noel, of Asbury Park, New Jersey, was recently announced. We wish Clayton and his bride-to-be a long life filled with happiness.

BOWLING SEASON NEARS END

As the season draws to an end the interest of the bowlers in their favorite winter sport becomes more intense. The personal averages given below are convincing evidence of the skill attained by our Hawk-Eye enthusiasts.

It looks as though Charley Hoffmier will carry off the honors this year, with his high single game of 246 and a high three-game score of 683. Charley's lead has not been easily maintained, nor will his victory be easily attained, for George Kosel and Pete Klos are vigorously combatting his right to the victor's crown.

The team and personal averages follow:

Team	Won	Lost	P. Ave.
Centering.....	41	13	779.53
Finders.....	31	23	784.17
Lens.....	26	28	755.28
Mounting.....	26	28	764.12
Electrics.....	20	34	759.4
Instrument.....	18	36	730.26
High Team—Finders.....			1028
High Three Games—Finders.....			2753

Name	Games	Ave.
1. Becker.....	6	188.5
2. Hoffmier.....	48	179.13
3. Kosel.....	51	176.26
4. P. Klos.....	48	174.35
5. Lorson.....	24	174.2
6. Prentice.....	46	169.38
7. Graham.....	18	163.3
8. Wright.....	42	162.31
9. Rode.....	51	160.37
10. Reynolds.....	51	157.35
11. Stallman.....	48	155.45
12. McLean.....	54	155.41
13. Quetchenbach.....	18	154.9
14. B. Klos.....	51	152.12
15. Bamford.....	48	151.40
16. Herman.....	48	146.11
17. Scheuler.....	42	146.1
18. Baker.....	51	145.
19. Lawler.....	42	144.26
20. Marcus.....	54	141.17
21. Hitzke.....	54	140.31
22. Bacher.....	18	139.2
23. Craib.....	48	138.5
24. Mofsky.....	39	137.9
25. Fisher.....	27	136.9
26. Relyea.....	36	134.11
27. Walsh.....	54	132.7
28. Tipple.....	45	124.15
29. Maier.....	18	124.14



SAMUEL J. BAKER

When it comes to the removal of snow "Old Sol" has an excellent assistant in Sam, who is shown above in familiar pose.

We like him best, however, in the good old summer-time when blizzards are memories and the old snow shovel has been stored away. Then Sam dons his straw sombrero and turns attention to beautifying the lawn and flower-beds around our plant, and their attractive appearance speaks well for Sam's care.

MORE HAWK-EYELETTES

A son, Richard Joseph, weighting eight pounds, was born March 1, 1926, to Mr. and Mrs. Howard Reulbach. We extend hearty congratulations to the parents.

On February 26, 1926, a seven-pound baby boy was born to Mr. and Mrs. Frank Clovis, upon whom the name of Robert Louis has been conferred. Our heartiest congratulations are extended.

We congratulate Alden Seymour, of the Cost Department, who, on February 19th, became the father of Richard Alden, an eight and one-half-pound boy.

OUR SYMPATHY

Our deepest sympathy is offered to Leo Weit, of the Centering Department, whose mother passed away on February 13, 1926.

We extend our sincere sympathy to Gustave Aldinger, of the Instrument Department, whose father passed away on Sunday, February 28th.

MORE NEW BOOKS

A collection of valuable books and pamphlets has been added to our library and is available to those persons interested in Scientific and Chemical Research.

The books bear the following titles:

"Creative Chemistry"—E. E. Slosson

"The Life of Pasteur"—Vallery Rodot

"Discovery, the Spirit and Service of Science"—

R. A. Gregory

"The Riddle of the Rhine"—LeFerbure

"The Chemical Foundation"—Palmer & Garvan

"What Price Progress"—Hugh Farrell

CURED

Harry Moore, electrician extraordinary, has been telling of the far-reaching reception of his radio outfit, and on Friday evening, February 19th, George Kosel, Charles Prentice and Ralph Burhans, three skeptics, visited his home to investigate the wonders of this marvelous instrument.

Evidently they found a brand of music both charming and intoxicating, for they remained far into Saturday morning and reeled home under the influence of the music that Harry brought to them from the far corners of the United States and elsewhere.



CHARLESTON CHARLIE IN ACTION

Charleston Charlie is the title suggested for Charles Prentice, whom we understand has developed considerable ability in executing the difficult steps of this popular dance.

*Hawk-Eye is going to hang up
a new safety record for 1926*



FOLMER-CENTURY

CLARENCE H. HARPER
Editor



WILLIAM MARCEAU

William Marceau foreman of the Finishing Department, has retired after a service of twenty-three years, having entered the employ of the old Century Camera Company in 1903. We regret to part with "Bill" as he is familiarly known, and his jovial smile will be greatly missed by his associates. We take this opportunity to wish him a long and happy life in which to enjoy his retirement.

William Daly, of the Experimental Department and Andrew Sold, of the Screw Machine Department, are confined to their homes by illness, but expect to return to work very shortly.

Joseph Kuchman, of the Wood Working Department, met with an accident recently, in which he suffered a slight injury to his hand. We hope for his speedy recovery.

Max Rappl, of the Wood Stock Department, has returned to work after undergoing an operation at the General Hospital. We are pleased to welcome Max among us again.

Margaret Donovan is at her home in Clyde, N. Y., recuperating after several weeks' illness. We hope to be able to report her entire recovery in the near future.

The Folmer-Century Chess Tournament was brought to a close on Friday, March 19th, 1926. The games were all well fought and proved very exciting. Elmer Roland and Wesley Rose suffered a severe set back in the last few weeks of the tournament, and George Jost showing some remarkable plays went into first place. The final scores are as follows:

	Won	Lost
George J. Jost.....	18	9
E. A. Hauser.....	17	10
J. W. Rose.....	10	17
J. E. Roland.....	9	18

The Folmer-Century Works would like to arrange a series of games with the Chess Club at Kodak Park.

Things are never as good nor as bad as they seem



A "Don't Care" Attitude invites
Waste and is Dangerous to
Life and Property - -

The Tax paid to Indifference
Exceeds The Income Tax !

*Those are my
sentiments!
Bill Jones*

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SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF MARCH 10, 1926

	ROCHESTER PLANTS	Standing Last Month	No. of Employees	No. of Members	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye.....	1	365	305	83.5%	3,076
2.	Kodak Office.....	2	1,096	796	72.6%	8,752
3.	Folmer-Century.....	3	159	81	50.9%	735
4.	Kodak Park.....	4	6,042	2,922	48.3%	24,499
5.	Camera Works.....	5	2,023	782	38.6%	5,925
	Non-Employees.....			289		3,700
	OUT-OF-TOWN PLANTS					
1.	Eastman Kodak Stores, Inc. (Sioux City)...	1	8	8	100.0%	88
2.	Eastman Kodak Stores, Inc. (Atlanta, Ga.)..	2	21	21	100.0%	112
3.	Eastman Kodak Stores, Inc. (San Francisco)..	3	18	18	100.0%	136
4.	Bell Photo Supply Co.	4	17	17	100.0%	82
5.	Eastman Kodak Stores, Inc. (Des Moines)...	5	17	17	100.0%	134
6.	Eastman Kodak Stores, Inc. (Baltimore)....	6	21	20	95.2%	49
7.	Eastman Kodak Stores, Inc. (Philadelphia)..	8	54	51	94.4%	237
8.	Taprell, Loomis & Co.	9	166	154	92.7%	1,141
9.	Zimmerman Bros. (St. Paul).....	7	26	24	92.3%	163
10.	Eastman Kodak Stores, Inc. (Minneapolis)...	10	28	20	71.4%	135
11.	Chicago Branch.....	11	107	75	70.0%	753
12.	Eastman Kodak Stores, Inc. (Portland, Ore.)	12	23	16	69.5%	82
13.	San Francisco Branch.	14	67	46	68.6%	426
14.	Milwaukee Photo Ma- terials Co.....	13	18	12	66.6%	104
15.	Eastman Kodak Stores, Inc. (Los Angeles)...	15	58	38	65.5%	176
16.	Eastman Kodak Stores, Inc. (Omaha).....	19	22	14	63.6%	158
17.	Robey-French Co.....	16	45	28	62.2%	160
18.	Salesmen and Demon- strators.....	17	135	79	58.5%	1,589
19.	New York Branch....	18	89	56	56.0%	352
20.	Eastman Kodak Stores, Inc. (New York City)	20	59	31	52.5%	334
21.	Eastman Kodak Stores, Inc. (Denver).....	21	19	8	42.1%	51
22.	Eastman Kodak Stores, Inc. (Seattle).....	23	24	10	41.6%	42
23.	Eastman Kodak Stores Company (Chicago).	22	75	30	40.0%	446
	Total.....		10,802	5,968	52.5%	53,637
	Average Subscription—8.9 shares					
	Total Matured or Par Value—\$5,363,700.00					