

The KODAK *Magazine*



February 1928

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

MONTHLY ACCIDENT REPORT
DECEMBER, 1927

PLANT	Accident Cases		Accidents per 1000 Employees	
	1927	1926	1927	1926
Kodak Office.....	0	1	0	.77
Camera Works.....	4	7	1.90	2.14
Hawk-Eye Works.....	0	1	1.86
Kodak Park Works.....	18	17	2.76	2.59
Total—Rochester Plants..	22	26	2.08	2.22

NATURE OF ACCIDENTS DURING MONTH

7 cases of injury through bruises, burns and lacerations, etc.
5 cases of injury through falling material.
5 cases of injury through falling and slipping.
2 cases of injury through sprains and strains.
1 case of injury through foreign body in eye.
1 case of injury around press.
1 case of injury around elevator.

—
22 Employees' accident cases during month.

*A good memory test is
trying to recall the
things you worried
about last week*



KODAK AT CLEVELAND, OHIO—See page 3

The KODAK Magazine

VOL. VIII

FEBRUARY, 1928

No. 9



A GLIMPSE OF THE PROFESSIONAL GOODS SECTION

KODAK AT CLEVELAND, OHIO

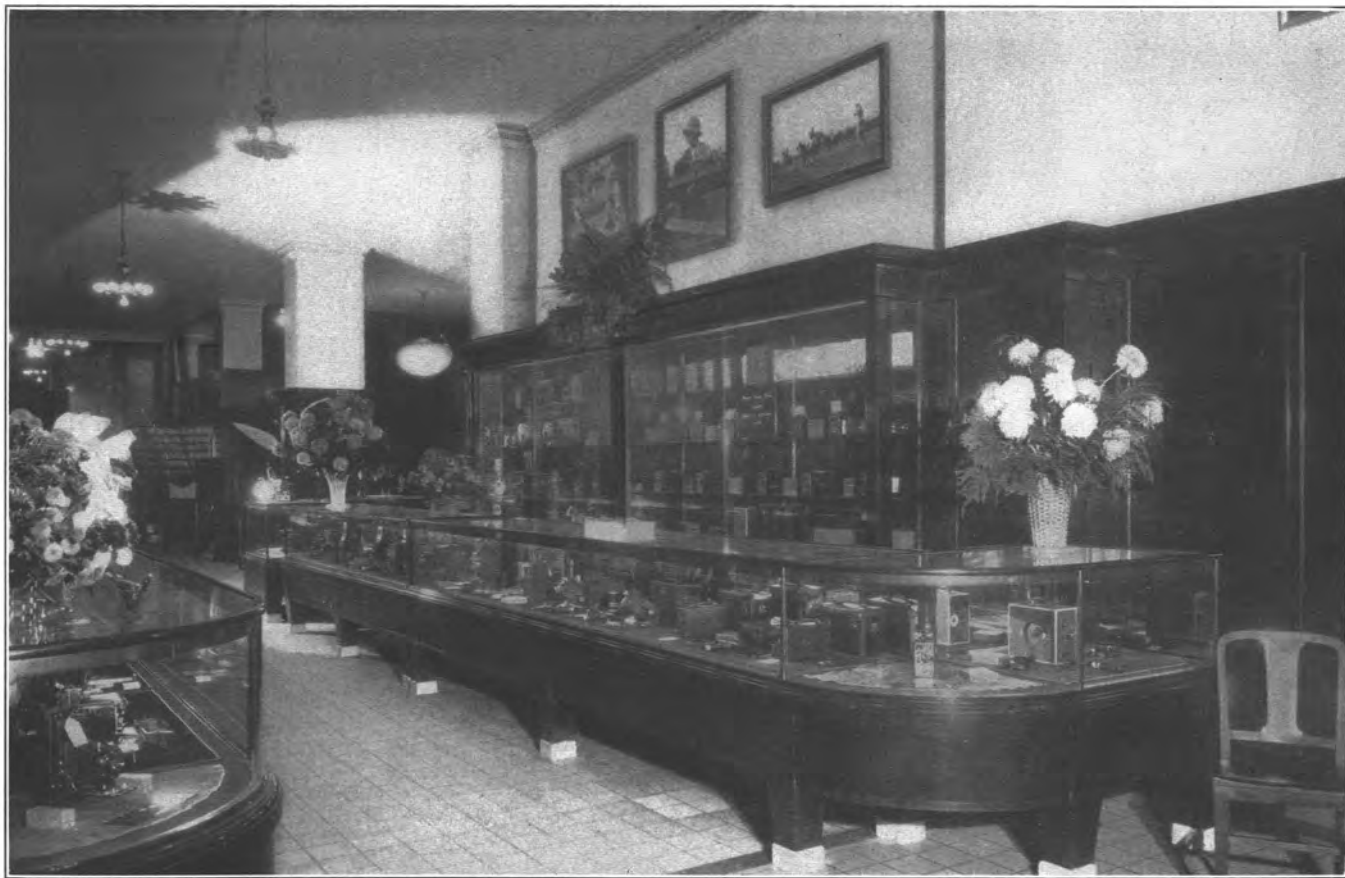
CLEVELAND, Ohio, or OH-10 as two of our popular comedians choose to spell it, is one of the largest manufacturing and retail centers in the country, and so it was but the natural trend that we should establish one of our stores at that point.

This new store was opened for business in November, 1927, on that historic and beautiful Euclid Avenue, at No. 1126, right in the heart of the finest retail district. Before the remarkable growth of the city and the resulting business encroachments, Euclid Avenue was famous from coast to coast as one of the most beautiful residence streets to be found anywhere.

The writer of this brief sketch was once

upon a time introduced to a gathering as the only man from Cleveland who admitted that he did not live on Euclid Avenue.

In 1795 the Connecticut Land Company bought from Connecticut a large part of that State's Western Reserve, and in the following year sent out a party under General Moses Cleaveland to survey their purchase. Cleaveland selected the mouth of the Cuyahoga River where it flows into Lake Erie as the site for a settlement, and in July, 1796, laid out on the east bank a village which took his name. Thereafter the spelling was changed in 1831 to meet the exigencies of a newspaper editor's headlines. Cleveland has



KODAK AT CLEVELAND, THE CINÉ-KODAK SECTION

many fine buildings and beautiful parks, and in spite of its size and rapid growth is preëminently a city of homes.

The new store is under the management of Mr. C. B. Woidt, assisted by a staff, many of whom have been connected with photography for extended periods.

An interesting feature is that all the more important members of the staff were, as it were, "drafted" from other Eastman stores: F. W. Brophy, from the Winnipeg store, E. W. Parrell, Washington store,

K. E. Johnson, St. Paul store, Raymond Howlett, New York store, J. T. Moody, Pittsburgh store, Orville L. Heaston, Omaha store, and Louis Martinek, Minneapolis store. Quite a cosmopolitan gathering.

Mr. Woidt, the store manager, and Mr. Brophy, Mr. Parrell and Mr. Johnson are very much old-timers in the game—they all refuse to say how many years of service.

If you visit Cleveland, you are assured a warm welcome from the whole staff.

WHAT EVERY POLICYHOLDER SHOULD KNOW

THERE is a distinct saving in three-year insurance. Always take it if it is offered to you. If fire insurance costs \$100 annually, it costs \$86.17 per year if written on the three-year plan, taking into consideration interest at 5 per cent on the additional premium outlay. All kinds of insurance, however, are not written with three-year premium concessions.

If you have several different policies on the same stock or other property and it becomes necessary to cancel one of them, cancel the one which has the least time to run. You will save money by doing this, for the reason that the short rate penalty decreases as the policy grows older.

Tell your agent to add rents' insurance to your fire policy on dwelling or furniture. For a few dollars you can protect the loss of rental income of your residence. If your house is damaged or destroyed by fire, rents' insurance pays the monthly income that you lose or rent you expend for other quarters during reconstruction or repairs.

If the insured under a fire insurance policy dies, the policy is automatically assigned to the estate. The contract covers the named insured and his legal representatives. There is also a specific line in the policy to the effect that the death of the insured does not void the contract. Although it is well to notify the agent of the death of the insured for his information, it is not legally necessary. Some forms of insurance, such as a workmen's compensa-

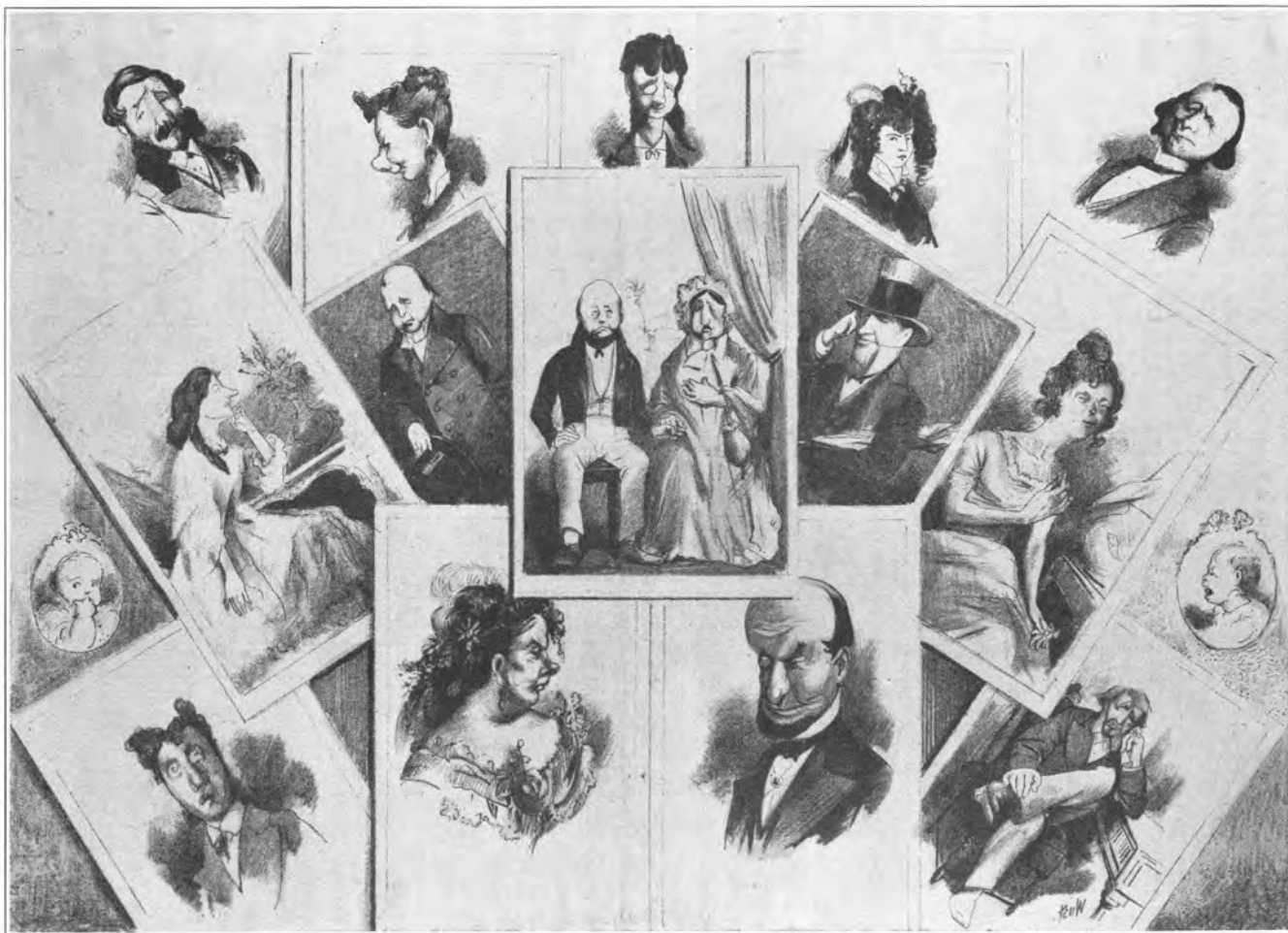
tion policy, however, are voided by the death of the insured.

It now comes out that the fire which destroyed 800 new automobiles in a New York City warehouse originated in a motor boat containing gasoline in the fuel tank. Only machines in "dead storage" (with no gas in tanks) were supposed to be in the building.

Keep the window of your automobile open even in the coldest weather so that you can give a legal signal for a left-hand turn. A little air won't hurt you, Dr. Goler says; it may even enable you to collect from the other motorist in case of accident. A legal signal can be made only "by holding the left hand or extending a mechanical arm out beyond and to the left of the vehicle in a horizontal position."

Has your wife or daughter a fur coat? It can be insured against all risks for \$2.00 per \$100 per year. Six or eight dollars a year for protection on a \$300 or \$400 fur coat is a good investment.

If a renewal policy is delivered to you in person or by mail and you do not want it, return the policy to the agent. Otherwise you have accepted the renewal and you are liable for the earned premium. Some policyholders have the mistaken idea that if they do not pay the premium, the policy is automatically canceled. This is not so. Return the policy, or, if you do not hold the policy, notify the agent that it is not wanted.



THE FAMILY ALBUM—*New York Daily Graphic*, 1873

THE FAMILY ALBUM

IN the dear old days, as some of our grandparents like to term them, long before the advent of the Kodak, to say nothing of the dry plate, having one's portrait made by the then extant photographic processes was a serious business. If you don't believe it, look at the strained countenances of the portraits of that period.

In those early days photography was supposed to be an exceedingly mysterious process, and the photographers took great care to enhance this feeling of mystery. The subject knew not what magic might be contained within that box with its cyclops eye staring stonily and unwinking. The subject was planted in a chair, the like of which was unknown outside a studio, his or her head firmly fixed in a viselike affair, to the uninitiated much resembling an executioner's garrote, and told to look pleasant. If the victim happened to be a child, the artist pointed to the lens and told the youngster to "watch for the birdie." For the more mature there was a cabinet picture which could be moved up and down on a cord. The op-

erator would slide this picture up or down on the cord until he was satisfied his subject's eyes were about right. "Steady now, keep your eyes on the picture"—then the lens cap was removed, and with a long wide sweep of the arm the photographer timed his exposure, and replaced the cap.

With glazed eyes and in a semi-comatose state the subject heaved himself from the chair, and the ordeal was over.

Most of us with graying hair can recall the old family album which reposed on the marble topped table in the parlor and which invariably was used for entertainment when you called on "her." "This is the picture of Uncle Hi and Aunt Hetty taken when they were married, and this is me when I was a baby." "Don't I look funny," and so on from plush cover to plush cover.

Away back in 1873 an artist on the staff of the New York *Daily Graphic* afforded his impressions of the family album as you may see on page 6. It afforded us a few reminiscent smiles; maybe it will do the same for you.

WHAT IS YOUR HOBBY?

THAT question was asked me the other day and at the time I told about our keen interest in old furniture, old glass, old silverware, and modern paintings. But, now that I have thought about the question in a more leisurely way, the truthful answer should have been: People.

People interest me far more than things. All kinds of them. Young and old. Rich and poor. Men and women. Boys and girls. Good and bad. Nothing interests me more than to have a person tell me what interests him most. All I want is the exact truth.

For years I have maintained what may be called a creative confessional. The Catholic church provides the sacrament of confession for those of its members who have sinned. To the priest, whom they

believe to be God's representative on earth, they feel safe in telling what evil they have thought, spoken, or acted. To millions that sacrament gives much comfort. People must confess. Evil must be eliminated from minds just as it must be eliminated from bodies.

In like manner, I like to think, people hunger to express their hopes, their faiths, their aspirations, their finer thoughts. They want sympathetic persons to whom they can tell what they desire to do with their lives. They want to interest others in what interests them.

Recognizing that human need I have tried to make myself as receptive as possible to good. As a natural consequence men and women have poured into my mind a generous flood of beautiful dreams, ideas, and ideals.—TOM DREIER.



EASTMAN SAVINGS AND LOAN ASSN. NEWS

I'VE GOT YOUR NUMBER

SUCH is the title of a book that is providing a lot of amusement wherever people are gathered together. You answer a series of questions by "yes" or "no." The number of your "yesses" and "noes" determines which character analysis in the back of the book applies to you.

One of the questions is, "Have you planned your life five years from now?" And mighty few people have, according to the owners of this book whom we have interviewed.

Now, why have not more people planned their futures? What keeps them always at the mercy of circumstances, helpless chips tossed about on the surface of a day-to-day existence? Is not the thought of an uncertain future scary enough to goad them into some sort of action, so that instead of being the aforesaid chip they are a good, staunch row-boat with a strong pair of oars?

The simple answer is that it takes money to be your own boss. With a bank account you can "sass" the world. Waving a checkbook you can come and go as you please. Money saved and under your control can get you just about all the desirable things this life has to offer.

Let's list a few, just list them. As you glance down the list, do you have a sinking feeling around the diaphragm, caused by the suspicion that they are out of your reach? Here they are:

1. Get married.
2. Home of my own.
3. Further education of self.

4. Education of my children.
5. Protection of my family.
6. Foreign travel.
7. Any vacation I may want.
8. Christmas gifts for everybody I want to remember.
9. Start in business.
10. Comforts in old age.

Maybe there are some more things that money alone can buy. But those ten are enough to worry about right now. How can you get them? Three ways there are: (1) Have money left you by somebody who opportunely demises; (2) Make a lot of money by some lucky stroke; (3) Save it out of what you earn.

You can toss No. 1 and No. 2 out of your picture. They won't happen to enough of us to bother thinking about. No. 3 is your best and only bet. Take it to your bosom. Nourish it with regular doses out of your pay envelope. Take part of your pleasure watching it grow.

A long-headed thing to do is to sign a membership card and appoint us godfather to your savings account. We have a bulging file of good, sound advice on thrift, always at your service. Maybe we can show you how you can save more. And in the course of time, maybe, we can wrap up and deliver to you several of the nice things in that disconcerting list, all paid for out of what you saved.

Membership cards can be obtained from your department head or from the Eastman Savings and Loan Association office on request.

Join our 1928 Christmas Club now



FRESH AIR AND EXERCISE

HOW TO AVOID COLDS

GOOD physical condition is your safeguard against colds, and in order to maintain this you need only exert common sense. Easy enough—but how few practice it?

Eating and sleeping are the main common sense factors. There are many things in your life which you have probably paid particular attention to, or made a study of. But have you ever thought of making a study of your body and its particular requirements? What is more important than the food we take to keep us alive and well? And the rest we need to build up the cells in our body, which we have broken down through our various activities.

If you are under or overweight, learn to eat accordingly. Find out what you should weigh and keep yourself as nearly that figure as possible. The Medical Department will be glad to furnish you with proper diet sheets and weight charts.

You should sleep at least eight hours each night with your windows open, but avoiding drafts. Fresh air is one of your strongest safeguards. Get plenty of it. Plenty of exercise in the fresh air is another necessity to your well being. Walking is a very common form of exercise and is very

good. Walk to and from work, or at least part of the way.

Pay particular attention to your elimination. Eat fruit, especially in the morning, and drink at least six glasses of water each day. When your bowels do not move freely poisons generate in your system, lowering the vitality and increasing the susceptibility to contagious diseases.

These things are indeed possible to follow, and they serve to keep you free from that devastating force walking hand in hand with winter—colds.

Resolve today to:

Eat good wholesome foods in moderate quantities.

Rest at least eight hours each night with the windows open.

Get some exercise each day, preferably in the fresh air.

Be sure your bowels move freely each day.

If you really adhere to these resolutions, you may be one of those fortunate persons who can boast that "cold bugs" never bother you, because there is no place in your anatomy where they get any encouragement to get in their deadly work.



MAGIC

SAME rat in both pictures! Would you think it?

The lower picture shows him after he had been fed for one month on a diet which did not have enough vitamin B to keep him from growing so weak that he could scarcely stand. His coat became rough. His muscles weakened. His nerves were "shot to pieces."

MAGIC IN VITAMIN B

Then his keepers began feeding him a very little yeast every day in addition to what he was already eating. Look at the upper picture and see what it did for him in just twelve days. Alert, nerves calm, coat sleek, eyes bright—a normal rat. What is in yeast to make this change? Vitamin B.

When two groups of young pigeons are fed the same food minus vitamin B in one group they show an astonishing difference in their rate of growth. Those with no vitamin B will lose weight rapidly.

ANIMALS NEED VITAMIN B

Chickens, dogs, mice, all show similar results. *Young* animals lose weight and die before they develop symptoms of polyneuritis (same as beriberi in man) unless their food contains enough of this vitamin. *Older* animals live longer without it. They eat well at first, but "in the course of a week, they develop a fitful appetite," eat less and less and finally die.

HUMANS NEED VITAMIN B

But, you say, we aren't rats, what has this to do with us?

Some of our own Army medical officers in the Phillipines thought that they would improve the menu in one prison and substituted white polished rice for the cheap, brown kind which they had been serving. And the result? Beriberi—a nerve disease. The prisoners were cured when they were fed whole rice (and a few beans) in place of the polished rice.

What has whole grain rice that polished rice hasn't? Vitamin B.

Take another instance. A famous Japanese medical officer found when he decreased the rice and increased the barley, vegetables, meat and condensed milk in the navy ration no beriberi developed *if the men ate the new foods*. Some men refused and they were the only ones on a long cruise that had beriberi. We know now that barley, vegetables and milk have vitamin B.

WHY ISN'T A LITTLE VITAMIN B ENOUGH?

These are extreme cases. What happens if we live on a diet which has a *little* vitamin B—but not much? Dr. McCarri-son has found that under these circumstances soon there is lack of digestive juices—not enough to take care of the food, the lining of the intestines becomes congested and catarrh develops, the



nerves which control the muscles of the intestinal tract cannot work right. These conditions cause a loss of appetite, what food is eaten is not properly digested and absorbed, and bacteria start to war and often win a battle. Changes come in the heart, kidneys, liver and glands—changes which affect one's health.

Remember that your poor appetite, loss in weight, weakness, indigestion, constipation and other intestinal troubles

may come from not eating enough foods which contain vitamin B.

YOUR DAILY BREAD

Beware the artificially refined foods! Eat whole grain cereals, whole grain breadstuffs, more fruits and vegetables, milk and egg yolks. These are the foods that are rich in vitamin B (and other necessary food materials), and you should have a large supply of them every day.

Illustrations courtesy of Drs. Osborne and Mendel.

"WHAT DID HE DO THE NEXT DAY?"

THERE is a familiar story told of a young lieutenant who was recommended to Napoleon for promotion, because he had shown exceptional courage and bravery in a battle a few days previous. When the recommendation was made to the General, he is said to have expressed himself to this effect: "Great, but what did he do the next day?"

Many of us might find a lesson in Napoleon's doubtful compliment to the young lieutenant. Nearly all of us are spasmodic in our good habits. We do not drive ourselves hard enough, and when we let down on the day following a victory, the victory of the day before counts for nothing.

Take the matter of savings, for in-

stance; with a great number of us this is our most spasmodic habit. We deny ourselves one week and put what we consider a good sum in our savings account; and, in our enjoyment of the gesture, we forget to add anything the following week and the week after that. That comfortable feeling of self-denial lasts a long time!

To be effective, savings must be systematic. One dollar a week regularly is far better than the spasmodic ten when we are in a sacrificing mood, because a single dollar at a time involves very little hardship and can mount to quite a pile. The small victory over self-indulgence once a week is better in the long run than the great sacrifice done with a flourish.

SAFE DRIVING DIVIDENDS

THE Rochester Association of Automobile Dealers reports there were 85,617 passenger cars in Rochester in 1927.

The Casualty Club of Rochester (insurance men) estimates one half of these cars carried liability insurance in 1927. To be fair in this calculation, we say 40,000 carried liability insurance.

Liability rates throughout the country have been raised approximately 16 per cent—16.6 to be exact.

Liability rates in Rochester have been raised approximately 6 per cent. Insurance underwriters explain Rochester's slight increase, as compared with the national average, as being due to efficient

safety work in Rochester.

The National Bureau of Casualty and Surety Underwriters says that the average liability paid in 1927 on passenger cars was \$36.49.

Rochester's average increase, then, will be approximately \$2.19—the national average increase will be \$5.94—Rochester gaining by \$3.65 per car.

Rochester, then, due to efficient safety work, will save \$3.65 in 1928 on each of the 40,000 cars carrying liability insurance—meaning a city saving of \$146,000.

Rochester also, in 1927, cut its automobile fatality record from 52 (in 1926) to 40 (in 1927)—*Twelve lives saved!*

The Kodak Magazine

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

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AN honest confession is good for the soul; so, here goes.

About the hardest task we have in building this—your magazine—year in and year out, is the writing of this one editorial page.

The majority of you who receive the *Kodak Magazine*—notice we said “receive” and not “read”—though we hope you do both—are young. You feel fully competent to work out and solve all your problems for the future—and this is as it should be, for the work of the world must be done by youth, strong, adventurous and ambitious. From this one fact alone you can see that the problem of an editorial becomes difficult in that it should avoid being “preachy” if you want to get over what you have to say.

Ralph Waldo Emerson in his journal once wrote: “If I judge from my own experience, I should unsay all my fine things, I fear, concerning the manual labor of literary men. They ought to be released from every species of public or private responsibility. To them, the grasshopper is a burden. I guard my moods as anxiously as a miser his money; for company, business, my own household cares untune and disqualify me for writing. I think that the writer ought not to be married; ought not to have a family. If he must marry, perhaps he should be regarded happiest who has a shrew for a wife, a sharp-tongued notable dame who can and will assume the total economy of the house, and, having some sense that her philosopher is best

in his study, suffers him not to intermeddle with her thrift.”

This little excerpt from Emerson’s journal was in all probability written when the spirit to say something worth his while would vanish, because Emerson had both a wife and family to whom he was most devotedly attached.

At the moment these lines are being scribbled a first-class blizzard is being put on. Yet we are warm and comfortable. We had real coffee and real bread for breakfast, and there is a good fire in the furnace and coal in the bin.

Not so very many years ago we can all recall the heatless Mondays, meatless Tuesdays, and that unspeakable atrocity, war bread for all the days of the week, and a lot of our boys somewhere “over there” had many eatless days as well.

Yes, we have a lot to be thankful for.

February



WASHINGTON

1732

1799



LINCOLN

1809

1865

ECONOMICS IN HOMESPUN

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

*Courtesy of Nation's Business**Chapter IV—Four Factors in Production*

IF, like Robinson Crusoe, one of us should be cast upon a desert island, where he should be without weapons, or tools, or clothing, or place of refuge, he would be confronted with economic problems in their simplest form. About him would be treasures of nature—fish in the seas, minerals in the rocks, animals in the forests, nourishment in the plants, soil and herbs. But to find these things and to extract them for his own use, he would have no aid but his own eyes, teeth and hands. Such "production" as he could carry on would be the result of two factors—land, or the resources of nature, and labor, or the strength of his own body.

For long generations in human history production was probably of this simple, elemental sort. Men lived little better than the wild animals. The food they needed they hunted for themselves, and gathered with their own hands. When there was no food to be had, they went hungry. Except for the strength in their bodies, and the protection afforded by their wits and their instincts, they were wholly at the mercy of Nature.

But gradually, as mankind developed, a new factor entered. The primitive fisherman, for example, who may have been in the habit of relying on sticks, stones, or his hands for a scanty catch, perceived an opportunity to get more and better fish if he could build a boat. So he decided to devote a part of his time to constructing one.

This time may have been taken from his leisure, or he may actually have had to get along with fewer fish while he was constructing the boat. Eventually, however, his time and his industry place him in possession of a new tool, with which he can now bring in more fish and larger fish than he ever caught before. Products like the primitive fisherman's boat we term *capital*.

Capital, as we shall see later, is goods that are not immediately used up but that are devoted to still further increasing production. Tools, equipment, stocks of raw materials, and all forms of durable products are capital. With capital man's efforts were made much more fruitful—and production reached a higher rate than had ever been possible before.

In the beginning the three essential factors in production—raw materials, capital and labor, were usually owned and furnished by the same man. The farmer, for example, was in possession of his own soil, made his own rudimentary hand tools, and labored in his fields himself. So did those engaged in the simple crafts. Every man was a capitalist, a laborer and a landlord—all in one.

But as society developed, the factors in production began to become separated and were owned and furnished by different persons. It was no longer economical for the farmer, for example, to make all his own tools. He could grow better crops and get larger crops if he used implements made by an implement maker. He also often found that he could produce more if he employed others to labor in the fields for him, while he planned their work, and planned the crops. An occasional farmer of exceptional ability discovered, too, that he possessed qualities that enabled him to take large tracts of land owned by others and tools owned by others and get a return that would satisfy them and still leave something for himself.

So a fourth factor entered into production—the factor that today we regard as rarer and often more vital than any of the other three. This factor is *enterprise*—the quality that foresees wants that are unsatisfied among the population, that develops means for satisfying such wants, that assumes the burdens and the risks necessary to bringing together the raw ma-

terials, the capital and the labor so that production may go forward.

At another point we shall consider separately these four factors in production. Our purpose here is to note clearly what each is, that there are four, and that all four are necessary and indispensable for organized production to take place.

Few persons will disagree with the latter statement so far as it concerns capital and labor. The contribution of these two is so direct and obvious as to be unquestioned. There is questioning, however, of the need for capital and business enterprise. Especially is their importance misunderstood—and the vital nature of the part they take in the entire productive process.

Much of this confusion disappears when the exact nature of capital and enterprise are defined. It is a mistake, for example, to think of capital as money, and nothing else. Capital is not money but goods—goods that exist to help produce more goods. We buy capital with money, or express its value in money, but it is the goods and not the money that is capital. In the form of machinery, and tools, and factories capital does physical work; and its necessity cannot be doubted.

The same is true of enterprise. There was capital available for use—there was labor available for use—there were raw materials available for use—long before the telephone, for example, was the indispensable article in our lives that it is today. As a practical idea the telephone instrument existed some time before the telephone came into general use.

Before society could have the telephone, one man and a group of men had to *will* that there should be a system of telephones; they had to risk their efforts and their money in telephone construction; they had to persuade capitalists to purchase plants, and tools, and wire, and copper for telephone manufacture. They had to hire workers to build telephones—and pay them in advance of the completion of the telephones and of their installation in the homes of subscribers. It was only when the telephone was a commercial success—when everybody wanted one and used one—that the enterprisers could begin to reap a return for their efforts. The enterpriser's work is as essential as that of the ignition spark in the gasoline motor. It causes production to go forward.

(To be continued)

TEN RULES FOR SUCCESS LAID DOWN BY OTTO KAHN

1—Eliminate from your vocabulary the word perfunctory.

2—Think. Exercise your brain as you do your muscles.

3—The most serviceable of all assets is reputation.

4—Use your imagination.

5—Know how to bide your time and sit tight.

6—Be neighborly, be a good sport. Remember you can't lift yourself by downing others.

7—Work hard. It won't hurt you.

8—Take an active interest in public affairs.

9—Meet your fellow man frankly and fairly. You don't have to go through business armed to the teeth.

10—If you are successful, be patient, courteous and conciliatory. Avoid ostentation.

KNOWING HOW

A MACHINE in a railway shop broke down, and neither operator, foreman, nor the plant engineer could fix it. An expert was sent for and did the job in a short time. He presented a bill for \$250. When the superintendent asked for an itemized statement he got this:

Tapping with a hammer \$ 1.00

Knowing where to tap \$249.00

Usually the world pays willingly for know-how or for service.

—*Mid West Review.*

Torridity and aridity beget stupidity and morbidity. *Breathe fresh air.*



KODAK PARK

CLAYTON BENSON, Editor



KODAK PARK FOREMEN'S CLUB OFFICERS, 1928

Standing—J. C. Schulz, C. A. Benson, Fred Grastorf
Seated—Fred Gardner, Richard Baybutt, Don McMaster, Wm. Zimmerli

TO THE LADIES

The 600 members of the Foremen's Club and their guests who attended the Ninth Annual Ladies' Night on Tuesday, January 10, thoroughly enjoyed the well-balanced program which was offered. This was the largest number to ever be entertained at one of these annual parties, and many were the complimentary remarks offered to the committee in charge on the splendid program and the care taken to provide every possible detail of accommodation.

Streamers of bright red and white draped across the girders, down the posts and side walls, and around the stage fairly transformed the appearance of the Assembly Hall. White crepe paper hats for the ladies and red for the men continued this color scheme, and with waitresses and musicians also donning the colored hats the scene was one of real festive gaiety.

The dinner was well prepared, excellently served and complete to the last detail, one more triumph for the culinary ability of Fred Grastorf and his aides. The Rochester Male Quartette rendered several selections between the courses of the dinner, making their first appearance in white coats and pitchers in hands as waiters. "Sax" Smith and his orchestra entering into the spirit of the occasion were one of the

features of the evening and delighted the large crowd.

A movie news reel opened the entertainment program, preceding the vaudeville numbers. Saxophone solos by "Sax" Smith proved a very popular first act and was followed in turn by Martin Vogt and Company, a trio of clever dancers from the Eastman Theatre, and the Rochester Male Quartette in a series of catchy songs. The headliner of the program, which was billed as "Fred Grastorf's Sax Sextette," introduced an orchestra composed for the most part of Kodak Park talent and featured Elynore Schenkel, Zelma Street and N. D. Hubbell, Kodak Park dancing stars, in several dance specialties. This act was put over in professional style and reflected much credit to the ability of every participant. A two-reel Harry Langdon comedy completed the entertainment, which was followed by dancing until midnight and which included a few heartily enjoyed square dances.

Ladies' Night was the first activity sponsored by the newly elected officers and surely put President Baybutt's administration off to a good start. The officers of the club appreciate the large attendance and thank those who were instrumental in making the event a big success.



K. P. INDOOR BASEBALL TEAM

Standing—Tinsman, Callane, Hitchcock, McCone, Weigand
Seated—Brightman, Morse, Kimmel, Mgr., Berry, Farnam

STILL WINNING

Playing for the first time on an indoor diamond proved no handicap for the representative Kodak Park ball team that lined-up against the strong Kodak Office nine at State Street during the noon-hour of December 21. Our players earned a 5-4 victory by hitting hard in the pinches and by clever fielding, several stops and plays being loudly applauded by the noon-time audience. The Park team

was much elated with the outcome, as the record of the State Streeters marks them as one of the strongest indoor teams of the city. The latter have challenged for another game in order to even the score, but our boys hope to spring another surprise and make it two in a row. Harold Servis recruited and captained the team and had "Wally" Taylor and Harry Prescott as a battery.

SUGGESTIONS ON THE INCREASE

The year 1927, with its many record breaking achievements, found employees taking advantage of the Suggestion System to the extent that more suggestions were submitted in 1927 than has been the case for some five years past. An exact count shows that 1,406 ideas were put in as suggestions during the past year, this number being an increase of nearly 600 over 1926. A total of \$3,256.00 was awarded on the 583 ideas which were adopted, a large percentage of the prize winners being employees who had submitted their suggestions for the first time.

This record of suggestions filed is proof that we are all possessed of ideas—the number adopted and the awards granted shows that it pays to forward them to the Suggestion Committee.

In 1928 we should continue to increase our suggestion records. Bear in mind that your ideas are earnestly sought and considered worth while.

CHRISTMAS CAROLS

The din and noise of the Dining Halls, Building 28, suddenly changed to calm during the noon-hour of Friday, December 23, by the unexpected and rampant blare of a trumpet. This calm was then broken by the clear voice of "Bob" Caine, extending an invitation to everyone to join in the annual carol singing to be held that noon in the Assembly Hall. The throng of approximately seven hundred which gathered thoroughly enjoyed singing the more popular Christmas carols under the leadership of Ferre Marzluff. Mrs. LaForce presided at the piano with Fred Dierdorf accompanying on a trumpet and rendering a solo number.

In accord with the best customs of the holiday season and as a part of the carol singing program, the stage in the Assembly Hall was decorated with a beautifully trimmed Christmas tree. A tree and decorations were likewise provided by the company for the Dining Hall at Kodak Park West.

KEEP IT UP—

Put in a winning suggestion this year



FRANK HALL RETIRES

The start of the New Year marked the retirement from active service of Frank Hall, foreman of the Sheet Metal Shop. Starting July 15, 1908, his employment record extends over a period of nearly nineteen and one-half years.

Including these years, he proudly recalls an association of some forty-three years with Mr. Eastman. This acquaintanceship began in the shop of Levi Hey and Company, sheet metal contractors, later taken over by Bennett & Mason, where all the company work of that nature was in charge of Mr. Hall. Ability in satisfactorily working out numerous tinsmithing problems early gained him the confidence of Mr. Eastman.

Because of his general experience and familiarity with contract jobs in the sheet metal work at Kodak Park, he was employed in 1908 to establish and supervise a sheet metal shop. His efforts met success, and many incidents of new accomplishments and interest crowd the span of his employment record. With this thought, it might be noted that he suggested and put into operation the system of our film can manufacture, these cans up to his time having been produced by outside concerns.

Of pleasing personality, cheerful, fair and enthusiastic he was known and well liked in every department of the Park, and his retirement brought endless messages of goodwill and best wishes. On his final day at work he was presented a purse of sixty-five dollars in gold, a gift from the men of the Sheet Metal Shop as a token of their regard and esteem and as a remembrance of the culmination of his employment at Kodak Park.

Well past the mark of three score and ten, Mr. Hall retired hale and hearty, and his friends in addition to their congratulations wish him continued years of health and happiness.

Building 12 extends its sympathy to William H. Booth on the loss of his daughter.

THE ANNUAL P. R.

The men of the Main Office enjoyed their Annual Pig Roast at Hafners on St. Paul Street, Monday evening, January 16. After a bounteous dinner the boys enjoyed an evening of bowling and card playing. Three picked teams vied for honors in hitting the maple pins, while as usual no one seemed to be posted as to the outcome of the various games of cards. These annual stag parties have come to be very popular, and it is to be regretted that more are not held during the year. George Engelhardt and Jack Grinnan, dependables of the Purchasing Department, have gone ahead with the arrangements for the past few years and are surely deserving of a vote of thanks for their efforts.

Florence Schneider, of the Printing Department, was married to Robert Browning December 10. We wish the newlyweds every happiness.

The Reel Manufacturing Department congratulates Raymond Smith on the arrival of a son, Donald Leigh, born December 23.



THIRTY YEARS OF SERVICE

On December 15, 1927, Edward Ryan, of the Dope Department, completed thirty years of continuous service with the company at Kodak Park, starting to work in the Film Coating Room, Building 2, in 1897. In the early days Mr. Ryan explained that it was no unusual occurrence to be called from his regular duties to help out as steam fitter's or millwright's helper or on any other jobs that were pressing, or to be assigned to such duties when the work in the Coating Room slowed down temporarily.

Shortly after his original employment, he was transferred to the Dope Department where he has since remained. At the time employees in the Dope Department numbered three, and presses had not yet replaced the hand-filtering bags. Mr. Ryan at present is in charge of handling and preparing the filtering material used in the presses.

In offering congratulations to Mr. Ryan on his enviable employment record of thirty years, we know that we express the sentiment of his friends in wishing him continued years of service and happiness.



HAROLD SERVIS

SERVIS RE-ELECTED

Congratulations are extended to Harold Servis, Garage, who last December was re-elected as a Kodak Park Employee's representative of the Kodak Employees Association. First chosen a year ago to replace the representative of a former division whose term expired in January, 1928, the recent fifth annual election makes Harold the Park representative for three years, his tenure of office to be completed January, 1931.

The election was conducted within a three-day period, the routine of the same being under the supervision of Herbert Shaw, Payroll Department. The Nominating Committee, to which every department elected its delegates, selected from their own number five candidates for the general election ballot as follows: John Brightman, Building 29; John Grinnan, Purchasing Department; Harold Servis, Garage; Arthur T. Welles, S. M. S. Department, and Thomas Wright, of the Power Department. Harold massed a total of over 2,000 votes to be re-elected, his nearest opponent being John Brightman.

Harold is very active in Park activities, and his picture has appeared in the *Magazine* at frequent intervals in connection with bowling, basketball and baseball teams and as a member of the K. P. A. A. Board of Directors. A hasty search through our gallery of pictures, however, failed to show that he had ever been presented alone, and the event of his re-election affords a most happy time to feature an "individual."

We join the Time Office in offering our good wishes to Frances Meinweiser, who was married to Burton Walker December 12, and Onolee Brown, who became Mrs. Charles Shults on January 21 at the Asbury Methodist Church.

Our sincerest sympathy is extended to John Farnan, of the Black Paper Coating Department, who recently suffered the loss of his wife.

KODAK PARK TEAM OPENS INDUSTRIAL LEAGUE SCHEDULE WITH VICTORY

SENSATIONAL GAME WITH GAS AND ELECTRIC FIVE

Opening games in the Rochester Industrial Basketball League were played on the Kodak Park Court, January 6. The Park quint captured their first tilt from the New York State Railway team 37-12, the score only being close in the first quarter. The local players showed the benefit of their practice sessions, playing well, cutting fast and having a good eye on "pop" shots. Brightman lead the attack with seven field goals, followed in order by Culhane and Morse. Our players made a pleasing appearance in new suits of cardinal red shirts and gray trunks trimmed with red.

A week later, January 11, the Gas and Electric and Kodak Park fives fought a sensational, three extra period game, time being called by mutual agreement of the managers with the score deadlocked. At the end of the forty minutes the count read 36 each, 41 for the first extra period, 46 for the second and 51 for the final. The Film Makers earned an advantage in the first two extra periods only to see their opponents come back to knot the count, while in the third Morse saved the game for the Park team by a long shot in the final thirty seconds. With 18 points from eight baskets, 4 of which were made in the extra time and two fouls, "Jimmy" Weigand was the star of the contest. Morris played a flashy floor game in addition to tossing in five baskets, while McCone featured on the defense although handicapped for a greater part of the game by a badly wrenched forearm. Green and Yackel turned in the best performance for the visitors, the latter doing yeoman service in the extra periods.

Two games were played each of these nights and will continue to be the rule for the balance of the schedule which extends until April. Double headers are also listed each Tuesday at the Kodak Office court. About 150 turned out each of the first two nights, and it is anticipated that as the caliber of the games is broadcasted the crowds will increase. Twenty-five cent admission is to be charged the remainder of the season, no charge having been made for the two opening weeks.

Judging from these games, the Kodak Park team should be well up in the league standings throughout the winter, and the players would welcome the patronage of more employees. Games are played at 8 and 9 p. m., the schedule being published in the daily papers or available at the K. P. A. A. Office.

Officers of the league are Rex Taylor, of the Rochester Sporting Goods, president, and Herbert Thorpe, of the Camera Works, secretary and treasurer, while the eight team managers compose an Executive Committee. Plans are now under way for the league to run a dance at the State Street Auditorium, Wednesday evening, February 8.

We extend best wishes to the following girls of the Finished Film Department, who were recently married.

Nettie Hochhauser married to Moe Schreiber, December 27; Pearl Waterstraat who became Mrs. Fred West, January 14; Muriel Swetman married to Milton Ryan, December 24; Alene Matthews married to Benjamin Franklin Dickson, December 1.



THE JUTSUM BROTHERS

SOCCER STARS

The Jutsum Brothers, pictured above, are two of the most promising players to appear on the soccer horizon at Kodak Park in a number of seasons. Products of the Junior team, they earned positions on the regular Kodak Park eleven the past season by their stellar defensive play. "Bill" has developed into a crack goal tender, critics agreeing that he has few, if any, superiors in this section of the state, while "Chuck" performed like a seasoned veteran at full back in a majority of the club's games. Full of dash, eager to improve their games, and thoroughly enjoying the sport these youngsters have many brilliant years of soccer in store. The officers of the club are highly pleased with the work of these two young

stars and expect them to climb to even greater heights another season. "Chuck" works here, being an employee of the Pipe Shop, while the younger brother is a sheet metal worker for a local concern. Charles Jutsum, of the Roll Coating Department, is the father of these two boys.

The soccer players are now enjoying a rest until time for the continuation of the season's schedule in the spring. Our club still has a mathematical chance of heading the Rochester and District League with seven games remaining to be played off. Election of officers and other preparations for entering the major competitions next fall follows directly after these contests.

KODAK PARK CAMERA CLUB

The regular monthly meeting was held Thursday evening, January 5. This was preceded by the usual dinner served in the Girls' Dining Hall at 6 p. m.

Mr. Lindsay, of Sibley, Lindsay & Curr Co., was the principal speaker of the evening, the subject of his lecture being "Out in the Blue with a Camera." He vividly described an expedition made by himself and several others in Africa in 1924. Although hunting big game was one of the objects of his trip, Mr. Lindsay was interested primarily in photographing animals and the natives. Three separate attempts were made during a period of about four months to penetrate a certain territory near Nairobi, but difficulty in obtaining porters, the presence of bad floods and a lack of drinking water prevented the expedition from reaching its objective.

The speaker has been an enthusiastic amateur photographer for a great many years and has made a number of excellent photographs of animal life and scenery in British Columbia, Montana, Wyoming, North Dakota and other places on vacation trips to these sections.

In addition to the monthly meeting and hikes the members of the club are taking advantage during the winter months of the darkroom facilities to print and enlarge their various hike pictures for future exhibition purposes.

BOWLING LEAGUE SCHEDULE PAST
HALFWAY MARK

The race in the K. P. A. A. Bowling League goes merrily on its way, and with the season half completed the first five teams are fairly well bunched. Two changes took place during the past month, the Building 35 team advancing to second place over the Tool Room and the leading Building 48 outfit rolling a new high three-game total of 2,927. The Sundries Manufacturing team showed a decided improvement during the past month and should be hard to beat from now on.

The individual weekly prize of \$1.00 for the month up to January 12 was won by the following: Gallagher, Pipe Shop, 254; Sill, Pipe Shop, 242; Miller, Sundries Manufacturing, and Brennan, of the Steel Fabricating, each with 234, and Scheilds, Building 35, 266.

Official standings January 14 read as follows:

Team	Won	Lost	Per Cent
Building 48.....	30	15	.666
Building 35.....	27	17	.614
Tool Room.....	27	18	.600
Pipe Shop.....	26	18	.545
Garage.....	25	20	.551
Engineers.....	19	26	.422
Steel Fabricating.....	15	30	.333
Sundries Manufacturing.....	8	36	.200



BOWLING AS VISIONED BY OUR CANADIAN COUSINS



DOROTHY FAWCETT, Coach

GIRLS' BASKETBALL

Interest in girls' basketball as played under girls' rules seems on the increase once more, a large squad of the fair sex practicing once a week for the past month on the K. P. A. A. court. Although it is uncertain how desirable a schedule can now be arranged for this season and what the exact caliber of the team will be, we are pleased at the desire and willingness of the girls to play, and wish them success. Provided they remain together, another season should find Kodak Park represented by a formidable girls' quint.

The coaching assignment is in the capable hands of Dorothy Fawcett, of the Main Office. Miss Fawcett is thoroughly familiar with the court game both as a player and coach, gaining her experience in the latter capacity at St. Stephens, Helen Hall Preparatory School and Kodak High School. She has been active in K. P. A. A. girl activities since her employment here in September, 1925, and is enthusiastic in her interest for girls' basketball.

The squad boasts a number of players who have gained considerable experience on other teams and who form a fine nucleus to build around. A list of such girls includes Nitza Schmidt, a member of the Cornell team for four years, Edith Slack, of Syracuse University, Bernice Harper, former John Marshall star, Irene Orcutt, of West High, Bessie Hamilton, former member of McCurdy's team, and Louise Menzer, of the Kodak Park girls' team. In addition to those named, several others in the club are rapidly improving their game, and it is impossible at this time, January 14, to determine the personnel of the team.

The Time Office, Building 5, announces the engagement of Betty Genrich to William Bahr, and extend best wishes.

DEPARTMENT LEAGUE BASKETBALL

Close games and speculation as to the ultimate winner has raised interest in the Department Basketball League to a high pitch. To date, January 14, not a game has been postponed, each manager having a representative team on the court for every contest, and the players looking forward to their game each week.

At this writing the Soccer Club is in first place with three victories in as many starts. This quint has been together for a number of seasons and have developed fine team work, which brings every man in on the scoring. A feature of their games has been the showing of "Tom" Quigley, veteran forward, who seems to improve with the advance of the years.

"Jim" Weigand's Tin Shop outfit and the Research five are tied for second honors with three wins and one defeat. Each of these clubs figure to give the leaders plenty of trouble before the season is over, and it now seems certain that the league champions will prove to be one of these three teams. Weigand and "Jim" Gallagher have been responsible for the advance of the "tinsmiths," while Russell and Hitchcock are the mainstays of the "scientists."

The Office under the management of Frank Lyness show a five hundred percentage, dropping two contests after starting the season in splendid fashion. The youngest and lightest team in the league, they have only experience to gain to make themselves real pennant contenders.

While the Machine Shop and Industrial Laboratory aggregations have yet to annex their initial victory, they play hard and continue to show improvement at each appearance. Hauser is the star of the "machinists," while "Herb" Wilson and Vick lead the Industrial Laboratory representatives.

The schedule runs until March 1, games being listed for every Wednesday night and Saturday noon. Four of these teams, at least, are very evenly matched, and the games to which employees are invited prove exciting and well worth watching.

OFFICIAL STANDINGS, JANUARY 16

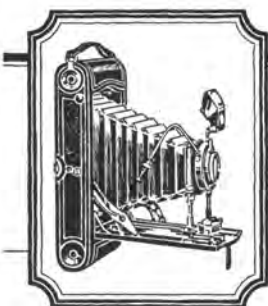
Team	Won	Lost	Per Cent
Soccer	3	0	1.000
Research	3	1	.666
Tinshop	3	1	.666
Office	2	2	.500
Machine Shop	0	3	.000
Industrial Lab	0	4	.000

The employees of the D. O. P. Packing Department extend their sincere sympathy to Minnie Little, whose brother died December 14; and to Warren Kendrick, who lost his sister January 9.

Announcement has been made of the engagement of Marguerite Stevensky, of the Research Laboratory, to Charles Carpenter, of the Animation Department. Congratulations and best wishes.

The Reel Gauging Department extends their sympathy to Carrie Gatens, whose brother passed away December 31.

The deep sympathy of the Reel Manufacturing Department is extended to Daniel Welch, whose sister passed away December 22.



CAMERA WORKS



HERBERT S. THORPE, Editor



REX H. TAYLOR, President, R. C. League

WITH THE BASKET-TOSSERS

SENIORS

As published in our last issue, our Senior Basketball team slipped up on their first public game against the fast Brighton town quint, which resulted in Tully's boys bowing to their opponents to the tune of 30 to 25.

The next game, followed by a dance, was played against the Theta Delta Chi fraternity team, in which our boys won by a margin of five points, the final score being 23 to 18. A fine spirit of sportmanship prevailed, and about three hundred spectators witnessed the tussle. Following that, the Camera Works team met Stromberg-Carlson and were defeated by score of 28 to 21. Their next contest was with the famous City Fire Department's quint, Truck No. 9, wherein Tully's men drew a victory with scores of 22 to 15. Their fifth game, played just prior to this writing, was chalked-up as a win for Hawk-Eye, but the victory was gained in the last twenty seconds of play, when Howard Costich made a pretty shot from mid-court. Score was 24 to 23.

RESERVES

It almost takes an adding machine to keep count of the number of games which the Reserves are staging, and the wins they are recording. It is getting

difficult to find enough teams to satisfy their passion for basketball. In our last issue we gave them credit for seven games, and previous to that another seven, making fourteen games in all with thirteen wins!

Now we have to add twelve more tussles to their roster, out of which they have, seven times, brought home the proverbial bacon! Twenty-six actual contests, not counting practice games, is sure playing ball, and the season has three full months to go! To save you figuring their standings, they have won an even twenty games and lost six—and you should hear their alibis!

GIRLS

"Jerry" Wackerman (who, by the way, has budded out in journalism, conducting a column in a local newspaper under the caption "The Weaker Sex") has not had as much luck as the Reserves in securing games for her team. The main bouts, to date, have been with the Kodak Office girls, in which a series of four games have been played, Camera Works winning two, tying one and losing one. An "outside" game with the R. B. I. girls resulted in our team being defeated. Their schedule calls for several tussles in the near future.

ROCHESTER INDUSTRIAL LEAGUE

The advent into local amateur sport circles of the Rochester Industrial League has been hailed as filling a long felt want, and we had little difficulty in persuading industrial teams to link-up with the four Kodak branches.



JOE TRIBOTTE, Crack Forward, Reserve Team

The league got away to action on January 6, on the Kodak Park Court, when Kodak Park was matched against New York State Railways and Bausch & Lomb against Gas and Electric. All of the teams being an untried quality as far as the league is concerned, it was a matter of speculation as to who would beat the other. Kodak Park, however, by reason of superior team-work, overwhelmed the Street Car boys, and stayed ahead all through the game, to the tune of 38 points to 12. The second battle that night between Bausch & Lomb outfit and the Light boys proved the superiority of the latter quint, who trimmed the Balcos 30 to 25.

The first round between Kodak Office and Vogt Manufacturing Corporation (who, by reason of changes, are now affiliated with the league in place of Duffy-Powers) sprung a big surprise when the Vogt boys ran up a score of 44 against Kodak Office 24. The winners showed a fast offensive and a strong defense, and are to be seriously reckoned with in the league. Camera Works underestimated the strength of their opponents from Hawk-Eye, and in spite of Silver's seven points, and the fast playing of Engberg, they lost by one point. The score was 24 to 23.

STANDINGS OF THE ROCHESTER INDUSTRIAL BASKETBALL LEAGUE TO JANUARY 12, 1928

	Won	Lost	Pct.
Vogt Mfg.....	1	0	1.000
Kodak Park.....	1	0	1.000
Gas and Electric.....	1	0	1.000
Hawk-Eye.....	1	0	1.000
New York State Railways.....	0	1	.000
Camera Works.....	0	1	.000
Bausch & Lomb.....	0	1	.000
Kodak Office.....	0	1	.000

LEADING SCORERS IN THE LEAGUE

	G	FG	FLS	T
Freidland, Vogt Mfg., lf.....	1	8	2	18
Green, Gas-Electric, rf.....	1	7	0	14
Brightman, Kodak Park, lf.....	1	7	0	14
LaPalm, Kodak Office, lf.....	1	5	1	11
Battaglia, Vogt Mfg., rf.....	1	5	1	11
Culhane, Kodak Park, c.....	1	4	2	10
Feist, Bausch-Lomb, lf.....	1	3	2	8
McConnell, Gas-Electric, rg.....	1	3	1	7
Silver, Camera Works, rf.....	1	2	3	7
Michlin, Hawk-Eye, rf.....	1	2	3	7

SWIMMING GROUP ELECT OFFICERS

The C. W. R. C. Swimming Group held an annual meeting on January 18. A generous supper was prepared at a local hotel, after which the boys adjourned to the Turn Verein for a few hours of bowling.

The following items were carried to a decision. That Frank Buehlman again act as president, the vice-president being Gerald Snyder, and the secretary, Ronald Sulzer. Instructors appointed were Frank Buehlman and Curt Loeschner. Regarding instructors, it was decided to pay them for their services, and also that the group pay from their treasury half the cost of the pool. The children of members were privileged to take out an auxiliary membership, and receive instruction on group nights. It was agreed that each Swimming Group member must be primarily a C. W. R. C. member before he can join the group.

The attendance point prize contest will be continued this year, the plan being plotted in two periods, from February to April and from September to November inclusive. Schedule follows:

- For punctual attendance on regular swim nights.....25 points
- For punctual attendance at business meetings.....25 points
- For each new member.....25 points
- Three prizes will be awarded for each period.

The bowling party was a great success, and many interesting facts came to light.

Arthur Schultz, of the Ciné Inspection Department, throws a marvelously short ball, and only needed a broom to make a perfect score of 300. He also accepted the foul line as the mark from which to get a running start. Allen Shaal must be credited as a generous good fellow in letting Frank Buehlman win all the honors. Frank takes this opportunity to thank him for all the free smokes, etc.

Louis and Anthony Bartusek made every effort to obtain high scores, but it remained for their father to show them how to really bowl.

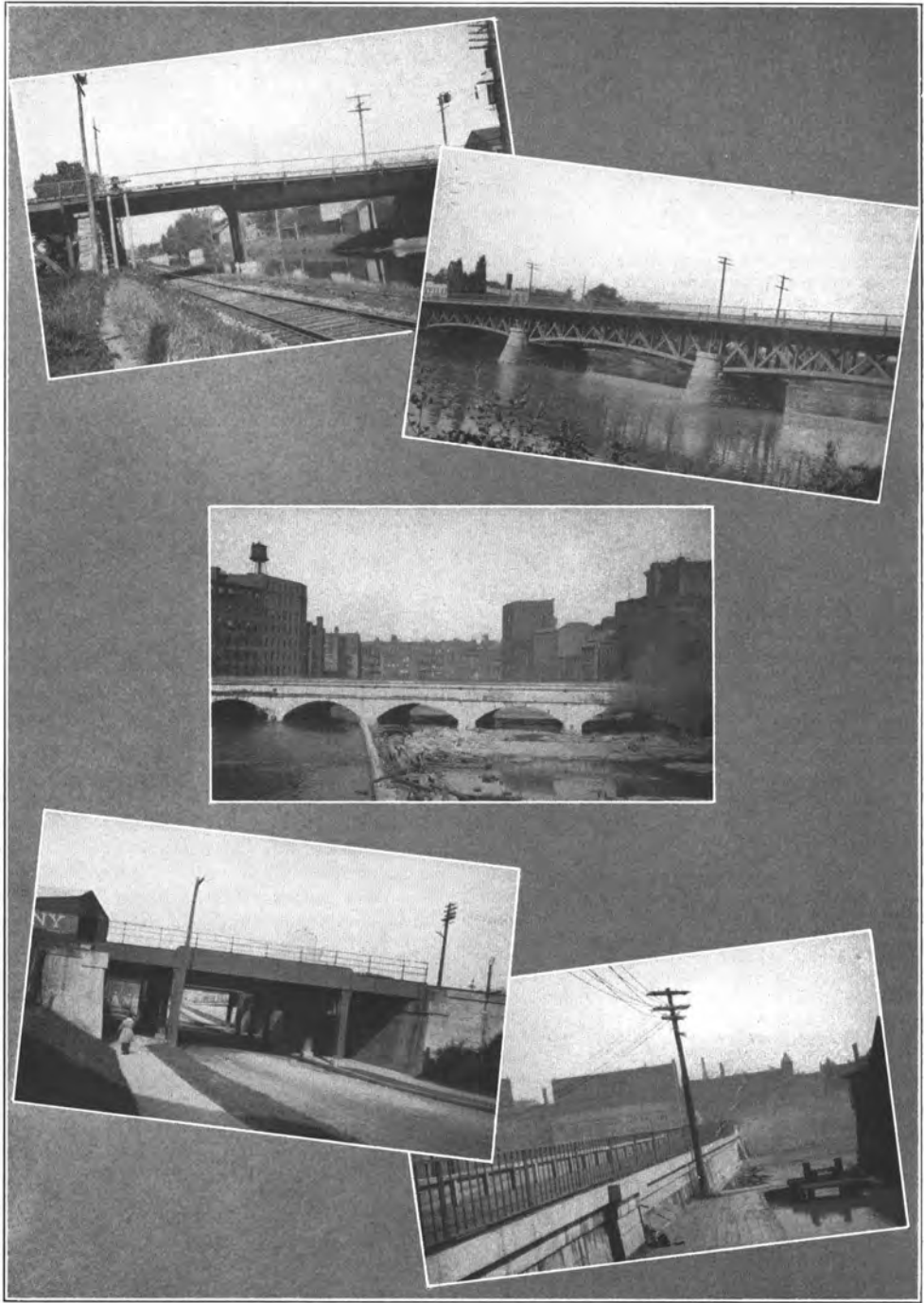
VOLLEY BALL

For the fourth consecutive season a few of the extra energetic men from the offices have formed a Volley Ball League in which they forget all the worries of business administration; and, if they are nursing a grievance against a column of figures that refuses to balance, they vent their ire on the ball, and obtain exercise in addition.

Possibly the greatest enthusiast in the game is 'Joe' Kersner. Being a bookkeeper by nature, he finds that by keeping accurate score as to how many times during a night's play he misses the ball it helps him to mentally count up to several columns of figures! Being spurred on by the fact of Irving Briggs and Frank Connelly fighting to retain cellar position, 'Joe' has risen in yeast-like fashion and has been literally raised to third place. Whether any "dough" is "kneaded" in the advance we have no accurate knowledge, so we accept the score-keeper's word that it was good ball playing. Louis Bowllan, who is always swamped in figures, naturally is at the top of the list, with George McCleary, from the Purchasing Department, a close second.

Just to show you how the boys stand on the list, we publish the story in the following table:

	Won	Lost	Pct.
Louis Bowllan.....	26	14	.650
George McCleary.....	31	21	.597
Joseph Kersner.....	15	11	.577
Ray Miles.....	27	21	.562
John Wilson.....	25	21	.543
Ralph C. Welch.....	23	23	.500
Myron J. Hayes.....	18	22	.450
William Stark.....	14	18	.438
Frank Connelly.....	18	27	.400
Irving W. Briggs.....	15	31	.326



LOCAL BRIDGES—OLD AND NEW

We have chosen a somewhat different group of story-telling pictures to present to our readers for this month's contest. William Gerstner is the photographer in the spotlight for this issue, and each of the subjects presented tell a story of man's ingenuity and progress. How many of these local landmarks can you name?



CHECKER SHARPS REMAIN CHAMPIONS

The first challenge against the "Checker Sharps," self-styled champions of the Camera Works in the ancient and honorable game of black and white squares, who are now more firmly established on their throne than ever, having put to rout the first challengers of their position.

Neither was the battle a short and questionable one, for over a long period—to be exact, four weeks of play at four games per week—a decisive and established victory was won over the cream of the Buffing Department checker-men, who, led into action by Militano, were bombarded with losses from the first game. Total scores were:

CHECKER CHAMPS		BUFFERS	
Flanders.....	37	Schultz.....	23
Cady.....	25	Militano.....	18
Boland.....	23	Palumbo.....	13
Creek.....	19	Iacobelli.....	12
Roller.....	9	Henry.....	9
	103		75

Of course, there is no fun in being champions unless someone throws their hat in the ring, so, if you can organize a checker team in your department, stack up against "Bill" Flanders and his merry men, who are looking for opponents.

COMMUNITY CLUB

The last residential "suburb" to be developed by the Kodak Realty Corporation is known as Koda Vista, and is situated on Lewiston Avenue just west of Bonesteel Tract. Being outside the city limits, the residents felt the need of a Community Club, whereby they might organize for civic and social affairs. Such a meeting recently took place in the Lewiston School, at which time Albert M. Merkel, of our Brownie Department, was elected chairman, together with a Kodak Park man, Allen Eddy, as secretary, and Alfred Ellis, of the Rochester Gas and Electric Corp., as treasurer.

Koda Vista will undoubtedly see more of Camera Works employees owning their houses in the next few years, for already eighteen families, mostly from Eastman Kodak plants, reside in this desirable place; forty-eight houses are under construction, and it is proposed to build about one hundred houses by the end of the year.

The residents have, at the above meeting, voted for an improved concrete-post type of street light, for garbage and ash collection, for ideas regarding shrubbery, and to present a petition for better bus service.

MABEL KNOWS HOW

"When do we eat" is a familiar thought with all of us, but "where do we eat" is really a more important question, which some of us may have learned from bitter experience. Following the policy of our Medical Department that good health means good workmanship and prosperity, the Camera Works Management maintains a clean, sanitary and up-to-date dining room where everything is "open and above board." The ancient idea of a "dinner-bucket" has largely given way before the advantages of a hot-fresh-cooked midday meal, but we point out the fact that a hot meal is of little benefit, and often works actual harm, unless it is properly cooked and the best of ingredients used.

There is no profit attached to our dining service. In fact, there is often a distinct loss, although it is supposed to be self-supporting. Outside restaurants are bound to make a profit, and rightly so. Our only object in serving meals, which are cleanly prepared and wholesome to consume, is to give you the best possible meal at the lowest price so that not only your expenses will be less but your health more vigorous.

JOTTINGS

It is too early to publish the returns of the C. W. R. C. election for Board of Managers, but we will give you full details in our next issue, together with a picture of the new officers. While we recognize the value of new committees, who usually contribute new ideas in conducting policies, we cannot forget the Board who has served so long and faithfully, some of its members having been elected (and may possibly be re-elected) since the formation of the Club six years ago. These men and women have given much time and thought to build up a club, which, of its kind, ranks high in industrial organizations, and we trust that the incoming Board, whoever they may be, will serve the club in equal proportion to the retiring officers.

The Production Office staff is gradually discovering that marriage, after all, is the most important object in most girls' lives. Much to their surprise, it somehow leaked out that a very popular member of their group had successfully hid the fact that she was married some months ago. In other words, Frances Hart, who is really Mrs. Duffy, disproved the old-time fallacy that a woman cannot keep a secret. A similar step in the matrimonial direction has been taken by Jessie Van Neil, who is now the wife of "Eddie" Lee, one of our stock-record boys, whom we heartily congratulate.

The Swimming Club is a jump ahead of most of the yearly groups connected with our C. W. R. C., and has already accounted for a large number of 1928 members. The Swimming Club, having finished last year with quite a substantial treasury, offered to new members a free bowling party, which was slated to take place on the twentieth of January. At that time officers for the year were elected, and a business session followed. Tentative plans are now being made to make the group activities more inclusive, and of wider variety, than those last year. The extra dues of one dollar to participate in this group is repaid many times in pleasure and instruction.

The attendance points, rigidly kept last year to determine the members' attendance, have been won, and prizes awarded to "Tony" Metzler, Elmer Rautens and Frank Miller.

PHOTOGRAPHIC CLUB

We again draw attention to the very efficient Photographic Club which is offered by our Kodak Park cousins to employees in the Camera Works. Several of our people are members, and, from personal experience, we can vouch for the knowledge which one can gain not only in amateur circles, but in the rudiments of professional print-making, and composition. Hikes and outings are arranged during the year wherein the pupils are taught what to photograph and how to make correct exposures, and the art of developing and printing is exemplified on certain nights of each week at a cost for paper and chemicals which is negligible. The student is also instructed in enlarging, and how to correctly mount prints for contests and exhibitions, several of which are held during the season. The dues for all this service is only one dollar per year. If interested, make application through the Camera Works Industrial Relations Department.

MAY WE COUNT ON YOU?

Seven years ago a few scattered groups interested in one or another of the major sports struggled along to arouse enough interest in their particular sport or hobby to form a treasury in order to pursue their activities. Often interest waned before the season was ended, and the treasury slumped in consequence. Today all groups of diversified sport interests are correlated under one head, and the financial worries which once existed are now taken care of by a budget system.

The Camera Works Recreation Club, now beginning its eighth year of activities under its present policies, commends to your notice that it is well-established and proven to be not only of benefit to the actual participants in the long list of sports and hobbies, but also to the non-active members by reason of savings on certain types of purchases. We have yet to find a member who, making such purchases, has not at least received in discounts their yearly membership dues.

For the benefit of our newcomers, we publish a partial list of activities to which all C. W. R. C. members are cordially invited to participate: Baseball, basketball, bowling, calisthenics, gun club, swimming club, horseshoes, golf tournament, picnics, parties, smokers, chess, checkers, card games, film library, tennis tournament.

There is no need to enter into details of these features, as most of them are reviewed each month in this *Magazine*. Suffice to state that each year we have not only grown in size, but in activities, and with each employee's whole-hearted support the 1928 program will prove more extensive than ever. We urge you to sign a membership application at the beginning of the year. If you do not receive an application through your foreman, ask for it, or obtain it direct from the Industrial Relations Department.

A new (or re-elected) Board of Managers will be elected this month, and only 1928 members will be entitled to nominate and vote for candidates. Details will be published on factory and office bulletin boards.

Dues are one dollar per year for men, fifty cents for women. Membership cards are issued, which we urge you to carefully preserve as they serve not only as discount cards but entitle you to admission to group activities.

FOR WOMEN ONLY

Starting last month the Camera Works Recreation Club added a physical exercise and play class to its active list, and, after weeks of searching, a competent woman instructor was contracted for to take charge of the class for women. Miss Winifred F. Knight comes to us with high recommendations for her success in this type of work, which, in these latter days, has been taken out of the strictly exercise class by reason of interesting games and contests which serve physical culture more efficiently than the old-time method of "one-two-three-four," and certainly a great deal more interestingly.

Each Thursday, immediately after work, this class meets in the Kodak Auditorium, together with invited girls from Kodak Office and Hawk-Eye Works. Any C. W. R. C. woman member is eligible to join the class, but must register in Kodak Auditorium just before the class begins with Bernice Martin (of the Cashier's Office), who has consented to act as hostess and secretary.

M A I N



OFFICE

JOHN W. NEWTON, Editor



THE CINÉ-KODAK GO-GETTERS

The Ciné-Kodak salesmen spent the week of January 9 in Rochester. They are a happy lot, and when not engaged in learning all that was new in the Ciné-Kodak Department they were investigating the ins

and outs of Rochester. Just who was in and who was out, as the result of the week's visit, we have not learned, but they all departed apparently well satisfied.

SOMETHING UNUSUAL

We are so used to seeing the Office quintet being returned winners that it was somewhat of a shock when the Stromberg team descended on the Office court and handed the penpushers a wallop to the tune of 57-24. Smith and Mason were a little too fast, scoring fourteen and twelve points respectively, while Roberts scored ten from his guard position. Marcello and "Danny" LaPalm played well for the losers, each getting eight points.

The Statistical Department has been quite busy lately with weddings. Marian Rose was married to William Boales, of Detroit, by the Rev. George Norton in St. Paul's Episcopal Church, Rochester, on January 14, 1928. They will reside in Detroit, Mich.

G. Alfred Sproat was married to Marian McEwen, in Ridgewood, New Jersey, January 24, 1928.

Their friends in Kodak Office offer their congratulations and the wish that their married life may be blessed with many years of happiness.



MRS. HAROLD LARA

Mae Gilbert, of the Order Department, left December 31 and was married in St. Luke's Church to Harold Lara. The matron of honor was Kathryn Shearer Baker, and Margaret Schlafer was bridesmaid. One of the prenuptial events was a party at Nyehurst at which about forty of Mae's associates were present. A splendid dinner was served after which the evening was spent at bridge. The department's gift was a junior bridge lamp. Congratulations were showered on the happy couple, who will be at home to their friends at 72 Spring Street, this city.

Frances Flynn, of the Order Department, has a flying start on the vacation list. She has gone to Hawaii where she will spend several weeks.

The sympathy of the Repair Department is extended to Victor Marcille, whose brother, Charles F., died December 20, 1927.

Congratulations are being given to Lionel Schulze who was married, on January 7, 1928, to Ruth Pinkerton. The officiating clergyman was Rev. C. R. Carrie, of St. Mark's. His fellow employees of the Repair Department wish them both much happiness.

Margaret Schlafer and Wallace Beebe have announced their engagement. The employees of the Order Department extend best wishes.

Emily Desbrow Airy, of the Tabulating Department, has resigned to take up the more serious obligation of "keeping house." Her sunny smile will be missed, and we wish them both many years of happiness.

K. O. R. C. ELECTION

The Kodak Office Recreation Club held its annual election the first week in January, and the following officers were elected to serve during 1928:

President, T. H. McCabe; vice-president, Ethel Hallifax; secretary, M. Ruth Gill; treasurer, J. B. Van Dusen; assistant treasurer, Leon Hill.

The following were elected to serve on the Board of Managers for the next two years:

Fred LaPalm, Kay Brown, William G. Garter and George Howard.

Kodak Office Recreation Club result of election for floor representatives:

16th Floor.....	Viola Ribstein
15th Floor.....	Edna Robarge
14th Floor.....	Francis Pethick
13th Floor.....	C. E. Raysor
12th Floor.....	Frank Heberger
11th Floor.....	Erna Webber
10th Floor.....	Charles Hanley
9th Floor.....	Marie Cameron
8th Floor.....	M. Stephenson
7th Floor.....	Catherine Brown
6th Floor, Bldg. 7.....	Walter Peer
6th Floor, Bldg. 6.....	Mabel Gummier
5th Floor, Bldg. 7.....	John Hamilton
5th Floor, Bldg. 6.....	Carl Mattern
5th Floor, Bldg. 10.....	James Ives
4th Floor, Bldg. 6-7.....	Michael Dietrich
4th Floor, Bldg. 10.....	Charles Doty
3rd Floor, Bldg. 6-7.....	Leon Hill
3rd Floor, Bldg. 10.....	Frank Herbert
2nd Floor, Bldg. 6-7.....	Albert Stillson
2nd Floor, Bldg. 10.....	John Marcello
1st Floor, Bldg. 6-7.....	Samuel Markus
1st Floor, Bldg. 10.....	Frank Collins
Maintenance Department..	Arthur Schock

About fifty employees, of Kodak Office, and their wives accepted the invitations of Kodak Park Foremen's Club and attended their annual Ladies' Night on January 10, 1928. A splendid dinner and entertainment was provided, and dancing was indulged in until midnight. The courtesy of the extension of these invitations is highly appreciated.

Andrew Almy, of the Ciné-Kodak Service Department, is soon to take on a new status. Mrs. N. Holland, of this city, has announced the engagement of her daughter, Marian, to him. Many congratulations to you, "Andy."

Eva Winans, formerly of the Finishing Department, has returned to the Office after an absence of several months, due to a protracted illness. Eva is welcomed back with the wish that her present good health will continue.

Ellwyn K. Houston, of the Ciné-Kodak Service Department, was married Christmas Day to Dorothy E. Hill at the home of her parents in Kennebunkport, Maine. The department wishes him and his bride many years of connubial bliss.

George S. Sackett, of Kodashope Libraries, Inc., 35 West 32nd Street, New York, was a recent visitor to Kodak Office, having found time to spend the Christmas holidays among his old friends.



CHARLES ALPERT

Charles Alpert, of the Bookkeeping Department, died January 14, 1928, after a short illness. He was a quiet, unassuming young chap, well liked by all his associates who extend their sincerest sympathy to his family. He is survived by his wife and two children.

EXPORT DEPARTMENT NEWS

F. P. Root, assistant manager of the Export Sales Department, Richard B. DeMaille and Eric D. Sitzenstatter left San Francisco, January 6, on the Steamship *President Madison* for Manila, P. I., where they will establish Kodak Philippines, Ltd. "Dick" DeMaille has been receiving congratulations on his appointment as manager of this newest branch.

Frederick B. Herman left January 7 for Havana, Cuba, to take up a position with Kodak Cubana, Ltd.

J. Dutton Griffin left New York City on the S. S. *Santa Luisa*, January 19, to commence his new duties with Kodak Chilena, Ltd., Valparaiso, Chile, S. A.

Jose D. Aponte returned home, in time to spend Christmas with his family, from an extensive business trip which took him through Venezuela, Colombia and Panama.

Robert E. O'Bolger, late of Kodak Office, but more recently of Shanghai, China, has been appointed manager of the Branch in Shanghai, in place of C. D. Culbertson, recently resigned.

Carlos Castillo is welcomed back on the job after several weeks absence, due to illness.

Thomas P. Jackson left Kodak Brasileira, Ltd., at Rio de Janeiro, to take charge of the new branch, Kodak Peruano, Ltd., at Lima, Peru, S. A.

Parker C. Umpleby has been transferred from the Buenos Aires Branch to Kodak Panama, Ltd., at Panama City, where he has been appointed manager.

Jose M. Tristan, who has been assistant manager of Kodak Mexicana, Ltd., Mexico City, has moved to Panama City where he will assist P. C. Umpleby in the management of Kodak Panama, Ltd.

NEAL WAS SURPRISED

A surprise dinner party was given for Neal O'Brien in the Service Dining Room, on January 12, by his associates of the Sixth Floor and other office friends. A delightful chicken dinner was served and enjoyed by all. During the dinner Carl Sloat, ably assisted by "Bill" Lohler and "Andy" Almy photographed the diners in action, with a Ciné-Kodak. The film is good and well worth seeing. After the tables were cleared, Fred LaPalm acted as toastmaster, and his numerous wisecracks kept the party at fever heat. The department's gift to Neal was a cigarette lighter, which was presented by Fred Dewart with appropriate remarks. The toastmaster called on Lawrence Zeeveld, who responded gracefully, and then "Tommy" Craig outlined the history of the Repair Department from its formation. Neal was called on for a speech, and he obliged very nicely. Later in the evening dancing was indulged in, turns being taken at the piano by Neal and Margaret Woelfel.

The occasion of the party was a send-off to Neal, who sailed on January 28 on the S. S. *Samaria* for a three month's cruise, calling at several points in the West Indies. He will represent the company in connection with the Ciné-Kodak.

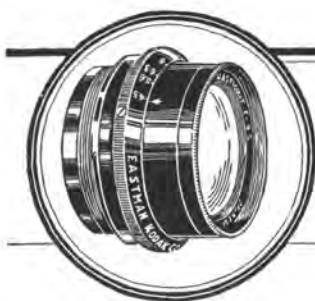
No longer will the callers at Kodak Office be greeted with the friendly smile of "Betty" Greule. There will be a new face at the Information Desk, as "Betty" has left to take up the more serious duties of housekeeping. May the best of luck and happiness be with you, "Betty."

Marjorie I. Wilson, of the Ciné-Kodak Service Department, recently surprised her friends in the office by announcing that she was married, on December 22, 1927, to Leo E. Olcott, of East Rochester. May the best of everything be yours, Marjorie.

Two employees were welcomed to Kodak Office during December. Merle B. Stoddard is with the Information Department, and Oliver Metzger has joined the Maintenance Department.

Best wishes to Helena Foley, who is wearing a diamond ring given her by William R. Brown, of this city. Helena is a popular girl of the Eighth Floor, and her friends wish them both much happiness.

The Sixth Floor Repair Office held a winter party during the recent holidays, in the Service Dining Room. A splendid chicken dinner was served, the girls of the department acting as waitresses. After dinner there were speeches by Fred LaPalm and Lawrence Zeeveld, who both voiced their regrets at the absence of "Tommy" Craig who was just recovering from his recent serious illness. There was a grab bag, which caused a deal of excitement as each article was drawn. It was a great evening, and everybody had a good time, especially enjoying the vocal selections of "Eddie" Hilbert, who was accompanied at the piano by Neal O'Brien. The crowd afterwards attended the basketball game in the auditorium and watched the Kodaks and Greyhounds battle. The party was also a welcome to the new assistant department manager, Lawrence Zeeveld, formerly of the Planning Department.



HAWK-EYE



JOHN T. HARBISON, Editor



ROBERT CAIRNS, President

H. E. A. A.

The election of officers to guide the destinies of the Athletic Association in 1928 took place early in January. Robert Cairns was elected to succeed Ralph Burhans as president. Charles Prentice succeeds Bill Eyer as vice-president. Dugald Hutchings will represent the Second Floor, Herbert Neale the Third Floor, Norman Graham the Fourth Floor, and Loretta Heilman the Fifth Floor. Inasmuch as both Marie Leimberger and Fred Yaekel were elected last

year for two-year terms, no representative was elected from the First Floor.

The votes were close in all cases. All the candidates had large numbers of followers. The nominating committee showed rare good judgment in its selection of candidates. The members of the association are firmly behind their newly elected officers and look for a year crowded with activities of all kinds.

MOVIES

The suggestion has been made that a group be formed for the purpose of making motion pictures. What with our easy access to the best photographic apparatus and materials obtainable, and with the abundance of capable actors and actresses at the Hawk-Eye Works, it merely remains for us to select a plot and go to work. We might start on a simple one-act play just to get the hang of the thing. From this

we could work to more elaborate productions. There is an infinite variety of subjects that would be easy for us to handle. A great deal of fun could be had, both in the making and showing of the picture. If this suggestion strikes your fancy, make your suggestions to the editor. The spring weather that is on the way will be ideal for picture-taking.



WHEN YOU CALL HAWK-EYE

Cecelia Mahoney, who presides over the switchboard, has been with us a comparatively short time. Her efficient and courteous handling of a very difficult job has won our admiration and respect. Cecelia is gifted with beautiful titian hair and a "voice with a smile." Besides her marked talent as an operator Cecelia has considerable athletic ability. At present she is devoting her attention to the formation of a girls' basketball team.

"SYD" SAYS

The other day it was our pleasure to visit a neighboring power plant. The things that impressed us most were the cleanliness and orderliness of the place. We later learned that this was a very efficient plant and that the employees were of a high type who enjoyed working there. Looking to the engineer for an explanation, he denied responsibility for the unusual cleanliness. He said his men kept their department spick and span because they chose to work under sanitary conditions.

We all admit that good housekeeping promotes safety, prevents fire and creates pleasant working conditions. The pride of the skilled worker in his work is reflected in his surroundings. His bench is in order; he throws no waste matter on the floor but looks for the waste can; he hangs his clothes in the locker provided for that purpose; needless to say that he does not spit on the floor or deface the walls with writing and sketches. He brings to the factory the same clean habits he exhibits at home. These make for the comfort and happiness of all who come in contact with him. Look around in your department and pick out the kind of employees we are talking about.

BOWLING

The men's bowling league started on the second lap of the schedule after a short recess during the holidays. Bill Klos was so much refreshed that he took the high single-game score honors away from his brother, Pete, when he knocked over 234 pins in one game. If Bill were of a more even temper and could manage to bowl somewhere near his best consistently, he would be hard to beat. Pete still holds the honors for the high three-game score of 623.

The Office team is still in the lead but has not a great margin of safety. It has a three-game lead but are liable to suffer if Fischer, Marcus, Herman and the Klos boys have a good night when the Office and Centering teams next get together. The Grinders are but one game behind the Centerers. The Moulders are still at the bottom of the list, but the team has been considerably strengthened by the addition of Charlie Becker and Mike Stoll. The signs all point to a close finish.

	AVERAGES			
	Won	Lost	Per Cent	Average
Office.....	21	12	.636	768
Centerers.....	18	15	.545	744
Grinders.....	17	16	.515	740
Moulders.....	9	24	.272	716
High single-game score, Office.....				891
High three-game score—Office.....				2,394

	Games	Average
Klos, P.....	30	181
Greenauer, E.....	33	168
Stoll, M.....	9	166
Ott, E.....	33	162
Becker, C.....	18	161
Meerdink, J.....	27	159
Klos, W.....	33	157
Relyea, E.....	30	154
Groh, H.....	33	150
Walsh, J.....	30	148
Costello, J.....	27	148
Neale, H.....	3	146
Herman, W.....	27	143
Reynolds, R.....	33	142
Beers, E.....	9	142
Fischer, K.....	33	131
Marcus, A.....	30	129
Crosby, V.....	33	125
Hanss, W.....	12	125
Tipple, M.....	33	114

MUDLARKS' NEW YEAR'S CELEBRATION

As Bob Cairns tells it: A noble band of Mudlarks, accompanied by their spouses, or what have you, left Rochester on New Year's Eve to celebrate in an appropriate manner the advent of another year. After an uneventful automobile ride the party arrived at Ray Hadden's farm in Walworth.

Festivities began with the coming of Herb Lettau, who controlled the "ivories" the rest of the evening. Harriet Evans gave a beautiful rendition of "When You and I were Young, Eddie," accompanied by Ed himself, who wields a mean violin bow.

An elegant chicken dinner was served, and after Deacon Graham had asked the blessing the gang set to with a vengeance. The success of this party reflects great credit on our Master of Ceremonies, "Mac" Harding. "Mac," by the way, is famous for his excellent coffee, and it was especially good on New Year's Eve. The worthy Deacon Graham put away at least four cups of "Mac's" brew.



Louie Ehrmann pops one at the trapshoot, while Fred Yackel and Lonie Kirchner wait for their turns. The little fellow in the movie-director's cap is "Jack" Farrell, of the Tool Room

GUN CLUB

On the coldest day of the winter we held a trapshoot at the Gun Club on Scottsville Road. The trap was frozen so tight that fires had to be built along the trap line. It was lucky some of the instrument makers and tool makers were shooting, because the trap broke and required their skill to get it in operation. Duke Quetchenback did most of the work, and we want him to know that his efforts were appreciated. There were no unusual scores made, but George

Brennan won a hunting coat, and Howard Costich won a fishing reel (self-compensating, whatever that is). There were many other prizes. Nearly every man who shot won some kind of prize. It was Charlie Prentice's first time with a gun, and he did as well as could be expected under the circumstances. It is hoped that another shoot can be run in the near future.

HAWK-EYE BASKETBALL TEAM WINS THRILLER

Hawk-Eye made its debut in the Industrial Basketball League in an impressive manner. Scheduled to appear against Camera Works as we were, we were not over-optimistic about victory but determined to give them a fight. At the start it looked as though Hawk-Eye was in for a bad evening. Camera Works scored twelve points before Hawk-Eye tallied. To make things worse, one of our star performers, Bob McGreal, was on the bench with a bad abscess. After the ice was broken Hawk-Eye began to creep up on Camera Works, and the half ended 15-12 in favor of Camera Works.

The first part of the second half found Camera Works maintaining their lead. Our guards were so anxious to prevent scores that both Michlin and Prentice were ousted on personal fouls. McDonald substituted for Michlin and promptly shot a field goal that tied the score and sent Bill Springer into a nervous spasm. Clayton scored a foul which put us one point in the lead, but our jubilation was of short duration, for Camera Works tied the score. With one minute to play Costich let go of one from the center of the floor and put us in the lead again. Camera Works scored one more foul, and the game ended 24-23 in favor of Hawk-Eye. There were no outstanding stars—the entire squad contributed to the victory.

We offer our condolence to Fred Ross, of the Mounting Department, whose mother died on December 22.

GIRLS' BOWLING

The girls' bowling league is progressing nicely. Elizabeth Meerdink put on a spurt that took her to the top of the list, even past the Hergenrother family, which to date has had things all their own way. Inez Prentice, who is one of the star members of the malted milk squad, has been putting on about a pound of weight every two weeks or so. Her bowling average just about keeps pace with her weight. Her slogan is, "One pin per pound." Lill Rossman dropped out for a session or two, planning to take exercise of a more strenuous nature at the Turn Verein, but finally came back with her status in no way impaired. She still occupies the anchor position with tenacity.

AS A REMINDER

Safety First

**WERE YOU
BOSSING
THE
JOB**



**WOULD THE WAY
YOU DO THE JOB
MERIT YOUR STAMP
OF APPROVAL?**

Bill Jones

**SUBSCRIPTIONS TO EASTMAN SAVINGS
AND LOAN ASSOCIATION SHARES
AS OF JANUARY 10, 1928**

ROCHESTER PLANTS		Standing Last Month	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye.....	1	82.7%	5,189
2.	Kodak Office.....	2	59.7%	10,792
3.	Camera Works.....	3	48.9%	15,539
4.	Kodak Park.....	4	48.6%	35,471
	Non-Employees.....			5,742
OUT-OF-TOWN PLANTS				
1.	Kodak Uruguay, Ltd. (Montevideo)...	1	100.0%	72
2.	Kodak Argentina, Ltd. (Buenos Aires)..	2	100.0%	274
3.	Eastman Kodak Stores, Inc. (Atlanta) ..	3	91.6%	152
4.	Eastman Kodak Stores, Inc. (Baltimore)	5	91.3%	45
5.	Eastman Kodak Stores, Inc. (Sioux City)	6	90.9%	108
6.	Eastman Kodak Stores, Inc. (Des Moines)	4	84.2%	95
7.	Zimmerman Bros. (St. Paul).....	7	78.2%	104
8.	Eastman Kodak Stores, Inc. (Philadelphia)	10	74.1%	270
9.	Eastman Kodak Stores, Inc. (Detroit) ..	9	71.4%	172
10.	Eastman Kodak Stores, Inc. (Minneapolis)	13	71.4%	190
11.	Chicago Branch.....	12	71.0%	876
12.	Eastman Kodak Stores, Inc. (Pittsburgh)	11	68.9%	103
13.	Taprell, Loomis & Co.....	8	66.6%	1,346
14.	New York Branch.....	14	66.3%	621
15.	Salesmen and Demonstrators.....	15	64.4%	1,965
16.	Eastman Kodak Stores, Inc. (Boston) ..	16	57.7%	178
17.	Eastman Kodak Stores, Inc. (San Fran- cisco).....	17	56.5%	111
18.	San Francisco Branch.....	18	53.7%	585
19.	Eastman Kodak Stores, Inc. (Los Angeles)	20	47.8%	247
20.	Eastman Kodak Stores, Inc. (Seattle) ...	24	46.0%	50
21.	Eastman Kodak Stores, Inc. (Milwaukee)	22	44.4%	104
22.	Eastman Kodak Stores, Inc. (New York)	19	44.0%	432
23.	Eastman Kodak Stores, Inc. (Portland, Ore.).....	25	43.4%	50
24.	Eastman Kodak Stores, Inc. (Omaha) ..	23	42.8%	144
25.	Eastman Kodak Stores, Inc. (Chicago) ..	21	42.3%	637
26.	Eastman Kodak Stores, Inc. (Denver) ..	26	38.0%	105
Total.....			53.0%	81,769

Average subscription—11.8 shares.

Total matured or par value—\$8,176,900.00