

The KODAK *Magazine*



June 1927

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

MONTHLY ACCIDENT REPORT

APRIL, 1927

PLANT	Accident Cases		Accidents per 1000 Employees	
	1927	1926	1927	1926
Kodak Office.....	0	3	0	2.72
Camera Works.....	6	4	1.85	1.61
Hawk-Eye Works.....	0	0	0	0
Kodak Park Works.....	25	17	3.70	2.75
Total—Rochester Plants..	31	24	2.63	2.32

NATURE OF ACCIDENTS DURING MONTH

9 cases of injury through bruises, burns and lacerations, etc.

8 cases of injury through falling material.

4 cases of injury through falling and slipping.

2 cases of injury through stepping on nails.

2 cases of injury through sprains and strains.

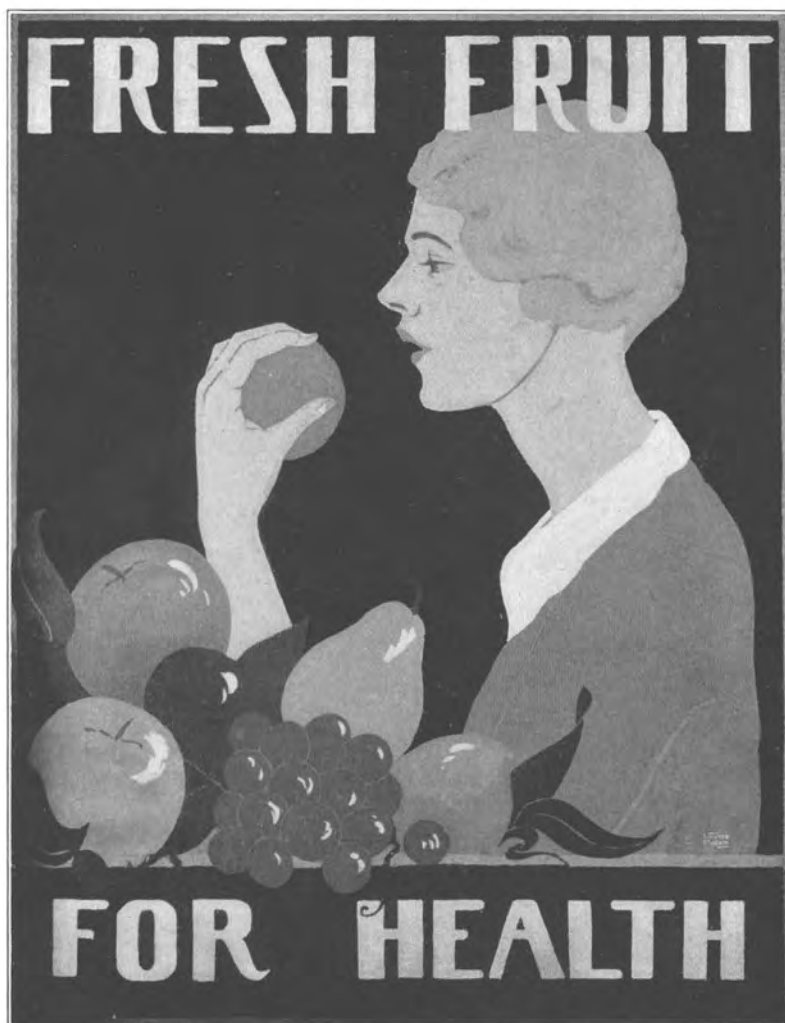
1 case of injury through falling from ladder.

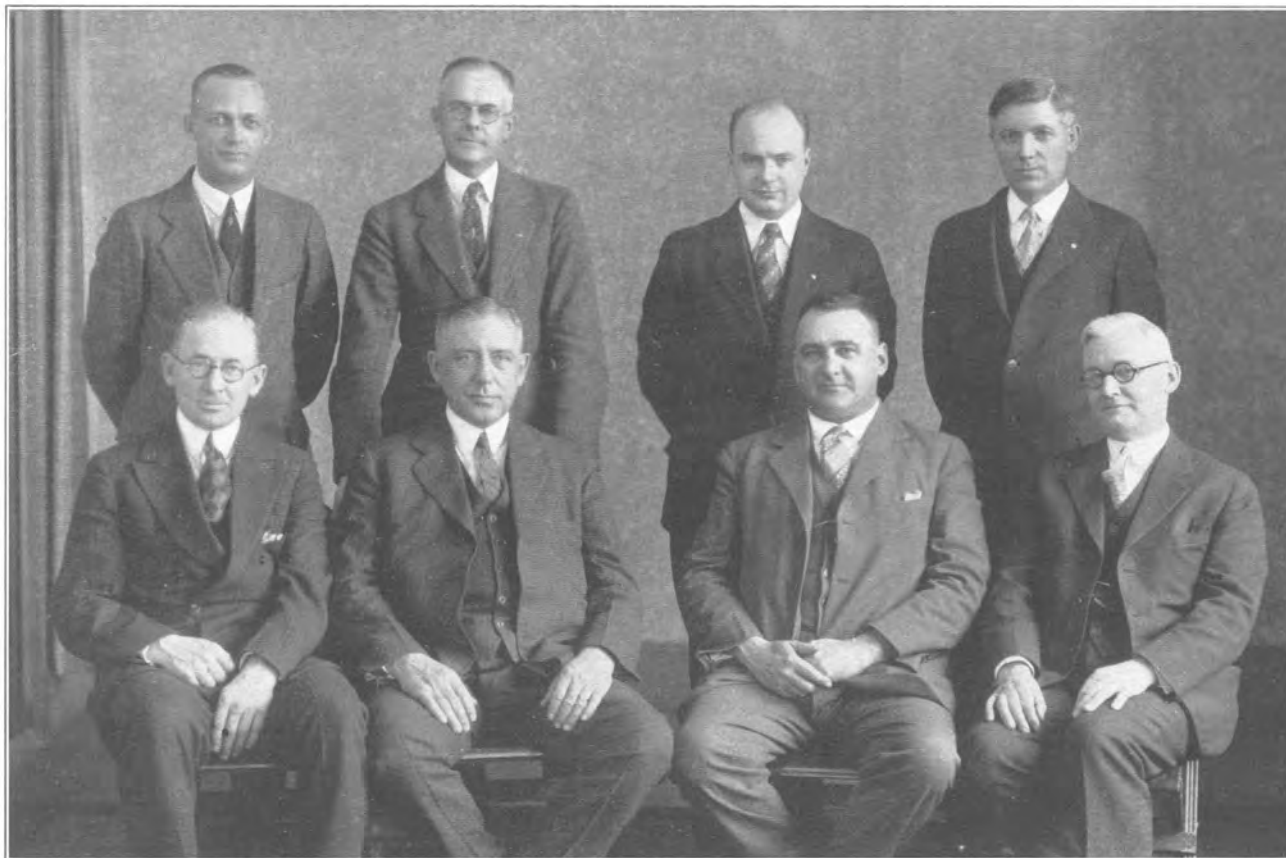
2 cases of injury around machine of special nature.

2 cases of injury around presses.

1 case of injury around emery wheel.

—
31 employees' accident cases during month.





KODAK EXECUTIVE SAFETY COMMITTEE—See page 3

Standing: E. D. Carson, Safety Engineer, Camera Works; John W. Newton, Compensation Adjustor; Sydney E. Clarke, Safety Engineer, Hawk-Eye Works; R. H. Jennings, Safety Inspector, Camera Works. *Seated:* A. L. Armstrong, Safety Inspector, Kodak Park; A. A. Ruttan, Safety Director, Kodak Park; C. H. Thompson, General Safety Supervisor; Burt Mohlar, Safety Engineer, Kodak Office.

The KODAK Magazine

VOL. VIII

JUNE, 1927

No. 1

THE COST OF ACCIDENTS

"OVERHEAD" is one of the financial burdens that every business has to carry, and is a matter of serious concern to every executive. To reduce the "overhead" and eliminate unnecessary charges is the endeavor of every employee at all interested in his or her work.

Some of these charges, such as heat, light, water, insurance, maintenance and other non-producing expenditures are unavoidable. We have, however, many items contributing to the burden that are entirely unnecessary and could be eliminated.

The most unnecessary and destructive of all are accidents. They not only cost money but exact a toll of human life, suffering and wages. The annual cost to industry for compensation, medical service, hospital and other charges throughout the State is staggering.

The immense sums expended by this company for safety equipment and the loss of wages to employees have been previously referred to, but no figures have been published showing cost to the company, directly due to accidents.

It was felt that publication of these figures might be misinterpreted, and give the impression that the company was more interested from the dollars and cents viewpoint than that of protecting its employees from injury.

The Executive Safety Committee, however, believes that every man and woman in the organization would be interested in knowing about this item of overhead, and as a result be more eager to avoid injury. The committee has therefore been permitted to give the following figures for 1926:

Loss of wages.....	\$26,168.39
Compensation awarded.....	59,320.17

The main function of the Executive Safety Committee is to assist all employees in avoiding injury, because the responsibility is shared by all from president to errand boy. "Service to employees" is what the committee is organized for, but it can do very little without the co-operation of every individual.

Every plant and branch throughout the world is represented on this committee by its safety engineer. Our Rochester members are shown in the accompanying picture. There are thirty safety men on the whole committee.

As the committee works directly through the regular line organization, it will be readily seen that a report of a dangerous condition made to a foreman, or a suggestion, will be passed through the regular channels and come to their attention.

All recommendations by the committee are transmitted in the same way. Such recommendations do not always originate with the committee. Its members are in close touch with such bodies as the National Safety Council, Associated Industries of New York State, New York State Department of Labor, the Rochester Safety Council of the Chamber of Commerce and have access to all their sources of latest accident prevention information.

The committee wishes every employee to feel that he, or she, is represented, and desires each to co-operate with, and use, that representative to the extent that over all the earth the words "Kodak" and "Safety" will be synonymous.



HARRY PRESS AGENTS CALIFORNIA

WHILE Harry P. Lovick, a most genial member of our demonstrating force, is a grade A demonstrator, we feel that he could have made an equal success as a press agent. Glance at his pictures above and then listen to what he writes.

"The accompanying pictures were made in March of this year when I was in Riverside, California, between there and Indio.

"Mr. Twogood, one of our dealers in Riverside, offered to drive me over; we left at 8 a. m. on a morning when the air was like crystal. At this season the whole country around Riverside is one vast flower garden; as there are millions of orange trees in full bloom it is not possible to avoid the perfume anywhere.

"About ten miles on a steadily rising road, and we are on the edge of the desert and have risen from around 1,300 feet to 2,559 feet elevation, but you don't notice

on a smooth asphalt highway. We pass through Beaumont and Banning on the down grade and on to Palm Springs, close to where the prints I sent you were made. Here is a real oasis, a small town mostly composed of beautiful residences in the moorish type, set without any attempt to change the face of nature, right among the rocks and strange growth of the desert except that there are little hidden lawns and some bright splashes of cultivated flowers and green trees.

"It was warm enough for us to take off our coats, there were numbers of children playing in sand piles, dressed in their birthday suits except for the sketchiest possible wisp of bathing suits; this was the end of March.

"A few miles distant is Palm Canyon, where the two palm pictures were made; this is a gash in the mountains where

these great palms have been, as far as the memory of man goes back; they don't grow wild anywhere else, but nobody seems to know how they got here. They certainly are stately and beautiful, rising from the sand and rocks on the bank of a small stream to a great height, and waving their plumed heads against a sky so blue it almost seems black.

"Coming back to the highway, we pass down onto the desert floor, and one of the odd things is the smoke tree; maybe you can see in the picture they have no real leaves but what seem to be fine stems, but are of a delicate grey color which at a distance looks like smoke. From here on to Indio the road is through miles of sage, mesquite and other desert plants. The mountains around vary in color from almost blood red to ghastly white and are for the most part bare of vegetation except those which rise to and above the snow line. At this season these are cov-

ered with snow. All the floor of the desert is covered with some sort of growth; in the summer when the temperature in the middle of the day hovers above the hundred mark, there is nothing but grey green; right now after the winter rains, the whole world is one mass of gorgeous color, red verbenas in patches from single plants to acres, masses of yellow, great tufts of lupines, blue and white and thousands of others. It is said one can sit in one spot and gather twenty different varieties, and I believe it.

"As we came into Indio the land was once more cultivated, and we passed through great date gardens with their plumes waving in the soft air. Indio is twenty feet below the level of the ocean; if you go on twenty-seven miles further to Salton, it is 202 feet below, but we had to return; got back to Riverside at 8:30. A nice ride for a winter Sunday."

WHAT THE EDUCATED PERSON SHOULD KNOW ABOUT HEALTH

ADDRESSING the American Public Health Association on the above topic at Atlantic City on May 18, Dr. Livingston Farrand, president of Cornell University, outlined the following "ten health commandments" with which every intelligent person should be familiar:

1. He should have a knowledge of the physiological basis for sound health habits, such as regular and sufficient hours of sleep, right posture, suitable exercise and proper elimination.

2. He should know the types and amounts and proportions of the various food elements essential to the proper nurture of his body.

3. He should have an acquaintance with the principles of normal mental action and the conditions underlying the more common variations from normal state of mind.

4. He should have a general understanding of the sex instinct in man—its stages of development, its normal expression and the values and penalties attaching to it.

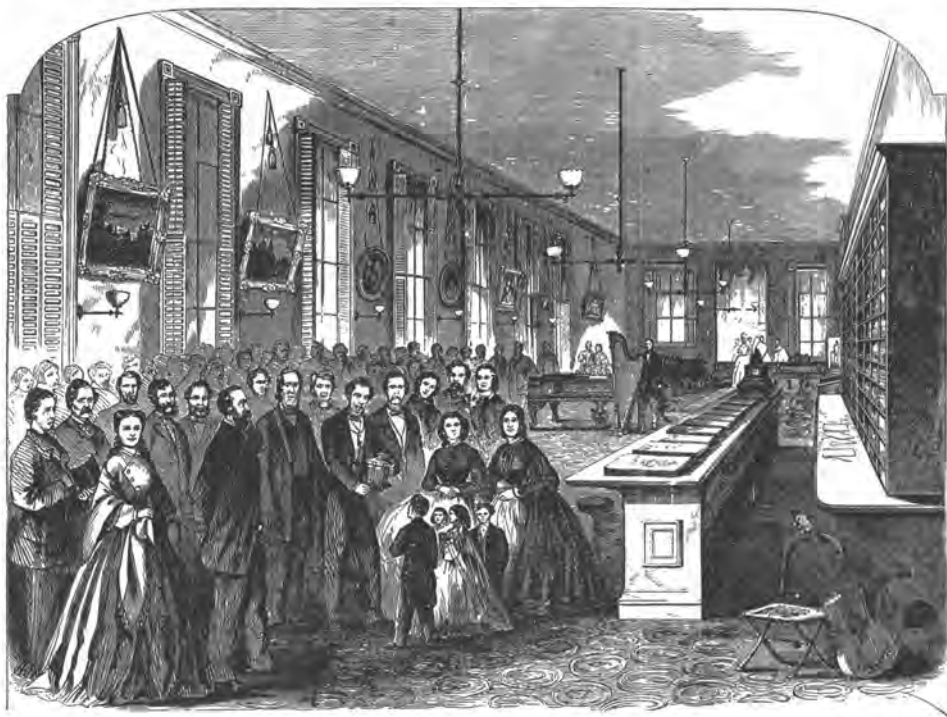
5. He should have a knowledge of the causes and prevention of the degenerative diseases to offer a prospect of passing through middle life without a breakdown.

7. He should know and therefore be armed against health hazards lurking in the environment, such as polluted water and milk supply, congestion in housing, poisonous dusts of certain industries, infected soil, etc.

8. He should appreciate the necessity for frequent medical and dental examination.

9. He should have an intelligent basis for choosing wisely his medical and dental advisers, and for realizing that the modern practice of medicine is grounded on science, and not on mystery, fancy and tradition.

10. He should have a knowledge of the important health problems facing the community, of the methods of attacking those problems, and of the results to be expected from intelligent community action in the public health field.



George H. Ellis's Music and Piano Rooms, Ellwanger & Barry Building, State St., on the occasion of a visit by Gen. Tom Thumb and lady. From *Frank Leslie's Illustrated Newspaper*, June 18, 1864

ROCHESTER IN 1864

SIXTY-THREE years ago seems a long ways back to most of us, yet even then Rochester was a thriving and prosperous city.

The accompanying illustration taken from *Frank Leslie's Illustrated Newspaper*, June 18, 1864, depicts a reception to General Tom Thumb and his wife given by the prominent citizens of Rochester in the music and piano rooms of George H. Ellis, in the Ellwanger & Barry Building.

In recounting the events, *Leslie's* says: "A very pleasing incident occurred at the handsome piano rooms of Mr. George H. Ellis, on State Street, last month. General Tom Thumb had been staying for some time in that delightful city, and the General being a Knight Templar, it was determined by his brother Sir Knights to give him and his handsome lady an ovation. Invitations were issued to the prom-

inent musical, literary and other well known ladies and gentlemen of the city.

"On the day appointed the distinguished party drove up to Mr. Ellis' store in a splendid carriage drawn by four spirited horses.

"During the exercises the General was presented with an exquisitely carved cigar stand and his wife with a cup."

One is led to suspect that Mr. Ellis had a keen sense of advertising value, and knew how to put himself across for the account continues; "Mr. Ellis despises old foggy styles, which crawl after the popular taste, instead of leading them. His store is more elegantly fitted up than the New York stores. He keeps not only square, but grand pianos, a circumstance uncommon in the country. It is no uncommon thing for him to ship off *four* pianos in a day."

FOR A LONGER LIFE

THINK of all that is done these days to help people keep well, as compared with conditions fifty or a hundred years ago! Public health work—prevention of illness—is a comparatively new thing.

In twenty years the tuberculosis death rate has been cut in two, typhoid has been almost eliminated, diphtheria is known to be preventable, the infant death rate has decreased markedly and the span of life has been lengthened to an average of nearly sixty years.

City health departments and health associations see to it that sanitary laws are enforced; that our water, milk and food are pure; that infectious and contagious diseases are controlled; that clinics and dispensaries are provided to give diagnosis and treatment of disease; that school children and the public in general are educated in health habits.

Do you realize what a large and increasing share of community health work is being done by medical departments in industries like our own?

Dr. Sawyer, our medical director, discussed this at the annual meeting of the American Medical Association in Washington on May 16th. His subject was "The Relation of an Industrial Medical Department to a Community Health Program."

Smaller industries than ours may have only a nurse to take care of first aid, and perhaps a doctor on part time. Throughout the country there are many large companies, however, where complete medical departments like ours are maintained; and in some small towns the industry has established hospitals where not only employees are treated, but their families as well.

This company, like many others, re-

alizes that sickness causes more lost time than accidents. Our Medical Department, in addition to caring for all emergencies in the plants, attempts to help in the cure of sickness, and by means of physical examinations and health education helps to prevent sickness.

It offers laboratory and X-ray facilities and advice in the detection and treatment of disease. Health articles, bulletins, classes and exhibits are also used.

All this has a bearing on the health of the community. If the working population learns anything about health, some of them, at least, will carry the knowledge home.

Dr. Sawyer believes that physical examinations are so important that some day a community health department will perhaps provide examinations of all workers at regular periods, so that when a person applies for work anywhere he can present a certificate to the effect that he is in good health.

People who follow the advice given them at the time of a physical examination are lengthening their lives. Life insurance companies have proved this by actual figures, showing that there has been a reduction of one-fifth in the number of expected deaths among policyholders who have taken advantage of periodic physical examinations.

Records show that the Medical Department had over 100,000 contacts with employees during 1926. Such contacts provide a means for achieving better individual health, with better community health as a natural result.

Some day communities and industries will work together for the health of all citizens, putting health on a business basis.

*If you say it cannot be done, why, of course it can't.
At least, not by you.—HILL.*

HOW TO SLEEP WELL

IF you suffer from insomnia try the following:

1. Regulate your diet and eat only well balanced meals, making the evening meal especially light.

2. Divert your mind from the work of the day by reading some light literature or playing some interesting game that requires little concentration.

3. An hour or so before retiring, and this should be early and regular, take a brisk walk in the open air followed by a hot bath, and then just before "settling down for the night" take a cup of hot cocoa and eat a couple of crackers. Be sure that your sleeping room is well ventilated—that means that you have your windows open. See that the bed clothing is sufficient to keep you warm but not too heavy or too much.

Insomnia or the inability to sleep is one of the commonest complaints of civilized man. It is not a disease. It is a symptom or manifestation of something else. Most people require eight or nine hours sleep each night to "carry on"—to be at their top notch of efficiency. It may be true that there are a few persons who require only five or six hours sleep in the twenty-four, but they are the exceptions which prove the rule. Eight hours for work, eight hours for recreation and play and eight hours for sleep is a fair division of the day. Insomnia may vary from occasional loss of sleep to pronounced wakefulness due to serious physical or mental disease.

It is rather unusual for physicians to have patients consult them for insomnia alone. For some reason most people do not consider this symptom of enough importance to pay a visit to their doctor. They wait until it is just one of many complaints of a nervous or physical breakdown. This is a wrong procedure. Many times if a person afflicted with insomnia would consult his physician at the beginning, serious impairment of health and great loss of time might be avoided.

The causes of insomnia are many and

varied. Pain from organic diseases, the beginning symptoms of acute communicable diseases, restlessness and headache from certain definite diseases of the nervous system, the discomfort and irritability resulting from skin disorders, constipation, the fear and apprehension common in diseases of the heart and lungs are frequently the causes of very distressing loss of sleep. There is also a distinct form of insomnia due to the abuse of coffee, tea, tobacco or alcohol. Nervousness from mental overwork, worry, or weakness from long and serious illness are also among the common causes of insomnia.

Many persons have troublesome insomnia and never go to the doctor for help. How large this number is no one knows, but these people are the ones in whom we are most interested. The symptom is usually caused by poor personal hygiene, bad habits of living, or customs that have gradually grown upon the individual and which are hard to break. Among these are irregular hours for meals and sleep, hearty meals just before retiring, too much tobacco, or worry, and reading in bed until the "small hours of the morning," lack of proper exercise in the fresh air, lack of proper ventilation during working hours and occasionally overwork in mental endeavors.

If you want good health—and who doesn't—you must observe the rules of personal hygiene. Regularity is the first rule—in sleep, diet, work or play. Unless you guard well your diet, take enough exercise and have good ventilation in your "workshop" you must pay in loss of "pep" and efficiency. Unless you follow these simple rules you cannot expect to be "In the Pink." Remember the experience of the Army—the same routine and regularity reduced the fat fellow and built up the skinny one. This is paradoxical but true.

There is but one way properly to treat insomnia, that is, first to find out the

cause. This can be done only by a competent physician after a careful examination. You should have an examination at least once a year in order to check up and "take stock" of where you stand physically.

It seems almost needless to advise you not to take drugs or patent medicines prescribed by yourself. If your insomnia

is such as to require opiates to control it you most certainly need the supervision of a physician. Drugs that are effective in insomnia should never be taken except upon the advice of a doctor—others are valueless.

Refreshing sleep is complete mental and physical relaxation.

PLAYING SAFE

MOST folks imagine that an editor has a pretty soft job; all he has to do is to just sit down and write things or look over the stories and items submitted by his staff and have them printed.

As a matter of fact, about the most important thing for the editor to know, and the hardest thing to learn, is what not to do.

This knowing what not to do is just as important in a magazine such as ours as it is for the large metropolitan newspaper and perhaps even more so.

The editor of our employees' publication must watch out for any personal item that might carry a sting concealed, make sure of his facts, and that no articles are published against the policy of the company or inimical to its interests.

More often than you will imagine such things are submitted in all innocence by some one who *didn't know*.

Sometimes he wants to take a shot at some local thing that he knows is wrong, and then, oh! then, he must indeed tread softly if he treads at all, on account of the libel laws.

The following little tale will serve to point out some of the tribulations of an editor:

A country editor, harassed by threatened libel suits, took up a careful study of the libel law. He was astounded and astonished, as well as appalled, by the fact that in nearly every article in his

paper he had rushed in where angels feared to tread. By hasty computation he discovered that the government weather report was about the only information he could safely publish.

Then he wearily and resignedly took up his goose quill and described the big social function given the night before by one of the grand ladies of the town, qualifying each sentence so as to put himself safe on the question of libel. He said:

"A woman giving the name of J. G. Jones, who is reported to be one of the society leaders of this section, is said to have given what purported to be a reception yesterday afternoon.

"It is understood that a considerable number of so-called guests, reported to be ladies noted in society circles, were present, and some of them are quoted as saying they enjoyed the occasion.

"It is charged that the firm of Bower & Black furnished the refreshments, and Stringham the alleged music.

"The hostess is said to have worn a necklace of alleged pearls which she declares was given her by her husband."

An hour after the paper appeared the editor quit figuring on how to get away from libel suits. He began figuring on how to get away from town.

The 11:30 p. m. freight bound west solved the problem.

From the mistakes of others a wise man corrects his own.

SECOND ANNUAL KODAK INTERNATIONAL SALON OF PHOTOGRAPHY

THE First Annual Kodak International Salon of Photography held in England last year was a great success.

The Second Annual Salon will be held in Rochester, November 1 to November 30, 1927.

The salon is held under the auspices of the Kodak Park Camera Club, the Kodak Works Camera Club, Harrow, England, and the Kodak Staff Photographic Society of London.

This annual photographic exhibition is open to all members of the Kodak Organization in all parts of the world. Its purpose is to bring together for competition and display the results of their photographic activity.

The selection of prints will be based on artistic merit, and all prints submitted will be carefully and impartially considered by a jury of selection. No preference will be given to members of any photographic society or club within the organization.

After the exhibition, groups of pictures will be available for routing to houses and branches whose members have contributed pictures.

Suitable medals and certificates will be awarded. The details of the awards will be announced later.

CONDITIONS OF ENTRY

1. Prints may be in any photographic medium, except multicolor. Hand-colored prints will not be considered.

2. Not more than three prints may be submitted by any contributor.

3. An entry fee of twenty-five cents, or one shilling, is charged each contributor.

4. Mounts for pictures must be one of

two sizes: 12 x 16 or 16 x 20 inches, and should be of white or light toned stock of medium or light weight. It is urged, but it is not compulsory, that horizontal pictures be mounted so that when hung the narrow dimension of the mount will be at the top.

5. Each picture should bear on the back of its mount its number, title, name of exhibitor and return address to agree with entry form.

6. With the exception of development of the original negative, all pictures entered must be the work of the contributor.

7. Prints hung in any previous Kodak International Exhibition are not eligible for competition.

8. All pictures must be mailed so that they will reach Rochester, N. Y., before October 20. If London is the transfer point, ample time should be allowed in order to comply with this condition. Pictures should be packed flat and with sufficient substantial protection for safe conveying both ways.

9. Unless otherwise specified, permission to reproduce is assumed.

10. All possible care will be taken, but the Kodak Park Camera Club will not be responsible for loss or damage in transit.

11. Owing to the limited exhibition facilities, complimentary prints cannot be accepted.

12. The submission of pictures will imply the acceptance of the above conditions.

Entry cards can be obtained from Glenn E. Matthews, Kodak Park Camera Club.

I do not despise genius—indeed, I wish I had a basketful of it instead of a brain—but yet, after a great deal of experience and observation, I have become convinced that industry is a better horse to ride than genius. It may never carry any one man as far as genius has carried individuals,

but industry will carry thousands into comfort and even into celebrity, and this it does with absolute certainty; whereas genius often refuses to be tamed and managed, and often goes with wretched morals. If you are to wish for either, wish for industry—*Julian Ralph*.

E. S. and L. A. NEWS

THIN DIMES AND DOLLAR BILLS

DON'T forget that even though the specifications for your home call for lumber, brick, cement, insulation, heating, plumbing and painting, you must hand somebody your personal check, or the equivalent in cold cash, in exchange for these materials. In other words, while your completed home may be good to look at, comfortable to live in, and of good construction, it is nevertheless a collection of pennies, thin dimes and dollar bills which have, perhaps, been gathered together through many years of persistent and hard saving. It is worth while to think of a home from just this point of view; namely, hard earned and hard saved money.

SIX THOUSAND DIMES

Suppose you visualize your insulation in terms of three hundred single dollar bills. Picture your heating equipment as a collection of six thousand dimes. Continue through the list of materials you must buy and pay for. You will see that in the last analysis your home is really a structure built up of money.

The big problem with nine home builders out of every ten, according to statistics, is that of financing. Where and how to borrow money to build is a major question which most builders must answer.

Statistics show that 90 per cent of the homes erected in this country are built with borrowed money, for which the home builder gives the money lender one and sometimes two mortgages. Where does this money come from? A great many agencies supply it, but the building and loan associations undoubtedly offer as attractive opportunities for small home builders as any agencies who supply money for such purposes. Most of these associations are set up for the purpose of encouraging small home ownership. It is estimated that more than one million American homes have been built by money borrowed from these associations

by their membership. The latest reports at hand show that about two billion, five hundred million of the savings accumulated by the associations are invested in small dwelling house mortgages. The average mortgage is not higher than \$5,000, and it is interesting to observe that this amount of money represents about the total cost of the average small home, exclusive of lot, according to the United States Department of Labor. There are no better securities in the world than mortgages on small, well constructed houses, according to authorities.

SYSTEMATIC SAVING

The building and loan associations offer strong inducements for people to buckle down on a systematic and regular plan of saving. Their rates and charges are equitable.

If you are planning to build, if you are one of the nine people out of every ten who must borrow money with which to build, talk it over with your local building and loan association.

—*The Architects' Small House Service Bureau of the United States, Inc.*

If you really want to collect damages from the other party in an automobile accident, get the names of witnesses. If the insurance company simply has the stories of the two persons involved and the versions do not agree in the least, there is nothing to do but to disclaim liability. One man's word is just as good as the other man's.

GOING into debt to buy land, houses, securities, or anything else of permanent value is real fun. It makes one careful not be wasteful. Money isn't frittered away. The old car is made to do a few years longer. And one discovers that having a new car every year isn't at all necessary to one's happiness. The permanent satisfactions are the ones to purchase.



"PHOTOGRAPHING THE SCHOOL." *Harper's Weekly*, December 16, 1871

THE USES OF PHOTOGRAPHY

ASIDE from the amusement and recreational features for the amateur, and the portrait work of the professional studio, photography is every day extending its usefulness in industry and the arts and sciences.

Here are some of its present uses: Catalogue illustration, newspaper and magazine display advertisements, leaflets, circulars and other direct mail literature, salesmen's albums, or loose prints, to replace bulky samples, answers to inquiries (a photograph tells the story), window displays, for record or publication, copies of valuable documents, letters, maps, etc., working copies of papers too valuable for constant handling, records of assemblies of machines, apparatus, etc., before and after pictures, records of accidents, records at stated intervals of construction progress, photographic letter heads; for use in ordering parts not catalogued or numbered, electric displays as seen at night, establishing authenticity of paintings, copies of daguerreotypes, and other perishable pictures, records of museum and other collections, bird's-eye

views, aerial surveys and maps, newspaper and magazine text illustrations from models, real estate listings, enlarged cut-outs for display purposes, transparencies for decorative or advertising purposes, lantern slides, records of stage settings, records of costumes, mosaic photographs of inaccessible buildings, composite photographs for architects from building models, banquets and groups, formal and informal parties, verifying signatures, establishing authenticity of documents, finger print photographs, photomicrographs, snow and frost crystals, high speed photographs of projectiles, news interest pictures, X-ray photographs for physicians and dentists, progress photographs of machine operations, photostat records, identification of criminals and suspected persons, passport pictures, Cirkut panoramic pictures.

Without doubt many other uses for photography in industry and the arts and sciences can be found, but the foregoing will afford you some idea of its rapidly growing usefulness.

WHAT DO YOU DO?

WHEN you approach a railroad crossing in your car, how near do you come to giving the engineer heart failure, or to causing a permanent stoppage of that same organ for yourself?

Why are so many locomotive engineers prematurely gray? Because day and night, the fear of grade crossing accidents is constantly with them.

"Not long ago, I crossed the State of Nevada in the cab of a locomotive," said a railway official.

"At one point the highway was parallel to the railroad for quite a distance, then it crossed the track and continued beside it. The ground was level, the highway and the railroad were straight; there was not so much as a clump of sage brush to obstruct the view, and a passenger train in

open, level country on a bright summer day is a conspicuous object.

"Along came an auto and when the driver saw the train, he stepped on the gas and endeavored to beat it to the crossing. He miscalculated, and did not quite make it. Instead, he ran into the side of the third car from the engine. Fortunately he was not killed.

"Later, I rode in the cab of a locomotive which was pulling a train between Youngstown and Cleveland, Ohio. Approaching the crossing, I saw the driver of a flivver making desperate efforts to reach the crossing ahead of the train. He got across ahead of the pilot by five-eighths of an inch, so far as I could judge—or let's say three-quarters of an inch. When he was across the track, he slowed down to watch the train go by."

HOW DO YOU ANSWER YOUR TELEPHONE?

VARIOUS people answer the telephone in a variety of ways. There is only one correct way, however, and it would be well for all of us to remember what that is. A writer in *Jeffry Service* says that in nine cases out of ten a mental picture of the party at the other end of the line can be drawn by the way in which he or she answers the telephone. Unconsciously, the person calling is influenced by this mental picture.

Here are a few of the various mental pictures conjured in the mind of the average individual calling another over the phone, when the call is answered in any one of the following ways, says the Jeffry writer:

"*Lo!*"—A lazy cuss, as sure as I'm a biped. I can just see him resting on both elbows.

"*Aw-right!*"—It's a sure thing that he has a mouth full of tobacco and no cuspidor within range.

"*Yeh!*"—Some little dried up shrimp. Likely he thinks it would be a crime to use more than one syllable.

"*Hello!*"—He's old fashioned. I'll bet my garters that he sips his coffee from his

saucer. He's courteous, anyway.

"*HEL-LO!*"—The old grouch! His wife must have burned his toast this morning. Perhaps the youngster left a piece of taffy on the driver's seat.

"*Wal-l!*"—Another ingrown and warped disposition. I wonder if he ever bites the transmitter?

"*Commence!*"—A fresh fellow that has a diving girl painted on his slicker, and still labors under the delusion that a Chaplin mustache is cute.

"*John Modern speaking,*" or "*Department eighty-six!*"—Ah! There's a fellow up on his toes wide awake, and efficient.

You ought to be driving a horse and buggy or using a coal oil lamp if you answer your phone in the following manner:

Hello!

Hello, is this number 234?

Yes, this is number 234!

Is Mr. Fog there?

Yes, he's here!

May I speak to him?

This is Mr. Fog speaking!

Oh!

(Then the parties begin talking business.)

FELLOWSHIP

A pleasant "Good morning" costs nothing to the giver, but oftentimes puts the receiver in good spirits, and good spirits ease the day's work.

A smile brings more friendship than a curt nod.

For the curt nod oftentimes breeds contempt and ill feeling, while a smile and a pleasant greeting beget the like.

So greet your fellow workers in the passing and you will rise in their esteem.

The haughty nod raises a barrier and kills friendship.

If you have a grouch, don't take it out on your fellow workers lest you cause discontent.

Discontent mars co-operation, thus endangering success.

The slight, or deliberate, snub shows

lack of breeding and often causes serious complications.

Keep the angry word back, its utterance is a mighty poor investment.

Hatred should have no place in our lives. Hating others sours our disposition and being hated is often a black mark on our character.

Hating others does not erase the wrong, fancied or otherwise, that they have committed against our feelings.

Being hated means we have lost a friendship through some careless word or action.

Hatred is man-made, while good-fellowship is the gift of heaven.

And the smile and cheerful greeting is the foundation of good-fellowship.

The Kodak Magazine

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

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ALL indications point to a bumper crop of unscrupulous sharpers and at least an average crop of the unwary, due to ripen on or about July the first.

Human nature doesn't seem to change much; schemers, who wish to live on what others have earned by good hard work, still thrive, and the credulous and the easily impressed still continue to fall for their siren songs. Some people profit by past unpleasant experiences, but a startling majority continue to rise to the bait again and again. True enough the bait is often most alluring, skillfully cast, and the barb well hidden, but the ultimate result is the same.

The inexperienced fail to see the difference between speculation and investment, and to realize that at one time the future of even such successful organizations as our own was highly speculative.

If you cannot afford to lose, without hardship, the money you speculate with, you cannot afford to indulge in speculation. There are plenty of safe conservative investments to be had, and any reputable broker or bond house will be glad to advise you in their selection.

The safe investment does not promise exceedingly high interest rates and the prospect of doubling or tripling your money in a short time. If it did, it would not be safe.

New schemes are constantly being devised, and new approaches to the pockets of the inexperienced in finance are ever being formulated.

At present in Rochester there is working a representative of two allied organizations. The prospect is given no information as to the workings of these organizations, and is told that they are built on faith and confidence. Many promises are made, but all are indefinite, vague and for the future.

It is seemingly poor business to enter any contract that demands all obligations to be upon one party and none upon the other. Yet this man is reported as doing a good business.

You may rest assured that every schemer in the vicinity has his thoughts upon the Kodak Wage Dividend, payable July first. We again repeat our annual warning, "Investigate Before You invest."

The Investors' Protective Committee of the Rochester Chamber of Commerce or the Better Business Bureau are both fully informed and will be only too glad to advise you.

THE late Uncle Joe Cannon, dean of congressmen, on his ninetieth birthday in Danville, talked to a reporter about success and failure.

"Too many of us," he said, "are like a fisherman I came across one day on a walk in the country.

" 'Catching anything, friend?' I said to him.

" 'Naw,' said he, 'every time a car goes over the bridge it scares all the fish down stream.'

" 'Well, friend, why don't you move down stream a little?'

" 'They ain't no comfortable rocks there.' "

The rock you are sitting on may be a heap more comfortable, but unless you come in contact with some of the jagged peaks and get a bruise now and then you aren't liable to make any of the big catches. Even stretching a point, and admitting that the character in Uncle Joe's story landed a few quarter-pounders, there is always the danger of a car crossing the bridge and frightening away the little fish.



KODAK PARK

CLAYTON BENSON, Editor



CHIEF RUCKHOLT'S PRIDE

We picture with pride the latest addition to the fire fighting force at Kodak Park. Classed as the most modern and completely equipped type of fire truck of this day, in appearance and action, it justifies its trade name of "Master Fire Fighter."

Produced by the Prospect Fire Engine Company of Prospect, Ohio, this truck was constructed to conform to conditions best adapted to fire fighting at the Park, and special details were designed under the specifications of Fire Chief Ruckholt. A possible speed of sixty miles per hour is guaranteed by a

six-cylinder Continental motor. It is equipped with a deck pipe fed by six $2\frac{1}{2}$ -inch lines of hose, three on each side, a large searchlight, two $\frac{1}{2}$ -mile hand searchlights, 30-foot extension ladder and carries 1,400 feet of hose. Gas masks are also a part of its equipment.

The acquisition of this new apparatus provides the plant with two fire trucks, thereby insuring constant protection for both Kodak Park and Kodak Park West in the event of simultaneous fires at these places.

On Wednesday evening, April 27, a farewell dinner was given at the Odenbach by the girls of the Paper Sensitizing Office in honor of Thelma Conlin. Among those present were Ruth and Helen Hetzler, Marion and Helen Schaefer, Majorie Gibson, Herta Frederick, Bessie Green and Mrs. Elmer Rautens. Miss Conlin is leaving to accept another position and with our best wishes for a successful future.

A very pretty spring wedding was celebrated May 11, in the Grace Methodist Church, when Eva Shears, of the Cost Department, Main Office, was united in marriage to Willard Terry, of the Ciné Slitting Department. The ceremony was performed by Dr. Davies, residing pastor of the Grace Methodist Church.

On Saturday, April 23, at St. John's Lutheran Church, Gladys Masterton, of the D. O. P. Packing Room, became the wife of Carl Heidt. Among the many pre-nuptials was a variety shower given by Edith Pfau, of the Packing Room. After an extended motor trip to Cleveland, Detroit and Canada, Mr. and Mrs. Heidt will make their home in Rochester. The best wishes of the department go with them.

On May 18 at 4 p. m., Blanche Coakley, of the Main Office, became the wife of Frank Selke at the Lake Avenue Baptist Church with Dr. Beaven officiating. After the reception, Mr. and Mrs. Selke left for New York City.



FRED NELSON and GEORGE PERRY

PRINTING DEPARTMENT EMPLOYEES WIN SUGGESTION AWARDS

In the distribution of the \$1,221.00, the total amount of awards for the last Suggestion period of three months, employees of the Printing Department, Building 48, continued to merit their share of the prizes. George Perry and Fred Nelson were the leaders, each receiving awards of \$40.00. The first named has made constant use of the Suggestion System from its inception, submitting fourteen suggestions since 1920; ten, or seventy-one per cent, of which have been adopted and granted awards of nearly \$250.00. On the other hand, it is the initial offering of Fred Nelson to the system and is a splendid start for a suggestion record.

Other suggestion winners in the Printing Department for the period were: Harold Agness, \$25.00; Lewis Carl, \$8.00; Edward Ruoff, \$7.50, and \$5.00 each to John Young and Bernard Drew.

There is always room for improvement, and employees of the various departments are in a position to bring forth many constructive suggestions. The management is desirous of receiving these ideas and accordingly have provided our Suggestion System to encourage and facilitate the handling of employees' suggestions. Awards are made for suggestions which are adopted.

Suggestion blanks may be found at the suggestion boxes, located in practically every department. After the suggestion has been written and put in the envelope provided, place it either in a suggestion box or in the mail. Additional details may be obtained at the Suggestion Office, Building 26.

"In spring a young man's fancy turns to love" is evidenced by the following engagements recently announced in the Spooling Room: Madeline Eckhout to Camiel Vereecke, Helen Hickman to Charles Carey, Gertrude Evans to Verne Coulson. Hearty congratulations are extended to the happy couples.

To John Greuve, whose father passed away Tuesday, April 26, Emulsion Coating Department extends its deepest sympathy.

It is with a feeling of deep regret that we record the recent death of Max Dreas, of the Roll Coating Department. To the members of his hereaved family, we offer our sincere condolence.

SUGGESTION HONOR ROLL

One of the outstanding features that characterizes the judiciousness of our Suggestion System is the annual survey of all suggestions adopted during the preceding calendar year. Every suggestion adopted is carefully reconsidered and reviewed for additional awards. In the event that the idea has proven of greater value than first anticipated the suggestor at that time realizes a supplementary or yearly award.

The general review of all suggestions adopted during the year 1926 resulted in the selection of seventeen suggestions which were found of sufficient value to the company to merit an additional award. In conjunction with this selection suggestors who have totaled at least twenty-five dollars in awards on one or more ideas are placed on our so-called Suggestion Honor Roll as well as being presented with a Certificate of Merit. This certificate is a special recognition of valued suggestions, and will be granted for the first time this year to the following employees whose names appear on the 1926 Honor Roll:

Albert Bird, Protection Dept.
George Braggins, Film Boxing
Fred Clouston, Printing Dept.
Ernest W. Doe, Dept. 50
Edmond Edmundson, Film Storage
Otto Groth, Cotton Nitrate
Robert Hall, Cotton Nitrate
George Hindom, Dept. 50
William Kerber, Pipe Shop
William King, Flash Powder
John Nickel, Lacquer Mounting
Albert Norton, Film Emulsion
Evan J. Parker, Nitro Products
Walter Starkins, Film Emulsion
John Stone, Film Emulsion Melt.
James Thomas, Nitro Cellulose Products
Walter VanSanford, Printing
Phillip Voelckel, Reel Mfg.
Milo Worboys, Cotton Washing
Robert Zimmerli, Box Dept.

All of us, if we pause to think, could in all probability suggest some way in which our product could be bettered, manufacturing methods improved and waste reduced. For this we are amply paid, but the real reward is not necessarily monetary return for each idea but the mental growth, the increased ability and promotion that oftentimes results as one acquires the habit of translating new ideas into practical profit-making accomplishments.

JUNE DANCE PLANNED

One of the most popular offerings of our Athletic Association is the annual summer dance which is to be held at the Windsor, Tuesday evening, June 14. The special committee in charge of this year's frolic includes Jack Schaeffer as chairman, capably assisted by Bob Caine and Ben McMillan. The same admission prices prevail, being seventy-five cents in advance to the men, fifty cents to the girls and one dollar at the door. If you are unable to secure tickets from representatives in your department, the K. P. A. A. Office will be pleased to supply your demands. The Query-Ludwig Orchestra, which has gained the approval of many Kodak Park people, has been engaged. A successful affair is anticipated, since it is to be the only summer dance conducted. Remember the date, Tuesday evening, June 14. Bring your friends.



THE "CUBS"

*Back row—Shepanski, Lindhorst, Ward, Mgr.; Brennan, Kliment, Weathers.
Front row—Wright, Altpelter, Bircher, Fratter.*

CUBS, SURPRISE OF NOON-HOUR LEAGUE

After two weeks of preliminary work, which placed the diamond in excellent condition, the 1927 season of the K. P. A. A. Noon-hour League officially opened Monday noon, May 2nd. The four teams competing and their managers are the same as last season; being Birds, Harold Servis; Cubs, James Ward; Rangers, Ralph Lehman, and Giants, James Gallagher.

The feature of the first two weeks has been the sensational showing of the Cubs. Starting in the league last year this outfit made a creditable showing, but were unable to hold their own in the long schedule against the better organized nines. "Jimmy" Ward, however, has apparently turned the trick, so that the usual weak fourth team has become a real contender and promises the most interesting series in recent seasons.

The calibre of the Cubs was first displayed in the opening game when they triumphed over the Rangers 4-1. This was followed by two more victories, placing them at the head of the league until their streak was stopped by the Birds. The splendid start of the Cubs may, in part at least, be credited to the excellent pitching by "Billy" Altpeter, who is remembered by the veteran fans as a pitcher for the Pipe Shop and Outlaws some years back. Ward's proteges have also been hitting the ball far and hard; Bircher, third baseman, and Kliment, catcher, boasting averages over the 500 mark. Besides several new players, the Cub Manager has strengthened his outfield by the acquisition of Harry Brennan, formerly with the Rangers. The unexpected always appeals to the fans, and the playing of the Cubs has won them many supporters among the bleacherites.

The second game of the schedule between the Birds and Giants ended in a tie with one run each. Since that, the Birds have taken two games to give them the lead, while the Giants have yet to chalk-up a win. "Johnny" Barry, in left field, is the only new addition to the Birds' line-up, although Gobel has returned to his position at third after being out a greater share of 1926. With a batting average of .666 Brightman, of the Birds, leads the league in hitting. The Giant line-up again includes a familiar figure in "Billy" Gallagher, who has been away from the Park for two years. Classed as one of the best indoor outfielders in these parts "Billy" also has a batting average of .444. Bohler, a new player, appears to be a fixture in the Giant infield.

Several switches in position have been made with the Rangers by Manager Lehman. "Cam" Doane is now on the receiving end of Taylor's slants, while Keuck has been moved out to right field, and "Billy" Marx is cavorting around the infield. The only new member to the squad is Johnson, an outfielder, last year with the Birds. Even though Grunst and Doane are hitting at a 500-pace the Rangers to date have annexed only one out of three starts.

In spite of rainy and cold weather the attendance each noon has been remarkably high, and the games exceptionally well played for so early in the year.

Official standing May 14, 1927:

Teams	Won	Lost	Per Cent
Birds.....	2	0	1.000
Cubs.....	3	1	.750
Rangers.....	1	2	.333
Giants.....	0	3	.000



K. P. CAMERA CLUB OFFICERS

Standing—Geo. Armstrong, Harold Folts, D. H. Sederquist
Seated—Gertrude Pillen, Monica Powers, Marguerite Stevensky

CAMERA CLUB INSTALLS NEW OFFICERS

The installation of the newly elected officers of the Kodak Park Camera Club for the year 1927-28 took place at the May meeting held Thursday evening, May 12, at the Rochester Memorial Art Gallery. The new officers selected are: namely, D. H. Sederquist, president; Harold Folts, vice-president; Marguerite Stevensky, secretary; George Armstrong, treasurer; Gertrude Pillen, assistant secretary, and Monica Powers, recorder.

The pictures of the First Rochester Salon of Photographic Art were exhibited and viewed by members of the Camera Club. President Sederquist, who was chairman of the exhibition, gave the Gallery talk and pointed out many interesting facts in connection with several of the prize winning pictures. The following awards were made by a jury composed of Clyde A. Pierman, president of the Buffalo Camera Club; Clifford Ulp, art director, Mechanics Institute; and John J. Inglis, president, Rochester Art Club:

Bronze Medal

Sunlight and shadow—Merle L. Dundon
 Spring Street (Bromoil Transfer)—Roger P. Leavitt
 En Noir—Alexander Beventon
 The Old Sap House—Agusta B. McCoord
 Italian Street Singer (Bromoil)—Ernest J. Mock
 A Child Study—Peggy Stewart, Canandaigua, N. Y.

Blue Ribbon

Her First Baby—Louis E. Allen
 The Brook—Margaret A. Deitz
 Character Study—Moser Studio
 Marjorie—Walter Nelson
 The Garden of Content—F. L. Wadman

Certificate of Merit

Ossip Giskin—Boris Chudoff
 A Child of Nazareth—Lilian Gordon
 Upon the Waters—Clarence Herrman
 The Way to the Woods—Harold Hudson
 Memories—Paul Van Dyk
 Via Dolorosa—Jerusalem—Helen S. Williams

CAMERA CLUB MAY HIKE

The annual big outing of the Camera Club was held Sunday, May 15, 1927. About seventy members of the club went by automobile to Letchworth Park. Mr. Wood, of Kodak Park, and Mr. Chamberlin, of the Camera Works, were in charge of the party. After stopping at the High Banks near Mt. Morris and taking many pictures, the party proceeded to the Lower Falls at Letchworth and enjoyed a picnic lunch. From here the crowd divided,

the younger members hiking along the gorge to the Middle Falls, while the rest drove the cars to the same place. The climb was made to the high bridge, games were played, and though the weather was cold everyone had a good time. Mr. Sederquist, the new president, was present for his first hike and right away appointed a Hike Committee to take care of future hikes. The committee is as follows: Harold Folts, chairman; Frank Wadman, "Ben" Chamberlin, Harold Hudson.



THE NOON-HOUR LEAGUE OFFICERS

INDUSTRIAL INDOOR LEAGUE

After frequent meetings and negotiations an Industrial Indoor League is a reality for the present season. With the league sponsored by the *Rochester Journal American*, fourteen teams applied for a franchise; making it advisable to divide the group into two divisions, the National and American, with six and eight teams respectively. Kodak Park, represented by a team selected from the Noon-hour League players under the management of "Jimmy" Gallagher, is placed in the smaller section, along with the nines representing Hawk-Eye, Fashion Park, Kodak Office, Camera Works and the Moore Wood Heel Company. The Park entry will find the stiffest kind of opposition in this array of teams, each being represented by a line-up of veteran players. Besides the attempt to take the league

championship, the struggle between the four company outfits for high position should be well worth watching.

Home games, at least, will be played Wednesday evenings directly after work; and it is possible, due to the lack of good diamonds, that some of the other managers will be glad to arrange their home game on our field. At the conclusion of the schedule, which lists ten contests for each entry, the winners of the two divisions will meet in a series for the industrial championship of the city.

The first game brought the Camera Works nine here on Wednesday, May 18. Employees are urged to attend these games as some first-class exhibitions are in store, and moral support is sure to benefit the team.

KODAK PARK SCIENTISTS AT NORFOLK CONVENTION

Prominent among the delegations attending the convention of the Society of Motion Picture Engineers held at Norfolk, Va., the week of April 25, were several scientific experts from the Eastman Kodak Laboratories. This society is composed of technicians of the motion picture industry interested in the development and perfection of such projects as stereoscopic motion pictures, motion pictures in natural colors and the radio transmission of motion pictures.

John I. Crabtree, of the Research Laboratory at Kodak Park, acted as chairman of the Paper Committee and arranged a very commendable program of thirty papers. Dr. K. C. D. Hickman, also of the Research staff, read a paper entitled "Hollywood and the Motion Picture Engineers," which dealt with the important role technical men play in the production of motion pictures and which proved of exceptional interest and merit. Other members of the Research Laboratory preparing papers were L. A. Jones, J. I. Crabtree, H. C. Carlton and C. E. Ives.

The delegation from Rochester included further members of the Eastman Kodak Company; namely, J. G. Capstaff, E. Fritts, J. G. Jones and H. T. Cowling.

FOR THE HORSESHOE PITCHERS

The fine art of horseshoe pitching seems well on the way to recover the popularity it enjoyed in what we are wont to call the "good old days." Through the combined efforts of John Schulz and David Babcock, a committee acting for the K. P. A. A. and several of the enthusiasts of this sport in Building 23, arrangements have been made to put in three regulation courts on the lawn in front of the Ridge Construction Office on Lewiston Avenue. This is in response to the interest of many employees in this activity and the need of adequate space for regulation courts. The courtesy of the Ridge Construction Corporation in granting the use of this plot is appreciated both by the horseshoe pitchers and the officers of the association.

A number of experts are to be found in the various groups playing on makeshift courts about the plant, and with this common center provided, leagues and contests will be formed which should be resultant of exciting matches as well as providing entertainment and pleasure during the noon-hour for a large group of spectators. Provided this feature proves of sufficient popularity, the association will endeavor to place courts at other strategic points.



ANDREW CHRISTIE

SOCCER TEAM ELIMINATED FROM NORTHWESTERN LEAGUE BY MACKENZIES

After getting off to a splendid start in the spring campaign, as related in the last issue of the *Magazine*, the Soccer team met with a slight slump, which cost them the chance of retaining the Northwestern League trophy and practically eliminated any hope of leading the Rochester and District League. No specific cause can be advanced for such a slump, it being one of those unaccountable elements which make all sports so uncertain and fascinating. It should not be taken that the team has not been playing a good brand of soccer. That is far from the truth, for against strong opposition two defeats were by one point margins and one contest ended in a 1-1 tie; but the final aggressive drive to score, as our team is really capable of, seemed lacking.

A crowd of 1,500 lined around the Kodak Park pitch on the Ridge Road, Sunday, April 17, for a City League game with the MacNaughton Rangers. A corner kick materialized into a goal gave the Rangers the lead in the first few minutes of play. In a scramble for the ball in midfield Glendinning, local half back, suffered a severe cut over the left eye and was forced to leave the game. With ten players the home team managed to stand off further attacks and to even the count on a tally by Patrick. Too much credit cannot be given to Glendinning, who exhibited splendid spirit and courage by returning to his place in the line-up shortly before half time. Play was even and oftentimes rough during the last half, and the final whistle found the score tied at 1-1, each team earning one point in the league standing. Wheeler, appearing at full back for the Park instead of at his usual place in the forward line, was the most brilliant performer of the day; being more than a match for the MacNaughton forwards and breaking up their attack with deadly precision.

Chances of annexing the Rochester and District League championship were reduced to only a mathematical possibility when the home team was defeated on the following Sunday by the Celtics. Afforded

plenty of tries at the Celtic goal, the Filmmakers were way off form in their shooting and left the field scoreless, while the opponents made good one of their few opportunities for the decision. This game marked the appearance of a new player on our eleven in the person of Andrew Christie at full back. Of proven experience and ability, having previously played with the Providence and Newark professional teams, he showed to good advantage and added needed strength to the backfield.

May 1st being an open date on the schedules Secretary Quigley arranged an exhibition game with the Clan Douglass team at Syracuse, which resulted in easy victory for our players. Jutsum, from the Junior team, was placed in the line-up as goal tender, and from all indications should develop into a first-class goalie.

The semi-finals of the Northwestern League, played Sunday, May 8, at the West High field, resulted in the elimination of the Park eleven by the MacKenzies of Niagara Falls. It was a hard battle all the way, the players being evenly matched and treating the large crowd to soccer play at its best. The visitors made the only score of the game on a penalty kick. The Kodak Park team showed a strong and well-balanced line-up, with each player giving his best, and was equally deserving of victory; it being an unfortunate break which decided the issue.

The remainder of the Rochester and District League calls for five games, after which the players will enjoy a rest until resumption of play in the fall.

ADVANTAGES FOR K. P. A. A. MEMBERS

With our fancy completely captured by recreational opportunities offered in the varied program of summer sports, it is again brought to the attention of the K. P. A. A. members that certain routine, necessary for participation in these sports, is being handled through the K. P. A. A. Office.

For instance, golf permits for the use of the public courses at Genesee Valley and Durand Eastman Parks are obtained upon the filing of an application blank and the fee of \$5.00. Likewise, all followers of "Isaac Walton" and "Nimrods" may secure 1927 fishing and hunting licenses by making out the required form and accompanied by the permit cost of \$1.25.

A supply of tennis, indoor and golf balls is kept on hand for direct sale to members at reduced prices. Discounts ranging from 10 to 33½ per cent on athletic equipment may be secured from certain retail stores of the city after first receiving an order on the same.

In conjunction with the other recreational clubs of the company arrangements have been made whereby members may purchase garden hose at a decided saving. Particulars and a purchase order may be obtained from Miss Powers in the K. P. A. A. Office.

Such equipment as quoits, bats, balls, megaphones, volley ball and a tug-of-war rope may be borrowed by departments planning picnic programs, the one essential being that at least three-days notice be given in order that all demands may be properly met.

CHEMICAL PLANT HONORS VETERAN EMPLOYEES

A very pleasant reception and dinner was held Monday evening, May 2nd, in the Assembly Hall, by members of the Chemical Plant in honor of six of their number who have completed twenty-five or more years of service in the Chemical Plant. The guests of honor were Harriet Maitland, Mr. and Mrs. William Agness, Mr. and Mrs. George Tozier, Mr. and Mrs. Henry Lais and Mr. and Mrs. Henry Combs. James McBride has also completed a quarter century of service, but was absent.

Harriet Maitland completed thirty years of service in the Powder and Solution Department, March, 1927.

William (Bill) Agness has been with the Cotton Washing Department continuously for twenty-five years since March, 1902, and Henry Lais has been in the same department for twenty-eight years, May, 1927, with the exception of one year in Building 9.

George Tozier started at Kodak Park in March, 1902, and is now foreman of the Sulphuric Acid Plant at Kodak Park West.

Since coming to Kodak Park in April, 1901, Henry Combs has held various positions in Buildings 9, 8, 15, 40 and 13, the Dope Department, where he is now foreman, having an employment record of twenty-six years.

James (Jim) McBride spent his early days at Kodak Park in the Recovery Department and transferred to the Chemical Plant in 1921. He will complete twenty-seven years of service in June, 1927.

Other veteran employees of the Chemical Plant and their terms of service are: Katherine Waldron, thirty-nine years; Robert (Bob) Cook, twenty-eight years; Albert (Bert) Vick, twenty-eight years; Frank Hauser, twenty-eight years; Edward (Ed) Ryan, thirty years; Charles Coon, thirty-five years.

Among those present were Messrs. Sulzer and Seel, former superintendents of the Chemical Plant, Webb, superintendent of the Chemical Plant, Gillice and Farrow, assistant superintendents of the Chemical Plant, and their wives.

William Webb acted as toastmaster for the occasion. The guests of honor were each presented with a gift as a token of the high esteem and appreciation in which they are held by their fellow workers, the presentation being made by Richard Baybutt.

Following the dinner and presentations, the party was entertained by singing, dancing and musical numbers. This was followed in turn by the showing of Ciné-Kodak pictures, including a film of cartoons of each of the men who had celebrated their silver anniversary at Kodak Park; the artist being Kenneth Quetchenbach, of the Chemical Plant Laboratory.

The Chemical Plant congratulates these veteran employees on their years of loyal service to the company.

On May 7th, a very pretty wedding was solemnized when Celia Renner, of the Sheet Film Department, became the wife of Anthony Cavo. Best wishes to the newlyweds.

Congratulations are extended to Margaret McCall, of the Spooling Room, who became the wife of Frank Roykraft on April 30.

HOME BUREAU ACTIVITIES

The members of the Home Bureau class continued to enjoy and profit by the instructions given each Monday evening, four new projects having been taken up during the past month.

Italian hemstitching consumed the hour period of April 18 and a share of the 25th. This work had proved very fascinating in previous seasons, and since several members of the class were familiar with it the instruction was placed under their direction. An explanation and description of proper bedroom decorations by Mrs. Cochrun, of the Esmond Blanket Company, completed the April 25th meeting.

The next week was devoted to instruction under Mrs. Kujawski, of the Chamber of Commerce, in the methods of decorating candles by the use of powder and paraffin. The May 9th gathering most appropriately discussed "Spring Salads." Miss Lovejoy, of the Rochester Gas and Electric Company, appeared before the class and prepared a number of delicious salads, the goodness of which is best testified to by those present.

With the season's program nearly completed the final meeting will be in the nature of a social gathering the early part of this month.

The employees of the Powder and Solution Department extend their deepest sympathy to James K. Madden, whose mother passed away suddenly.

The Roll Coaters of Ernest Yates' trick have organized an indoor-outdoor baseball team for the season under the able management of "Bill" Upton with "Mike" Murphy as captain. Both of these players are old-time pros, and considerable enthusiasm has been shown by the players in their initial tryouts. A sweeping challenge is issued to all shift teams of the plant, who should communicate with "Bill" Upton, Building 20.

The Sundries Manufacturing Department extends its sincere sympathy to Mierva Miller, whose mother passed away April 9th at Springwater, N. Y.

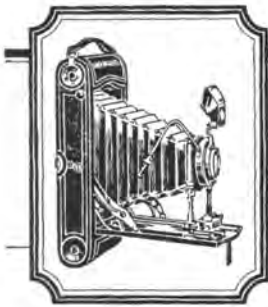
On April 14th at Buffalo, N. Y., Raymond Smith, of the Reel Manufacturing Department, was married to Mildred Wilson, formerly of Holland, N. Y. A clock was presented by the employees of the department, together with their best wishes.

Margaret Bonin, of the Sundries Manufacturing Department, was married to George Perrin, of the Ridge Construction Corporation, April 27. We extend our best wishes to both.

The employees of the D. O. P. Packing Department extend their sincere sympathy to Harry Spiegel, whose father passed away April 4; to Martin LaForce, whose daughter died May 12, and to Marie Powers, who suffered the loss of her grandfather, May 13.

George Tiffany, of the D. O. P. Packing Shipping Room, is receiving congratulations on the birth of a son, born April 20, weighing seven pounds.

The Spooling Room offers its sincere sympathy to Susanna DeGraeve and Isabel Webster, who recently suffered the loss of their mothers.



CAMERA WORKS

HERBERT S. THORPE, Editor



CINÉ DEPARTMENTS HAVE PARTIES

Two regular slap-up bowling parties were arranged in the Ciné-Kodak departments within the last month, and both of them were great examples of how much fun can be had when fifty good scouts get together for social purposes.

The Ciné Assembly boys were the first on the alleys, invading the Turn Verein Hall on April 15th. Six teams, captained by Tom Lennon, "Bill" White, Earl Cuykendale, "Al" Geiger, Walter Erickson and "Jim" Schaffer, played three games at a breakneck speed; and, in spite of a buffet lunch which lasted practically all that Saturday afternoon, most of the boys managed to get home in time for supper. Whether they could eat any, however, is another question!

The feature of the tournament was the remarkable score of Leslie Jackson. Leslie saw the alleys for the first time that day, and he had to almost ask whether the balls had to be kicked or pitched! In spite of never bowling before, he chalked up a score of 420. "Bill" Scheuch won most of the "pot," scoring 598

pins for three games. Jim Schaffer's squad topped the list with 2,765.

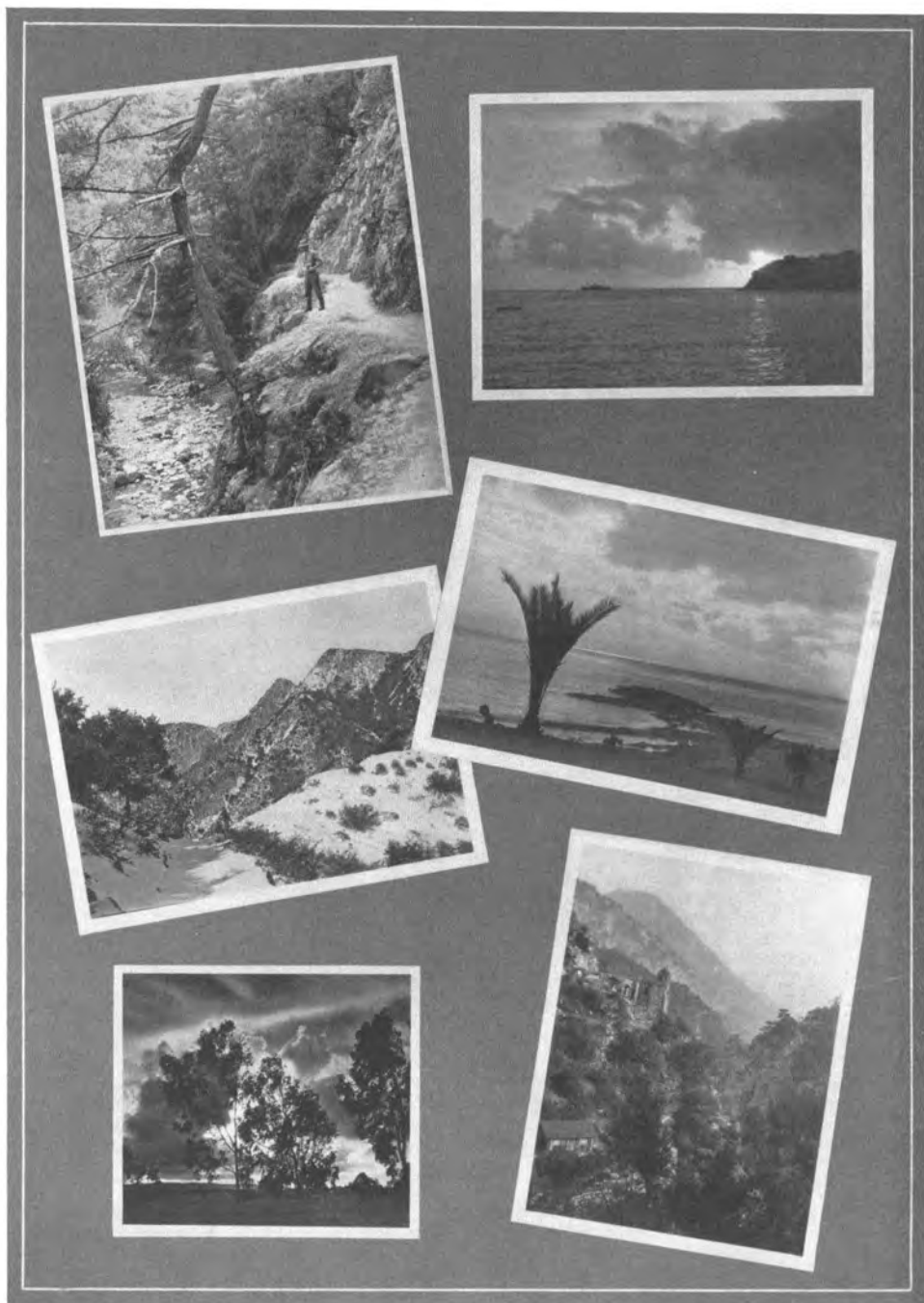
Another group of Ciné men, determined not to be outdone, hired the hall on the following Saturday. After a lunch, bowling started in real earnest, and six teams again competed for top place. Captains—and scores—were "Eddie" Wizeman, whose team won the trophy and who also recorded high score with 967 for three games. His team scored 2,708. "Ben" Avery followed with 2,698. "Chief" Bender's boys rolled 2,645, and just lost to John Allen, whose team chalked up 2,648. "Barney" McGuire and his "Irishers" scored 2,510, and William Scheuck followed up in cellar position with 2,357 pins. The second game resulted in a tie between Avery's men and Wizeman's, the latter eventually winning by three pins.

Department picnics and parties are a great help in getting acquainted with the men in your room. We are always glad to record them, especially when a group picture accompanies the story.

Several of our folks have recently returned, or are about to start, for trips to other states or to foreign lands. Gussie Bornkessel has returned from her third trip to Southern California and Mexico, where she had the experience of being held in jail for attempting to photograph Mexicans in their natural habitat. "Bill" Whincup has also returned from California, loaded with good health and a wonderful collection of photographs, all of which reminds us that we are glad to publish pictures of interest in the *Kodak Magazine*.

The cover which you so much admired on the May issue of the *Kodak Magazine* was made from one of John Lohwater's negatives. We draw attention to the fact that there is a good market in our Advertising Department for negatives, especially for unusual types of subjects, or photographs taken under unusual conditions.

Joseph Biedenbach, of the Woodworking Department, who has worked with us since 1919, is ill at his home in Chili. We wish him a speedy recovery.



We are indebted to William C. Whincup for the above pictures, which we take the liberty of reproducing from a collection he sent us from California. William has been touring this beautiful state in search of good health, and we believe he has found it. The scenes were photographed with a Kodak.



MAY WALK

The first May Walk and Sausage Roast of the season for the girls of the Final Inspection Department was held May 6 at the summer cottage of Florence Attridge on the banks of the upper river. Games were enjoyed throughout the evening, and prizes

were won by Anna Locus, Leota Crandall, Fay Burgeman and Anna Culhane. By the expressions on the girls' faces the next morning they certainly enjoyed every minute of their outing, and are looking forward to the next occasion.

ROD AND GUN CLUB

The addition to our Gun Club of a Rod Section is receiving great impetus from the fact that several of our gun enthusiasts are members of the City Casting Club, who stage weekly contests at Edgerton Park.

Almost every male—and a great many of the fair sex also—seem to be born with the desire to fish. Some of us are still content to angle with a limb of a tree, a piece of string and a worm, but science has entered into the art of Izaak Walton, and gamey fish require greater lures than the sluggish varieties. No finer sport exists than to actually do battle with fish, such as trout and bass. To catch fish simply for the purpose of eating them does not appeal to the true fisherman. He has in mind that the fighting end of the game constitutes the sport. In other words, plotting his skill against that of the fish, and giving it a fighting chance to get away, is the object of casting. Hiding among the lily-pads or at the edge of weeds, the action caused by correctly casting a plug arouses the bass and awakes its fighting instinct. A light rod, a strong line, a good reel, the correct type of plug for the particular day or waters, and a knowledge of casting is undoubtedly far more interesting than the old-fashioned rod and worm.

Four of our prominent trapshooters are members of the Casting Club. No sporting organization would be complete without Charles Collins. "Charlie" has not won any prizes to date, being minus the correct outfit. His son, "Herb," however, has established records, having, in one competition, the lowest score (which, in casting, is the highest honor) in plugging ten casts. Two first-class reels, and several baits constitute his winnings. Regulation rules call for a five-eighth ounce weight to be cast forty to eighty feet, and a one-half ounce weight to be cast sixty to one hundred feet. "Al" Lenhard is a weekly contestant, and has several trophies to prove his ability with a plug and line. Ralph Mathews is another ardent "dry" fisherman, having won a fine tackle box, and several items in the sporting line. Any of these four men will be glad to have you join them in this latest addition to our long program of sporting activities. Plans are on foot to meet in competition with another industrial casting organization, details of which will be posted later.

And now a word to the shooters. While these months are usually considered an idle time for most sportsmen, there being no open season on any kind of game birds, it need not necessarily be so, for at this season birds of prey and other vermin also are unusually destructive. Of course, it is very important that the "out of season" hunter should know exactly what he may lawfully shoot, but a study of ornithology will quickly acquaint him with the birds and animals which are outside of season restrictions. To the true lover of the great outdoors, the knowledge of the enemies of game birds, and their habits, is to know of the game birds themselves.

A concerted campaign during the spring days of the year against all kinds of vermin undoubtedly would result in a larger crop of game birds in the fall, and afford many pleasant days afield with dog and gun rather than disappointment and disgust at not finding birds, as often otherwise will be the result.

YOUR SHARE

The citizens of Rochester have just completed a civic clean-up campaign; which, of course, is a week set aside once every year for cleaning a great many places which, perhaps, are not touched again until the next campaign.

Clean-up campaigns are not a yearly proposition with us at the Camera Works, but a daily one. The management is doing everything in its power to give the employees of this plant the very best of working conditions. A certain definite responsibility rests with every employee doing his or her full share in keeping the plant in a clean condition.

We do not expect our employees to throw paper, waste and defective material on the floor, but to deposit it in waste cans which are maintained for this purpose. Aisles should be free of stock at all times. Machines should be cleaned often.

The condition of any department reflects back upon supervision and operators of that department. Keep your department clean and orderly, so that the reflection will be to your credit.

We all prefer to work in a clean sanitary plant. Please do your share in helping to make the Camera Works a model plant.

LIMELIGHT ON BROWNIES

At this time of writing, the biggest advertising and selling campaign ever released on Box Brownie Cameras has flooded the states, and the campaign will continue until August. The magnitude of the plan may be conceived by the fact that display advertisements will appear in eighty-one newspapers no less than thirteen times in each, and also in four issues of a very popular monthly magazine. In concrete figures, twelve million families, or fifty-two million people, will be "exposed" to Brownie advertising copy!

We folks who help manufacture the thousands of cameras, which are daily shipped from the Camera Works, often express wonder as to where all the Kodaks, Brownies and Hawk-Eyes find a home. The very camera which you worked on at a certain given period last fall may now be in the hands of someone in Hong Kong, or Petrograd, or Sydney. Every part of the civilized world is a market for the very product which recently passed through the Assembling Departments. Your reputation as Eastman Kodak workmen is judged in every corner of the globe.

In the May issue of the *Kodak Magazine* we tried to leave an impression of the importance of your duties, no matter what they might be, in a short story entitled "Your Job." No greater proof can be obtained of that fact than by this tremendous and costly campaign, all in honor of the "humble" Brownie. Box cameras are every bit as important, in their particular class, as the aristocratic Kodak Specials. If our job consists of putting a certain screw in place, that screw and the method of putting it there is just as important in a one dollar camera as in a fifty dollar one. Box Brownies are the headliner in the big camera campaign circuit. Make your job a headliner in camera construction.

Jacob Miller, an expert press hand, who has been employed in that department since 1912, is absent on account of illness. We wish him a speedy recovery.

Several of the members of our Foremen's Group have suffered several losses during the last few weeks from deaths in their immediate families. We offer our sincere sympathy to Charles Clarke, Shutter Inspection Department, whose only daughter died suddenly; to Maude Martin, Brownie Covering Department, whose father died near Watertown, N. Y.; to John Christie, Engineering Department, whose wife passed away after a painful illness.

Our sincere sympathy is extended to Mildred Reiter, of the Office, whose mother recently died, and also to Louis Bowllan, whose father was buried the same day.

We would again like to impress our folks who purchase film that the proper time for the occasion is on Friday noon or after working hours. Please do not apply for film at any other time. We also remind you of the fact that, should you wish to purchase cameras or supplies, you should do so as many days in advance as possible. We cannot guarantee service in this respect in less than four days.

FINIS

Some one is going to say that June is the month of roses, but not of bowling. We do, however, wish to infringe on summer activities to give space to the final standings of the four leagues who made a tremendous success of the famous winter sport. Each of the twenty-two teams, win or lose, played a square game right up to the last date on their schedule. For the third season, we express our official C. W. R. C. appreciation to Arthur Miller, director of bowling, and we hope he and his aides will serve again in that capacity.

RUSHING THE SEASON

The first "hot dog" that dared to show its nose outside of the sausage factory was undoubtedly captured by Alois Streb, who has the honor to hold the first recorded sausage roast of the season. May 7th is pretty early for outdoor picnics, but whatever "Al" arranges has to happen on schedule; and about fifty men, mostly from the Inspection Department, can vouch for the success of the gathering, which was held at "Al's" fine home in Brighton.

WATER SPORT

According to records of attendance at the Maplewood Swimming Pool on Wednesday nights, our swimming club's activities are in full swing. There are now fifty-five members. The officers report that Wednesday evening is all too short to run off the program of sports and every member has a most enjoyable time.

The competition for the five dollar and two and one-half dollar gold-piece for the most points is going strong and keeps the members on their toes for all future events. At this time they are training especially hard for the first competition for the silver cups in one-hundred yard free style and diving.

Laura Cook, who for eight years has been employed in our Shutter Department, is absent because of eye trouble. Laura is a very popular girl, and we trust she will quickly recover.

FOR YOUR CONVENIENCE

We are fortunate in having a public library system which not only spreads its branches into all sections of the city, but also allows large industrial plants to establish branches within the factory. Such a branch is located for your convenience in the Camera Works Dining Room, and is open at noon each Monday, Wednesday and Friday.

The Library System is financed by a grant from the City Treasury, and each borrower is responsible for the books issued under his or her name. The average cost of a book is about two dollars, therefore it is very necessary that every book is accounted for. We urge you to take full advantage of the Library service, but also urge you to return the books on the date of expiration. Also, if you find a library book forgotten by an operator because of a vacation, or leaving the company's employ, please co-operate with us and return the volume to our librarian. Several books have recently been unaccounted for because of carelessness, and we are anxious to overcome this unnecessary condition.



BASEBALL

We always had a profound respect for the old Greek gods, but after what happened on our opening day of Camera Works baseball we have definitely eliminated Pluvius, the god of rain. The only thing that opened on Wednesday, May 4—as far as we were concerned—were the clouds, and our former friend Pluvius pulled every one of his strings at once! In consequence of the deluge, we have little to report regarding our Twilight League. We do know, however, that each of the captains have their men all lined up, and it's just a question of sun. Next month we hope to record some great scores.

Both Industrial Leagues hop off this week (May 9), and we have entered a first-class team in both the hard and soft-ball divisions. The two star teams expect to play several local and out-of-town games with rival organizations, the hard-ball nine already having had a few practice tussles. Charlotte tied our score, but it was a game for the purpose of trying out our pitching material. Another practice game was played against the Liberty Athletic Club, which netted us a score of nine to seven. The first competitive match was played on Kodak Park diamond against the Tenth Warders. Largely due to the excellent pitching of Meehan, we trounced the boys to the tune of nine to nil.

The soft-ball team have had just one game to date of writing, being invited to the Hawk-Eye Works for a noon-hour game. Hawk-Eye supplied the umpire and the rooters, but our boys supplied most of the playing, and came away with a three to two score.

If we have a weak spot in our line-ups of the two teams, it is on the pitching end. Not that Meehan, Kowalski or Kivel are not equal to the job, but it is mighty hard for three men to pitch on two teams and a four-team league. If there are any pitchers who are hiding from us, Minor Stocking will be only too glad to discover them.

NOTE: We are indebted to Martin Hendrickson for the above picture, which is a splendid example of outdoor photography.

HAPPY DAYS

It happens to nine out of ten of us! We start out impressed with the importance of how much knowledge we have, how much wiser we are than our forefathers, and how we are going to "paddle our own canoe," and set the river of success on fire doing it! And then, almost before we realize it, Dan Cupid (or whatever the name is of the opposite species who disturbs our career) upsets all our plans and chooses another vocation for us—that of housekeeping. Yes, that applies to the girls, but the men are afflicted equally, the only difference being that "housekeeping" means to the man an increased effort to earn a heavier pay envelope, and the art of making an overcoat last five winters.

The above reflections came to us as a result of admiring the very prettily decorated desk of Mollie J. Burritt, of the Detail and Estimate Department. The actual beginning of the romance can be laid directly to the door of John McKinney, whose son persuaded Mollie, after a faithful service of two years at the old Premo Works, and five years at the Camera Works, to desert her office job for that of a housewife. Being a very popular girl, Mollie got a great send-off, and was showered with bushels of confetti and all kinds of good wishes, to say nothing of a beautiful Chinese table lamp which was a gift from the Office, and several gems of advice which were written on cards and festooned above her desk.

Our congratulations to the lucky man, and here's to a long life of happiness to the bride and groom.

Every department should appoint a representative to act as a reporter for news to be published in the *Kodak Magazine*. It is impossible for the Editor to know the many happenings among so many hundreds of people. We sometimes are criticised for not recording events, but the fault is because no one makes it their business to tell us. Your department is just as important as the next one. Your picnics, social events, personal items, etc., should be published. Make arrangements to appoint someone who will take an interest in your activities.

MAIN



OFFICE

JOHN W. NEWTON, Editor



TOO BAD WE COULDN'T SHOW THE CROWD

K. O. R. C. SPRING DANCE!

From a purely artistic point of view, as a strict business proposition, or as a general good time—any criterion you please—"Success" is the only word which can be written on the credit side of the ledger against the recent K. O. R. C. spring dance held in the Auditorium; in fact, the most successful event this organization has ever sponsored.

Hughie Barrett's Ten-piece Orchestra was at its best, and its popularity with Rochesterians attested to by some 600, or more, guests. "Hughie," himself, performed on the xylophone for the occasion.

To one looking on, the swaying figures, in time with the dreamy music, in the subdued light, suggested "Moonlight on the Ganges," with everything present but the river. The Refreshment Committee, however, ably supplied this part of the picture, for literally "rivers of punch" flowed forth from the booth erected at one end of the hall.

Mrs. Stayman was chairman of this committee, assisted by Misses Hazel Holstein, Grace A. Young, Ethel Halifax, Ella McDonald and Florence Breehl. Many gallons of this fruit juice beverage were dispensed to satiate the thirst of the terpsichorean artists between dances.

For those not interested in stepping the light fantastic, cards were provided. This part of the evening's program was in charge of the Misses Jessie and Hattie Natt. Sixteen tables were in operation at one time, with prizes for each table.

Door prizes were given for each of the three different classes of tickets sold. The winning numbers were drawn by:

Miss Mina Avery, Accounting Department, lady K. O. R. C. member, prize, a dressing table lamp.

Mr. Fred Wilson, in charge of Post Office, gentleman K. O. R. C. member, a cigar lighter.

Mr. M. Meanny, non-member, Vest Pocket Kodak and film.

Just a word or two apropos of the decorations which might be entitled "Behind the Scenes." Few of the hundreds who passed the Auditorium on the way to the Cafeteria that noon-hour, and upon noting the locked doors, peeped through and saw some very artistic and elaborate decorations on all sides, realized the effort put forth by the committee in charge to produce such a charming effect. All were agreed that, "It looked great!"

But somebody had to cut and twist those reams of crepe paper, so gaily festooned along the walls. The illuminated Maypole and the hand-made Japanese lanterns required ingenuity and skill to evolve. Tedious hours were spent in arranging the center canopy of gaily colored papers, and in wiring the side walls for the festooning.

The evening before the dance was a strenuous one for these workers, to which aching backs and blistered fingers bore mute testimony. Mr. A. S. Stillson had charge of the decorating, and working with him, either regularly on the committee, or as volunteer assistants, were the following: H. B. Tuttle, Fred Hodgson, Louis Bonehill, Harold McCabe, Sam Marcus, Leon Hill, William Carter, David Gillan, Frank Dunlaevy, Arthur Schock, Kay Brown, Kay Hiller, Erna Dormeyer, Mildred Lambert, Julia Steininger, Hazel Holstein and Ethel M. Stayman.

To all of the various committees we extend our hearty thanks for the evening's enjoyment. While the name of Harry S. Irwin, director of recreation, does not appear on any of the various committees, let it be known that he was on *all* of them and everywhere when needed. Appreciation should also be tendered to Mr. Frank C. Smith for his timely assistance to the Refreshment Committee.

INDOOR BASEBALL

The Kodak Office Indoor team is rounding out in good shape and is bound to make trouble for other teams in the National Division of the Journal-American Industrial League.

A few shifts were made, which will greatly improve the defense of the penpushers. "Don" Burrows, the one-hole golfer has been placed on third base, while "Hash" McNeil is holding down first base as an elongated player was needed for that position. "Johnny" Marcello moved over to second base. "Baldy" Knapp, that dependable socker of the Shipping Department, will hold down his usual position of short stop. The pitching will be taken care of by Joe Stutz, while "Chubby" Collins will do the receiving. Carl Schlemmer will do garden duty at center with "Neufe" and Ainsworth as his mates. Lem Clark, our musician, will be utility man as he can be used both in the outfield and infield.

All games in the league will be played on Wednesday nights, and some fast action is assured as some of the best teams in the city, together with the fastest pitchers, are entered in the National Division of the league.

"Johnny" Marcello, our manager, is still on the lookout for new material. Anyone interested is asked to get in touch with him.

GIRLS' BASEBALL TEAM

A girls' baseball team has been organized at Kodak Office to play the indoor game with other industrial girls' teams. Harry McNeil has been selected as manager and to coach the misses in their baseball efforts. Most of the basketball girls are trying out for the team, and prospects look very promising for a winner. A schedule is being arranged by Manager McNeil. The first game will be played on Monday, May 16, against Taylor Instrument Team. This sport provides plenty of exercise for the lassies and enjoyment for the rest of us, who will spend a few hours as spectators.

The following girls are out for the team: "Kay" Brown, 3rd base; Julia Steineger, 2nd base; Erna Dormeyer, catcher; J. Wackerman and Vera Hill, pitchers; Jane Allan, shortstop; Irene Wakefield, 1st base; and in the outfield, Mary McHugh, Marie Schwind, Mildred Lambert. Others desiring to play should notify either Mildred Lambert or Manager McNeil.

ALL AROUND

William W. Shewman, more familiarly known as "Bill," had an experience recently that comes to few of us. His father and mother celebrated the fiftieth anniversary of their wedding on Saturday, May 14. Here's hoping "Bill" follows in his father's footsteps.

The Tabulating Department extends its sincere sympathy to Marie Cameron, whose mother passed away on May 11.

The sympathy of the Repair Department is extended to Sam Luscher, whose mother died April 17, 1927, aged 79 years.

The boys of the Repair Department are glad to have Edward Conolly back with them after four months' absence through illness.

Armin S. Baltzer, manager of Kodak Brasileria Branch; Herman Bakker, of the Shanghai Branch, and Clarence S. Feeley, manager of Buenos Aires Branch, were recent visitors at Kodak Office.

The Stock Distribution Department extends its sympathy to Mrs. Agnes McMahon Auer, whose father recently passed away.

Mrs. Teresa Piehler Miller is now the proud mother of a bouncing baby boy. Mrs. Miller was formerly of the Stock Distribution Department. The event occurred May 10, 1927, and her former associates congratulate her and her husband.

Free Parking

See page 30



THOMAS H. BUTLER

News was recently received in Rochester that Thomas H. Butler died in Hollywood, California, on May 11, 1927. Mr. Butler was employed in Kodak Office, being associated with Mr. George A. Blair. His particular duties were the inspecting of film exchanges throughout the country. He left the employ of the company in 1922 and engaged in the business of distributing motion picture film on the West Coast, making his home in Hollywood. Mr. Butler was very well known in Rochester and made numerous friends in the Kodak organization. Sincerest sympathy is extended to his family.

Free Parking

still continues for your

Wage Dividend

at the

*Eastman Savings and
Loan Association*

WELCOME

The following new employees are welcomed at Kodak Office: Executive Staff, Oscar N. Solbert; Development Shop, Bruno A. E. Lehmann; Sales Department, Blanche Kusse; Order Department, Florence Bartlett and Dorothy Russell; Distribution Department, Berniece M. Wright; Stock Department, James W. Prince; Advertising Department, George R. Bullock, Marian Daly, Berenice Dammert, Kathleen M. Carroll, Phyllis Crockford, Margaret Dolan, Goldis Fox, Beryle Hosley, Marie McNeil, Anna Mae Schneider, Marian Ward, Vivian Wilson; Comptrollers, Wm. Crawford Barry, Jr., Robert Wenk; Maintenance, William F. Brasch, Bernard Pilot; Mail and Filing, Vera Giberson, Margaret Stewart, Martha Voecks, Shirley Alice Wilbur; Training, Ruth Jeffery and Edna Webster.

A DATE TO REMEMBER

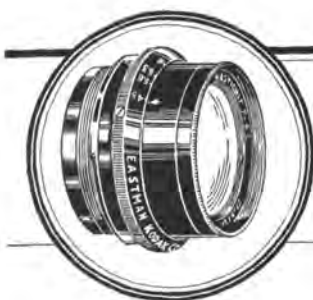
The Repair Department Welfare Club has arranged its annual picnic for June 18 at Buholtz Flats, Bushnell's Basin. All members of the department please make a note of this date.

FOR BETTER LETTERS

A good many people were disappointed last winter when they were unable to borrow books on letter writing. The demand from members of the Business English classes is now over, and the books listed below may be had from the Business Library on the seventh floor.

We are very sure that interest did not cease with the regular class sessions, and a good many requests are expected. It will therefore pay to telephone to the library early if you want one of these books reserved:

- Clark—"When You Write a LETTER"
- Davis and Lingham—"Business Letter Writing"
- Deffendal—"Actual Business English"
- Gardner—"Effective Business Letters"
- Hotchkiss—"Course in Business English"
- Hotchkiss and Kilduff—"Advanced Business Correspondence"
- Kilduff—"The Stenographer's Manual"
- Lee—"Language for Men of Affairs"
- Miller—"Better Correspondence"
- Smart—"How to Write Business Letters"
- So Relle and Hogar—"Applied Business Correspondence and Applied Business Punctuation"
- Rickard—"Technical Writing"
- Hall—"Handbook of Business Correspondence"
- Dulin—"Collection Letters"
- Dulin—"Credit Letters"
- Shryer—"Collecting by Letter"
- American Rolling Mill Co.—"Making Letters Talk Business"
- Bamburgh—"Talks on Business Correspondence"
- Raymond—"Modern Business Writing"
- Business Training Corporation—"Business English"
- Watson—"Applied Business Correspondence"
- Whipple—"Principles of Business Writing"



HAWK-EYE



JOHN T. HARBISON, Editor



NEW QUARTERS

Miss Kathleen Westlake presides over the new hospital that has been constructed on the second floor of Building 1, midway between the Office and the Lunch Room. The new quarters are much more suitable for several reasons. It is no longer necessary for patients who are waiting to be treated to perch upon railings outside the door; thus increasing the possibility of making their visit to the hospital worth while. A waiting room has been provided. The new location is more central and in a more quiet part of the plant. Not the least attractive feature of the new layout is Miss Westlake herself. We predict that the Medical Department will do a rushing business.

Clif Johnson, that quiet and retiring little body in the Office, has recently managed to stop eating long enough to undergo an operation; which, though not unusually dangerous, was at least sufficient to keep him in bed a day or two.

BASEBALL

The unusually early spring moved our opening game up several weeks. Although the day was bright and clear there was a high cold wind that seemed to aid the pitchers and hamper the batters. The team representing the Moore Heel Company was our first opponent, and we must say that they had all the earmarks of a snappy outfit. "Shifty" Gears, son of Jake Gears, of the Brass Department, and brother of Alice Gears, of the Leather Department, occupied the box for the Heelers, and we wish to state that he occupied it in every sense of the word. The Hawk-Eye hits were few and far between. In the third inning "Ed" Lees was touched up for enough hits to push over two runs, which were all that were needed to win the game. "Ed" Lees made a hit with the fans upon his first appearance in the Hawk-Eye line-up. The defeat did not crush our hopes for a successful season. "Bill" McDonald expressed it when he said that it had ever been Hawk-Eye's custom to let our opponents win the first game, only to go after the next ones with redoubled energy and courage.

LINE-UP

Moore Heel Co.		Hawk-Eye	
Scheid	Catcher	Prentice	3rd B.
Polvino	3rd B.	Clayson	R. F.
Sherman	C. F.	Moore	S. S.
Nolan	S. S.	Metz	1st B.
Carpenter	R. F.	Graham	C. F.
Gears	P.	Ferrari	2nd B.
Shoemaker	2nd B.	Zollweg	Catcher
Kemesley	L. F.	Burhans	L. F.
Smith	1st B.	Lees	P.

Umpire, Leo Mason

PRECOCIOUS PROGENY

There are relatives of people at Hawk-Eye who break into the news columns in other ways besides the police court records. We recently described the musical triumph of "Benny" Tafel's daughters, and now we are able to report something of a stir in the literary world. Two of "Bill" Springer's boys recently entered a contest which called for essays on subjects related to health. John Springer, "Bill's" oldest, came home with first prize. His essay was chosen from seven thousand submitted. "Freddy," John's younger and admiring brother, also won a prize in the same contest. Both boys are to be congratulated and encouraged to continue the good work. Mr. Page has a son, Orion, at the University of Rochester, who recently broke the University record for the two-mile run. If he keeps up this sort of thing, he will, indeed, become a star or perhaps even a constellation.



JOSEPH WALKER

A new and already popular member of the Sanitary Squad is Joseph Walker, the good-looking (self-admitted) chap shown above. Late in the afternoon genial "Joe" greets the boys of Mr. Easterly's department with his customary cheer and starts in to chase dirt. "Joe's" pride in his work accounts for the cleanliness that is characteristic of the Anastigmat Lens Department.

We looked for "Joe" one day, but a careful search of the department failed to disclose him. We were at the point of giving up the search when our flashlight discovered "Joe" fighting with the rouge under one of the big polishing machines. We knew it was "Joe," because we saw the whites of his eyes.

WOMEN END SEASON

That bowling is good exercise and excellent for the appetite was proved again at the party that brought to a close the season for the Women's Bowling League. The entire personnel of the various teams gathered at Ray Fagan's Plantation, and then the fun began. There a modest repast was served, which consisted, among other things, of fried chicken, sweet potatoes, beans, salad, ham, corn fritters and syrup, johnnycake, coffee, ice cream and cake. The other table decorations consisted mostly of buttercups, daisies, roses and violets. After dinner all those that could move gathered around the piano and sang songs until the taxis arrived to take the party to the next port of call, which happened to be the Lyceum. A comedy entitled "Is Zat So?" proved to be most enjoyable. By the time the show was over the desirability of added refreshment became manifest, and the girls repaired to the Coffee Shoppe for another round or two. Then the party broke up; and Marie and Pauline Leimberger, Elizabeth Meerdink, Marion Hergenrother, Edna Arnold, Edna Roy, Florence Bess, Lyda and Elvira Ladwig, Nelsie and Irene Sanger, Clara Queenan, Johanna Born, Irene Tetzlaff, Elsie Haidle, Helen Bohrer, Inez Prentice and Virginia Pfeiffer went home to bed, there to dream of plans for next season.

SAVE JULY 16

The annual picnic of the Hawk-Eye Athletic Association will be held at Newport on July 16. We had the best time on record last year and hope for even a better one this year. Plan to have your friends and family there and pray for fair weather. More particulars will follow later.

BASEBALL

Hawk-Eye entertained more policemen on Friday, the 13th, than we usually like to have around. What with the bad date and but indifferent weather we expected rather a poor day of it, but were pleasantly surprised. It was rumored that the cops would have Copenhagen in the box; but he was not able to work in this game, which is probably just as well for us, because he is said to be one of the best, if not the best, pitchers in Rochester. The guardians of the law managed to push over one run in the seventh inning, while we had to be content with one in the first, five in the third, two in the fourth and four in the sixth. Fred Zollweg hit two home runs, and Clayson got one of the same variety. Graham stopped at third base, his first three times at bat and snared one in center field with one hand that was labeled for a home run. The umpiring was capably handled by Mason, and Tipple and Casey kept score as usual. It was remarked during the game that Ray Farnen's new spring outfit was the "very acme of sartorial elegance," which we thought was ably put.

LINE-UP

Rochester Police		Hawk-Eye
Winfield	Catcher	Craib
Kich	Pitcher	Lees
Heaney	1st Base	Clayson
Roessel	2nd Base	Zollweg
Hayes	Short Stop	Moore
Leary	3rd Base	Prentice
Daily	Right Field	Farrell
Osterman	Center Field	Graham
Hunt	Left Field	Burhans

Tennis has been about as popular as polo at Hawk-Eye, but is gradually being taken up here and there. "Gus" Wilber, of the Payroll Department, has procured the customary tackle and will, no doubt, be burning up the courts in short order.

We offer our condolence to Edwin Murrell, of the Mounting Department, whose mother died recently after a long illness.

ANOTHER GOOD MAN GONE

John Mitchell, of the Accounting Department, has been transferred to the Main Office. We confidently expect that he will make himself as valuable there as he was here. John probably has as many friends at Hawk-Eye per square inch as any man we can think of. His departure will make it necessary for us to break in a new hand at bridge; which, of course, will make his absence keenly felt at lunch time, but we shall console ourselves with the knowledge that John will profit by the change. We are reserving a block of Hawk-Eye picnic tickets for John to be used on July 16.



SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF MAY 10, 1927

ROCHESTER PLANTS		Standing Last Month	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye.....	1	70.6%	4,084
2.	Kodak Office.....	2	62.7%	10,098
3.	Camera Works.....	4	42.4%	15,366
4.	Kodak Park.....	3	39.7%	28,738
	Non-Employees.....	5,204
OUT-OF-TOWN PLANTS				
1.	Eastman Kodak Stores, Inc. (Sioux City)	1	100.0%	112
2.	Kodak Uruguay, Ltd. (Montevideo)...	2	100.0%	83
3.	Kodak Argentina, Ltd. (Buenos Aires)...	4	100.0%	321
4.	Eastman Kodak Stores, Inc. (Des Moines)	6	100.0%	87
5.	Eastman Kodak Stores, Inc. (Baltimore).	3	95.6%	48
6.	Taprell, Loomis & Co.....	7	87.4%	1,412
7.	Eastman Kodak Stores, Inc. (Philadelphia)	12	79.0%	244
8.	Eastman Kodak Stores, Inc. (Minneapolis)	10	78.5%	201
9.	Eastman Kodak Stores, Inc. (Denver)...	5	77.7%	126
10.	Eastman Kodak Stores, Inc. (Pittsburgh)	13	76.9%	101
11.	Zimmerman Bros. (St. Paul).....	9	76.0%	105
12.	Eastman Kodak Stores, Inc. (San Francisco).....	8	71.4%	114
13.	Eastman Kodak Stores, Inc. (Atlanta) ..	11	69.5%	88
14.	Eastman Kodak Stores, Inc. (Boston)...	14	66.6%	195
15.	Chicago Branch.....	15	66.3%	785
16.	New York Branch.....	17	55.7%	426
17.	Salesmen and Demonstrators.....	19	55.5%	1,393
18.	Eastman Kodak Stores, Inc. (Los Angeles)	16	55.0%	213
19.	Eastman Kodak Stores, Inc. (Portland, Ore.).....	18	52.1%	56
20.	Eastman Kodak Stores Co. (Chicago)...	23	50.6%	567
21.	Milwaukee Photo Materials Co.....	24	50.0%	105
22.	San Francisco Branch.....	20	48.2%	494
23.	Eastman Kodak Stores, Inc. (Detroit)...	21	47.6%	84
24.	Eastman Kodak Stores, Inc. (New York)	22	45.7%	422
25.	Eastman Kodak Stores, Inc. (Seattle)...	26	34.5%	24
26.	Eastman Kodak Stores, Inc. (Omaha)...	25	33.3%	90
Total.....		..	46.5%	71,386

Average subscription—11.0 shares.

Total matured or par value—\$7,100,386.00.