

*The* KODAK *Magazine*



April 1928

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

**MONTHLY ACCIDENT REPORT**  
**FEBRUARY 1928**

PLANT	Accident Cases		Accidents per 1000 Employees	
	1928	1927	1928	1927
Kodak Office.....	0	0	0	0
Camera Works.....	3	14	1.14	3.92
Hawk-Eye Works.....	0	1	0	1.69
Kodak Park Works.....	10	12	1.51	1.81
	13	27	1.17	2.23

**NATURE OF ACCIDENTS DURING MONTH**

4 cases of injury through falling and slipping.  
 3 cases of injury through bruises, burns and lacerations, etc.  
 2 cases of injury through falling material.  
 1 case of injury through stepping on nail.  
 1 case of injury through strain.  
 2 cases of injury around presses.

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13 employees' accident cases during month.

*Here is one way to test your loyalty to your job. Suppose your boss was out of town and the team was playing at home—would you work?*

*✓*



ALLEGANY PARK

One of the many vistas in Quaker Run Valley—elevation, 2,210 feet—See page 3

# The KODAK Magazine

VOL. VIII

APRIL, 1928

No. 11

## VACATION

ALLEGANY STATE PARK AFFORDS ALLURING POSSIBILITIES



FALLOW DEER IN PARK

VACATIONS come and vacations pass into memory; some were highly satisfactory and some were not so good.

Some of us for any one of a dozen reasons prefer to spend our recreation period at the same spot, while others are ever seeking some new place to go.

If you like the thrill of the open road with new sensations always possible just around the next turn, and if you like camping, or cabin life where you can do just as you please you may be interested

in what the State of New York has provided for you at Allegany State Park.

Take your map and locate Cattaraugus County and you will see that Salamanca very close to the entrance of the Park is only about one hundred miles southwest of Rochester, just a comfortable drive in the flivver, or what have you, from home. If you prefer to go by train, the Erie, Pennsylvania and the B. R. & P. Railways, all have bus connections with Park Headquarters. If you go in the family bus you will find excellent improved highways all the way to Salamanca and good dirt roads from there into the Park.

The Park consists of sixty-five thousand acres of beautifully wooded valleys and mountains with numberless streams, many of which are annually stocked with trout. The Park at its lowest elevation, the Allegany River, is 1,332 feet above sea level, and ranges to an altitude of 2,400 feet, thus insuring a cool and most invigorating air.



A POPULAR PARK EXERCISE



## ALLEGANY STATE PARK

- |                                      |   |
|--------------------------------------|---|
| 1. One of the many season camps.     | 2. Picnic grounds.                          |
| 3. Swimming Pool, Quaker Run Valley. | 4. One of the cabins on the Boy Scout Camp. |



There are countless trails throughout the Park to tempt the rider or the hiker to exploration. Riding horses can be obtained at the Park Headquarters for a nominal sum.

Accommodations have been provided for all varieties of visitors. If you just wish to visit for the day, you will find picnic grounds with covered fireplaces at your disposal. If you are touring and have only a few nights to spend you will find a tent in a site set aside for you with convenient arrangements. A restaurant and a well stocked general store, where provisions and equipment may be obtained, are maintained for your convenience.

The drinking water in the Park is obtained from deep rock driven wells, tested each season.

If you have your own tent and equip-

ment, almost any spot in the Park is at your disposal upon consultation with the Park headquarters.

Tents with wood floors and cabins may be rented at a very low figure; both are equipped with cots and mattresses, and blankets and extra cots may be rented.

There are several swimming pools and an artificial lake within the camping area, and good dirt roads make a larger part of the Park accessible by automobile.

The accompanying pictures will afford you some idea as to the vacation possibilities in the Park. This is your Park and if you want a comparatively inexpensive and a "different" vacation you will find it worth while.

Folders affording full information, rates etc., may be had from Industrial Relation Dept., Kodak Office.

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## THE QUALITY OF SLEEP

**S**LEEP is a very necessary function, an irresistible need of the body, and where ideal conditions for sleep have been provided, any mental stimulus that might retard it often becomes gradually blunted and inoperative, and sleep comes of its own sweet will.

To worry over the possibility of not going to sleep is to delay its coming. The ideal state of mind is not to bother one's head about it, to lie down habitually at a given hour, compose one's self to sleep with assurance and then wait its coming without solicitude. Some people will say this is not easy to do, but habit and suitable conditions make it easy.

Some of us are inclined to look upon the time spent in sleep as being wasted, but this is far from being the case.

Sleep is more important than food. Men have gone sixty-three days without food and a week without water, but they usually die in less than ten days if totally deprived of sleep.

The victims of Chinese tortures who are not allowed to sleep, rarely keep their

reason after the fifth day.

We eat to sleep, but we sleep to live.

The deeper the sleep, the quicker the recuperation, and the more effectively all the vital processes of repair are carried out. The lighter and more disturbed the sleep, the slower the recuperation from fatigue and the longer it takes to effect repair.

This explains the difference in the *quality* of sleep, something that everyone has noted. It explains why sometimes a little sleep of an hour or two under conditions of relaxation will accomplish more actual reconstruction than a whole night's restless, dream-racked sleep.

Some people find that reading for a while before going to bed will take their minds off the worries of the day. Sir William Osler's recommendation to have a volume of a classic author beside one's bed to be read for a few minutes as a preparation of sleep is an excellent one in many cases.

However, the physiological fact about sleep seems to be that we need all we can get, and should take all we can use.



#### HEALTH PRAYER FOUND IN ENGLISH CATHEDRAL

*In the quaint little town of Chester, Cheshire County, England, the following health prayer was found on the walls of an old cathedral, according to the National Dairy Council.*

Give me a good digestion, Lord,  
     And also something to digest,  
 Give me a healthy body, Lord  
     And sense to keep it at its best.

Give me a healthy mind, good Lord,  
     To keep the good and pure in sight  
 Which seeing sin is not appalled  
     But finds a way to set it right.

Give me a mind that is not bored,  
     That does not whimper, whine or sigh.  
 Don't let me worry overmuch  
     About the fussy thing called I.

Give me a sense of humor, Lord  
     Give me the grace to see a joke.  
 To get some happiness from life  
     And pass it on to other folk.



## ECONOMICS IN HOMESPUN

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

*Courtesy of Nation's Business**Chapter VI—Labor-Saving Machinery*

THE Diesel engine is one of the most economical motors ever built. With it industry can get almost three times as much power from a gallon of oil as with an ordinary engine. Since oil is one of our most important natural resources, society benefits as oil is utilized more efficiently. It would seem a step forward, therefore, if the Diesel engine could be widely introduced and used.

There is one class of persons, however, that has opposed the adoption of the Diesel engine. They are not merely the makers of other types of engines that may be displaced. Serious opposition has been felt from certain groups of skilled and unskilled workers—firemen, machinists, coal miners, and the like. In the Diesel engine, these groups have seen a competitor for their labor that may undermine them in the market and take away their jobs.

They have compared the Diesel engine to a horde of strong and tireless men who are willing to work for twenty-four hours every day for a wage of about ten cents. Wherever there is work to be done by a gang that can possibly be done by machine power, these groups have felt that the Diesel engine would take such work away from the skilled and unskilled workers.

*Is Machinery Labor's Enemy?*

We saw in the last chapter of this series that a machine, like the Diesel motor, is one form of capital. The conflict between wage-workers and the Diesel engine, therefore, suggests a broader question: Is there a conflict between wage-earners and capital? Does the introduction of improvements, in the form of labor-saving machinery, tend to rob wage-earners of a means of livelihood and thus operate against their interests? The object of this

chapter is to examine into the various aspects of this question.

Since the earliest days of our industrial development, groups of wage-earners have regarded labor-saving machinery as an enemy whose advance was to be opposed. About 1790, for example, the knitting frame was invented. It was the first machine to be applied to the hand processes of weaving in England, and by its aid the supply of knitted goods made available for the masses was greatly increased. Yet so bitterly was the introduction of the new machine opposed that workingmen broke out into riot. More than 1,000 of the new frames were destroyed at one time. The inventors were hunted down and had to flee for their lives. Order could not be restored until the military forces were called out and the leaders of the riot taken in charge.

This incident occurred so long ago that we have had opportunity to trace the effects upon laborers themselves of the introduction of the knitting frame which they so bitterly opposed. It is true that for a time many of the workmen were displaced. As many as 50,000, who formerly knitted stockings by hand, were thrown out of work, and it was several years before all could find employment. There was suffering, which rested far too heavily upon those who were old, or whose work was highly specialized. But after time for readjustment had passed, the results were beneficial to those engaged in the industry, as well as to those outside. For example, for every person employed in knitting stockings by hand in 1800, over 100 were so employed less than a century later. Those who knitted stockings by hand in 1800 were miserably fed, clothed and housed. Their condition was undesirable in the extreme. Yet in 1900, with over 100

times as many employed, this larger number worked for one-third fewer hours per week, received from three to seven times the average wage, and lived under conditions of marked advance over their predecessors.

One of the fields in which machinery long has been resisted is coal mining. In England the opposition to coal-cutting machinery, for example, has been much more effective than in the United States, where the improved methods are more generally used. As a result the production of miners in the two countries shows a marked difference over a term of years. The annual output of bituminous coal per miner using coal-cutting machinery in the United States, for example, has been 550 tons; in England, without the use of such machinery, the average output per miner has been only 270 tons.

Think how this increased output of coal has benefited everyone, including the miners, for the miners themselves must buy coal. They must also buy products that are made by power furnished from coal. The increase in coal production has benefited both the miners and wage-earners in general, for all wage-earners are coal consumers. The improvements in coal-producing methods have tended to make coal cheaper and more available for use. They have also helped to reduce the costs of manufactured products. Thus the entire consuming public has been enabled to buy manufactured goods more cheaply and in greater abundance.

#### *Machinery and the Farm*

The benefits to the masses that accompany the introduction of labor-saving machinery are nowhere more abundant than in the field of agriculture. According to the census, about 90 per cent of the population of the United States was engaged in agriculture in 1800. There were comparatively few manufactured goods. The people worked long hours in the fields or at the household industries. Their wants were simple because only simple wants could be satisfied.

Today, a population of over twenty times that number is supported by only about one-third of the people working in agriculture. This means that every man who works on a farm today can produce enough food for about three times the population he could feed in 1800. This does not include the large quantity of foodstuffs which we export.

Due to the introduction of improved methods and labor-saving machinery on the farm, more than one-half the people who formerly would have had to grow food are released for other purposes, and the amount of goods and services available for society's benefit are thus multiplied by their efforts.

We saw in the preceding chapter that the introduction of machinery in wheat production had reduced the labor cost from 133 minutes per bushel in 1830 to 10 minutes in 1904. In the interior of northern China the rudimentary hand methods of growing grain are still used, and travelers from that country say that the same methods, if they prevailed in this country, would make wheat cost from \$4 to \$5 per bushel. Bread is one of the main items in the diet of wage-earners and of the masses. These figures of its probable cost under earlier methods reflect the benefits that follow the introduction of improvements in machinery.

#### *Multiplying Human Power*

The effect of advancement in machine processes in every industry is to multiply the power of the individual worker. Take the use of the farm tractor as an illustration. One man, instead of driving three or four horses, can now turn on the power of twenty, forty, or sixty horses. These latter "horses" can work twenty-four hours per day, and at a faster rate than any animal can work. The result is that the acreage of level plain which a man and his family can plant by aid of a tractor may be several times that possible through reliance on horses alone.

The census of 1870 was the first in the United States to record the amount of

power used in manufacturing establishments. At that time there was one horsepower employed for every nineteen persons in the population. By 1914, however, there was one horsepower employed for every five persons—and the number has risen since that time. The result of this increase in power used per inhabitant has resulted in a great increase in the total amount of goods produced. People have been able to buy these goods because they are themselves producing more, and thus have more with which to make exchanges on the market. The general standard of living has accordingly risen.

### *Machines Do Not Destroy Jobs*

The introduction of machinery is not harmful to the welfare of wage-earners, as many seek to argue, nor does it tend to decrease their employment. As a matter of fact it makes for more employment, as a simple illustration proves.

Let us assume that the furniture manufacturing industry is at that stage in its development where a factory, employing 1,000 men, can turn out 100 tables a day. If, by investing more money in capital, the manager of the factory can produce the same number of tables with only 500 men, will the remaining 500 be forced into idleness?

At the outset, some of the workers might suffer temporarily, provided the improvement was made very suddenly, and provided, too, there were no increase in the public demand for furniture. But if good tables could be made with half the cost in labor that prevailed previously, the cost of tables to the public would tend to fall. Competition from the more progressive manufacturers would force all the manufacturers to find ways of reducing their costs, and thus of reducing the prices at which tables could be sold to consumers. If the public could get good tables for less than they formerly cost, the public could be expected to use more tables, the demand on the furniture factories would rise, the industry as a whole would expand, and more men would be employed

than before the original improvement took place.

This was the effect that ultimately came about in the knitting goods industry, to which reference was made earlier in this article. The introduction of the knitting frame so cheapened the cost of knitted goods that the masses of the people could use more of them, the industry as a whole was greatly expanded, and more people were employed at better wages than had prevailed before the invention of the knitting frame took place.

In the case of the knitting frame, the introduction of the invention came suddenly, so that suffering resulted from the readjustment. It is more usual, however, for improvements in industrial processes to be adopted more gradually, with the result that public demand keeps pace with the improvements; thus no large bodies of workers are displaced unless they refuse to operate machines or are otherwise unwilling to adapt themselves to the transition.

This is exactly what has taken place in the automobile industry. As new methods have changed and cheapened production, public demand has risen because the price of motor cars has been lowered. This demand has served continuously to expand the industry, furnishing a large and widening market for the services of wage workers.

It should not be forgotten, too, that the money which consumers save, when they can purchase a product at less cost, becomes available for purchasing still other products, or for expanding society's industrial equipment. Whatever is bought requires labor. So the fact that 500 men can produce as many tables as 1,000 men formerly could produce does not mean that employment is denied to 500 men. If the furniture industry cannot accommodate them, the other industries which benefit from increased purchases by consumers can use them.

The big result of improvement in capital is that more comforts and luxuries are made available to the masses of the people,

and at the same time the demand for labor is not diminished. It is, in fact, increased, because a rise in society's producing power is the same as a rise in its purchasing power; if men produce more they can buy more, and this, in turn, again expands production, with a corresponding expansion of the demand for labor.

Of course it cannot be denied that readjustments surrounding the introduction of labor-saving machinery do throw a temporary burden upon some wage-earners. They may be forced to change from one industry to another; skill that is valuable in one field may be of less value in another. The situation is made still more difficult because the large mass of workers will not save, hence they are without means of tiding themselves over periods of readjustment.

These are factors that make it a serious social problem to devise methods of carrying workers through such periods. They also explain why workers are prone to look at extensions of capital from the short-run point of view. They lose sight of the ultimate gains from mechanical improvements because their own incomes may seem endangered. As we have said, however, the introduction of such improvements is usually gradual, and they bring in their train added demands for labor, either within the industries immediately affected or in other industries that are benefited from an increase in the public's purchasing power. Investigators of unemployment rarely encounter an employed man who gives the introduction of labor-saving machinery as a cause of his unemployment.

But even more conclusive is the experience of labor generally over the past century. At no time in the world's history has labor-saving machinery been introduced so rapidly and on such large scale. Especially has this been true of the past forty years. Yet in all this time there has been no general increase in the amount of unemployment.

### *Where the Burdens Fall*

Another point that should not be lost sight of is that the burden of every new invention of labor-saving machinery falls upon capitalists as well as upon labor. Once investment is made in a certain type of machine, it cannot be readily changed. A new invention may mean scrapping the entire previous investment. In this sense the inventor of a new machine is "conspiring" against the owners of old capital, as well as against wage-workers who are employed in the particular process which the inventor's contribution will displace. Immediately both capitalists and laborers are compelled to make readjustments as a result of an inventor's work. Ultimately, however, a contribution that improves output or reduces cost spells gain all the way round.

So apparent are the benefits from increased production that the leaders of the labor movement have publicly emphasized it on many occasions. Samuel Gompers, head of the American Federation of Labor, is one who has declared himself "in favor of every possible device that will increase the productivity of human labor and increase its standards." Another who has expressed himself specifically on the gains from labor-saving machinery is William B. Wilson, former Secretary of Labor, and prominently identified with the labor movement. He says:

"In looking back over the history of our industrial development, we wonder why it was that in the early days of the introduction of labor-saving devices, workmen vigorously protested against them, even to the extent of attempting their destruction. We have made much progress since then, and we now realize that every device, and every method that can be introduced by which a greater amount of production is secured by the same amount of labor, is a material advantage ultimately to all the people of the world. The protest was due to the fact that all of the burdens, all of the hardships and all of the cost of readjustment incident to the introduction of such machines had to be



borne by the wage-workers. It did not appeal to them that future benefits would be derived from the use of the machine in view of the fact that it brought immediate and present want to them."

It is clearly erroneous to think that the chief economic problem is to find work for everybody. Work for itself is not the end

desired; what we want, rather, are the products that result from work—the comforts and conveniences which work brings. The matter of chief concern, then, is to make work bring the highest possible reward—in other words, to increase productivity. By this means there will come a larger benefit for everyone.

(To be continued)



## EASTMAN SAVINGS AND LOAN ASSN. NEWS

### APRIL FOOL'S DAY WISDOM

ONE of the largest and most successful advertising agencies in the country said this recently:

"Our policy is simply to employ and train in the important business of writing advertisements the kind of men that aren't afraid of pushing a few door bells before they push their pencils."

As we sat facing the challenge of this empty page, knowing that before long we must hit upon a theme or else be left out of this issue by that amiable editorial tyrant, Spence Hord, we thought of the above quotation. Just as we were about to grab our hat and go out and talk with some Kodak employees, aiming to get a fresh slant on their problems of saving, our eye lighted on the calendar. And we could see not a thing on it but "April 1," which translated itself immediately into "April Fool."

There, suddenly revealed, was our theme, burst full upon our consciousness in a miraculous brain-clap that is so often the experience of people who write.

On April Fool's Day the more light hearted play pranks on other people. They call it "fooling" them. It occurred to us that every blessed Kodak employee ought to start in right away fooling himself. The trick we want him to play on himself will do more for his comfort, security, peace of

mind, and genuine happiness than any other one thing we can think of.

It can't be made compulsory. No employer has the legal right to demand it of his employees. If anybody wants to indulge in the benevolent bit of fooling which we have in mind, he'll have to do it of his own accord.

"Well, what is it?" you are probably asking impatiently, if you have read this far. "Spring your idea, before you forget what you are gabbing about."

All right, here it is. Tell yourself that your salary has been reduced \$5.00 a week (or any amount you choose). Then tell it to the Eastman Savings & Loan Office. The people there will be instructed to play the game with you. They will pretend with you that your pay has been docked. They will deftly extract the amount each week from your envelope, lay it tenderly away in your name, for you to forget about until you need it a lot more than you do now.

Maybe we have taken a long time, and travelled a roundabout road to make our point. But the benefits of regular saving are so extraordinary that no effort on our part is too great to bring that home to you. The only way you'll get ahead is by saving—there are no gold mines or oil wells in your back yard.



Courtesy of Mr. Foley and the *Minneapolis Star*

### “WHAT DO YOU MEAN—DUMB ANIMALS?”

**U**NDER the heading, “What do you mean—dumb animals?” Cartoonist Foley recently expressed pictorially in the *Minneapolis Star* the pertinent idea reproduced on this page. As a thrift editorial this collection of sketches deserves a mighty high ranking, to our way of thinking. It surely states the case well.

To be strictly accurate, we must admit that animals take provision for the future

by instinct rather than by actual thought. Nature has short suited the human race on instinct, but has made it up to us by giving us minds with reasoning powers. And if we, thus endowed, fail to follow what our minds tell us is reasonable in the matter of systematic saving, insurance and so on—well, we deserve to be called all that Mr. Foley’s question implies.



## THE COMMUNITY MUSIC FESTIVAL

ARTHUR M. SEE, secretary of the Eastman School of Music, has accepted the chairmanship of the Entertainment and Program Committee of the Community Music Festival to be held at Convention Hall, May 3, 4 and 5, under direction of the Council for Better Citizenship of the Rochester Chamber of Commerce. The spectacular event in which between two and three thousand native and foreign born will take part, will be presented Thursday, Friday and Saturday evenings of that week and Saturday afternoon.

Already more than twenty music organizations have expressed their desire to participate in the Festival according to Mr. Denton. It is expected that from ten to twenty more will volunteer.

Among the organizations already pledged to participate are: Student Chorus and Student Orchestra of the Eastman School of Music; Glee Clubs of city high schools; Freeman Little Symphony Orchestra; Polish Chorus, Ukranian Chorus, Lithuanian Chorus.

This will mark the first time in the history of the city that such an event has been undertaken. The Council for Better Citizenship, it will be recalled, promoted the gigantic Homelands Exhibition of 1920. Its work in fostering New Citizens' suppers during the past eight years, has received the attention and commendation of groups throughout the country. The Racial Advisory Committee of the same Council is promoting this enormous

undertaking.

"There are in the community, groups which have little knowledge of other groups; which lack frequently entails misunderstanding and unjust estimates," President Russell of the Chamber of Commerce states. "This is destructive of good citizenship. Bringing large numbers from divergent groups together in a great common effort for the 'enrichment of community life' would, with the resulting increased knowledge of one another which comes from acquaintanceship bring understanding and appreciation and the spirit of mutual helpfulness."

Many features of the popular Homelands Exhibition are expected to be reproduced as a result of requests that have reached the Chamber intermittently for the past seven years.

Fifth annual National Music Week will be observed throughout the United States May 6 to 12. Rochester's Community Music Festival, therefore, though particularly designed to meet the conditions in Rochester, will have an added significance.

"Rochester has experienced the benefit which came from the Homelands Exhibition of 1920 under the sponsorship of the same group that now proposes the Music Festival. The mutual understanding and good will that came from thousands of native and foreign born working together in a common project has brought to the Chamber since that time scores of requests that something of that nature be done again."

YOUR personal friends make life worth living. Your business friends make your work worth while; they make it profitable. And your fortunate possession of both makes it possible to enjoy the real things in life and such worldly joys as are worth having.

The way to make a friend is to be one. And this is equally true in business and social circles. Friendliness makes friends,

and friendliness in your work, in the many personal contacts of your daily duties, not only begets business friends, but it makes you money.

Friendship is just another name for good will, for that priceless, unswerving confidence that binds so firmly—and so stubbornly resists all influences that lend to break down existing friendly relations.

—*The Jewel.*

# The Kodak Magazine

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

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WE don't know just who the individual was who wrote "April Showers bring forth May Flowers," but in this particular neck of the woods it is more apt to be "April Snows bring forth Red Noses."

But anyhow the sun rises a little earlier and sets a bit later so spring must be somewhere in the offing.

We have not as yet heard the cheery note of the proverbial first robin, nor have we plucked any crocuses from the lawn—but we have hopes. The folks across the street are having painters and paper hangers in, and the man of the house was seen lustily beating rugs in the back yard—yes, spring is on the way.

Spring spells absolution from a lot of disagreeable proceedings such as shoveling coal—and paying for it, removing ashes which always seems like a dead horse job. Why can't the coal just burn up completely and relieve us of at least one uncomfortable job?

Then there is the chap who wrote "Beautiful Snow." We'll bet he never had to shovel the walks around a corner lot or have to dig his way through to the barn or garage.

Spring is the time of rejuvenation; the coming to life of the plants and flowers and the many things in nature essential to our existence. We speak of the spring time of life—youth—when we are still in the formative period, and when the

autumn and winter of life seem so far away. The spring time of life, the time for planting and cultivating the seeds of character, industry and thrift so that the harvest may be ample when autumn comes.

A VISITOR from the other side of the big pond asked, "How is it that you Yankees get on well in business while many of my countrymen fail?"

"Brains, my boy," was the reply.

"You should eat more fish. Give me five dollars and I'll get you some of the fish that my wife gets for me. Eat it and see how you get on."

The chap from the other side parted with his five dollars and the fish was sent to him.

Next day he met the Yank again.

"How did you get on?"

"Well, it was splendid fish."

"Do you feel any different?"

"No, I can't say I feel any different, but five dollars was a lot for a piece of fish, wasn't it?"

"There you are," said the Yank, "your brain is beginning to work already."

A FAMOUS English engineer tells a little story with a big moral to it. He says: "On a certain job which I engineered, I was making a tour of inspection to determine the progress of construction. Among the many workers I noticed one who was driving rivets with amazing speed but none the less with care.

As I watched him I realized that he was doing as much work as any two other riveters within my vision. I approached him and in a casual manner asked: "Who's the boss around here who makes you work so fast?, and the reply he gave me is one that I am never going to forget."

"There's the boss over there, but he ain't my boss. He bosses the men who do their work carelessly. Any fellow who needs a boss around here don't get far in this concern."



## KODAK PARK

CLAYTON BENSON, Editor



EDWIN EVANS, URBAN STATT, GEORGE HENDERSON

### SILVER ANNIVERSARY FOR THREE EMPLOYEES

It is a pleasure this month to extend congratulations to three Kodak Park employees who recently completed a quarter century of continuous employment, namely; Edwin Evans, Urban Statt and George Henderson. "Oldtimers" from the standpoint of service, the above picture evidences that the years have passed lightly over their heads.

Edwin Evans' service with the company dates from February 19, 1903 when he started in the Roll Coating Department. He has always remained in that department acting for fifteen years as a foreman and being advanced December, 1926 to head trick foreman.

February 23, marked the completion of twenty-five years of service for Urban Statt, who started in 1903 in what was then called Film 3 and now known as the Film Emulsion Melting Department. With

the exception of two short periods when he was transferred to the Plate Department he has continued on in that department and now serves as a trick foreman.

George W. Henderson began work at Kodak Park, March 6, 1903 in the Solio Department and was later transferred to the D. O. P. Packing Department where he has been a cutting machine operator for over thirteen years. The employees of the department made fitting remembrance of his silver anniversary of employment by presenting him with a beautiful watch and chain, the presentation being made by E. P. Flynn, Superintendent of the D. O. P. Packing Department.

Friends of this trio of loyal employees join us in offering them sincere congratulations and extending best wishes for future happiness.

### ALL GOOD WISHES

The Sheet Film Department extend their best wishes to Isabell Herrold who was married to Herman Berthold on February 20 and to Nora Lennox who became Mrs. James Shaughnessy on Feb. 21.

Although somewhat late, we are none the less sincere in offering our congratulations to Kenneth Wadman of Building 29 who married Ruth Crego of the Main Office on New Year's Eve.



RESEARCH BASKETBALL TEAM

Standing: Morrison, Culhane, Shoemaker  
Seated: Lambert, Combs, Hitchcock, Russell

## DEPARTMENT LEAGUE CHAMPIONSHIP WON BY RESEARCH TEAM

After losing their first game, the team representing the Research Laboratory in the Department Basketball League, completed their schedule of 9 games with as many victories and enough to capture their first basketball championship. Franck Morrison acted as manager in addition to playing and at least part of the team's success was due to his ability to floor a strong lineup for every game. Their streak of straight wins was threatened at various times but scoring rallies in the closing minutes of the games turned the outcome in their favor. Strongest competition came from an unexpected source when the rejuvenated Machine Shop quint forced the "scientists" to 3 five minute extra periods before admitting defeat by a 31-29 score. The Soccer Club champions last season finished in third place with the Tin Shop five finishing second.

Individual scoring honors went to "Jim" Weigand, captain of the Tin Shop, who totaled 80 points from 34 field goals and 12 fouls. Hitchcock, star center of the Research squad, followed closely with 72 points from the same number of field goals, 34 and 4 fouls.

The league enjoyed a very successful season, the schedule being adhered to more closely than ever before and with the teams fairly well matched the

interest of the players continued until the final outcome was known and only 4 games remained unplayed on the schedule. The Industrial Laboratory team, composed for the most part of inexperienced players and represented in the league for the first time, are to be commended for the fine spirit which they displayed throughout the season. Their play improved steadily and another winter should hold their own with the leaders.

The Research squad celebrated their winning with a dinner and theatre party, March 21. Presentation of individual trophies in the nature of loving cups was made to the regulars on the team at that time, funds for the same being provided for by the prize of \$25.00 awarded by the K. P. A. A. each year to the team winning the Department League championship.

### Final standings:

Team	Won	Lost	P. C.
Research . . . . .	9	1	.900
Tin Shop . . . . .	7	2	.777
Soccer Club . . . . .	4	4	.500
Office . . . . .	4	5	.444
Industrial Laboratory . . . . .	1	7	.125
Machine . . . . .	0	6	.000



GIRLS' BASKETBALL TEAM

Standing: Louise Menzer, Bernice Harper, Madeline Young, Dolores Connolly.

Seated: Bessie Hamilton, Katherine Ward, Nitza Schmidt, Winnie Smith, Phyllis Dunbar.

### GIRLS' BASKETBALL

The showing of the Kodak Park Girls' Basketball team in their first three games came as a pleasant surprise to their followers and immediately brought them a high rating in local basketball circles. Their initial game on the home court of the J. Y. W. A. was made an easy victory 25-12 while the Brick Church team, rated as one of the best clubs in this section, were next decisively beaten 34-13 on the Assembly Hall court. On Thursday, March 15, the Kodak Park girls scored a sensational victory over the strong and veteran Y. W. C. A. five on the Y court. Trailing by 13 points at halftime, the Park players staged a thrilling comeback in the second session and the final whistle found them with the winning total of a 27-26 count.

As the girls did not start practice until after January 1, the splendid account they have given to date reflects much credit on the enthusiasm and ability

of both the players and coach, Dorothy Fawcett. The forward positions are filled by Louise Menzer and Madeline Young, the former being high scorer with 30 field goals to her credit. Bessie Carl has also shown well at a forward position. Captain Nitza Schmidt and Winnie Smith are the centers and play excellent floor games at every appearance. Guards, Bernice Harper and Catherine Ward have held their opponents in check and have displayed a fast brand of pass work which soon brings the ball out of the scoring zone. Phyllis Dunbar, Bessie Hamilton and Irene Orcutt complete the squad and make the team well fortified with reserve strength. Illness forced Edith Slack and Dolores Connolly to give up playing for the balance of the season.

The girls' team have at least four more games remaining on their schedule and hope to complete the season undefeated.

### YEARLY SUGGESTION REVIEW

What can you suggest? Hundreds of employees have already answered that question by submitting practical ideas for consideration through the Suggestion System. To those who have not made use of this Suggestion System we repeat that their ideas are earnestly solicited and desired. It is noted that the first suggestion seems to be the hardest one to make, for once started, a large percentage continue to file their ideas and thoughts with regularity. The awards on adopted suggestions are determined according to class and value of the same and when under \$10.00 are paid immediately on adoption through the Suggestion Office, and when exceeding that amount are made after the quarterly Suggestion Meeting through the Payroll Department.

Employees of the Baryta Department continue their splendid Suggestion record, having submitted

forty since January 1. A large number of these have been adopted, the following receiving awards of \$10.00: Fred Kern, Fred Lake, William McKeon, Herman Paeth and Edward Slater.

The Yearly Review of all suggestions adopted in 1927 is now being made in view of granting additional awards on those ideas which have proven of greater value than was first apparent and on those which were awarded a small sum until actual operation had determined their worth. Recommendations for Yearly Awards will be acted upon at the April Suggestion meeting after which the 1927 Honor Roll of all employees receiving awards of at least \$25.00 will be printed. Certificates of Merit will then be issued to those attaining the Honor Roll in accordance with the plan inaugurated a year ago.





Captain STEVENS

#### ARMY AVIATOR ADDRESSES CAMERA CLUB

The Camera Club meeting of March 1, which presented Captain A. W. Stevens of the U. S. Army Air Corps as the speaker, proved one of the outstanding events of the club's winter activities. Invitations to this lecture, extended to the Air Committee of the Chamber of Commerce, The Rochester Aero Club and various military organizations of the city, were apparently responsible for increasing the attendance to the four hundred mark.

During his years in the flying service, Captain Stevens had been associated with many outstanding aerial photographic experiments and was a real pioneer in the field of modern aerial photography. In making a reconnaissance survey of the United States in 1924, Captain Stevens and a companion covered ten thousand miles and took two thousand photographs in an eight week flying period. In addition to being credited with taking the highest altitude picture at thirty-two thousand feet, he also holds the world parachute record landing safely after a twenty-four thousand foot jump.

"Photographing our National Parks from the Air" was the formal title of his lecture and was illustrated with a series of hand colored slides. Captain Stevens' descriptions and explanations of his experiences impressed the great possibilities and value of aerial photography and with the stories of his personal exploits intermingled his talk was entertaining as well as instructive.

We join with the Stores Department in expressing our deepest sympathy to John Landry who suffered the loss of his wife, March 9.

#### K. P. A. A. SMOKER

The crowd of some one thousand members of the K. P. A. A. who turned out for the Smoker on Friday Night, March 16, were treated to an excellent program of boxing and entertainment. Matching boxers from the two rival stables of the Greece A. C. and "Jimmy" Stanton brought rapid fire action from the opening gong of every bout. Of the six bouts, Stanton's boxers won four, the Greece A. C. one and one was declared a draw. An exhibition match between two young boys proved of interest and provided lots of fun. Members of the Greece A. C. which is under the management of Thomas Neary of the Steel Fabricating made an excellent showing, their aggressiveness winning the approval of the fans with whom they were the favorites judging by the applause at each introduction. The main event, a heavy weight bout between Henderson, colored, of the Stanton team and Gulloid of the Greece A. C. proved a sensational slugging affair which failed to go the scheduled six rounds when Henderson knocked his opponent out in the fourth stanza. The battle up to that time had been on practically even terms.

The vaudeville bill included three acts which were inserted at the intervals between the bouts. Although belied by his name, George Collins put across a Jewish comedy act in the best burlesque fashion, his jokes and parodies being new and original. Tommy Weir, popular radio singer of Station WHAM, received a big ovation when introduced and more than pleased his listeners with a number of Irish melodies and present day song hits. Eritano and Black accordion players completed the entertainment features.

The hour before the program started and the odd minutes between the various bouts and rounds were made enjoyable by music furnished by the Lyons Brothers Orchestra and who also play for the Noon Hour Dancing in the Assembly Hall.

The Association is grateful to the following who were instrumental in putting on this Smoker which it seems safe to say was the best amateur show ever provided for its members: General Committee, Dave Babcock, "Bob" Caine (Also referee) and Ben Mac Millan; Judges, A. W. Rahm and Charles Emmel both of the Rochester Turn Verein; Announcer, Jack Schaeffer; Time Keeper, Frank Wadman; Thomas Neary, Greece A. C. and "Jimmy" Stanton.

#### JOIN THE LOAN ASSOCIATION

Why not become a member of the Eastman Savings and Loan Association? It offers an easy and systematic method of saving your funds for the proverbial "rainy day" or current wants such as Xmas and Vacation money. The vision of owning a home has become a reality to many a Kodak Park employee through the medium of the Loan Association and the number taking advantage of this opportunity increases almost daily.

The Kodak Park percentage of membership, February 10 was 49, the lowest mark of the four Rochester Plants. Let us start now to materially raise that figure until every Park employee has become a member. Fill out an application card today, cards and literature in regard to the various types of shares being available through your foreman, Suggestion Office and Payroll Department, Window 1.





HAMILTON DOANE

With regret we record the death of Hamilton Doane, of the Protection Department, who passed away at his home at 229 Clay Avenue on the afternoon of March 19.

Mr. Doane came to Kodak Park in 1896 and had served over 32 continuous years when he officially retired the 10th of last month from his position as head night watchman. "Ham," as he was affectionately known to his host of friends about the Park, reached the mature age of 78 years and up to the time the illness which ultimately brought his death, forced him from work in the middle of last December had not known a sick day. During his years at Kodak Park he built up an enviable reputation for loyalty and ability and his absence will be sorely felt by his many friends and associates.

We extend our sincere sympathy to his surviving family of five children, including two sons, William and Donald who are employed in the Electrical Department.

### STILL IN FRONT

In their three Rochester Industrial League games played since the last issue of the *Magazine*, the Kodak Park team emerged the victors, running their total of wins to 9 straight and yet to suffer a loss in a league contest. The teams defeated were the New York State Railway, Rochester Gas and Electric, and Camera Works Reserves. The Gas and Electric five offered the stiffest opposition the game being practically even until the last quarter when the Film Makers scored heavily to win by a 12 point margin of 39-27. Brightman, veteran Park forward, was the outstanding performer tossing in 8 baskets from every angle of the State Street court and shooting 5 out of 6 foul chances for a total of 21 points.

Four regular league contests remain on the schedule besides the play off of the tie game with the Gas and Electric quint. Of these remaining games 3 are against first division clubs and offer a serious menace to the Kodak Park aspirations for the league championship. Manager Kimmel and his players are anxious not only to take the title but to do it without a single defeat.

"Jim" Weigand continues to lead the team in scoring with 92 points while Brightman and McCone

have tallied 77 and 60 respectively. The Park entry also heads the league in team scoring with 384 points.

Friday, February 24, the local squad journeyed to Medina to meet the Company F team. After a close and exceedingly rough contest the Kodak team was forced to return on the short end of a 29-27 score.

The exhibition game and dance conducted by the league proved such a success that the officers plan to hold another such party at the conclusion of the season, the middle of this month.

Team standings on March 10;

Team	Won	Lost	P. C.
Kodak Park	9	0	1.000
Camera Works	7	2	.778
Gas and Electric	6	3	.667
Vogt Manufacturing Co.	6	3	.667
Hawk-Eye Works	4	5	.444
New York State Rys.	4	6	.400
Kodak Office	1	8	.125
Camera Works Reserve	0	10	.000

### KODAK SCOUTS HOLD FATHER AND SON BANQUET

The Scouts of Troop 50, "Kodak Troop," held their Eighth Annual Father and Son Banquet, Tuesday evening, March 6, in the Dining Hall on the second floor, Building 28. Over seventy fathers and scouts answered the mess call when sounded by Scout McLinton.

The menu was one which H. H. Tozier arranged for the First Annual Banquet and was printed in the characters of the Semaphore Signaling code. Between the courses of the dinner, the fathers and sons vied with each other in the vigor and pep each could put into the singing of songs, accompanied at the piano by William Thompson, Building 29. Robert Eddon of the Box Department, presented the Troop with a birthday cake which was cut and passed as the final course. A harmonica specialty by Earl Hoppaugh of the Printing Department was a pleasing entertainment feature of the dinner hour.

Scoutmaster Freer, acting as toastmaster, introduced Frederick Wellington, Assistant Scout Executive and Director of Camp Pioneer, the Rochester Council Scout Camp who spoke about Camp Pioneer, illustrating his remarks with Ciné-Kodak movies of Camp activities. "How a Father Looks at Scouting" was the subject of a talk by Lewis Leppla of the Printing Department and was responded to by his son Scout George Leppla.

An exhibition of bird houses built by "Jim" Sexton of the Protection Department, the troop handicraft expert were viewed with a great deal of interest by the boys and men alike. Donald McMaster, chairman of the Troop Committee, told of his scouting experiences and explained his impressions of the significance of the movement. The speaking program was followed by piano selections by Messrs. Holt and Thompson which were subject to many encores.

The Troop now consists of over forty scouts and it is planned that at least twenty will attend Camp Pioneer this summer for a two week period.

We sympathize with William Weyraugh of the Main Office, who lost his daughter, Ruth Mary, age 3 years, on March 19.



### GOLF

With the advent of Spring and another golf season at hand, the popularity of the practice golf net in the Assembly Hall has grown rapidly the past month and a half and the number taking advantage of this indoor practice has increased daily. The net has served to stimulate the interests of many who were not familiar with the game with the result that a large group of beginners are learning the rudiments of golf from our more experienced link experts. While use of the net is in considerable demand, there is plenty of time and room for those K. P. A. A. members who have not yet availed themselves of this chance to be in good trim when the out-of-door season opens. Golf apparently is in for a banner season among Kodak Park employees.

This picture affords a good view of the net although one of the mats has been replaced by a rubber covered board to stand on when driving.

The golfer who so kindly posed for us is Franck Morrison of the Research Laboratory, one of our promising young players.

The employees of the Printing Department extend their sincere sympathy to Clarence Herrman whose father died February 11 and to Irving Delinsky who also lost his father February 14.

On February 25, at Mendon, N. Y., Ida Wright of the D. O. P. Assorting room was married to Albert Hoffman of the Camera Works. The couple were attended by Mr. and Mrs. F. Arnold Leckie. On their return from their trip, they will be at home at 27 Buena Place. Among the many wedding gifts was a handsome chest of flat silver from the bride's associates in the Assorting room. Best wishes are extended to the newlyweds.

### DR. MEES, SPEAKER AT MARCH MEETING OF FOREMEN'S CLUB

"OLD-TIME" MELODIES PLEASE

The Foremen's Club meeting of Tuesday, March 13, was attended by approximately 325 members, one of the largest on record and one which attested to the popularity of Dr. C. E. K. Mees, director of the Research Laboratory, speaker of the occasion. As on all previous appearances before the club and other local organizations, Dr. Mees proved a most interesting lecturer, the audience thoroughly enjoying and appreciating the clear presentation of his scientific subject "The Formation of a Photographic Image."

The musical program for the dinner hour was composed entirely of old-time pieces and made a decided hit with the foremen.

The program was completed with the showing of a two comedy movies.

April 17, the third Tuesday in the month is the date of the next meeting, which concludes the regular monthly program for the season of 1927-28. The officers of the club were pleased with the complimentary remarks which followed the March meeting and urge every member to attend the final gathering of the year.



JAMES MCCALL, BERTRAND MORGAN

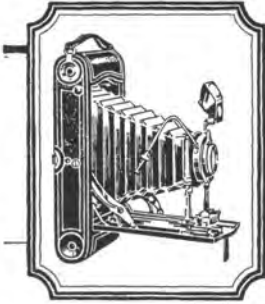
### TWO HIGH FOR BONUS

With the completion of the thirteen week Messenger quarter on March 3, two boys were found eligible for the \$10.00 bonus offered to the messenger who is high in scoring points the greatest number of weeks during the period. The messengers in question and who divided the bonus were James McCall and Bertrand Morgan, each winning the dollar weekly prize three times.

As evidenced by this tie, keen competition exists among the messenger boys for this quarterly prize. The messenger bonus system as in operation, reacts to the advantage of all concerned, the boys in addition to the opportunity of earning a bonus, receive a greater wage in proportion to the points scored and the service is made more prompt and efficient.

It is interesting to note that the three messengers winning the \$10.00 bonus since the inauguration of the plan have been promoted to new places; Edward Keller to the Pipe Shop, Victor Smith to the Time Office and Albert Groth to the Kodoscope Department.

We all unite in expressing our heartfelt sympathy to Katharine Huey of the Employment Department whose father, Doctor Robert Huey, suddenly passed away on March 11 at Philadelphia, Pa.



# CAMERA WORKS

HERBERT S. THORPE, Editor



GIRLS' PARTY, GROUP OF PRIZE WINNERS

## TWO BIG EVENTS

The two big indoor events of the C. W. R. C. season have added another page to the annals of the Club, as verified by the applause and comments of those attending the Men's Smoker and the Girls' Party.

The usual idea regarding a Smoker is that one is just a twin brother of the previous performance, but the Committee set out with the deliberate intention of shelving that idea, and they succeeded admirably. The six amateur boxing bouts, the addition of a professional ring, the presence of William Sheehan as Referee, the fair decisions under amateur rules of John Nelson and Charlie Graham, the accurate manner in which Charlie Kivell presided over the gong,

and last, but of paramount importance, the announcer, "Red" Smith. No better man can be conceived than "Red" for this purpose. He not only hushed the crowd of eighteen hundred men, but his "guessing" stunt of the weight of the contestants caused much merriment.

Much comment could be written regarding the boys who fought in the six bouts. With two exceptions, they were all from the Camera Works, and each had their following of rooters. Briefly recording the events in their order of appearance, Charlie Piper was awarded the decision over Young Marconi, as also was Haller over Schedlin. Rotoli's condition was not as physically good as Stubenow's, the



MYRTIE DURBAN  
First Prize—Most Original

latter being adjudged the winner. The once hope of the Camera Works pugilists, Charlie Ross, succumbed to the superior reach and weight of Schultheis. White got the decision over Saprano, and in the final bout, Biondi received the verdict over Ferncke.

The Girls' Party was a conglomeration of pretty girls, pretty and comical costumes, music, laughter and noise. When four hundred girls get together, something is bound to happen and happen it did! After a supper almost amounting to a banquet, an old-fashioned family album act was presented, and it was highly successful. The display of grotesque and old-fashioned costumes, as the cover of the big album was opened was a sign for comment, and the fun this act caused would have put many a professional comedy to shame. Two child dancers contributed much to the program, and a comedy sketch entitled "Between Trains" was admirably acted by Adelaide Trost and Betty Yaeger. Dancing and cards followed.

The big event of the evening—if one event could be considered bigger than another—was the grand march and judging of the costumes. The judges had a difficult task in awarding the prizes, and in the event of ties, the audience was called upon to make the awards. A partial group of prize-winners are photographically recorded on another page, and their names, costumes, and the classes in which they competed follow:

The indoor golf school is proving to be quite an attraction to several of our girls, although there is still room for more beginners. The Instructor informs us that some of the girls are making great strides, so much so that Helen Wright, who is practically a novice at the game, beat the Instructor in a contest match at his own game! It's no easy matter to hit the "pill," and, as "Jerry" Wackerman stated in her "Weaker Sex" column, some of the girls suggest that we use a push ball for beginners. Golf, even when played indoors, is good exercise for brawn and brain. The C. W. R. C. has invested a substantial sum in its share of laying out and maintaining the course. It is yours, to use on each Monday night from 5:15 to 7 o'clock.



DOROTHY STAYMAN  
First Prize—Prettiest Costume

- Prettiest Costume: 1. Dorothy Stayman (Employment Office)—as Cigarette girl.  
2. Rosalia Velitovich (Covering Dept.)—as Russian girl.  
3. Edith Sherman (Stock Record)—as Chicken.
- Most Original: 1. Myrtie Durbin (Brownie Dept.)—as a Cat.  
2. Jean Glen (Inspection)—Aunt Jemima.  
3. Loraine Jackson (Inspection Dept.)—as Savings Bank.
- Most Comical: 1. Gussie Bornkessel (Covering)—Sally.  
2. Katherine Howe (Inspection)—Old Maid.  
3. Leona Doser (Inspection)—Little Mama.

Winners of prizes for cards were:

- First prizes: Lucille Schleich—Office.  
Beatrice Walker—Stock Record.  
Margaret Yawman—Bellows.  
Tessie Kick—Covering.
- Second prizes: Sally Meaney—Office.  
Laura Verstreet—Bellows.
- Third prize: Alice Garrett—Office.
- Fourth prize: Jessie Kaufman—Shutter.

Sympathy is extended to Edward Burns, of the Ciné Department, whose father recently passed away.

## LOCAL ALPS

Snow-pictures have been at a premium this winter—although spring perhaps will tell a different story. We have, however, had submitted in our monthly Prize-Winning Group contest five rather unusual photographs by Ralph Handley, three of which we reproduce. One might imagine that the pictures had been photographed in Switzerland, except for the trees on the crests of the "mountains." The picturesque locality, which Ralph took for his subject-matter, is Sodus, the spot being known as Chimbley Bluffs. The formation of the earth and rock is mute evidence that the waters of Lake Ontario once covered or at least washed through this region, which, covered with a thin layer of snow, presents unusual photographic possibilities.

## WITH THE BASKET-TOSSERS

The now famous Rochester Industrial League, whose eight teams are featured in sporting news in the local papers, have won their fame by reason of good clean play and an almost perfect form in amateur basketball ethics. Each week the eight teams meet in friendly though serious combat either at Kodak Park or Kodak Office Auditorium, and the public is invited to witness the games. Kodak Park, is, to date, an undefeated organization, having won ten games without a single loss. Each team is striving hard to win honors, and, incidentally, the beautiful trophy which the President of the League, Mr. Rex H. Taylor, has donated. Space does not permit a review of each team, but we would like to make special mention of the Camera Works Reserves, who, filling a vacancy caused by the retirement of the Balcos, are endeavoring to make an impression among the seven "grown-up" teams. In the last game, just prior to the date this article was written, they were matched in the schedule with the team who holds second place, Vogt Manufacturing Co. The game was a feature, neither team ever gaining an advantage of more than three points. Excitement ran high with the C. W. Reserves, with only forty-five second to go, were leading 18 to 17, but one of their opponents flipped in a sensational one-hand shot a split second before the final whistle. To date of March fifteenth, standings are:

	Won	Lost	P. C.
Kodak Park.....	10	0	1.000
Vogt Manufacturing.....	8	3	.727
Camera Works.....	7	3	.700
Gas and Electric.....	6	3	.667
Hawk-Eye Works.....	5	6	.454
N. Y. S. Railways.....	4	6	.400
Kodak Office.....	1	9	.100
Camera Works Reserves.....	0	11	.000

The girls' Basketball team has played a few games since we last recorded its activities, noticeable among them being a match game with Spencerport, which is considered a fairly good team. Our girls, however, took the village lassies by storm, and rather swamped them by running up a 34 to 18 score. The Camera girls, however, are not always on the winning end, for their old rivals from Kodak Office surprised them by a trimming of 23 to 10, in spite of the fact that "Jerry" personally scored seven points.

The Men's Team is too actively engaged in the Rochester Industrial League to do much else than try to attain a position as near to the top of the list as possible.

The Reserves are more ambitious, and it does not appear to bother them very much to play a match game one night, and on the following one take their place in the League schedule. Since we recorded their games last month, they have added six more wins to the total, and have incurred two losses. Thirty-three teams have "bitten the dust" before the onslaught of these lads. Their great aspiration is to rise out of the cellar position in the standings of the Industrial League, and we wish them the best of luck.

## SHORT STORIES

Sincere sympathy to James D. Muir, our etch-plate photographer, whose father recently died in his native town of Stratford, Canada.

The membership in our C. W. R. C. swimming group is still climbing, their total now hovering near the one hundred mark. Activities are in full swing at Maplewood Y. M. C. A., and another big social event is being planned this month. Arrangements are in committee to stage a public meet before the out-door season arrives, and several of our people who, previous to joining the group, were unacquainted with the delights of aquatic sports, are now enjoying swimming and diving. Membership is always open at one dollar per year.

Not to be outdone by the girls in the way of indoor golf, a group of men requested the C. W. R. C. to rent an indoor-school for their exclusive use. In consequence, about twenty enthusiasts wield their putters and drivers each alternate Tuesday at the South Avenue Golf School, under the teaching of Harold MacDonald. If the interest in golf continues to grow as it has started this year, some-how or other we shall have to purloin a country club to satisfy the devotees of this increasingly popular game. By the way, the Industrial Relations Department has a stock of golf balls at wholesale rates for C. W. R. C. members.

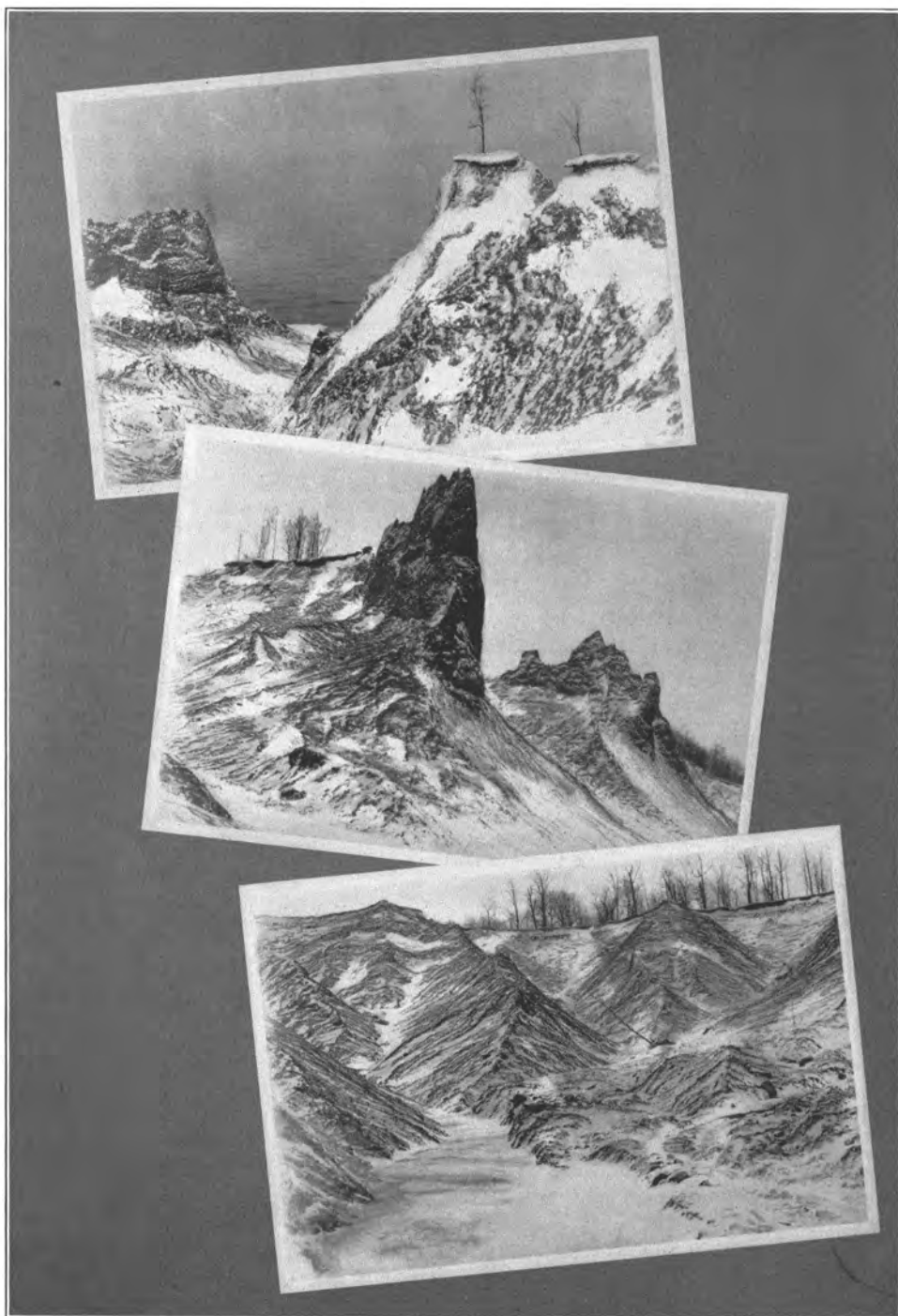
John C. Pearce, of the Inspection Department, has passed through a critical illness, and is still very ill at a local hospital. We wish him a speedy recovery.

The many friends of Margaret Hondorf send her greetings and their wishes for a quick recovery from her accident. Margaret had the misfortune to fall on an icy pavement, and is now in the Park Avenue Hospital.

Attention is called from our Safety Department to the fact that celluloid, cardboard, leather, paper, and other inflammable eye-shades constitute a fire hazard, and, as such, they are not only forbidden in the factory and office, but are also a serious menace in the home or in the heat of the summer days. Several serious accidents are on record from such eye-shades. The Industrial Relations Department has stocked an approved shade, of light weight, lasting use, and of fire-resisting qualities. They are sold to employees at wholesale price.

Congratulations to William Mueller, of the Cine Department, whose wife presented him with a fine baby girl.





PRIZE WINNING GROUP, by Ralph Handley—See page 23



## ALLEY NEWS

As the bowling season draws to a close, the enthusiasm of the players becomes more intense, and, the prize list looming on the horizon, each team is showing all its tricks to reach the top of the score-sheet, so much so that several of the bowlers, rather than miss a night on the alleys, were obliged to miss the "Smoker," which, from necessity, was planned for a Friday night. Some of our bowlers felt badly about this fact, but, with so many activities taking place among the four Rochester Eastman Plants, it requires the magic of a wizard to fit in the dozen and one different attractions into six nights a week, and then it can't be done! It simmers down to which particular activity holds the greatest interest to the individual, and right there he or she must make a choice.

The seventy-fifth game of the Camera Works Bowling League was played on the thirteenth day of March—that date being the latest one at this time of writing. "Kodaks" are on the top, and Kodascopes and Cameras are fighting nip and tuck to get out of cellar position. Knade retains his position as high single man with the same high individual score as last month—267—and Kellner still sits enthroned for high three games with 659. The "Vest Pockets," although sixth team from the top, holds a high single game record with one pin better than a thousand, while "Kodaks" have scored 2,822 for high three games. Standings are:

	Won	Lost	P. C.
Kodaks.....	48	27	.640
Cinés.....	43	32	.573
Specials.....	40	35	.533
Brownies.....	39	36	.525
Juniors.....	37	38	.493
Vest Pockets.....	36	39	.480
Kodascopes.....	28	47	.373
Cameras.....	28	47	.373

The Shutter League record is hereby dated as of March ninth and shows Englert still retaining the sceptre for high single game with 183 pins, and also 652 for high triple play. Standings of teams follow:

	Won	Lost	P. C.
Covers.....	41	31	.569
Cases.....	38	34	.528
Levers.....	37	35	.514
Blades.....	37	35	.514
Studs.....	33	39	.458
Springs.....	30	42	.420

The two girls' leagues have had an exciting month of contests. It was suggested in the sports section of a local newspaper that each league should choose a team of star bowlers to fight for supremacy, and fight they did! In the first tussle, the Office girls defeated their opponents on the Columbus Alleys and in two games they managed to topple over fifty more pins than the factory lassies. Agnes Hart bowled her best game, chalking up 171, although Marie Camp, of the factory, had three more pins in her individual score. Totals were 4,759 against 4,709.

The Factory girls, in the second round, came back like a cyclone, and just lambasted the previous winners to the tune of 143 pins. Freida Schweizer of the Factory team hit the 168 mark for her highest game, while Gladys Spratt rolled 186 for the Office team. Totals were 4,749 against 4,606. The deciding match will be recorded in our next issue.

The Factory Girls' League, for week ending March ninth, records that Florence Blum holds high place in individual average scoring with 140 pins for forty-four games. The Ciné team is credited with high single and also high double game with 709 and 1,395. Margaret Reifsteck is champion for single and double game with 185 and 323. Standings of teams follow:

	Won	Lost	P. C.
Ciné.....	32	16	.666
Kodascope.....	24	24	.500
Series.....	23	25	.479
Vest Pockets.....	19	29	.395

The Office Girls have just played their forty-fourth game, and it seems to us, have almost had as many parties, these social activities winding up with a big final one which is scheduled to be staged at the home of Alice Garrett. Needless to state, Florence Waterstraat is the feature bowler of this very lively League, having rolled 177 and 188 just the other night, and, as a season's average she has beaten many a man's score with 163.

Standings of the teams are:

	Won	Lost	P. C.
Kodaks.....	29	15	.659
Brownies.....	23	21	.523
Cinés.....	22	22	.500
Specials.....	14	30	.318

## SHORT STORIES

The two prize-winners in the quarterly Poison Squad contest were Louis Franse, of the Kodascope Department, and Irene Kress, of the Office. Excellent photography was evidenced by all the competitors. The judges were James Muir, George Brooks, and William Gerstner.

Sincere sympathy is extended to the family of Armenias Rankin, whose very sudden death caused a great shock to his Camera Works friends, and especially to the folks in the Creasing Department, where Armenias worked within a few days of his death. The department sent a large wreath as an expression of their sorrow.

Two new Hawk-Eye cameras, known as Nos. 2 and 2A Specials, have been placed on the market, and the general appearance of these cameras is a credit to the department. A fine morocco-grain imitation leather, embossed with an unusual and artistic design, handle of genuine leather, two brilliant finders, vertical and horizontal, make this new Hawk-Eye model a welcome addition to this popular line of cameras.

To be able to state that one has faithfully worked with the same concern for thirty years is a matter of justifiable pride, especially when one's circle of friends is as large as that of "Archie" Love's. After being absent for a few months on account of temporary illness, Archie has decided to take a well-earned rest from tool repairing and supervision, and has retired under the company plan. We wish him a long life of health and happiness.

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M A I N



O F F I C E

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JOHN W. NEWTON, Editor



HENRY SHILTON

Henry Shilton, Manager of Kodak Pathe, with headquarters at Paris, France, has been a visitor at Kodak Office during parts of February and March. Before sailing for France, March 17 he spent some

time at our branches in New York, Chicago and Toronto and also visited a number of the stock-houses. He was accompanied on his homeward journey by Mr. and Mrs. Perley S. Wilcox.

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#### ALL KODAKS VS. MENIHANS

MARCH 7, 1928

A minute and a half was all that separated the All-Kodaks from a win over the strong Menihan team on the evening of March 7. With the above mentioned time left to play the All-Kodaks were leading by a 16 to 13 score, but a field goal and a foul goal tied things up, and another foul put the Menihan team in the lead. All-Kodaks again tied the score, but a long shot by Mancuso, of Menihans, ended the game 19 to 17 in their favor.

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Harold Ritter, formerly of Kodak Chilena Ltd., has been a visitor at Kodak Office. He spent a short time in Rochester and sailed April 7 for Paris, where he is to have an official position with Kodak Pathe.

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Bessie Tracy, of the Export Sales Department, returned from a West Indies Cruise on the S. S. California. She reports a very pleasant time and is enthusiastic about the scenery in and about Jamaica.



RAY L. STINCHFIELD

Ray L. Stinchfield, patent attorney for the company, died Saturday, March 17, 1928, in the Strong Memorial Hospital after an illness of only a few weeks duration. He joined the Kodak forces in 1916 as head of the Patent Department and his pleasant voice will be sadly missed for many a day. He was taken to his former home at Brockton, Massachusetts for burial.

The sincerest condolences are offered to Irving Zoerner of the Traffic Department whose wife died March 8, 1928.

Mae Thrasher's engagement to Casper Cosenza has been announced. The Sales Department of which she is a member wish her the best of everything.

Carlos Espinosa formerly of the Billing Department sailed from New York City on the S. S. Santa Ana, February 16, 1928, to take up his new duties with Kodak Panama Ltd., Panama City, Bon voyage and much success attend you Carl.

Rebecca Lynn Webster, a popular member of the File Department, was recently the fortunate winner of a cash prize offered by the "Volta Review," a magazine published by, and for deaf people. The title of the article is "How I Manage Personal Contacts With My Hearing Co-Workers," and the article itself will appear in the next issue of the *Magazine*, which will be known as "Achievement Number." The File Department offers its congratulations.

The sympathy of the Mail and File Department is extended to Helen Utter, whose father passed away on February 22, 1928.

The marriage of Elva Grashof of the Mail Department and Glenn Schoenman, is announced to take place at the Salem Evangelical Church on April 26 at 6 p. m.

## REVENGE

The Police Force raided the Kodak Office auditorium, Wednesday noon, March 21, and took the Office baseball team into camp to the tune of 3-1. It was a close game but the Chief was too fast. "Andy" also got the first hit of the game, a two-bagger. A big crowd was on hand and enjoyed the sport. The batteries were, for the police, Kavanagh and Winfield, and for the Office, Collins and Stutz.

We welcome Miss Laura Burnett to the Order Department. Her pleasing manner has won our favor from the start.

Shirley Wilbur has been transferred from the messenger service to the Order Department. "Smiling Shirley is surely welcome."

Glenice Burpee of the Order Department has announced her engagement to Ernest Bruns.

One would think that diamonds grew on trees and Milton Jacobs of the Tabulating Department plucked one and handed it down to the fair Alice. Immediately Alice Kamb was surrounded by her Order Department friends and best wishes were extended to the happy couple.

Genevieve Jager gave us all palpitation of the heart when she came in one Monday morning and displayed a diamond set wedding ring. The lucky young man is Charles Wilson of Erie, Pa. The happy couple expect to live there in the near future and we want "Jenny" to know that our wishes for good luck go with them.

Miss Helen S. Williams sailed February 24 on the S. S. Colombo for an interesting European trip. She will spend some time in Sicily and enjoy the exquisite scenery of the Italian Lake Region.

Janet Bradbury of the Order Department is taking a vacation in style. She and her "hubby" are touring the south and seeing all worth while. We envy them their enjoyment of the balmy Florida breezes and think of them much when we sneeze those wintry sneezes.

We welcome the following new employees to Kodak Office: Advertising, Dorothy Boshier, Allis A. Quick, Arlene Shewman; Auditor of Disbursements, David B. Birrell; Distribution, Helen E. Wright; Information, Daniel McIntyre; Mail and Filing, Helen Scheernes, Mildred VanVoorhis; Maintenance, Charles C. Dawson, Floyd H. Olsen; Stockhouse Auditing, Robert J. Flood; Training, Mae Starr Andrews, Mary F. Fischer, Leona Miller.

## GIRLS' BASEBALL

Friday, March 2, saw Camera Works girls and Kodak Office girls in a new indoor activity; namely, an indoor game of baseball. The hitting was heavy on both sides, and the runs many. Camera Works scored the most runs and hit harder than our girls. The score ended 23-16, favor Camera Works.



THE PHOTOGRAPHY CLASS

Victory and a Kodak came to four office people last month as rewards for the highest proficiency shown in the activities of Fred W. Brehm's photographic class.

The prizes were 1A Pocket Kodaks with Kodar lenses for the winner in the experienced classification and the winner in the inexperienced classification; and Vest Pocket Kodaks, Series III, with Kodar lenses, for the second award winners in the two classes.

The victors were:

**Class A**

First prize . . . . . Joseph Cleveland  
Second prize . . . . . E. G. Surrey  
Honorable mention . . . Hilda Bramer

**Class B**

First prize . . . . . Maud Short  
Second prize . . . . . Hattie Thein  
Honorable mention . . . Charles Bullard

The class was organized January 22 and ended with its meeting on March 13. The ten sessions were held at the end of the afternoon—from four thirty to five thirty—a week apart.

The first five lessons were preparatory, with instructions in the theory and practice of photography, lenses, diaphragms, shutters, composition, light, estimating distances, and classification of subjects and exposure. Lantern slides were used in illustration.

The remaining lessons were criticisms of the photographic results, which the members of the class obtained on their own weekly photographic trips. A roll of film a week, submitted with exposure and conditions data, constituted one of the requirements of the second half of the course.

Four written examinations were held during the

term; and two distance judging contests were in the curriculum.

The awards were made on the basis of a point system, in attendance, examinations, distance judging, and weekly photographic results. The honor of being designated under the high hat or the brown derby was given each week of the second half of the course for the best roll of film exposed by experienced and inexperienced photographers respectively.

The total registration of the course was 59 members. The average attendance was 51.7 or 89 per cent. This compared with 76 per cent for the previous year.

The Development Department celebrated Washington's Birthday with a bowling party at which twenty-two of the twenty-three men of the department turned out. Because of the growth of the department during the past year it was necessary to use three alleys. Judging from the scores it would be well for some of the men who "never bowled before" to take a lesson in honesty from the man who chopped down the cherry tree.

High average honors went to Ford Tuttle with an average score of 163. His prize was a necktie which he has threatened to wear to the office some day. Bob Lehman, runner up with an average of 144, received a magnifying glass which may be of some use in picking off those corner pins. Joe Stoiber received a diary as a consolation prize for his low average of 79. The grooves and permanent waves of the alleys contributed in some measure to the inconsistent scores of some of the bowlers.

Refreshments were served between the second and third games to revive the strength and spirits of the teams for the rubber game. The effect on the scores was disastrous but the evening was a huge success and plans are already underway to make it an annual affair.



**PROTECTION**

The man who thinks he cannot afford life insurance is the man who needs it most. Financial protection is one of the most essential duties a man has to his wife and children!



"BILL" ROUNDS OUT 30

A. D. Lounsbury, better known to his intimates as "Bill," completed thirty years of service March 21, having joined the Kodak staff on that date in 1898. He has served this time in the Bookkeeping and Credit Departments and is at present a territory credit correspondent. Time has dealt very kindly with him as we never saw him looking better. Congratulations are extended to him on his long service and hopes that he will be with us many more years.

One evening near the end of February the Kodak Office team of last year defeated a team called the All-Kodaks 24-18.

The All-Kodaks had two players from each of the Kodak plants, and what they lacked in team work they more than equaled by their splendid spirit. The game was a thriller from starting whistle until the final second, and although the ex-Kodakers won they had to play their best all the way. Only two of the shining stars of last year shone with any degree of brilliancy, "Dip" Murray and "Buck" Pierson played their same old strong game. For the All-Kodaks each player deserved credit and congratulation.

The sympathy of the Advertising Department goes out to Margaret Burns whose sister died February 24, 1928.

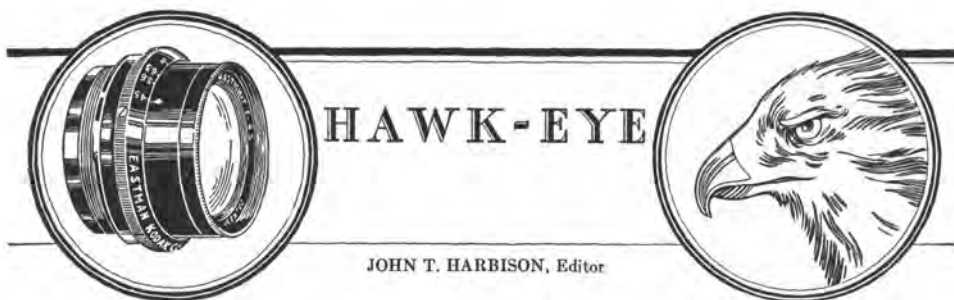
Milton Epke, of the Repair Department, was married February 29, 1928 to Catherine Roach of Spencerport, by Rev. W. J. Predmore. Many congratulations Milt, but it's going to be a long time between celebrations.

We hear that Charles Gerew of the Repair Department is getting along nicely. He's been very sick in the hospital, but is now recuperating at home.

Very interesting news was received in the Tabulating and Telephone Departments a few days ago. Eleanor Betts, that was, but who is now Mrs. Punnett of Buffalo, sent word that, Christine Harriet arrived to cheer their home. Needless to say many congratulations were sent to her.

*"If you are poor—work.  
If you are rich—keep on working.  
If you are happy—work. Idleness gives  
room for doubts and fears.  
If you are a single man—work. It will  
help you to get married.  
If you are a married man—work. You  
will have to.*





JOHN T. HARBISON, Editor



MEN'S BOWLING TEAM

## BOWLING SEASON ENDED

Three separate groups of bowlers contributed to one of the most successful seasons of all time. Strange as it may seem the number of women bowling in the plant leagues was larger than the number of men. The game was once a sport for men only. The bowling alleys have gone the way of the barber shops, the tennis courts and the golf courses. About the only thing a man can do these days if he has a preference for male society is to shoot pool, and even then his privacy is by no means guaranteed. And besides, who wants to shoot pool anyway?

The enthusiasm in the men's league seemed to increase as the season neared its end. The Moulders, who were looked upon as a means by which the other teams could build up their averages without too much trouble, suddenly came to life and displayed a vicious attack that swept everything before it. The impetus of the drive carried the Moulders out of last place and forced the Grinders into that lowly position. Meanwhile the Centerers and the boys from the Office had been playing give and take with the lead. The Office team finally took three straight from the Grinders, while the Centerers dropped one to the Moulders. This left the Office in a position from which they could not be displaced with but one more match before the season closed. That the Officers deserved to win is borne out by the fact that their game average was seven points better than their nearest

rivals and their percentage of wins was eighty points better. Everything considered we feel that the best team won. Had the season been a few weeks longer the Moulders would have made a strong bid for high honors. As it was they distinguished themselves by rolling the best single game with a 900 score and the best three games with a score of 2,553.

It was generally agreed by those who participated in the sport that it was well worth the time and money. In addition to the benefit derived from the exercise itself bowling night provided the opportunity for the boys to get together for a pleasant social evening. Pete Klos, of the Centering Department, was largely responsible for the smooth operation of the league schedule. Pete expended a great deal of time and effort doing whatever he could to help things along. He deserves the thanks of those men whom he served so faithfully.

There were so many girls who wanted to bowl that it was found necessary that they be divided into two groups. The one league is known as the Posy League, and the teams have been designated Roses, Violets, Buttercups and Daisies. The other league was apparently inclined toward the theatrical and chose the names Vanities and Follies. Both leagues have enjoyed very successful seasons and are planning to continue their activities in the fall.





MARTIN TIPPLE

Among the Posies Elizabeth Meerdink has demonstrated her superiority by two pins. Her title is disputed by Elvira Ladwig and Teresa Hergenrother who are ready and able to jump into first place should Elizabeth falter. Among the Vanities and Follies of this wicked world Minnie Nelson has had things more or less her own way. Her average of 130 gives her twelve points margin on Frances Mahan, who is her nearest competitor. To Lillian Rossman, anchor of the Posy League, goes the distinction of having the most professional appearance. Lill is the only player in either league who carries her own ammunition. Some think that she would knock over more pins if she did not get all tired out carrying the ball around with her.

## SUMMARY OF SEASON

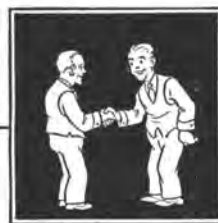
## Men's League

	Won	Lost	Per Cent	Average
Office.....	38	22	.633	761
Centerers.....	34	26	.566	754
Moulders.....	24	36	.400	747
Grinders.....	22	38	.367	725

## Individual Scores

Centerers	Games	Average
Fischer.....	60	135
Marcus.....	48	130
Herman.....	48	143
Klos, W.....	60	161
Klos, P.....	57	186
Office		
Relyea.....	50	154
Greenauer.....	60	168
Walsh.....	57	148
Beers.....	33	144
Eckert.....	18	178
Grinders		
Crosby.....	57	126

Reynolds.....	53	144
Ott.....	60	167
Emma.....	15	141
Liebl.....	27	134
Moulders		
Tipple.....	60	120
Costello.....	54	154
Stoll.....	30	165
Becker.....	42	161
Prevost.....	18	185
Posies		
E. Meerdink.....	60	148
T. Hergenrother.....	57	146
E. Ladwig.....	63	146
J. Born.....	61	140
M. Hergenrother.....	63	140
E. Arnold.....	57	139
P. Leimberger.....	60	132
I. Sanger.....	36	127
C. Meerdink.....	51	126
M. Leimberger.....	60	123
L. Ladwig.....	60	116
F. Bess.....	54	113
E. Wienecke.....	51	113
I. Prentice.....	60	109
H. Del Monico.....	63	103
L. Hartter.....	48	100
L. Rossman.....	45	95
Vanities and Follies		
M. Nelson.....	46	130
F. Mahan.....	46	118
B. Klos.....	46	111
H. Nowack.....	46	111
F. Yaniga.....	46	102
T. Drummond.....	46	101
J. Appel.....	46	93
L. Dodge.....	46	88
M. Rudolph.....	46	80
L. McCormack.....	46	75



## YOUR FELLOW-WORKER.

Your fellow-worker is dependent upon you - as you are upon him - for the realization of safe and harmonious working conditions. By considering the "other fellow" we improve our own condition.

## THE PARTY

At the first meeting of the Board of Governors of the Athletic Association it was decided to appoint Norman Graham permanent chairman of the party committee, he to hold office for the year. Norm's first gesture was to cook up plans for a Saint Patrick's Day party, because Art Rapp said he was sick and tired of using red and white decorations and would like to have a try with green. We were fortunate in having at our disposal the second floor of the new building. What with the attractive combination of new gray and white paint and Art's effective use of the decorations the scene of the party was something to the eye.

The Kodak Cinégraph "School Pals" was the opening attraction, and it went over big. The antics of the apes made up about the best comedy we have seen in some time. This was followed up by another Cinégraph entitled "100 Years of Railroad Development." It also was very entertaining. When the moving pictures had been shown Jimmy Slater took charge and introduced several acts of vaudeville that were exceptionally good. He himself sang several songs in excellent style. The second act that was executed by a "Black Haired Girl Called She" created a rush for points of vantage. This little miss sang and danced with unmistakable talent. Her costumes were striking. The "Neapolitan Serenaders" were an accordion and violin team that gave several tuneful melodies. We could have listened to more of that kind of music.

Refreshments were served after the entertainment by a committee of girls who were proud of the dainty green aprons that they had constructed their very own selves. Needless to say that Elsie Haidle, Frances Mahan, Tina Drummond, Edna Roy, Lauretta Watley, Bettie Klos, Florence Bess, Minnie Nelson and Luella Nesbit looked just as sweet as possible and served too in a manner that could not but please the most critical taste. Chairman Bill Dean was also assisted by Pete Klos, Charlie Prentice, Howard Coates and Leighton Young.

The music for the dancing was provided by the Arcadians and was highly satisfactory. One of the largest crowds in history voted it the best party ever.

## BASKETBALL

With the season more than half over Hawk-Eye's bid for the league trophy is practically non-existent. Ten games have been played of which we won five for an average of 500, which is not a bad showing when we consider the strength of our various opponents. Camera Works was victorious in our second encounter with them, thus evening the count. The boys from Vogts' trimmed us twice which was unexpected. Kodak Park, which has not lost a game, beat us by a small margin, and the Gas and Electric team trimmed us rather soundly. We managed to lick the Main Office twice which set us up a bit and took one game from the New York State Railways, Camera Works and Camera Works Reserves. All in all we consider that our team has done very well. After the boys have worked together a year or two they will have a combination that will be hard to beat.

The many Hawk-Eye friends of Warren Manrow were very sorry to hear of his death on February 22. The flowers sent to the funeral express in a small way the esteem in which he was held by all who knew him.

## SYD SAYS

"Where's the fire? we were asked the other day as the fire horns were loudly giving to the world their lusty notes of alarm. "If you listen to the alarm, it will tell you" we countered, as we hurried to the seat of trouble.

When the two blasts had been sounded, indicating "Fire Out" (in this case it was a fire drill only), we looked up our inquiring friend and explained the "whole works" to him.

We took him to the exit, showed him the fire alarm box, and he read the sign above it which told him the number of the building in which he was working and the alarm signals that this box would give by merely breaking the glass.

We further explained to him that regardless of the floor on which he found himself at the time of alarm, if he heard the proper building signal, he could make up his mind that all his buddies on every floor would rise en masse and proceed immediately to enter the adjoining building and there wait either for the "Fire Out" signal or the General Alarm. If the General Alarm was given, rapid but orderly exit would be made down the enclosed fireproof stairways to the great outdoors.

After this little explanation, he promised us that in future when the alarm sounded he would promptly determine whether it applied to his building, and if so, instead of waiting for the other fellow to move, he would move first.

Herman Mueller, of the Instrument Department, announces the birth of a daughter, Marilyn, to Mrs. Mueller on February 16. When Herman was receiving the congratulations of his comrades he stated that this Marilyn was in no way inferior in good looks to the famous Marilynn Miller than which there is no than whicher.

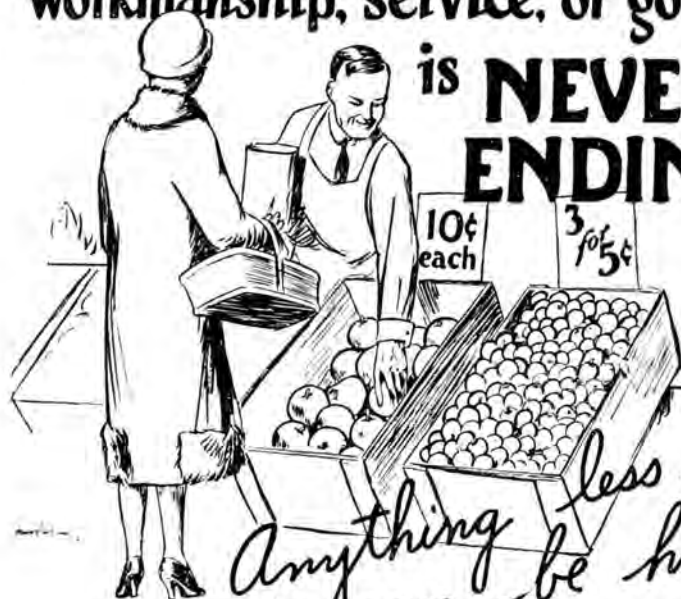
We offer our condolence to Harry Pratt, of the Testing Department, whose father died on March 1 at Syracuse.

Louis Fisher, of the Pressing Department, suffered the loss of his mother on February 24. We sympathize with him in his sorrow.

Ruby Larker, of the Centering Department, was married to Albert Phillips on February 25 at the Church of the Reformation. Ora Tapp, of the Centering Department, was maid-of-honor, and Alfred White was best man. Ruby's friends in the department rose splendidly to the occasion and presented her with a handsome gateleg table. We are united in wishing the bride all happiness and in congratulating the groom.

*Keep up our good  
safety record*

The demand for  
**HIGH QUALITY**  
workmanship, service, or goods  
is **NEVER**  
**ENDING**



Anything less than  
the best can be had  
at a discount.  
Bill Jones

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

ROCHESTER PLANTS	Standing Last Month	Percentage of Employees Subscribing	Total Shares
ROCHESTER PLANTS			
1. Hawk-Eye.....	1	82.3%	5,289
2. Kodak Office.....	2	63.3%	12,322
3. Camera Works.....	3	51.8%	16,712
4. Kodak Park.....	4	48.5%	37,558
Non-Employees.....	..	....	6,234
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. (Sioux City)	4	100.0%	128
4. Eastman Kodak Stores, Inc. (Washington D. C.).....	..	100.0%	95
5. Eastman Kodak Stores, Inc. (Atlanta)...	3	95.8%	192
6. Eastman Kodak Stores, Inc. (Baltimore)...	6	95.6%	55
7. Eastman Kodak Stores, Ltd. (Vancouver, B. C.).....	5	95.0%	119
8. Eastman Kodak Stores, Inc. (Des Moines)	7	94.1%	98
9. Eastman Kodak Stores, Inc. (Detroit)...	8	76.0%	162
10. Eastman Kodak Stores, Inc. (Philadelphia)	10	74.1%	271
11. Zimmerman Bros. (St. Paul).....	9	73.9%	103
12. Eastman Kodak Stores, Inc. (Minneapolis)	11	71.4%	190
13. Taprell, Loomis & Co.....	14	70.7%	1,459
14. New York Branch.....	12	71.1%	814
15. Chicago Branch.....	13	70.0%	940
16. Eastman Kodak Stores, Inc. (Portland, Ore.).....	16	69.5%	78
17. Eastman Kodak Stores, Inc. (Boston)...	18	68.8%	222
18. Salesmen and Demonstrators.....	17	66.6%	2,208
19. Eastman Kodak Stores, Inc. (Pittsburgh)	15	65.5%	99
20. San Francisco Branch.....	19	58.7%	630
21. Eastman Kodak Stores, Inc. (San Francisco)	20	56.5%	111
22. Eastman Kodak Stores, Inc. (Seattle)...	23	56.0%	54
23. Eastman Kodak Stores, Inc. (Omaha)...	21	52.6%	170
24. Eastman Kodak Stores, Inc. (New York)	22	52.5%	492
25. Eastman Kodak Stores, Inc. (Los Angeles)	24	49.2%	295
26. Eastman Kodak Stores Co. (Chicago)...	26	45.3%	682
27. Eastman Kodak Stores, Inc. (Milwaukee)	27	44.4%	104
28. Eastman Kodak Stores, Inc. (Denver)...	25	41.1%	97
29. Eastman Kodak Stores, Inc. (Cleveland)...	28	22.7%	34
Total.....	..	54.2%	88,360

Average subscription 12.4 shares.

Total matured or par value \$8,836,000.00.