

The KODAK *Magazine*



March 1928

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

MONTHLY ACCIDENT REPORT
JANUARY, 1928

PLANT	Accident Cases		Accidents per 1000 Employees	
	1928	1927	1928	1927
Kodak Office	1	0	.74	0
Camera Works	6	9	2.23	2.60
Hawk-Eye Works	2	3	3.53	5.44
Kodak Park Works	9	26	1.36	3.97
Total—Rochester Plants..	18	38	1.62	3.03

NATURE OF ACCIDENTS DURING MONTH

3 cases of injury through bruises, burns and lacerations, etc.
 4 cases of injury through falling and slipping.
 3 cases of injury through falling material.
 2 cases of injury through sprains and strains.
 1 case of injury through falling from ladder.
 2 cases of injury around grinding wheel.
 2 cases of injury around lathe.
 1 case of injury around elevator.

—
 18 employees' accident cases during month.

In Marches March!

By JAMES EDWARD HUNGERFORD

*O March, she is a FICKLE jade,
With ever-shifting heart!
No sooner are her pledges made,
Than BROKE, with subtle art!
She'll turn to WINTER's wild embrace,
And to him coyly cling,
And then from him avert her face—
And sweetly smile on SPRING!*

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FROST—CERTIFICATE, by Frank H. Bauer

From The Second Annual Kodak International Salon of Photography

The KODAK Magazine

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No. 10

ECONOMICS IN HOMESPUN

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

Courtesy of Nation's Business

Chapter V—Source of all Capital—Saving

ALADDIN rubbed a magic lamp and a genie appeared—a powerful giant of superhuman powers, who rolled away huge stones, transported Aladdin over great distances, and created for him treasures and palaces far beyond his wildest dreams.

Since the early history of old Bagdad, the tale of Aladdin and his wonderful lamp has thrilled the imaginations of old and young alike, yet the marvels of a genie's power are scarcely as striking as those that have been wrought by man himself through the use of capital in the form of machine tools and power equipment.

So amazingly has man's ability to produce goods and services grown over the past seventy-five years, for example, that today each of us has five times the amount of manufactured goods to use and enjoy as had our grandparents only three-quarters of a century ago.

Take manufactured cloth as an illustration. The output per man employed in the textile industry has increased almost a hundred fold within the past forty years alone. Think what this has meant to the masses of men and women who use cotton clothing!

Since 1880, the production of steel in the United States has increased thirty-fold, although the population has little more than doubled. The first steel rails ever made for a railroad sold for \$230 a ton, according to reliable authority; prior

to the late war the price was \$28.50 a ton, due to improvements in manufacturing methods and the economies of mass production.

Today one worker with modern machinery can supply all the shoes needed in a year by 1,000 men, while the labor cost of making one hundred pairs of shoes has fallen from \$408—under old hand methods—in 1850 to about \$35 in 1900 under the modern method of machine manufacture.

A similar increase has taken place in the output of the farms, and in the production of food products. Estimates are that 50 to 75 per cent of the labor employed on the farms and in the factories in 1866 could have produced the total output of that year in 1886; for the manufacture of shoes, the figure is 80 per cent; for the manufacture of machinery, 40 per cent; for making silks, 50 per cent.

A modern reaper, with three horses and a driver, will perform as much work in the wheat field today as was done fifty years ago by from five to seven men working under the old hand methods. The labor cost of growing a bushel of wheat dropped from 133 minutes per bushel in 1830 to ten minutes per bushel in 1904.

These figures are more or less typical of the transformations that have taken place throughout all industry under the improvements in methods which have been developed during the past century.

We have noted in a previous chapter that there are four factors in production,

and that man in a primitive state can meet his barest wants by employing two of them alone—namely land or natural resources and labor. So long as there are fish in the seas, game in the forests or in the air, and fruits and vegetables growing wild, the simple wants of the human body can be met by the strength in the hands and arms alone.

But such an existence is hazardous and poverty-stricken. To advance beyond that, something else is necessary. Men must take thought for the future and plan for the future. They must develop means of increasing and improving production. They must build up an equipment for assuring them a steady supply of goods and services to minister to their wants. This productive equipment we term *capital*.

Capital is defined as goods or wealth, other than natural resources, which are not made to be consumed directly but are devoted to still further increasing production. Examples of such goods are tools and machinery of all kinds, factories, plants, and store buildings, steamships, railroads, and all the agencies of transport. Although expressed oftentimes in terms of money, capital is not money but the tools and goods that money will buy. It is the productive equipment of society.

There are several important things about capital that need to be more widely understood, but two of the most important are:

1. Where capital comes from.
2. Whom capital serves.

With these two points clearly grasped, much of the confused thinking that is encountered in many quarters is quickly dissipated.

First, it should be made clear that all capital results from saving. Society cannot have capital goods unless it deliberately produces them for future needs instead of producing something else to be immediately enjoyed. Capital is created only because men choose not to consume all that they have produced. It comes from denial, in the making of things not for immediate use but for purposes of

production tomorrow and a year from tomorrow.

Let us consider again the case of Robinson Crusoe when he decided to make himself a boat. He had to devote a certain portion of his time every day to laboriously hewing the craft from a great log. He might have devoted the same time to wandering about his island, to trapping game or catching fish, even to sleeping under a tree. But he denied himself these pleasures and spent his time in completing the boat, which, when finished, enabled him to explore his island more widely than had been possible before, and also to increase greatly his food supply and his command over his environment. The boat represented time and effort of Crusoe which had been saved from that essential to meet the daily needs of his body, and which had been deliberately devoted to increasing his powers of production. The boat became a part of Crusoe's capital.

That saving is necessary to create capital is apparent when a carpenter puts aside a certain portion of his wages to buy a work bench or a new saw, or a farmer withholds from the market or feed bin a certain quantity of grain to be used for seed next year. But it is not always clear that when a great factory is built up from sums collected from hundreds of individuals scattered throughout the country, the factory also comes into existence because of saving. Yet it is obvious that the sums of money contributed by each individual were first saved and put aside before the money could be available for financing the construction of the plant.

The American Telephone and Telegraph Company, for example, has more than 300,000 stockholders. This great company, with the largest number of stockholders of any American corporation, is owned entirely by these individuals, and the money they have invested in it for the purpose of improving and extending the telephone system of the country was first saved by them out of incomes before it could be devoted to that purpose.

Not all saving, however, is done by in-

dividuals. The corporations themselves are savers, and their savings supply much of the capital needed to develop industry. Instead of distributing all of their earnings in the form of dividends, it is the practice of the most prosperous concerns to pay dividends at a moderate rate, such as can be steadily maintained through the varying fluctuations of business conditions, and to hold the balance from the good years in a surplus fund, out of which can be financed extensions to the plant and business.

Because these savings are shown in the reports of the corporations as additions to their surplus, it is not always clear that they are just as much savings as are the savings of individuals, or that they are used to increase the supply of capital at the service of society.

Neither does the public fully understand how large a portion of the profits of industry, in the form of additions to surplus, go back into industry where they result in improved or cheapened production. The public view often is that profits benefit only an individual, and that they have no productive uses. The truth is that a large part of the profits earned in business in the United States have been reinvested in business and industry. With many manufacturing and mining corporations, for example, there is a more or less accepted policy to set aside as much as one-third of the net income to be reinvested, and during the Great War many companies reinvested as high as half of their total net income.

A striking example of how a gigantic industry can be constructed almost entirely out of profits is afforded by the Ford Motor Company.

"We had little money when we began to build that car," said Mr. Ford, in a recent interview. "We took out small wages for ourselves and put back the profits into better machinery, which enabled us to reduce prices. We made more money and put that back. Our profits began to be large. . . so we were able to put that money into more and more machinery,

which enabled us not only to bring the price of the car down but also to raise our wages, first to a minimum of five dollars, and then to a minimum of six dollars a day. We were able still further to spread in the way of going back to the sources of materials, in employing more people, and in making things cheaper and cheaper. We did not spend the money we made. We put it into production. What is the consequence? I have what is said to be a large fortune, but in only a very small sense is it mine. It has gone to the support of ten million people. It has permitted the farmer and his wife to come to town whenever they liked. It has let millions of people get out into the fresh air, and it has made the automobile a thing that the poor man can have and enjoy to the utmost." Now this statement from Mr. Ford suggests another important point. Since capital arises from saving, it is apparent that the savings of persons of very large incomes is an important source of capital. Here again we encounter an erroneous idea held by many people. The impression is abroad in many quarters that a very rich man's income is somehow or other reserved for his own exclusive use. Many persons talk as though it were locked up in a private vault somewhere, or buried deep in the ground, where only the owner can get at it, and that the public derives no benefit. Such, of course, is not the case.

Those who receive large incomes want to use them so as to make a return on them, and the only way they can do so is to use them to increase production in some manner. To bury this money or lock it up some place, would be to deprive themselves of a return which they naturally desire to have.

The fact is that the large portion of additions to private wealth are in the form of equipment for adding to production, or for improving it. The wants of the very rich are relatively limited, and beyond the amounts that they themselves consume for food and other requirements of living, the balance finds its way back into productive use.

In the same interview with Henry Ford quoted above, he states that should the Government tax away 99 per cent of his income, he could probably continue to live just as he now does on the remaining one per cent. There is a limit on the amount of goods which a man can consume for himself, and over and above that the incomes of the very rich go to increase the capital equipment of society.

Since the very rich are comparatively few in number, large wealth cannot find profitable employment in catering to the wants of the rich alone. The great masses of the people furnish the widest market, and enterprises that cater to their wants offer the most fruitful opportunities and the most attractive return.

It should be realized, too, that the gains from invested wealth are distributed not according to the ownership of the wealth but to the way in which the products are consumed. The goods turned out by our chief industries are widely distributed, there are millions of people who own

scarcely any property that consume hundreds of dollars worth of goods every year. Estimates of how wealth is distributed take little account of this great, continuous flow of goods and services which goes to meet the needs of the population. The great bulk of the flow naturally goes to wage earners in exchange for current services.

If we listen to many of the critics of privately owned capital, however, we find this point overlooked. They seem to assume that the only people who derive benefit from capital are its owners, and that the great mass of the people come in for little or nothing. This, of course, is like saying that nobody derived any benefit from the development of the Ford automobile but Henry Ford.

The truth is that the industrial equipment of society, although privately owned, is in the public service, and constitutes the machinery through which public wants are supplied.

(To be continued)

TEMPTING THE APPETITE OF SICK OR INVALIDS

A RESTAURANT man once said he could sell any kind of a salad if it had a maraschino cherry on it. This same principle of adding gay, decorative touches to the invalid's tray is emphasized by Lulu G. Graves, consultant in dietetics, in *Hygeia*.

More important than an attractive tray, even, is variety in the method of preparing and flavoring various familiar foods. Cream, beef juice, or the beaten yolk of an egg will make gruel tasty. A tablespoon of orange juice, grape juice, chocolate syrup or coffee adds much to milk, when it must be taken in large quantities and becomes tiresome.

Salads and desserts afford an opportunity for adding a dainty touch to the tray and for regulating the food value of the meal. Fruit, gelatin and whipped cream may be used in many ways and are both pleasing and nourishing.

The fact that a food is good for the patient or appeals to others may be of no consequence if it does not appeal to him. Ingenuity and originality, combined with well prepared, wholesome foods, are necessary in order to tempt the patient to eat.

Eggs, which may be prepared in many ways, and served at any meal, should be cooked very carefully so that they are tender. Whether the egg is cooked in the shell or out of it (poached), the water should not boil after the egg is in it. A cooked egg that is tender is both more appetizing and more digestible.

Cold drinks and fruit, such as grape fruit and cantaloupe, should be chilled in the refrigerator, but they should never have ice put in them. Ice is apt to contain bacteria in great numbers, and when the ice melts, they pass into the food and are consumed by the patient. The water from melting ice is also unappetizing.

PROPER ILLUMINATION IN THE HOME

BY JESSIE GAUL

Home Service Department, Schenectady

Courtesy of *The Synchronizer*

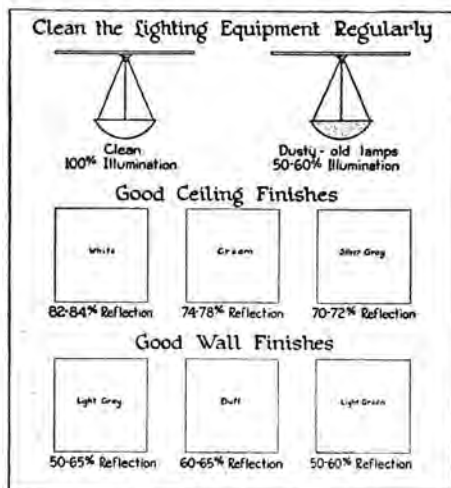
Glare is one of the most harmful effects produced in the lighting of our homes. Direct glare may be overcome by well shielded light sources, reflected glare by diffusing the light. This is accomplished by using frosted or white lamps.

AS the choice of lighting equipment for the home depends largely upon personal taste and the special conditions to be met, it is not possible to make any very definite rules for home lighting. However, there are two general fundamentals on which all good lighting installations are based; first, that there always be sufficient light to see easily, quickly and comfortably; second, that all light sources be shaded to protect the eyes from harmful glare and to make the light more useful and attractive.

Ceiling fixtures are used for good general illumination and should contain lamps large enough to light the room well without the aid of the other light sources.

Sidewall brackets, in most cases, are used simply for decoration and, therefore, need only small lamps.

Although some portable lamps are used for their decorative value only, the main purpose of most of them is to give good local illumination for reading, sewing, writing and other detailed work. Conse-



Dust or dirt collection on any lighting equipment will cause depreciation. In order to keep a lighting installation up to its original efficiency, there should be a regular period of cleaning. The color of the walls and ceilings will also affect the amount of light in an enclosed area. The above colors are recommended for their good light reflecting properties.

quently the lamps must be large enough to give plenty of light.

The color of the walls, ceiling and lamp shades is another important factor in determining the sizes of the lamps to be used. Dark colors absorb most of the light that falls on them, while light colors reflect it. Consequently rooms with dark decorations require much larger lamps.

It is extremely difficult to achieve a comfortable lighting installation in a room with dark walls as it is almost impossible to avoid glare from "spotty" light, the contrast of a bright light source against a dark background. Buffs, tans, creams, yellows, light grays and light greens are the best colors for good illumination. They minimize the danger of gloom and glare, the two great evils of improper lighting.

Light colored walls and ceiling also are considered more artistic and are recommended by the best modern interior decorators.

The question of shades for both fixtures

and portables is a very important one from the viewpoint of proper lighting. Although their ornamental value is their chief appeal, their real purpose is to protect the eyes from the glare of the lamps by softening and diffusing the raw light rays, and to make the light more useful by directing it where it is needed.

Everybody knows that light makes sight possible, but few people ever stop to realize that all light is not useful. We see only by the light that goes from a light source to an object and is reflected by that object to our eyes, while light that comes from a light source directly to our eyes defeats vision.

Thus in using unshaded or poorly shaded light we are forcing our eyes to work against the glaring direct light in order to see by the useful reflected light.

Carefully selected lamp shades are deep and dense enough to conceal the lamps and wide enough to direct the light where it is needed. They have white or very light linings to reflect useful light and colored coverings to transmit softly tinted light.

Whatever conditions must be met in solving home lighting problems the fundamental principle of good lighting should always be kept in mind. For useful, comfortable and beautiful illumination, have plenty of well-shaded light.

OWN YOUR HOME

A FINE PRESENT OPPORTUNITY FOR FOUR KODAK EMPLOYEES

WHEN it comes to buying your new home every dollar you can save in its original cost can be put to a multitude of good uses.

If you can effect a substantial saving, that saving may enable you to purchase the living-room or dining-room suite your wife has so long coveted. If you have all needed furnishings that saving will help you to beautify the premises and so add greatly to its original value. Or, that saving in original cost may enable you to own the home you have longed for but never expected to have.

With all these things in mind, the Kodak Employees Realty Corporation acquired several tracts of land and commenced the construction of small, but well-built and modern in every respect houses, which could be sold to Kodak employees on easy terms. Group construction and the ability to keep the force of men on the job the year round resulted in a most substantial saving in costs, and all such saving accrued to the employee purchasers.

At the present writing the Kodak Employees Realty Corporation has finished, or has under construction, forty-six houses

in the Koda-Vista Subdivision, just ten minutes ride from Kodak Park. The type of these houses is very artistic, no two of them exactly alike, with large lots, broad streets, shade trees, gas and electricity installed, and storm water sewers, pavement and sidewalks laid.

At the present writing all but four of these attractive homes have been sold, so here is a grand opportunity for four of our employees to obtain a fine home at a saving of at least a thousand dollars as compared with the price of similar houses elsewhere. These four houses are all finished, so if you buy one now you can be all settled and "snug as a bug in a rug" when a lot of your friends are frantically trying to find a place to move to and some one to move them.

A visit or a telephone call to H. D. Haight or C. P. Cochrane, Industrial Relations Department, Kodak Office, will afford you further particulars.

Of course, the Kodak Employees Realty Corporation has under construction a number of other similar houses, but it is doubtful if any of these will be finished in time for early spring moving.



EASTMAN SAVINGS AND LOAN ASSN. NEWS

A SUMMERTIME SANTA CLAUS

AS we write this there is much snow on the ground. Much frost is in the air. People waiting for street cars look cold. What a time to talk about summer vacations.

And yet, if we are going to be of any help to some of you Kodak folks next summer, we have got to write about next summer now. Right now.

A curious ambition is ours. We want to be a summertime Santa Claus, and hand you next June or July or August exactly the vacation you crave. We grieve deeply each year at seeing people head for a flavorless time at Long Pond who had their hearts set on Cape Cod. We weep freely for people caught by the lure of the Adirondacks who must nevertheless be satisfied with Conesus Lake.

Now, Long Pond and Conesus Lake and Manitou and Sodus Point are all right. The water is just as wet; the sun will blister just as merrily; you can lie abed just as long. You'll come back from these

places rested, and your tan won't cost you very much per square inch. But what a tragedy it is to be forced to take, year after year, a vacation where you don't ardently want it. There are not enough vacations in anybody's business life for any of them to be wasted on places you are not crazy to visit.

You don't have to do it. That is our message to you this month. Start saving now for a real vacation, the one you yearn for, whatever it is, wherever it is. Arrange with this office to lay aside a few dollars each week from your pay. Forget about it until next summer. And when your vacation period rolls around, let us hand back to you the money you have saved, with some interest added unto it. Take it and go to one of those places you have thought about so long. When you get back, you will feel you have been somewhere.

Come in today and appoint us your summertime Santa Claus.



WASTE

Mutual prosperity for employer and employee is closely related to the elimination of waste. If allowed to go unchecked, waste of time and materials would lower the company's profits and the employees' salaries.



CO-OPERATION

Close attention to safe practices and observance of safety rules are the marks of the worker who co-operates. Safety is NOT a one man job.
Let's all help!

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

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WHAT makes a person popular or unpopular with other people?

All of us know that there are certain people we avoid; for some we have a definite reason for our dislike, and for some of the others we know we just don't like them and let it go at that.

In a recent issue of the *American Magazine*, Mr. Ravage gives ten mighty good suggestions if you want people to leave you alone.

Here they are:

"There are many ways," says Mr. Ravage, "to make people leave you alone, but the following ten are the most effective I've practiced or heard about. Try them sometimes, if you want to lose your friends. But don't try them if you want to be happy!

1. "I don't agree with you at all." Insist upon starting a discussion, when the other fellow was only saying something to make conversation.

2. "I don't like your friend." Offer unsolicited critical comment about a man's friends or some member of his family. His wife or child will do.

3. "Anybody could do that." Minimize other people's accomplishments, especially those they are proud of.

4. "I know better." Offer authoritative information on every topic that comes up in a bunch of folks trying to have a good time. The nearer right you are, the surer you are to be disliked.

5. "I'll tell you exactly where you failed." Analyze your friends' mistakes and reverses when they are trying to forget them.

6 "As I was saying." Insist on dragging in your favorite topic among people interested in something else. If you can give it an air of being a subject that the group are too stupid or too ignorant to follow, so much the better.

7 "I thought you were going to..." Remind people of promises they made impulsively or out of good-fellowship, but which you know they cannot keep.

8. "Let me show you how." Insist on holding the center of the stage.

9 "I used to think so awhile back." Throw a wet blanket on other people's enthusiasms. If you can make it appear that their taste is antiquated, you will emerge superior to them, and they will love you all the more.

10. "That is nothing but prejudice." The surest way to succeed with this line is to pick on people's religious or patriotic sentiments.

ACCIDENTS ARE DUE TO SIMPLE CAUSES

DURING the month of September, just passed, there were fifteen deaths in industry in the State of New York of workers who lost their lives from such simple accidents as splinters, strain from lifting, slipping, stumbling and loss of balance. These fifteen men died as the result of infections which started from apparently harmless injuries. A piece of metal fell on a man's foot and bruised it; a worker got a wood sliver in his finger; a bit of hot steel burned a man's foot; a chef bumped his leg against a stove; another worker hit his shoulder against an iron rail.

These and other similar accidents caused the deaths of industrial workers, because infection developed in uncared for cuts and bruises. Do not neglect a wound because it appears trivial; doctors, nurses and hospitals are provided for just such purposes.

TWENTY AIDS TO MENTAL HEALTH

1. *Have a plan of living and stick to it.*

One should have some definite objective in life to work towards. Many men and women live an aimless existence and are unhappy because of it. The lives of many of our most successful men and women show that a definite objective in life has helped to make for their success and happiness. Of course, many such men and women have experienced failure at various periods in their lives, but their taste of failure has made them appreciate more deeply the meaning of success.

2. *Learn to enjoy your work. Conceive your job as a form of service to others and you will find more happiness in it.*

Too many men and women feel that they work only because they have to. They forget that idleness would leave them less happy. Too many people are dissatisfied with their work, because they imagine their job is not so well thought of as others. It is well to remember that the butcher, the baker, and the plumber are as necessary to our existence as the minister, the lawyer, and the doctor.

3. *Try to spend less than you earn.*

Financial security helps to maintain good mental health. A savings bank account is a natural preventive of financial worry.

4. *Divide each day into three periods; the first for work, the second for recreation, including time for meals, and the third for sleep.*

Varying somewhat with conditions, one may divide the day into eight or nine hours for work; six, seven, or eight hours for recreation and meals, and eight or nine hours for sleep.

5. *Be sure to exercise daily.*

Function is necessary to the highest development of our body and its various organs. Exercise makes it possible to develop the highest degree of function; and the highest degree of functional activity of our organs is necessary for good mental health.

6. *Work hard and play hard.*

Sound sleep comes generally to those who have worked so hard and played so hard that they have a genuine feeling of fatigue at bedtime. Hard work is really a form of exercise. Sedentary workers, however, must get this exercise in some outside activity, such as gymnasium work, long walks, or other forms of recreation which involve exercise. Men and women over forty, however, should not lead a strenuous life. They should taper off in their activities.

7. *Eat regularly, moderately, and chew your food slowly.*

This does not mean to "Fletcherize," but does mean thorough chewing of food. A balanced and mixed diet composed of a moderate amount of meat or fish, dairy products, cereals, fruits, and green vegetables makes for good physical health which is necessary for good mental health. As for the use of tea or coffee, one cup daily will not harm the average person. Some may use more; a number should avoid either or both.

8. *Take good care of your physical health. Arrange to have on every birthday a thorough health examination by a competent physician.*

This procedure will do much to insure good mental health, because good mental health depends fundamentally on good physical health.

9. *Do not worry. If you have no control over the object of your worry, force yourself not to dwell on it. If you can exercise some control over it, make a plan for dealing with it and then carry it out.*

It is impossible under present conditions for us not to worry at certain times, but it is unnecessary to spend the greater part of our time worrying. Worry acts as a poison to the system, almost as much as do many of the physical poisons, only the effect of worry is more insidious.

10. *Have faith in the future.*

This helps one not to worry. After all, no one can positively insure the future; therefore, if one wishes to obtain happi-

ness from life, one might as well take the attitude that the future has much in store for one.

11. *Have faith in the Infinite.*

Whether one believes in religion or not, it is necessary to assume a source from which has sprung the material world. Each one must decide for himself what form, in his own mind, the Infinite shall take. It has been found that it helps to maintain mental health to have faith in some idea of the Infinite. Case-studies of numerous mentally sick people show that doubt of the Infinite tends to unbalance their personalities and make for their unhappiness.

12. *Do not dwell in anticipation of good or bad luck.*

To do so does not help matters any; in fact, it disturbs one's balance of mind, and predisposes to bad judgment which in turn tends to produce unfortunate results.

13. *Do not expect too much of life.*

Some people expect too much of life and are in a constant state of disappointment. Life does not owe adults anything. They owe life something in return for living.

14. *Avoid prudery.*

The physiology and psychology of sex need to be understood and appreciated as well as the physiology of our other bodily functions.

15. *Count a hundred before giving explosive or violent expression to anger or to other forms of emotion.*

One must understand the place of emotion and feeling in one's life, and the need under present conditions to guide them. As a rule, emotions tend to paralyze the exercise of one's intellect and thus cause behavior not as beneficial to the individual as it might have been had the emotions been guided into more favorable channels. This paralysis of the intellect will tend to pass with the counting of a hundred and cool reason will then be better able to function. It is probably not well to entirely repress normal feelings and emotions. It is considered better to express

them, not in their original more or less explosive form, but in some modified form. For example, one becomes angry for some apparently good reason. Instead of repressing this emotion entirely, one can express this anger considerably toned down, using various harmless expressions, or by whistling or humming a tune, or by some other device worked out by each individual for himself.

16. *Always bear in mind that, although at times you may be right, at other times you may be wrong in any of your opinions. Respect the opinions of others; they may be right.*

If one always remembers this, one will not be too set in one's opinions, and one will not have prejudices and dislikes of others or of things which will be difficult later on to efface even though one recognizes their undesirability.

17. *Know wherever possible the source of your dislikes and the basis of your prejudices; where not clearly understood, question them.*

By doing this, one will be better equipped to face many of the inevitable problems of life. These dislikes and prejudices, which are generally not known to one as such, often cause people to conduct themselves in ways that are ineffective and so lead to unhappiness.

18. *Do not worry over poor heredity in your family.*

Our knowledge of human heredity is yet so meagre as to justify little or no worry on this score. Many of the so-called hereditary tendencies are not inherited but acquired. Heredity is often used as an excuse or cloak for unjustifiable behavior by many people.

19. *When in trouble or in difficulty, go to a good friend and talk over your troubles.*

One is surprised how small one's troubles and difficulties seem after doing this, and oftentimes the advice one receives from another proves invaluable.

20. *If your mind is troubled with fears, doubts, or strange thoughts which you cannot easily get rid of, consult*

your family doctor or a psychiatrist.

Frequently these fears, doubts, or strange thoughts are indirect expressions of some mental conflict which it is not easy for the individual suffering from them to understand. Discussing these with an experienced physician or a psychiatrist, however, is frequently the means of understanding them and finally getting rid of them.

Life is hard and tough at times for all of us; we all have our burdens to bear. But, after all, happiness is obtained not by simply trying to change life, but by trying to so train ourselves as to get happiness out of our difficulties as well as out of our opportunities. Published by courtesy of the Massachusetts Society for Mental Hygiene, Inc.

SUGGESTIONS

HELPFUL suggestions for the improvement of any conditions which apply to our business are always in order. When you help your company in any way you likewise help yourself and your fellow employees.

Your job is dependent upon the company's prosperity; its ability to make good products economically and sell them at a profit even with competition becoming keener from year to year. Your wage dividend is entirely dependent upon the profits the company makes on its products, and as the majority of the company's employees are also stockholders, the value of their shares and the dividends paid thereon are dependent upon the company's prosperity.

Co-operation, clear thinking and sound suggestions are factors that have helped many employees to higher positions. Our executives are always watchful for those who can assist to make our organization bigger and better. Real talent, properly balanced is seldom, if ever, overlooked.

Take a careful look about you, determine if possible the reasons why things are done as they are. If, in your opinion, you believe anything can be done better or at less cost, carefully determine just how the improvement should be made, then fill out a suggestion form accordingly. Your suggestion will receive careful consideration and be acted upon in strict accordance with its merit and the conditions which may apply to its adoption.



ACCIDENT PREVENTION

An ounce of prevention is better than a pound of cure. If you know of an accident hazard, report it at once.... Your foresight may prevent a serious injury



COURTESY

Courtesy costs nothing.... but it is the greatest selling proposition in the world. Its cultivation is invaluable to all of us in the enjoyment of life



KODAK PARK

CLAYTON BENSON, Editor



LION TAMERS—"POP" WILSON'S PARTY

A very enjoyable party was held at the Moose Clubrooms, East Avenue, January 28, for Herbert ("Pop") Wilson, of the Bindery Department, Kodak Park, who had just retired after twenty-one years of faithful service with the company. Mr. Wilson was honored by the Lion Tamers and their friends, who presented him with a chest which included an autograph album in which each member and employee of

the Printing Department inscribed a verse and his name and also a gift of gold.

After the supper and the presentation of the chest, the party adjourned to the lodgerooms, where a few acts of vaudeville by the Miller, Hawkins and Miss Goram trio were enjoyed.

The committee in charge were Leslie Graham, Chairman, Frank Baker, Samuel Kaufman and Fred Nelson.

ELECTION TIME

March among other things brings the annual election of officers for the K. P. A. A. As this goes to press a nominating committee is actively engaged in designating a list of candidates for the various offices. Announcement will be made on the bulletin board of the three days allotted to the voting and ballots will be distributed to the departments accordingly. Every member of the association is urged to vote.

The officers of the past year, under the presidency of John Sheppherd, are to be commended for their excellent management of association affairs. Their term of office was made a successful one by untiring efforts in conducting the various activities for the interests of the majority and through the fair consideration given to every proposal. The responsibility of even attempting to satisfy the wants of 4,500 members is a hard task.

CAMERA CLUB

The regular monthly meeting of the Kodak Park Camera Club was held on Thursday evening, February 2. R. T. Sawyer, transportation engineer of the General Electric Company of Erie, Pennsylvania, and a speaker of international reputation in the engineering field, came here under the auspices of the Bureau of Commercial Economics, Washington, D. C., and the Victorian Railways of Australia. "Australia—The land of Sunshine" was the topic of his lecture, which featured a detailed explanation of his films as they were projected.

An excellent one-man exhibition of bromoil prints was displayed in the assembly hall during the month of February. These prints were the work of R. P. Leavitt, of State Street, who will be remembered as the winner of the Eastman Medal in the Second Annual International Kodak Salon.



LEWIS CARL

MAKE SUGGESTIONS

Suggestion awards for the final quarter of 1927 totaled \$615.00 for 148 adopted ideas. These figures bring the number of adopted suggestions for the year to 583, with the awards amounting to \$3,246.00. The yearly review of all suggestions put into operation during the preceding year is now being made, and the recommendations for additional awards, after being acted upon at the April suggestion meeting, will increase the total sum of the 1927 awards. The annual review, with its resultant awards, is an excellent feature of our suggestion system, which provides the method of giving credit to suggestions which after trial have proven of greater advantage than was originally apparent.

The highest award of \$65.00 for the period mentioned was made to Lewis Carl, of the Printing Department, for suggesting changes in the style and method of manufacturing London envelopes which increased production with a considerable saving in stock and labor. While consistently submitting his ideas through the suggestion system and having a record of 60 per cent of them adopted, this makes his first large award, and should bring home to all employees that a possible rejection or small award on some of their ideas should not discourage their outlook and thought for original and valuable suggestions.

Three \$25.00 awards were made as follows: Elmer Hewitt, Roll Coating Department; H. Henderson, Sundries Development Department; and Harold Smith, Roll Coating. William Birdsey, of the Machine Shop, received an award of \$20.00. Several employees had more than one suggestion adopted, this group being headed by Cornelius Hoffman, of the Roll Coating Department, with eight, and followed by William Bunn, of the Lacquer and Mounting Tissue Department, with five; A. D. Bessey, Main

Office, four; and Fred Kern, Baryta Department, and Harry Gage, P. and S. Department, with three each.

With the promise that there is always room for improvement, our field for working and thinking our suggestions is practically unbounded—the various types of suggestion legion. It must be said, however, that the more valuable suggestions are not the result of a lucky inspiration but rather the product of thought and consideration. All employees are invited to submit their ideas on improvement of product and manufacturing methods, reduction of costs, elimination of waste and on accident and fire prevention. If you have not tried making any suggestions—try it.

THE LAST FRONTIER

David Dietz, science editor of the *Cleveland Press*, was the speaker at the regular monthly meeting of the Kodak Park Foremen's Club, on Tuesday evening, February 14. "The Last Frontier," the title of Mr. Dietz's lecture was explained as the frontier of science, physical and geographical limits of the "old frontiers" being matters of history. His talk for the greater part dealt with the advances of science in the field of astronomy and was illustrated with a remarkable group of stereopticon slides. Mr. Dietz owns that real art of interpreting the cold and complex facts of science in terms the laymen can understand, and as a result held the attention of his audience throughout the lecture.

Another feature of the evening was a brief talk relative to compensation cases, problems and laws by William A. Patton, who is one of the three referees of the Bureau of Workmen's Compensation of the State Department of Labor attached to the local office. His talk most appropriately followed the showing of a "safety film" entitled "Handicapped."

The entertainment feature of the dinner hour presented Dorothy Drakely, of the Eastman Theater cast. Miss Drakely sang a trio of "blue numbers" in most approved fashion, her efforts being roundly applauded.

Dr. C. E. K. Mees, head of the Research Laboratory, is announced as the speaker for the March Meeting on the 13th. Attention of the membership is called to the fact that the April meeting will be held the third Tuesday (April 17) of the month rather than on the customary second Tuesday.

GOLF NET READY

Our golf enthusiasts have brightened up considerably since the Athletic Association installed an indoor golf net in the assembly hall for the use of its members. Measuring 10 by 12 by 20 feet, the net affords excellent space for driving exactly as out-of-doors and a bull's-eye in the back canvas is a guide to the accuracy of the shots. This practice court met with instant approval and is kept busy the greater share of the time, the golfers on trick work practicing before and after their shifts. All members of the association are invited to use the net; it offers a real opportunity to keep in trim for the summer golf season, or to start learning the fundamentals of the game.

We are happy to announce the arrival of Jack David, on February 13, weighing 9½ pounds, at the home of Frank Jones, of the Power Department.



PERRY A. WRIGHT

SILVER ANNIVERSARY

Perry A. Wright, of the Recovery Department, completed his twenty-fifth year of continuous employment at Kodak Park on the second of February, having started to work here in 1903 in the Slitting Department, Building 12.

Approximately a year after his employment he was transferred to the Main Laboratory, in Building 4, and which department we today know as the Industrial Laboratory. His duties during the first two years in that department included the responsibility of making practically all the distilled water used on the Park, part of the equipment for this work being a still located on the roof of Building 5, and automatic controls yet in the inventive stage, inspection had to be made every 30 minutes. He also made extensive tests in connection with the installation of upright boilers and other machinery in the Power Department.

From May, 1906, and continuing for 13 years, he was in charge of the Park assay work, being situated at different times in Buildings 4, 40, 14. In 1920 he was promoted to his present position as assistant foreman of the Recovery Department, being located for the most part at Building 110, Kodak Park West.

We are happy to congratulate Mr. Wright on his loyal and lengthy term of employment, and join his many friends in wishing him continued years with us.

After a brief illness, J. Mortimer Gallery, of the Roll Coating Department, passed away February 6. "Mort," as he was commonly known to his fellow-workers, has been an employee of the Roll Coating Department for the past ten years and he leaves behind a host of friends who mourn his loss. Deepest sympathy is extended to his family.

KODAK PARK BASKETBALL TEAM
INCREASE LEAD IN INDUSTRIAL LEAGUE

Completion of the first half of the Rochester Industrial Basketball League finds the Kodak Park team safely entrenched in first place. Our basketballers have kept going at a fast pace, the team standings of February 15, crediting them with six victories and no defeats. Following the tie game with the Gas and Electric aggregation five consecutive wins have been chalked up at the expense of Bausch & Lomb (since replaced by the Camera Works Reserves), Hawk-Eye, Vogt Manufacturing Company, Camera Works and Kodak Office. The contests with Hawk-Eye and Camera Works were nip and tuck affairs, the score with the "Lens-makers" reading 30-27, while the winning margin of six points (37-31) over the Camera Works quintette was earned in the last two minutes of the game.

This fine showing of our team is accounted for in good measure by team play and the "old fight" spirit. The offensive strength of the club lies in the fact that each regular on the squad is sharing in the scoring. Statistics on the 7 games to date shows the players fairly bunched for scoring honors: 63 points, from 30 baskets and 3 fouls, put Weigand in the van, followed in order by Brightman, 49 points; McCone, 45; Morse, 39; Culhane, 35; Benson, 35; and Hitchcock, 20. "Jim" Culhane has an excellent foul shooting record, making good on 11 out of 14 chances from the 15-foot mark.

As an aid to the financing problem of the league, an exhibition game and dance was held at the Kodak Office auditorium Wednesday evening, February 8. An All-Kodak team composed of two players from each of the company plants defeated an All-Star outfit whose lineup included two picked men from each of the other four entries in the league. Morse and McCone, the Kodak Park representatives, were the stars of the All-Kodak five, the former leading his team with 12 points and the latter totaling 9. Music for the dancing was furnished by "Sax" Smith's ten-piece orchestra. Approximately 600 were in attendance, and all reports indicated a good time and a modest sum for the league treasury.

In the one non-league game of the month the Park team were forced to defeat by the Geneva Eagles, at Geneva, Tuesday, February 2.

The second half of the league schedule started at Kodak Park February 16, the local club meeting the New York State Railways five. Two games are scheduled each night with an admission charge of 25 cents. Rex Taylor, of the Rochester Sporting Goods Company, and president of the league, has donated a beautiful cup to be awarded the winners. This cup is now being circulated for display among the various plants represented in the league.

Standings, February 15:

	Won	Lost	P. C.
Kodak Park.....	6	0	1.000
Camera Works.....	4	2	.666
Hawk-Eye.....	4	2	.666
Vogt Manufacturing Co.....	4	2	.666
N. Y. S. Rys.....	3	3	.500
Gas and Electric.....	2	2	.500
Kodak Office.....	0	6	.000
Camera Works.....	0	6	.000



TWENTY-FIVE YEARS FOR WILLIAM T. CRITTENDEN

February 10 marked the completion of twenty-five years of continuous service for William T. Crittenden, of the D. O. P. Packing Department. On that date employees of the department presented him with a beautiful gold watch and chain as a token of their good will and as a fitting remembrance of his silver anniversary of employment.

"Bill," as he is popularly known to his friends and associates, started at Kodak Park in 1903 in the Solio Packing Department, second floor of Building 5. Some three years later he was transferred to the Velox Department, and moved with that division to Building 42 where he now serves as a foreman in charge of handling and servicing orders.

It is a pleasure to congratulate Mr. Crittenden on his quarter century record, and we unite with his host of friends in extending best wishes for the future.

To Chester Armstrong, of the Inside Cleaning Department, who recently suffered the loss of his mother, deepest sympathy is extended.

The employees of the Pipe Shop extend their sincere sympathy to Herbert Gress whose father recently passed away.

Congratulations are extended to Reid Keenan, of the Research Laboratory, who was married on December 27 to Martha Tayne, of Bloomington, Illinois.

Greta Hahneman, of the Ciné Reel Manufacturing Department, and Bert Engler were married February 3. Congratulations.

The Printing Department extends its sympathy to John Young, whose father died January 29 at New York City.

THOSE BUSY NUMBERS

Line's busy! How often that trite phrase check-mates our plans; especially seeming to retard our progress when the matter is most urgent. In an organization as large as Kodak Park, we should realize that others also have urgent matters to discuss by telephone and that our call is only one of a hundred. The practice of besieging the operator who gives the busy signal with a barrage of questions brings no advantage. On the other hand it materially slows up the operator in answering other calls and puts a needless strain on tempers of all concerned.

More than one, and in some cases, four lines are installed in a number of offices. On the switchboard these lines are marked to indicate that any one of them may be used if others are busy. When a call is put in for one of these numbers and it is found to be busy the operator tests all auxiliary lines before giving a report of "Line busy." From this it is apparent that it is a waste of time to question the operator or ask for another line to that office. It is a mistake to feel that a report of a busy line is of any benefit to the operator for actual experience shows that it is easier and quicker to complete the call.

A busy line represents a waste of time for the subscriber, operator and other persons waiting to ask for numbers. In an industrial exchange the percentage of lines busy is very high. It is asked, therefore, that everyone co-operate to facilitate the operation of our telephone system by accepting the operator in good faith when she says, "Line is busy."

CARD PARTY AND DANCE

In answer to the suggestions and inquiries of many of our card playing enthusiasts, the Athletic Association held a card party and dance in the assembly hall, Friday evening, February 3. In spite of conflicting dates with several other social activities approximately 150 members and their guests were present to start playing at 8:30 p. m. Allowing a choice of game, the popularity of bridge and pinochle was apparent from the large majority who were grouped at the tables allotted to those games. The balance of the crowd was evenly divided between five hundred and pedro. High score at each table was rewarded with a prize of a pair of silk hose, while a deck of cards was given for second high total. Dancing followed the conclusion of the card playing, the music being furnished by a girls' orchestra, known as the "Sorority Five," and including in its personnel Hazel Decker, Department 40, and Mildred Seamen, of the Medical Department.

The arrangements for this activity were handled in excellent fashion by a committee composed of the following: Frances Fox, chairman, Hazel Decker, Cecile Haire, Lillian Dentinger, William Doane and Charles Kendall. This committee are sincerely thanked for their efforts, the only regret being that more were not present for the good time provided. It was felt by some that the charge of one dollar per ticket was somewhat high. In view of the quality of the prizes and that two were offered instead of one, as is the custom at most affairs of this nature, and that two hours of dancing were on the program, the committee felt that the evening's entertainment was well worth the ticket fee.



RALPH LEHMAN, Treas.

WITH THE BOWLERS

In our watch for high scores, changes in team standings, freak splits and other incidents which provide the interest and thrill of a bowling league, we have a tendency to forget, so smoothly is everything conducted, that each week of the schedule from October to April someone is handling the routine responsibilities and obligations of the league. The treasurer's duties of collecting the bowling fee each week, paying the alley rental and the task of distributing the prize money at the conclusion of the season, is one example of this. The financial responsibilities of the K. P. A. A. League are efficiently cared for by Ralph Lehman, of the Industrial Economy Department. Ralph has bowled in this league for several seasons although this is his first term as an office holder. In addition to acting as league treasurer he manages the Engineer's team.

There were no changes registered during the past month in the team standings. Three high score marks were bettered, however; Building 48 increasing their own high three game total to 3,055, Building 35 taking high team single game from Building 48, and "Speed" Martin shooting 688 to displace "Charlie" Behrns' high individual three game record. Individual averages, as published February 13, show Charles Behrns in the lead with 199.

Scores of 248 and 244 twice brought Natt, Building 48, the weekly one dollar prize during the past month while Martin, Building 35, and Marx, Toolroom, were high the other two weeks with 257 and 238.

Official team standings February 11:

	Won	Lost	P. C.
Building 48.....	39	18	.684
Building 35.....	35	21	.625
Toolroom.....	33	24	.579
Pipe Shop.....	32	24	.571
Garage.....	32	25	.561
Engineers.....	25	32	.439
Steel Fab.....	20	37	.351
Sundries Manufacturing.....	10	47	.175

RESEARCH TEAM IN LEAD

The long cherished desire of the Research team to win the Department League Basketball championship seems about to be realized. Within the past month they have advanced to first place by taking four straight games including clean cut victories over the Soccer Club and Tin Shop fives, their strongest rivals. They have only to win their final two games to clinch the title and continuing at their present stride should encounter no serious difficulty. The "scientists" boast a well balanced lineup although the individual prowess of Hitchcock at center, who leads the league in scoring with 54 points, has featured their play.

The Tin Shop and Soccer outfits follow the leaders in the order named and have a chance to tie up the standing only in case the "scientists" suffer a defeat. High scoring honors for the "tinsmiths" is held by "Jim" Weigand with 40 points, while Lindhorst heads the Soccer Club with 30.

The Office team dropped back during the month while the Industrial Laboratory chalked up their first win. "Vic" Smith leads the first named five in scoring, while 33 points gives "Herb" Wilson the best record for the latter. The Machine Shop found difficulty flooring a team regularly and withdrew from the league after playing five games. A new team has been recruited to complete their schedule.

Ten games remain on the schedule which ends March 1. The interest of the players has made this season's league the most successful one of recent years. Only three games have been postponed and it is expected that these will be played off regardless of their bearing on the final result.

Official standings January 10:

	Won	Lost	P. C.
Research.....	7	1	.875
Tin Shop.....	5	2	.715
Soccer.....	4	2	.666
Office.....	3	4	.428
Industrial Laboratory.....	1	6	.142
Machine.....	0	5	.000

GIRLS' PARTY ANNOUNCEMENT

The Annual Girls' Party, open to all girl members of the K. P. A. A., will be held Wednesday evening, April 11, 1928. Usually the party is held before Lent. This year a later date has been set to make it possible for the committee to have more time for preparation. Although held after the first of April, the party is being given under the auspices of the present K. P. A. A. Board and the funds have been appropriated by the present board whose administration terminates in April, 1928.

The general committee is made up of the following members, with Katharine Huey as General Chairman: Helen Allan, Emma Carey, Anna Cosgrove, Reita Duley, Frances Fox, Cecile Haire, Bernice Harper, Gladys Dowd, Lillian Hilfiker, Eleanor Judson, Louise Koeth, Florence LaForce, Emma MacBride, Florence Martin, Josephine Milner, Lois Patchen, Monica Powers, Helen Quinn, Anna Rautens, Lucille Rice, Marie Roppert, Louise Roth, Mildred Seaman and Elsa Wahl.

Watch the bulletin boards for details. All K. P. A. A. girl members are urged to attend.



WM. VAN DUSEN and GEO. STRUTT, Chief Guide

OUR VISITORS

There are, perhaps, with a few exceptions, no two other men at Kodak Park who play such an important role in promoting the general interest and good will of the company to the outside world as the Chief Guide, George Strutt, and William Van Dusen, his able assistant. Words and communications of praise coming from countless groups after a trip around the plant are the best testimonials to the competency with which our guides extend this courtesy of the company.

A survey of the Chief Guide's log reveals the fact that visitors at Kodak Park during the year 1927 totaled 3,846. While this is a slight decrease from the past year, the territories from which they came were greater in number and remoteness. Delegates were entertained from all but three states of the Union, the Empire State being well in the lead with 2,005, while our adjoining neighbors, Ohio and Pennsylvania, rank second and third with 346 and 177 respectively. The total number from the 45 states amounts to 3,041.

Canada, with 106 visitors, leads our foreign list with England and Australia as runners-up. Such countries as Germany, Holland, South America, Mexico, Italy, Denmark, Sweden, Austria, Czechoslovakia, Finland, Scotland, Cuba and India were well represented.

The sincere sympathy of the employees of the D. O. P. Packing Department is extended to Irma Gross, of the Assorting Room, whose father died February 4.

At Rome, New York, January 8, Mary Burns, of the D. O. P. Packing Room, was married to Harold Shaefer. The employees of the Department all join in extending their best wishes.

The Research Laboratory congratulates Waldemar Vanselow on the arrival of a baby girl, Mary Jane, born January 13.

The Industrial Economy Department congratulates Herbert Holt on the arrival of Jane Edna, born January 6.

Helen Anderson, of the Industrial Economy, was married to Arnold Pechler on December 31. Every best wish for future happiness is extended.

The Roll Coating Department extend its sincere sympathy to James Tierman and L. T. Stephens, who recently suffered the loss of their mothers, and to Irving Vincent, in the loss of his father.

Congratulations are extended to Margaret Delahanty, of the Ciné Slitting Department, who married Frank Hess, February 6; to Gertrude Evans, of the Spooling Department, who became Mrs. Verne Coulson January 28; and to Florence Hughes, also of the Spooling Department, who was married to Frank Clancey November 24.



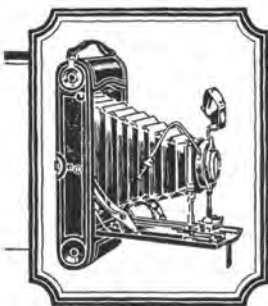
THE LYONS BROTHERS

ON WITH THE DANCE

The noon-hour dancing, which has been a winter feature of the K. P. A. A. for several seasons past, is enjoying its usual reign of popularity. Interest in this terpsichorean art has been furthered by the fact that the orchestra is one of excellent caliber. There are five music makers, the nucleus of which is centered in the persons of the three Lyons brothers, Thomas, Charles and John, whose versatile accomplishments are a source of keen delight to their listeners. Playing at noon time is supplementary to their orchestra engagements during the week, and employees desiring orchestra services for any occasion might well consider them.

Alton Russell, of the Carpenter Shop, has recently been added to the personnel, while "Joe" Durbin occupies his customary position at the drums.

Dancing is scheduled for three noons each week; namely, Monday, Wednesday and Friday. This activity provides excellent entertainment and diversion for those not in walking distance of home during the noon-hour. Everyone is invited to take advantage of this noon time recreation either as one of the dancers or as an onlooker.



CAMERA WORKS



HERBERT S. THORPE, Editor



C. W. R. C. BOARD OF MANAGERS

*Standing, left to right: Norman Robinson, Frank Reynolds, Chas. Rogers, Pres., Joseph Sullivan, Chas. Kivell
Sitting, left to right: Frank O'Brien, Nellie Saalter, Gussie Bornkessel, Betty Yaeger, Herbert S. Thorpe, Secretary Treasurer
Missing: Betty Miller*

C. W. R. C. BOARD RE-ELECTED

The board of managers of the Camera Works Recreation Club, many of whom have served in that capacity since the institution of the club in 1921, has again been re-elected, and will endeavor to give of its best in the activities and pastimes which the club features.

The secretary will be glad to hear from members

who have suggestions for additions to our sport list, or any idea which we can use to do things just a little better in this new year. May we again point out the fact that every employee of the Camera Works is welcome to join the C. W. R. C., and, if you are a newcomer or if we missed you on our membership campaign, we shall be glad to "fix you up."

RESERVES

Twenty-six and twelve make thirty-eight—games played by the Reserves to date. In this issue we give them credit for having played twelve more contests, seven of which they won. Three of the five defeats suffered were conquests of teams in the larger class. The Reserves have replaced Bausch & Lomb's quintet in the Rochester Industrial Basketball League, taking over the Balcos four defeats. Following the league schedule, to date, the Reserves have been downed by the Camera Works and Hawk-Eye, but have made good showings in both games. The Reserve boys don't want to capture the trophy this season, but have high hopes of breaking into the win column in the near future.

The Production Office has lost a faithful member

in Mary Schenk, who was married to Carl Brehmer last month. Mary has been a stenographer in the Office for twelve years, and was the recipient of a handsome floor lamp from the employees in her department and other gifts from her numerous friends in the general office. Congratulations to the groom, and a long and happy life to the bridal pair.

SHORT STORIES

Mary Oppel, a long-service employee of the Covering Department, has been ill for several months, but is almost ready to resume her duties again. She wishes to acknowledge the interest which our Medical Department has shown, and also the kindness of her many friends in and out of her Department during her absence.

PRIZE-WINNING PICTURES

The prize for the best group of story-telling pictures for this month has been awarded to Horace Blackwell, of the Bellows Department, who, visiting the land of his birth, England, brought back with him a fine collection of Kodak pictures, five of which we have reproduced on page 22. All are typical scenes of peaceful, rural England, where every village possesses its village green, whereon, as a center feature, a war monument has been erected by the inhabitants in memory of members of the family who lost their lives in the Great War—and very few families escaped loss. The section of England around Cambridgeshire is known as the Fenn district, where hundreds of miles of natural canals wind their way through virgin marshlands.

We shall be pleased to consider groups of not less than five pictures of other countries, or any group of domestic subjects which are co-related to each other.

Death seems to have laid a heavy hand on several families connected with our Camera Works people. Among the well-known folks we regret to record the loss of the wife of "Tony" Metzger, who has been a watchman on our staff for a number of years; also the loss of the father of Emmett Brennan, of our Stock Record Department, and the mother of William Wright, of the Shutter Department. To these three men and their families we offer our sincere sympathy.

On Wednesday, February 22, Ella Clifford, of the Inspection Department, was married to Cornelius DeGraff, a member of our Lacquer Department. Heartiest congratulations to the bride and groom.

We regret to record the sudden death of the wife of Alfred McLennan, of the Riveting Department, and offer our sincere sympathy to the family.

Who said that girls did not enthuse about sporting activities? Skeptics on this point should have witnessed the opening night of the indoor golf school, which the K. O. R. C. and the C. W. R. C. have added to their active list, and which was opened on February sixth in the Kodak auditorium. The "pro" Harold MacDonald was literally swamped with girls, plus clubs of all shapes and purposes. The nine-hole course—which is laid out in approved and regulation fashion—was all too small, and, from the way things appear now, we shall have to either double our course or arrange—in some miraculous method—a separate night for each of the two clubs. More of indoor golf in our next issue.

The "Checker-Champs," having beaten the Buffers in a competition extending over four weeks, have had some difficulty in finding men to compete with them, but a group from the Kodoscope Department have dared to question the Checker-Champs' supremacy, and are now in throes of a battle royal for honors.

John Barber, who for over eight years has worked in the Maintenance Department, is still on the sick list after an absence of four months. He is, however, gradually improving, and looks forward to returning in a few weeks.

A NOTABLE RECORD

With the possible exception of presses, wood-working machinery is the most hazardous equipment which we use in the making of Camera Works products. Before the advent of safety science, accidents in wood-working shops were almost a foregone conclusion, and it is noticeable among the older groups of wood-workers that a missing finger or two is almost a trade-mark denoting their occupation.

The comparatively few years in which the safety movement has become an industrial gospel has worked wonders in accident prevention, and with the installation of guards and the realization of the operator that safe methods are necessary to his job and his happiness, the ratio of accidents has dropped considerably and, with education and improvements in mechanical appliances, the zero mark should ultimately be reached.

To prove that it is possible to work on machinery and still lead a no-accident life, our Wood-working Department has established an enviable record; one which we are proud to record, and which we set up as an example to other departments of even a less hazardous nature than theirs. This record deserves a special paragraph, so here it is:

On January 31st, the Wood-working Department of the Camera Works, consisting on an average of about forty operators and their foreman—Peter Quinn—completed fifteen consecutive months without an accident of any nature.

Congratulations to every man in the Department, and may they break all records in accident prevention.

HELP THE NEW CHAP

Changes seem inevitable in this progressive age. As large a group of people as is employed in this factory is bound to have changes in personnel. The very fact of progress and change in methods is the cause of transferring men or women into departments where the routine is strange to them. This situation creates a distinct obligation to the "old timers," whose duties in that department have been established. Individual success, in a modern industry such as ours, depends very largely on the success of others. New people coming into a department can cause a great deal of confusion, or practically none at all, depending on the amount of interest, or lack of it, from those who have worked there any length of time. It's good business to "Help the other fellow," especially if he is a stranger in that group.

The boys and girls in the Lacquer Department extend their greetings to Jacob Sabella, who, having worked with them for ten years, and now is ill, is naturally missed from his accustomed place. We wish Jacob a speedy recovery.

Cora Bills, a member of the Accessory Department family, has been absent for about eight months, but is now recovering in health, and ready to resume her duties.

Safety First



THE MONTH'S PRIZE WINNING PICTURES, by Horace Blackwell

- No. 1—Threshing at Hallpit Farm, Ely, Cambridgeshire
- No. 2—Hytle Cottage, Burwell, Cambridgeshire
- No. 3—Cheddar Village, Somerset
- No. 4—A Typical English Village Street, Wicken, Cambridgeshire
- No. 5—Charterhouse Manor Park, Blagdon, Somerset

A KODAK TRAVELOGUE

PART I

The first of a series of pen-pictures dealing with the distribution of Eastman Kodak products



INDIA, THE LAND OF MYSTERY

The air is stifling and dry, and innumerable grains of sand are whirled into miniature cyclones, almost shutting from view the few little stone houses which are scattered along the hot dusty road. The houses—if they can be named as such—are crudely built of unshapen blocks of stone, held together with mud or clay gathered from the banks of the river Jordan. The roofs are a picturesque medley of vari-colored sheets of tin, while here and there a strip of cloth or canvas is applied in a vain endeavor to stop the sand from finding its way into the one-room dwelling place. A crude hand-made door stands ajar revealing the interior of one of these stone huts. At one end of the room is an open hearth, built by scooping out a hole in the sand floor, and a caldron swings over the smoldering embers of brush and tree. A wrinkled old woman, clad in shawls and flowing garments, croons a baby to rest, while outside the children play strange games to the music of a reed pipe and the tom-tom-tom of stretched sheepskin over a wooden cylinder. Up the road a way are itinerant merchants squatting against the stone walls or under shelter of flapping awnings, crying out their wares to the passers-by, or displaying highly-colored robes and shawls on the off chance of a purchaser. Around the market-place a few tradesmen have converted their houses into shops or stores, with even a pretense of displaying their goods behind a fairly modern glass window, undoubtedly feeling a pride in their transition from road-side peddlers to resident merchants, and, having heard from travelers of the wonderful stores on Broadway or Regent Street, feel akin to American or European fellow-tradesmen. Nor are they wholly mistaken in this parallel, for, whether in New York City or in the tiny unkempt villages clustering around the City of Beirut in Syria, the familiar sign of "Kodak" makes the whole world kin, at least as far as Eastman goods are concerned.

The very Brownie which perchance you had a part in producing only a few months ago may now be in the hands of one of the natives in far away India, for, in one province alone (and there are scores of "kingdoms" in India) the Maharajah of Kashmir—Sir Hari Singh—an ardent enthusiast in photography, ordered a shipment of over one hundred



A NATIVE AFRICAN HUT

Brownies, which he distributed to his court and friends. The British military cities of Calcutta and Bombay are the Eastman distributing points for the vast territory of India, with its three hundred and nineteen millions of poverty stricken natives and its fabulous wealth among the upper castes.

Picture, if you can, a bleak barren territory, about eighteen hundred miles north, as the crow flies, from the source of Kodaks and Brownies (Rochester) where for months the inhabitants are isolated from the rest of the world because of ice and snow, the only means of communication being that of radio, at infrequent intervals. Baffin Land, the outposts of the famous Hudson Bay Trading Company, where dogs and sleds are the only means of transportation, and where the Canadian Northwest Mounted Police travel for days and days between trading-posts to preserve law and order. There also cameras and other Eastman products find their way through the company's system of distributing centers in the more thickly populated areas. It may be news to you that the Ciné-Kodak, for which you stamped out this or that part, or assembled these gears or that gate, is now doing duty in the treacherous straits in the Hudson Bay region where the Government officials are maintaining a two year aerial survey, day and night, in order to determine currents, ice floes, and atmospheric conditions.

Africa, that great land of more than eleven and one-half millions of square miles, where civilization and cannibalism almost rub shoulders. Where a thin



BEYOND BAFFIN LAND

line divides great flourishing business centers from vast deserts. Where diamonds are mined of almost inestimable value by Kaffirs who possess less than the poorest European. Where millions of dollars worth of rubber is tapped from trees in the swamps of Congo by natives who know not the use of it. Africa! The haunts of one hundred and eighty millions of natives, Britons, French, Italians, Portu-

guese, Spaniards, Belgians. Here, at Algiers, situated on the shores of the blue Mediterranean, is a distributing point for company products. Again, at Mombassa, Nairobi, and Dar-es-Salaam, all located near the shore of the Indian Ocean, and at Capetown, Durban and Johannesburg, in South Africa, Kodaks, Ciné-Kodaks and Brownies find an outlet.

SWIMMING

Another two months, and, unless the weather reverses action such as it has been doing during the winter months, we shall be thinking of outdoor activities, and, among them, that epic of summer sport, swimming. In the meantime, our indoor swimming group is at your service to encourage you in learning, or advancing you in aquatic sport. In the place of Curt Loeschner, whose untimely death left us without a second instructor, we have secured the services of Anthony Bartusek, whose fame as a swimmer is proven by the many trophies and prizes he has won in open competition. One dollar will entitle you to all the group's activities until the end of this year.

OUR FILM LIBRARY

Our C. W. R. C. Film Library, comprising about ten thousand feet of dramas, comedies, etc., which are rented to Camera Works employees at a very nominal fee, is another popular move which the club has made in its endeavor to find branches of interest for all its members. While the outlay for professional subjects in motion-picture film is necessarily expensive, we have added interest to the club's affairs among non-athletic folks, and many a "home-show," and also church, scout, legion, and other gatherings have staged performances through the medium of our small, but growing film library. Composed of practically all the Cinegraphs which have, and are being issued by the company, the library has a great variety of subjects, and we shall be glad to supply you with film and a Kodascope, but would appreciate you booking as early as possible.

Esther Goulding, a popular girl in the Folding Brownie Department, has been absent for three months, on account of sickness, but is now making steady progress towards recovery. We trust she will soon be working in her accustomed place.

SEVERAL RETIREMENTS

Several men, who, having worked long and faithfully in the Camera Works, have retired to private life to enjoy the fruits of their labor. In their order of length of service, we place that well-known "free-booter," Harry Briggs, with a record back of him since March, 1887. Harry has been an active member in about every group that was ever organized for sport or conviviality, and no group picture was just complete without him. Harry intends to spend about two years in his native England, and we will not hazard a guess as to what he will do after that time.

Next, in point of service, we mention Sylvester Lusk, who for almost thirty years to the month grew up with the Eastman organization. Having served in several capacities, among which was a lengthy service of foreman of our Print and Paper-cutting Department, he retired and we wish him a renewal of his former good health and long days of enjoyment.

Carlton Bachman—the "G. O. M." of the Stock Record Department—retired after a service period of twenty years. Joseph Schifano, living now in Colorado, retired after sixteen years of continuous service in the Inspection Department. Thomas Gaberty, who since 1912 has taken care of the janitor duties in the Shutter Departments, has retired because of ill health, as also has Michael Flynn, who was a co-worker with Thomas in the Sanitation Department.

To all these men, we wish a long life of good health and happiness.

Latest reports concerning Rachael Feasel, who for sixteen years has fulfilled various duties in our Office departments, and who has been absent since November on account of surgical treatment, are indicative that before these lines are published she will be working again. Rachael is well known both in the Office and factory, and we know that she will be welcomed upon her return.

CAMERA WORKS IN SECOND PLACE

The Rochester Industrial League, which has proven to be such a success, fills a long-felt want in industrial basketball circles, and each of the eight teams composing the league are very enthusiastic regarding its permanent possibilities in year-around activities. The four Eastman teams, together with quintos from N. Y. S. Railways, Gas and Electric, Vogt Manufacturing Corporation, and, to date of January 28, Bausch & Lomb, have eagerly followed their bi-weekly schedule, and to this date of writing have played a total of twenty games either on Kodak Park court or at the Kodak auditorium.

February first saw a second Camera Works quint in the lineup of teams. Owing to a change in arrangements, the Camera Works Reserves have taken the place of the Bausch and Lomb team, and, incidentally, also inherited cellar position in league standings. While our Reserves are not as heavy a class as the other seven teams, they lack nothing in enthusiasm, and the amazing number of games they have played as an individual team should help them to climb. By the way, the double-headers played each Tuesday at State Street, and each Thursday at Kodak Park, from eight to ten o'clock, are open to the followers of any of the teams.

Space will not allow a review of each game, but, hitting the highlights, we point out how evenly some of the teams are matched by referring to Kodak Park and Gas and Electric, who, meeting according to schedule, played a draw at fifty-one points after three extra five minute periods had been contested! The Vogt team representing the smallest manufacturing plant in the league, was formerly the "dark horse," but is now a serious contender, and their players have the largest following. To date, Kodak Office team have failed to win a game, but sickness has prevented them placing their best players in the games. Hawk-Eye has scored three wins, largely owing to the fine play of McGreal and Michlin. Green is proving to be the star of the Gas and Electric quint, and is actually top man in individual scoring, together with Freidland, a Vogt player, having totaled forty-eight points each. Our Camera Works team is playing good ball, Butler Herr heading up our team with twenty-eight points, Holzsuh with twenty-two, Mason eighteen, Fegley ten, Marx nine, Kannan eight, Goodall seven, and Engberg four. The Camera Works Reserves standings are not completed to date.

Standings of the teams, to date of February 8, are as follows:

	Won	Lost	P. C.
Kodak Park	4	0	1.000
Camera Works	4	1	.800
Vogt Mfg.	3	2	.600
Hawk-Eye Works	3	2	.600
N. Y. S. Railways	3	2	.600
Gas and Electric	2	2	.500
Camera Works Reserves	0	5	.000
Kodak Office	0	5	.000

WITH THE BOWLERS

Putting the fair sex at the top of our usual monthly bowling story, we state that at least two of our girls, Marie Camp and Florence Waterstraet, have been featured in the spotlight of publicity by reason of their excellent performances on the alleys. In a

match game between our girls comprising the factory team and a picked quint from the Gleason factory, Marie totaled up a score of 181—which puts many of our male bowlers to shame. While the Gleason girls won the tourney by a margin of thirteen pins, the total scores of our team aggregated 616-654-713.

In their factory league, Freida Schweizer holds top place for high average, with 5,044 pins for thirty-six games. Mildred Allis is champion in high individual and high double game with 169 and 330. Standings of the league are:

	Won	Lost	P. C.
Cinés	24	14	.684
Series	19	19	.500
Kodascopes	18	20	.473
Vest Pockets	17	21	.447

The Office Girls' League are planning their usual monthly party at the home of Lucille Schleich, and the plans are all laid for a valentine celebration. The palm of victory belongs to Florence Waterstratt, who has proved herself the champion girl bowler in the Camera Works, and possibly in any local industrial girls' team. Her high single score is 212 and her double score in the league is 388. She also has another game of 205 to her credit. We are also proud of the fact that another fast bowler has been developed in Lucy Deisel who has always rolled a fair game, but has now reached an even two hundred, which she hopes to duplicate before the season is over. Standings of the league are as follows:

	Won	Lost	P. C.
Kodaks	24	12	.667
Cinés	20	16	.555
Brownies	17	19	.472
Specials	11	25	.306

The big Camera Works League—now playing its sixty-fourth game this season, shows the Kodaks quite a few jumps ahead of the seven other teams. Knade again stands as high single scorer, with 267, and Keller has chalked up 659 for high triple play. Standings are:

	Won	Lost	P. C.
Kodaks	40	23	.635
Cinés	35	28	.555
Brownies	33	30	.524
Vest Pockets	32	31	.508
Specials	32	31	.508
Juniors	31	32	.492
Cameras	25	28	.397
Kodascopes	23	40	.365

The Shutter League, wherein Englert tops the list with 184 for individual average, and also holds the season's record for high single and high three with 257 and 652. League standings are:

	Won	Lost	P. C.
Covers	35	25	.583
Levers	32	28	.534
Cases	31	29	.517
Blades	29	31	.483
Springs	27	33	.450
Studs	26	34	.433

We regret to state that, owing to changes in the personnel of the Ciné-Kodak Departments, the Kodascope Bowling League has abandoned their schedule, but managed to play fifty games out of a possible seventy-five. The circumstances being unavoidable, the boys have received a share, based on the number of games actually played, of the C. W. R. C. grant, and the prize list has been issued and the prizes distributed.

MAIN



OFFICE

JOHN W. NEWTON, Editor



BEST GROUP

GIRLS' PARTY

The annual K. O. R. C. girls' party was held in the Kodak Office auditorium February 15, and was without doubt one of the prettiest and most enjoyable affairs ever held by office employees. The costumes were delightful to the eye and some idea of the gorgeousness of them can be gathered from the pictures.

The evening started off right with a splendid supper served in the cafeteria, consisting of chicken and all its concomitants. Miss Bigelow certainly excelled and did her best in succeeding to put the 350 girls present in good humor. The "big parade" in front of the judges, Misses McAnaney, McGrath, Comstock, Natt, Boyd, Hood and Tanner caused a lot of excitement and after serious consideration the following prize winners were announced:

COMICAL: First, Spark Plug, Ruthella Melhuish,

Ada Wells and Mabel Gummier. Second, Clown Minnie Baker.

MOST BEAUTIFUL: First, Spanish Girl, Erna Weber. Second, Valentine, Leona Ennis.

MOST ORIGINAL: First, Janet Bradbury—Rose Second, Grace Scobell—Cat.

BEST PAIR: First, Valentines, Lou Kraft and Luel-la Wright; Second, Indians, Marion Stephenson and Marion Pearson.

BEST GROUP: Valentine Greetings, Eleventh Floor girls.

When the excitement died down the entertainment on the stage was opened by the Stenographic Department, who put on a wild west drama, but not too wild, entitled "Wild Nell." Other numbers were given as follows: Marcelle Vuillier, vocal selections; Duet, violin and piano, the Burpee sisters; solo

dance by "Felix the Cat," otherwise Grace Scobell, and a Charleston baby dance by Alice Kamb. The Heart March by the Eleventh Floor girls was very pretty and made a beautiful tableau.

During intermission the song leader, Catharine

Brown, kept the crowd on their toes and their vocal organs busy.

The music furnished by Harmony Girls Orchestra was excellent and the musicians were very willing and played anything that was asked as often as desired.

The evening concluded with dancing.



HARRIET STEVENS, "Champ"

KODAK MARKSMANSHIP

In the United States Army all soldiers are given drill and tests in marksmanship with the rifle. According to their success in hitting the target they are graded as "Distinguished Experts," "Experts," "Sharp Shooters," and "Marksmen."

Many attain the badge of marksman. Few reach the highest classification.

For the second successive year Fred W. Brehm is conducting in the Main Office a weekly photographic class. His pupils are fifty-eight members of the office personnel, representative of all the departments. Incidentally, at this writing, after the class has been under way a month, the average attendance has been fifty-four out of the fifty-eight.

The course teaches the practice of photography from the bottom up, beginning with pinhole cameras, as part of the exposition of enough theory to fortify the practice, and extending to actual work in making good pictures.

One essential of good pictures with Kodaks is the proper judgment of distance. To teach that ability, Mr. Brehm has adopted army methods. He has put the class through tests at various distances, permitting as much error at each distance as a camera permits depth of focus, and grading the class as "Experts," "Sharp Shooters," or "Marksmen," according to their success at judging.

As a result, three members of the office forces are the proud winners of Woolworth high power rifles, symbolic of their leadership of the three classes. They are Harriet G. Stevens, of the Tabulating De-



THE HIGH PRIZE

partment, with the highest score among the "Experts"; Albert M. Baier, highest of the "Sharp Shooters;" and Edward G. Surrey, highest of the "Marksmen." A leather gun was presented to the leader of the "Awkward Squad" on the basis of the tests.

Of the class of fifty-eight, seventy-seven per cent qualified in the three classifications. Last year, on the first test, only some thirty per cent qualified.

Mr. Brehm does not know whether to attribute the improvement as an evidence of the uplift of the human race or whether it merely shows more interest in the study of photography.

The distance at which the judging contest was held ranged from three to forty feet. The prizes were awarded with due ceremony by Mr. Brehm. The winners in the three classes were the following persons:—

EXPERTS—Harriet G. Stevens, C. E. Raysor, David Fulton, Charles Bullard, M. Dissett, T. Kinney, Clara E. Walter, Phillis Bodler, Mary Shaw, Reta McPherson.

SHARPSHOOTERS—Albert M. Baier, Verne DeHond, W. E. Brown, E. W. Schoenherr, Vivian Wilson, Leonard Stapleton, Maude Short, Laura Comstock, Walter Gass, J. W. Thorne, Gladys Beuthling.

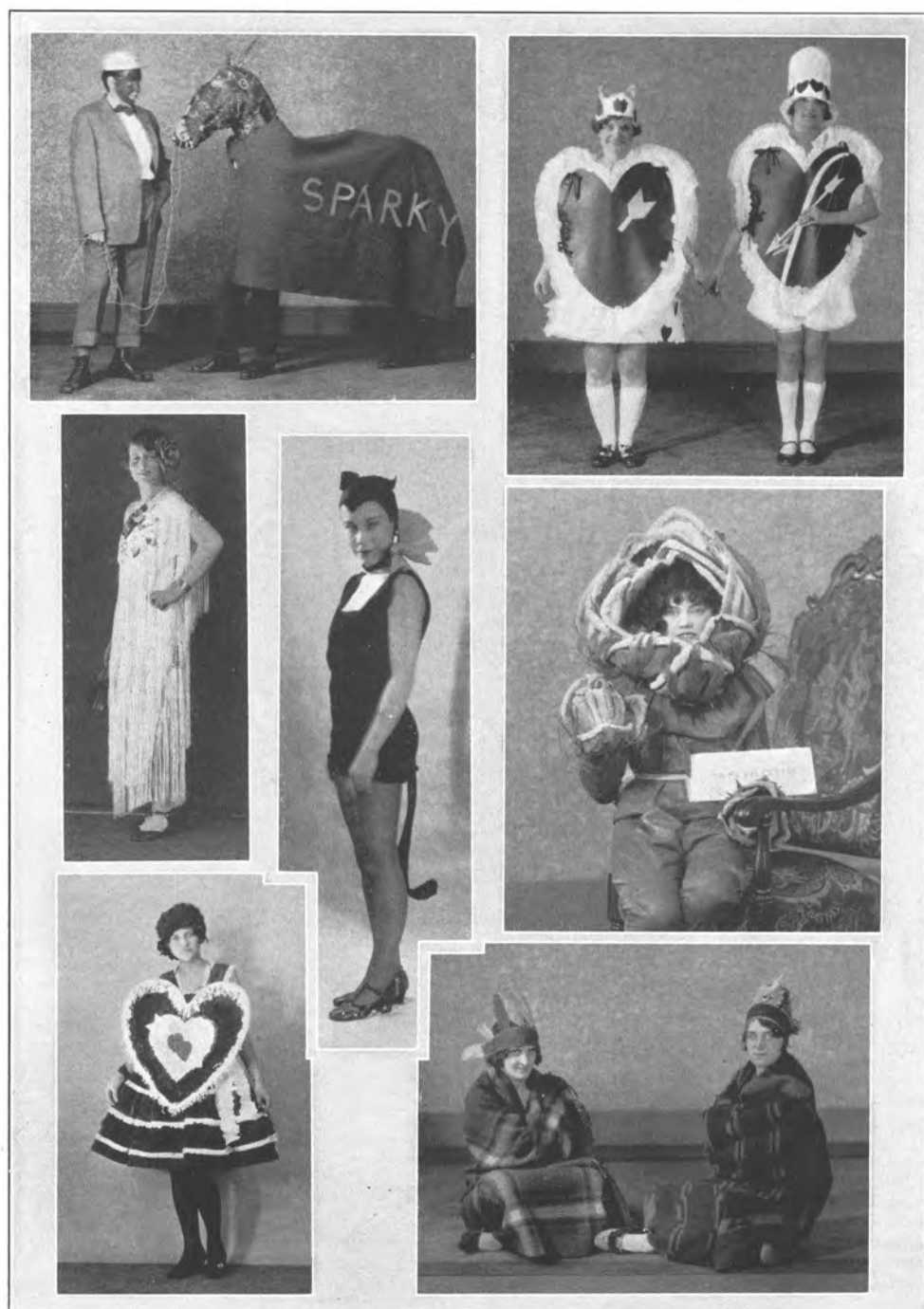
MARKSMEN—Edw. G. Surrey, Grace Beardsley, Catharine Brown, S. W. Davidson, Natalie Bigelow, Robert Mantel, Leona Ennis, Claire Knapp, David Birrell, Joseph Cleveland, Malcolm McBride, Mary Keating, Edna Schock, C. W. Sabin, Alveda Ciacchia, Hilda Bramer, Marian Pearson, Gertrude Colgate, Ila Whiting.

The class will continue, as last year, until spring. Kodaks will be awarded as prizes to persons making the best record for the whole course—in attendance, distance judging, photography, etc. For this contest the members of the class are divided as beginners and persons who have already taken pictures.



FOR THE AWKWARD SQUAD

The office force extends its deepest sympathy to Herman J. Bakker, who is at present in Paris, whose mother recently passed away in Ponca City, Oklahoma.



KODAK OFFICE GIRLS' PARTY

GOLF

There should be plenty of competition among Kodak people from now on as the following have joined Ridgement Golf Club, Inc., situated four miles from Kodak Park, on the Ridge Road:

Kodak Office—F. E. Bachelder, Spencer B. Hord, Herbert H. Ingram, Ira P. Gillette, Miss F. A. McAnaney, Fred C. Martin, John W. Newton, Frank O. Strowger, Miss H. S. Williams. Camera Works—Mrs. H. E. Wright. Hawk-Eye Works—Mr. James Wright. Kodak Park—J. G. Capstaff, Dr. L. K. Carver, E. P. Flynn, Miss Katherine Huey, Glenn Matthews, Dr. C. E. K. Mees, Dr. Shephard, Dr. B. J. Slater, Roy Sampson, F. Wignall, Rex B. Wilsey, Wm. Zimmerli.

The office players are priming up on the indoor greens set up in the Kodak Office auditorium and they can be frequently seen at the driving net in the auditorium annex.

The sympathy of Kodak Office is extended to A. B. Cornish, one of our special demonstrators, who travels Texas way, on the loss of his mother in Arkansas City on January 7, in her eightieth year.

Florence Laffin, of the Order Department, resigned on January 21 to join her mother and sister in California. Several farewell parties were given for Florence, and the hope expressed that she will be happy and successful in the far west.

Thursday evening, February 2, saw the gathering of the Bookkeeping clan, both past and present, at their annual invitation pig roast. Bookies may come and bookies may go, but they never stay away from Hafner's Hotel on this yearly occasion. It is looked on as a reunion and "Has Beens" look forward to this date as much as the present occupants of the high stool. A splendid meal was served, including pig in many varieties and the evening was spent in various enjoyable games. Yes, it was a great night, but what has become of the old fashioned bowlers?

We welcome the following new employees at Kodak Office: Advertising, Dorothy Boshier; Billing, Joseph Basulto, Jr., and E. Fernandez Bolta; Comptroller's, Jene Classen; Development Shop, Hermann Strauss; Repair Factory, Henry J. Kearse and Ralph R. Tarrant; Training, Mary F. Fischer.

Joyce Ewell left the Advertising Department on January 28 to take up a business course. Previous to leaving she was entertained by Inez Cooney at her home.

The sympathy of the Advertising Department is extended to Elizabeth Newman, whose sister passed away a few weeks ago, and to Ceil Lang, who lost her mother on January 21.

Annabell Flora, of the Bookkeeping Department, left February 4th to go into the more serious business of housekeeping. The girls of the twelfth floor presented her with a brooch and wished her the best of everything.

Charles Gerew has been in the General Hospital for several weeks. The last reports are favorable and with the coming of sunshine we hope he will be able to get back his health.

The K. O. R. C. smoking concert took place in the Kodak Office auditorium Friday evening, February 17, before an audience of at least five hundred smokers.

The evening opened with four boxing bouts between artists from the R. A. C. After that Carl Matern obliged with several vocal solos. There were dancing girls who contorted themselves in a manner that pleased a number of the audience. The well-known cabaret and radio singer, "Danny" Murphy, sang several songs and deserved the loud applause. The hit of the evening was Erwin Sloane, of the Repair Department, who shone in a number of slight of hand tricks. He is evidently a great student of the one and only Thurston, as he demonstrated a number of his illusions.

"Jimmy" Slater was master of ceremonies and the evening's doings were under the management of the Smoker Committee, headed by Fred LaPalm, Chairman, Louis Bonehill and William Carter.

Sympathy is extended to Ruth Sherwood, of the Sales Department, whose brother died recently.

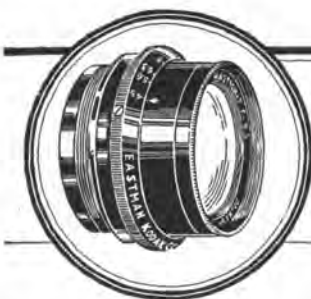
Just before the Christmas season, Olo Cranley and Ruth Sherwood displayed beautiful diamond engagement rings. The Sales Department wish to congratulate Dudley Schreiner, of Rochester, and Walter Schilling, of Bayonne, New Jersey, respectively.

Pauline M. Claffey sailed February 25 on the Steamer Adriatic for a trip to Europe. She will be gone about eight weeks, and will visit Gibraltar and the battlefields of Europe.

A farewell party was given February 11 by the Latin American Colony of Kodak Office at the new home (in Summerville) of Joseph Mercado, of the Service Department. The party was given in honor of Carlos Espinosa, recently of the Billing Department, who sailed for Panama, February 16, to assume other duties in the company's new branch, Kodak Panama, Ltd. A unique supper, chicken with rice, as only Mrs. Mercado can prepare, was served at midnight. This was followed by speeches by Leo Garate and Augusto Garcia of the Export Billing and Export Sales Department, who wished Mr. Espinosa all sorts of good luck and success. A very enjoyable evening was spent by all.

Ruth Crego, of the Advertising Department, left and was married recently to Kenneth Wadman. Before leaving her associates presented her with a linen tablecloth and napkins, together with a silver serving tray. Needless to say the best wishes of the department go with her.

Mary Lynd, of the Bookkeeping Department, left January 28 and was married on February 7 to Fred Blaser. Prenuptial events included a dinner at the Princeton Tea Rooms by her girl friends of the department and a shower given by Helen Shug, a former office employee. Mary's coworkers presented her with an electric percolator and wished her success and happiness in her new venture.



HAWK-EYE



JOHN T. HARBISON, Editor



GEORGE HEFFNER WINS

The rather plump young man in the picture is George Heffner, one of Gene Easterly's proteges in the Anastigmat Lens Department. George recently crashed through with a suggestion that made him \$95.44 the richer.

The suggestion involved a change in the method of manufacturing sample lenses. Machine labor was substituted for hand labor to a degree that effected considerable savings. This is just one more example of what happens when a thinking man puts his mind on improving process. Your job affords the same opportunities for improvement. Why not try to improve your process and swell your purse?

Reporter Graham, of the Mounting Department, announces that a girl, Marjorie Louise (8 pounds ringside), was born to Bob and Mrs. Witz on January 19. The Mounting Department extend all manner of good wishes to the three most interested parties.

Cigars were in order and gratefully accepted February 7, when Mrs. Clarke presented Syd with a daughter, Audrey Jean. We congratulate Syd, Mrs. Clarke and Audrey, and wish them all happiness and health.

BOWLING

The Men's Bowling League season is drawing to a close with plenty of fireworks. The lowly Moulders, who have been in last place since time immemorial, are beginning to sit up and take notice. They have rolled the last six games without the loss of a game. The addition of Earl Prevost is partly responsible for the advance. After a brilliant start the Office team went to pieces largely because of the withdrawal of several members. The team has been revamped, however, and may finish strong. The Grinders managed to take one and drop two with surprising regularity. They will probably be overtaken by the mauling moulders who rolled 2,469 in three games for high score of the season. The Centerers have regained the lead but have not much margin on the other teams. The scores to date follow:

	Won	Lost	Pct.	Aver.
Centerers	29	19	.604	745
Office	27	21	.562	752
Grinders	21	27	.438	732
Moulders	17	31	.354	732
High Single Game—Office				891
High Three Games—Moulders				2,469
Klos, P 45	183	Walsh 45		149
Prevost 6	183	Reynolds 44		145
Eckert 6	179	Beers 21		142
Greenauer 48	168	Herman 36		140
Ott 48	167	Emma 9		133
Stoll 21	164	Fischer 48		132
Becker 33	163	Marcus 36		130
Klos, W 48	161	Liebe 15		130
Relyea 38	154	Crosby 48		125
Costello 42	151	Tipple 48		117
High Single Game—W. Klos				234
High Three Games—P. Klos				623

We offer our condolence to Ruby Erskine, of the Mounting Department, whose father died on January 9.

We are in sympathy with Harry Ennis, of the Power Plant, whose mother died on February 7, at her home, in Oxford, New York.

To Archibald Cowan, of the Shutter-Testing Department, we offer our condolence because his father died on February 8, in Scotland.

Lawrence Tarnow, of the Production Department, suffered the loss of his mother on January 13. We sympathize with him in his sorrow.



McGREAL and COSTICH

The basketball team has made a very creditable showing in the Industrial League. After trimming the Camera Works in the opening game by one point things looked pretty rosy. But pride goeth before a fall and the Vogt Manufacturing Company team beat us by one basket. After this jolt we came back and beat Kodak Office 19 to 14. We then journeyed to Kodak Park and were beaten by three points in a hard fought game. Things were going our way until Benson was injected into the fray and the Park began to pull away. The game was close and interesting right up until the time final whistle blew. We next tackled the New York State Railways team and took a victory 30 to 17. The Camera Works Reserve team was also induced to concede us victory. Thus at this writing we are managing to win two out of each three games which is a record to be proud of. The team is worthy of better support than it has been getting. Sport for sport's sake is all right in its place but a little encouragement often changes defeat into victory. We think that you would enjoy the games if you would come out to see them. The success or failure of the league this year will in a large measure govern our plans for next year's activities.

Bob McGreal and Howie Costich are two of the mainstays of the basketball team. Bob jumps center and runs the team to the great satisfaction of its supporters. Bob is a former Aquinas player and his work shows the value of his early training. Howie is the kind that has one or two odd ones up his sleeve when they are needed most. These are the boys that break the heart of the opposition. Both Bob and Howie are members of the Mounting Department, and are good examples of a judicious mixture of work and play.

NO CLOSED SEASON

There is no closed season for the Eastman Savings and Loan Association. Save something now for future use. Our membership record is fairly good but is not good enough. It is sometimes difficult to make a person see the value of joining the Association but we have never heard a member say he was sorry he joined. Pick out the men in your department who belong and judge the Association by the quality of its members.

POSY LEAGUE

The Buttercups, Daisies, Roses and Violets are still in violent competition. Who is to say which will be the broken blossoms? One of the doughty Hergenrothers tops the list but she is closely pursued by a Meerdink and a Ladwig. Should anything happen to any of these leaders there are other members in their families to slip into their places on the firing line. It looks like a fight to the finish and may the best family win.

T. Hergenrother	45	145
E. Meerdink	48	145
E. Ladwig	51	144
M. Hergenrother	51	140
J. Born	51	137
E. Arnold	45	137
P. Leimberger	48	131
N. Sanger	24	127
M. Leimberger	48	124
E. Meerdink	39	123
L. Ladwig	48	115
E. Wienecke	45	113
F. Bess	42	111
I. Prentice	51	108
H. Del Monico	51	100
L. Hartter	36	99
L. Rossman	42	94

The Vanities and Follies are still at it. With the bowling season more than half over, Minnie Nelson has obtained a commanding lead that ought to enable her to roll home on top. Francis Mahan, of the Centering Department, and Betty Klos, formerly of that department, are racing neck and neck for second place. The averages to date are as follows:

M. Nelson	126	T. Drummond	101
F. Mahan	114	L. Dodge	90
B. Klos	113	J. Appel	89
H. Nowack	109	M. Rudolph	79
F. Yaniga	104	L. McCormick	73

We offer our condolence to Edith Miner, of the Metal Sundries Department, whose brother died early in February.

Mr. and Mrs. Ludwig Ehrmann, the parents of Louis Ehrmann, foreman of the Printer Department, and Charlie Ehrmann, of Camera Works, celebrated their golden wedding anniversary on February 11. The party included forty friends and relatives of the couple. A purse of gold was presented to them in honor of the event. Ciné-Kodak pictures were taken which will be a priceless treasure in the years to come. Having had such hale and hearty parents we consider that Louie and Charlie have barely passed the apprentice stage in the service of the company.

THINK

The causes of injuries (this is a better word than accidents) are varied any many, but if each one of us will use foresight and reason out the future result of our present practice, there will be fewer accidents "happening." Injuries do not happen; they are caused. Think "safety" into your work and you will act safely and Hawk-Eye will once more assume its high position in the safety world.



AL JERRAM'S NEW QUARTERS

Al Jerram has been provided with new quarters and now takes odds from no man. The new shop is located in the Rough Grinding Department adjacent to the Filter Department. Al's equipment is modern

and up-to-date in all respects. It has been arranged in the most convenient and practical manner possible. Al is very proud of his improved condition and invites your inspection.

A CHEERFUL CUSTOM

Summer post cards of the vacation variety afford the recipients great opportunities for thought and study. It is interesting to speculate for example whether there is any relation between the card itself and the person who sends it. Just what kind of card may be expected from a given type of person? The statistics that follow are left with you for what they may be worth. You may make your own conclusions.

We received a card from Inez Prentice, of the Standard Department, that shows Washington, D. C., in cherry blossom time. The pink blossoms are all about in great profusion. In the distance may be seen the monument that became famous over night when the great Street, then catcher of the Washington Senators, caught a baseball dropped from its summit.

Next we have a picture of a very ornate structure that is labeled "College of the City of New York." This one was submitted by Ben Tafel, of the Experimental Lens Department, when he last journeyed back to his old hometown to see the folks. May we not deduct from Ben's choice of subject that there is something of the scholar in him?

The card that follows shows the Cuyhoga County

Court House of Cleveland, Ohio. Chris Haus took a motor trip through that part of the country and probably found it necessary to stop in the building shown to make inquiries pertaining to traffic regulations. Is it not possible that this shows that Chris is at heart a law-abiding citizen whose first thought is compliance with the rules and statutes of the place in which he happens to find himself? In other words if he is in Rome is it not likely that he will do as the Romans do?

Our attention is now called to a picture of a shady road that follows the winding course of a beautifully lazy stream. A man is standing under a tree not doing much of anything. The scene is the Mountain Road, near Hudson, New York. Does not a choice of this kind indicate that Martin Tipple, of the Tool-room, is essentially a lover of nature and of the great outdoors. Or may we not suppose that the aesthetic side of his makeup is very highly developed?

It seems to us that there is one fundamental lesson to be learned from the examples given, and that is that travelers like to send cards and stay-at-homes like to receive them.

THE KODAK MAGAZINE

JUICE TO CURE BAD TEMPER

Did you ever hear that tomato juice is a cure for bad temper?

Anyway, Dr. Alfred F. Hess says that children who are "irritable, lacking in stamina and more or less retarded in growth," can be restored to better growth, higher stamina, and better general health and disposition by giving them extra amounts of orange or tomato juice—*because it contains vitamin C.*

And according to Dr. Henry C. Sherman a similar condition is rather common among grown people also. There may be a period of ill health which causes a person to have a sallow, muddy complexion, loss of energy, fleeting pains in the joints and limbs, especially in the legs. Such a man or woman better watch out—scurvy lurks around the corner for him. He should get busy at once and take liberal quantities of vitamin C in the form of raw fruits and vegetables.

Surgeons found during the war that wounds healed slowly in those hospitals where the soldiers had few

foods containing vitamin C.

Heat destroys this vitamin and that is why we need to be particular to eat a raw fruit or vegetable (or both) every day. There is one exception—tomatoes. When you eat canned ones you are getting the same amount of vitamin C as you would if they were raw. Babies may be given canned tomato juice in place of orange juice.

Fruits and vegetables which give us the same amount of vitamin C as oranges (or orange juice) and tomatoes (fresh or canned) are lemon juice, grapefruit (or juice), tangerines, raw cabbage and lettuce. In class two come apples, bananas, peaches, pineapples, raspberries, carrots, onions—raw all of them.

Did you read about Vitamin A in the January Magazine and vitamin B in the February issue? If so, are you not convinced that to be in the best of health, full of vigor, resistant to disease, you must eat right quantities of foods which contain vitamins?

TO HELP YOU TO DECIDE WHAT TO EAT KEEP THIS TABLE IN MIND AND MAKE YOUR CHOICE A WISE ONE

Foods	Vitamins			Foods	Vitamins		
	A	B	C		A	B	C
VEGETABLES:				Milk, whole.			
Asparagus			+++	Milk, skim	+		++
Beans, kidney	+		+++	FRUITS			
Beans, navy, dried	+		+++	Apples, raw	+	+	++
Beans, string, cooked	++		++	Bananas	+	+	++
Beets (roots)	+		+	Cantaloupe	++		++
Brussels sprouts	+		+	Grapefruit (or juice)	+	++	+++
Cabbage, green, raw	++		+++	Lemon juice	+	++	+++
Carrots, fresh, young	+++		++	Oranges	+	++	+++
Carrots, old, raw	+++		+	Orange juice	+	++	+++
Cauliflower	+		+	Peaches, raw	+	+	++
Chard	++			Pineapple, fresh, raw	++		++
Corn, white	++		+	Prunes	++	++	
Corn, yellow	++		+	Tangerines			+++
Dandelion greens	++		+	MISCELLANEOUS FOODS:			
Lettuce	+		+++	Eggs	+++	+	
Onions		+	++	Bread, whole wheat, milk	++		
Peas, canned	++		++	Cod liver oil	+++	+	
Potatoes, white, boiled	+		+	Kidney	++	++	
Spinach, cooked	+++		+	Liver	+++	++	+
Tomatoes, raw or canned	++		+++	Nuts, average	+	++	
Turnip			++				
MILK AND ITS PRODUCTS							
Butter	+++						
Buttermilk	+		++				
Cheese, whole milk	++						
Cream	+++		++				

† shows that the food has *some* of the vitamin.

++ shows that the food has *much* of the vitamin.

+++ shows that the food has *a great deal* of the vitamin.

Eat right to feel right

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

ROCHESTER PLANTS		Standing Last Month	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye.....	1	81.6%	5,141
2.	Kodak Office.....	2	63.1%	11,800
3.	Camera Works.....	3	51.1%	16,728
4.	Kodak Park.....	4	49.0%	36,745
	Non-Employees.....	6,222
OUT-OF-TOWN PLANTS				
1.	Kodak Uruguay, Ltd. (Montevideo)...	1	100.0%	72
2.	Kodak Argentina, Ltd. (Buenos Aires)...	2	100.0%	271
3.	Eastman Kodak Stores, Inc. (Atlanta)...	3	100.0%	196
4.	Eastman Kodak Stores, Inc. (Sioux City)	5	100.0%	108
5.	Eastman Kodak Stores, Ltd. (Vancouver, B. C.).....	..	100.0%	122
6.	Eastman Kodak Stores, Inc. (Baltimore)	4	95.6%	55
7.	Eastman Kodak Stores, Inc. (Des Moines)	6	88.8%	95
8.	Eastman Kodak Stores, Inc. (Detroit)...	9	76.0%	168
9.	Zimmerman Bros. (St. Paul).....	7	73.9%	103
10.	Eastman Kodak Stores, Inc. (Philadelphia)	8	72.5%	268
11.	Eastman Kodak Stores, Inc. (Minneapolis)	10	71.4%	190
12.	New York Branch.....	14	70.1%	802
13.	Chicago Branch.....	11	70.0%	932
14.	Taprell, Loomis & Co.....	13	68.7%	1,373
15.	Eastman Kodak Stores, Inc. (Pittsburgh)	12	65.5%	99
16.	Eastman Kodak Stores, Inc. (Portland, Ore.).....	23	65.2%	74
17.	Salesmen and Demonstrators.....	15	64.4%	2,163
18.	Eastman Kodak Stores, Inc. (Boston)...	16	62.2%	202
19.	San Francisco Branch.....	18	56.9%	565
20.	Eastman Kodak Stores, Inc. (San Fran- cisco).....	17	56.5%	111
21.	Eastman Kodak Stores, Inc. (Omaha)...	24	52.6%	170
22.	Eastman Kodak Stores, Inc. (New York)...	22	52.5%	480
23.	Eastman Kodak Stores, Inc. (Seattle)...	20	52.0%	52
24.	Eastman Kodak Stores, Inc. (Los Angeles)	19	49.2%	295
25.	Eastman Kodak Stores, Inc. (Denver)...	26	47.9%	105
26.	Eastman Kodak Stores Co. (Chicago)...	25	45.9%	703
27.	Eastman Kodak Stores, Inc. (Milwaukee)	21	44.4%	104
28.	Eastman Kodak Stores, Inc. (Cleveland)...	..	22.7%	34
Total.....		..	54.2%	86,548

Average subscription—12.2 shares.

Total matured or par value—\$8,654,800.00.