

# *The* KODAK *Magazine*



December 1927

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

**MONTHLY ACCIDENT REPORT**  
**OCTOBER, 1927**

PLANT	Accident Cases		Accidents per 1000 Employees	
	1927	1926	1927	1926
Kodak Office.....	0	1	0	.77
Camera Works.....	12	7	4.37	2.38
Hawk-Eye Works.. . . .	1	0	1.63	0
Kodak Park Works.....	17	21	2.52	3.25
Total—Rochester Plants..	30	29	2.62	2.59

**NATURE OF ACCIDENTS DURING MONTH**

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

8 cases of injury through falling and slipping.

6 cases of injury through falling material.

5 cases of injury through sprains and strains.

—  
30 Employees' accident cases during month.

A  
Very Merry  
Christmas

by

JAMES EDWARD HUNGERFORD

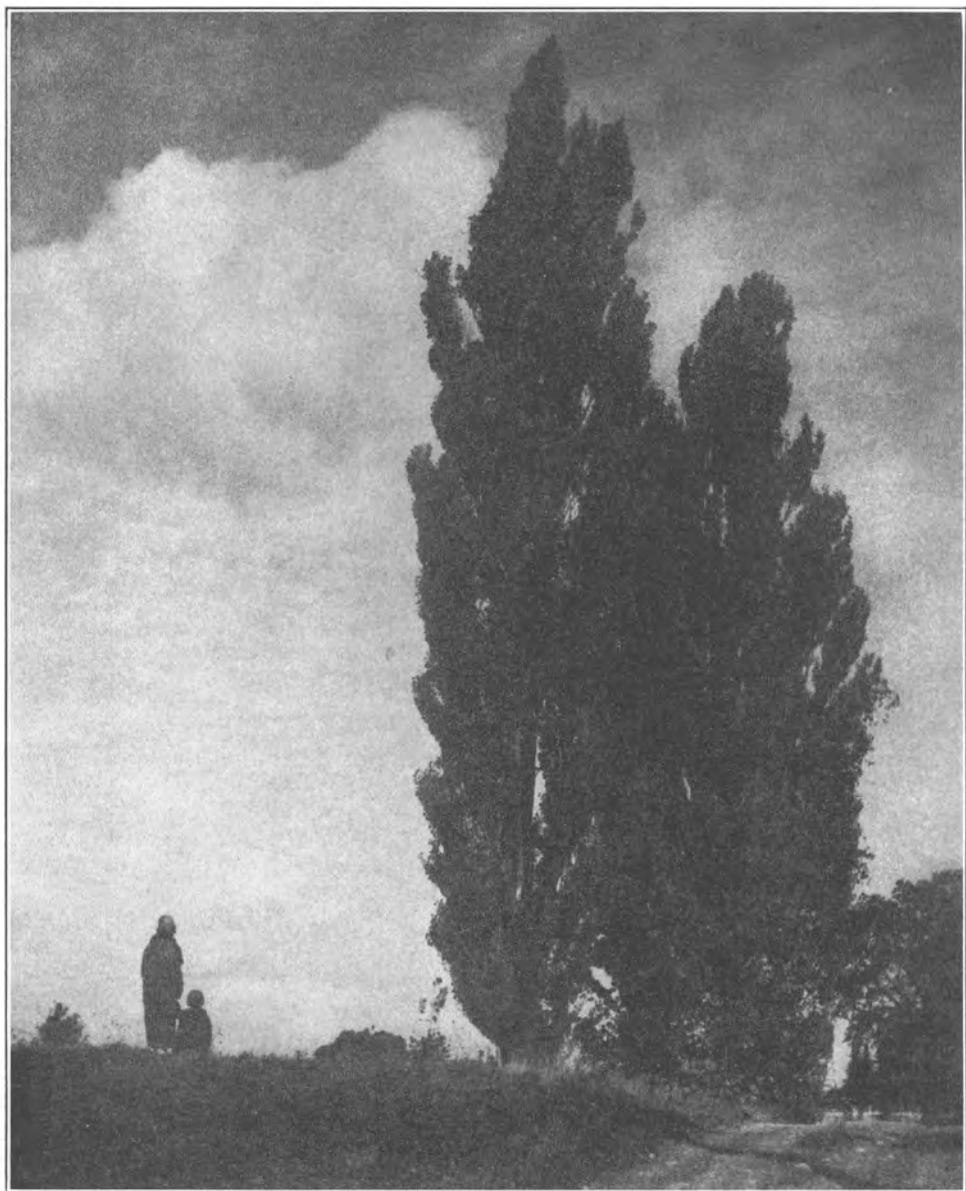
**Christmas!** THE MAGICAL, MUSICAL RING OF IT—  
NO FINER WORD IN THE WORLD CAN BE FOUND!

MOLDED AND MADE FOR WE MORTALS TO SING OF IT;  
FULL OF THE “TINGLE” THAT MAKES PULSES POUND!

**Christmas!** THE LILT AND THE RHYTHM AND *thrill*  
OF IT!—

DEAR, LOVING WORD THAT WAS MADE TO IMPART  
*Happiness*, FRIENDS—MAY YOU ALL HAVE YOUR  
*fill* OF IT—

FEELING THE THROB OF IT DEEP IN YOUR *heart*!



**DWARFED**—Roger P. Leavitt  
Winner of the Eastman Medal, Second Kodak International Salon of Photography—see page 3

# The KODAK Magazine

VOL. VIII

DECEMBER, 1927

No. 7

## THE SECOND ANNUAL KODAK INTERNATIONAL SALON OF PHOTOGRAPHY

A HUGE SUCCESS FROM EVERY STANDPOINT



THE EASTMAN MEDAL

THE Kodak International Salon of Photography was inaugurated with the idea of stimulating the interest of all Kodak employees the world over in the artistic side of photography, and to induce them to become thoroughly familiar with the products they manufacture and sell.

The first salon was held in London a year ago under the auspices of the Kodak Staff Photographic Society of England and the Kodak Park Camera Club of Rochester, New York, U. S. A.

This year's salon held at Kodak Park last month was sponsored by the same two organizations and in addition by the Kodak Works Camera Club of Harrow, England.

Four hundred and fifty prints and three transparencies were received. Unfortunately four entries from Bombay and Calcutta, India, were received too late for classification and judging.

Although the competition was open only to members of the Kodak organization, nearly all of the many countries to

which Kodak extends, and that means the entire civilized world, were represented by prints.

Among the winners of recognition were pictures from South Africa, Germany, Italy, England, Switzerland, France, Australia and Portugal, and, of course, many of our photographic experts from many American cities were contributors.

The artistic quality of the entries was remarkably high, and no one envied the judges in their difficult task.

The judges of the salon were William A. Alcock, of New York, who was a judge of



ROGER P. LEAVITT

Kodak Office, Rochester, winner of the Eastman Medal





IN OLD STAMBOUL—Helen S. Williams, Kodak Office, Rochester  
Winner of the Australian Trophy



THE AUSTRALIAN TROPHY

the Royal Photographic Society Salon in London in 1926; Dudley Hoyt, of New York, a professional photographer of international fame; and C. A. Pierman, president of the Buffalo Camera Club.

The awards consisted first of the Eastman medal, designed in gold with a portrait of the donor, given this year for the first time, it becoming the permanent possession of the winner.

The second prize, the Australian trophy, presented by Mr. J. J. Rouse, director of Kodak Australasia (Pty.) Ltd., must be won two years in succession to become the permanent possession of the winner.

Ten bronze medals and twenty-eight certificates of merit were also awarded.

Roger P. Leavitt, of Kodak Office and a member of the Kodak Park Camera Club, was the winner of the Eastman medal, and the Australian trophy went to Miss Helen S. Williams, also of Kodak Office, Rochester.

Winners of bronze medals were:

A. E. Amor, Harrow, England; Dante Astorri, Milan, Italy; Mario Beltrani, Genoa, Italy; N. L. Ferris, Rochester; Mrs. I. Hoffman, Cape Town, South Africa; Jean Hohn, Lausanne, Switzerland; Edward K. Jones, Cape Town, South Africa; Victor Rayment, Rochester; Robert W. Scott, Cape Town, South Africa; W. Tigg, Harrow, England.

Winners of certificates were: Mrs. Elide Alberti, Milan, Italy; E. Baker, London,

England; Frank H. Bauer, Berlin, Germany; M. R. Bradford, Paris, France; A. G. Brown, Melbourne, Australia; Mrs. A. Caprani, Milan, Italy; C. L. Clarke, London, England; J. F. Cornwall, Cape Town, South Africa; Ralph J. Fallert, Chicago, Ill.; A. Frattini, Milan, Italy; V. H. Ham, London, England; J. M. Hoffmeister, London, England; H. Howarth, Toowoomba, Australia. J. Harold Hudson, Rochester; A. Klubert, Cape Town, South Africa; Glenn E. Matthews, Rochester; Miss Matilde Pacinotti, Genoa, Italy; J. C. A. Redhead, Harrow, England; Stanley Schofield, Harrow, England; C. A. Shadwick, Hobart, Tasmania; Henry Shilton, Vincennes, France; H. A. Snape, Brisbane, Australia; Henry Sorenson, Copenhagen, Denmark; Ernest Spencer, London, England; T. D. Tennant, Rochester; C. H. Willmore, Harrow, England; H. B. Wills, Rochester; John W. Zarley, Chicago, Ill.

The presentation of the awards was made at the Kodak Park Assembly Hall where the exhibit was held, the Eastman medal being presented by Mr. Eastman in person, in the presence of a large assemblage.

Mr. James H. Haste, manager of Kodak Park, opened the proceedings by announcing the prize winners, and expressed great interest in the future of the salon, and the various Kodak photographic clubs, and with the hope that they would continue to grow until every Kodak employee, everywhere, was enrolled.

Mr. Haste was followed by Mr. Frank W. Lovejoy, vice-president and general manager of the company, who likewise expressed his great interest in the future growth of the Kodak Photographic Associations, and the value of such membership to every Kodak employee no matter in what capacity he or she might be employed.

He also gave a most interesting description of our foreign companies, and of our world-wide distribution.

Mr. Eastman in presenting the East-



MISERE, Bronze Medal, Jean Hohn, Lausanne, Switzerland

man medal to Mr. Leavitt, stated that he had been the head of our great organization for many years, from the time when it was very small, and when he was the only employee.

He stressed the point that his great anxiety, as the company grew and expanded so rapidly, was to build on a firm and lasting foundation.

That he felt he had achieved this is evident from the following: "About two years ago I retired and was away for nearly a year, and when I came back, you can imagine my satisfaction when I found that this company had been carried on quite as well, and probably even better than if I had been here."

He further paid high tribute to our organization heads and to our organization as a whole. He also expressed great interest

in our future salons and the growth of our Kodak Camera Clubs, saying: "We all know that we make the best goods in the world, and make the most of them, and our people no matter what work they are engaged in ought to know how to use our material."

The salon was in charge of the following exhibition committee:

Kodak Staff Photographic Society—R. Kershaw, chairman, J. M. Hoffmeister, W. F. Slater, F.R.G.S., F.R.P.S. Kodak Works Camera Club—E. A. Robins, chairman, A. E. Amor, J. B. Elliott, C. L. Manlove, J. C. Redhead, W. Robinson. Kodak Park Camera Club—R. P. Leavitt, chairman, K. M. Cunningham, J. H. Hudson, Glenn E. Matthews, Victor Rayment, D. N. Sederquist, F. L. Wadman, E. P. Wightman.





## Play Santa Claus next year with a *full* pack

CHRISTMAS is no time, of all times, to be short of money. How the glad spirit of the season is marred because you can't do all the nice things for folks that you want to. What a discouraging experience it is to have to go over and over your Christmas list, and be forced to cross anybody off. Just because of money.

Let's order it differently next year. Join our Christmas Club now, and you'll have enough money to play Santa Claus with a *full* pack next time. Save fifty cents a week, or any greater amount. Authorize us to deduct it from your pay. You'll never miss it—and next year no nagging gift problem will spoil your Christmas.

FILL OUT THE COUPON, INCLOSE IN OFFICE ENVELOPE  
AND DROP IN OFFICE MAIL. WE'LL DO THE REST



### Eastman Savings and Loan Association

I, .....,  
hereby make application to become a member  
of the Eastman Savings and Loan Association,  
and authorize its Secretary to attach this my  
Signature to the By-Laws of the Association.

I hereby authorize the Eastman Kodak Com-  
pany to deduct from my salary or wages

weekly \$..... or monthly \$.....

beginning .....

and pay the same monthly for me to the As-  
sociation as dues upon the shares applied for.

Residence .....

Employed at .....

Department .....

Register No. ....



## ECONOMICS IN HOMESPUN

BY GEORGE E. ROBERTS, VICE-PRESIDENT, NATIONAL CITY BANK

*Courtesy of Nation's Business**Chapter II—Team Work the Keynote*

THE first thing we discover when we survey the business world as a whole is that it is one of co-operation. The people in the cotton mills are making clothing for the people in all the other industries. The miners in the coal mines are digging coal for all the other people. The farmers on the farms are growing food for all the other people. The men employed on railroads and steamships transport these goods from one point to another. Those in banks, stores and offices all serve in many important ways.

The system is one of exchanging labor. You exchange a certain number of the hours spent in your mill, store, or office for a certain number of hours which others spend in mine, field, or on the railroad. It is a system of reciprocity. We all work together for a common end and share in the results.

Because it is a system of co-operation, each of us is able to select, from all the work that needs to be done, a part or task that specially suits him. We specialize on that, knowing that others will pick out other parts, and that all of us, working together, will get the whole job done. We shall note later the system by which the people are distributed throughout the industries, so that the world's work as a whole goes forward. The point to make clear now is that what permits us to divide up the work in this way is that the system is a co-operative one. This plan of dividing up the work we term the division of labor.

Great gains have come to society from the development of the division of labor. As a matter of fact, the history of industry is really an account of a wider and wider division of labor, in other words, increasing specialization.

In early times people were independent and self-supporting. They supplied their

wants by their own labor or that of the household. There was no organization except for military purposes, that order might be kept. There was plenty of land; lumber and other raw materials could be had by the work of gathering them. Most of the articles needed were made in the household.

The division of labor arose when men began to devote themselves to one particular line of work, like making shoes, or candles, or hats, or bread. By specializing in one line, skill was increased, and a better job was done. It soon became apparent that there were more goods, and better goods, to be had when people specialized.

As society developed still further, the various trades, which were the first groups formed, themselves began to subdivide. The manufacture of clothing, for example, employed several classes of workmen, such as spinners, weavers, furriers, and dyers. The more that specialization advanced, the greater became the skill of the various groups. Naturally, too, the smaller the unit of work on which each one specialized, the more he noticed that in certain portions it was a matter of exact repetition of the same process. This directed men's thinking toward developing mechanical things that would do such work, and machinery came more and more into existence.

The development of machinery, in turn, meant that there must be a still greater division of labor, for now some men had to spend their entire time wholly in making machines and tools. They did not contribute directly to the supply of goods which society used but made things which were in turn used to increase the supply of articles for consumption. Thus the system of production became more and more indirect or roundabout, until today, if you decide to produce something for the market, you must first usually construct an

expensive factory building and then install power and equipment. The cost of all this goes into making the product. The workmen who erect the building, and those who build and install the machines, must all be paid as they do their work, and you reimburse yourself for these expenses in the price which you set on the products you sell. The whole system is very complex, and the final product which you bring to market represents efforts and money that were invested months and often years before.

There were many gains to mankind from the rise and spread of the division of labor. Fewer people were demanded to supply the accustomed wants of the population, which meant that those of inquiring minds could devote themselves to study and scientific research—to art, music, literature. Their discoveries became the possessions of everyone.

Then there were more goods available for society, and more opportunity to enjoy them. Before machinery came into existence society was founded on the drudge—on the peasant or the slave, who bore on his own shoulders the whole burden of the world's work. With the coming of machinery, the burden of brute drudgery began to be borne by backs of iron, and arms of steel. The masses of the people gained opportunity for leisure, recreation and development. Standards of living were raised. The pleasures of life were enlarged.

When the division of labor was in its early stages these benefits were apparent to everyone. Business was largely a community affair, where everybody engaged in it knew everybody else. Producers and consumers met face to face in the markets or across the counters. Wage earners were fewer; they worked alongside their employer and they knew usually as much about the details of the business as the employer himself did. The whole of business was open and understood. Everybody was in close touch with the simple transactions that were carried on.

With the development of more complex machine processes, however, and the expansion in the size and extent of business, these gains, while greatly increased, were not so apparent to everyone. They also were not clearly understood. The personal relationships that had been a vital part of business in the earlier periods tended more and more to disappear. Employers and employees no longer worked shoulder to shoulder or met frequently in the course of their work.

The railroads and steamships helped to bring about this condition by putting all parts of the world in closer touch. Business was no longer confined to a local community but became country-wide and world-wide in extent. Raw materials were brought together from great distances and the finished goods sent out to all corners of the world. The number of people and the amount of capital and machinery employed in production became very large, and this added to the difficulty of understanding just how production was carried on.

The fact that today a suit of clothes passes through scores of hands in the process of its manufacture is pointed to by many persons as evidence that it costs more than it perhaps would if it were all made by one man. Such is far from the case. The complex system of today came about, as we have seen, for the purpose of reducing costs. Every time the division of labor is extended, it can be assumed that some gain has resulted, otherwise consumers would not pay the price asked; competitors, eager to get an advantage, would adopt cheaper methods and take the business. While such divisions do increase efficiency, they also still further obscure the processes of production and make them more difficult to understand. We have here, therefore, another reason for wanting something more than a superficial view of the business organizations of the country, and for seeking a full understanding of it next.

*(To be continued)*



*Poinsettia Salad*

## TWO MAGICIANS

**Y**OU know Thurston, the master magician, but do you know that there is another conjurer of equal note? This one (Arnold Shircliffe by name) lives in Chicago at the Edgewater Beach Hotel and plies his magic in the cuisine, but the results are enjoyed in the dining room.

Salads are his specialty, and what he can do to mere beets and carrots, spinach, prunes and such amazes his guests as greatly as Thurston does his audience. Years ago he became so interested in his work that he began "delving into the past" to see when salads were first used, what ingredients they were made of and why they were served.

He found that the word "salad" comes from the Latin word "sal," meaning salt. "During the very early times the poor people dipped their cichorium or chicory, their lactuca or lettuce in salt and ate it." And salads "were made, with but few exceptions, of herbs and leafy vegetables." "In the early times physicians were operative cooks, and epicures went to the same professor for physic and food; a culinary recipe was often a remedial prescription."

Even as late as the close of the 17th century John Evelyn writes that the true salad "is a mess of raw vegetables." He gave a list of some one hundred different herbs and vegetables, many of them unknown to the housewife or buyer of today.

About this time mention is made of using chicken, fish and lobster, but not until the close of the 18th century is there reference to fruits.

"Salads are truly American, that is, as we know them today. Europe, Asia or the rest of the world cannot take away from America the production and perfection of the salad. America has never been given credit for any advancement in the culinary field. So right here and now, for the edification of all, we claim for America the credit of assembling, blending and bringing to perfection this health-giving item, the salad."

Shircliffe (remember that he is a caterer in a big hotel) believes that "a balanced meal should contain a salad." Minerals, vitamins, roughage he appreciates as necessary to health.

In his book he has included many of his own salads, all of which have appeared on the hotel menu—making an appeal to those who "eat for health." "The sale of Doctor Salad exceeds the combined sales of all other fancy salads" in the hotel. His combinations are often unique—always attractive—for he believes that "their dietetic values are increased by their pleasing appearance."

If you need to be convinced further of the desirability of serving or eating salads, look at a copy of the Edgewater Beach

Hotel Salad Book (one can be found in the Business Library, Kodak Office, or in the Public Library). The quaint names (Sunburst, Sugar Plum, Wedding Ring)—the clear directions for their making—the beautiful illustrations used—the author's notes—will persuade you of their virtue.

The picture on page 10 is a reproduction in monochrome of one used in the book.

## POINSETTIA SALAD

Lettuce, tomato, asparagus, whipped cream, green peppers, hard-boiled egg yolks. On a bed or in a nest of lettuce place a whole ripe peeled tomato, slit five times from top to stem end, but base left intact. Fold back petals and place a short spear of asparagus in center of each petal. Pipe a little rosette of whipped cream or cream cheese at each opening between petals, and sprinkle center with chopped green peppers and yolks of hard-boiled eggs. French dressing.

Good for Christmas Sunday supper.

Here are others, ingredients only, directions for making omitted on account of lack of space.

## CHRISTMAS PENUCHI

Romaine, pistachio, nuts, raisins, figs, cream cheese, dates.

## CARROT SALAD

Carrots, cream cheese, lettuce.

## CHINESE II

Lettuce, tomato, pineapple, oranges, rice.

## C. C. C.

Lettuce, carrots, cress, cabbage.

## DATE

Dates, cream cheese, lettuce, cocoanut.

## DOCTOR

Lettuce, tomato, cress, cottage cheese, chives, cream cheese.

## EIGHTEENTH CENTURY

Lettuce, celery, hard-boiled egg.

## LOVE APPLE

Apple, cream cheese, pear, pecans, lettuce.

## MAIDEN BLUSH

Lettuce, pineapple, banana, pear, celery, strawberry.

## MASSACHUSETTS

Lettuce, apples, cranberries, grapes, nuts.

## IRON SALAD

Dates, raisins, cottage cheese, endive, cress.

## VITAMIN

Lettuce, cabbage, tomato, calves' liver, chives, cress, hard-boiled egg yolks.

—Courtesy "The Hotel Monthly"



GEORGE E. S. WILLIAMS

IT is with exceeding regret that we announce the death of George E. S. Williams on October 27.

"Pop," as he was affectionately called by his multitude of friends, was for many years the company's resident representative at Washington, D. C.

He leaves surviving him his wife and five children, to whom we extend our deepest sympathy.

*Keep up that good Safety  
record—Accidents pay  
no dividends*

*Your lungs can't be washed, but they can be aired*



# 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

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Read pages 8 and 9.

IN just a few days from now most of us males will receive a miscellaneous assortment of neckties, socks (or is it sox?) and various other nicknacks.

Perhaps the wife, being of an economical turn of mind, will present the head of the house with a new gas range or a vacuum cleaner, or he may turn the tables and present her with something useful instead of that necklace she had so broadly hinted about.

The children will have the usual amount of new toys to take apart just to see what made them go, and there will be the usual overplus of candy and rich food with the resultant interior disturbances.

Pa will start figuring and wishing that he had joined our Savings and Loan Christmas Club earlier, and mother will sigh over all the dishes to be washed, and planning the best way to make use of all the "left-overs." Oh! well, turkey hash doesn't go so bad. Hope there will be some of the white meat and dressing left.

There will be tissue paper and red ribbons scattered all over the house, and maybe a bunch of mistletoe or so suspended at strategic points.

Perhaps before dinner time pa will go downtown and return with someone who otherwise would have had to dine in some restaurant, or maybe mother will find time to telephone some lonesome soul to come right over. So glad you could come, won't take a minute to put another leaf in the

table, and we have got just loads and loads to eat. And that is the average Christmas with its spirit of friendliness and good will.

May your Christmas be a happy one.

## THE CLOCK

MOST men have very efficient clocks—they must have, for they seldom get eight hours of effective work every time their clocks move from 8 a. m. to 5 p. m. They need to get their clocks examined.

Maybe the clock doesn't manufacture the right kind of hours and minutes.

Maybe there are too many minutes of puttering, too many minutes of gossip, too many minutes of slowed-up production, too many minutes of inefficient work because of inadequate planning, too many minutes of undoing mistakes.

Maybe there are too many minutes considering what the boss ought to do, considering what you will say to Sue tonight, considering what a fine thing it would be if the firm declared a winter as well as summer vacation or declared a bonus or did some other unusual act, considering whether some job might not be done next week instead of now.

Maybe there are too many minutes arguing, conferencing, neglecting, dreaming, sulking, criticizing, red-tape cutting, smoking, joking, seeking approbation, or going at half speed.

Maybe interviews are too prolonged. Maybe a conference might be replaced by a telephone conversation or a telephone conversation by a penciled memo. Maybe a lot of nonessentials might be cut out entirely.

If your clock turns out inferior minutes, have it fixed.

For if it turns out superior minutes for you, while the clocks of the other fellows turn out slacker hours, then somebody is going, sooner or later, to admire your clock, recognize it, reward it.

They may put it on a finer desk, in a better office or closer to the boss. And you will go with it!—*Edgar Paul Hermann* in "Personal Efficiency."



## ARE YOU AFRAID OF GHOSTS?

WET FEET AND IMPROPER CLOTHING ARE THE IMPLEMENTS WITH WHICH THIS GHOST SNARES ITS VICTIMS. ARE YOU PROPERLY PROTECTING YOURSELF FROM ITS CLUTCHES?

**H**OW do you like to work overtime? It is not a distinct pleasure to the majority of people, yet it is a channel through which success is always reached, and this ghost believes in overtime work as he is on the job night and day. He is successful, too, when one considers that he is the direct predecessor of 75% of the pneumonia deaths every year. He is always watching for a chance to strike, and whether it is night or day you are never safe from his clutches. He is constantly on guard—working overtime just to make you one of his victims. You can avoid him if you will, and with less effort than he must exert in order to capture you. The winter months are his harvest time, and you must be more watchful than ever during those months.

He is in the office you work in every day, waiting for the air to become stale and the temperature to rise above what it should be; he is waiting for you to open windows and doors, causing draughts. Be as clever as he is. Properly ventilate the place where you work, but avoid direct draughts. Keep the temperature between 68 and 70 degrees.

At lunchtime he is lurking right behind you. If your hands are not clean, he smiles—so much better a chance for him. Al-

ways wash your hands thoroughly before eating. Eat proper foods, but don't over eat. Too much poorly chosen food is worse than none at all.

You will find him again on the crowded trolley car going home at night. The poor ventilation and the close proximity with people coughing and sneezing are his greatest aids. Walk home if possible, or at least part of the way. You need the exercise and also the fresh air. Wear proper clothing and keep your feet dry.

Even when you are ready for bed, he is sitting in the corner of your room, relentlessly watching for a chance at you. Outwit him by having plenty of fresh air in your sleeping room and warm bedclothes.

A cold is an acute infection of the lining membranes of the nose, tonsils, throat and larger bronchial tubes. Very often it is not restricted to these parts, but may consume the whole body, and also may affect the lungs, causing pneumonia. The average person places all of these diseases in the same category, simply distinguishing between a "cold" and a "bad cold," or a "cold in the head" and a "cold in the chest."

The only defence against these conditions is safe and sane living. When you are

neglectful or careless, your resistance is lowered, thereby making your body a prey to the germ. It is easier to prevent a cold than to cure one.

If you do get a cold, don't neglect it, as pneumonia may be right around the corner. When you feel the first effects of a cold coming on, it is time to act. The earlier you take it the better is your chance of quick recovery. Take a hot bath, remaining in the water about half an hour. Drink a glass of hot lemonade and retire imme-

diately. This induces perspiration which will carry off the poisons generating through your system. If your cold is not bad enough for you to remain in bed, get as much rest as possible and keep away from other people so you cannot infect them. Do not eat as much as you would under ordinary circumstances and be sure to keep your bowels free.

When you have a cold be as careful not to spread it as you would be trying to prevent it.

### ROPING MILK

**T**HE old farmer had just finished milking his cows.

As he passed out of his barn carrying a pail of fresh milk in each hand, his neighbor came down the road and called to him:

"Hey, Cyrus! Lend me that new rope of yours, will you?"

"Can't do it," the old farmer replied.

"Why not?" persisted his neighbor.

"I figure on using it to tie this milk up with," the old farmer answered.

His neighbor stared at him for a moment and then blurted out angrily: "Do you think I'm fool enough to believe that you can tie up milk with a rope?"

"Well," came the slow rejoinder, "when you don't want to do a thing, one excuse is as good as another."

With many of us when we have fallen

down on something or failed to measure up to requirements, the first inclination is to offer an alibi.

Finding some sort of an excuse is usually easy enough:

"I didn't have time!"

"I forgot!"

"I didn't think it would make any difference!"

Empty phrases—

One no better than another!

The honest answer would probably be: "I wasn't interested enough to measure up to what was expected of me!"

It's well for all of us to recognize most excuses for what they are—taxes on truth, on time and on other people's patience.

—*American Educational Association.*

### TO LEAD, DON'T FORGET READING

**A**RE big business men readers? Nearly all are; some are not. I have often been astounded to learn the amount and quality of reading done by nationally known men of large affairs. Many of them let nothing interfere with the serious pursuit of adding to their knowledge and wisdom through reading. The public would hardly believe how many financial and business giants are authorities on some subject not directly related to their daily activities. On the other hand, it is true that many busy business men confine their reading almost entirely to periodicals

and books bearing on their life's work. Then there are a few, a relatively small number, who read little or nothing beyond newspaper headlines. Under this category fall very, very few of those who are at the top of their line of activity.

Those who have proved great organizers usually are able so to organize their days that they provide time for purposeful reading—to say nothing, of course, of reading for amusement and relaxation.

Why not start the New Year by definitely planning time for useful reading?—*B. C. Forbes.*



# KODAK PARK

CLAYTON BENSON, Editor



Standing: John Hutter, Charles Leach, Robert Kaucher, Edwin Servis, Fred Lake.  
Seated: Fred Kern, Nat. Emmison, John Johnville.

## BARYTA EMPLOYEES BELIEVE IN SUGGESTIONS

Employees of the Baryta Department have found that it pays to think and are consistent users of our Suggestion System. The men shown in this picture are a representative group from that department, each one having received cash awards on their good ideas. Over 100 suggestions, of which forty per cent were adopted, have been put in by these employees and along with those of their associates gives the Baryta Department a very fine suggestion record.

Of this group, Fred Kern has a most creditable showing with 38 suggestions submitted, 12 of which were adopted with awards, totaling approximately \$125.00 and 7 still under consideration. He is fol-

lowed in order by Fred Lake with 14 suggestions put in, John Hutter, John Johnville, Charles Leach all with 13, Nathaniel Emmison and Edwin Servis with 5 and Robert Kaucher with 4.

In addition to monetary gain and the personal satisfaction of having accomplished something worth while, ideas which reduce cost, solve problems in manufacturing processes, improve the product are oftentimes followed by promotion for their originators. The extent to which this is true is probably not generally appreciated, but even in the small group we have pictured here advancement is known to have been the result of practical suggestions.

The Emulsion Coating Department extends its deepest sympathy to E. Stokes, who suffered the loss of his father on October 20; to J. Johnson, who lost his son on October 7, and to David Mong, whose wife passed away, November 2.

As this issue of the *Magazine* goes to press the details of the K. P. A. A. show are being rapidly woven together for presentation the second week in December. Comments and pictures of our artists will accordingly be printed in the January *Magazine*.



Standing: Uhl, Braund  
Seated: Mosley, Miller, Wallace

### BUILDING 48 ADVANCES TO THE FRONT

With seven weeks of the K. P. A. A. Bowling League schedule completed the team representing Building 48 has climbed into the lead, passing "Bill" Scharch's Tool Room squad during the last two weeks. Besides the coveted first position, the leaders also boast high team single game of 1,026 and high team three-game total of 2,869. The Garage five hold third place by a half game margin over Building 35 and Pipe Shop aggregations. The line-up of Building 35, league champions, the past two seasons includes the owner of high individual three-game total of 662 in the person of Howard Beuckman.

The Steel Fab. representatives and Ralph Lehman's Engineers feel confident that they will better their positions of sixth and seventh with the advent of colder weather, while the Sundries' Manufacturing outfit in last place are by no means a set-up. The latter are the only new team in the league this year

and are making a very creditable showing under the managership of Charles Miller.

Weekly one dollar prizes for high individual score since October 14 were distributed to Benson, Engineers; Gress, Pipe Shop; Behrns, Building 48; and Brizee, Garage; the score of 277 of the first named being high mark to date.

Official standings November 14 were as follows:

Team	Won	Lost	Per Cent
Building 48.....	16	5	.762
Tool Room.....	14	7	.667
Garage.....	12	9	.571
Building 35.....	11	9	.550
Pipe Shop.....	11	9	.550
Steel Fab.....	9	12	.429
Engineers.....	6	15	.286
Sundries.....	4	17	.190

### COMMITTEE VISITS SAFETY SCHOOL

Members of the Industrial Safety Executive Committee of the Industrial Management Council of the Chamber of Commerce visited Kodak Park, Tuesday afternoon, November 15, for the purpose of observing the methods employed in our Safety School. Following luncheon at 12:30, A. L. Armstrong in charge of the school spoke to the group, illustrating his talk with practical demonstrations of possible sources of accidents as explained to Kodak Park employees.

The visiting group was composed of superintendents from fifteen of Rochester's largest industrial concerns. Their interest is indicative in general of the growing belief in safety instruction as the best method of accident prevention and in detail of the national reputation which our school has earned in this field.

Congratulations are in order in the Roll Coating Department since Robert Bacon has become the father of Beverly Ruth, born October 26, weighing six pounds.

Amelia Sawick, of the Printing Department, was married to Walter Sivinsick on November 12. Best wishes are extended to the newlyweds.

Dora Corona, of the Printing Department, recently announced her engagement to Frank Acierno. Congratulations.

Our condolence is expressed to James Donaghue, of the Emulsion Coating Department, whose wife passed away, November 7.





### SCOUTS STAGE ANNUAL HALLOWEEN PARTY

Tuesday evening, October 25, in the Assembly Hall, Building 28, Troop 50, best known as the "Kodak" Troop, put on its Sixth Annual Halloween Party. The parents, brothers and sisters of the scouts were invited and turned out in force to make it the best Halloween party the Troop has ever staged.

Master of Ceremonies, "Hiram" Flynn, ordered the evening's festivities opened with a Grand March, as the best means of showing off the costumes in which the members of the Troop had bedecked themselves. The costumes were varied and original, showing considerable forethought and preparation on the part of the boys. A committee, composed of the mothers of four of the scouts, was named to select the best costume. Scout Hood in a tramp's outfit was

declared the winner and for which he was presented an appropriate prize. Honorable mention was given to Scout Leppla, also in a tramp's costume, and Scout Morse, dressed as a young negro girl. Each of the patrols presented a skit; honors and a prize in the nature of a cake being taken by the Swastika Patrol. After a series of games, refreshments, which included doughnuts and pumpkin pies, were served. Musical entertainment for the evening was provided by a Saxophone Sextette under the leadership of Fred Grastorf, a member of the Troop Committee.

Members of the Troop are now bending every effort to make a success of their share in the Scout Exhibition at Convention Hall, the booth devoted to Bird Study having been allotted to their charge.

### BASKETBALL TEAM IN INDUSTRIAL LEAGUE

About fifteen players reported for the first basketball practice session, November 7. Since that date the squad has been working out regularly two nights a week directly after work and are rapidly rounding into shape for the opening of the season. Prospects of developing a winning combination have warranted the entry of a Kodak Park quint in the City Industrial League. The team will be truly representative of the Park, every player being employed here and with the veteran Kodak player, Jack Brightman, most happily handling the coaching assignment. It is impossible at this writing, November 15, to name the regular line-up, but members of the squad who are showing to advantage includes: L. Culhane, J. Culhane, Hitchcock, Lindhorst, McCall, McCone, Suter and Tinsman. As in the past three years the players are taking all the responsibilities in running the team and will greatly appreciate the support of Kodak Park employees in their games.

A very pretty wedding was solemnized on Friday, October 28, in the Free Methodist Church when Mazie Wilhelm, of the Kodascope Department, became the wife of Alva Smith. We wish them joy and happiness throughout the coming years.

### CHRISTMAS CARDS FOR SALE

The advantage and convenience of purchasing Christmas cards through the K. P. A. A. Office a year ago was so thoroughly appreciated by a large number of employees that it was decided to provide this accommodation for the present holiday season. Accordingly an assortment of extremely attractive cards were ordered and are now on sale at the Association Office, 3rd floor, Building 28.

Sample cards are on display and every one is urged to inspect them. The cards are put up in packages of 12 and 15 each, priced at 60 and 70 cents respectively. These prices offer employees an opportunity to secure their full supply of Christmas cards at a very reasonable cost. While it is estimated that the supply on hand will last directly up to Christmas week, purchases at an early date are advised.

The K. P. A. A. Office is open noon hours, making it possible for everyone who wishes to take advantage of this offer.

We unite with the W. W. Plate Department in expressing our sorrow to Genevieve McCarthy, whose father recently passed away.

Robert Corbin, of the Ciné-Kodak Processing Department, is the proud father of Thomas Henry, born November 6.



### THIRTY SERVICE YEARS

Frank H. Haddleton, of the E & M Drafting Department, completed thirty years of association with the company at Kodak Park on October 27 of this year. He has always been connected with the one department, starting in 1897 when the Drafting Room was located in Building 1.

When we interviewed Mr. Haddleton, a few days after his thirtieth anniversary, he was disinclined to talk about himself or his record to any length, but did give an interesting and descriptive word picture of the constructional growth of the Park. From the nature of his work he has been in close touch with this progress and especially so since it is remembered in the early period of his employment, all buildings were located south of Hanford Landing Road, and Kodak Park West was unknown.

In noting this enviable service record, we join with his many friends in extending congratulations and best wishes for the future.

We unite with the E. and M. Stores Department in expressing our deepest sympathy to Charles Sullivan, who suffered the loss of his son, November 2.

Recently the employees of the E. and M. Stores Department motored to the "Old Homestead" to make merry at their Fifth Annual Clambake. Dinner was served at seven o'clock, the minutes between courses being enlivened by community singing, ably led by George Engelhardt. Music for the dinner was provided by the Lyons Brothers, employees of that department, who have recently been engaged for the noon-hour dancing at Kodak Park. Dancing featured the entertainment for the latter part of the evening, and the entire affair was voted a decided success, due to the untiring efforts of Clarence Coons, chairman, and to the capable assistance of Florence Martin.

### K. P. A. A. MEN ENTERTAINED AT SMOKER

The K. P. A. A. Smoker ushered in the fall and winter program of the Association in most approved fashion. Well over a thousand members turned out for the evening's fun, which included seven boxing bouts and a high caliber vaudeville act.

The show was started promptly at 8 p. m., the clang of the opening gong barely dying out before "Jack" Schaeffer, official announcer, climbed through the ropes to name the other officials in the persons of Robert Caine, referee, Walter Farley and Donald McMaster, judges, and James Ward, time-keeper. The boxing bill was arranged by "Jimmie" Stanton, physical director of the City Police Department, and well remembered for his appearance in the Assembly Hall ring when an employee at Kodak Park a few years back. Always an ardent fight fan "Jimmie" acts as instructor for his stable of amateur boxers and has developed several champions in the various amateur classes. For old times sake, as it were, and to show that he was still in fighting trim he donned the gloves to take a decision from "Joe" Schraven, a clever boxer from the New England States, in three fast rounds.

The contestants were very evenly matched, all battling hard for the decisions. The three-round encounter between Leo Davis, amateur light heavy weight champion of Western New York, and "Chuck" Hendricks, colored, proved the most sensational one of the night. It was a smashing give and take affair from the first bell and had the crowd in an uproar all the way. Davis was awarded a popular decision, superior physical condition giving the amateur champ an advantage in the final round. Results of the other bouts follows: Hart, 118 lbs., awarded the decision over Verna, 118 lbs., 3 rounds; Dixon, 126 lbs., awarded the decision over Polino, 126 lbs., 4 rounds; Wilson, 160 lbs., awarded the decision over Mandell, 155 lbs., 3 rounds; Andrews, 118 lbs., awarded the decision over Giambrone, 118 lbs., 4 rounds; Downs, 135 lbs., awarded the decision over Valine, 135 lbs., 6 rounds.

The entertainment was concluded with a vaudeville number, secured through the courtesy of Fay's Theater. The act was an adaption to the stage of that famous comedy cartoon "Toonerville Trolley," and the humorous banter of the two comedians Jones and Rea merited the loud applause of their audience.

The time directly preceding the start of the bouts and the minutes between fights and rounds were filled in with the day's popular pieces as played by "Ed" Query's five-piece orchestra.

Consensus of opinion following the smoker appraised it as the best amateur boxing program ever presented to K. P. A. A. members. The committee who handled the program and who are to be generously thanked for their successful efforts were: "Dave" Babcock, "Bob" Caine, "Bill" Doane and "Ben" MacMillan.

The employees of the D. O. P. Packing Department extend their sincere sympathy to Ernest Fechner, whose brother recently passed away.

The Finished Film Department unite in expressing their felicitations to Mildred Levern, who was married to Dean Copeland, September 1, and Irene Ordens, who became Mrs. Samuel Karpinsky on November 5.



FRED BANHAM, EDWIN CARPENTER

## MEN OF LETTERS

The hue and cry of postal authorities and many other interested agencies to "Mail Your Christmas Cards and Packages Early" makes this an appropriate time of the year to tell of our Kodak Park mailmen, Fred Banham and Edwin Carpenter.

They are two of the most familiar figures on the Plant, and we feel confident in asserting that the above photograph will do its greatest service in giving them honest-to-goodness names rather than just the "mailman," which title they humorously explain follows them far beyond the bounds of Kodak Park. Their duty of collecting and distributing the voluminous amount of inter-department correspondence brings these men in direct contact with practically every department and building on the Park.

Both came here to assume the duties of mail carriers, Fred starting April 22, 1919, and "Ed," July 14, of the same year. Their routes are laid out so that each covers half of the Plant territory, and wherein it is estimated that they travel from 10 to 12 miles daily. Actual count has also shown that the average pieces of mail handled in the course of a week is 2,200. It is interesting to note that since their advent to the Park the mail routes have actually doubled and that six trips daily are now necessary to insure efficient service.

That they are zealous workers is evidenced by the prompt delivery of mail regardless of weather conditions, and we congratulate them on their excellent records.

## LUI—MEEHAN

Tuesday morning, September 27, at 9 o'clock in the Church of the Sacred Heart, Dorothy Meehan, of the D. O. P. Packing Department, and Harry Lui were united in marriage. The ceremony was performed by Monsignor A. B. Meehan, uncle of the bride, assisted by the Rev. George V. Burns, pastor of the Sacred Heart Church, and the Rev. Fathers Hogan and Mason. After the ceremony a wedding breakfast was served at the home of the bride.

Among their many beautiful gifts was a chest of flat silver from the employees of the Packing Room. After a motor trip to New York, Washington and Baltimore, Mr. and Mrs. Lui will reside at 248 Winchester Street. Our best wishes go with them.

## THE THOUSANDTH PHONE

The July issue of the *Kodak Magazine* in the year 1925 contained a lengthy article relative to our dependence upon the telephone as a method of business communication and which described the operation of the telephone system at Kodak Park. The story was written shortly after the Rochester Telephone Corporation took over the system at Kodak Park and at a time when the new super-service board was installed and cut in. There were then approximately 800 phones on the Park.

Within the past two years the number of phones put in use here has steadily mounted until during the month of October, 1927, the thousandth phone was installed in Building 58. This installation is noted here as a matter of news interest to employees and to record a new highlight in the growth and expansion of our own telephone system.

Communication by phone was employed on the Plant before 1900, starting with phone connections directly between the few buildings and shortly after, when their value was more appreciated, through a common center switchboard. About 100 phones of the old magneto type, where it was necessary to ring central by means of a small crank on the outside of the box, were in use up to 1907. In that year our first central energy board was installed, to be followed some seven years later by a sectional board which at the time of its removal in 1925 for a modern exchange was handling 800 phones. Telephone maintenance during these years was under the jurisdiction of the Electrical Department.

The present switchboard, which is the fastest manually operated board manufactured, handles these 1,000 phone connections through six sections, making it possible for each operator to put through 400 calls per hour. During an average day the calls usually exceed 11,000. The handling of this number of calls on the board previously used would demand the services of 12 operators.

Consideration of this number of connections along with the calls for busy lines brings a better realization of the efficient service rendered by our operators.

## NEW CITIZENS

Our sincere congratulations are extended to the following employees who have been admitted into full citizenship of the U. S. A. since July 1 of this year: David Allardice, Department 50; Benjamin Driver, Yard Department; Henry Herbert, Roll Coating Department; James Kirkpatrick, Silver Nitrate Department; Meine Lighthart, Film Emulsion Department; William Phillips, Steel Fabricating and Arthur Scales, Machine Shop. An Armistice Day dinner at the Chamber of Commerce was the occasion of the formal presentation of their Citizenship Certificates.

We sympathize with Lloyd Knight, of the Finished Film Testing Laboratory, who recently suffered the loss of his mother.

## MEULENDYKE—MARSHALL

Charles Meulendyke, of the Research Laboratory, and Virginia Marshall, of Nunda, were married on October 22. Our best wishes are extended to the newlyweds.



LIEBL, Forward



MORRISON, Fullback

### SOCCER TEAM REMAINS IN MAJOR COMPETITIONS BY BRILLIANT VICTORIES

As predicted in the November *Magazine* early season defeats sustained by the Soccer team in the Rochester and District League eventually reacted advantageously. These losses rather than discouraging the players fired them with new enthusiasm and a determination to make a good showing in the more important competitions. Three successive victories followed, one in the Northwestern League and two in the U. S. Cup Competition.

The contest in the second round of the Northwestern on October 16 saw the local club and the Moose struggle to a 1-1 tie, the replay of which on October 30 resulted in the elimination of the Moose by a 4-1 score. Hispanos, of Lackawanna, were drawn as our team's opponents in the third round, the game to be played in Buffalo, Sunday, November 20. Composed mostly of Spanish players, the Hispanos have come into prominence within the past two years and are entered in this competition for the first time.

In the U. S. Cup Competition, the Kodak Park Soccer representatives have come through to the third round where they are slated to stack up against the MacKenzies, of Niagara Falls. To make this advance they scored victories over two local outfits; namely, the Moose and the Celtics. The initial win was at the expense of the Moose on October 23 after an extra half hour of play in which C. Jutsum scored two goals, the final count reading 3-1.

The triumph of our team over the Celtics on November 13 at Edgerton Park playground, the Celtics home field, was an unexpected shock both to those worthies who had managed to go along without being defeated since last spring and to the form pickers who considered them sure winners. A crowd of over

2,000 witnessed the game, which was featured by the stonewall defense displayed by the Parkers, the lone tally of the losers, and the first of the day being a random shot deflected off the foot of a Kodak full back early in the second half. The half back line of Captain Glendinning, Fyfe and McKinley performed in sensational fashion, while Morrison and Wilson checked every threatening rally, the former proving especially effective. "Bill" Jutsum, the youthful goalie of the Kodak Park eleven, gave one of the finest exhibition of goal keeping seen in Rochester for a long time. In the last fifteen minutes, our forward line showed their real power, Christie scoring two driving goals to earn the victory. Wheeler, at center forward, bore the brunt of the Kodak attack and although marked and roughly handled by the Celtic defense played an exceptionally fine game.

Our boys deserved to win, showing a better developed system of team play than their opponents and taking full advantage of the scoring chances offered. Followers of the team also credited the result to the superior physical condition of our players, who had plenty of reserve and strength for the final winning drive.

The outcome of our contests in the Northwestern and U. S. Cup Competition on November 20 and December 4, respectively mean much to Kodak Park soccer fans and are awaited with great interest.

The members of the club enjoyed a social gathering at the home of William Phillips, Thursday evening, November 10.

On November 8 Mary Bashow, of the Ciné Slitting Department, was married to Adelbert Merry. Every best wish is extended for future happiness.



### FOREMEN TREATED TO SPLENDID ENTERTAINMENT PROGRAM

Counter attractions of Election Night failed to have any serious effect upon the attendance of the Foremen's Club Meeting of November 8, over 300 members being present. A varied program of entertainment made it the most enjoyable gathering in some time.

During the supper hour, Earl Hoppaugh, of Building 48, appearing in black face, pleased the crowd with a series of jokes and harmonica numbers. His efforts were well received, the harmonica numbers being especially enjoyed.

Upon adjournment to the Assembly Hall, the foremen were treated to the much heralded game of "Housemaid's Golf" between teams captained by "Jack" Schaeffer and "Dick" Baybutt, although the first named turned the playing leadership of his team over to "Don" Sunderlin. The contest proved a big laugh maker, at least for the spectators, the players, however, found it hot work before time was called. Baybutt's squad proved the more experienced and capable, tallying three goals and holding their opponents scoreless. The victors were rewarded with a box of cigars. A challenge was made by the winners for a game against any foremen's team from the other plants.

Following a movie news reel the Rochester Quartette was introduced, members of which were Frank Siebert, Carey Booth, Ferre Marzluff and Harold King, accompanied by Harry Watts, and whose appearance before this meeting was arranged by Ferre Marzluff, a member of the club. Their numbers were excellently rendered, and the continuous applause following each piece brought repeated encores and best showed how much they were appreciated.

Psychological tests, their purpose and application, was the subject matter of the lecture by Johnson O'Connor, of the General Electric Company. Mr. O'Connor proved a very interesting speaker, his method of approach and handling his topic holding the attention of the listeners every second. A trio of psychological tests in standard practice were explained and after the meeting were offered for inspection and trial of those interested.

Business for the meeting included the appointment of a Nominating Committee to prepare a slate of candidates for office in 1928. The committee was named as follows: D. Babcock, chairman, F. Hauser, L. M. Fairchild, H. Draper, T. Carey. Election is conducted in the month preceding the December meeting, the results being made known at that time. The Election Committee or Tellers was announced as D. Sunderlin, chairman, A. Culligan and C. Kendall.

Early election returns were given out at various intervals during the meeting.

### CAMERA CLUB HALLOWEEN DANCE

The Camera Club recently showed its versatility by staging a most successful informal Halloween party in the Kodak Park Assembly Hall on Friday evening, October 28.

The Entertainment Committee, under the guidance of Dr. Hickman, provided the double interest of a well-arranged dance program and a popular innovation in the form of a movie tryout. Couples vied with each other in their effort to gain a reputation as permanent Kodak Park "stars." Just how good they really were will be determined at the December Camera Club meeting. The judges, representing the spectators at large, will decide to whom will be awarded the first and second prizes.

Theodore Davey, chairman of the Music Committee, is to be congratulated in having secured the Midnight Serenaders to furnish the music, while Dr. Carlton as master of ceremonies deserves credit for helping everyone to have a good time. The decorations were very attractive and represented real work on the part of Fred Russell and his co-operative committee. A revolving mirror in the shape of a large ball which hung from the center of the hall was a novel part of the decorative scheme and added much to the Halloween effectiveness.

In addition to the committees already named the Ticket Committee, with Monica Powers as chairman, succeeded in gathering a crowd of 300 people, representing all sections of the Park. The Refreshment Committee, under the chairmanship of Marguerite Stevensky, made themselves popular by providing sugared fried cakes and sweet cider.

The Camera Club members greatly appreciate the work of general chairman, Harold Folts, as well as the ready assistance furnished by the many individual members of the various committees.

### NEW ORCHESTRA FEATURES NOON-HOUR DANCING

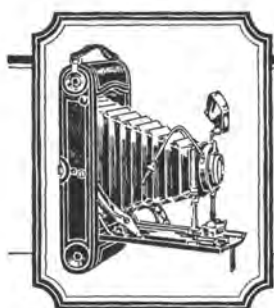
The Noon-hour Dancing program, sponsored each year during the winter months by the K. P. A. A., was officially opened for the present season on Monday noon, November 7.

While always a popular pastime the crowd of on-lookers and dancers now attracted to the Assembly Hall on the scheduled dancing noons of Monday, Wednesday and Friday seems larger than during past years. The cause of this increased interest is rightfully credited to our new orchestra, which made a decided hit from the start and which are adding to their popularity at every appearance. The personnel of the orchestra includes the three Lyons Brothers and Joseph Durbin, all of whom are employed at Kodak Park; "Jack" Lyons acts as leader and saxophonist, his brothers "Tom" and Charles are talented performers on the piano and banjo respectively, while "Joe" Durbin is at home over the countless accessories so dear to the heart of a trap drummer. The officers of the K. P. A. A. are greatly pleased to secure so versatile a group of music-makers and trust those enjoying this form of recreation will express their appreciation to the various members of the orchestra.

The dancing and orchestra provides a most pleasant noon-hour. Come up—there is plenty of room in the Assembly Hall for more spectators and dancers.

Still our motto—  
*Production with Safety*





## CAMERA WORKS

HERBERT S. THORPE, Editor



OUR FICTION LIBRARY

We again commend to your notice our fiction library, situated in the Dining Room, which service is free to all employees. A constant change of books keeps the library up-to-date and of perpetual in-

terest. Gussie Bornkessel has charge of the system, and will be glad to suggest books for you to enjoy. The only stipulation we make is that you return the books promptly on date.

### INSIDE CLEANLINESS

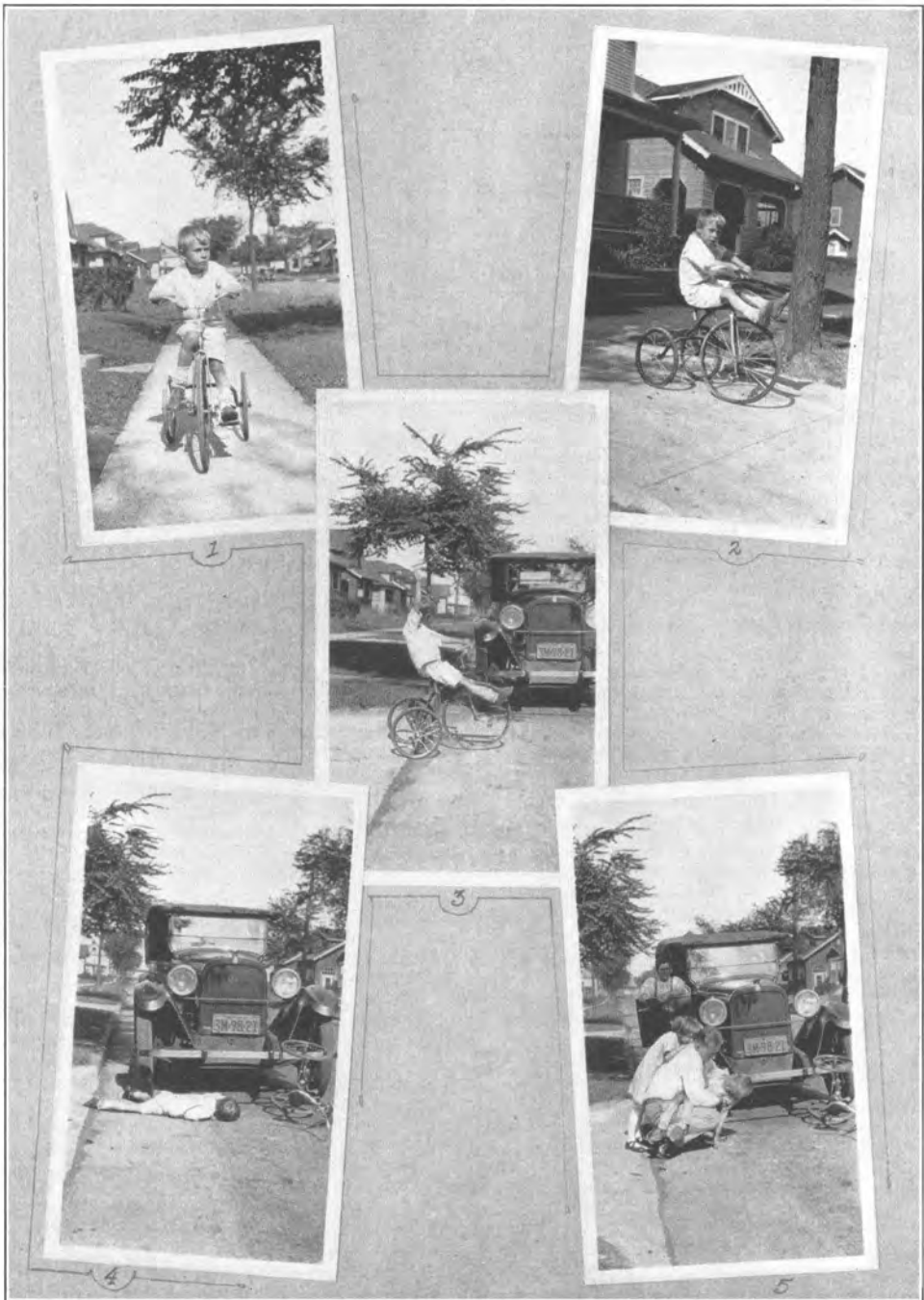
Here is a truth which, if you have any doubt of, any housewife will verify. Cleanliness is not so much keeping things clean on the surface or in the open, but in keeping clean the corners, and the parts that are hidden. We would not consider a person a good housekeeper who kept her floors free from dust by sweeping it under the rug, neither should we be satisfied with a clean factory or office department and dirty cupboards and lockers.

There are certain duties in our good-housekeeping principles which are outside the responsibility of the Sanitation Department, or, at least they should be, providing each person took a personal interest in his or her immediate surroundings. We especially have in mind lockers. The locker assigned to you surely comes under the heading of "personal care," and should be kept clean by the user. Lockers are an accommodation provided by the Management for your comfort. We suggest that a weekly cleaning and dusting of the inside of your locker (which, by the way, is sometimes wrongly used as a storehouse for bric-a-brac, hence a fire hazard) will not only keep your clothes in better condition, but will also measure up to our factory standard of good-housekeeping.

Mildred Reiter, of our Cost Department, has been absent several weeks from the effects of illness. Having been on our Office staff for over fifteen years, "Milly" has made a host of friends both in the Office and factory, as evidenced by the dozens of cards and baskets of goodies and flowers which she is continually receiving. At this time of writing Mildred is staying at Long Island in the hope that the change of air will hasten her recovery.

The Office Girls' Bowling league met in one of their usual monthly sociables at the home of Lillian Knade, where the "movies" were reviewed which were photographed the previous month at their gathering at Batavia. Games and lunch made up the rest of the evening, and the party goes down in the history of the league as another successful get-together. Lillian Knade, Doris Burns and Blanche Gladding were responsible for arrangements.

Our sincere sympathy is extended to George Scott, of the Press Department, who recently suffered the loss of his mother through death.



THIS MONTH'S STORY-TELLING PICTURE CONTEST—Bernard Schoeps

- |                    |                        |
|--------------------|------------------------|
| No. 1. Happy.      | No. 2. A Bit Careless. |
| No. 3. Too Late.   | No. 4. The Accident.   |
| No. 5. The Rescue. |                        |

### STORY-TELLING PICTURE CONTEST

This month we are publishing five story-telling pictures, reproduced on page 23, which were photographed by Bernard Schoeps, of the Kodak Assembling Department, with a 1A Pocket Kodak. This series of pictures was chosen from a number submitted under the rules of the monthly C. W. R. C. story-telling picture contest, for which the sum of five dollars has been paid to the winner.

While the poses in this series were staged, they are actual reproductions of a serious accident which happened in a like manner to the boy in the pictures. Not only are the photographs good ones, but the subject matter illustrates a very clear lesson in safety practice.

### ON THE COURTS

Wow! Who said that the younger generation were not as good as their fathers? We'll vouch that they are better—at least as far as athletes are concerned. Each year we chaps that steer the Recreation Club policies realize that we have to find a larger place on our schedule for basketball, and this season looks like a larger one than ever. Over twenty girls—and all of them pretty good players at that!—are scrapping to "make" the first team, and "Jerry" Wackerman, the coach, is having a high time in deciding the best quint. With a little coaching, we should have a real team, which, in the City Industrial Girls' league, should hurry the Camera Works' flag to the top of the mast.

The same condition prevails among our juniors in regard to the main team. With enough material for four teams, it was difficult to decide a representative one, but finally the following were chosen, being officially dubbed the Camera Works Reserves:

Joseph Tribotte, captain, "Walt" Rohnke, Joseph Holzschuh, "Ken" Reed, Max Adler, "Sol" Schatz, Joseph Murphy, Russell Howard and John Doyle, manager.

The Reserves have played seven games at this early date, and have fairly and squarely won six of them! The seventh was played, by arrangement, to test their substitute men, and a win was not anticipated. These "youngsters" have already brought home victories from Kodak Office—score 29 to 11. The Vagabonds—score 2 to 0; the Hoodoos, score 36 to 12; Lenox A. C., 2 to 0; Salem Church, scores two games, 26 to 14 and 21 to 19.

Harold "Bud" Tully has again been elected manager of the Camera Works Senior team, which made an enviable record during last season. Seven veterans from last year's organization are again playing with us, being "Aldie" Logan, Fred Kuhn, Harry Marx, "Jimmie" Kannan, "Charlie" McLaughlin, Butler Herr and "Bud." In addition, Sam Silver, whirlwind forward, who was immediately promoted from the Reserve team, Jesse Fegley and "Whitie" Mason will round out a team which, we believe, will be hard to equal in strictly amateur circles. To date, no games have been staged with rival teams, but we hope to record victories in our next issue.

Fern Green, of the Brownie Department, is now wearing a very pretty engagement ring. We congratulate the lucky man, John Walrath.



### AN UNUSUAL PICTURE

In our capacity of "near-editor" of the Camera Works for eight years, we have had many unusual pictures submitted for publication, but it remained for John B. Loessl, of the Kodascope Department, to offer us a picture which is extremely unique, and, considering the subject, very well photographed.

It appears that John and a friend, who are both ardent photographers, decided to record the beauty scenes in one of the City parks, and John's friend set up his Kodak for the desired view. A squirrel, evidently with "Hollywood" tendencies, decided to be photographed also, and, hopping on top of the Kodak, posed in the approved squirrel fashion. John took full advantage of the situation with his Kodak, plus a portrait attachment, and we congratulate him on his efforts.

Katherine Lauer, one of the Dining Room staff, has been absent for some weeks as the result of a fall. After eleven years of service we naturally miss her, and we hope that the new year will see her well and strong again, and in her accustomed place among the puddings and fruit salads and all the rest of the good things in the Camera Works kitchen.

Cora Bills, who has worked in the Accessory Department since 1919, is now in the Strong Memorial Hospital. We are happy to state that she is progressing, and will, no doubt, be with us soon.

A match game was staged at Island Cottage between the Vest Pocket baseball team and a local nine, known as the Tenth Warders. Our boys showed them a few tricks in the game and won the tourney, but the "Warders" took revenge in a horseshoe contest, by winning easily. A fine dinner completed the very enjoyable afternoon.

## BOWLING LEAGUES

The Kodak team is in first place in the big Camera Works League after taking three games from the Cameras. This last game recorded (November 12) uncovered some fine performances. Friesman, of the Kodascopes, chalked up 255; Brown, of the Cinés, registered only one pin less with 254; and the redoubtable "Art" Miller came through with 234, 194 and 193. Crawford is high man for single game with 257, and Brown holds the record for three games with 648. The Vest Pocket team scores high single with 1,001, and the Cinés top the list for high three with 2,749.

Standings are as follows:

	Won	Lost	Percentage
Kodaks	15	9	.625
Vest Pockets	14	10	.583
Juniors	13	11	.541
Brownies	12	12	.500
Cinés	12	12	.500
Cameras	11	13	.458
Kodascopes	11	13	.458
Specials	8	16	.333

The Shutter League high single team, the Covers, registers 968, a drop of 33 pins behind the high team in the Camera Works League, but on the high three games the same team soars over the heads of the Cinés by a margin of 37, with an enviable score of 2,786. "Nic" Habes is champion with 243 for high single, and also crashes in with 616 for high three. Frank Krenzer, high man for a average last season, has again got away to a flying start with an average of 184 for eighteen games.

Standings are as follows:

	Won	Lost	Percentage
Covers	16	5	.762
Springs	13	8	.620
Blades	10	11	.476
Cases	9	12	.428
Levers	8	13	.381
Studs	7	14	.333

The Camera Works Factory Girls' League proves

that Freida Schweizer is the top-notch in that particular organization, having scored an average of better than 150 pins for 12 games, Marie Camp following hard on her heels with 142. To Grace Keeler goes the honor of having the high game with 206, and also the record two games with 364. The Vest Pockets, although only one up from the cellar place on scores, recorded November 5, have set a pace with high single game score of 682, and also high double with 1,247.

Team standings are as follows:

	Won	Lost	Percentage
Cinés	9	3	.750
Kodascopes	8	4	.666
Vest Pockets	6	6	.500
Series	3	9	.250

The Office Girls' League, as of November 2, have played ten games to date, with Lillian Knade in the spotlight as high individual average scorer to the tune of 198. Florence Waterstraat follows with a total of 319 pins for two games. In spite of the fact that the Kodak team is lowest in standings, they have recorded 668 pins for a single game, while the Specials hold the fort with 661-650 for double high.

Standings to November 2:

	Won	Lost	Percentage
Brownies	6	4	.600
Cinés	6	4	.600
Specials	5	5	.500
Kodaks	3	7	.300

We very much regret that the Lathe League, who registered according to rules for participation in the bowling "melon," which the C. W. R. C. cuts at the end of the season, has voluntarily retired from the plan. It was a question of players, and we admire the friendship the boys possessed for an "outsider" to sacrifice a share of C. W. R. C. prize-money. Of course, the club makes rules and restrictions, and must adhere to them for the good of its members at large. The Lathe boys, however, voted to retain a non-member on its team, and in consequence are not entitled to participation.

## FOR YOUR PROTECTION

"When you are solicited to buy from concerns whose reputation you do not know, when you receive questionable propaganda through the mail, when you answer an advertisement which appears to be questionable—call the Bureau—Stone 2574."

The foregoing paragraph contains information which a great many people regret they did not know, or, knowing, did not use. The "Bureau" is officially styled as "Better Business Bureau," affiliated with a national body who is in constant communication with each chamber of commerce in the United States. At a recent four-day conference held in New York City a national fight was planned to eliminate "loan sharks," to foster legislation that would protect employees of institutions from fraud, and to insist on truthful advertising.

Our local Chamber has long had, among its many activities for public good, an "Investors' Protective" Committee, and their findings are sent to information centers in industry and stores. We have on file in our Industrial Relations Department sev-

eral reports of various firms which, for one reason or another, have come under the notice of the Chamber, and we are able to obtain information regarding investments in new ventures which often prove to be purely a speculative program. Instances have happened right among us where years of savings have been lost through the lure of golden tales told by high-pressure salesmen or glowing—but unfortunately misleading—advertisements. Of course, money can be made by speculative processes, but it is usually made out of the purse of the small and unsophisticated speculator. Legitimate investments are far safer than speculative chances. Millions of dollars each year are lost by people who are entirely ignorant of the stock market, trying to get rich quickly without effort or knowledge.

If you have money which you can afford to invest and need information regarding investments, get in touch with the Industrial Relations Department, or call the Bureau, for reliable information.



## WHAT A SWINDLER!

(REPRINT OF A CLIPPING FROM A BOSTON NEWSPAPER  
PUBLISHED SIXTY-ONE YEARS AGO)

"A man about forty-six years of age, giving the name of Joshua Coppersmith, has been arrested in New York for attempting to extort funds from ignorant and superstitious people by exhibiting a device which he says will convey the human voice any distance over metallic wires so that it will be heard by the listener at the other end. He calls the instrument a 'telephone' which is obviously intended to imitate the word 'telegraph' and win the confidence of those who know of the success of the latter instrument without understanding the principles on which it is based. Well-informed people know that it is impossible to transmit the human voice over wires as may be done with dots and dashes and signals of the Morse Code, and that, were it possible to do so, the thing would be of no practical value. The authorities who apprehended this criminal are to be congratulated, and it is to be hoped that his punishment will be prompt and fitting, that it may serve as an example to other conscienceless schemers who enrich themselves at the expense of their fellow creatures."

How rapidly we have progressed since year 1866!

The present era, often termed "the mechanical age," has contributed countless machines and devices for human comfort. These have been perfected from ideas which, at the time they were proclaimed, were considered of no practical value. Only a few years ago, it was considered more or less a sign of insanity to even suggest new ideas, and less than a century has passed when persons were sent to prison for violating the custom of doing or using things in certain ways. Today, with our increased knowledge of mechanics, almost everything we come in contact with has been improved from its original state, and this progress has only been made possible because of ideas for betterment. Every improvement, whether it lessens cost, or improves quality, means that the particular product affected is used in greater quantity. Improvements in products benefit not only the actual consumers, but, because of increased demand, the workmen who produce the goods. Ideas for betterment will receive prompt attention in this plant, and rewards will be given commensurate with their values.

## LUCKY STRIKE BANQUET

The "Lucky Strikes," runners-up in the recent, hotly contested, Twilight baseball league battle, celebrated their very-near victory with a banquet at the Hotel Sagamore, the guests of honor being Ray Miles, the gallant captain, and Minor Stocking, the director of our baseball activities.

A travesty on the visitation of K. M. Landis (commissioner of baseball) to Ray Miles was a clever part of a well-thought-out program, in which Mr. Landis used all kinds of arguments to persuade Ray to play his men in the American League. Several lively skits on the players were also in evidence, such as "Big Joe Walker, catcher, hitter and pessimist," "Legs Ayres, the former Illinois track star, now the pride of Batavia," "Undertaker Welch, who buries the ball in his hand," "Jackie Campbell, the Canuck boy scout," and the pivot of the team, "Joe" Meehan, the pride of the toasted Luckies, the boy who climbed to the top (nearly).

## WHO PAYS?

Who pays? Why—you do!

Every minute of production time that is lost because of an accident to an operator is a dead loss in dollars and cents. How many of us realize the fact that we all share in paying the bill for waste? Apart from an economic loss in production, any accident involving lost time from work is actually a drain on our purse, and the explanation is simple. The Workmen's Compensation law, through its local adjusters, awards a definite amount of money to the person injured, which is paid by way of insurance or by direct method from employers. The administration of the law is paid out of a special fund for that purpose, which is allowed from the State Budget. In other words, a portion of your taxes—whether you pay them directly or indirectly—is set aside to pay for the adjustment of accidents, a great percentage of which are avoidable.

Without doubt, the Workmen's Compensation law is one of the most humane pieces of legislature we have, but the *cause* of this law, namely, accidents, is inhuman, causing as it does misery, loss of work, and a useless expenditure of money which would be spent for more joyous purposes than trying to console pain with dollars. Every accident not only affects the immediate family of the injured, but it causes loss from every angle. Someone aptly remarked that the eleventh commandment should be "Thou shalt not have accidents." We would rather say that, "Thou shalt be careful," for, conversely, carelessness is the root of all accidents, and is criminal in its effects. No one can adequately state the extent of an injury. No amount of compensation can buy a new finger or an eye, nor can it replace loss of time, or pay for pain. It *pays* to be careful.

## HOROWITZ—ROSEN

Harry Horowitz, a deservedly popular young man in the Ciné Assembling Department, was recently married to Rose Rosen. The boys and girls working with him played havoc with the groom by way of celebration, but also practically expressed their congratulations by presenting Harry with several fine gifts. We wish the happy couple every success.

## FIFTY YEARS

Congratulations to John F. Meyers, of the Kodak Assembling Department, who recently celebrated his golden jubilee wedding! Yes, we realize that that is a difficult statement to believe, but John, in spite of his activity and spryness, has been married for the long period of fifty years and naturally made quite a joyous occasion of the important event. John is a wood-carver by trade, having been apprenticed in the "good old days" and came to the Camera Works about thirty years ago. Following his trade again, he left us for a few years, and was again employed in year 1905, since when he has faithfully worked as an assembler. We hope that John and his wife will enjoy many more years of companionship and good health.



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MAIN



OFFICE

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JOHN W. NEWTON, Editor



KODAK OFFICE GIRLS' BASKETBALL TEAM  
You'll hear more about them later

### THE SECOND CONCERT

The second of the Kodak fall concerts was held in the Kodak Office Auditorium, November 15, before an audience of between four and five hundred. The artists were Gustave Tinlot, violinist, Sandor Vas, pianist, and Herbert Inch, accompanist. To lovers of high-class music, this concert was an intellectual treat, the artists being in splendid touch, especially

in their rendering of such compositions as "Ave Maria" and "Pale Moon." The ushers were very efficient, and the audience was most appreciative. The final concert of this series will be given December 13, tickets for which are now available by getting in touch with Harry Irwin, Industrial Relations Department, Kodak Office.

Arthur Herrick, of the Repair Department, has been home quite ill for some time. Here's hoping he'll soon be back with us.

The Export Shipping Department took the opportunity to congratulate Alfred Colegrove recently on the birth of a son. Good luck to all concerned.



*A splendid example of the American standard of living. Albert S. Stillson, rotund Romeo of the Advertising Department, and Mrs. Stillson, nee Madeline Lensing, late of the same department. Note that, despite her avowed faith in mankind as a whole, and her chubby hubby in particular, Mrs. Stillson, even at this early date, has arranged to have a full-grown rolling pin within easy reach.*

The fast thinning ranks of celibacy, misogamy and bachelorhood suffered a decisive blow, when the jovial "Al" and the blushing Madeline, pictured above, hid themselves to a local rectory and with the able and practiced assistance of a parson, officially launched the bark "Stillson" on the placid bosom of the sea of matrimony. Then, with "Al" as skipper and Madeline as mate, they safely navigated the Pullman route to New York, where a cargo of shekels was unloaded at the Pennsylvania and various Broadway "warehouses." The return trip was made without incident, although there were threats of a "squall" on the part of the first mate when a beautiful chair and an "occasional" table were found awaiting them on their arrival. These, incidentally, were gifts of the Advertising Department.

A number of associates of Phillip ("Felix") Hartman visited his home, 23 Leopold Street, recently, on the occasion of the thirtieth anniversary of his wedding. They were accompanied to the home by an orchestra who played Lohengrin's wedding march as "Phil" and his wife entered the living room. The inimitable Fred LaPalm made the congratulatory speech and on behalf of the Repair Department presented "Phil" and his "missus" with an electric coffee urn. The rest of the evening was spent viewing movies of "Phil" himself, among other films; dancing and cards, and last but by no means least, refreshments, which were served by "Phil's" children. A very enjoyable evening was spent, and "Phil's" friends wish him and his wife many happy returns.

Gertrude S. Fenner, who came to Kodak Office in 1923 from Holley, resigned her position in the File Department, and was married on November 19 to Ralph C. Ludington, of Holley. As a farewell the girls of the File Department gave her a dinner on October 20 at "The Princeton," and Gertrude was presented with some exquisite dinner napkins. During the past year Gertrude has devoted a great deal of time to portrait photography and has built up more than a local reputation. She will be greatly missed by the girls of the Eleventh Floor, who unite in wishing for her a happy and successful future.

Gertrude Knuth, of the Tabulating Department, and her sister, Dolores, are spending a few weeks in Porto Rico.

George S. Sackett was a recent visitor to Kodak Office and found sufficient time from business to visit some of his old acquaintances. He is stationed at the Kodoscope Library, New York City.

Benjamin V. Bush has recently returned from Osaka, Japan, where he installed our new Ciné Processing plant. He reports a most interesting and busy time and is enthusiastic about the prospects in that growing city.

"Don" Burrows and Gerard Dill sailed on the steamship "Western World," which left New York City, November 19, to take up their new duties in South America. "Don" is bound for our branch at Rio de Janeiro, and "Jerry" for Buenos Aires. Both boys are very well liked, and the employees of Kodak Office wish them Godspeed and success in their new positions.

William P. Lane left San Francisco on the steamer "President Adams" on November 4 for Shanghai where he will be located in the future. Drop us a line once in a while, "Bill."

Carl Auer, of the Export Shipping Department, was taken to the General Hospital, October 18, for a necessary operation. We hear he has had a pretty long siege but that he is gradually growing stronger. Here's hoping he'll be back by the time this issue is off the press.

The Repair Department employees offer their sympathy to Robert Duncan, whose father passed away at Peterboro, Ontario, on October 19.

Edward O'Brien, of the London Shipping Department, is back on the job working part time until he gets stronger. Ed had a serious illness which kept him home for nearly three months. We're glad to have you back, Ed.

Sincerest sympathy is extended to Helen Hudson, whose sister recently died.

Lucille Kendrick and Charles Shea were married November 5. A surprise shower was given for Lucille by Mrs. Lily Alexander and Gertrude Laufer when many useful gifts were presented to her. Needless to say, her friends wish them both a very happy future.

## KODAK OFFICE BUMPS POLICE

Still smarting from the sting of last year's defeat at the hands of the Kodak Office indoor baseball team, the Rochester Police team, headed by Chief Kavanaugh, and ably mascoted by Jimmy Stanton's trick poodle dog, descended on Kodak auditorium during the noon-hour of November 17, prepared to annihilate their ancient foes.

The chief, twirling for the coppers, went along swimmingly for two innings, fanning five men.

But in the third inning the old soup bone, weakened perhaps, through wielding a pen rather than the old familiar night stick, took a turn for the worse and Kodak scored two runs. Nothing daunted, the chief pushed his titian hair out of his eyes and with the advent of the fourth inning set out to repeat his brilliant performance of the first inning.

Straightway things went wrong, and ere he could fully grasp what had happened, the bases were full of penpushers and "Hash" McNeil, mighty warrior of the basketball court, was at bat.

The chief took one look around the diamond, sighed, and with fear and trepidation, served up a ball. "Hash's" bat hit it squarely, and Hash landed on second base, while his three teammates vacated their respective bases in favor of the home plate. That was the signal for a Kodak attack that proved both vicious and highly productive of runs. When the inning, somehow, finally ended, twelve big runs had been counted against the coppers, and things looked bad indeed for the minions of law and order. The final score was 14 to 5, Kodak Office being the winners.

Elsie Hammerer, of the Sales Department, was married, October 8, to Leroy Beers, of this city. Elsie's office friends wish them both much happiness.

The Kodak Office Camera Club submitted twenty-nine prints to the Kodak International Salon held last month at Kodak Park, twenty-six of which were accepted and hung. The prints represented the work of eleven employees, the following of whom secured awards:

The Eastman Medal, Roger P. Leavitt; The Australian Trophy, Helen S. Williams; Bronze Medals, Norman L. Ferris and Victor Rayment; Certificates, H. B. Wills and T. D. Tennant.

A detailed account of the exhibition appears in the main section of this issue.

Walter Pierce, of the Sales Department, won't have so much time to spend at his Golf Club from now on. Reason is Carolyn Susanne, who recently arrived to brighten up the corner where they are. Many congratulations to the happy parents.

Lily Mackie was married a short time ago to Myron Alexander. Among prenuptial events was a shower by Lois Swift. Best of luck to both is the wish of Lily's friends at Kodak Office.

Phyllis Crawford is back at work after a long illness. We're glad to have you with us again, Phyllis.

Gordon Mass was recently a hospital patient for the purpose of having a troublesome appendix removed. Latest reports are that he is now recuperating at home, and will be back on the job shortly.

## KODAK OFFICE JUNIORS

The Kodak Office Junior Basketball team has organized, and the following boys are trying out for the team: "Ken" Halpin, Arno Schmidt, "Jimmy" White, Walter Narog, Walter Fogarty, Harold Henn, Harold Isaac, Francis Nagel and "Skip" Bentley.

"Tom" McGrath has taken charge of the boys and will have a smooth combination working after a few workouts and practice games.

Walter Peer will be the manager, and he assures us of plenty of games for the boys.

On October 27 the Juniors played Camera Works Reserves, and although defeated by a score of 29-11 they played hard and were still fighting when the five-minute whistle blew.

On Tuesday, November 6, a return engagement was played with Camera Works and they surprised all their following by trimming the boys across the street, 22-9. On November 8, the team met the Indians of Parsells Avenue and defeated them by a score of 26-22. They then took on the St. Andrew's boys on November 15 and another marker was added to the win column.

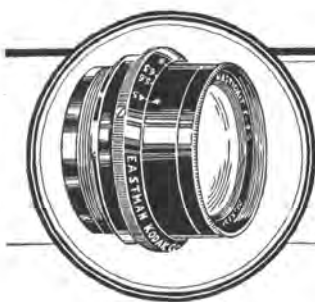
The boys are going fast and are looking for other teams to conquer.

Charles Doty, of the Repair Department, lost his mother on October 27. His fellow employees extend their sincerest sympathy.

## BANTAMS START WELL

Kodak Office Junior Basketball team promises to be one of the strongest aggregations in the 110-pound class in this neighborhood. They have already met and defeated teams representing St. Andrews, Camera Works Juniors, Penegons and the Parsells Avenue Indians. The following players compose the bantam team: Halpin, White, Narog, Spitale, Barney, Bentley, Isaac and Fogarty. They will have the use of the Kodak Office court for the entire season, and the games will be advertised on the bulletin boards and in the local papers. Walter Peer, of the Repair Department, is manager, and the team is being coached by "Tom" McGrath.

*What  
more can we  
say than "Merry  
Christmas"?*



## HAWK-EYE



JOHN T. HARBISON, Editor



### C. N. ANNOUNCING

Clayton Knope has left us to take advantage of an excellent opportunity offered him by the management of the Eastman Theatre. Clayton has been a member of the Standards and Production Department for several years. Fifty of his friends presented him with a handsome cameo ring as an indication of

their regard. There were at least three times fifty who did not have the chance to come in on the ring who wanted to. Clayton has a voice that should take him far in his chosen field. If good wishes mean anything, Clayton has a rosy future. Station WHAM will now take on added significance for us all.

### THE FALL OF MAN

This is not going to be a religious discussion on the perversity of man, even though we have to refer to the Bible for some of our information.

Ever since the downfall of Adam and Eve, men and women have been falling.

The sin of falling has increased in popularity in recent times, 18,000 people in New York State factories alone having been injured by falling within the past year.

Of this number, almost half of the falls occurred when walking on level surfaces, "catching" the foot, slipping or stumbling. More than 2,000 fell on stairs. And sad it is to relate, 252 either fell to their death or were permanently and totally disabled.

These facts awaken our sense of responsibility with the question, "What are you going to do about it?" Well, we are going to bring back the old slogan, "Watch your step." Our head must know in advance where our feet are going to take us. We are going to eliminate running in the factory and this, of course, includes running to the lunch room. Our girls especially, with their pretty shoes and treacherous heels, are going to get very friendly with the railing when using the stairs. Give it the glad hand. Individual responsibility is going to see that aisles are kept unobstructed, that rubbish and fruit skins are placed in waste cans, and that our feet are going to respond to head work. Look where you are going.

Can we enlist your help in this great humanitarian cause—that of conservation of human life and limb?



WILLIAM HARRISON

Twenty-five long years have passed since Bill Harrison and John DeWitte came to Hawk-Eye. They have witnessed the growth of and have contributed to the development of an important unit of the company. Bill preceded John by about four months and was on the reception committee when John came to work. Bill started as a night watchman in the Power Plant and was later made engineer, which position he has occupied with distinction for many years. John had had a more varied experience. He served with honor in most of the departments that existed in the early days.

Bill and John recently became members of the Quarter Century Club and were given the gold pins that distinguish the members of that organization. Their many friends congratulate them upon their long terms of service and hope that they will be with them for many years to come.

Ray Montondo, of the Centering Department, was married to Ethel M. Atwater on October 8. Our congratulations go to Ray, and our best wishes for happiness to the bride.

Jennie Cavallero, of the Centering Department, is engaged to be married to Joseph Gargano—may she be very happy.

To that veteran baseball player Harry Moore may be compared our veteran soccer player, Mack Harding. He is not quite so spry as of yore, but like Harry, what he lacks in speed is more than made up for by his crafty play and clever foot work when he is harassed by the younger members of the soccer team. It takes a clever player to get past Mack.

## MEN'S BOWLING LEAGUE

The bowling season, now well under way, finds the boys pegging away in deadly earnest. The attendance, on the whole, has been excellent, and attendance is the foundation upon which the success of the league rests. There will be occasions, no doubt, when one finds it impossible to be on deck, but your absence, while regretted, will not become painfully apparent if you will but let your team captain know in time to arrange for a substitute. If you do not appear, and there is no one to take your place, dire consequences result. Someone must stand the loss, and who is there but the "Kitty" to crash through with the dough? A severe drain upon the "Kitty" means that the annual fandango next spring will find you trying to look pleasant over "hot dogs" when you should be enjoying that sense of well-being that is the result of being stuffed to the gills. Make it a point to be on hand or provide a substitute to take your place.

At the beginning of the race it looked as though the Centerers would have everything their own way. They jumped into the lead at the start and were riding high until they met the Office team the fourth night out. The boys from the Office snatched three games in a row from the Centerers who dropped into third place. The Centerers, however, retained the honor of the high three-game score of 2,360. The Klos family has monopolized most of the individual glory. Bill Klos is high single game man with 216, and Phil is high three-game man with 577.

The scores to date:

Team	Won	Lost	Per Cent	Average
Office . . . . .	8	4	.666	749
Grinders . . . . .	7	5	.583	729
Centerers . . . . .	6	6	.500	738
Moulders . . . . .	3	9	.250	702
				Games      Average
Klos, P. . . . .	12			179
Ott, E. . . . .	12			164
Greenauer, . . . . .	12			163
Meerdink, J. . . . .	12			162
Reulbach . . . . .	12			157
Klos, W. . . . .	12			156
Lettau, H. . . . .	12			151 (7)
Reynolds, R. . . . .	12			151 (5)
Costello . . . . .	12			148
Walsh . . . . .	12			147
Kreaseon . . . . .	6			146
Warner . . . . .	3			144
Relyea . . . . .	12			140
Knope . . . . .	12			135 (7)
Fischer . . . . .	12			135 (4)
Groh . . . . .	12			133
Marcus . . . . .	12			132
Herman . . . . .	9			130
Crosby . . . . .	12			114
Tipple . . . . .	12			112

Cecelia Napierala, of the Mounting Department, was married to Stanley Czarniak on August 20. Her many friends at Hawk-Eye wish that she will be very happy.

*Merry Christmas*





PETER CASHES 'EM

Peter Born, of the Rough Grinding Department, had a suggestion to offer that he thought would improve the grinding process used on Anastigmat flint lenses. He put his idea on paper and dropped it into the Suggestion Box. His effort netted him \$54.65. Edwin Larter had the same idea, and he was also paid for the suggestion. It is true that many improvements have been developed by suggestions for which employees have been paid, but the end is not yet. Your idea may be the best ever—turn it into cash!

### WOMEN'S BOWLING

The girls' bowling league is a flourishing institution. It has been in operation for several years. The girls were off to an early start this year and have begun to roll up averages that run into three figures. The figures to date are as follows:

	Games	Average
Hergenrother, T. ....	12	147
Leimberger, P. ....	15	144
Meerdink, E. ....	15	144
Hergenrother, M. ....	15	143
Arnold, E. ....	12	135
Ladwig, E. ....	15	133 (3)
Born, J. ....	15	133 (1)
Leimberger, M. ....	15	126
Sanger, I. ....	9	122
Wienecke, E. ....	15	121
Ladwig, L. ....	12	118
Meerdink, C. ....	15	116
Prentice, I. ....	15	104
Bess, F. ....	15	102
Del Monaco, H. ....	15	95
Rossman, L. ....	15	84

### SOCCER

Our special soccer correspondent, Wee Willie Wood, reports as follows:

On October 13 the Hawk-Eye soccer team went into action for the first time this season. The boys from the Mount Assembly Department offered to beat any other outfit in the plant. It's thought that Bob Cairns was at the bottom of the threat. Wood, representing the first floor eleven, accepted the challenge, and the teams lined-up for action. Bill Baker was elected referee, his platform being a guarantee that the Marquis of Queensberry rules would be enforced.

For a few minutes the game was in the center of the field, after which Cairns got away and with very skillful maneuvering put the ball between the bars. Cairns shortly made another rush, which also resulted in a goal. At half-time the score was 2-0 in favor of the challengers and most of the play had been around the first floor's goal mouth. The complexion of the game changed somewhat with the change of ends. Although the first floor developed a strong offense the ball could not be kicked past the bulky Ross. Tommy Dartnell and "Red" Harris kept Les Stallman and John Meerdink very busy. Earl Farrell played an excellent game at half back. Peter Morrison gave Bob Cairns dependable support.

One week later another game was played between the same two teams, but this time only one goal was scored and this came within the last two minutes of play. The first floor had a few changes in their lineup. Ralph Burhans hung around goal in case anything should turn up but found very little to do. The Assemblers uncovered another star in Bob McCallum. The first floor had little or no luck in this game. Several times Judson and Wood had the ball in the goal area only to kick wide or into the goal tender's hands. Ross distinguished himself by kicking the ball through his own goal. The Assemblers are still waiting to be beaten—cannot a team be organized that will answer their request? The first floor will try again later on.

Three games have been played with the school next door. In the first game the school played very well, but Bob Cairns was in a scoring mood, and again he kicked the winning goal for Hawk-Eye. The school has a first-class goal tender, and it is largely because of his skill that but one goal was scored. Stallman and Meerdink were defending goal. They did very well in stopping the rushes of our opponent's forward line which is a very well-organized combination.

The second game was won by Hawk-Eye, 2-0. Peter Morrison kicked one goal. The other came after a skirmish at the goal mouth. Bob Cairns officiated as captain. Mack Harding was in Les Stallman's usual position, while Les tried his foot at inside right.

The third game was something to remember. Hawk-Eye was trimmed by the school, 3-0 for the first time in history. Les Stallman acted as captain. The absence of Cairns was keenly felt. The school played a smart game and deserves the victory. Morrison and Wood on the right wing got away several times but were unable to get by the clever opposing goalie. Graham's headwork ruined his hat and shortened the life of the ball. Bob Witz played a good game at right half back. Earl Farrell had a tough job at left wing but managed to get away several times only to lose the ball to the goal keeper or shoot over the bar.



*There is no*  
*substitute for*  
**POLITENESS**

*Courtesy*  
*brings friends,*  
*advantages, and*  
*opportunities.*



*Bill Jones*

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

ROCHESTER PLANTS		Standing Last Month	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye.....	1	82.6%	5,379
2.	Kodak Office.....	2	63.2%	11,340
3.	Camera Works.....	3	57.4%	19,476
4.	Kodak Park.....	4	46.3%	35,993
	Non-Employees.....	..	.....	5,529
OUT-OF-TOWN PLANTS				
1.	Kodak Uruguay, Ltd. (Montevideo)...	1	100.0%	92
2.	Kodak Argentina, Ltd. (Buenos Aires)...	2	100.0%	277
3.	Eastman Kodak Stores, Inc. (Atlanta)...	3	100.0%	156
4.	Eastman Kodak Stores, Inc. (Baltimore)	4	91.3%	45
5.	Eastman Kodak Stores, Inc. (Sioux City)	5	90.9%	108
6.	Zimmerman Bros. (St. Paul).....	7	87.5%	114
7.	Eastman Kodak Stores, Inc. (Des Moines)	6	83.3%	91
8.	Eastman Kodak Stores, Inc. (Detroit)...	8	77.7%	176
9.	Eastman Kodak Stores, Inc. (Philadelphia)	10	75.8%	270
10.	Eastman Kodak Stores, Inc. (Minneapolis)	9	75.0%	191
11.	Eastman Kodak Stores, Inc. (Pittsburgh)	11	74.0%	103
12.	Taprell, Loomis & Co.....	12	69.3%	1,465
13.	Eastman Kodak Stores, Inc. (San Francisco).....	13	65.2%	123
14.	Salesmen and Demonstrators.....	15	64.4%	1,955
15.	New York Branch.....	26	63.3%	691
16.	Eastman Kodak Stores, Inc. (Boston)...	14	62.2%	195
17.	Chicago Branch.....	16	60.7%	752
18.	Eastman Kodak Stores, Inc. (New York)	17	50.8%	464
19.	Eastman Kodak Stores Co. (Chicago)...	23	50.5%	637
20.	Eastman Kodak Stores, Inc. (Milwaukee)	20	50.0%	105
21.	San Francisco Branch.....	19	49.4%	545
22.	Eastman Kodak Stores, Inc. (Seattle)...	22	48.1%	52
23.	Eastman Kodak Stores, Inc. (Los Angeles)	18	47.8%	229
24.	Eastman Kodak Stores, Inc. (Omaha)...	21	47.6%	148
25.	Eastman Kodak Stores, Inc. (Portland Ore.).....	25	43.4%	50
26.	Eastman Kodak Stores, Inc. (Denver)...	24	38.0%	105
	Total.....	..	54.1%	86,856

Average subscription—11.9 shares.

Total matured or par value—\$8,685,600.00.