

# *The* KODAK *Magazine*



September 1927

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

**MONTHLY ACCIDENT REPORT**  
**JULY, 1927**

PLANT	Accident Cases		Accidents per 1000 Employees	
	1927	1926	1927	1926
Kodak Office . . . . .	1	0	.72	0
Camera Works . . . . .	19	10	5.98	3.70
Hawk-Eye Works . . . . .	1	1	1.59	2.33
Kodak Park Works . . . . .	6	11	.86	1.73
Total—Rochester Plants . .	27	22	2.21	2.05

**NATURE OF ACCIDENTS DURING MONTH**

4 cases of injury through bruises, burns and lacerations, etc.  
5 cases of injury through falling and slipping.  
5 cases of injury through sprains and strains.  
5 cases of injury through falling material.  
3 cases of injury around presses.  
2 cases of injury around machines of special nature.  
1 case of injury around lathe.  
1 case of injury around elevator.  
1 case of injury around saw.

—  
27 Employees' accident cases during month.

*Others  
Cannot Help You Unless  
You Try;  
and the More You Try  
the Less  
You'll  
Need the Help  
of Others*



*Upper*—"SUNLIGHT AND SHADOW"—By Merle L. Dundon  
—Kodak Park Camera Club

*Lower*—"GARDEN OF CONTENT"—By Frank L. Wadman  
—Kodak Park Camera Club  
—Shown at Rochester Salon Photo Art, 1927



# The KODAK Magazine

VOL. VIII

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No. 4

## SECOND KODAK INTERNATIONAL SALON OF PHOTOGRAPHY

AS announced in the July issue of this magazine, plans are under way for the holding of the above exhibition from November 1 to November 30 of this year at Rochester, New York.

The committee in charge of arrangements take pleasure in announcing that the following awards will be made.

### 1. THE EASTMAN GOLD MEDAL

Mr. Eastman has consented to present a gold medal to be awarded to the exhibitor whose picture is judged to be the best in the entire exhibition. This medal will be awarded.

### 2. THE AUSTRALIAN TROPHY

This will take the form of a plaque and has been presented by Mr. J. J. Rouse in behalf of Kodak (Australasia) Pty. Ltd., to be

awarded to the exhibitor whose picture is judged second best in the entire exhibition. This trophy has to be won three times, not necessarily in succession, before it becomes the absolute property of the holder.

3. In addition to the above, bronze medals and certificates are to be awarded at the discretion of the judges.

Entry forms are being circulated to the various branches and plants throughout the Kodak organization, and if any difficulty is experienced in securing them, they can be obtained from The Kodak Park Camera Club, Rochester, New York; The Kodak Staff Photographic Society, London, England; or The Kodak Works Camera Club, Harrow, England.

## CASH FOR SLOGANS

FORTY dollars in cash again is offered by Rochester Safety Council to Rochesterians who can write safety slogans. Four slogans are needed and for the four best selected by the Safety Council separate prizes of \$10 each will be awarded. Every man, woman and child in Rochester is invited to enter the competition.

Rochester again has been picked by National Safety Council to provide safety slogans to be used on street bulletin boards in sixty-five communities in the United States, it was learned at the office of the Safety Council of the Chamber of Commerce.

Slogans to be used must not exceed seven words in length. Any person may

submit as many slogans as he or she wishes, but it is suggested that every contributor send in at least one slogan for each of the four months. It is possible, if seasonal slogans are submitted, that the same author may win all four awards as the prizes will be given solely on the merit of the slogans. No names of contributors will be submitted to the committee in advance of the judging.

Rochester's second annual safety slogan contest will end officially at 5 p. m., on Friday, September 30. Slogans must be in the office of Rochester Safety Council, Chamber of Commerce, 55 St. Paul Street, by that hour and, in turn, the winners must be in the hands of National Safety Council, Chicago, before November 1.



### WILL HE WIN ?

**T**HIS month Gene Tunney will be called on to defend his title—and the world championship will again be decided.

Don't think for a moment that he will step into the ring without special preparation. Far from it! Early summer found him in his Adirondack Camp, living a routine life—giving special attention to his food, rest, exercise—denying himself many pleasures.

Tunney knows what he is after and works hard to get it.

He realizes that a stomach upset or a "bilious" attack would interfere mightily with his chance of winning the title.

That is why he thinks before he eats.

He knows (read the story of his life if you don't believe me) that his body is

made of water, proteins (muscle builders), fat, minerals, vitamins, some sugar and starch—and that each day he has to give it right daily amounts if he is to be in the pink of condition.

He selects his food with care—a good example for us.

"Even in these days when dieting is the popular sport and mealtime more often a test of character than an indulgence of taste, we don't seem to have changed greatly from the man of Samuel Johnson's time, who, the writer said, 'seldom thinks with more earnestness of anything than he does of his dinner'."

With greens a-plenty—milk in quantity—fruit abounding—no meal will be uninteresting to eat nor difficult to live with afterwards. Try it and see for yourself.

### EVENING EDUCATIONAL COURSES

#### CONSULT BEFORE ENROLLING

**D**URING the fall and winter many of our employees take advantage of the educational opportunities offered in the various Rochester Evening Schools.

Under a provision made by the company employees taking special courses to fit themselves for further advancement and responsibility in the company may, after meeting certain conditions, receive a refund for a portion of the tuition paid.

It is suggested that all employees contemplating taking any of the courses should first take up the matter with the persons handling the refunds in their respective plants. They are Clayton Benson, Kodak Park; Ralph C. Welch, Employment Department, Camera Works; Miss McAnaney, Personnel Department, Kodak Office, and John Harbison, Hawk-Eye Works.

## KODAK EMPLOYEE HAVING LONGEST SERVICE RECORD RETIRES

A FORTY-ONE YEAR PLUS SERVICE RECORD FOR BERNARD H. MEYERING



**F**ORTY-ONE years *plus* is indeed an exceptional record; but such is the record achieved by our oldest employee in years of service, Bernard H. Meyering, who retired on August 1, 1927.

Mr. Meyering started with the company, then known as the Eastman Dry Plate and Film Company, on December 21, 1885, being transferred to Kodak Park in 1891, where he had many advancements and was superintendent of the Finished Film Department at the time of retirement.

Reserved and kindly in manner, Mr. Meyering has a multitude of friendships, both inside and outside of our organization. These friendships were made and held through his many sterling, manly qualities which need no recounting here.

Despite his long period of service, Mr. Meyering is still hale and hearty; and it is the sincere wish of everyone in the Kodak organization that he will enjoy in fullest measure the comforts and leisure to which his long service entitles him.

## A PLAN FOR YOURSELF

**M**ANY men go through life wondering—if they “fit” their jobs—where they are getting—why they no longer get “raises.”

Have you a plan to follow?

The Y.M.C.A. can help you get a plan. It costs you only the time necessary to talk with its Director of Vocational Guidance. He is trained to advise you. If you are doing work for which you are not fitted, he will discover your talents. If you are already properly placed, he will advise you how to prepare for greater responsibilities. For the asking, the Y.M.C.A. School will mail your copy of “How to Analyze Your Future”—a chart especially prepared for men uncertain concerning their progress in business.

The Y.M.C.A. School teaches special subjects to aid men who have the will to succeed. The classes are instructed by men who have succeeded conspicuously. Hun-

dreds who have attended the Y.M.C.A. School in past years have promotions to prove that they profited. The courses start September 19, 1927, and are listed below. Tuition is very moderate.

Accounting Procedure	Business Law
Business Administration	
Business Letters and Reports	
Business Statistics	Cost Accounting
Effective Speaking	
Purchasing and Storing	
Real Estate Practice	
Real Estate Law	
Traffic Management	Salesmanship

Folders describing in detail the particular courses most necessary to your business progress will be sent to you upon request. If you prefer to talk things over in person, Director Richard H. Tullis or Assistant Director James F. Bunting will meet you at the school office from 9 a.m. to 8 p.m. or by appointment.



## EASTMAN SAVINGS AND LOAN ASSN. NEWS

### FOR SINGLE MEN ONLY

**Y**OU are invited to think about the Eastman Savings and Loan Association from a brand new angle. Look at it as a nimble-fingered machine that reaches each week into the pay envelopes of Kodak employees, and takes out part of their earnings. Then this machine turns around with the money thus gathered and builds several nice, snug little homes for some deserving married Kodak men to bring up their children in.

Now, you single chaps are having it easy. After you pay your room and board there is plenty of money left for a good time. Maybe you are buying a car on the so-called easy pay plan; but you are not also planking down for a vacuum cleaner and a washing machine, nor buying baby shoes every other pay day.

How about doing these home-craving married men a good turn, and make money for yourself at the same time! Start depositing here each week \$5 of the money you are now letting slip out of your fingers in easy-going pleasures. In four weeks' time you will be used to doing without it. Before you realize it you will have provided the money to lend to a home-builder. And so wonderful is loaned money that up goes a new house, made possible by your thrift, and up goes the amount to your credit in the Savings and Loan Association as dividends are regularly added.

How many big-hearted chaps will come forward this week and start saving some of their money to build a married buddy's home?

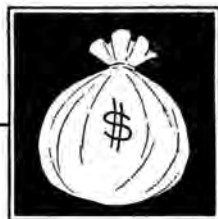
#### THE STATISTIC OF THE MONTH

Would you be interested in knowing that 12,000,000 people in the United

States are members of a savings and loan association? And that the 13,000 associations have assets of over six and one-quarter billion dollars? If you regard the savings and loan association idea as a movement, you must admit it is some movement. If you believe home ownership is better than the landlord-and-tenant system, then you can take a bit of pride in belonging to the greatest home-building agency in existence.

#### WARNING

News, gossip, pictures, what's what in Kodak land—all this is ably presented by the editors on the other pages of your *Magazine*. On this page is preached the Gospel of Thrift, and that alone. Kodak readers who fear they might be persuaded to start saving, or start saving more, and thus add to their fun—for saving once begun is a joyful experience—can avoid this Saving Sermonizing by going past this page on the run.



### THRIFT

No greater satisfaction can be had in life than that feeling of security that comes of a steadily increasing savings account and the ownership of a home





KODAK EMPLOYEES AT FORT NIAGARA

*Left to right—De Koven Hunter, C. M. T. C., Kodak Park; Lt. Col. C. H. Thompson, 391st Infantry, Kodak Office; Captain Guy E. Whitman, 391st Infantry, Kodak Park; Lieut. W. F. Danskin, 391st Infantry, Camera Works.*

### "OLD IRONSIDES"

COPIES OF THIS FAMOUS PICTURE NOW ON  
SALE BY THE COMPANY TO EMPLOYEES

A COMMITTEE of patriotic citizens was appointed by Secretary of the Navy Wilbur to look after the restoration of "Old Ironsides," America's first war-ship. This gallant old frigate fought in forty-two engagements—and never lost one.

The committee appointed by Secretary Wilbur commissioned Gordon Grant, noted marine artist, to paint a picture of the ship as she appeared in the height of her glory. This painting is a magnificent one in ten colors. Reproductions of it are being sold at the price of twenty-five cents each, the entire proceeds from this sale going to help in the restoration of this old ship. Framed, it makes a splendid picture for your home.

The company has secured a number of copies of the picture for sale at the above mentioned price to employees. Quite possibly you have already obtained your copy; but, if not, you may obtain one or more from Harry Irwin, Industrial Relations Department, Kodak Office; Clayton Benson, Building 26, Kodak Park; Her-

bert S. Thorpe, Camera Works, or John T. Harbison, Hawk-Eye Works.

Out-of-town employees will experience no difficulty in obtaining their copies locally, or from the Navy Yard, Boston, Massachusetts.

### ATTRACTIVE HOUSES ATTRACTIVELY PRICED

THE Kodak Employees Realty Corporation is building a group of attractive houses for sale to Kodak employees on the Koda-Vista Tract, located near the intersection of Lewiston Avenue and Stone Road. This tract has storm water sewers, macadam roads, sidewalks, water, gas and electricity, and is less than ten minutes ride from Kodak Park. Lots have 50 to 60 feet frontage and are 125 to 150 feet deep. Prices for the houses now under construction are from \$5,600.00 to \$6,450.00, including lot and all improvements. All houses are insulated throughout, insuring comfort and a saving in fuel. Some have attached garages. Better look them over and file your application quick if you want one. Twelve were sold in July.

## THE STORY OF TWO CADDIES

BY "TOM" DREIER IN *The Vagabond*

IF young George Tobin, who caddied for me at the Winchester Country Club last Thursday, keeps on through life with the spirit manifested out there on the golf course, he is going to achieve success and make friends who will be eager to help him. When he was assigned to me, I was a bit disappointed because he is a little chap. I like caddies with long legs, who can get over the ground and keep up with me. My partner drew the fellow with long legs. We never became enough interested in him to find out his name.

All the way out George played the game with me. Not once did I have to ask him to act differently. In a little while he knew what club to hand me without being asked for it. He was quiet and gentle, yet he talked like a little man when I desired talk. At the eleventh my partner's caddie remembered he had left an eye-shade on the ninth tee and went after it. We never saw him again until we reached the fourteenth, and then he was lying on the ground and did not get to his feet until the winner of the previous hole was ready to drive. He could, without hurrying overmuch, have reached us before we were half-way up the twelfth fairway.

I had sliced my drive at the twelfth, and the ball had shot across the eleventh tee, which is high. After a short look I gave up all hope of ever seeing it again. "If you'll take your clubs," said my George, "I'd like to look a little longer."

Before we got to the green, George came hurrying along with my ball.

At the sixteenth my drive went high in the air and dropped short of the mound which hides the green. With a mashie I knew I could land in the hollow at the foot of the hill, but with an iron it would be easy to reach the green. The ball shot away straight for the green, but when we got down there it was not to be found. A man who was practicing down there said he hadn't seen it. We knew it hadn't gone into the rough. Where it had gone was a mystery. While we all looked, my part-

ner's caddie climbed up to the seventeenth tee and rested.

"Shall I stay and look for it," said George, as we gave up.

"I wouldn't, George," said I, "it ought by rights to be in plain sight. Since it isn't, let us forget it."

But George was not satisfied. On the way down to the seventeenth green he said, "Maybe that other man picked it up by mistake when he picked up his practice balls. Shall I go and ask him?"

The persistence of the youngster appealed to me; so I told him to go and ask but to ask in such a way that the other man wouldn't feel we were suspecting him of picking up our ball, knowing it was ours. On the eighteenth green the stranger had taken out all his balls and failed to find the one we lost. Then, just for good measure, he took his clubs out of his bag and upended it. Out dropped our ball. The opening of his bag, which was lying on the edge of the sixteenth green, was towards the fairway, and my second shot had run straight into it.

At the clubhouse I not only gave George the highest mark on the card, but wrote a few words of appreciation. To the other boy I gave a mark almost at the bottom and told him quietly why he was given it. His laziness, his lack of interest, his careless manner not only got him his low mark but robbed him of the additional money that would have been his if he had been, like George Tobin, a true sportsman.

The caddie who is alive, who goes into partnership with the player, who takes an interest in the game, who is eager and willing, seldom fails to get his reward in one form or another. Players rejoice when he is assigned to them. They help him find work when he gets ready to go into business. Caddies like George Tobin are scarce. Perhaps that is why we appreciate them so much when we find them. The world is always looking for youngsters whose eagerness to help is greater than their eagerness to loaf.

## SAFEGUARDING TRANSPORTATION COSTS

THE WORK OF OUR RATE AND TRAFFIC SERVICE DEPARTMENT

**H**UH! pretty soft for the Traffic and Shipping Departments; when an order for goods comes in, it is entered, passed on to the Shipping Department which puts the goods in a box, hands it to the express or freight man, and says, 'shoot.' Or, when raw materials are received, all they have to do is to unpack the goods, check the invoice, deliver the goods to the proper department, and there you are"—such is the opinion of the average outsider.

As a matter of fact, there are continual changes in transportation laws and rates; some of which would puzzle a couple of Philadelphia lawyers to interpret properly.

When you learn that the various articles and raw material purchased by us embrace about sixty per cent of the articles classified in the railroad classification, you may be willing to admit that we are confronted with some problems outside of manufacturing and selling.

In order to get our goods to our customers, and materials purchased by us where they belong in the shortest period of time, and at the lowest figure, we have established in connection with our Traffic Department a Rate and Traffic Service Bureau.

It seems almost unnecessary to say that the chief factors of our economic life are production and distribution; traffic service is concerned with effecting both by the most expeditious means and at the least expense. Every dollar lost in freight charges or through other traffic problems

either comes out of the profits or is added to the selling price. The continual changes in transportation laws and rates make necessary a careful rate audit, involving a study for the solving of numerous complicated traffic questions. We pay an immense sum annually for freight charges, which emphasizes the importance of this special rate audit.

The intricacies surrounding the receiving, assembling and distribution of goods are so numerous and varied and so interwoven with legal technicalities and obligations that it is clearly beyond the scope of the uninitiated to deal with them. The increasing importance of adequate transportation facilities, the intelligent employment of those available for use, and the common-sense railway regulations are issues vital to the hour.

This department serves in many ways in addition to auditing freight bills covering the in and outbound traffic of our company and its various divisions, which results in the saving of thousands of dollars; there is the Freight Rate and Classification Analysis and Survey in seeking profitable rate adjustments—interpretation and digesting of Interstate Commerce Laws and Rulings—quoting of rates to the Purchasing, Sales, Traffic and other departments.

The Rate and Traffic Service Department, maintaining as it does one of the largest tariff files of any industrial traffic department, is rendering a valuable service.

## KEROSENE AND GASOLINE

**N**EVER use gasoline in the place of kerosene. It is a more powerful explosive than dynamite.

Be sure that lamps, stoves and cans do not leak and that they will not overturn.

Keep cans containing oil and gasoline outside of the house.

Never open a gasoline can where its fumes can travel to an open flame, spark,

or live coal. Never open in a house.

Allow no one to smoke in your garage.

Fill by daylight only any receptacles in which oil or gasoline is burned.

Never use water upon a gasoline or kerosene fire; it will spread the fire. Use a chemical extinguisher, or else throw sand or earth upon it. Such fires must be smothered.

## BETWEEN THE FIRE AND THE ADJUSTMENT

PERHAPS some psychologist, versed in the whys and wherefores of human thinking, will explain for the benefit of mystified underwriters exactly what mental twist it is which prompts the average American, accepting a contract of insurance, to file it away without ever reading it.

Before purchasing even its trifling articles of daily use the public expends, in the aggregate, several millions of hours yearly in their thoughtful examination; in negotiating for its insurance protection, however, the self-same public, with bland inconsistency, rushes through the business, pigeonholes the document and forthwith dismisses it from mind—until fire occurs. Yet "taking out fire insurance" is a transaction of no little significance; in fact, it is scarcely less important than is the original acquisition of the property whose continuing value is to be secured by the insurance.

Why, then, is it that with upwards of thirty million fire insurance policies in force—the equivalent of one for every family in the United States, plus several millions to spare—protecting eighty billion dollars' worth of property, probably not more than one policy in every hundred has been perused by its holder? Possibly the reason for this seeming indifference lies in the attitude of the great majority of people who insist on "buying" fire insurance, regarding it in much the same light as they view the casual purchase of a loaf of bread.

Looking upon insurance as a commodity is, however, fundamentally wrong. People should realize that, in truth, they are not "buying" anything when they take out insurance. What they are doing is entering into a definite contract, both parties assuming express obligations, in default of the performance of which the agreement becomes void.

Pages two and three of the Standard Fire Insurance Policy contain just 200 lines, composed of 1,920 words. Therein

are stated the conditions under which the policy shall remain in force or shall lapse. Set forth also, in spare and lucid language, are the few duties required of the policyholder following a fire loss, and these are ignored perhaps more than are any of the other stipulations.

They are not burdensome. Broadly speaking, every assured who finds himself in this unhappy circumstance is admonished to do two things: to give prompt notice, and to do everything reasonable to prevent further loss or damage. Rarely does he overlook the former obligation; as for the latter, the salvaging of unconsumed property, that is far too often neglected.

Someone—belonging, probably, to the crowded fraternity of "helpful neighbors"—once upon a time advised a bewildered fire-sufferer to "leave everything as it is until the adjuster arrives." This counsel, intended to be sage, no doubt, but in reality quite stupid and contrary, has been carefully nourished and perpetuated. It seems, indeed, to have been handed down from father to son through successive generations of "helpful neighbors," so that, as a rule of procedure, it is now organic in the great and growing body of public misinformation. How erroneous the advice is, what a direct and apparently studied reversal of the terms of the insurance agreement it represents, a half minute of concentration on the following passage (lines 126 to 132 inclusive of the Standard Policy) will show:

*"The insured . . . shall protect the property from further damage, forthwith separate the damaged and undamaged personal property, put it in the best possible order . . ."*

Concerning this passage in the Standard Fire Insurance Policy, one authority, J. T. Dargan, Jr., assistant general adjuster of the Home Insurance Company, has written thus forcibly:

"There is probably no vital condition of the policy more universally disregarded at



the expense of the insurance companies than this very reasonable requirement. The reason, leaving out the question of fraud, is undoubtedly apprehension on the part of the insured that his act may be construed to his eventual disadvantage. He is usually told, particularly by those who furnish free advice, that he should do nothing until the arrival of the adjuster. A perishable stock may be involved and the company, through failure to receive prompt advices, may not be able to arrange for an inspection by its adjuster for a week or ten days following the fire, and in this period of time, if the insured does not attempt to protect the property from further damage, a total loss may result. Fortunately, insurance companies are blessed with a very high degree of intelligence in the personnel of their local representatives, and it is seldom that salvage is permitted to greatly deteriorate without some effort being made to protect or preserve the interests of all concerned.

"Another feature which no doubt acts as a deterrent to the insured is his fear that a separation of the damaged and undamaged property and a general clean-up of the premises will reduce the extent of the true loss in the eyes of the adjuster. This belief is utterly unwarranted, and if through educational means the public could be led to realize that their interests would not be adversely affected by a compliance with this condition of the policy, adjustments would be easier for all concerned, and losses of magnitude would be settled with greater dispatch and less delay and friction. The average insured has, as a rule, no idea of the true loss in the event of a partial loss, whereas if he would comply with the foregoing condition of the policy—and in doing this he would be forced to inspect each item of merchandise or property—he would, following a separation of the damaged and undamaged

property and the preparation of a complete inventory, be in a decidedly better position to present his claim in an intelligent manner."

Paraphrased, then, the so-called "conditions subsequent" to a fire, as distinguished from the "conditions precedent," of the Standard Fire Insurance Policy may be enumerated as follows:

1. Insured must give immediate written notice, although verbal notice is sufficient, if acted upon.

2. Insured must protect the property from further damage, separate the damaged and undamaged, put it in the best possible order and make a complete inventory showing cost and amount claimed on each article.

3. Insured must furnish within sixty days after fire satisfactory proof of loss, failure so to do within this period being fatal to recovery unless the requirement has been waived by the insuring company.

4. Insured must furnish and exhibit when requested, plans, specifications and other data enumerated in these requirements, and submit to examination under oath and produce books and records at such reasonable time and place as may be designated.

It is to be recalled, too, that any moderate expense incurred by the policyholder in the removal of his property from the scene of fire to a place of safety, either during or after the visit of the flames, is a legitimate one and recoverable from the insurer. Furthermore, property so transferred continues under the protection of the current policy in its new location for a limited time. Hence it will be noted that there is excuse neither in law nor in practice for failure to abide by the policy requirements touching salvaging and the avoidance of consequential loss. Compliance means even-handed justice.

*Always put off until to-morrow the unkind act  
you want to do today*



## FOOT DEFECTS IN CHILDREN

**I**N a talk on Foot Defects in Children, Dr. Florence O. Sherman, Assistant Medical Inspector of Schools in New York State, emphasized the necessity for attention to proper foot hygiene during infancy and childhood, if defects are to be prevented later in life. She stated that in a recent foot survey of 225 pupils in one public school, 69 walked improperly; 154 wore faulty shoes (mostly too short); 47 had weak feet and ankles; 12 had flat feet; 130 wore stockings too short and 171 showed no care of the nails.

Speaking of the defects found among the two hundred and twenty-five children, Dr. Sherman said, "Most of the deviations from the normal were of a nature which could have been prevented or such that they could have been corrected if discovered early, and proper treatment given. When neglected such defects tend to cripple and to impair permanently the health and efficiency of those affected. In view of the fact that over two-thirds of all children entering school have multiple physical defects (50 per cent showing foot defects) it is apparent that health agencies should carry their campaign of health education to parents at the very beginning of parenthood.

"Parents, physicians, school and health authorities should co-operate to the end that all children are afforded opportunity for periodic foot examinations with the view to prevention as well as to the discovery of any possible existing or threatened defects, for the importance of careful attention to the feet from infancy cannot be over-estimated.

"Foot hygiene should include the daily foot bath, frequent changing and nightly airing of stockings. Stockings should always be a half inch longer than the foot. Shoes should be carefully fitted, should conform to normal foot lines, and should be sufficiently long and broad to permit toe spread and forward foot drive. Be sure that the soles are pliable and the inside lines straight. For the first shoe the soft moccasin should always be selected, and the soles should be flexible and without heels usually up to the eighth year.

"Very careful attention should be given to the nails. They should be cut straight across flush with the fleshy part of the toe, never in at the corners as this predisposes to infection and ingrowing nails. They should be smoothed with a file after cutting. A foot brush is as necessary as a hand brush and should be used especially on the nails and soles of the feet. Foot exercises in infancy and in older children are important factors in preserving the normal shape and condition of the feet.

"Attention to these suggestions early in life will mean in the majority of cases, normal feet. Otherwise it may result in faulty mechanism of the entire body. Foot examinations, I believe, should be included in the physical examination of school children and the teaching of proper foot use should be especially emphasized in connection with the physical training activities in our public schools.

"See that periodic foot examinations are made of all children, for our boys and girls are entitled to every care which will tend to their development as sturdy, straight-limbed men and women."

*Give a good deed the credit of a good motive; and  
give an evil deed the benefit of the doubt.*

—BRANDER MATHEWS

# The Kodak Magazine

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

## SPENCER HORD, Editor

JOHN W. NEWTON	Main Office	Assistant Editor
CLAYTON BENSON	Kodak Park Works	Assistant Editor
HERBERT S. THORPE	Camera Works	Assistant Editor
JOHN T. HARRISON	Hawk-Eye Works	Assistant Editor

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

SEATED in our office a few weeks ago was a visitor who had just been conducted through our plants. He was much impressed with the great number of young people employed by us, and so expressed himself with the thought as to how many of them were seriously preparing themselves for better jobs, and what the opportunities were for getting ahead in our organization.

We told him that ten-year employees were as thick as huckleberries in a pie, and that we could easily recruit a regiment from employees of from fifteen to twenty-five years' service, and even longer, so our employees must have had some strong incentive to remain, or else they would have left us long ago.

Young people in business always present a problem not only to the organization, but to themselves.

We of mature years very often fail to understand the mental attitude of the youngsters, and do not stop to think that to them, as with us when we were young, tomorrow is only another day.

Of course, in the nature of our business many departments can only be headed by those with a scientific training, but nevertheless there are good positions galore for those without this scientific training, who are willing to apply themselves, and to systematically study and plan for the job ahead.

Whatever your job is, do it just the best you know how. This sounds like old stuff—and it is—but it nevertheless holds good. If you are just starting as a mes-

senger, get to where you are sent and back again as speedily as possible. If you answer the telephone and are asked to take a message for someone who is out, get the message right, and be sure the person for whom it is intended gets it as speedily as possible. If you are asked to get out a report, *get the facts*, and check up before presenting it to make sure that you are right.

Never do any task in a sloppy manner. You may get by with a sloppy job once in a while; but even if you do you are the one who will suffer the most, because sloppiness easily becomes a habit, and sooner or later it will effectually bar your progress to the better job.

Be adaptable, try to think a bit ahead, do a bit more than you are asked to do; try to anticipate your superiors wants and so perhaps have a task accomplished before you are requested to undertake it.

Adaptability and resourcefulness will always win, and here is a dog story to prove it—though we do not vouch for its entire accuracy. Old Eph had a hound dog, which he prized very highly. Eph was always bragging about what his dog Bill could do. He said, "Bill is sure the adaptableest dog. When I picks up my rifle, he won't hunt nothin' but squirrels. When I has my shot gun, he jus' hunts cottontails; an' when I don't carry no gun, he jus' hunts possums and coons. I 'lowed I'd fool old Bill one day, so I picks up my fishin' pole—an' Old Bill he done tucked in his tail an' beat it out de door, so I watches him an' dat dog done went right straight for de garden and went to diggin' worms. Yes suh, Old Bill is the valuablest dog I'se got, cause he so 'daptible."

## JOHN HOFFMAN

IT is with sincere regret that we record the passing of John Hoffman, of the Canadian Kodak Co., Ltd., on July 21, 1927. Mr. Hoffman was, in point of service at the time of his retirement, the oldest employee of the Kodak organization, having been connected with the company for forty-three years.



# KODAK PARK

CLAYTON BENSON, Editor



## CAMERA CLUB INVADES CRESCENT BEACH

The Camera Club Hike Committee provided a very popular program for July by renting a cottage at Crescent Beach for the use of the club members. Open house was held the entire week, and the large numbers who took advantage of this opportunity were welcomed each evening by the chaperones, who were the Mr. and Mrs. Wood, Wadman and Hudson.

The first Saturday about fifty of the members journeyed to Crescent Beach, several hiking along the lake shore from Charlotte, under the leadership of George Breakey. The program for the afternoon included picture taking, games and swimming.

On July 23, the committee staged another big party, an even larger number attending than on the preceding Saturday. The feature activity of the day

was the filming of a comedy movie by the Out-of-Fixed Focus Film Corporation, a subsidiary of the Kodak Park Camera Club. Lillian Hilfiker, of the Time Office, and "Al" Henderson, of the Payroll Department, played the leading roles in the production which was entitled "Save my Child." Everyone took part in some scene, and witnesses of the first showings declare the picture a pronounced success.

After the movie, the crowd went in swimming and emerged with a healthy appetite for the sausage roast and lunch which had been prepared.

The innovation of securing a cottage at the lake for the members of the Club was so thoroughly successful and enjoyed that the officers anticipate the continuation of the plan another year.

Marion McBurney, of the Sheet Film Department, recently announced her marriage to Claude Sweeting on May 20. Best wishes for future happiness is extended.

On Saturday, July 23, Ruth Danzer, of the E. & M. Stores Office, was united in marriage to Carl Lewis, of this city. We wish the newlyweds every happiness.

George F. Bastian, of the Roll Coating Department, is the proud father of George, Jr., born on July 9. Mrs. Bastian was formerly Gladys White, of the Time Office. Both the Time Office and the Roll Coating Department extend their congratulations.

To John Gartland, whose father died July 29, and Michael McCarthy, who also suffered the loss of his father, August 2, Emulsion Coating Department extends its deepest sympathy.



LOWRY, GOEPP, TRAMER, WILSON

## HANDICAP TENNIS TOURNAMENT SUCCESSFULLY COMPLETED

TEAM REPEATS VICTORY OVER CAMERA WORKS

A handicap of minus thirty, the largest imposed upon a player in the K. P. A. A. Men's Handicap Tennis Tournament, failed to halt the reign of Dr. Emmett Carver, of the Research Laboratory, in Kodak Park tennis circles. In the final match, played Sunday, August 14, Dr. Carver disposed of "Herb" Wilson, of the Industrial Laboratory, who enjoyed a point advantage in straight sets of 6-2, 8-6, and 6-0, repeating his feat of last summer when he also won the handicap tournament. For the victory the winner received the prize of a Topflite racket, while a sporting goods order was awarded to the runner up.

With thirty-three entries the tournament was a most successful one from every angle. The matches were in most cases very close and reflected the good judgment of the handicap committee. "Jimmy" Weigand caused the most surprising upset of the tournament when he defeated Tramer in the second round. The latter, a new comer on our courts, had been flashing a clever game and was figured to be one of the finalists. An excellent showing was made by C. Burnhams, who won a hard fought three-set victory

over Huse in the third round and then extended Wilson to the limit in the semi-finals before being eliminated.

Entries for the Men's Singles Elimination Tournament closed August 17, and drawings were made for the first round play to start August 20.

A return match with the Camera Works team was held on our courts, August 5. Due to the large number of Association members who are using the courts daily, it was decided to limit the personnel of each team to four men instead of six as was the case in the first meeting, and thereby eliminate the need for reserving more than three courts. Our net men again emerged the victors, taking all four single matches and both of the doubles. Tramer, Wilson, Goepp and Lowry composed the Kodak Park team in this match.

Manager Gunderson has arranged a series with the Y. M. C. A. team, the first encounter to be held Saturday, August 20, on the Y courts, corner Lake and Driving Park Avenues.

Anderson and Lydia Schmidt. After the dinner, the party adjourned to the Eastman Theater.

During the morning of August 15, Henry Ireland, general foreman of the Finished Film Department, found his desk decorated with a basket of twenty beautiful roses, presented to him by the Office staff, an emblematic of his twentieth anniversary of employment at Kodak Park.

Ella Letson, of the Roll Coating Office, was quietly united in marriage to Ivan Post on July 26. The Roll Coaters extend their congratulations.

## GIRLS' TENNIS TOURNAMENT

The Annual Girls' Tennis Tournament of the K. P. A. A., which was open to every girl member in the Association, is now well under way. Sixteen girls entered; and, at this writing, August 12, the eight contestants who survived the first round have fixed the date for their next round matches. Astrid Anderson, Madeline Downs and Lois Patchen, winners of the championship in other seasons, are all conceded an excellent chance of taking the 1927 championship. Always at her best in these annual tournaments, Mary Herlihy, of the Stores Department, is also a dangerous contender. The improved play of all the girls practicing regularly on our courts and who have entered the tournament assures that each encounter will be close and hard fought. It is expected that the finals will be completed by September 1st.

On Tuesday evening, July 26, a birthday dinner party was given at the Rose Garden by the girls of the D. O. P. Packing Department in honor of Helen Whalen. Those present were the Misses Marie Lape, Florence Whitney, Margaret Nutt, Janet Gronell, May Burns, Helen Herman, Doris Rhodes, Mildred

*Still Our Slogan:*  
—Production with Safety



EVAN J. PARKER

#### A GOOD SUGGESTION RECORD

As a matter of interest in connection with our Suggestion System, we note the record of Evan J. Parker, of the N. C. P. Department. Mr. Parker has been a regular contributor to the Suggestion System for a number of years and has received awards on a great majority of his ideas. Within the past six months, one of his suggestions proved of exceptional value and merited his largest award to date, a check for \$150.00, and which is cited as an illustration that constant users of the Suggestion System ultimately strike something worth while.

Suggestion records of this type are possible and open for every employee. Ideas are something we all have—why let them lie dormant? Prove yourself a logical thinker—your constructive ideas besides reaping a monetary award attract creditable attention to yourself.

It is well said that man will think about things that really interest him. If interested in and enthusiastic over his work, he will think about it and plan to make the most of his opportunity. Conscious of this axiom, our Suggestion System has been provided as an aid and encouragement for employees to submit ideas in connection with their work.

The Ciné-Kodak Processing Department congratulates Ronald Scott on the arrival of a baby girl, Alice Ann, born August 3.

Claire Goodsell, of the Ciné-Kodak Processing Department, is wearing a beautiful diamond, presented to her by George Bentley. Congratulations and best wishes.



#### SILVER ANNIVERSARY FOR CHARLES C. FARNHAM

August 1 found Charles C. Farnham, of the Rubber Stamp and Post Card Printing Department, completing twenty-five years of continuous service at Kodak Park.

While starting as a square cutter in the D. O. P. Packing Department, previous experience in the printing trade soon brought his transfer to the Printing Department, then located in the basement of Building 2 and a part of the D. O. P. Packing Department. With the rapid growth of that department, due to the increased demands of the public for sensitized post cards, Mr. Farnham was placed in charge of the newly installed rotary presses.

When the printing work, with the exception of post cards, was transferred to new quarters in Building 48, he remained in charge of that specialized line of printing as foreman of the Rubber Stamp and Post Card Printing Department. In that capacity he now continues, the years being milestones of faithful and useful service.

Our congratulations and best wishes are added to those of the D. O. P. Packing employees who celebrated Mr. Farnham's silver anniversary of employment by presenting him with a beautiful Cogswell chair.

#### PERO—HORTON

Ethel Horton, of the Finished Film Office, was married to Roy Pero in the SS. Peter and Paul's Church on August 4. Elynore Schenkel and Zelma Street, of the Finished Film Department, attended the bride. After an extended honeymoon, Mr. and Mrs. Pero will make their home in Indianapolis.





RALPH R. WEBB

#### TWENTY-FIVE YEARS IN ROLL COATING DEPARTMENT

With pleasure, we extend congratulations to Ralph R. Webb, of the Roll Coating Department, who celebrated the completion of twenty-five years of service with the company on July 22.

He has always been an employee of the Roll Coating Department, starting on a coating machine as a rewinder and, through virtue of enthusiastic and whole-hearted effort, advanced steadily position by position to head trick foreman and within the past year and a half to second assistant general foreman. In this period he has witnessed and been a part of the growth of the department from three machines in Building 19 to its present equipment, which demanded the addition of Buildings 20 and 21.

We join Mr. Webb's friends in felicitating him on his quarter-of-century record and extend best wishes for many more years of service and happiness.

Teresa Graham, of the Spooling Department, and Edmund Hoefle were married, August 16, in the Holy Rosary Church. Congratulations.

Mary Quinlin, of the Finished Film Department, who began work at Kodak Park in 1909, died Saturday, July 9. Our sympathy is extended to her bereaved family.

Helen Warner, of the Sheet Film Office, became the wife of William Fess, June 29, in the Church of the Sacred Heart. Best wishes are extended.



GEORGE PITTS

#### NEW CITIZEN

Chance, or be it fate, made merry with the plans of George Pitts, foreman of the Laundry Department, when he sailed from his home in England in 1913, with Calgary, Canada, as his destination. Visiting friends in various cities of the United States on his way, he was most favorably impressed by Rochester; and, deciding to remain here, secured employment in the Receiving Department at Kodak Park.

The outbreak of the World War found him resigning his position and embarking in the early fall of 1914 for England to enlist, October 5, in the Infantry of the British Army. "George," as he is best known to his friends, is generally credited with being the first employee at Kodak Park to leave for service in the World War.

In December, after brief but strenuous training, his contingent was ordered over seas to India. The middle of May, two years later, found him commissioned and transferred to the Twenty-fifth Punjabis, India Army, composed entirely of native troops with the exception of the officers, and with them he served until invalidated by malaria fever. Continued attacks of fever brought his recall to England in 1919, and was followed by his discharge from active service in the fall of that year with the honorary rank of first lieutenant.

At the conclusion of the war, "George" returned to Rochester and to Kodak Park.

Shortly after his return to the United States, he applied for his Naturalization Papers and in March of this year proudly became a full-fledged citizen.

We are glad of this opportunity to congratulate him on his newly acquired citizenship and on his splendid war record.



J. L. JOHNSON

### K. P. A. A. GOLF TOURNAMENT PROVES POPULAR

With fifty entrants, the K. P. A. A. Handicap Golf Tournament held Saturday afternoon, July 23, was the largest ever staged by the Association, and the players' remarks of satisfaction as to the method of conducting the tourney and the good time enjoyed leaves no doubt as to the success of the event. Fred Gardner, of Building 26, was on hand at 1:15 p. m. to see that the foursomes got under way according to schedule and deserves much credit for the excellent manner in which all the arrangements and details of the tournament were handled. The courtesy of the Park Commissioner in reserving the starting tee on the old Genesee Valley Course for our golfers likewise is thoroughly appreciated.

The entrants were divided according to ability into three classes, and prizes given for low gross and first and second low net scores in each class, the prizes including two cups, orders for sporting goods and varying amounts of golf balls. Low gross for Class A, and the tournament was a 75 turned in by J. L. Johnson, of Building 29, and brought him a beautiful cup trophy donated by the Rochester Sporting Goods Company. The other cup was won by Dr. Carver, who had low gross score of 89 in Class B. Prize winners:

#### LOW GROSS

Class A—J. L. Johnson, Building 29  
Class B—Dr. Carver, Research Laboratory  
Class C—Paul DePaolis, Research Laboratory

#### LOW NET

Class A—1st —N. F. Bruce, Gelatine Department  
2nd—Charles Shoemaker, Research Laboratory

Class B—1st —C. W. Mulbeyer, Emulsion Coating Department

2nd—(G. T. Lane, Department 50  
John Jones, E. & M. Department

Class C—1st —(George Hayes, Tool Room  
A. H. Robinson, S. M. S. Department

2nd—Arthur Scales, Tool Room

This marked the first tourney of the K. P. A. A. in which match play was also included. The four low gross men in each class paired off into elimination matches to determine the final winner, the matches having to be completed not later than August 6th. The match play champions as determined by these contests were J. L. Johnson, Class A; G. T. Lane, Class B; and A. Scales, Class C.

The popularity of this event has brought constant inquiries regarding another tournament, and it has been decided to hold one sometime in September, provided the use of one of the public courses can again be obtained.

### CO-OPERATE WITH THE TRUCK DRIVERS

Kodak Park truck drivers, because of the careful way in which they drive, have operated over a period of years without injury to pedestrians. Employees have never been asked to make a special effort to co-operate with them by walking on the sides of the streets and crossing only at corners as is the case on city thoroughfares.

Of late there has been some criticism because so many employees insist on "jay walking" and in carrying on conversation in the streets. This, no doubt, is done unconsciously; and the fact that no serious accidents have resulted is probably entirely due to the care exercised by the truck drivers in rounding corners.

In the Safe Driving Contest of Industrial Trucks, which is fostered by the Chamber of Commerce and which has ninety fleets entered, our trucks have won first prize for the past three months, operating without a single accident. This is a splendid record, and employees are urged to give their co-operation along these lines in order to keep our fleet indefinitely at the top of the list.

### AMBULANCE

Due to the fact that our ambulance may be bringing someone seriously injured to the hospital, it should have the right of way whenever called. In case of a serious accident minutes lost in getting a patient to the hospital may mean the difference between life and death.

The Medical Department and the employees who are responsible for operating the ambulance are all anxious to give the best possible service in case of accident; and in order to do this, it can be readily appreciated how necessary it is to have everyone co-operate.

Monica Ditner, of the Sheet Film Office, was married to Arnold Bartz, August 9. We wish the newlyweds every happiness.

Anna Schafer, of the Sheet Film Department, became Mrs. Cory Spencer, August 1. Heartly congratulations are extended.



#### SCHLITZER—TANGUAY

On August 11, Ruth Tanguay, of the Research Laboratory, was united in marriage to Edward J. Schlitzer at the Church of the Sacred Heart, Reverend George Burns officiating.

The bride was gowned in white satin trimmed with lace and wore a tulle veil, made in cap fashion, caught with orange blossoms. She carried a shower bouquet of brides' roses and lilies of the valley. Mildred Stanton, of the Research Laboratory, the maid of honor, wore salmon pink georgette crepe and carried butterfly roses, while Marguerite Stevensky, also of the Research Laboratory, one of the bridesmaids, wore green taffeta trimmed with tulle and carried Columbia roses.

Following the ceremony a wedding breakfast was served at the Normandie to the immediate family. Open house was held at the bride's home, and many of her friends from the Research Laboratory were there to wish her joy and happiness.

Many showers were given the bride, including a variety shower by Mildred Stanton and a dinner dance at Popp's Inn by Marguerite Stevensky. The members of the Research Laboratory presented her with a silver coffee service and a bridge lamp.

After September 1, Mr. and Mrs. Schlitzer will be at home at 109 Pershing Drive.

Charles Brightman, of the Synthetic Chemistry Department, married Bernice C. Dixon, of this city, on August 3rd. After an extended honeymoon Mr. and Mrs. Brightman will be at home at 42 Essex Street.

John Lerch, of the D. O. P. Packing Department, has been busily receiving congratulations on the arrival of Donald John, born, July 3, weighing eight pounds.

#### NOON-HOUR LEAGUE TEAMS START SECOND HALF OF SCHEDULE

The fall series of the Noon-hour League started August 1, practically a month after the completion of the spring series which was won after an exciting race by the "Cubs" under the watchful eye of "Jim" Ward. The improved condition of the diamond permitted a very close adherence to the schedule, only five games in the ten weeks of play being postponed and the brief lay-off was accordingly welcomed by most of the players. During this interval two game series were staged with both the Hawk-Eye and Kodak Office nines, the home club losing and tying with the Lensmakers and besting "Johnny" Marcello's ball tossers from State Street on both occasions.

Outside of a change in the leadership of the "Rangers," which saw "Chuck" Forstbauer taking over the managerial reins from Ralph Lehman, the clubs and managers are the same as participated in the initial series. Switched line-ups, due to vacation absences, make it difficult to show at this time, August 13, how the teams have strengthened their line-ups for the final drive. The "Cubs" have added a likely looking southpaw boxman to their roster in Hitchcock, while Campbell and Smalley, infielders signed by the "Birds" and "Cubs," respectively are youngsters who have shown fine form in their first trials.

The standing after the second week of play listed the "Birds" and "Giants" in a deadlock for the lead with three victories and two defeats. The "Rangers" followed in close order with an even break in four games, while the spring series champions were off to a slow start, taking only one out of four frays. Heavy hitting featured these early contests, several players boasting batting averages well over the 400 mark.

Treasurer Van Hoesen is carrying out his official duties in fine shape, passing the hat amongst the fans at various intervals and allowing them to contribute to the fund that provides all the Noon-hour League players with a get-together of some sort at the conclusion of the season's play.

Standings on August 13 were as follows:

Team	Won	Lost	Per Cent
Birds	3	2	.600
Giants	3	2	.600
Rangers	2	2	.500
Cubs	1	3	.250

#### LEARY—COOPER

Tuesday, July 12, at the Rectory of the Holy Cross Church, Ruth Cooper, of the D. O. P. Packing Department, and George Leary were married by Reverend Alexander McCabe. Following the ceremony a reception was held at the home of the bride's parents, after which the bride and groom left for a motor trip to the Thousand Islands and Canada. Prenuptials included a variety shower by Myrtle Goff and Helen Whalen, both of the D. O. P. Department.

The congratulations of the D. O. P. Packing Department are extended to the newlyweds.

A one hundred per cent subscription to the Eastman Savings and Loan Association is a newly acquired record of "Bill" Howland's shift of the Roll Coating Department.

## BASEBALL TEAM WINS PENNANT

Completion of the schedule in the so-called "National" section of the City Industrial League found the Kodak Park Indoor Team on top, having won nine out of ten games to finish well in front of their closest rivals. The winner of the "American" section, whom Manager Gallagher's men will meet in a special series for the Industrial Championship, is at this date, August 12, undetermined; the Joint Board and Hickok Belt Company entries ending up in a tie for first position.

A brilliant 5-1 victory over the strong Moore Heel Company team virtually clinched the pennant for the local club and brought our players ample revenge for the lone defeat by 1-0 score administered by that nine in the first battle. This game found Agness, the Park twirler, at his best, limiting the visitors to two hits and fanning ten batsmen. On the other hand, the Filmmakers collected nine hits off the supposedly invincible "Shifty" Gears, four in succession in the first inning accounting for three runs. The final contest with the Fashion Park aggregation was conceded to our nine as the result would have no effect on the final standing.

The team is deserving of its success, the players working exceedingly well together and exhibiting real ability in each fray. The members of the squad are naturally elated at their victory over such strong opposition and appreciate the support and interest of the fans who followed these games.

## Official results:

Team	Won	Lost	Per Cent
Kodak Park	9	1	.900
Moore Heel	7	3	.700
Camera Works	5	5	.500
Hawk-Eye	4	6	.400
Kodak Office	4	6	.400
Fashion Park	1	9	.100

## GARAGE TEAM ADVANCES IN TWILIGHT LEAGUE

The spurt of the Garage nine has been the main feature of the Twilight League in the last month and a half. Off to a poor start, a number of new players from the Messenger Service were signed by Manager Lyness with the result that the club then took their next three games and advanced to second place in the standings. Much credit for the good showing of the Garage men must also be attributed to "Buddy" Carl who has pitched fine ball, apparently improving with each contest. Servis and Wandersee, veterans of the Noon-hour League, give the team a strong batting combination, while Earl Davis, staging a comeback, is performing well around second base.

Showing a clean slate out of five starts, the Pipe Shop continue to hold their position up in front. The Soccer Club nine with a 500-percentage mark in six games have been forced down into third place, just ahead of Fred Russell's Research outfit who have earned an even break in four games during the past month.

Due to vacations, the Office and Stores aggregations have remained idle and will have a busy time in store catching up their postponed games.

## PECK—CUMMINGS

On Saturday, July 9, Jennie Cummings, of the D. O. P. Packing Department, became the bride of John Peck, the ceremony being performed by the Reverend Jones, of the Mt. Hor Church.

## SOCCER TEAM PREPARES FOR FALL SEASON

During the past two months, "Jack" Brightman president of the Kodak Park Soccer Club, and the other officers have been busily engaged, signing up players and taking care of all necessary arrangements for the start of the fall soccer program. According to present plans, our team will again be represented in three competitions; namely, the Rochester and District League, Northwestern New York State League and the United States Cup Competition. A majority of the veterans from last year's team, including Wheeler, Patrick, McKinley, Glendinning, Fyfe and Christy, have signed their signatures to new contracts and assures a strong eleven to again represent Kodak Park. New faces expected to appear in the line-up are Morrison, Wilson, Leibe and Simms, players who have at one time or another appeared with various Rochester clubs. The opening of the Rochester and District League, September 11, offers soccer fans the first opportunity of watching the 1927-28 outfit in action.

As a feature of the Athletic Association picnic of Canadian Kodak Company, Ltd., a representative soccer team motored to Queenston, Canada, Saturday, July 16, to stack-up against the eleven representing that association. Although played under a scorching sun, the game was fast and sharply contested. When it almost seemed certain that the result would be a scoreless tie, the Canadians in the last thirty seconds of play put through a goal for a hard-earned victory. After the contest the members of each club were presented with souvenirs of the occasion.

The trip and game was thoroughly enjoyed by the Kodak Park players, who trust it may be their good fortune to again meet the Canadian Kodak Company, Ltd., team on the soccer pitch.

## KLUBERTANZ—REMILARD

On Tuesday morning, July 26, a very pretty wedding took place at the Holy Rosary Church when Marie Remilard, of the D. O. P. Packing Department, and Alman Klubertanz were united in marriage by Father Gaffney.

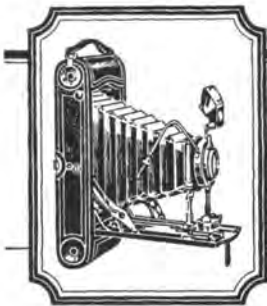
A wedding breakfast followed by a reception was held at the home of the bride's parents, after which Mr. and Mrs. Klubertanz left for a two weeks' trip. On their return they will be at home at 550 Conkey Avenue.

The many prenuptials included a shower given at the home of Mrs. Harold Dill by the girls of the D. O. P. Packing Room.

The employees of the D. O. P. Packing Department wish them every happiness.

## HORSESHOE TOSSERS WIN FIRST MATCH

The first industrial horseshoe pitching match on the K. P. A. A. courts was staged Friday noon, August 12. On that day a four-man team hurried down from Kodak Office to test their skill against our best tossers. The Kodak Office representatives were the Lambe Brothers, Ainsworth and Knapp, the latter two also being star performers on their Plant indoor baseball team, while Kane, Dunk, Goff, Lobdell, Agness and Wedel exhibited their wares in behalf of Kodak Park.



# CAMERA WORKS



HERBERT S. THORPE, Editor



## AN UNUSUAL PICNIC

The first picnic undoubtedly took place during the days of Adam's dynasty; and, without having any facts to verify the statement, we'll guarantee that every branch of every family since that time has had a picnic of some type or other, and we'll also state without fear of contradiction that every picnic has had time-honored events such as one hundred-yard dashes.

Office men, as a rule, are not expected to be very original, their duties supposedly consisting of tabulating dried-up figures and poring over musty files. In spite of this, however, office folks are just as anxious for thrills and originality as the rest of the world, and the Accounting and Kindred Departments certainly staged as original a picnic as we have ever recorded.

No better place can be found for an outing than Bernice Martin's farm, which is ideally located and equipped for a festive gathering. The grounds and buildings were entirely at the disposal of the one hundred people who attended, and banners and pennants added to the gaiety of the scene. Confining the races and stunts to a few original contests, the bulk of activity was cluttered around the "Midway," a group of eight regular side-shows, resplendent with bunting, bally-hoo men, excitement, and all the regular

spirit of the "fun of the fair." An "African Dodger," ball-toss, fishpond, dart-throwing, archery, swinging balloons, and a museum of about one hundred fifty exhibits—mostly pertinent to those attending, made a miniature "exposition" out of what might have been the usual "racy" picnic.

A splendid dinner further established the culinary reputation of Mabel Stanton and her able staff. It's no small task to serve a real hot meal out in the open to one hundred hungry men and women, but it was done, and done right! We also bow to the several girls who acted as waitresses, which is also a real job in the hot noon-day sun. The porch-climbing contest was great fun, and immediately after dinner everyone was invited to climb as high as possible up any barn, ladder, tree, etc. Although Helen Bauer was highest when the whistle was blown, "Bill" McCleary topped the event by appearing on top of the Martin house chimney. How he scaled to such a dizzy height remains a mystery to this day.

Everyone was provided with paper hats, a rather elaborate printed program, and there were cards, horseshoes, volley ball, golf driving and putting, a ball game, and something or the other to amuse everyone; so much so that the last group reluctantly left the grounds just as the moon was rising over the barn.







PHOTOGRAPHS BY GEORGE BROOKS, TOOL DEPARTMENT, CAMERA WORKS

*1. Reaping and Binding; 2. Five Minutes Rest; 3. Shocking; 4. Loading; 5. The Last Load*

(See page 25)



LILLIAN O'CONNOR

## A WORTH WHILE SUGGESTION

"To change location of notch in cam case used in assembling keys."

Those few words tell a simple story, for which the author has been paid far more than many writers obtain for fifty-thousand word novels; all of which proves that it is not so much the fact of saying or writing words but the idea or motive behind the story. In this particular instance, the idea, expressed in words, has been judged as valuable by our Suggestion Department; and Lillian O'Connor, of the Kodak Assembling Department, is to be congratulated as being the "author" of an idea for which has been paid a cash award of one hundred fifty dollars.

Lillian has worked with us for four years, and has continually been employed on assembling work. Usually, when we have worked for that length of time on assembling operations, we become so very familiar with it that our work becomes automatic, and the majority of us are very apt to give little or no thought to the job beyond the mechanical use of whatever tools are necessary to use. Lillian, however, sought a possible improvement and found it in the very job on which she was working. She discovered that by making a slight change in the key cam that the speed of the operation could be greatly improved, and her job made easier. As a general rule, we do not look for as many ideas regarding change in design from the fair sex as we do from men, but here we have an instance where many more men are at least as familiar with this part of the camera as the girls that assemble the key; yet a girl worked out a very practical method for improvement. The suggestion that Lillian submitted is the type which we are anxious to receive. Other girls and certainly the men have an equal opportunity to discover an idea which may be of equal, or greater value.

During the past two years, several changes have been made in the design of our Kodaks and other cameras. This fact greatly enlarges the field for new ideas. In spite of the fact that changes in design are proven practical in our Experimental Departments before being put into production, the operator who assembles or handles any particular part dozens of times during a day naturally becomes very familiar with its design, method, and application and an improvement should not be difficult to find, especially with the inducement that our Suggestion Department offers in cash awards for worth while ideas.

To Clarence Steegar, who had the misfortune to lose, through death, his youngest daughter, we offer our sincere sympathy. Clarence wishes to express his appreciation to many friends in the company for kindness during his bereavement.

## C. W. R. C. GOLF TOURNAMENT

If there is one more activity—outside of aviation—that our Recreation Club has not fostered, we would like to know it! About the last sport we always considered popular among our young folks in the Camera Works was golf. Only a few years ago, the game was credited with being in the sixty-year class, but the wave of popularity has swamped all ages and all classes, and today it stands very near the top of the sport list. One of the apparent reasons for this is that every man continually plays for himself, the success of golf absolutely depending on each individual player, and, except by arrangement, not on team work.

Hitherto a few of the Camera Works' boys have participated in an interplant golf tournament; but, the number of players so rapidly increasing, the recreation and athletic clubs of the company in Rochester decided to hold their own tournaments in addition to an interplant one, and thirty-nine of our folks (including one girl) played the difficult Oak Hill Alumni Course on Saturday, July 23. On the basis of previous games, each entrant's record was handicapped or raised, there being two classes; thus everyone standing an even chance to win. If the variety and color of outfits had meant anything, Bobby Jones would have been in the discard! Plus-fours, sixes, gay sweaters, stripes and checks all helped to make the sunny afternoon glaringly bright.

In Class "B" (in which were merged a few class "A" men), William Miller—young hopeful of the Tool Department, handed in a ninety-five for low net. "Jimmie" Montague, of the Testing Room, followed with a first-class score of ninety-six for low gross. Arleigh Heaphy, of the Buffing Department, who, by the way, scored the only birdie in the tournament, and Willard Schutt, Stock Record man, came in tie for second low net, with ninety-eight, while Norman Seils, also of the Stock Record Department, recorded an even 100 for second low gross. In Class "C," Harold Gosnell, of the Shutter Department, registered 100, which gained him a first prize for low net. Harold Kibbe, of the Office, scored 111, which was low gross. "Johnnie" Wilson, also an office man, had 108 for second low net; and a tie of 115 for second low gross resulted in even honors for Robert Callaghan, of the Kodak Assembly Department, and Paul Von Baccho, of the Office.

Following out the policy of the C. W. R. C., no entry fee was charged; the Club paying for use of the greens. First prizes were five-dollar values, second prizes three-dollar goods. There is little question that the Golf Tournament will now become an annual event, and the Board of Managers are glad to welcome it. Acknowledgement is made to George Henry, of the Buffing Department, whose experience in the game and in staging tournaments was largely instrumental in making the new venture a success.

For an unusual display, we were recommended to view the decorations set up for Helen Schilling, who, having worked in the Accounting Department, is now taking on the added responsibility of figuring housekeeping allowances for Mr. George Hilliard.

"Billy" Lawrence, poet, philosopher, and sage of the Office, wrote numerous pertinent witticisms which adorned several useful gifts from the Office.

### CAMERA WORKS BASEBALL TEAM LOSES INDUSTRIAL CHAMPIONSHIP BY ONE RUN

The Industrial League baseball pennant slipped from between the fingers of Minor Stocking by one run in a hot battle for first place between our boys and those from the W. B. Coon Shoe Company.

Coming up from third place (as recorded in the August issue of the *Kodak Magazine*) our team realized a long-cherished ambition to beat the strong team of the Rochester Telephone Company; and, on July 16, their dream was realized at Genesee Valley Park when Stocking's organization, largely owing to the fine play of "Joe" Meehan and Butler Herr, put a serious crimp in the victory line of the Telephone boys by breaking a scoreless game in the seventh inning. Singles by Fahy and Herr, a sacrifice by Kivell and a bad throw by Burns, of the Phone team, resulted in a lead, Camera Works winding up the game with a win of 3 to 1.

Following that important victory, the next opponents on our list was Stromberg-Carlson's team, the game being played on their home grounds. Again our boys showed their fighting spirit by backing up Meehan, who struck out twelve and scored once himself. Delaney also scored twice on some fine base-running. Another win—5 to 2.

July 30 "Lady Luck," plus good play, was again with us in the American Laundry game played at Ritter field, when Gerew, Rutan and Kivell scored two runs and LaPalm and Pressley added one more each for an 8 to 7 victory. This put us in undisputed second place, and our boys could hardly content themselves until the following Saturday, when Camera Works must again trim their old rivals, the Telephone nine, to be in the running for the pennant.

Saturday, August 6, every man was on the job bright and early, and the Telephone team was right there to meet them. It was a real hard tussle, but our boys surmounted the difficulty, and three runs recorded by Herr, two by Pressley, and singles by Rutan, Fahy and Culhane gave us a victory of 8 to 7; thus bringing Camera Works up to a level with the leaders.

August 13 proved itself an unlucky number for Stocking and his merry men, and we use the term "unlucky" advisedly, for, up to this game, our boys and their various opponents played "safe and sane" games. Excitement proved too great a temptation in this final fray, and it developed into a wild free-hitting melee, resulting in two protests being registered by Minor Stocking, and the umpire taking his life in his hands every minute. Three W. B. Coon pitchers went on to the mound to stop the attack of the Camera Works batters, who scored two runs in the second inning. A triple by Fahy and singles by Herr and Kivell brought in the runs. Camera Works added two more runs in the third. Delaney started things with a single, but he was forced at second by Rutan. LaPalm doubled, scoring Rutan. Fahy singled, scoring LaPalm. The Coon team came back with three runs in the last of the third. Score to this inning was 4 to 3, favor of Stocking's team.

The fourth inning was a walk-away for Camera Works, their team scoring three more runs. No score was recorded in the fifth. In the last of the sixth, the "shoemakers" tallied once more, the score now being 7 to 4, with the crown still on Stocking. No score in the seventh. Wilbur Coon's team took the lead in the eighth and chalked-up four runs with few hits, but in

the ninth inning, Camera Works rallied and, getting another run, tied the score at 8—all.

Herr singled and tried to make second base, the left-fielder tried to stop him, but threw wild over first base into the crowd, Herr going to third base. Burns, the first baseman, tried to get Herr at third, but the ball again went into the crowd, Herr scoring. Then came the fireworks! The Umpire declared the ball "dead," and sent Herr back to third base. The crowd took this decision to heart, and the game was delayed for fifteen minutes, and was only continued when Stocking agreed to finish the game under protest. Herr now being on third base, Kivell bunted and Herr slid home; thus ending the scoring of the Camera team. The "Coon" boys added the winning run to their score in the last of the ninth, the final count being 9 to 8, with W. B. Coon's leading the "Big Parade."

Whatever happens regarding the protest, our boys have established a great reputation in industrial baseball circles. Minor Stocking has proved a good manager, and he has kept the team together in splendid shape. Without question, this season has been the most successful in baseball since the introduction of the Recreation Club seven years ago. Having played clean, non-professional ball, the team has warranted a repetition of the Club again, featuring a "star" ball team again next season.

### TALES THAT ARE TOLD

We are sorry to lose Madeline Smith, of the Shutter Department; but we are glad that she has reached that apex of almost every girl's ambition, that of being married. Madeline has been with us for nine years, and for the last four years has been an active member of the Board of Managers of the Camera Works Recreation Club. We hope Mr. and Mrs. Fenner will have a long life of happiness.

Again we draw your attention to the necessity of returning books borrowed from our dining room branch of the Rochester Public Library. If for any reason you are absent for any length of time, make arrangements for the return of the book. Occasionally, people, leaving the employ of the Camera Works, or obtaining a long leave of absence, neglect to take care of their library affairs; thus causing a waste of time and money in tracing the books. We are under obligation to the Public Library in allowing us to maintain a library so convenient for our use. Do not let us lose this privilege by negligence.

The female portion of the Camera Works will be well represented at the Rochester Exposition, when a women's all-around championship meet will be held during Labor Day week. Fifteen girls from various athletic clubs in the City were chosen from a class of seventy-two candidates, two of the chosen contestants being from this Plant. The events are scheduled to start on Monday, September 5 and continue each night at seven o'clock until Friday. Events include a 50-yard dash, eight-pound shot put, running high jump, javelin throw, sixty-yard low hurdle race, running broad jump, and three hundred-yard run.

The two girls who we are hoping will bring back laurels to the Camera Works are Mary Hulder, of the Employment Office, and Geraldine Wackerman, of the Payroll Department. We wish both of these girls the best of luck.

## FIVE DOLLARS EACH MONTH

As an additional encouragement to the uses of amateur photography, the Recreation Club will pay five dollars each month for the best five story-telling pictures, which are photographed with a camera produced in this factory, and the negatives exposed by a Camera Works employee. This offer is distinct from the "Poison Squad" awards.

We will choose different judges each month, and we have set no limit as to the number of groups of five pictures which any one person may submit. They must, however, be correlated groups. For instance, five pictures of a picnic denoting the start, arriving at the scene, the folks at dinner, the sports, and "ready for home" constitute a group or series, but a picture of a waterfall, a baseball game, the newest arrival in babyland, a road construction scene, and sister at the piano would not be accepted, however good each picture might be. We wish to weave a brief story around each winning group, which will be published each month in the *Kodak Magazine* until further notice. Your negatives will all be returned. We only desire to teach our employees by example the tremendous story-telling and recording possibilities in photography "by groups."

We have chosen—without competition—the group on page 22 as something to aim at! We do not expect many groups that will have the quality of George Brook's "Harvest" series. We do know, however, that he has proved that first-class photography is not confined to the professional class, and that, in spite of his working just as many hours as the rest of us, he can still find time to photograph story-telling groups of pictures.

## TENNIS

Criddle, Haight, Weltzer and Milanetti have reached the second round of the sixth annual Tennis Tournament, which, owing to vacations and other causes, is necessarily slow in progress this year. Twenty-five of our best "knights of the net" entered the contest, but again the girls were either too shy or they feared their male opponents. Summers (who has managed the Tournament since its beginning) was eliminated by Haight, Blum by Criddle, Sondheim by Weltzer, and Fineout by Milanetti, who, so far, has shown the best play and form.

A representative team, composed of Clements, Fegley, Criddle and Summers, made their second annual pilgrimage to Batavia to meet the Holland Club of that city. Our team is handicapped by the fact of not having a home court where local and return out-of-town matches might be played. Whatever practice the boys get has to be obtained on public courts; but, in spite of this drawback, our team is working out in fine shape in their own class.

We give the team credit for being ambitious in their endeavor to win from their big brothers at Kodak Park; but, the Park boys having several dozen more players to choose from, and possessing their own courts, it was no more than to be expected that the heavy figures on the score-sheet should be credited to Kodak Park team. In each of the four singles our boys retired gracefully, but defeated; and in the doubles the Park players showed their superiority also. Tramer beat Clements 6-2; 6-2. Goepf beat Weltzer 6-3; 6-3. Lawry beat Summers 6-3; 6-3. Wilson beat Criddle 6-2; 0-6; 6-4. In double play, Tramer and Wilson beat Clements and Milanetti, and Goepf and Lawry won over Weltzer and Summers. The total score stood at 6-0.

## THE "WATER-RATS"

The month of August was a very busy one for the seventy members of our Swimming group. The second round for the two trophies (which must be separately won by the same individual three times in succession) was held at the weekly meeting-place at the Maplewood Y. M. C. A., and both trophies are two-thirds won by Charles Welker for swimming and Elmer Rauters for diving. September 28 is the date set for the third competition, at which time the prizes for attendance points will be awarded.

September 12 will be the great night for the plate-diving contest and exhibition of swimming. It is planned to make this an "open" night. Several races will be on the program, also exhibitions of life-saving by our boys. This latter stunt is receiving much attention at the weekly meets; and, apart from the usefulness of it, is great sport—especially for the chap who lays at the bottom of the tank waiting to be "saved!"

Latest reports from Germany indicate that Paul Hermele, champion swimmer of the Pattern Department, who, having a vacation in his home-town, is training hard. Frank Buehlman had done about everything to make the swimming part of the C. W. R. C. program a success except pick the weeds from the bottom of Seneca Park lake. We hope to tell you in our next issue just how well the boys staged their exhibition at this affair.

Possibly the most popular one on the list of activities was the picnic, which took place on August 13 at Newport. After a hearty dinner, the boys retired to finish their festivities at Leo Bartusek's cottage, which was not only convenient for indoor sport, but had, adjacent to it, a diving tower and about twenty feet of water. You can rest assured that the lads took full advantage of that fact and practiced for the big C. W. R. C. picnic.

The great feature of the afternoon was a wrestling match between Leo Bartusek and Elmer Steffler. Both men being in good trim (for there is nothing like swimming to get one in shape for almost anything) it was a difficult matter to decide who was the victor, particularly as Frank Buehlman, acting as referee, pitched into the fray himself whenever one or the other of the wrestlers seemed in danger. It would have been almost impossible to distinguish the wrestlers from the referee with the eye, had it not been for the fact that "Art" Schultz came prepared with a Ciné-Kodak equipped with a *f*.1.9 lens, which, of course, could record even such fast action as this particular match.

Recent incidents occurring in the factory have again proved the absolute necessity, both for safety and steady employment, of good housekeeping. No phrases we can coin can over-estimate the mutual advantages which are derived from cleanliness. It is not enough to rely on someone else housekeeping for us. True enough, the Safety and Sanitation Department takes care of department cleaning duties; but every operator is directly responsible for the condition of his or her particular place of work, and the good or bad condition of any department in that respect reflects on the department as a whole. Neither excellent work or maximum production is possible without clean benches, machines or apparatus. Everyone doing their full share of housecleaning will ensure good work and safe and comfortable surroundings.



# MAIN



# OFFICE

JOHN W. NEWTON, Editor



## SHIPPING DEPARTMENT HAS ANOTHER ONE

When the Shipping Room started talking about their picnic this summer, there was no difference of opinion as to where it should be held. With Charlie Rowe, one of the gang, there was no chance for any place but River Bend Inn.

However, somebody must have got Charlie mad, or something, for never was there such a feast. Even Bill Granger, the other member of the committee, was filled to the chin. Fred LeClare tried his best, but couldn't eat all the cake that was left. Spence Hord and "Art" Bartholomew couldn't even get up and run when Charlie Johnson started his usual oration.

The ball game had to be given up and quieter sports substituted. The most strenuous exercise anybody indulged in being to pose for "Art" Cavalli.

After that the only thing to spoil a perfect day was the group singing, led by Louis Kinzel and Joe Stutz.

George Englehart and his old friends played finch, while Fred Fogarty led a large and enthusiastic gang through the intricate evolutions of some sort of a guessing game.

Then we all went home with one more fond memory and a firm resolve to let nothing interfere with our clambake, to be held in the same place, October 3.

## K.O.R.C. HORSESHOE LEAGUE

As the Horseshoe Pitching League schedule is nearing the end, four teams are fighting it out for first place, with Walter Lambe and Campbell holding the top position by one game. They are followed by Henry Epke and Leo Knapp, Earl Ainsworth and Allen Pease, and Elden Lambe and Alphonse Wallock. The latter team has featured in the last month of play by scoring sixteen wins without a losing game. Harold Moss and Louis Flynt, who were down the ladder, are climbing towards the top, having won twelve and lost four in July.

Elden Lambe and Earl Ainsworth are the main ringer players, the former leading by eleven ringers but having the advantage of playing six more games.

Mary Dissett, of the Export Sales Department, came to the office the other day wearing a very beautiful diamond ring. After much coaxing, Mary admitted that it was a present from Earl Knopf, signifying their betrothal. Needless to say, she was many times well wished; and, if wishes come true, she will be the happiest ever.

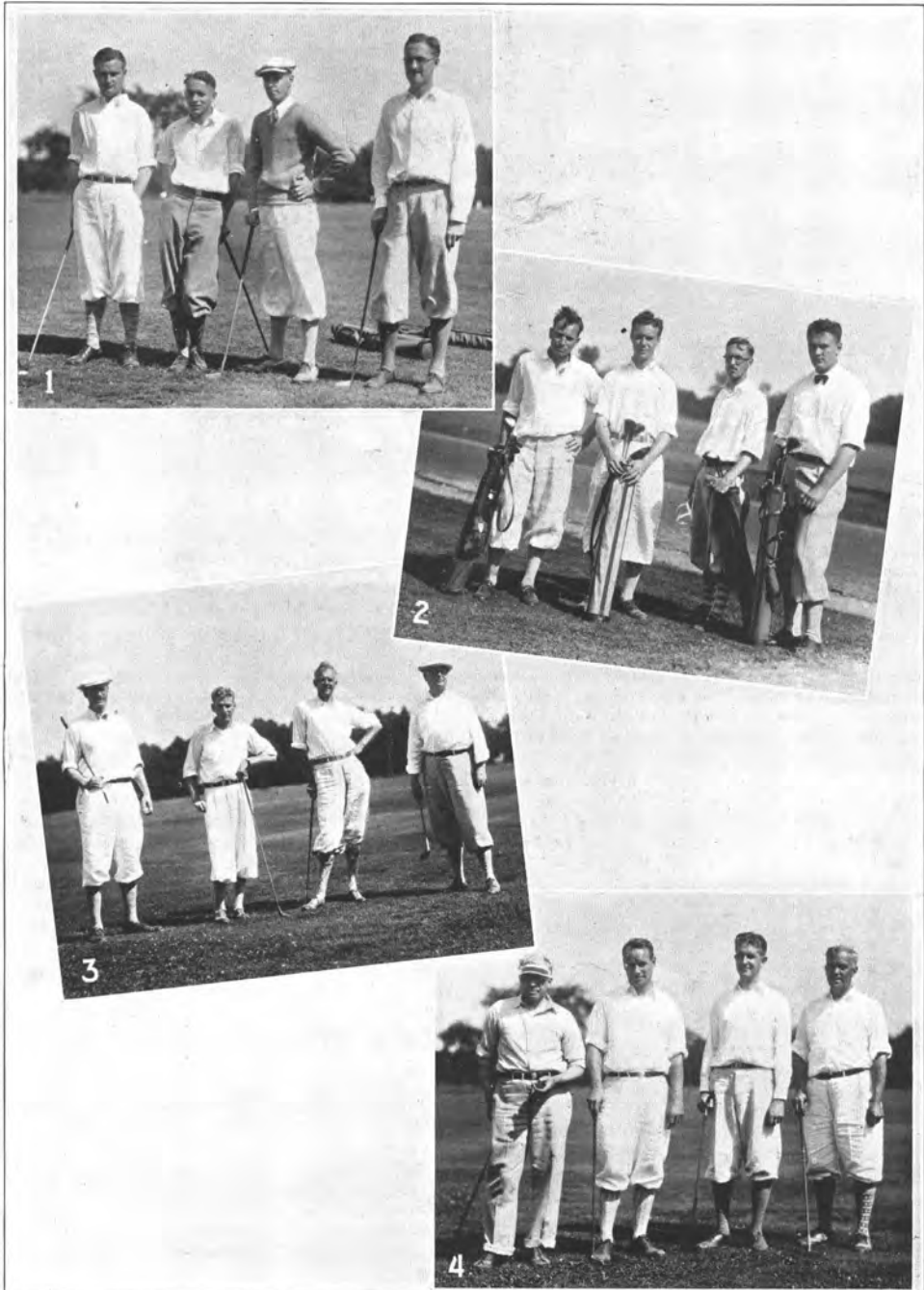
## ANNUAL INTERPLANT GOLF TOURNAMENT

The golf committee of Hillcrest Golf Club have offered the use of their golf links, clubhouse, showers, etc., for the Kodak Annual Interplant Tournament, to be held some Saturday in September, by which time it is hoped all the golf players of the company will have finished their vacations. There will be a green's fee of fifty cents per player, which is the same as the fee at the municipal links. We have been assured that, on the appointed Saturday, the first tee will be available from one o'clock until all contestants have driven off. This is a very splendid offer, and a big crowd should turn out in appreciation. Golfers in all plants should watch the bulletin boards for further details. Hillcrest is the new name for the Genundawah Club and is situated at Stop 7, near East Rochester.

Obtain blanks from John T. Harbison, Hawk-Eye; Clayton Benson, Kodak Park; Herbert Thorpe, Camera Works, and Harry Irwin, Kodak Office.

Golfers who used to play this course years ago have a surprise in store for them, as it is in as good a condition as any golf course in this part of the state.





M. O. GOLF TOURNAMENT

1. Suddell, Jack, Hodgson, Boeing

3. A. J. Newton, Cavanagh, J. W. Newton, Blair

2. Van Dusen, Don Burrows, Pope, Tuttle

4. Strouger, Robertson, Scott, Fincke



POPE

SUDDLELL

STROWGER

BOEING

HODGSON

## GOLF

The Annual Office Golf Tournament was played on Genesee Valley Park old course on Saturday, July 30. Through the courtesy of the Park Department, tee No. 1 was reserved from one o'clock to two. Ideal weather was the order of the day, and some fair scores were turned in. Features of the tournament were a tremendous drive on the eleventh hole by "Don" Burrows, who drove beyond the green a distance of more than 310 yards, and "birdies" by "Don," M. B. Hodgson and A. J. Newton. These tournaments are looked forward to each year and invariably given an enjoyable afternoon to the players, many of whom play Genesee course only at these tournaments. Representatives from Oak Hill Country Club, Monroe Golf Club, Locust Hill Golf Club, Alumni Golf Club and Brook-Lea Country Club, participated. The committee who arranged this successful tournament consisted of J. B. Van Dusen, Harry Irwin, Ross Robertson and John W. Newton.

The scores follow:

Donald Burrows	81	Low Gross
J. K. Boeing	81	Low Net
M. B. Hodgson	82	2nd Low Net
L. S. Callahan	83	3rd Low Net
A. J. Newton	84	
W. D. Jack	84	
J. W. Newton	85	
J. W. Scott	85	
G. A. Blair	86	
W. R. Pope	86	
J. B. Van Dusen	87	
Ford Tuttle	89	
Ross Robertson	89	
Frank Strowger	92	
Henry Fincke	94	
George Suddell	94	

Other cards not turned in.

Clarence E. Feeley, manager of Kodak Argentina, Ltd., Buenos Aires, has arrived there after a somewhat lengthy business trip which took him to Rochester and several of the European countries. He was accompanied by Mrs. Feeley and reports an enjoyable and successful trip.

Armin S. Baltzer has returned to Rio de Janeiro after an absence of two months or so. He is manager of Kodak Brasileira, Ltd., and both he and Mrs. Baltzer are enthusiastic over their travels, having visited the battlefields of Europe before embarking for South America. Thomas P. Jackson, who was at Kodak Office for some time, sailed with Armin and will be employed at this South American branch.

## WELCOME

The following are new employees at Kodak Office to whom a hearty welcome is extended:

Mrs. Nellie Benjamin, Helen Gawereski, Finishing; Harold R. Bentley, Shipping; Rosella E. Callan, Training; Elbert E. Farman, Executives; Ruth U. Harding, Margaret Hudson, Marjorie J. Wilson, Repair; Frederick B. Herman, Comptroller's; Frank C. Miller, Service; Martha E. Mort, Stenographic; Mildred Patterson, Advertising; Vera Sauer, Mail and Filing.

The Stenographic Department has lost one of its popular employees through the marriage of Dorothy Seel, who left Saturday, August 6. Dorothy was married, August 17, at Salem Church by Dr. F. Frankenfeld, to John Ferner. Previous to the ceremony a number of parties and showers were given for her at which she received a number of useful gifts. Dorothy's associates in the department wish her and her husband the utmost happiness.

Francis Gordon has resigned his position from the Shipping Department to engage in the more artistic employment of dispensing sweet music in the Piccadilly Theatre Orchestra. Good luck, Frank, and no discords.

George Copeland, of the Shipping Department, is with us again. He was a recent visitor to the Strong Memorial Hospital, where he was operated on for appendicitis. George says the operation was successful, and he ought to know.

"Tom" Shaughnessy, who is an employee of our New York City Branch, was a recent caller at Kodak Office. "Tom" worked in the Shipping Room twenty-five years ago and was much struck with the many changes. He commented on the pleasant surrounding and conditions for working as compared with years ago, and he's mighty proud of their own new place in New York City. Come again, "Tom."

We hope by the time this number is published that Charles Hill will be back on the job in the Shipping Room. "Charlie" has had a long illness, and his fellow employees are looking for his return.

Mrs. DeVries, perhaps better known as Mabel Friedler, of the Bookkeeping Department, has resigned to keep house. Good luck, Mabel, we're sorry to see you go.



CHARLES Z. CASE

Charles Z. Case, managing director of Kodak Limited, London, England, was a visitor to Kodak Office during August. He was formerly employed at Kodak Office and Kodak Park, and was transferred to London in 1920. He made a business trip to the branches and stores in different parts of the States, before returning to England.

Seventy employees of Kodak Office have been accepted as associate members of Kodak Park Foremen's Club. This is as it should be. About this number have been regularly attending the monthly dinner meetings, and look forward to them not only for the splendid meal that is served but also for the music, entertainment and educational features that have made these meetings popular.

Donald Burrows, of the Stockhouse Auditing Department, has gone to Eastman Kodak Stores, Inc., Milwaukee, for a few months. He will be missed among the golf enthusiasts, both meadow and barnyard.

J. D. Aponte, of the Export Sales Department, sailed on the Steamship *Tolosa* from New York City, on August 27, for his annual business trip through Central and South American countries. Bon voyage, "Joe."

Richard B. DeMallie returned from Rio de Janeiro during July, where he has been sojourning for the past eighteen months. After a few rounds of golf and visits to his family, he left August 20 on the steamer *Ulua* for Havana, Cuba, where he will be stationed from now on. He has been appointed manager of the branch known as Kodak Cubana, Ltd. Best wishes from your many friends, "Dick."

## FEE-ENNIS

The marriage of Mary Ennis to Reginald Fee of this city, took place June 4, at Buffalo, N. Y. Mary has been with the company for the past four years, all of which time has been spent in the Mail and File Department. She was most popular, and a wide circle of friends will miss her keenly. Mr. and Mrs. Fee will make their home in Louisville, Kentucky, where Mr. Fee is now employed.

## AIRY-DESBROW

Emily Desbrow surely gave the Tabulating Department one big surprise when she returned to work on Monday morning, August 1, wearing a "plain" gold band and announced that on Friday, July 29, she had promised to love, honor and obey Mr. H. Dean Airy, of the Tabulating Machine Company. Best wishes to Emily and congratulations to Dean.

## V. N. V. D. C.

An event of great importance took place in the home of Norman Van De Carr recently, when Virginia made her debut, and everything is now all smiles. "Van's" associates offer him and his their congratulations.

## HELLO "VIC"

The Ciné Sales Department welcomes Victor Rayment to their midst. He has been connected with the Service Department for several years, and previous to his coming to Rochester he was connected with Eastman Kodak Stores, New York City.

## BACK AGAIN

Tom Tennant, of the Service Department, has returned from a visit to his old home in England.



## PROGRESS

The man who sticks to the job and handles it with steady efficiency is keeping in step with progress. He is the backbone of industry and has made possible its advancement



## HAWK-EYE



JOHN T. HARBISON, Editor

### THE BIG DAY

St. Swithin's day fell on July 15, the same as usual. Remembering as we did those inspiring lines:

St. Swithin's day if thou dost rain,  
For forty days it will remain;  
St. Swithin's day if thou be fair,  
For forty days 'twill rain na mair.

We, with great difficulty overcame a feeling that we were in for a wet picnic. Putting all negative thoughts aside, we willed that the morrow would be fair and were much gratified when Saturday with a bad start developed into a perfect picnic day.

The Plant closed down at eleven o'clock so that all could get to Newport in time for lunch. Four busses were necessary to accommodate those who did not drive their own cars. This year the bus drivers must have been in a more adventurous mood, for they drove right down the hill without batting an eye; thus adding greatly to our convenience. By the time we had assembled at the picnic grounds the sun was out and doing his best to help the cause along.

While we were strolling around getting the lay of the land or making a few preliminary swings on the baseball field, the call for dinner sounded and there was a grand rush for the dining room that overlooks the Bay. Over three hundred of us sat down to a chicken dinner that was all that could be desired. The food was good and was served rapidly and well. We arose refreshed in body and spirit. Herman Mueller's orchestra played several selections during the dinner hour that added much to the pleasure of the meal. When we took our places, we were cautioned by Bill Eyer to save the numbered slips of paper that we found under our coffee cups, because they had some unusual significance. It turned out that the mates to these numbers had been placed in a hat from whence three of them were extracted by Gladys Graham. The possessors of the lucky numbers received photograph albums that will serve to remind them of a memorable occasion for many years to come. Elizabeth Keller, Mrs. Hanley and John Socha received the prizes in the grand drawing. The members of the visiting Hickok baseball team were asked to rise during dinner in order that we could recognize them later in the day in case they won the ball game, which, in fact, they did 2-1. We were then even all around, because our team did likewise at the Hickok picnic the week previous. Ferrari and Lees both pitched excellent ball, but the Hickok team had the edge.

After the ball game, the field was cleared for the sports program which furnished us with great variety of pleasure and excitement. There were events designed for all of the seven ages of man.

The races and the names of the prize winners are as follows:

Tots' race—1st, Arnold Pater; 2nd, William Diehl; 3rd, Walter Sweeting. Girls' race, 4-7 years—1st, Jean Larker; 2nd, Arline Williams; 3rd, Delores Grosser. Boy's race, 4-7 years—1st, August Busch; 2nd, Frank Dannenberg; 3rd, Robert Breslin. Boys' race, 10-15 years—1st, Wesley Lent; 2nd, Michael Golben; 3rd, Morris Abramow. Girls' race, 10-15 years—1st, Esther Pater; 2nd, Eleanor Lettau; 3rd, Elvira Huddle. 50-yard dash, for women—1st, Johanna Born; 2nd, Marian Herman; 3rd, Elizabeth Meerdink. 100-yard dash, for men—1st, Charles Metz; 2nd, Charles Prentice; 3rd, Philip Michlin. Clothespin race—1st, Mrs. George Diehl; 2nd, Mary Herman; 3rd, Elizabeth Meerdink. Doughnut race—1st, Mrs. George Diehl; 2nd, Mrs. Matthews; 3rd, Irene Zelenak. Equilibrium race, for men—1st, William Brown; 2nd, Howard Reulbach; 3rd, Edward Moress. Equilibrium race, for women—1st, Florence Bess; 2nd, Mrs. George Diehl; 3rd, Eleanor Leslie. Sack race—1st, Henry Heesch; 2nd, Howard Costich; 3rd, William Brown. Novelty race—1st, Irene Schug; Joseph Wagner; 2nd, Mrs. Bowne; George Diehl. Cigarette race—1st, John Zajac; 2nd, Robert Witz; 3rd, George Diehl. Time race—1st, Frank Grosser; 2nd, Mrs. Bowne; 3rd, Gladys Graham.

The committee in charge of the sports, working under the expert guidance of Chairman Norm Graham, is to be congratulated upon working up a program of exceptional merit. Allan Marcus, Leighton Young, Fred Zollweg, Charlie Prentice and Eddie Meyer were Norm's assistants.

The program was interrupted for a time by the appearance and noise of a group of people that bore some similarity to a band. Bob Cairns was tastefully decorated with a costume that had been donated by one of his lady friends—probably Inez Prentice. Bob smote lustily a five-gallon oil can after the manner of a drum. The result was interesting but not musical. Bill Eyer contributed to the general confusion by slapping together two kettle covers in imitation of sounding brass and tinkling cymbals. John Zajac, the leathern-lunged cop, cleared the way. John Walsh and Mack Harding faintly resembled an old-time fife and drum corps. Jimmy McKee in his stove pipe hat carried the front end of the coffin with devastating effect, although his appearance smacked more of the undertaker than of the pallbearer. He was assisted at the other end by Tommy Lawler, who was something between a subway guard and a beadle. Art Rapp fulfilled the role of clown with a great deal of talent. This unusual procession proceeded to the center of activities where it stopped and set the coffin down. Then amid an impressive silence the lid was raised, while people edged toward the



THE BIG DAY (See page 30 and 32)

- |  |                                |                                   |   |
|--|--------------------------------|-----------------------------------|---|
| 1. Henry Heach, as Wood                        | 2. A Tense Moment              | 3. Two Rising Physicians          | 4. Lent and Solde Take Things Seriously |
| 5. Cliff Johnson Wearing the Latest Fold Style | 6. Johnnie Mitchell Likes Kids | 7. Jerram, Sacha, and Jerram, Jr. |   |



coffin to have one last look at the dear-departed, which proved to be nothing less than dozens of bottles of pop which were rapidly gurgled down.

After the sports were over and the prizes had been awarded, the dance claimed the attention of those so inclined. Herbert Lettau, Stanley Wallace and "It" Carpenter were the nucleus of a dance orchestra that made that ancient pastime come easy.

During the afternoon, ice cream, pop and all-day-suckers were dispensed by Bill Dean and his pony ballet. Their wares were much in demand by both grown-ups and children. It is meet that we thank those girls who unselfishly devoted their picnic day to the service of others. They are Ruby Larker, Frances Mahan, Tina Drummond, Lauretta Watley, Dolores Kesel, Edna Roy, Helen Del Monaco, Florence Bess and Minnie Nelson.

The arrival of the busses at six o'clock reminded us that home was several miles away. We thought it best to depart, although we were wishing then that it was but the beginning. Al Jerram summed up the situation when he said that he had never attended another picnic where the spirit of friendliness and good will was so much in evidence.

### SPORTS ECHO AND MIRROR

If the boys from Hawk-Eye continue to move toward the lake, there ought to be an indoor baseball team to represent Sea Breeze in a few years. Bill Doran and Joe Winters live there now; Bob Witz is building a home there, and Lefty Clayson has purchased a lot on which he hopes to build next year.

For the benefit of those who were out of town when Frank Costello made his rounds of the city, we wish to announce that Frank has purchased a Chevrolet coupe which will broaden his scope somewhat.

Lefty Clayson's Giants have two candidates for second base in Joe Janas and Bill Doran, who are interesting characters. Joe was in the Navy, and Bill was in the Marines. Joe claims the honor of being the Charleston champion of some place or thing in Connecticut.

Before Bill came to Hawk-Eye, he was a "barker" in a circus. Some think that the author of "The Show," in which moving picture John Gilbert starred, developed his plot after watching Bill Doran in action. Bill handles the role better than John did. Those who have not heard Bill imitate a calliope with the assistance of Erwin Smith have a treat in store.

The ride across the river in Fred Zollweg's car shook the baseball team out of its slump. The boys did not seem to enjoy the ride to Kodak Park so they proceeded to take it out on the Parkers, trouncing them 2-0 in a non-league game.

Ella Wienecke, one of our more famous bowlers, has bought herself a Pontiac. Most of her boy friends have unsuccessfully invited themselves for a ride but still have hopes.

To Edward Siebert, of the Mounting Department, congratulations! Mrs. Siebert gave birth to twins on August 7, who have been named Edward George and Eugene Fredrick. These are the first Hawk-Eye twins born since Bill Doran's girls.

### NEW LIBRARY BOOKS

Why not take one or two new books with you on your vacation? Below are listed some recent additions to the Library:

**JOB'S NIECE**, Lutz. Like Job, the heroine, had her troubles—and how they did multiply! Doris is very brave through it all and, of course, conquers them all reaping her reward.

**GOLDEN BLOCK**, Sophie Kerr. A story of a business girl and her success told in Sophie Kerr's inimitable manner.

**THE DEAR PRETENDER**, Colver. Did you read "If Dreams Come True," by the same author? If you liked it, you will be sure to enjoy reading "The Dear Pretender"—a girl who shows how a little make-believe may brighten one's life. Two adorable children play an important part in this novel.

**RUTH'S REBELLION**, Achmed Abdullah. The author's name may make one think of desert sands, caravans and sheiks on their Arab horses, but this tale is far removed from such a setting. Ruth, the heroine, a stenographer in a lawyer's office, marries one of her employers, a prominent attorney. Against her husband's wishes she studies law, is admitted to the bar and then hangs out her shingle. Her husband forces her to discontinue her career. She leaves him to go South, becomes involved in a Florida scandal and then—but it wouldn't be fair to have us tell all the story.

**THE CUSTARD CUP**, Livingston. If you like children, you should enjoy reading about some of the antics of Crink, Thad, Lettie and the scamp of a dog, Filibuster.

Much has been written about sportswomen and sportsmen—the sports writers themselves seldom attract attention. We take our hat off to Cray Remington, author of the following gem, "The September magazines are out and so are the 1928 automobile models, but next week's wages are still in the future."

Our boys again gave the policemen a lesson in traffic rules on the bases. Al Marcus, pitching for Hawk-Eye, enabled us to turn in our second victory over the law. Kavanaugh, the pride of the Seventh Ward, pitched for the coppers. "Doc" Craib caught for Hawk-Eye, and the out-field included his honor President Burhans, Cliff Johnson and Lefty Clayson. Ross handled everything that came his way at second base.

Kodak Park won the championship of the Journal-American League. They will play the winner of the other league for the city title. Hawk-Eye was tied with Camera Works for third place at the close of the schedule.

The editor is much in debt to Mack Hoffman and Al Marcus for some of the news items printed in these pages. You are invited to follow their example. Your contribution may be of great interest or worthy to be recorded.

*Everything is new to the*  
**NEWCOMER**



*Don't "kid" the beginners.  
Help them.*  
*Bill Jones*

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

ROCHESTER PLANTS		Standing Last Month	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye.....	1	68.5%	4,537
2.	Kodak Office.....	2	61.4%	10,927
3.	Camera Works.....	3	50.5%	19,100
4.	Kodak Park.....	4	38.0%	29,759
	Non-Employees.....	..	.....	5,298
OUT-OF-TOWN PLANTS				
1.	Eastman Kodak Stores, Inc. (Sioux City)	1	100.0%	108
2.	Kodak Uruguay, Ltd. (Montevideo)....	2	100.0%	78
3.	Kodak Argentina, Ltd. (Buenos Aires)...	3	100.0%	278
4.	Eastman Kodak Stores, Inc. (Baltimore).	4	95.6%	49
5.	Eastman Kodak Stores, Inc. (Des Moines)	5	94.1%	95
6.	Zimmerman Bros. (St. Paul).....	6	80.7%	114
7.	Eastman Kodak Stores, Inc. (Philadelphia)	7	77.4%	241
8.	Eastman Kodak Stores, Inc. (Minneapolis)	8	75.0%	191
9.	Taprell, Loomis & Co. ....	9	73.2%	1,340
10.	Eastman Kodak Stores, Inc. (Pittsburgh)	10	71.4%	101
11.	Eastman Kodak Stores, Inc. (Atlanta)...	11	69.5%	88
12.	Eastman Kodak Stores, Inc. (San Francisco).....	12	65.2%	119
13.	Eastman Kodak Stores, Inc. (Boston)...	13	64.4%	182
14.	Chicago Branch.....	14	62.6%	781
15.	Salesmen and Demonstrators.....	15	55.5%	1,569
16.	Eastman Kodak Stores, Inc. (Denver)...	16	55.0%	121
17.	San Francisco Branch.....	17	52.8%	562
18.	Eastman Kodak Stores, Inc. (Los Angeles)	18	52.1%	230
19.	Eastman Kodak Stores, Inc. (Milwaukee)	19	50.0%	105
20.	Eastman Kodak Stores Co. (Chicago)	20	47.1%	597
21.	Eastman Kodak Stores, Inc. (New York)	21	45.7%	418
22.	Eastman Kodak Stores, Inc. (Seattle)...	22	44.8%	52
23.	Eastman Kodak Stores, Inc. (Portland, Ore.).....	23	43.4%	50
24.	New York Branch.....	24	38.4%	361
25.	Eastman Kodak Stores, Inc. (Omaha)...	25	35.0%	97
26.	Eastman Kodak Stores, Inc. (Detroit)...	26	34.5%	80
Total.....		..	46.9%	77,628

Average subscription—11.6 shares.

Total matured or par value—\$7,762,800.00.

*Maurice W. ...*