

The KODAK
Magazine



September 1926

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

MONTHLY ACCIDENT REPORT

JULY, 1926

PLANT	Accident Cases		Accidents per 1000 Employees	
	1926	1925	1926	1925
Kodak Office.....	0	2	0	1.54
Camera Works.....	10	5	3.70	3.55
Hawk-Eye Works.....	1	0	2.33	0
Kodak Park.....	11	12	1.73	2.07
Total—Rochester Plants..	22	19	2.05	2.14

NATURE OF ACCIDENTS DURING MONTH

9 cases of injury through bruises, burns and lacerations, etc.
 3 cases of injury through sprains and strains.
 1 case of injury around saw.
 3 cases of injury around punch press.
 1 case of injury through stepping on nail.
 1 case of injury through falling and slipping.
 4 cases of injury through falling material.

22 Employees' accident cases during month.

*SUCCESS frequently
travels with a closed
mouth, but never with
a closed mind.*



A SECTION OF OUR CAMERA REPAIR DEPARTMENT—See page 3

The KODAK Magazine

VOL. VII

SEPTEMBER, 1926

No. 4

OUR CAMERA REPAIR DEPARTMENT

A HIGH POINT IN SKILL, ACCURACY AND SPEED



"IF IT ISN'T RIGHT, IT DOESN'T GO."

CRUNCH! And an automobile wheel has got in its deadly work.

Splash! Oh, John! how could you be so careless? Two good Kodaks put out of commission, temporarily at least.

George rummaging in the attic, or through a closet shelf, discloses a camera suffering from long disuse.

It looks to be in good condition, but the shutter won't operate, and the bellows has accumulated a fine set of pin holes.

Kodaks and Brownies and other cameras in every state of dilapidation from countless causes come to our Repair Department every day, and it has to be a mightily massacred instrument that the department cannot soon put in good working order.

Now a camera that is out of commission is not using up any film; without film no

prints can be made, and the sales of various other incidentals are blocked so far as that camera is concerned until it is restored to usefulness.

So not only skilful and accurate repair work, but also speed in returning the repaired camera to its owner are essential.

The main endeavor of our Repair Department is to start the repaired camera on its homeward journey inside of forty-eight hours.

This couldn't possibly be accomplished without a definite plan and a smoothly working system.

Naturally, as our business has increased the work of the Repair Department became heavier and more complicated, so some few years ago an intensive survey of repair departments in other factories was made, as well as of our own.

As the result of our survey, the department was completely divorced from all of the factory production departments, and a separate personnel built up. The next big problem to be solved was the even adjustment of labor throughout the year.

Estimates were made of what numbers of new parts would be needed on the various Kodak models a year ahead, and so employees during the slack season were then able to be kept busy assembling the future needed parts.

In the majority of cases, whenever a camera is dropped, in fact in almost any accident, the shutter is usually the part that suffers the most.

Knowing this, twenty thousand new shutters of the types most in use were



PART OF A DAY'S RECEIPTS OF CAMERAS FOR REPAIRS

ordered from the Camera Works, and this initial order has been turned over again and again.

Here is the idea: Instead of repairing a customer's shutter, a new one is provided, and the one in need of repairs is put in working order when the regular work of the department is light. In this way, a stock of shutters is always on hand, and work is provided for the whole force throughout the year.

Further efficiency in determining in advance the average cost of the repair work was provided by the adoption of a regular repair schedule for all types and models of cameras of our manufacture.

This schedule was compiled from data secured from reports on repairs for a

certain period. It was found that a great similarity in repair work appeared in cameras of a certain age, and that a well defined percentage of cameras of that age were returned to undergo those similar repairs.

In this schedule, repair charges include body repairs, shutter repairs, and supplying and fitting new bellows.

The total of these three items has been the maximum sum, which is not exceeded in making a charge for thorough overhauling.

If a new lens is required, and this is infrequent, it will of course be charged for.

The cost of minor repairs, such as fitting a new finder or winding key, is based on the time and the cost of material used.



RECEIVING SECTION OF OUR CAMERA REPAIR DEPARTMENT

So far, so good, in speeding up our repair work, but there was still one place in which to take up a bit more slack.

In a great many cases the person sending his camera for repairs is unknown to us, and so in former days we had to write him informing him of the charges, and then waiting for his remittance before shipping the camera; this naturally entailing a delay of days and perhaps weeks before the camera was back on the job.

It is an axiom that ninety per cent of the people are honest, and our present plan of

shipping the camera as soon as repaired, together with the bill, has amply proved its truth.

Losses are astonishingly low, and by following this plan the office routine is greatly simplified.

Skill, speed and accuracy are fundamentals in our Repair Department, and the workers are all highly qualified in this direction. Our general motto: "If it isn't right, it doesn't go," is nowhere better demonstrated than in this department.

THE LITTLE BRUISES

OUR friends over at the Todd Company publish a snappy little magazine for their salesmen, and one can find some sound business philosophy in every issue as is witnessed by the following:

"One of the fathers at Homeburg has a young son who used to be backward about 'sticking up for himself.' The youngster had allowed himself to get into the bad habit of being bluffed, bamboozled, and bumped on the bean. To make it short he was afraid to fight.

"Naturally the news spread among the other young bloods in the neighborhood, and when one gets the reputation of accepting defeat easily there is always an ever-growing host of willing hands to do the dirty work.

"The father tried lectures; he tried threats and he even applied the stinging lash of ridicule—but you can't argue courage into people.

"Then he began to 'play rough' with the young man. Under the guise of rough-and-tumble fun, he would give the boy a crack that would send him reeling across the room.

"But the jolts the boy received in play were different things from those he got on the playground, and he would laugh at a swat in the jaw—and come back for more.

"After a few concrete examples of this sort the time had come to find the moral.

" 'Well, Bud,' began dad one day when

the boy had picked himself up and was diving back into the fray with flailing arms, 'that didn't *kill* you did it?'

" 'I should say *not*,' jeered the boy proudly.

" 'Well, it is about twice as hard as any of those boys you fight with could hit you,' continued his father. 'Just remember when you get into a scrap with these boys that you have been hollering about that the little bruises, or even the bloody noses, they give you aren't going to send you to the hospital; and if you come back at them as hard as you come back at me, I can promise you they will not only leave you alone, but that you will come pretty near being boss of the lot.'

" 'The man who thinks he is licked *is*, and one of the signs we hang out when we feel like we are licked is the sign of worry.'

"The salesman who tries to sell when he is carrying in his mind a load of real or imagined troubles carries an awfully big handicap and there is nothing more contagious than a gloomy mental attitude.

"It is unfortunate but true that carrying around a lot of grief is just as tempting as a 'kick-me' sign hung on a non-suspecting coat tail on April Fools' Day.

"The fortunate side of it is that a salesman who is in a pleasant frame of mind and who carries a smile—a smile that is a *badge of courage* as well as of good nature—has an asset which is equally as contagious in the other direction."

THE WAY TO A HUNDRED YEARS



FROM THE SAME HATCHING; MILK
MADE THE DIFFERENCE

GIRLS, women, all feminine-kind, "Lend me your ears"! Did you ever stop to think that it was a man who sailed across the ocean in search of the "Fountain of Youth"? We are usually accused of being more interested in looking right, feeling well and keeping young than our brothers, but study the matter closely. You will find that "mere man" does not lag far behind us in the chase.

There would be real pleasure in celebrating our hundredth birthdays if we possessed keen minds and hale and strong bodies. Our present-day scientists are putting up sign posts here and there, pointing the way to this very fountain. "Right food" is one.

Dr. Hindhede, the noted Dane, says that "the principal cause of death lies in food and drink." He has a reason for thinking this. In the great war he was in charge of the food supplies of Denmark. During 1917-1918 necessity compelled him to make many changes in the diet. The people had to do with little or no meat, a small amount of animal fat, much less alcohol than usual, but with more green vegetables, coarse cereals, milk, and bread made of whole grain flours. "On this diet the death rate *decreased thirty-four per cent.*" Think of that!

Our scientists, also, say that right food makes for good health at the same time that it helps to lengthen life. Do you

ever have trouble with your intestinal tract and nerves? Perhaps you are not eating enough foods that contain Vitamin B.

In 1887 Admiral Takaki, of the Japanese Navy, noticed that when he had his men fed unpolished rice instead of polished rice they did not have "beri-beri" (a common disease of the Orient of people who live largely on polished rice). The outer coats of rice (and other cereals) contain this necessary substance—Vitamin B. Warning—Don't strip your grains of their coats!

Take scurvy as another example. Doesn't it seem a simple matter to eat oranges, tomatoes or other fresh fruit and vegetables daily, and prevent as well as cure this disease? Babies, children, grown-ups—all ages need foods which have Vitamin C if there is health.

Here is a third case to show that diet and health go hand in hand. Last year over 2,000 persons died of pellagra in our country. This dreadful disease was common in the corn belt of the Southern states for thirty years or more—but there is a cure!

Scientists have found "that there is but one effective method of prevention or of treatment for pellagra, namely, a *satisfactory diet*! Milk is the most effective food to include. But the diet should contain, according to McCollum, "a liberal amount of milk, meats, eggs and leafy vegetables" in order to prevent the disease.

Dr. Peters, in a recent article, tells of a visit to the Forsyth dental clinic research laboratory in Boston. There she saw "two beautiful monkeys called Mary and Doug. They were being fed to demonstrate the effect of certain diets on teeth." Mary had milk and greens in her diet. Doug. had none. Mary had good teeth. Doug. had poor teeth and growing worse.

These are only a few examples of how diseases can be cured or prevented (or both) through diet.

E. S. & L. A. NEWS

THE telephone rang at police headquarters. The desk sergeant, who answered the call, was requested to rush an officer to number twenty Blank Street to quell some sort of a disturbance.

"What seems to be the trouble?" inquired the desk sergeant.

"Don't know," replied the voice at the other end of the line, "but the Hoosit family, individually and collectively, have gone crazy apparently."

"What makes you think so?"

"Well, they have been dancing and yelling about the house and now they are out in the back yard performing some sort of religious rites around a bonfire."

"I'll send a man down," said the sergeant.

Presently a motorcycle stopped in front of the Hoosit residence and Officer Kelly, stepping out of the side car with night stick in one hand and revolver in the other, carefully approached the rear of the house.

"What's going on here?" he demanded as he approached the family circle around the bonfire.

"Just burning the mortgage on our home," explained Dad who had made the last payment that day.

"I don't blame you a bit," said Officer Kelly, "make all the noise you like, and may your mortgage-burning clan increase."

MRS. ROSE OHAUS, assistant director of the Board of Public Welfare, Kansas City, Mo., recently made the following statement:

"Our present kitchenette, hotel and furnished room existence psychologically is disrupting the home," she says. "On Sundays wife and children are herded together in cramped quarters. They get on each other's nerves, they become irritable and resentful and anything is likely to start a quarrel. The dispute may be over money for a new permanent wave or over the moving of the husband's shoes off the phonograph.

"Anything is likely to cause the flareup. And when all other causes fail there is the eternal one of 'my folks' or 'your folks.' The children hear these quarrels, frequently take part in them, and sometimes grow up neurotics because of such unhealthful home influence."

Savings and Loan Associations throughout the United States are doing their best to enlarge the circle of happy home-owning folks. In 1925 they financed about 450,000 homes at an expenditure of \$1,730,000,000.

This association's share of that amount was \$975,372.00, which represents first mortgages on two hundred homes.

BY spending \$1.00 which you could have saved before you are 20 you spend \$10.00. One dollar spent before age 30 would amount to \$6.00 when the saver reached 60. How so? One dollar or \$100 or any other number of dollars, carefully invested, will double in about a dozen years. Therefore, \$1.00 saved and invested before 20 will amount to \$10.00 in 40 years, or by the time most people think they would like to take life easy. The dollar saved before the age of 30 would amount to \$6.00 when the saver reached 60. If you have never realized this and given it serious thought, do so now, for it may make it less painful to practise the self-restraint and self-denial which saving usually entails. It is better to do without early in life than to have to go without late in life.—*Forbes*.

If you cannot afford to lose your money, don't speculate with it.

Some speculations turn out all right, and likewise white blackbirds have been captured.

It's a wise man that knows a safe speculation.

It's a still wiser man who investigates before he invests.

ETIQUETTE IN 1878

WE recently came across a book on "Decorum," published in 1878.

Some of its rules and admonitions are decidedly amusing when compared with present day standards, but the fundamentals of good breeding will always remain the same.

The introductory paragraph remarks: "High birth and good breeding are the privileges of the few, but the habits and manners of a gentleman may be acquired by all. Etiquette is not an art requiring the study of a lifetime; on the contrary its principles are simple, and their practical application involves only ordinary care, tact and sagacity."

Just to show how times change, we append a few amusing extracts taken at random from this, a standard work of its time.

"One should be scrupulous and not wound the prejudices of a friend by sending her an invitation to a ball when it is well known she is conscientiously opposed to dancing." Such a girl would be rather difficult to locate these days.

"Married or young ladies cannot leave a ballroom or any other party alone. The former should be accompanied by one or two other married ladies, and the latter by their mother or by a lady to represent her."

"Dance with grace and modesty, neither affect to make a parade of your knowledge; refrain from great leaps and ridiculous jumps, which would attract the attention of all towards you."

"When tripping over the pavement, a lady should gracefully raise her dress a little above her ankle. With her right hand she should hold together the folds of her gown and draw them toward the right side. To raise the dress on both sides, and with both hands, is vulgar. This ungraceful practice can be tolerated only for a moment when the mud is very deep."

"When you salute a lady or a gentleman in the street, you should take your hat entirely off and cause it to describe a

circle of at least ninety degrees from its original resting place."

Here is a choice bit: "The very delightful recreation of riding on horseback is too little partaken of in these days of *fast locomotion*."

Picnics come in for the author's attention: "Great latitude in dress is offered on these occasions. The ladies all come in morning dresses and hats; the gentlemen in light coats, wide-awake hats, caps or straw hats. Each gentleman should endeavor to do his utmost to be amusing on these occasions. If he has a musical instrument and *can play it*, let him bring it—for instance, a *cornet*, which is barely tolerated in a private drawing room, is a *great boon*, when well played at a picnic." Just try this out, boys.

"The usual costume for a gentleman when rowing is white flannel trousers, white rowing jersey and a straw hat.

"Ladies when rowing should leave their *crinoline at home* and wear a skirt barely touching the ground; they should also assume *flannel Garibaldi shirts* and little sailor hats—add to these a pair of good *stout boots* and the *equipment is complete*.

"We should observe, however, that it is impossible for any lady to row with comfort or grace if she laces tightly."

Here is one gem from the chapter on table etiquette: "If a person wishes to be served with more tea or coffee, he should place his spoon in the saucer. If he has had sufficient, let it remain in the cup."

The bathing suit for ladies receives attention: "The bathing dress should be made of flannel. A soft gray tint is the neatest, as it does not soon fade and grow ugly from contact with salt water. It may be trimmed with bright worsted braid.

"The best style is a loose sacque or the yoke waist, both of them to be belted in and falling about midway between the knee and the ankle.

"Full trousers gathered into a band at the ankle, an oilskin cap to protect the

hair, and socks of the color of the dress complete the costume."

Great outfit for swimming the channel—eh, what!

Now back to the men again for a moment: "The style of hair on the face should be governed by the character of the face; some people wear the full beard, not shaving at all, others long Cardigan whiskers; some mustache and whiskers, or mutton-chop whiskers, or the long flowing mustache and imperial of Victor Emmanuel, or the spiky mustache of the late Emperor of the French."

"Our advice to those who shave is, *Don't*. There is nothing that so adds to native manliness as the full beard if carefully and neatly kept. Nature certainly knows best, and no man need be ashamed of showing his manhood in the hair of his face. The person who invented razors

libeled nature and added a fresh misery to the days of man."

This last statement will find not a few of us in full accord.

We, of course, find amusement in the foregoing observances and costumes that are now obsolete, but none of us can afford to disregard any of the rules of etiquette which govern us today.

Many a young woman has failed in social advancement because she did not know or did not follow the simple usages of good society.

Likewise many a young man has blocked his path to business success because his superiors and others in position to help him advance have noted his lack of good manners, and so were unwilling to accept him for any position that must necessarily expose him to the business associates of his employers.

FINGERS AND TOES

BY JOHN W. NEWTON

DURING the six months preceding June 30, 1926, there were in our Rochester plants 138 accidents. That is, accidents that caused lost time, beyond the shift in which they occurred, and which necessitated medical treatment beyond that of first aid, and which it was necessary to report to the New York State Department of Labor. Ten of these accidents involved the amputation of fifteen fingers, and fourteen of them resulted in fifteen broken toes. The machines on which the finger accidents occurred were all amply guarded, and the gruesome explanation of the Safety Inspector of one of them reads: "Position of finger when found on press board shows injured must have been working around guard."

How many of the other press accidents would this description fit? Not only is such action an infringement of rules, but it is as dangerous to work around a guard as it is to remove it.

The guards are put on machines because they *are* dangerous, and are put on for the protection of operators. In addition to the loss of these fifteen fingers, there were ten fingers and thumbs fractured, seventeen lacerated and nine infected. Altogether there were fifty-one fingers and thumbs disfigured. There were also thirteen contused and otherwise injured toes in addition to the fifteen fractured, a total of twenty-eight injuries to the feet and mostly caused through the falling of material that was being handled. Reading these things together, we find a total of seventy-nine injured digits, which have more or less been permanently disabled. Fingers and toes are important parts of our anatomy. We work with our hands and walk with our feet, and it is unfair to ourselves and families to take unnecessary chances, either through lack of care or by not using the protective devices provided.

"Safety First" is still a good rule

A SLIPPERY GOLF COURSE

IT is astounding how often people will sign or accept a contract or agreement without fully understanding just what it means, and so frequently to their sorrow.

Here is a case in point: A group of promoters had been endeavoring none too successfully to dispose of lots in a suburban subdivision.

Finally the idea was evolved to start a golf club course on part of the land to be used only by the purchasers of the lots in the subdivision.

Construction was begun on the golf course and the plan freely advertised; in less than two weeks, practically every lot in the subdivision had been sold.

The promoters were happy and with good reason, because in four years the golf course would revert to them to do with as they pleased.

When purchasing a lot the prospect signed an agreement to pay all assessments made against the lot. The lot owner now finds that he has been assessed a small amount to help defray the expenses of constructing the golf course. Furthermore, the city is now laying mains, outlining streets and draining low areas, the cost of which will eventually be borne by the lot holders. As if all this was not enough to break the camel's back—and the property holder as well—the agreement further provides that at the

end of four years title to the golf club reverts back to the real estate company. The land can then be sold or developed, whichever the company may prefer. In this instance the individual buyer finds that he helps the developers pay the assessments against the club property and then has it taken away. A strict interpretation of the contract signed by the buyer has not been made by the courts as yet. It is not thought, however, that the lot owner has any recourse and must take his medicine, bitter though it may prove to be.

There is nothing essentially wrong with the plan with the possible exception of the ethics involved. Prospects failed to read the rather obscure clause referring to the club reversion. Only two individuals raised the question before purchasing the lots, and both bought the plots under consideration. Would it not seem wise to analyze a real estate contract rather thoroughly before paying out hard earned money? Read carefully any papers you may receive. If asked to sign any, take your time. To hurry may court disaster and profit only the seller. If there are any ambiguous clauses or phrases not easily understood, be sure and have them explained—not by the salesman, but by some one in whom confidence can be placed.

WHAT IS SAFETY DISCIPLINE?

WOMEN'S organizations have exerted sufficient pressure to have the word "obey" generally eliminated from the marriage service, and we don't blame them. It was a mere form anyhow, for they never intended to obey whatever it was they were being hooked up to.

Many of us resent the word wherever used, as infringing on our independence of action, but where laws are framed for the benefit of the public at large, we conform to them. Usage has established the phrase "obedience to the law," when in reality it is "co-operation," because we

frame our own laws.

Safety rules are framed for the benefit of all, and in an industrial plant, as elsewhere, should be conformed to by all, from manager to errand-boy. Discipline of this sort should not be associated with that of Army or Navy. We are benefitting ourselves and helping others.

"Co-operation" has been a much abused word. So many of us have expected the other fellow to do the "co-operating," but where we have true co-operation, we have true discipline, just as in a ball team.

GET YOURS

MANY important discoveries have come about by accident, and many more as the result of careful, thorough experimenting and thought—but no discovery, accidental or designed, was ever produced by someone who was not *thinking*.

Charles Goodyear accidentally discovered the process of vulcanizing, which has been so important in the making of many rubber products.

It is related that the Waterman fountain pen came about as the result of an accident. Mr. Waterman was an insurance salesman, and in closing the sale of a big policy he handed the prospect a pen for his signature. The pen produced a big blot, not once but three times. The prospect was somewhat superstitious. One blot might have been overlooked, but three, a mystic number, was too much for him, so he refused to sign and Mr. Waterman was out his commission. It was not long until Mr. Waterman had whittled out of a piece of wood the model for the first Waterman Ideal Fountain Pen.

Here is another lucky accident. Robert Bonner was having a hard time making a go of his paper, *The New York Ledger*, and in his efforts to increase his circulation he sent the advertisement, "Read Miss Southworth's New Story in the *Ledger*," to the

New York Herald marked "one line." This order was misread at the *Herald* office to call for "one page" and it so appeared. Mr. Bonner was unable to print enough *Ledgers* to meet the demand.

It won't do for us, however, to depend upon accident for our discoveries and improvements, we must *think*.

Look back over the last twenty-five years and see the improvements that have been made in our own line, and how we have increased the variety and usefulness of our products. Perhaps some of these products or improvements of ours were the result of accident, but anyhow they didn't just happen—someone had to think and work. Without any doubt we will make just as many improvements within the next twenty-five years. Somebody is going to have ideas and put them into execution. How many will be credited to you?

We are willing to pay good money for useable ideas, and our Suggestion System makes it easy to get your ideas into a workable form.

Are you making full use of your opportunities? Somebody is going to produce these new things and reap a substantial benefit. Why not get your share?

HOW TO KEEP FROM GROWING OLD

ALWAYS drive fast out of alleys. You might hit a policeman. There's no telling.

Always race with locomotives to crossings. Engineers like it. It breaks the monotony of their jobs.

Always pass the car ahead on curves or turns. Don't use your horn because it might unnerve the other fellow and cause him to turn out too far.

Demand half the road—the middle half. Insist on your rights.

Always lock your brakes when skidding. It makes the job more artistic. Often you

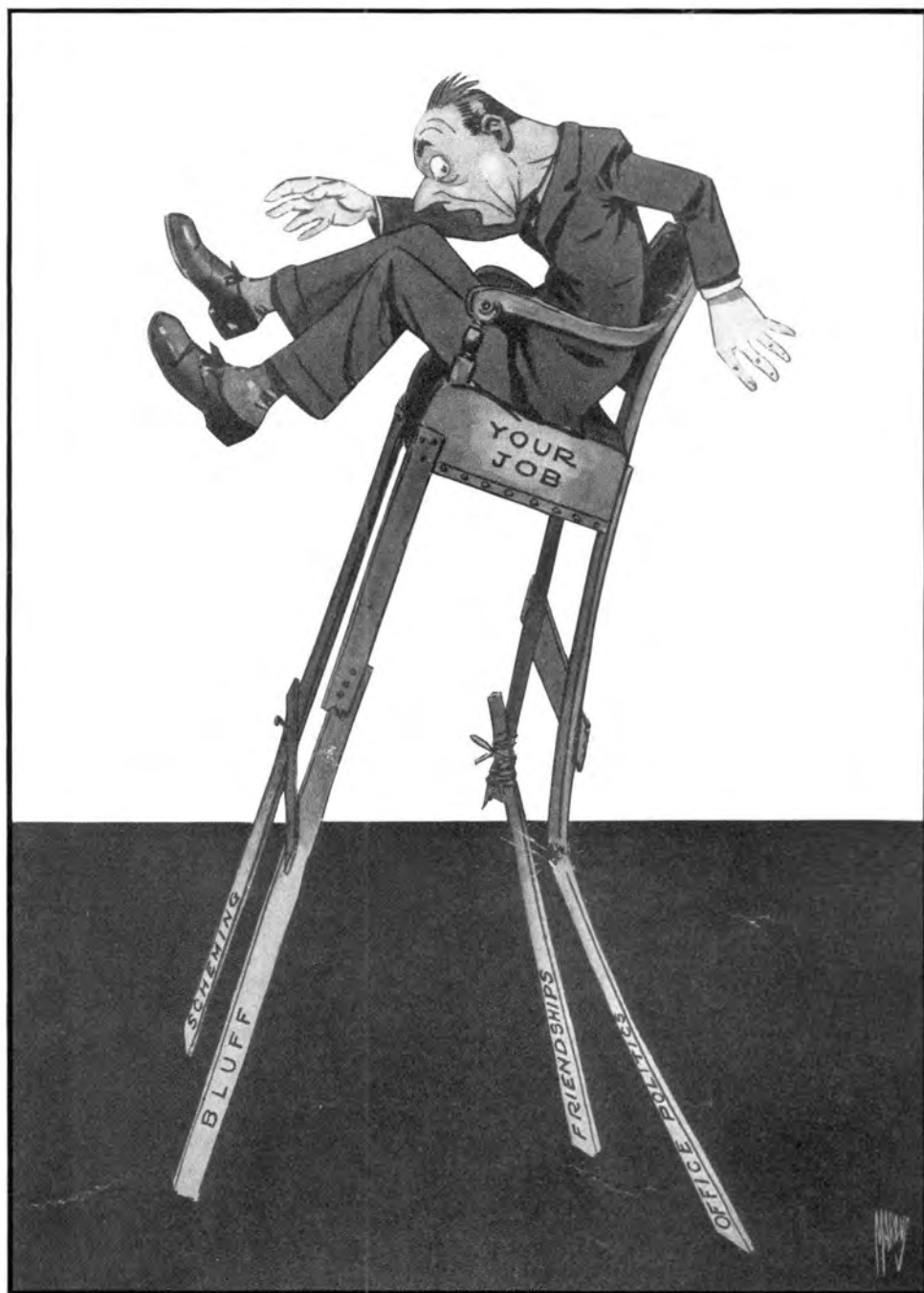
can even turn clear around.

Always drive close to pedestrians in wet weather. Dry cleaners will erect a monument to your memory.

Never sound your horn on the road. Save it until late at night for a door-bell. Few homes have guns.

Always try to pass cars on hills when it is possible. It shows your bus has more power and you can turn somewhere surely if you meet another car at the top.

Take the shortest route around blind left-hand turns. The other fellow can take care of himself if you can.



POOR SUPPORT—Courtesy *Forbes Magazine*

The Kodak Magazine

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

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HOW TO WIN PROMOTION

B. C. FORBES, EDITOR OF *Forbes Magazine*,
WROTE THIS EDITORIAL; IT IS WORTH
READING

LOOK at the cartoon on the opposite page. Many workers need to learn the lesson it forcefully conveys. Almost every day the writer receives letters from employees complaining that their merits are not properly recognized and that promotions in their organization depend on favoritism, on "pull," on kow-towing to bosses. Now, it unquestionably is true that some promotions are not made strictly on merit; but the percentage is very, very small. No doubt other workers often feel that some one has been advanced simply because of favoritism. But they do not stop to analyze what has brought about this so-called favoritism.

As an employer, I have favorites—and every employer has. Why? Because in every organization there are some employees who render more satisfactory services than others. The great majority of employers don't want obsequiousness. They don't want to be kow-towed to. They readily detect attempts at flattery. Their favor is not won thus.

Their favor is won by repeated demonstrations of ability, of conscientiousness, of eagerness to prove helpful. That is how the great majority of workers earn what may seem to others to be "pull." When advancement comes to such workers it is not because they have successfully

pulled the leg of their boss or bosses, or because of the way they smile or dress, or because of their religion or their social standing. Employers pay to have work done. And they are willing to pay more to those who can do unusually good work than to those who do only mediocre work. Unless they followed this principle, they could not stay in business.

The one sure way to get promotion is to earn it, to deserve it in superlative degree. It would be foolish to assert that promotion always comes as soon as earned or that there are no instances where it never comes although well earned. But these are exceptions. The rule is as here outlined.

WARNING

THE market in the East has been recently flooded with a line of celluloid eye shades attached to two or three straps going over the head for use in lieu of a cap. Extreme care should be exercised by persons wearing these outfits. They should never be worn by persons smoking or working around cutting machines of any kind.

Celluloid is a substance composed essentially of soluble guncotton and camphor. It is very inflammable and ignites easily. Cases have been reported where persons wearing these outfits have received severe burns to the eyes by the celluloid igniting from the sparks of cigarettes, cigars and pipes. Tests have been made to prove that they can be set on fire by hot chips flying from machine tools.

This is simply a word of warning, and a word to the wise is sufficient.

SPARROW FIRES DWELLING

The English sparrow has taken his place beside the mouse as a fire hazard. A \$1,000 dwelling fire, in Toronto, is credited to a sparrow which built its nest under the cornice of the house, using matches as part of the building material. Sparrows have also been known to pick up lighted cigarette stubs.



KODAK PARK

CLAYTON BENSON *Editor*



TWENTY-FIVE YEARS FOR ALBERT F. SULZER

On August 1 A. F. Sulzer, assistant manager of Kodak Park in charge of production, completed twenty-five years of continuous service with the Eastman Kodak Company. With the exception of one year this period has been spent entirely at Kodak Park. The ruling of the Pioneer Club, whereby their membership year ends July 31, makes Mr. Sulzer our first pioneer of the present year.

Mr. Sulzer's record with the company has been one of rapid and sure advancement, merited through ability and achievements. His first position, as an assistant chemist in the Chemical Laboratory then located in old Building 4, followed his graduation from the Massachusetts Institute of Technology with the Chemical Engineering class of 1901.

Within a span of five years he rose to the superintendency of the Chemical plant, using as stepping stones the experiences of three years in charge of the Chemical Laboratory and part of a year managing

the Powder and Solution Department at the Blair Camera Company, which we today know as the Hawk-Eye Works. The Chemical Plant and its surroundings at that time were far different from the modern structures with which we are now familiar, being closely circumscribed by a fence and the present location of Buildings 23, 49 and 25 being open lots and orchards.

Nineteen-thirteen saw Mr. Sulzer advanced to the position of General Superintendent of the film manufacturing, to be followed after seven years of success in the film end by promotion to his present office on August 1, 1920, exactly nineteen years from his first employment.

Mr. Sulzer has witnessed and played an executive roll in the development of the business and organization. We congratulate him and take pride in his impressive record.

STAMIX—IRELAND

On Saturday, July 31, at the home of the officiating clergyman, Rev. Mr. Maines, Miss Winifred Ireland, of the Velox Department, became the wife of Benedict Stamix. Best wishes are extended to them.

Our sincere sympathy is extended to Mr. Louis Reiss, of the Finished Film Department, whose mother died on August 10.

We wish to express to Guy Whitman, of the Finished Film Department, our deepest sympathy on the recent death of his father.



OUR NIGHT WATCHMEN—5:30 P. M.—12:30 A. M. SHIFT

GUARDIANS OF THE NIGHT

During the hours between dusk and dawn, on Sundays and holidays when most of us are away from Kodak Park, the men of the night watch are regularly on duty protecting and looking after our jobs. While we are not afforded direct contact with these men we must not regard lightly the importance of their work nor fail to appreciate the responsibilities and tax upon physical endurance the long and tedious vigils of the night demand.

The duties of the watchmen are herewith briefly named that we may at least be partially cognizant with the routine of this branch of the Protection Department and so, may understand the true value of their efficiency. Each watchman must visit and register from each station on his trip each hour and be familiar with every room, stairway, closet, elevator, doors and windows on the way. They must possess a ready knowledge of the location and nature of the different kind of pipe lines and shut off

valves. Some of the additional duties demanded are: Constant look out for fires, to keep passageways free from obstructions, watchfulness for water leaks and to see that no strangers are allowed on the Park.

A record of the station stops on all routes is kept through a watchman's telephone switchboard located in Building 26. Failure of any station to be registered in at the proper time, being either a sign of trouble or injury to the watchman, is immediately investigated by the foreman.

The organization of the Department of Night Watchmen is ably headed by Wilson C. Maston, assisted by Hamilton Doane and Herbert Seemans, shift foremen. The watch is divided into two sections, the first from 5:30 p. m. to 12:30 a. m. and the last from 12:30 a. m. until 7:30 in the morning.

The guardians of the night merit our heartiest congratulations and gratitude.



OUR NIGHT WATCHMEN—12:30 A. M.—7:30 A. M. SHIFT

TWO FAITHFUL EMPLOYEES PASS ON



ALMERON P. JOHNSON

We regret exceedingly to record the deaths of Christian J. Trost and Almeron P. Johnson, employees of the Plate Emulsion Department, who passed away within three days of each other on July 12 and 14 respectively. Their life record was unique in that three days likewise separated their coming to Kodak Park in May, 1906.

These twenty years of service were all spent in the Film and Emulsion Departments, where Trost had advanced to a foremanship and Johnson handled the responsibilities of a weigher. By loyalty to the company and faithful and earnest execution of



CHRISTIAN J. TROST

duties both earned the friendship and respect of their immediate associates and supervisors.

To the members of their families and friends we extend our deepest sympathy.

SOCCER CLUB PICNIC

NEW PLAYERS SIGNED

The members of the Kodak Park Soccer Club, their families and friends made merry at a picnic held Sunday, July 25, at Troutburg. The dinner served at the Cady House was followed by an afternoon of sports, including various races, for which prizes were awarded, and a ball game. Gabriel Fyfe, Alfred Fratter and Sam McKinley were the general committeemen.

While this outing was primarily a celebration of the success of the past season when the team won the Northwestern New York State League it afforded a splendid occasion for discussing the possibilities and projects for the fall season. It is certain that our club will again enter a trio of leagues: namely, the Rochester and District League, Northwestern New York State League and the United States Cup Competition. Prospects for a winning combination are very bright as last season's championship eleven is practically intact and several new players have signified their intentions of joining the Park squad. This list of newcomers names C. Sealey, a goal tender, and Greene, a forward, both from the Eastern professional league; Patrick, a forward from Detroit and Baird from Toronto.

The officers of the club were pleased at the increased interest shown last year by employees in the destinies of our team and trust that this patronage will continue to grow with the players guaranteeing a fast and clean brand of ball at all times.

GIRLS' TOURNAMENT STARTS

The Girls' Singles Tennis Tournament started off with a bang the week of July 19. Sixteen girls entered, and all of the matches promise to be exciting right up through the finals.

The number of beginners being very limited this year the Tennis Committee felt that the naming of a definite night for instruction at the courts might encourage more girls to take up the game. Wednesday night, apparently the most popular, has been selected by the committee. If you desire to receive instruction, call Miss Powers, telephone 601, and inform her that you wish to play, and she will have someone there to instruct you.

At the Tennis Meeting in June a Girls' Rating Board was approved by those present. The purpose of the Rating Board was to keep alive an interest in tennis. It was also approved at that time that each year the ratings would be changed, dependent upon the results of the yearly tournament. Since the 1926 tournament has started, interest in the Rating Board has dropped, and those girls who were eliminated in the first round have also lost interest. The committee, therefore, has decided that instead of changing the ratings each year after the tournament, the persons on the Rating Board keep the positions they now have and through "challenge matches" either gain or lose in rating. Through this system, it is hoped that those persons who have been eliminated in the tournament will keep up their interest.



MRS. LOUISE BORK LAFORCE

LAFORCE—BORK

Miss Louise Bork, of the Superintendent's Office, Emulsion Coating Department, and Mr. Clemence LaForce, of the Black Paper Coating Department, were married on Tuesday, August 31.

The bride wore a charming gown of white georgette-satin with tulle veil and carried a shower bouquet of white roses. Miss Eleanor Sercu, attractively gowned in peach georgette and carrying a bouquet of pink tea roses, attended her.

Mr. Carl Bork, brother of the bride, acted as best man.

After the ceremony dinner was served to the immediate relatives and friends at the home of the bride's parents.

Among the many prenuptial events was included a shower given by the girls from the Black Paper Department, at which the popular young lady received many useful and beautiful presents.

Mr. and Mrs. LaForce left for an extended motor-trip through the Adirondacks and the Province of Quebec, Canada, and will be at home after September 15.

Our best wishes go with Mr. and Mrs. LaForce for a happy and prosperous future.

KEHOE—WAHL

Clarence Kehoe, of the Sundries Development Department, was married to Agnes Wahl, August 10. Sundries Department extend their heartiest congratulations.

Congratulations are extended to Fred Clouston, of the Printing Department, who was married the latter part of July.

FOREMEN'S CLUB RESUMES ACTIVITIES

The 1926-27 program of the Foremen's Club will be ushered in with the Annual Clambake to be held early in the fall at Rifle Range. Somewhat hesitant after the poor responses made by the members to the questionnaire regarding the fall and winter membership and activities, the club officials decided that such a get-together might be the stimulus needed to arouse the foremen to the possibilities and advantages of their organization. Notices of the date and arrangements will be mailed to the members.

With the vacation period practically over the membership committee headed by James Ward is busy with the collection of dues and securing new members. Considering the social benefits and the co-operative advantage offered through affiliation with the Foremen's Club the fee of \$1.50 each year is very nominal and reasonable. Foremen are invited and urged to enroll now and to attend the monthly dinners and meetings.

President Engelhardt and Mr. Hord, of the Kodak Office, Industrial Department, are actively at work arranging the fall and winter program. Speakers and artists of proven merit will be secured to guarantee the members the highest type of entertainment and educational views.

The employees of Trick No. 1 Emulsion Coating Department enjoyed a family picnic at Troutburg on Sunday, July 25. The committee responsible for the success of the occasion included Joseph O'Keefe, John Burnett, Harry White, Philip Wolz and John Parmenter.

Games, races and quoit contests made up the large part of the day's pleasure, while a very exciting ball game was ended in the third inning when the owner of the lot, on which the diamond had been laid out, put in his appearance and made his displeasure evident.

The most difficult and diplomatic task of selecting the winner in the "Best Looking Couple Contest" was assigned to Wm. Lambert, trick foreman. Miss Kiefer and Herman W. McCamman were named the winners.

CINE NEWS

The Ciné Department picnic was held July 17 in Westminster Park. A chicken dinner opened the day's activities, followed by an afternoon of sports and concluded by a sausage roast and dancing in the evening. Bernard Farrell acted as chairman of the day's festivities.

A new face has come to grace the family circle of Harold Cronise, of the Ciné Slitting Department, in the person of an eight and one-half pound baby boy. Mrs. Cronise was formerly Miss A. Frank, of the Ciné Department. Congratulations.

The twenty-fifth anniversary of Mr. and Mrs. Martin Gardner was celebrated on Saturday, August 7, at their summer home at Conesus Lake. The employees of the Ciné Department motored out to take part in the celebration and presented them with a huge cake, silver platter and salt and pepper shakers. Games followed by a dip into the lake were other enjoyable features of the celebration.



EMERY HUSE, WALTER ENRIGHT

TENNIS TEAM IN SEVERAL MATCHES

After a slow start the tennis season finally got under way and the interest exhibited in this sport has advanced to its usual mid-season intensity. An abundance of good playing weather and a number of matches with other organizations have kept the courts in practically constant use during July and August. While our team has yet to win one of the inter-club contests, these matches have been greatly enjoyed by the players and productive of friendship and good sportmanship. The net men have been equipped with new white sweater coats, decorated with a Kodak Park insignia of navy blue which results in a very pleasing appearance.

A four-man team composed of Carver, Wilson, Gunderson, Huse, invaded Geneva, July 24, in hopes of avenging the defeat suffered the previous week at the hands of this club. They brought back only a small lock from the desired scalp, however, Carver's victory in the singles and Wilson's and Carver's win in the doubles giving the Park team its only counters out of six matches. No alibi is necessary for a defeat by Geneva as they have a first-class team and have been highly successful in their matches this year.

On July 31 the players stepped over to the Y. M. C. A. courts at Maplewood and were sent back by the "Y" team on the short end of a 7-2 score. "Herb" Wilson, having accomplished the seemingly impossible by defeating Dr. Carver for first place on the rating board, played Lawrence Steele, former city champion, in this match and was only downed after hard fought sets.

Matches with two teams, Albion and Corning, whom Kodak Park has not met on the courts for some years, were our next opponents. The Albion team composed of five men journeyed by motor to our courts for a match on August 4 and were successful in earning a 4-2 verdict. This was the most evenly fought contest yet played. In three of the singles and in the only doubles played three sets were required to reach a decision, and half the sets went to

deuce. Walter Enright, of Kodak West, showing for the first time with the team, played in a very creditable manner, losing out only after two deuce sets. A return match will be played at Albion some time in September.

Sunday, August 8, the success of invading clubs continued when the Corning Tennis Club emerged victors. Carver kept his singles slate clean by winning easily while Philip Goepp, a new player of considerable promise, accounted for the only other win in the singles.

Absence of several regulars from the line-up at different times has brought out new talent. To date Walter Enright and Philip Goepp appear to be the best, and they should prove most valuable in future seasons. Emery Huse has been playing good tennis after his prolonged lay-off and has become one of the main stays of the team along with Captain Gunderson, Carver, Pritchard and Wilson. Interest in the rating list has been increased by the addition of new players, so that competition is keen and changes in the ratings are frequent.

FALL SERIES OPENS

Before starting on his summer vacation, President Sheppard called together the officers and managers of the Noon-hour League to arrange for the fall series. The starting date was named for August 2 with the same teams entered as in the spring series and under the same managers. As the spring series was completed much earlier than in previous years it was decided to schedule a thirty-six game series instead of the customary fall program of twenty-four. Four league games are played each week, leaving Friday noon open for contests with other industrial nines either on the home diamond or away.

In spite of repeated offers to call them in the big leagues, "Bill" Doane and "Pete" Delia have agreed to finish the season as arbiters in our league. Their work has been of the highest calibre and has earned the confidence of both players and fans.

The first two weeks of play saw Ralph Lehman's Rangers jump into the lead by virtue of winning their three starts. The Giants followed in second place with a fifty per cent break in two games, while the Cubs and Birds tied for third with one win out of three games.

The line-ups are practically intact from the first half. As it is the last opportunity offered the teams, other than the Birds, to be one of the contenders for the Park championship at the conclusion of the year, things are taken a bit more seriously and the players are more regularly on hand for their scheduled games.

The official standings on August 6 reads as follows:

Team	Won	Lost	Percentage
Rangers.....	3	0	1.000
Giants.....	1	1	.500
Cubs.....	1	2	.333
Birds.....	1	2	.333

CHAMBERLAIN—HILL

Best wishes to Mildred Hill, of the Main Office, who was married to Earl Chamberlain, of Springfield, Mass., on Saturday, July 17, at the summer home of Mr. and Mrs. R. Defendorf, of Crescent Beach. Following the wedding the couple left on a trip to the Thousand Islands and Adirondack Mountains.



REITA DULEY

NEW DIETITIAN

We take pleasure in introducing Reita Duley who assumed the duties of dietitian for the Kodak Park Dining Halls on July 19. She succeeds Marjorie Waterman who resigned in April to be married.

Miss Duley's home is at Knoxville, Pa., where she graduated from high school in 1924. Her education and special training in epicurean technique was completed at Mechanics Institute and shortly after graduation came to Kodak Park.

We extend to her a hearty welcome and best wishes for success in her new work.

PROFIT BY EDUCATIONAL POLICY

Thirty-nine employees of Kodak Park recently received a refund on tuition paid for educational courses during the 1925-26 school term. Under the company's plan a refund up to twenty dollars is made to those employees who satisfactorily completed evening school studies, provided the instruction received has a direct bearing upon their work. With many employees attending the public schools or pursuing subjects not eligible under the refund rulings, the number benefiting the past year represents a small part of those enrolled in the various city schools and colleges.

Registration for the 1925-26 period will be open the latter part of September. Persons interested may, upon request at the Suggestion Office, obtain literature descriptive of courses at the various educational institutions. When record of enrollment is forwarded each student will be supplied with a tuition refund application that they may take advantage of this liberal offer. A real opportunity to improve your education and position.

PIONEER CLUB

The Third Annual Banquet of the Kodak Park Pioneers was held on Monday evening, July 19, at the Dining Hall with fifty-six members present, including ten candidates.

Immediately following the dinner the election of officers took place and resulted in the unanimous choice of the following: Harry LeB. Gray, president; C. D. McKibbin, vice-president; Claude E. Van Houten, secretary; Charles Suter, treasurer.

The group then adjourned to the Assembly Hall where the new candidates were received and given the initiation in the higher degree. The guest of honor at the occasion was Mr. Frank Lovejoy who made a short and interesting address.

Mr. Gray read a letter from Mr. Eastman, dated April 15 and post marked, Port Said, containing greetings to the Kodak Park Pioneers.

Seventeen employees herewith named, terminating twenty-five years of service with the company during the past year, were eligible for membership:

Theodore Beuckman, Joseph Burns, Henry Combs, Anna Cosgrove, William Demler, George B. Farrell, G. Fred Knittel, Clark E. Long, Armand Maurer, James MacBride, Andrew McGuidwin, George D. Merrill, Charles J. Price, Arthur Tenny, Harry H. Tozier, Arthur T. Welles and John Young.

YARD—GARAGE PICNIC

Favored by ideal weather conditions, the basket picnic of the Garage division and Yard division of the Yard Department was held at the Weisner Farm, Maiden Lane Road, on Sunday, July 5. By noon approximately 280 of the employees of these divisions along with their families and friends had gathered to enjoy the endless supply of dainties which the baskets boasted.

A complete and varied program of sports occupied the afternoon and brought forth several displays of athletic ability hitherto unsuspected. Honors in the feature events of the day were evenly divided when the Yard Department team proved themselves the best in the tug of war after a strenuous tussle and the Garage team winning the ball game by a 10-9 score.

The lion's share of success of the picnic should be credited to Frank Stoll, of the Garage division, who originated the idea and gave untiringly of his efforts to the preparations and arrangements. With the memory of the day's pleasure still in mind a great deal of interest and enthusiasm is being shown toward plans for a picnic next season.

BASKETBALL

Another basketball season will soon be with us—plan now to enjoy your share of it. The K. P. A. A. sponsors a Varsity team and a Department League for both men and women. Players, teams and departments are asked to signify their intention of joining in by communicating with the K. P. A. A. Office, Building 28. Get in the game—your interest will guarantee a big season for Kodak Park.

The Roll Coating Department extend their sincere sympathy to William Beatty, whose son died Wednesday, August 4.

CAMERA CLUB MEMBERS ACTIVE

MEMBERSHIP DRIVE

July 24 found thirty Camera Club hikers ready for the cross-country hike which was scheduled to end in a swimming party. Led by John Barron they proceeded through Durand-Eastman Park and part way along the beach until Sunset Point was finally reached. Two tents were pitched, and a suitable spot found for a camp fire. Using the tents as dressing rooms, those who desired went swimming. A lively game of waterball and many other aquatic sports were engaged in. No urging was necessary when the "hots" were ready, and the disappearance of the other refreshments denoted the close of a most satisfying and enjoyable hike. The next hike was led by Mr. Elferinke through Corbetts Glen, on August 21.

A lot has been said about our membership drive, but there is still more. The Camera Club wishes to extend a most hearty welcome to its new members. We feel certain that with the continued interest of the twenty-five that have joined since May, with the new members that will join, and with the support of the old members, our club will not only reach its membership goal, but also attain the greater goals we are striving for.

INTERCHANGES

The Print Interchange Committee of the Kodak Park Camera Club wishes to announce that a very interesting series of exhibitions will be on view during the coming season—October to May. Exchanges of prints have already been arranged with the Seattle Camera Club; with the Fort Dearborn Camera Club, whose prints last season were viewed with such pleasure; and with the Boston Y. M. C. A. Camera Club. "One man shows" will also be received from two Japanese workers of distinction, connected with the Seattle Camera Club, Dr. Koike and Mr. Onishi. Besides these definite arrangements, several other clubs and individuals have been approached as to possible exchanges. Announcement of the schedule will be made later. It is hoped that everyone will take advantage of the opportunity to see the prints this year, since it is believed that most of them will be of exceptionally high quality. The print committee is endeavoring to arrange to have informal constructive print criticisms and discussions of these exhibitions in order that the beginners particularly may learn the whys and wherefores of good pictorial photographs at first hand. It is believed that the advanced photographer should also gain something by such discussion. In fact, some of the advanced photographers may be asked to lead the discussion.

Those who expect to enter prints in the fall Kodak International Exhibition (to be held in London) are requested by the Print Interchange Committee to prepare extra prints which the committee may use in making their choice of thirty Interchange prints. Such prints should be in the hands of the committee not later than Saturday, September 18. They should be mounted on white or very light medium weight card in one of two sizes, 12 inches by 16 inches and 16 inches by 20 inches. Submounts of any color may be used but are not necessary. Pictures may be sent to E. P. Wightman, Building 3, Kodak Park.

EMCOS AT EAST MAPLEWOOD

The picnic grounds of East Maplewood were made to ring loud and long with shouts of good natured joy and excited pleasure on July 19, the occasion being the annual summer gathering of the Emcos, or trick No. 3 of the Emulsion Coating Department.

The formalities of the dinner hour were introduced by Howard Maples, acting as toastmaster and featured a song parody on the various members. The Strebites, showing plenty of hitting ability, took the baseball title while honors in the push broom game were captured by Dryden's "Kroffites." A novelty buffet luncheon booth under the command of Arthur VanDame proved to be a very popular rendezvous at the conclusion of the sport program.

Harry Byer, Edward Hawes, Frank Perry and Joseph Carr made up the general committee.

CLARK—HAIRE

On Wednesday, August 11, at 3:30 p. m., the marriage of Catherine D. Haire, of the Industrial Economy, and Arthur Clark, of the N. C. and Ciné Stock, was solemnized at the Clarkson Methodist Church. Many prenuptial affairs were held, among them being a variety shower given by Miss Irene St. Clair. Congratulations and best wishes to the happy couple.

PARK—SALTSMAN

Miss Nina Saltsman, of the Finished Film Department, became the wife of Arthur Park on Saturday, July 31. Our best wishes are extended to the newlyweds.

HOPPE—BRETHEN

Pearl Brethen, of the Finished Film Department, was married on Thursday, August 12, to Mr. Elmer Hoppe. We offer our congratulations and best wishes to Mr. and Mrs. Hoppe.

BARNHART—SCRIBNER

Gladys Scribner, of the Main Office, and Claude Barnhart were married on June 26. Best of luck and good wishes to the newlyweds.

We extend sincere sympathy to Harry DeWitt, of the Emulsion Coating Department, whose mother died on August 2.

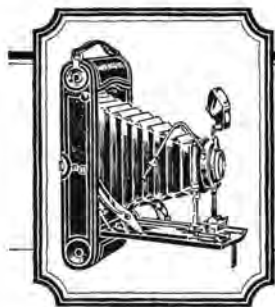
We congratulate Henry Thompson, of the Bromide Department, who, on July 16, became the proud father of Arlene Joyce, an eight and one-half pound girl.

CADY—HARRIDINE

On Tuesday, July 20, at the home of Mr. and Mrs. Harradine, of Kendall, N. Y., their daughter Ethel became the wife of Florris Cady, of Kendall.

Many prenuptial affairs were held, among them a variety shower at the home of Frances Fleming and a grocery shower by Helen Gross, both of which were attended by all the girls of the Assorting room of the D. O. P. Packing Department, where the bride was employed for several years.

Mr. and Mrs. Cady will make their home in Kendall, and the best wishes of the department go with them.



CAMERA WORKS

HERBERT S. THORPE, *Editor*



A GREAT EVENT

A picnic is a picnic, except when it's the large Camera Works' Recreation Club affair, then—according to the crowd and the fun they get from it—it's a half a dozen of 'em all rolled into one great big merry-making event.

For five years we have tried hard to give our members a better picnic than that of the previous year, and we feel that we have kept faith. Not that prizes and events and bands and programs of sports make a picnic, but the crowd which our efforts attracted made this 1926 affair a real, honest-to-goodness family gathering. We have no idea how many attended, but we'll safely say that we had the biggest and prettiest crowd of children possible. There must have been at least three thousand people of all ages, and at least half of those *must* have been children, for "Bill" Geister and his gang of helpers gave away three thousand "suckers," to say nothing of over two thousand boxes of "crackerjacks," and heaven knows how many bottles of "pop," ice cream cones, peanuts and hots. On top of all this, each child was given a masquerade hat, which added much color to the already brilliant scene, and with a background such as Seneca Park, with its beautiful lake and rolling hills, the most pessimistic soul, even if it did rain, could not have escaped the spirit of the fifth annual C. W. R. C. picnic of August 14.

The first event on a long program of varied sports and stunts was a ball game between the "Blondes"—captained by Ellen VanIngen, and the "Brunettes," under the leadership of Margaret Smith. While the game may have lacked science, it never lacked interest, and the spectators thoroughly enjoyed the tussle. The ball game following the girls, has been a feature of the picnic since its beginning, and has developed into a yearly battle between those who are married and imagine they would be better off as single men, and the single men, who wonder if they wouldn't be better off if they were married! "Charlie" Kivell's singles got away to a flying start, but the married men, under the guidance of "Norm" Robinson, soon proved their ability as opponents.

At three o'clock the American Legion Band (which furnishes excellent music for all the occasions) lead the crowd to the edges of Seneca Park Lake, where some of the more active members of the Camera Works Swimming Club held a program of seven water events. There was a good exhibit of diving (particularly noticeable was the form and finesse of Frank Buehlman, the diving instructor), and also some great swimming. Much fun was caused by reason of the Obstacle Handicap Race, the swimmers trying to make a world's record while

carrying umbrellas, and others, eggs on spoons. The following were prize winners:

50-yard breast stroke for beginners—1st, Sam Davis; 2nd, Earl Rapp. 50-yard free style for beginners—1st, Sam Davis; 2nd, Louis Miller. 100-yard free style, advanced—1st, Walter Rudy; 2nd, Dave Olson. 200-yard free style, advanced—1st, Walter Rudy; 2nd, Earl Rapp. 50-yard obstacle handicap, open—1st, 2nd, Cancelled. Diving, five styles, on points—1st, Walter Rudy; 2nd, Frank Buehlman.

Following the aquatics came the regular picnic races for folks from eighty years old to eight months, with the results as follows:

100-yard dash, men—1st, John Rearson; 2nd, Geo. Blum; 3rd, Meyer Davis. 50-yard dash, women—1st, Emma Dorymeyer; 2nd, Mable Hanrahan. 50-yard dash, boys under 15—1st, Tom Harper; 2nd, Rolland Lilly; 3rd, Louis Frederico. 50-yard dash, girls under 15—1st, Beatrice Lochner; 2nd, Martha Rearson; 3rd, Mary Kremble. 25-yard dash, children 6 to 10—1st, Fred Blaszk; 2nd, Marion Habes; 3rd, Walter Blaszk. Race, children under 6—1st, Marie Closser; 2nd, Mary Rearson; 3rd, Laura Farmicola.

Each child received, aside from the prizes offered, a colored novelty ball.

"Step this way. Everyone step up to the platform, and watch the child pick the lucky number," and, sure enough, the crowd surged up to the dais, each with their duplicate stub (the original having been deposited in the "lucky barrel"), every heart full of hope that "Lady Luck" would smile upon them. "The tenth stub drawn out of the barrel is the first prize," cried Charlie Rogers, as he gave the barrel a sort of professional caress, and the child's hand reaches in. "Number one is 678. Number two is 1375," and so on until the very wind holds still to catch the cry of—"Number ten is 572." A long drawn-out sigh from the crowd, a hasty look at their duplicates, each hoping (except one) that they had made a mistake in deciphering their particular number, and—a joyous "I've got it" from Horace Helms, who is richer by possessing a beautiful lounge chair worth fifty dollars. The second prize was won by John O'Rourke who was presented with a real leather traveling bag valued at twenty-five dollars. The third prize, a golf outfit (and oh, how the eyes of "Joe" Sullivan and Louis Roesser bulged with ardent longing), was won by Wendell Doerrer, and all we hope is that his score will be lower than Jack Heaphy's!

A stunt contest followed the grand drawing, in

which five humorous events caused as much fun to the contestants as to the spectators. The prizes were awarded as follows:

Sack race, men—1st, Meyer Davis; 2nd, Geo. Blum; 3rd, Joe Giofrida. Ball throwing, women—1st, Josephine Chamberlin; 2nd, K. Maconi; 3rd, G. Tubbs. Wheelbarrow race, men—1st, Meyer Davis, Jos. Giofrida; 2nd, Louis Terpater, Geo. Simons; 3rd, Chas. Ambush, Louis Frederick. Hooligan race, women—1st, Katherine Marconi; 2nd, Gertrude Tubbs; 3rd, Mable Hanrahan. Three-legged race, men—1st, Meyer Davis, Jos. Giofrida; 2nd, Earl Boehler, Al. Weber; 3rd, Chas. Ambush, Louis Frederick.

And then—the Charleston! There was one man present we did not envy; that was the judge—A. Ellis Smith. How does one judge a Charleston con-

test anyway? Is it prettiness of face, or looseness of limbs, or by reason of endurance? Of one thing we feel sure, that no one can win a Charleston contest except they have an abnormal heart and a "boyish" form. There were many entries in this "physical torture" class, and every one of the girls earned about ten times the value of the prizes by virtue of hard work. However, they probably enjoyed trying, and we certainly enjoyed watching them. The first prize was awarded to Irene Weeksler, and the second to Levina Goosens. Next year we hope to persuade George Phillips, Charlie Rogers, Harry Darling and "Deacon" Sabin to enter this graceful feature of terpsichore.

Yes! It was a great picnic, and everyone present helped make it so. No wonder "they" talk about the good times C. W. R. C. members have!

LACQUER BOYS HAVE PICNIC

When we were informed that several boys from the Lacquer Department were going to Oklahoma for an outing, we wondered who would supply the airplanes. However, we later discovered that there is a small beach not many miles away from Rochester that bears that name, and, on a sunny Saturday afternoon, a fleet of autos, headed by Marshalls, Heaphy, Dreimiller and Murphy, transported the boys to the scene of the Lacquer and Finishing picnic.

Upon arrival, a fish and chicken dinner was the first item on the program, which was enlivened by recitations by Leo Nowack. After feasting, the boys adjourned to the ball grounds, where the married men (as usual) showed their superiority over the "not yet's" by licking them to a frazzle in the national game. "Chuck" Aulback's slow balls were too much for the bachelors. "Joe" Kolodyze's decisions on balls and strikes were a feature of the tussle.

After the game a series of stunts and athletic events were contested for, and valuable prizes were awarded the winners. The boys finished the events with copious draughts of refreshments, and called it a day. Special mention is made of Charles Aulback, Joseph Kolodyze and Robert McAdam for their hard work in making the picnic a success.

TENNIS

The sixth annual Tennis Tournament of the C. W. R. C., to which every member is entitled to play in the elimination contest, is now well under way. At this period of writing (August 11), Ralph Welch and Patrick Millitano have battled their way through to the semi-finals in the lower bracket. Herbert Criddle, Eugene Roth and Harry Clemens are in the quarter finals in the upper bracket. Either Anthony Heier or Merle Kilburn will reach there also, they being scheduled to play this week.

Several hard-fought matches have been played, a third set being necessary in the following instances: Anthony Heier defeated George Blum 5-7, 6-4, 6-1. "Dan" LaPlam defeated Chester Smith 1-6, 6-0, 6-4. Gilbert Woberts defeated Jean Pearce 4-6, 6-3, 6-4, and Patrick Millitano defeated William Summers to the extent of 6-2, 5-7, 6-1.

Why we did not have any entries from our girl members, we do not understand. The C. W. R. C. tries so hard to get the fair sex actively interested in sports, but, outside of basketball and baseball, there seems to be little interest in other activities, except, of course, social functions and noon-hour bridge parties.

We are indebted to William Summers, of the Office, for his untiring interest in promoting the Tennis Tournament each year. It requires quite a deal of time and effort to arrange matches to every one's satisfaction, and "Bill" is the boy who gets the results.



THE LACQUER GANG



THE WOODWORKERS' OUTING

WOODWORKING DEPARTMENT MAKES MERRY

One hundred seventy-five boys and girls from Mr. Geiger's departments, not to be out-done in the picnic season, arranged through committees to journey to Island Cottage on August 7, and the outing proved most successful.

The folks met at Brown Square directly after the Saturday noon whistle had blown, and promptly filed into automobiles. About three miles from the starting point, a dozen of the cars suddenly developed severe attacks of appendicitis and other internal troubles, but Fred Davy with his knowledge of mechanics quickly got them to working order, and the rendezvous was finally reached, and everybody bounced to Island Cottage.

The inner man being somewhat famished by that time, the chicken dinner was a welcome item on the program. During the feast a new game was introduced, named "Duck 'em." The game consisted of hurling the buns, which some-how-or-the-other were not eaten, at the fellow or girl opposite, the other requisite to the game being the other fellow's good right eye.

In order to aid digestion, sports immediately followed. The first item being a general dash to the Grove, which was won by Carrie Blesser. The three-legged race proved an easy one for Florence Blum and Anna Hogan, and John Dillon proved his ability in the 100-yard dash. Fred Davy again showed his supernatural powers by finishing yards

ahead of the other fellows in a ball throwing contest, and Helen Nevin demonstrated to the crowd her passion for doughnuts, by consuming the most in a given time. Johnny Moshler's eagle eye proved a valuable possession in the peanut hunting contest. Unfortunately, we were not present at this outing, but from all reports we understand that Charles Kivell has added another leaf in his crown of laurels by proving his ability in the Charleston contest, in which he gave an exhibition of dexterous terpsichore, his partner being Caroline Blesser. Charles was awarded a self-ringing alarm clock for his feat (feet).

After the races a thrilling seven inning baseball game took place between single and married men. The principal interest in the contest was caused by the big league pitching of Anna Hogan, who worked for the single men, and Florence Blum, who tried to help the score of the married men. We understand that the single men won the game (proving that there is an exception to every rule, for, naturally, the married men should have won, by reason of experience), because they purchased their own cigars. The indoor ball presented by the C. W. R. C. was awarded to Aaron Beeley, he being adjudged the most handsome man on the grounds.

Other items of interest were largely governed by the moonlight, but as these were private affairs we refuse to report any more detail of this very successful outing of the Woodworking Departments.

THE NEW HAND

Lend the new fellow—or girl—a hand. It may not mean very much of a sacrifice on your part, but it means a whole lot to your new "buddy." It's so easy to become discouraged the first few days over any job. Everything is new and strange, and, naturally, the freshman is over-zealous in his efforts to "make good," and is consequently high-strung and nervous. Someone probably helped you to "ride the bumps" the first week or so. Be a good sport and help the other fellow along.

WIRELESS

John Gehrs (better known as "Al"), of the Tool Department, has joined the great throng of married men. We wish him every happiness. The boys did not forget him, and presented him with a practical token of congratulation.

Congratulations to Harold Cochrane, of the Ciné-Kodak Department, on the occasion of his marriage. We hope Harold will make as good a husband as he is a photographer—and he's excellent at that.



STOCK RECORD PICNIC

A "Stock Record" picnic is an innovation to the boys and girls of that department, but on July 17 they followed the crowd, and, having formed a committee composed of Harry La Vine, Ray Becker, Adolph Allinger, Joseph Kuhn, Caroline Beaver and Nellie Saalter, arrangements were made for a general assembly on Frank Street that Saturday noon, where autos were awaiting to transport the merry-makers to Island Cottage.

A long program of sports took up most of the afternoon period, but time was allowed for a group picture, reproduced above. Paul Hermle has established quite a reputation along this line, and we are indebted to him for the excellent photograph.

Dancing followed the sporting events, and it was vowed that the Stock Record picnic be made an annual affair.

Fresh air encourages respiration,
Exercise improves circulation,
Deep respiration and good circulation
build up resistance to infection.



RAYMOND GRAHAM AND LOUIS KAPLIN AT BLACK LAKE

BASEBALL NOTES

We failed to record a baseball story in our last issue, largely owing to the fact of so many picnics being "on the grid." Our baseball team, however, has been far from idle, and our "jinx" has been far from idle also. On June 19 we lost to the New York Central boys to the tune of 4 to 3. Our boys did not measure up in pinch-hitting. Aihoesch, New York Central pitcher, struck out ten men. Meehan pitched a pretty game, and deserved to win.

June 26 proved another cropper for the Camera Workers, when the North East aggregation beat us by scoring 4 in the first inning. Meehan struck out seven, and then had the misfortune to hurt his arm. Kivell substituted. We were beaten by one run. Final score 6 to 5.

July 3, there being no Industrial League game scheduled, Minor Stacking arranged to take the boys to Bergen, where they gave a trouncing to the Town Team, to the extent of 9 to 5. "Estey" Reifsteck joined the team at this time, which added strength. Miller knocked a home run, and Reifsteck also bagged a homer.

July 10 we met the reorganized American Laundry team, which had become strengthened by "Jakie" Young, "Jake" Eggert and the famous Selkirk. The opposing team won the day with a score of 8 to 5. The game of July 24 with Bastian Brothers was a winner for our side, with a 5 to 2 final. Reifsteck pitched a great game, the opposing pitcher being Henry Zobel, an old Camera Works player—late of the Tool Department.

The standings of the Industrial League are not available at this period, but as the season for the league finishes next month we hope to give you the exact position of our team in the next issue.

PLEASE

We have been requested to ask you, as a patron of our Dining Room, to co-operate as much as possible, by exercising a little patience, and also *not* to pile up trays containing empty dishes which may be still uncollected from previous diners. It's quite a trick to serve about twelve hundred people in less than a half hour.



PHOTOGRAPHIC POSSIBILITIES

The above picture illustrates the possibilities of the results that can be obtained without any technical knowledge of photography. It shows the type of picture that "tells a story." It is a good quality negative, the pose is easy and perfectly natural, the background is subdued, and, altogether, it is one of the best amateur pictures we have seen from our folks at the Camera Works. We give due credit to George Demkowitz, of the Lacquer Department, who snapped the picture with a No. 3A Kodak.

George is an enthusiast in our Poison Squad Group. Almost weekly, he takes a camera (of varying type) and usually brings back good results. Any of our employees are eligible to apply for a camera each Friday noon. If you prefer a test camera (in connection with this we give you new film and develop it free of charge), ask for a "Poison Squad" camera. Prizes are awarded to those whose negatives are judged the best. Learn the product you help manufacture. One excellent and practical way to do this is to use cameras, and here is your opportunity.

CHEERIO

"Say, Jim, who's the new man sitting at the end of the bench?"

"Don't know, Harry. He only came in this morning."

This little conversation undoubtedly takes place a good many times in the course of a year, but it's unfinished. While it undoubtedly happens just as we have recorded it above, it *should* continue something like this:

Harry: "Kind of tough starting in on a new job. Think I'll get acquainted."

Jim: "Sure. Let's take him to the dining room this noon, and show him the ropes."

Do you remember when *you* started in on the job? It sure was an ordeal. New surroundings, new faces, new job, sort of an isolated feeling. Would make a good subject for the famous cartoon, "When a feller needs a friend." Foreman spent as much time as he possibly could, trying to "Put you wise," but gosh! it's an uncomfortable feeling, starting in! If only one of the fellows would come over and warm things up a bit! Don't you remember how you felt? We do!

The time a man or woman needs a lot of encouragement is at the beginning of things. It's so easy for a new buddy to get discouraged. The anxiety to "make good" is often a cause of nervousness to the newcomer. When the job doesn't go right, and all he or she can do the first day is fifty pieces, while the old-timers whistle merrily through about two hundred and fifty, the first thought that occurs is, "I'll never be able to do that many." A word of encouragement at that period is worth a heap.

None of us have much time to spare. This is a busy time, and we are a busy lot of people, but—it's worth more than a few minutes to just say, "Cheerio" to a new comer, who, after all, will probably be an associate on the same job as yours in the future, providing he or she gets just a little welcome from *you*.

HUNTING

This month starts the fall sporting activities, and of all autumn outdoor sports hunting is probably the most popular and certainly the most fascinating game of them all—golfing to the contrary.

Of course live targets offer more thrills than artificial ones to most of us, but our Gun Club enthusiasts declare that is because most of us have never tried to hit clay pigeons, and few of us have even tried to hit live birds with any degree of skill. The solution to these problems, they claim, is to join the Camera Works Gun Club, which not only offers you an interesting hobby, but trains its members to become experts either on the butts or in the woods.

Your big chance to participate in this sport will come on September 18, when the club will hold an "open" shoot to start their fall season. The shoot will not be confined to members, but any C. W. R. C. man or woman will be welcomed to join the fun. Even if you do not possess a gun, someone will be glad to loan you one, and shells are sold in the clubhouse at wholesale price. Refreshments will be served, instructors will be on the job, and, altogether, we are promised a very interesting afternoon.

Space forbids us to go into detail regarding the fine points of trapshooting, but since the year 1886, when it originated in the United States, thousands of clubs and tens of thousands of people have and are finding great enjoyment in endeavoring to smash the elusive clay birds. Any of the officers of the club will be glad to "put you wise" to trapshooting, and here's your great opportunity.

Work Safely



P. R. MEINHARD, *Editor*

K. O. R. C. HAS BIG TIME

ANNUAL SUMMER OUTING AT MANITOU

The Weather Man absolutely refused to accept any subsidy, or to issue any guarantee, so it rained some—and then some more, but then hardened picnickers have come to think that it is not a real day without, at least, one good shower.

Manitou Beach was selected as the scene of this year's annual summer outing of the Kodak Office Recreation Club, and despite the gloomy skies never did the place look more cool and inviting.

The attendance was not as large as might have been expected considering the membership of the K. O. R. C., but vacations and what not probably provide the answer.

Shortly after the noon bell sounded on Saturday the fourteenth, the automobiles started for the Latta Road and Manitou.

Dinner was served about 1:30 in the spacious dining room of the hotel, while those who preferred box lunches found ample accommodation in the pavilion.

Mr. Stuber, Mr. Jones, Mr. Lovejoy, Mr. Gorham, Mr. Speth, Mr. Favour, Mr. Haight and other executives were present, and entered heartily into the pleasures of the day.

Soon after the dinner was concluded the drawing for the door prizes took place in the pavilion, "Cliff" Ruffner, the president of the K. O. R. C., and the inimitable "Louie" Bonehill officiating.

The first lucky number was held by Shirley Wilbur, who received a fine carving set.

Richard Behrens held the second lucky combination and took home a handsome clock.

Leona Herriott held the third number which called for a very dainty boudoir lamp.

The Advertising Department came in strong at the finish. Carleton Healy held the fourth number and was enthusiastically escorted to the platform on the shoulders of his associates to receive a fine manicure set.

The fifth, and last number, was found to be in the possession of none other than Mr. Jones ("L. B. J."), who smilingly became the possessor of a fine pair of opera glasses.

The traditional ball game had to be called off, but all other events were run off in due order.

The results of the tug-of-war between eight husky young men and sixteen huskier damsels was pathetic, because the mere men were hauled clear through the door of the pavilion.

The first and second prizes for girls in the mystery race went to Marion Stevenson and Jane Allen, the prizes for men being awarded to Arnold Hardy and "Joe" Stutz.

The Maggie Jiggs rolling pin contest was won by May Craugh, followed by Mrs. Louis Bonehill and Mae Allen.

The backward race for men was won by Montague Rayment with Donald Spitale, second. The similar race for girls found Patricia O'Brien the winner with Margaret Oberst, second.

"Hash" McNeil and "Joe" Stutz won the three-legged race for men, and Patricia O'Brien and Margaret Oberst galloped over the top first in the same event for girls.

The time race was won by Mrs. Maxine Stillman, first, and Mrs. Anna Lind, second, and Fred Hodgson finished first with "Jimmy" Flannigan second in the same event.

The fat men's race literally took down the house, or at least one end of it, because some of the contestants went through the big window at the end of the pavilion: "Jimmy" Flannigan, "Al" Stillson and Harold McCabe were the winners.

The skinny men's race was won by Richard Behrens with "Hash" McNeil, second.

The General Chairman, P. R. "Bob" Meinhard was busier than a woodpecker in a petrified forest, ably supported by "Cliff" Ruffner, the president of the K. O. R. C. The other committees were:

Transportation—Arthur Ernisse, David Gillan; Sports—M. B. Hodgson, Louis H. Bonehill, Albert Stillson, C. H. Ruffner; Prizes—Jessie Natt, Charles J. Howard; Music—Mrs. V. L. Hood; Refreshments—Harriet Natt, M. Ruth Gill, Jennie A. Cornish, Harold Henn, Harold Isaacs.

TREAT IT KINDLY

Owing to careless usage in the past, it has been necessary to lock the grand piano in the auditorium. A notice now appears on the instrument's cover, pointing out this fact and suggesting that the upright piano be used for ordinary purposes. It is not intended, of course, that the Steinway should remain

locked at all times, because it will benefit more from regular use than from idleness. The notice, therefore, goes on to say that the key is in the custody of A. S. Stillson, chief of the Mailing Division, Advertising Department. It can be obtained from him at any time.



A FEW HIGHLIGHTS ON THE K. O. R. C. OUTING



OUR GENERAL SAFETY SUPERVISOR

Our picture, made at the recent encampment of the 391st Infantry, O. R. C., shows the three ranking officers of the regiment. Left to right they are: Lt. Col. C. H. Thompson, regimental executive; Col. T. H. Remington, commanding officer; and Major Lester Baker, U. S. A., War Department executive officer assigned to the regiment. Lt. Col. Thompson is well known in civilian life as General Safety Supervisor of the Kodak Company. The regiment of which he is executive is officially the highest rated unit of the country's entire reserve force.

A WINDSOR DANCE

Frank Pethick and his Close-Weller Orchestra played alluring strains for a rather slim crowd at the Windsor on the evening of July 27. The committees on summer activities have been very consistent in picking threatening weather and in the case of the dance as well as on the lake cruise, this served to keep down the attendance. There was a fair representation from the younger K. O. R. C. set, but, as happened before, it was the guests from outside Kodak Office who pulled the affair out of the fire financially.

All of this does not mean that those present did not enjoy themselves. The music was very tuneful and very easy to dance to, and perhaps the people who turned out were glad that they had plenty of room in which to take advantage of it.

Jennie Hoffman, of the Sales Department, returned July 19 from a four weeks western trip. She visited Detroit, Milwaukee, Minneapolis, Yellowstone National Park, Salt Lake City, Colorado Springs and Denver. She had many interesting experiences, including a dip in Great Salt Lake and a snow storm at the summit of Pike's Peak.

"SO LONG," JACK

John ("Jack") Gordier left the employ of the company on August 7, after a long period of service. He came to State Street from Kodak Park and was first employed in the Bookkeeping Department. Later he was transferred to the Auditing and spent about thirteen years on the thirteenth floor.

Twenty-two men gave him a good send-off on August 5 at the Old Homestead. The nature of "Jack's" new position is at present unknown, but his companions at the party apparently assume that he will be busier than ever for the token of esteem which they presented took the form of a brief case.

HARRY HAS A PICNIC

Harry Seaman, of the Sales Department, must have his old supply of vim, vigor and vitality according to the reports of the Chemical Sales crowd on the picnic he gave them recently at The Wayside, Lakeside Park. Even though the water was cold, all, including Mr. Seaman, succeeded in getting their shoulders wet. The prizes for the stunts were all well earned, especially that awarded for getting into a prize package of feminine attire in the shortest length of time. The music furnished by the Pethick family along with the waxed floor made dancing the chief indoor sport. The Ciné-Kodak played a big part in preserving a record of the picnic.

The home of Mr. and Mrs. Charles Robinson, 19 Penhurst Street, was the scene of a very enjoyable event on the evening of July 26, when the associates of Inez Ward, of the Finishing Department, gave her a prenuptial surprise shower.

A bountiful repast was served in Mr. Robinson's new garage, which had been artistically decorated for the occasion. During part of the evening, Mr. Robinson entertained the guests with moving pictures of local scenes and people, taken with the Ciné-Kodak. Miss Ward was married on August 7 to Mr. Rudolph Bircher. We extend our very best wishes.



RUIZ—PROSPER

It is very rarely that we have an opportunity to publish the picture of a mere man's desk decorated on the occasion of his entering into the state of marital bliss. All the more applause is therefore due Adolph Ruiz, of the Advertising Department, whose habitual resort on the second floor is shown above as it looked on August 12. He was married on Saturday, August 14, to Senorita Maria Ceberg Prosper, of Madrid. We wish Mr. and Mrs. Ruiz a long married life, full of unalloyed good fortune and happiness.

OUTDOOR-INDOOR

Outdoor-indoor baseball as a Kodak Office summer sport has flourished for a number of seasons, but this is the first year that the real indoor variety, played with the big fourteen-inch pellet, has been continued through the warm months. The opening of the auditorium last year did not immediately bring the soft-ball game as a year round institution; it took its leave when warm weather arrived. Now it seems to have come for good, though, and throughout the summer even the sultriest days have seen fearful and wonderful games played on the indoor diamond.

It hasn't been a strictly Office affair by any means, because the Camera Works' representatives have invariably outnumbered our baseball devotees. The Office delegation can, however, be said to out-rival its visitors in earnestness, since inquiry elicits the fact that each member plays for some special reason aside from his love for the game.

"Bill" Weider finds his cigar especially aromatic when he smokes it while playing. Horace Thomas simply has to play to preserve his figure. "Ken" Williams hopes, even at this late date, to gain stature by stretching for fly-balls. Frank Pethick expects to be able to bend in the middle after a few more months of the strenuous exercise, and Donald Spitalo performs almost daily to show up the rest of the Office recruits.

As for the onlookers—they are always plentiful and always uproarious. The games are played in anything but a serious mood, and this, together with the fact that there is no end of amusing "breaks," always gives the audience forty-five minutes of real fun. If laughing promotes digestion, the inhabitants of Kodak Office should never be troubled with dyspepsia.

BASEBALL

The summer rush has kept reporters and editors as busy as the rest of the personnel at State Street. As one result of this condition the chronicles of the "Kodak Penpushers," official Kodak Office representatives on the "outdoor-indoor diamond," have been absent from these columns for several months. "Chubby" Collins and his men have been anything but idle, however, and their record, while not without its reverses, has been more than creditable. The following account, covering four of the most recent encounters, gives a fair sample of what Collins' strong aggregation has been doing.

On Thursday, August 5, the Office crew went to the home grounds of the Vacuum Oil Company and administered a 7-4 beating. The ground rules of this diamond were "over the fence in right field—out," and "bound over the fence—two bases." This handicapped some of the left handed swatters like "Dip" Murray and "Johnny" Marcello to such an extent that they were practically forced to bunt.

On the following day Collins and Company handed Kodak Park its second defeat of the season 5-2. Sill and Stutz were the opposing hurlers, and "Joe" gave the Parkers five scattered hits while the Office boys bunched the same number for five runs. Just before the signal for the end of the game a fast double-killing spelled defeat for the Parkers. Servis, first man up, struck out. "Shep" singled, and Frost hit a hard liner to McNeil, who made a perfect bullet-throw to Marcello at first. "Shep" was trying to make a third on the play, and "Johnny" cut him off with a fine peg to McNeil.

On August 10 Vacuum Oil played a return game with the Penpushers at Brown Square, and the "oil-mixers" went back to work on the short end of 5-3 score. The Office boys garnered eight hits, half of which were accounted for by Marcello and Cruce.

Two days later the Hawk-Eye team gave a 5-2 beating to the Office after considerable difficulty had been encountered at State Street in drafting a complete team to play the lens makers.

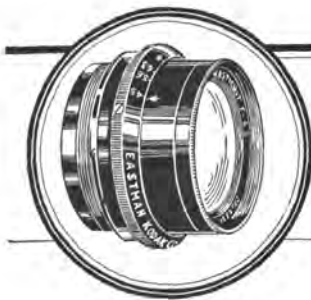
"Baldy" Knapp, who will be out of the game for the rest of the season because of an operation, is badly missed in the Office line-up. He is considered one of the brainiest players on the roster of the Penpushers. "Dip" Murray and Burroughs, recent additions, are filling in very ably.

We offer our heartfelt sympathy to Mrs. V. L. Hood, of the Stenographic Department, whose father passed away on August 2, and to Arthur P. Bartholemew of the E. S. & L., who suffered a similar loss.

We extend our condolences to Louis Kalmbacher, of the Repair Department, whose sister passed away on July 8. She was Sister Mary Redempta Kalmbacher.

On July 30 was announced the engagement of Lillian Sellmayer, of the Auditing Department, to Mr. Henry Basch. We congratulate the lucky man and extend our very best wishes.

Eleanor Betts, of the Telephone Department, is wearing a fine diamond on the correct finger. The fortunate man is Elton B. Punnett.



HAWK-EYE



HENRY W. BECK, *Editor*



THE REFRESHMENT COMMITTEE READY FOR ACTION

HAWK-EYE ANNUAL PICNIC

Saturday morning, August 7, dawned dark and dreary. A threatening grey sky hung overhead, but the committee in charge of affairs, with commendable optimism, went right on with their plans for the most elaborate picnic the Hawk-Eye Works ever had. The weather man, looking with approval upon their spirit, co-operated, and about 10 o'clock the sun came out warm and bright, remaining in all its glory until routed by the moon many hours later.

At promptly 11 o'clock, three busses, gayly decorated, stood waiting in front of the plant and were soon packed to capacity with our happy people, under the direction of George Carson who, with Ed Greenauer, Clayton Knope and Jack Abramow, was in charge of transportation. When everybody was safely seated the starting gun was fired, and the busses got under way, headed for Newport on Irondequoit Bay. Because of the danger in negotiating the steep hill at Newport the busses unloaded at the top, and the picnickers were compelled to walk down, a distance of about one quarter of a mile. The hike was made interesting, however, by our thorough picnic committee who had posted the line of march with clever little signs, and when finally the bottom of the hill was reached everybody was in the best of humor and in possession of appetites which made them eagerly responsive to the summons of Bill Dean, chairman of the refreshments committee, to come and eat. About 250 hungry people sat down to an excellent chicken dinner, prepared as only the chef at Newport knows how to prepare inanimate poultry.

During the course of dinner William Eyer, in charge of the entertainment committee, announced that Clayton Knope would sing, and the gifted young soloist rendered several selections to the delight of the diners.

After a lengthy sojourn in the dining hall, when appetites had been appeased, there was an adjournment to the baseball field where the sports committee, Norman Graham, chief, had arranged a game with our old time rivals up the street—Bausch & Lomb, who turned out with a team of all around players whose excellent playing our Hawk-Eye boys were unable to surpass with the result that the final inning left us out in the cold with a score of 2-1 in favor of our opponents.

A raid was now made upon the good things that Bill Dean had prepared, and Elizabeth Meerdink, Edna Roy, Florence Bess, Pauline Leimberger, Wanda Richwalska, Edna Steve, Helen Del Monaco and Ida Meerdink were kept busy for the next few minutes dispensing ice cream cones, hot dogs, peanuts, suckers and soda pop. For awhile the only sounds audible above the smacking lips were the slapping waves of the Bay, which was a bit rough, but not sufficiently rough to intimidate our champion swimmer Clarence Ziegler, who, in emulation of Gertrude Ederle, swam across the bay at its widest point in record time.

Just about this time Fred Zollweg, on the business end of a high megaphone, announced that he and his colleagues Norman Graham, Claude Harding, "Abe" Marcus, Henry Hitzke and Leo Mason had arranged a series of events covering everything from

a hare and tortoise race to an exciting game of ping pong and if the crowd would kindly step his way the show would start. The picnickers complied, and the first event, a race of little girls under five years, was won by A. McKee, closely followed by M. McKee and F. Nowack. The race for boys of the same age was won by N. Ensmann with R. Bowen, Jr., and B. Easterly in second and third places respectively. In the twenty-five yard dash for boys under ten years, George Brennan, Jr., took first prize after hotly contesting the right of way with R. Diehl and G. Towerfry. The girls' race in this event was won by E. Lettau with E. Mason in second place and D. Zelinski in third. C. Dean took first prize in the fifty-yard dash for boys under eighteen years, while E. Durkin and W. Lent came in second and third places. First prize in the race for girls of eighteen years or under was taken by B. Tapp, followed by M. Mason and J. Harding. The novelty race was won by Mrs. George Diehl and Claude Harding with Elizabeth Meerdink and Charles Prentice running second. In the snowshoe race Edna Steve won first prize, C. Meerdink and Nellie Zarcone closely pursuing her. The one hundred-yard dash for men was won by Charley Metz, while speedy Edna Steve won the same event for women. In the balloon race Mrs. Yaekel showed supremacy and took the first prize away from Mrs. Harding by a small margin. John Zajac beat his way to the top in the cigarette race and took the first honors away from F. Miller who immediately turned the tables by winning the time race. The three-legged race, most difficult of all, went to Ed Greenauer and C. Serlman.

At the conclusion of the races it was discovered our official photographer "Syd" Leggatt had been shooting movies of the events, using the new Ciné-Kodak. We know the pictures will be very interesting and hope "Syd" doesn't keep us waiting too long before showing the results.

At the finish of the last race the strains of irresistible music were heard and there was a general movement toward the dance hall where Harold Groh and his music makers were waiting to entertain with any dance piece requested. At 5:30, after the dancing had been thoroughly enjoyed, word was passed that the busses were waiting to take the picnickers back to their homes.

The annual picnic was over for another year and will go down on record as the best one ever. Everybody enjoyed themselves and are most anxious to express their sincere appreciation to those on the various committees whose efforts were responsible for its success.

We rejoice with Frank Van Buren, of the Emery Washing Department, whose wife is enjoying a speedy recovery from the very serious operation recently undergone.

Our congratulations are extended to William Radford, of the S. A. and Finder Lens Department, who, on the twenty-ninth of May, took unto himself a wife. Long life and abundant happiness to the newlyweds!

The sincere sympathy of the Hawk-Eye Works is extended to Fred Schultz, of Mr. Bohan's Department, whose brother William died July 21.



WE ALL KNOW THE GIRLS, BUT
WHO KNOWS THE DOG?

When good fellows get together there is bound to be plenty of fun. The evening of July 7, being ideally fine, "Billie" Zachman, Loretta Ereth, Mary Rudolph, Irene Bills, Stella Zibrowski, Georgine Benson, Myrtle Van Buren and Ruth Benson gathered at Shoremont on Lake Ontario where several pounds of sausages and marshmallows were consumed and a cool dip in the lake enjoyed.

It is rumored that one of the girls, whose first name is Loretta, showed remarkable skill as a fancy diver, her graceful technique being sufficient to turn Annette Kellerman green with envy.

If another trip to Shoremont is planned, we hope the girls will be more generous with their invitations and include a few outside of the Finder Lens Department.

"DOC" SHOULD WORRY

There are times when glue is a very useful article, but when used to convey veiled insults then its usefulness is lost.

Everyone is familiar with "Doc" Craib's skill behind the bat. We all know that he catches more than he misses; that his put-outs are frequent in some games, and his foul tip snatches occur often, at times.

But with all these qualities, attributes possessed only by the best of the baseball profession, he was recently presented with a sticky pot of glue by a bunch of his envious colleagues. The reason will be explained by "Doc" himself if tactfully questioned.

Work Safely



You always run into a bunch of buck-passers wherever you go. The chap that takes responsibility is weighed on a larger scale

We ACHIEVE in proportion to our
ABILITY to ASSUME RESPONSIBILITY

These are my sentiments!
Bill Jones

SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF AUGUST 10, 1924

	ROCHESTER PLANTS	Standing Last Month	No. of Employees	No. of Members	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye	1	480	343	71.4%	3,462
2.	Kodak Office	2	1,145	761	66.4%	9,142
3.	Kodak Park	4	6,447	2,724	42.2%	24,138
4.	Camera Works	3	3,087	1,235	40.0%	11,447
	Non-Employees			365		4,543
	OUT-OF-TOWN PLANTS					
1.	Eastman Kodak Stores, Inc. (Sioux City) ..	1	8	8	100.0%	102
2.	Eastman Kodak Stores, Inc. (Baltimore) ..	2	21	21	100.0%	53
3.	Taprell, Loomis & Co. .	4	162	145	89.5%	1,115
4.	Eastman Kodak Stores, Inc. (Atlanta)	5	23	20	86.9%	108
5.	Bell Photo Supply Co. .	8	21	17	80.9%	64
6.	Eastman Kodak Stores, Inc. (San Francisco)	7	20	16	80.0%	131
7.	Eastman Kodak Stores, Inc. (Des Moines) . .	3	17	13	76.4%	106
8.	Eastman Kodak Stores, Inc. (Philadelphia) .	9	70	53	75.7%	247
9.	Zimmerman Brothers (St. Paul)	6	28	21	75.0%	139
10.	Eastman Kodak Stores, Inc. (Minneapolis) .	12	28	20	71.4%	141
11.	Chicago Branch	11	107	74	69.1%	713
12.	Robey-French Co.	14	45	28	62.2%	181
13.	Milwaukee Photo Ma- terials Co.	15	18	11	61.1%	94
14.	Eastman Kodak Stores, Inc. (Portland, Ore.)	10	23	14	60.8%	74
15.	Eastman Kodak Stores, Inc. (Omaha)	13	23	14	60.8%	167
16.	San Francisco Branch .	16	79	47	59.4%	494
17.	Salesmen and Demon- strators	17	135	80	59.2%	1,642
18.	Eastman Kodak Stores, Inc. (Los Angeles) . .	18	69	36	52.1%	157
19.	Eastman Kodak Stores, Inc. (Denver)	19	21	10	47.6%	63
20.	Eastman Kodak Stores, Inc. (New York City)	20	59	26	44.0%	302
21.	New York Branch	21	115	50	43.4%	274
22.	Eastman Kodak Stores Co. (Chicago)	22	84	33	39.2%	478
23.	Eastman Kodak Stores, Inc. (Seattle)	23	29	11	37.8%	52
	Total		12,364	6,196	47.1%	59,629

Average Subscription—9.6 shares

Total Matured or Par Value—\$5,962,900.00