

The KODAK *Magazine*



May 1928

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

MONTHLY ACCIDENT REPORT
MARCH, 1928

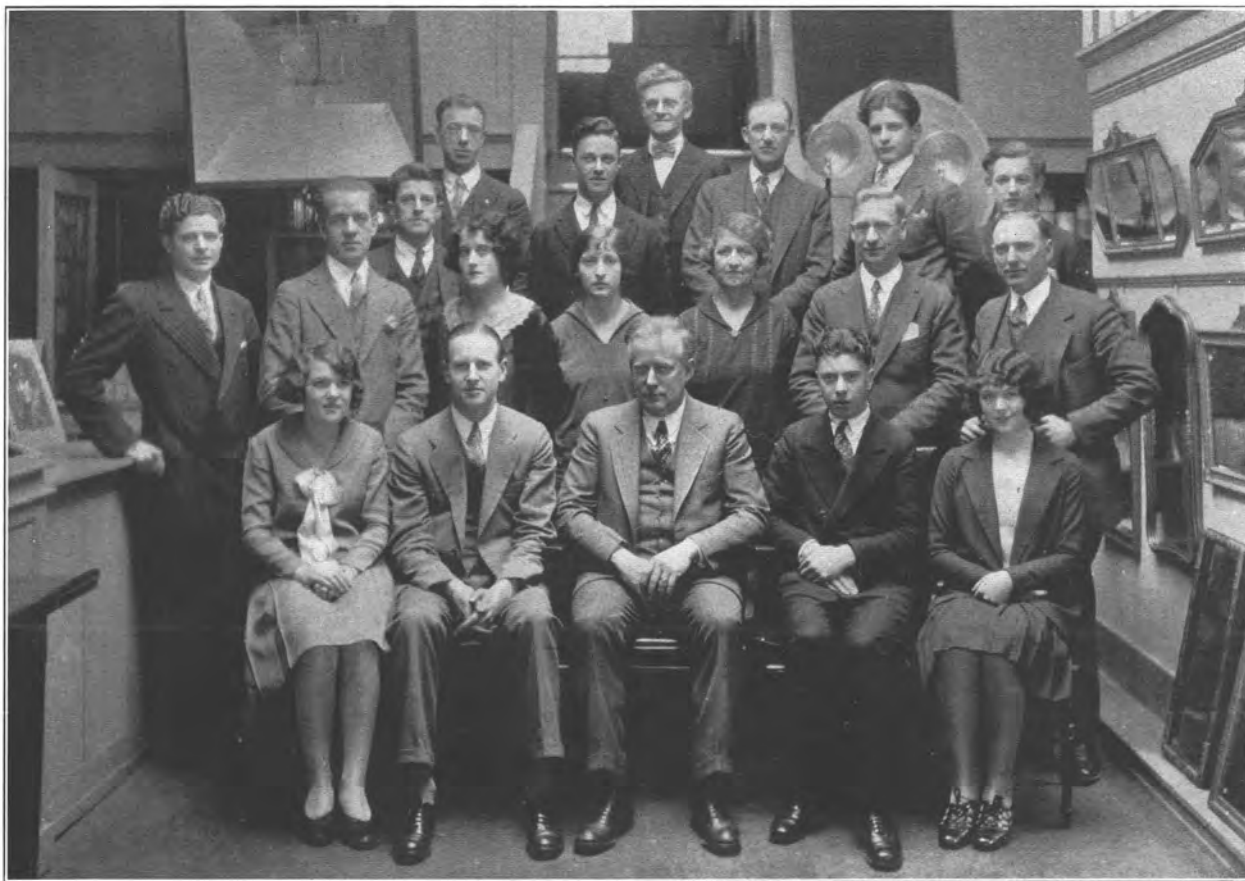
PLANT	Accident Cases		Accidents per 1000 Employees	
	1928	1927	1928	1927
Kodak Office	0	0	0	0
Camera Works	6	9	2.22	2.63
Hawk-Eye Works	0	2	0	3.25
Kodak Park Works	18	12	2.71	1.79
	24	23	2.13	1.90

NATURE OF ACCIDENTS DURING MONTH

- 4 cases of injury through bruises, burns and lacerations, etc.
- 6 cases of injury through falling material.
- 2 cases of injury through falling and slipping.
- 2 cases of injury through sprains and strains.
- 1 case of injury through stepping on nail.
- 3 cases of injury around machines of special nature.
- 2 cases of injury around grinding wheels.
- 1 case of injury around press.

24 employees' accident cases during month

*Doing things by halves
is worthless, because
it may be the other
half that counts*



THE KODAK STAFF AT VANCOUVER, B. C.—See Page 3

The KODAK Magazine

VOL. VIII

MAY, 1928

No. 12



AMATEUR AND CINÉ-KODAK DEPARTMENT

KODAK AT VANCOUVER, B. C.

THIS is not a story of "out where the West begins," but rather where it pretty nearly ends, as far as this continent is concerned.

So with this brief introduction meet the Kodak folks at Eastman Kodak Stores, Ltd., Vancouver, British Columbia. Our Vancouver store is the oldest photographic supply house in Western Canada, established in 1891 by Edwards Brothers and acquired by us in June, 1927. The manager, Mr. H. W. Sanford, started originally with us in Los Angeles, next as a manager in San Francisco, and next as manager at Kodak Mexicana, and finally landing in Vancouver. With this experience he ought to be able to live in any climate.

Vancouver is the metropolis of Western Canada, and is the fourth largest city in the Dominion.

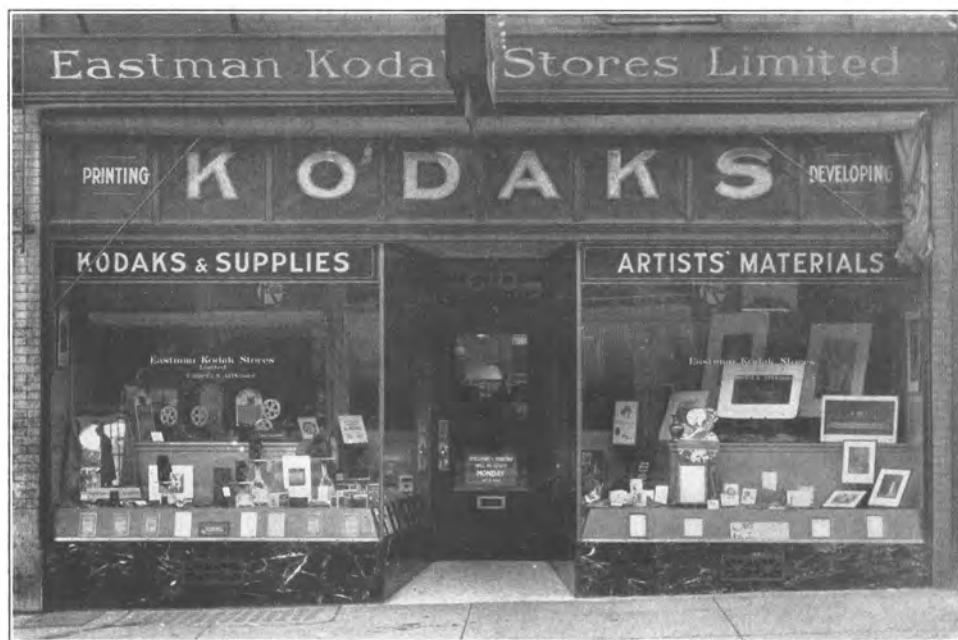
It has steamship connections with Japan, China, India, New Zealand, Sandwich Islands, Alaska, Seattle, Victoria, B. C., and points along the American coast.

Vancouver is the terminus of the Canadian Northern, the Canadian Pacific and the Great Northern railways. It has a very fine harbor which naturally helps the city as a distributing point and makes it a good location for a varied line of industries. The city was named for Capt. George Vancouver who explored that section of the country in 1792; it is probable that but few of you will recall the occasion.

A personal invitation is extended by every one of the snappy looking bunch shown on page 3 to pay them a visit; they all assure you of a hearty welcome.



THE PROFESSIONAL APPARATUS DEPARTMENT



EXTERIOR OF OUR VANCOUVER STORE

ECONOMICS IN HOMESPUN

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

*Courtesy of Nation's Business**Chapter VII—The Indispensable Enterpriser*

A YOUNG engineer met by chance, one day in Italy, an erratic Frenchman and a sporty young Englishman who were displaying a crude device for distributing alternating currents of electricity. The young engineer was much impressed, being an employee of George Westinghouse, the manufacturer and inventor. He cabled Westinghouse a description of the device, and back came the reply by cable: "Purchase the American rights." This the engineer did, and within a few months the alternating current system, which has been responsible for the great electrical development of the present century, had been made a practical possibility by Westinghouse.

When Westinghouse began to experiment with alternating current, he was laughed at. People said that it was dangerous and deadly. Laws were urged against it. Many authorities of the time wrote that its use was unjustifiable and should be prohibited entirely.

Yet Westinghouse persisted. He realized that direct current alone would not make it possible to transport high voltages over long distances, and that the power development of the country was thus handicapped. With alternating current, however, the power of Niagara could be converted into electric current at the falls, and then sent across the country for many miles—to turn wheels and lighten labor. Westinghouse saw that, with alternating current properly developed, central power stations in the cities, or near coal mines, could furnish light and power over large areas. So he hazarded his time and much of his money in the development of this new invention. He enlisted the support of his friends. He organized a company to manufacture apparatus. He built power

plants and factory buildings. And all for what result?

A Revolutionary Invention

Today 95 per cent of the electrical energy used for power and lighting in the United States is alternating current. It is carried to consumers over 100,000 miles of high-tension lines. Great power stations in large cities, near mines and waterfalls, manufacture alternating current. Huge stacks spread across the fields carrying the power of the thunderbolt upon their shoulders. In factories alternating current drives machines; it heats and lights; in homes it irons clothing, bakes bread, toasts, fans, warms; in mines, it lifts materials and ores; on the farm, it illuminates homes and barns, turns machinery. Electricity has been the wonder worker of the modern age, lifting untold burdens from human shoulders. And to George Westinghouse, more than perhaps to any other individual, the credit for this great development is due.

What is the economic service which Westinghouse rendered? He himself did not invent the original equipment which made alternating current possible. Neither did he furnish all the money, nor all the brains. What he did was to throw back of alternating current his power and his resources as a leader and business organizer. He determined that alternating current should be an actuality. He committed himself to it; he enlisted others. He built an organization. He took the visionary, half-formed invention of erratic minds and reshaped it for practical commercial development, and for everyday use. Then he made this idea a commercial reality. By so doing, Westinghouse rendered the important economic services of an *enterpriser*.

We saw some time previous that there are four factors in modern production. One of them is land, or natural resources, which furnish raw materials. Another is labor. A third is capital, which we have recently been considering. A fourth is enterprise—the subject of this chapter.

Where there are four factors that are essential to production, it cannot be said that one is more important than the other three. Of enterprise it may be claimed, however, that it brings together, guides and makes productive the other three. It is the central, unifying, directing quality that carries productive efforts forward.

Co-ordination and Direction

It is especially important that the work of enterprisers be clearly understood because of fallacious proposals that are continuously being made. Many movements to draw the Government into private enterprise, for instance, overlook some of the most important features of an enterpriser's work. Wage-earners often feel that the man who directs an undertaking renders a less essential service than that of others who work with their hands—and that a return to him is a toll, levied upon the output of the workers. The soundness of these and similar opinions must naturally be judged by what enterprisers, themselves, are called upon to do.

An enterpriser's work only starts with seeing a business opportunity. Many see such opportunities who are not enterprisers. The erratic Frenchman and sporty Englishman perceived some of the possibilities in alternating current far ahead of George Westinghouse. But until Westinghouse got back of their idea and assembled the means for developing it, there was no effect upon the world—no benefits to consumers.

Not all enterprisers own capital; they can be enterprisers and furnish no capital at all, although most enterprisers do so as one indication of their faith in an undertaking. Likewise an enterpriser need not own land or raw materials, and he may labor along with others in order to com-

plete the product which is turned out. It is not the ownership of capital or land, nor the furnishing of labor that makes a man an enterpriser; the enterpriser's function is to direct how the land, labor, and capital used in a business undertaking shall be employed. He decides the amount of each that shall be used. He says how they shall be combined. He assumes responsibility for the undertaking after it is started. These are the things that make a man an enterpriser.

He may purchase from an inventor his invention, as Westinghouse did, agreeing to pay him a fixed royalty. From the capitalist he may obtain the necessary funds to carry on the undertaking, guaranteeing interest in return. He bargains with land owners and agrees to pay them a rental. He hires labor at a fixed wage. He buys all the other factors in production, alone assuming the risks and responsibilities of the final output. Now all this means that the enterpriser really is a *business man*—one who runs a store or operates a factory—who employs labor, produces goods or services, and sells them in the open market. In discussing the enterpriser in economic life, therefore, we are really discussing the economic contributions of the business man.

The decisions of enterprisers and business men are very important to the community. To start a factory in the wrong place, or under unfavorable conditions, wastes property and resources. Buildings and machinery must be junked if the enterprise fails. Workmen, who may have been brought to that locality, are compelled to seek new jobs. There may be serious loss and suffering, due to the mistakes on the part of business leaders.

The enterpriser is often compared to the general of an army. In his hands rests the control of all the other agencies in production. A mistake on his part may bring ruin to all.

The Need of Leadership

Since this is true, society wants as enterprisers only men who can make responsi-

ble, correct decisions. So far no device has been found which assures this to the degree that private enterprise does. This is the reason that private enterprise is so generally favored. If the government runs a business and makes mistakes, the official in charge does not suffer heavy consequences. He may lose his job, it is true—but that usually comes only as a result of the grossest inefficiency. If a business man makes a mistake, however, he loses not merely his income or his profits, but his property, too, may disappear. Nothing breeds prudence and responsibility like having a real stake in an enterprise. By this means the penalties of bad judgment are brought home unmistakably.

A man who runs a business cannot make exactly what he wants. He is governed by the market. He can produce only what people will buy. The people do not tell a business man in advance what they want—nor whether they will take the product after it is made. Neither do they agree to pay the price which the business man feels he must charge. The people reserve the right to buy when they please and as they please—and in what quantities they wish. They also reserve the right to change their minds, and to quit buying whenever they feel like it.

This means that enterprisers must assume many risks—in fact, it is this service of assuming risks that makes the enterpriser so important. He must begin by forecasting what people will buy. This means taking account of many things that no human being can control.

Styles change, for example—or inventions outside the industry may revolutionize customs. A people which at one period rides bicycles, at another period wants motorcycles or motor cars. Crops fail and strikes are called. All these things upset the plans of enterprisers.

The enterpriser faces risks on the buying side of the market, as well as upon the selling side. He must buy raw materials, labor and machinery. These are all surrounded with uncertainties. No one can tell in advance whether he can get all the

men he wants at the time he may want them, and at the price which he is prepared to pay. Raw material prices fluctuate. There are periods of glut and scarcity. Few of the business men who were stuck with heavy inventories in 1920, for example, anticipated the stoppage in buying which took place, or the heavy drop in prices which ensued.

Many of the risks which enterprisers must assume are inevitable, if production is to be carried on, and the individual freedom of mankind retained. It is an important feature of our basic institutions that we can do as we please. If we are permitted to buy what we want when and as we want it, somebody must bear the consequences when we change our minds. This the enterpriser does.

There is no insurance against style changes or price changes. There is no method which guarantees a business man all the labor he wants, all the capital he may need, or all the materials he may require. There is certainly nothing that will guarantee him customers. These are risks that can only be avoided by going out of business. Whoever stays in business must carry them.

We see, then, why the judgment of enterprisers is so important, and why their work is so vital. The number of businesses which fail shows how heavy are the risks which enterprisers carry, and how rare is the good judgment which they must possess. It is usually stated that only 10 per cent of all the business ventures started, succeed. The balance either fail, or are only able to break even.

It is important to understand that the enterpriser's share in the product of industry comes only after the claims of others have been satisfied. Wage-earners, for instance, will not build a factory building, and wait for their pay until the business is making money. They demand their wages weekly.

Similarly, capitalists will not loan money for plant and machinery and take chances on their interest. This must be guaranteed to them every three or six

months. All these claims precede the claims of the enterpriser. He guarantees them—and takes his profit from anything that remains. If nothing remains—his efforts have netted him nothing.

When these things are considered, it is apparent that enterprisers have no "bed of roses"—that the profits which they make are usually earned—and that their every step is surrounded with possibilities of heavy loss. When these things are understood, we see how foolish are the proposals of many theorists to do away with enterprisers. Much of this agitation is based on a mistaken notion as to the rewards which business men receive, either as profits or salaries. The feeling is often voiced that if the heads of businesses could be abolished and their incomes divided up among the other workers, the gains to the mass would be very great.

The Cost of Management

A few years ago the United States Steel Corporation published some figures on this point. They took the year 1918, which was one of the most prosperous in industry, and found that exclusive of the officials of the company, who receive large salaries, the average pay of everyone employed in the organization was \$5.33 per day. Then they took another set of figures in which was included the salaries of the officials, as well as the workers. Everyone was included from the office boy to the chairman of the board. This total was averaged over all the workers in the company, and it was found that when all the high salaries were divided among the remainder of the organization, the increase in each man's wages was just five cents per day.

The American Telephone and Telegraph Company made a somewhat different calculation. They assumed, for the sake of the example, that nobody in the organization received a salary of more than \$5,000 per year. All the money being paid as salaries over and above this amount was divided among the number receiving less than \$5,000. The result was an increase in the income of the mass of workers of 17 cents per week, or \$9 a year.

The example was continued, and the salaries of everybody were cut to \$3,000. Nobody in the company was to get more than \$3,000, not even the president. When the difference between this amount and the salaries actually being paid to the executives in the organization was divided among the workers receiving less than \$3,000, the increase in each man's salary was 28 cents a week, or \$15 a year.

And remember that these reductions in salaries represent incentives that are taken away from the heads of the enterprise—men whose talents are extremely rare, and which, under existing conditions, cannot be gained by other means.

It must be realized that the men who are capable of running business are bought and sold in the open market, just as are businesses themselves. The laws of supply and demand determine the salaries of high executives, just as they do the prices of wheat or soap. The man who can take a run-down business and make it into a tremendous money maker is in large demand. Men who can double and treble the earnings of a business are sought after. Assume that an organization is doing a volume of \$200,000,000 annually. A man who can double that is certainly worth \$100,000 to the business.

Like everything else, managerial talent of a high order is rare, and the more it improves, the rarer it becomes. If, as many theorists urge, the financial rewards paid to such men were divided up among the others, the gain to the masses would be a mere drop in the bucket—an amount so trifling that it would be wasted on cigars or chewing gum. The loss in the rare directing qualities of the leaders would be tremendous.

To date, at least, no way has been found of attracting and developing the rare qualities of a manager like offering him an attractive financial return. Society must have his efforts, and this has proven the most direct and effective way of obtaining them.

(To be continued)



ON AND OFF

SCALES are horribly truth-telling friends! Did you ever step on to one with a feeling of elation—but stepped off with a feeling of depression?

Too much fat is certainly anything but beautiful. It gets in the way on so many occasions. And when it means poor health instead of good health—then it's time to inquire, What shall be done?

In former days, May was the month when the "winter flannels" were taken off—nobody wears them now—and all a too fat person can do to relieve the pressure is to remove a layer of fat. May, June, July, August and September—five months—twenty weeks—twenty pounds lost! Does that appeal to you?

Here is the way to accomplish it:

FIRST: See your doctor first. If he advises you for your health's sake—to take off fat—find out how much you should get rid of; how many weeks it will take, losing one pound a week; and stick to your scheme.

SECOND: Plan your diet. Eat a breakfast. Be sure to include the necessary foods and reduce gradually. Keep to your plan—and you will get your reward.

THIRD: Train yourself to take some exercise. If you have forgotten how to walk—

start in the first day with a five minute one—increase it to ten—and so on until you can walk a half hour without effort—then an hour.

Your three meals.

Here is a diet scheme for you to follow.

BREAKFAST:

Fresh fruit with no sugar.

Whole grain breakfast cereal—no sugar
—1 cup whole milk or

1 egg, 1 slice toast, 1 teaspoon butter;

1 cup of coffee, if desired, with no sugar.

LUNCH OR SUPPER:

One cup clear or vegetable soup;

Two whole wheat or Graham crackers
or 1 slice bread and 1 teaspoon butter;

Cheese dish, egg dish, or baked beans—
2 tablespoons only;

Lettuce or tomato salad with salt and
lemon juice if desired;

1 cup milk or butter milk or milk soup
in place of clear soup noted above.

DINNER:

Meat or fish or eggs or cheese dish;

Potato—1 medium;

Vegetable-(spinach, green string beans,
asparagus, etc.)

Salad (fruit or vegetable) with one tea-
spoon dressing;

Dessert— $\frac{1}{2}$ usual amount.

If 2 glasses of milk have not been used
—1 glass of skim milk or buttermilk
or 5 tablespoon cottage cheese or

1 inch cube American cheese should be
included with your dinner.

Six glasses of water each day.

Three meals and no more.

Take three meals and stop there—no piece-meal work allowed. Candy, peanuts, apples and the like—all good in their place but that place is at one of the three meals—never between. Sodas, gingerale, lemonade—all add calories and should not be indulged in.

Calories.

Did you ever "count your calories"? Many people enjoy doing so to get a "line" on the value of different foods.

Here's an invitation! Come to the Medical Department and get some "dope" on how to make your self-denials count.



EASTMAN SAVINGS AND LOAN ASSN. NEWS

WOMAN AND HOME OWNERSHIP

A FAMOUS AUTHORESS MIXES CONSIDERABLE WIT AND WISDOM ABOUT THE
SAVINGS AND LOAN PLAN

The following interesting article appeared in a recent issue of "The Franklin News" which is published monthly by the Franklin Society for Home Building and Savings, New York City

MRS. Elizabeth Meriwether Gilmer, of New Orleans, better known to newspaper readers as Dorothy Dix, is an ardent supporter of savings and loan association of the mutual co-operative sort. Recently, as a guest at a banquet of the Louisiana League of these associations, she said, among other interesting things, these:

"I am grateful that I, as a woman, and speaking for all other women, have this opportunity to pay a tribute to the associations that have made it possible for so many women to have a home who, but for them, could never have had that blessed privilege.

"A home means more to a woman than it ever does to a man. To a man a home is mainly a place where he can hang up his hat and ease his feet and get the kind of things he likes to eat cooked in the way he likes them and slump down over pipe and paper. Or to some men, it is a place where they can grouch and gloom and work off all the temper and nerves they are afraid to exhibit to somebody their own size and weight. Or to other men, home is merely a filling station and as soon as they have

gotten their tanks replenished they step on the gas and joy-ride away and don't come back until every other place is closed up.

"But to a woman, her home is the realization of the dreams she has cherished ever since she played keeping house in the nursery. It is a temple of refuge to her. It is her kingdom, in which she is a queen and rules supreme. It is her nest, in which she keeps her children soft and warm and safe. It is her tool, with which she can earn a living. It is her sword, with which she can fight the world if necessity forces her to do so.

"Once I had the pleasure of interviewing old Hettie Green, the only woman who ever made Wall Street eat out of her hand, and I asked her what was the best thing a woman could do with her money if she had only a limited amount of it. She replied, unhesitatingly: 'Buy her a home. As long as she is prosperous, she can keep the home and if misfortune comes to her, the home will keep her. A woman with a home can always make a living. She can always rent rooms or take boarders.' "

*It may be a bit late to start saving for your vacation—but it is
a good time to start your Christmas fund*

The Kodak Magazine

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

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ONE of the fellows dropped into our office the other morning, and after the first casual remarks inquired "Just why are you publishing that series on 'economics'?"

We told him that he would find the answer on the bottom of the cover of the *Kodak Magazine*; "Published in the interests of the men and women of the Kodak Organization."

He persisted, "I grant the sincerity of your answer to that question, but why did you select an officer of a big bank as author. Isn't he sure to write everything from the banks viewpoint?"

This second question clearly proved that he had an entirely wrong idea of the functions of a bank and of banking methods. Many have this same impression, and it is largely the fault of some of the bankers and not of the banking system.

A decade ago many bank officials hid themselves in private offices and if you succeeded in gaining entrance to their sanctum you were met with a degree of austerity that froze your very marrow. Today all this is changed. In the modern banks you will find the officials with their desks out in the open and you will be greeted pleasantly, and every attention given to your wants. This new attitude does not mean that banking *methods* have changed but rather that the modern banker has come to realize that his bank, and every other bank, is strictly a mer-

chandising establishment, just the same as any store on the street, and that to retain and increase the number of its customers it must give full service, or its customers will go elsewhere.

There is absolutely no difference between the standpoint of a bank and of the ordinary individual as regards economics. The science of economics is founded on hard facts and its processes admit of no deviation. The principal function of a bank is selling the use of money, interest on loans in other words. To have this money to loan the bank must have depositors who entrust their money to the bank. In return the bank pays the depositor interest on his balances and in addition performs many other services such as keeping a record of his checking account, and acting in an advisory capacity regarding investments and other similar things.

It stands to reason that the more prosperous and the better informed a community is the more business for its banks. For this most practical reason any and all banks welcome the putting out of information on the subject of economics.

A banker who is as well informed as Mr. Roberts, who has to deal with practical problems every day and who can express himself in words which all can understand is truly the right man for the writing of this series on economics.

We sincerely trust that you will read every chapter carefully and thoughtfully as it will afford you a clear insight into many business and political problems the "why" of which may have been puzzling you.

No man's world is any bigger than the man himself. That which his eyes can see, his ear can hear, his heart can feel, make up for him the universe. For no man has anything he can't use. What good is money to a Hottentot, or a magnificent picture to an idiot? The whole world for you lies under your own hat, and it is just as large and just as varied as your own mind will let it become.



THE SCHOOLROOM

OUR KODAK PARK SAFETY SCHOOL

WHAT IT HAS ACCOMPLISHED

NO manufacturing organization whether large or small can be said to be 100 per cent free from fire and accident hazards. A very high percentage of such accidents and fires are preventable; some safety engineers estimating it as high as ninety percent. The great majority of accidents and fires are due to carelessness. Some are apparently unavoidable and the remainder due to ignorance. Now in this connection the word "ignorance" does not mean stupidity, or the lack of schooling, but rather the lack of knowledge as to what machinery, or raw products entering into the processes of manufacture will do under certain conditions.

In our offices mechanical and processing hazards are practically non-existent, such accidents as occur are due to carelessness, or bad housekeeping; the latter cause we are happy to say has practically passed out of the picture with us. Running, tripping, slipping and falling, all due to carelessness, comprise practically all of our office accidents.

On rare occasions some thoughtless employee has tossed broken glass or a few

pen points into a waste basket and so injured some member of our Maintenance Department, whose duties involved the emptying of such baskets.

In our plants where wood and metal working machinery is employed the hazards naturally increase, but even here most accidents can be attributed solely to carelessness, because all our machines are provided with guards of the most modern design and regularly and thoroughly inspected by trained safety men.

Kodak Park is our largest plant with a great multiplicity of activities including much construction work to meet the demands of our ever growing business, the operation of many machines and the manufacture and the use of a very great number of chemicals.

As this story mostly concerns our safety activities at Kodak Park permit us to go back for a moment and give you an outline of our general safety activities.

We have a thoroughly organized safety staff under the direction of a General Safety Supervisor. Working with him are men in all our plants thoroughly trained in modern safety methods and entirely

familiar with the causes and means of prevention of such hazards as may exist in their plants.

Now let us return to Kodak Park and see just what has been and is being done to reduce fires and accidents. A little further on we will give you a brief tabulation proving that our efforts have been highly successful.

As most of us know there are many chemicals, which combined with other chemicals, or subjected to heat, or to a number of other conditions provide conditions for fire or accident. The thing to do therefore was to instruct the various groups of workers just how such hazards were produced and how to avoid them. A very great part of such instruction will always have to be given to workers who have no knowledge of chemistry and its reactions, or of electricity as used commercially, or produced by static. From a survey of existing conditions there evolved our Safety School at Kodak Park, in charge of an instructor with long practical experience in our plants.

As a very great percentage of the knowledge of all of us comes to us by means of

our eyes, a series of practical visual demonstrations has been arranged so that the classes from various departments can see just what might happen under certain conditions, and just how to avoid them in the future. Incidentally, the school instructor has gained much practical knowledge from his students in the open discussion which follows the close of each class. It is beyond the province of this article to give in detail the course of instruction given at the Kodak Park Safety School, but the following figures speak for themselves as to the value of our safety work.

In 1926 we had 218 lost time accidents at Kodak Park; in 1927 but 179.

The accident frequency rate per 1,000 employees in 1926 was 34.73 percent; in 1927 it was reduced to 26.60 percent.

Value of lost time through accidents at Kodak Park in 1926 amounted to \$12,427.46, in 1927 this was reduced to \$9,458.35; all most substantial reductions.

Safety and sound instruction in safety methods pays from every standpoint—suffering, loss of wages, and cost of production are all reduced. Yes—Safety Pays.

EASY MONEY

IF you are planning to purchase a home, see the houses being built on the Kodak Vista Tract (opposite the intersection of Stone Road and Lewiston Avenue), less than ten minutes ride from Kodak Park.

All houses are insulated, have six rooms and bath, with all modern conveniences. Some have built-in garages. Lots 50 x 150. Water, gas, electricity, sidewalks, storm water sewers and pavement already installed.

Prices from \$5,600.00 to \$6,450.00, house and lot complete, including all improvements mentioned. Down payment

10 per cent, balance on easy terms.

These extremely low prices are made possible because of our group building plan.

A few houses are now available, others will be finished in September. You can file your application without obligation and be in line for one when ready.

Houses open for inspection every weekday until 4:30 p. m., and on Saturday and Sunday from 2 to 5 p. m.

For further information, or to have your name entered on list, call H. D. Haight or C. P. Cochrane, Kodak Office.

If you want a home of your own, don't pass up the short article above, just because it is on the lower half of the page

"LET THE BUYER BEWARE"

THAT people who take so-called cures or remedies on the strength of the claims made by the manufacturers in advertisements or on the labels may not only be doomed to disappointment but may frequently do themselves harm or even jeopardize their lives was the warning given by B. R. Rickards, Director of the Division of Public Health Education of the State Department of Health in a health talk broadcast from Station WGY.

Quoting the Department's motto—"Public Health is Purchaseable Within Natural Limitations Any Community Can Determine Its Own Death Rate," Mr. Rickards said that many people thought personal health is purchaseable also. "To a great extent it is," said he, "through habits of living and a thorough annual check-up of one's physical condition by a physician—but the trouble is that far too many individuals believe it is purchaseable at the drug store. If anyone doubts this statement let him pick up the daily newspaper and see how many advertisements he can find which promise, nay, guarantee, miraculous relief or cure from some one of the many ills to which flesh is heir—by just purchasing what the advertisement recommends. How profitable such methods are, is shown by the vast sums of money spent for advertising these so-called remedies.

"The day on which this health talk was written, the display advertisements in a certain newspaper contained a dozen or more remedies for relief or cure from some form of illness. Three of these were selected for discussion that you may see the foolishness and the danger of accepting the claims of the advertiser and attempting to purchase health by the bottle, tablet or by the use of some particular apparatus.

"The first advertisement stated that by buying a certain product one could quickly and safely reduce his, perhaps we should say her weight. Analyses which have been made of this propriety article have proved

it to contain thyroid extract, a substance which, it is true, will reduce weight, but which has a very powerful and dangerous effect on the heart and should therefore be taken only under a physician's orders and careful supervision.

"Another advertisement depicted a method of removing superfluous hair by means of the X-ray. Here again there is some truth in the advertisement for these rays will actually kill the hair follicles but to get the desired effect prolonged exposure to the rays is necessary—a procedure liable to produce dangerous burns or even cause actual destruction of human tissue. When physicians expert in X-ray work refuse to use this method of hair removal because of the danger do you believe that a beauty parlor operator is capable of safely operating such a machine?

"The third advertisement picked out advised the use of a germ killing throat tablet. One gained the impression that one or more of the tablets would kill all the germs in the mouth capable of causing a sore throat or a cough, leaving the throat tissue healthy and vigorous. The facts are that if the disinfectant remained in contact with the germs long enough to kill, it would also injure the surface lining of the mouth.

"*Caveat emptor* or 'Let the buyer beware' is a well-known phrase in the business world. When it is used in a business transaction it means that the buyer takes the goods as he sees them and that he has no redress if the merchandise is not satisfactory. Any person who thinks to improve his health through the use of some product which he finds advertised in newspapers or magazines had better have this phrase very firmly in mind. He may find strongly worded 'money-back' guarantees on the label or package but there are usually many excuses ready when a disgruntled purchaser tries to return the goods. The phrase 'try and get it' ought to be added to the guarantee."



KODAK PARK

CLAYTON BENSON, Editor



K. P. A. A. OFFICERS, 1928-29

JOHN SHEPPHERD RE-ELECTED K. P. A. A. PRESIDENT

The Annual K. P. A. A. election held the last week of March resulted in the re-election of John Shepherd, Department 50, as president for a second term. Always active in association interests "Jack's" re-election voices the membership's approval of his administration the past year. Horace Robinson, of the Printing Department, proved a popular candidate with the result that the race for the presidency was one of the most evenly contested in recent elections.

The 1928-29 K. P. A. A. Board will start the year fairly well experienced in conducting the activities as three members, in addition to the president, were re-elected to office, including "Jack" Brightman, Film Emulsion Coating Department, first vice-president; Harold Servis, Garage, second vice-president after two years as secretary; and "Ben" MacMillan named treasurer for the sixth year.

The office of secretary and three trusteeships will be filled by newcomers; namely, Reita Duley, Dining Hall; Howard Beuckman, Building 25; Thomas Ryan, Printing Department, and Marie Powers, D. O. P. Packing Department. The contest between Reita Duley and Elsie Garvin, of the Research Laboratory, was the closest one of the election, the final count giving the former an advantage of 137 votes. This makes the first time that a woman has

been chosen to act as secretary of the association. Besides those already named, the following trustees who were previously elected for three-year terms complete the personnel of the Board of Directors for the present term; Fred Gardner, Main Office; "Ben" Bush, Ciné-Kodak Processing Department; Charles Forstbauer, Finished Film Department; Charles Kendall, Stores Department; Cecile Haire, Plate Department, and Hazel Decker, Department 40.

Officials of last year whose presence will be missed and who are sincerely thanked for their efforts and interest in the K. P. A. A. are John C. Schulz, Industrial Economy; David Babcock, Film Emulsion Coating Department, and Lillian Dentinger, Payroll Department, second vice-president and trustees respectively.

A joint meeting of the incoming and retiring officers was held Wednesday, April 18. At that time final reports for the year were read and all matters awaiting action were filed with the new administration. President Shepherd and his aides earnestly solicit the continued support and interest of the membership in carrying on the association activities. The officers will welcome the opportunity of listening to and promoting any sport or event provided a reasonable number of members are benefited thereby and the cost is not prohibitive.

IT PAYS: *Production with safety*



D. O. P. PACKING DEPARTMENT GIRLS

1928 K. P. A. A. GIRLS' PARTY

The Annual Girls' Party which has become an affair of no small importance to the girl members of the association was staged in the Assembly Hall, Wednesday evening, April 11. Shortly after 6:00 p. m. about 400 girls made a somewhat impromptu entrance to the girls' dining hall, where the tables were compactly and beautifully decorated in a color scheme of green and yellow. Odd moments between courses of the steak dinner were enlivened with community singing of popular songs to the strains of Art Bamaan's orchestrations. Following the dinner, little time was lost in reaching the Assembly Hall where departmental acts and sketches were presented in fine feminine fashion.

The entertainment program was introduced with a graveyard soliloquy, entitled "Getting the Dirt on the World," presented by the Roll Coating Department girls, which developed into a clever comedy skit. Girls of this group are to be congratulated on their originality and ability. Ciné-Kodak Parocessing Department lassies appeared in "Cook's Revue," a snappy display of familiar characters which reflected much thought and study, while "The Last Word in Movies" was a novel idea presented by the Purchasing Department, bringing into play the projection of a Ciné-Kodak film which proved very entertaining. The girls of the D. O. P. Packing Department are to be commended on their clever portrayal of "A Minute to Rest," which was a very pleasing revue of the prevailing dress of our foreign sisters. An act of the dining hall girls, entitled "Cafeteria

Minstrels," proved one of the hits of the evening, and the performers are deserving of much credit for the true minstrel style of their presentation. "Kollejuns," the offering of the Research Laboratory girls, and "A Dash of Color and Rhythm," by four girls of the Finished Film Department, were two numbers which were a fitting conclusion to the program. Isabella Fyfe, Film Control Department; Isabel Fulton, Building 48, and Constance Shaw, of the Time Office, carried off the honors for their departments with excellently rendered solo numbers.

The Grand March and judging of costumes which immediately followed the entertainment resulted in the selections mentioned below.

Most Elaborate Costume

- First Prize—Bernadetta Sweeney
- Second " —Carolyn Byrnes
- Third " —Rachel Claeys

Prettiest Costume

- First Prize—Mildred Fisher
- Second " —Ethel Benjamin
- Third " —Mildred Scrantom

Most Original Costume

- First Prize—Anna Nagan
- Second " —Helen Welch
- Third " —Pearl West

Most Comical Costume

- First Prize—Gladys Ellis
- Second " —Adelaide Cox
- Third " —Minnie Burns



FINISHED FILM DEPARTMENT—Elynore Schenkel, Ealanor Ford

Prettiest Couple

First Prize—May McMahon, Jessie Rowe
Second “ —Elynore Schenkel, E. Ford

The selection of costumes and prize awarding was in charge of a committee composed of Mrs. A. F. Sulzer, Mrs. C. E. K. Mees, Mrs. P. C. Seel, Mrs. B. J. Slater, Mrs. C. A. Benson, Miss Laura Comstock, nutrition adviser, and Miss F. A. McAnaney, Kodak Office.

At the conclusion of the judging and awarding of prizes for costumes, the sport features were started. Under the capable direction of Dorothy Fawcett, of the Main Office, the races and contests were eagerly and excitingly run off, and winners in the various groups were:

“Mental Gymnastics”

First Prize—Nell Guddell
Second “ —Louise Roth

“Happy Hooligan Race”

First Prize—Esther Wake
Second “ —Elynore Schenkel

“Get Your Man”

First Prize—Elynore Schenkel
Second “ Louise Menzer

The deepest sympathy of the employees of the D. O. P. Packing Department is extended to Henry Beick, whose brother passed away March 30, and to Mr. and Mrs. Frances Datz, on the death of their son who died, April 8.

Congratulations are extended to Alfred Moyer, of the Main Office, who recently became the daddy of twin boys.

The heartfelt sympathy of the Stores Department is extended to the family of Leo Staub, who died March 21 after a brief illness.

The Stores Department mourn with Roy Kemery, Oliver Stiles and Norbert Hasenauer, who recently suffered the loss of a father.

N. Y. to Paris Non-stop Flight

First Prize—Helen Kroll
Second “ —Alice Wittman

“Mind Your P’s and Q’s” was a group spelling game which furnished much fun and laughter and brought the twenty-six members on the winning team a box of macaroons. Those not interested in the sports devoted the remainder of the evening to dancing.

The success of the party was due in a large measure to the good work of the General Committee. Katharine Huey, as general chairman, selected as sub-chairman of her various committees the following individuals who worked zealously to bring the occasion to a successful climax: Florence LaForce, entertainment; Bertha Hamel, music; Lillian Dentinger, sports; Reita Duley, dinner; Phyllidae Crelly, Publicity; Gladys Dowd, prizes; Monica Powers, tickets; Melissa Gaylord, reception, and Florence Holzwarth, admission. The fine work that Gladys Dowd began on the Prize Committee was completed by Mary Sweeney acting chairman in place of Miss Dowd, who was forced to be absent for some time on account of illness.

Every best wish is extended to Mildred Burley, of the Stores Department, who married A. E. Kellerman, of the Electric Shop, March 23.

The employees of the Protection Department wish to express their sympathy to the family of the late George Hass, who died March 21.

The Printing Department offer congratulations to Donald Van Atta, who married Christine Lemming, April 7. The department presented the newlyweds with an electric percolator.

The Industrial Economy Department felicitates Jane E. Paul, who married Clayton Bliss on March 19 at Kent, N. Y.



CHARLES WAGNER



EDWARD MARSHALL

SILVER ANNIVERSARIES

Employees who completed quarter-of-a-century service records recently were Edward Marshall, Charles Wager and Paul Wulf.

March 23, 1903, was the date Edward Marshall began work at Kodak Park in what was called Film 3 and where his duties were handling and taking down film after drying. In those days atmospheric conditions played a large part in the rapidity with which the film dried and it was often necessary to remain long after regular working hours to finish the day's work. Placed in the Film Emulsion Department a short time after starting he was transferred for a period of years to the Paper Emulsion Department and then back again to the Film Emulsion Department, Building 30, in 1920, where he now serves in the capacity of a weigher. Mr. Marshall has pleasant memories of his long and lengthy period of service and thoroughly enjoys discussing conditions and events of his early experiences on the Plant.

CAMERA CLUB

At the monthly meeting of the club held Thursday evening, April 12, H. B. Wills, head of the Photographic and Plate Demonstrating Force, Kodak Office, gave an actual demonstration and talk on "Portraiture by Artificial Light" (Mazda electric). His listeners were surprised with the ease and simplicity with which beautiful results are obtained and were given a new conception of the possibilities of photography by a few of the stunt demonstrations.

During the past month, two sets of pictures were on exhibition, the first a group of forty-three prints by Dr. E. P. Wightman, one of the founders and past presidents of the club, and the other a loan exhibition from the Cleveland Photographic Society. Dr. Wightman's display was composed of prints he made during the last fifteen years, including a number of his most recent pictorial photographs. He is the only member of the club who has the honor of having a print hung in the Royal Photographic Society's Exhibition in London.

Charles Wager's employment record dates from April 3, 1903, when he started as a fireman in Building 1. Some five years later, he was transferred to the Power House, Building 31, where he has since remained with the exception of two years' service in the Power House at Kodak Park West at the time when the boilers located there were first put into operation. Ability and experience earned his promotion to an operating engineer in 1924.

Paul Wulf, who proved camera shy around the time of his silver anniversary, first came to Kodak Park, March 18, 1903, starting as a clerk in the Main Office. He has always been connected with the Accounting Department and now holds a position as one of the chief cost accountants.

In offering congratulations to these employees, we join their friends in wishing them happiness and continued years of service with us.

NOON-HOUR DANCING OVER UNTIL FALL

The ever popular period of noon-hour dancing, provided three days a week during the fall and winter months in the Assembly Hall, was discontinued the middle of April. Music for the season was furnished by the Lyons Brothers Orchestra under the leadership of "Jack" Lyons, of the Sheet Metal Shop. Their playing was thoroughly appreciated by the crowds of dancers and onlookers who were present every Monday, Wednesday and Friday, the scheduled days for dancing. This activity has always been one of the most popular sponsored by the K. P. A. A. and will be resumed again in the fall.

The employees of the Film Emulsion Making Department express their profound sympathy to the bereaved family of Edward Vragel, a fellow employee, who died suddenly on April 13th.



ARCHIBALD W. SCOFIELD

It is with deepest regret that we record here the death of Archibald W. Scofield, who passed away at his home on Magee Avenue in the morning of April 19 after a service of more than thirty-five years with the company at Kodak Park.

The funeral took place from the home with the interment at the Riverside Cemetery.

"Archie," as he was fondly known about the Plant, was born in Rochester, Minnesota, on February 5, 1871. At the age of nineteen, he came to Rochester, N. Y., and started work at Kodak Park, May 16, 1892. He organized the Office Department with which he was always connected, his duties including for many years not only the responsibilities of the clerical routine but the employment work and other industrial relation services as practiced at that time.

A man of high character, of sympathetic personality and genial disposition, he was greatly esteemed by the company and beloved of all those with whom he came in contact and who are conscious of their great loss.

Mr. Scofield was a member of the Corinthian Temple, Lodge 805, F. and A. M., and a Thirty-second Degree Mason.

Mr. Scofield leaves surviving him, his wife, Kathryn A. Scofield, one son, Frank W. Scofield, and one grandson, Robert Scofield, to whom we extend our heartfelt sympathy.

Several farewell luncheons and bridge parties have been given in honor of Mildred Blatt, of the Finished Film Office. Mr. and Mrs. Blatt are leaving Rochester on May 20 to make their home in Pekin, Illinois, and their many friends wish them luck and happiness in their new undertaking.

Employees of the Sheet Film Department offer felicitations to Clydia Stell, who was married to Albert Asbrook on March 24, and to Violet Judd, who became Mrs. Wesley Doe on March 24.



FRANK MEYERING

THIRTY-FIVE SERVICE YEARS

Frank Meyering, of the Testing Department, came to Kodak Park in 1893, April 1st of this year marking the completion of thirty-five years of continuous and faithful service. Frank, as he is known to his associates, has always been employed in the testing of paper, first in the Solio Paper Testing and then in the Testing Department, Building 26.

As a remembrance of the occasion and an expression of appreciation, employees of the Testing Department presented him with a bouquet of thirty-five roses and a beautiful mantel clock. In presenting these gifts, along with the best wishes of his associates, Mr. Evanoff, superintendent of the department, congratulated Mr. Meyering on his loyalty and readiness to lend others a helping hand at any time.

Mr. Meyering may well be proud of his service record, and it is a pleasure to extend congratulations and express the hope that he will be with us for many years to come.

It might be interesting to know that Frank is a brother of Bernard H. Meyering, who retired last August after forty-one years of continuous service with the company.

Lillian Way, of the Spooling Department, was married to William Osborne on March 24. Best wishes for future happiness is extended.

At a recent meeting of the baseball team representing the Film Emulsion Melting Department, Building 29, members appointed "Art" Roth, manager, and "Bill" Carpenter, captain, for his season. Through the co-operation of workers in the department, funds were realized for equipping the team. Teams from other tricks desiring games are asked to communicate with Arthur Roth, Emulsion Melting Department, Building 29.



THIRTY YEARS FOR WILLIAM DAGGE

On March 8 William Dagge, of the Black Paper Department, became a thirty-year employee at Kodak Park. Suffering from a severe attack of pneumonia last December, he had not yet returned to work on his anniversary date, but was able to resume his duties the first of last month. This was the first time in his thirty years of association with the company that he was away from the Park on account of illness.

Since his first employment, in 1898, he has been connected with the Black Paper Department, acting as a foreman for twenty-five years and serving for the last five years as supervising inspector. With pleasure he recalls that his first work was under the supervision of Mr. Lovejoy.

From his friendly and conscientious service through the years Mr. Dagge has made himself a host of friends who are glad of this opportunity to extend congratulations on his splendid record and wish him continued prosperity and happiness.

We unite with the Printing Department in extending our heartfelt sympathy to the family of the late Walter P. VanSanford, who suddenly passed away March 31.

With regret we record the passing of Richard Kemp during the past month at his home in Charlotte. Mr. Kemp retired November 1, 1926, after thirty-five years' of faithful service in the Dope Department. Our sympathy is extended to surviving members of his family.

Alfred Young, of the Roll Coating Department, is the proud father of an 8½-pound son, David, who arrived March 2.



D. O. P. PACKING DEPARTMENT HONORS C. E. SCRANTON

On Friday, March 16, C. E. Scranton, of the D. O. P. Packing Department, celebrated a double anniversary, the completion of nineteen years of service in that department and the achievement of the title, "the most popular man of the department."

A dinner was served in the gold room at the Hotel Seneca, which was attended by over fifty guests, including present employees and many who have severed their relations with the department during the past fifteen years. All were eager to pay their homage to Mr. Scranton, whose kind disposition and righteous character will be always remembered. The table was beautifully decorated with ferns and sweet peas.

E. P. Flynn, superintendent of the D. O. P. Packing Department, acted as toastmaster, and among the speakers were the Messrs. Wm. Zimmerli, Wm. Rosecrantz, Chas. Murphy, Clare Mullaly, Wm. Crittenden, George Milne, Ralph Boss and Carl Ferguson.

Bernice Sweeney entertained in dance numbers, and Mrs. M. Scholls Priddis rendered pleasing vocal selections with Mrs. E. Spindler as accompanist. Hughie Barrett's popular entertainment added greatly to the success of the party. Mr. Flynn presented Mr. Scranton with a bridge lamp in behalf of those present.

Among the former employees present were Mrs. M. Scholls Priddis, of Buffalo, Mr. L. Eppinger Keefe, Mrs. M. Hasenauer Shay, Mrs. L. Manhold Neidhart, Mrs. M. Greene Little, Mrs. L. Vosburg Austin, Mrs. E. Muehleisen McNally, Mrs. E. Andrews Spindler, Mrs. W. Schick Gradam, Mrs. M. Beecher Mulcahy, Mrs. E. Stone Baker, Mrs. A. Drumm Baker, Mrs. H. Drumm Rossney, Mrs. W. Downs Datz, Mrs. A. Christie Drumm, Mrs. F. Brosius O'Brien, Mrs. L. Schroeder Apetz and Nelson A. Milne.

We sympathize with Leon Kuhn, of the Finished Film Supply Department, who lost his wife April 3.

FOREMEN HEAR DR. FINEGAN

The winter program of the Foremen's Club was concluded with the meeting of April 17. The 300 members present thoroughly enjoyed the interesting talk of Dr. Finegan, director of the company's Teaching Film Department, whose subject was "Governors I have Known." Dr. Finegan, who was connected with the New York State Educational Department for over thirty years, described his experiences with an impression of several of our sixteen state executives with whom he came in actual personal contact. He pointed out what to his mind were the outstanding administrations from the view of legislation passed and brought his lecture to a close with a short account of his work under Governor Sproul, of Pennsylvania.

WITH THE EMCO BOWLERS

Members of the Emco Bowling League or Emconians as they sometimes call themselves finished their bowling schedule the early part of last month. A dinner followed by a bowling party at the new Columbus Hall, April 5, however, was made the occasion of the official closing. Music, which included both vocal and instrumental solos, was furnished by Ruth Meyer's Six-piece Orchestra. Short speeches were given by F. Schartle, league chairman; C. Case, captain of the winning team, and T. Bradbury. Cost of the party was defrayed by the donation of the prize money won by the various members.

The Emco bowlers get a great deal of pleasure and satisfaction from their league, not only in a sporting sense but also from the fact that the appreciation seems greater since special effort is necessary on their part to carry through a season due to unusual working hours. They have been very successful in their efforts and are deserving of much credit for the good spirit created by their sportsmanship.

GIRLS' BASKETBALL TEAM ENJOY SUCCESSFUL SEASON

The K. P. A. A. Girls' Basketball team officially completed their season on March 30 with an easy victory over the J. Y. W. A. team on the Assembly Hall court. The team made an excellent showing, winning six out of their schedule of seven games and which record is the more remarkable, when it is considered that the girls had never played together previously and that they did not start practice until after the first of the year. The lone defeat was at the hands of the strong Y. W. C. A. in the second game between the two teams, our girls having won out in the first meeting on the Y court.

After a very brief illness Ernest Yates, head trick foreman, of the Roll Coating Department, quietly passed away at the General Hospital, March 27.

Coming to the Park in December, 1898, he started working in the Coating Department which was then located in Building 12. In 1907 he was promoted to foreman and in 1919 was made head trick foreman.

We are pleased to congratulate Charles Forstbauer, of the Film Pack Department, popular Kodak Park baseball pitcher, on the arrival of a son, Charles Dean, Jr., on March 7. Mrs. Forstbauer was formerly Viletta Cothrel, of the Ciné Slitting Department.

PETER SAID A MOUTHFUL!

Sympathy is in the dictionary. It is also on the tongues of compassionate human beings on whom fate has not laid a heavy hand. Sympathy is also in their pocketbooks, and with he-men and she-women it is ready to pop out to aid those in need. The dictionary variety is not an aid, it is an excuse.

Take the case of Caleb West. His fishing schooner was lost in a gale and with it Caleb's worldly wealth. The fisherman reached land, but he was down and out, weakened by exposure, his capital gone, his season's earnings swept from him, his family in debt, having lived on the expectation of the catch which did not reach the wharf.

Caleb's friends sympathized with him, pouring into his ears words of kindness and encouragement, but this didn't relieve his want, keep a roof over his family, nor supply the food and care which would again make Caleb an independent self-supporting member of the little fishing community.

Then Peter LeBarron spoke up. This hardened pioneer knew the sea, knew men, knew hardship, knew the meaning of sympathy without the aid of a dictionary. "I'm sorry, too," said Peter, "I'm sorry five dollar's worth. How sorry are the rest of you?"

The Mississippi flood and the Florida hurricane created a host of Calebs. The Rochester Community Chest was sorry, sorry in food, clothing and relief. How sorry were you? How sorry are you for the unfortunate here at home? How sorry for some ageing father or mother who has given his or her all to make this a better world? How sorry for poor, little parentless children? How sorry for the little cripples?

Ten earning hours a year is little enough to give for better community life in Rochester and brotherly love for victims of great catastrophes elsewhere in the United States.

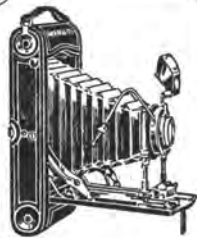
HOW SORRY ARE YOU?

INDUSTRIAL BASKETBALL TITLE WON BY KODAK PARK TEAM

The Kodak Park entry in the Rochester Industrial League established a fine record, not only annexing the championship but going through their schedule of 14 games without being defeated. Two victories were scored over each of the other clubs with the exception of the Gas and Electric team with whom an extra three-period tie game was not completed. As league champions the Park team was presented with a beautiful cup trophy, donated by Rex Taylor, of the Rochester Sporting Goods Company, president of the league.

BUILDING 48 WINS BOWLING CHAMPIONSHIP

The K. P. A. A. league bowlers terminated a successful season with the matches of April 12. The schedule extended over a period of 28 weeks, beginning last September, and each of the eight teams composing the league rolled 84 games. Besides the pleasure of the sport and the incentive offered by a substantial prize list the interest and rivalry of the bowlers was kept on edge by the fact that the teams generally were well matched and changes in the standings were frequent. Twenty bowlers finished with averages of 180 and better, which is considered an exceptionally fine record for an Industrial League. Treasurer Ralph Lehman distributed the prize money to the teams and individual winners the week following the end of the season.



CAMERA WORKS



HERBERT S. THORPE, Editor



Front row, left to right:

George Kasischke (Camera Works League), high individual average, 198-31.
 Florence Blum (Factory Girls' League), high individual average, 143-1. High single game, 211.
 High double game, 381.
 Florence Waterstraat (Office Girls' League), high individual average, 161. High single game, 212.
 High double game, 388.
 Alex Englert (Shutter League), high individual average, 182-24. High single game, 257. High three games, 652.

Back row:

James Knade (Camera Works League), high single game, 266.
 Carl Kellner (Camera Works League), high three games, 659.

CAMERA WORKS BOWLING LEAGUE

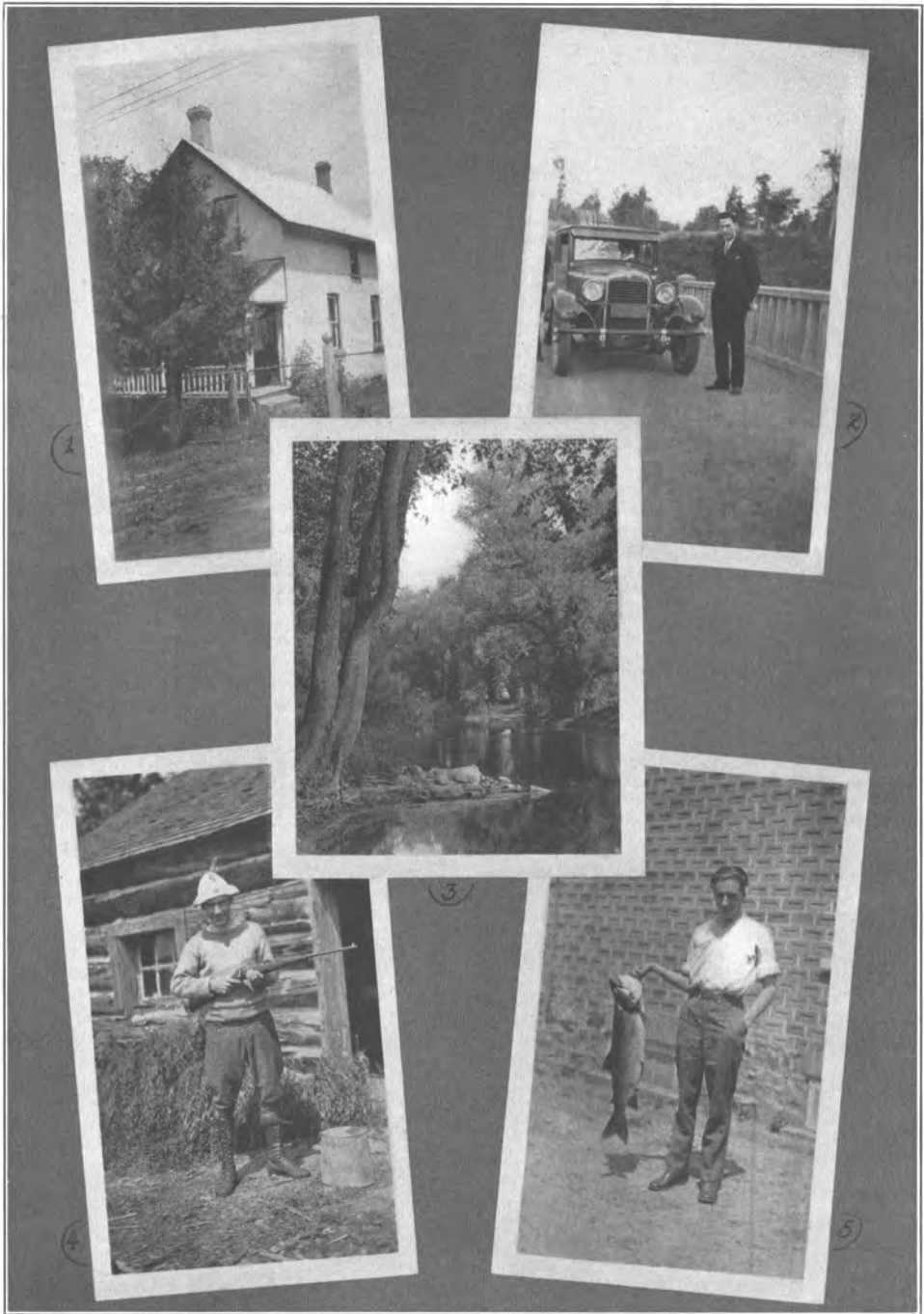
Briefly reviewing each league, the twenty-fifth season of the Camera Works League has proved that the Kodak team stands ace-high for the past season. Knade is top bowler, his high game being 266. Kellner follows him very close with 659 pins for high triple play. The Vest Pocket team, although third from the cellar position in team standings, has the honor to be high single team with 1,001, while the conquering Kodaks are on the top of the list for high three games with 2,822 pins to their credit. Kasischke, having played fifty-one games, retires on his laurels with a 189-31 score for high individual average play, and following hard on his heels comes Knade, who, having played every one of the eighty-one games as scheduled, is credited with an average play of 188-23. Space prohibiting a full report of all individual scores, we shall have to be content with recording the final standings of teams, which are given in next column.

The league, having considered the advisability of entering a team in the State Tournament, decided to rather stage two extra events, a Men's Doubles and a Mixed Doubles, in which the office and factory girls participated, as recorded in a separate paragraph.

The Men's Doubles proved that Stokes and Kohls were the prize-winning couple, their total scores, with the handicap (which was two-thirds the difference between high and low man), being 1,140 for three games. Close on their heels came Hinterleiter and Bisnett, with 1,123. Ten substantial prizes were offered on the list, totaling eighty dollars.

Another feature of the past season in respect to the Camera Works Bowling League was a match game played between Miller, Kasischke, Weihonig, Knade and O'Neil against the stars of the Hawk-Eye Works; namely, Prentice, Kosal, Graham, Ross and Klos, in which our boys proved their supremacy by winning on a margin of 158 pins on neutral alleys.

Team	Won	Lost	Per Cent
Kodaks	50	31	.617
Cinés	47	34	.580
Brownies	43	38	.531
Juniors	43	38	.531
Specials	42	39	.518
Vest Pockets	38	43	.469
Kodascopes	30	51	.370
Cameras	30	51	.370



VACATION DAYS—KODAKED BY HAROLD TULLEY AND RAY GREGORY—See Page 24



BUTLER HERR

INDUSTRIAL LEAGUE BASKETBALL SECTION

The Camera Works section of the *Kodak Magazine* for this month must appear to the average reader to be a series of articles on athletic "exits," but the change of season naturally defines a dead-line in winter sports, and, conversely, opens up outdoor sports. This situation, as to others, applies to the Rochester Industrial League, which, we feel proud to record, was originated by the C. W. R. C. The league has proven to be a great success, finding, as it has, an outlet for the activities of eight teams of a first-class amateur caliber. With no dissension, the eight representatives composed the Executive Board, together with Mr. Rex Taylor, the president, has worked in harmony, and succeeded in staging a league which "came through" clean to the very end.

The basketball section of the league closed its activities with the fourteenth game, and we heartily congratulate our big brothers at Kodak Park on their unprecedented record of winning every game in which they played. The fine trophy, presented by the president of the league, will adorn the show case at Kodak Park, and the boys from the Park richly deserve the prize for their team-work and organized play. Camera Works finished in second place, the star of our team being Butler Herr, who, in individual scoring, made 135 points throughout the thirteen games, that total being only six points behind the lead of Francis Green, the leading scorer of the entire league.

EXIT BOWLING

With the advent of spring, all the bowling leagues have completed their schedules, and go down in history as having again passed through a very successful season. While any of the leagues have failed to chalk-up a perfect score, some of the individual averages are more than average, and special mention must be made of the extraordinary scores on the girls' side. Florence Waterstraat and Marie Camp stand paramount among the fair sex, their scores causing much comment in sporting circles.

VACATION DAYS

With the approach of the vacation season, we have used a group of story-telling pictures pertinent to that subject, which were photographed with a 3A Kodak by Harold Tulley, assisted by Ray Gregory—two "buddies" both working in the Kodak Assembly Department. Briefly, the story is as follows: See page 23.

Picture No. 1 is a view of Gregory's home, which is adjacent to hundreds of square miles of woods, and several lakes and small rivers.

The second picture depicts "Bud" Tulley "stretching his legs" after a fifteen-hour drive on the way to Haliburton, Ray Gregory's home, situated 175 miles north of Toronto, Canada, in the Province of Ontario.

Picture No. 3 is just a view of one of the many streams which abound in Ontario, and which illustrates the reason why Canada is a favorite place for outdoor vacations.

Picture No. 4 shows Tulley disguised as Robin Hood, equipped with a rifle of uncertain vintage, but efficient for shooting porcupines or bear.

Picture No. 5 is where we ring Gregory into the story, which picture is sufficient proof that not only is Canada a fisherman's paradise, but that Ray is one of the fishermen that can catch 'em! Both of the boys caught their quota, and here we see evidence of an eighteen-pound lake trout, which makes a decent lunch for almost everyone!

BOWLING—MIXED DOUBLES

The culminating event in the 1927-28 bowling season—one might term it as the grand finale—was the staging of the mixed doubles, which was held at the Genesee Hall on April 13. This event had eighty entrants, which bespeaks the popularity of the famous winter sport among Camera Works employees of both sex. One hundred and four dollars was offered as a total of twelve cash prizes. The winners, and their scores for three games, with handicap, follow:

Florence Krauter and Charles Hoffmeier	1064
Florence Blum and Peter De Jioia	1034
Freida Schweizer and Raymond Barton	1033
Marie Camp and Edward Schroeder	1019
Stella Meyer and Edward Kilgrass	1010
Abbey Haley and William Hillyard	994
Elsie Henopp and William Scheuch	976
Alice Garrett and Harry Stokes	974
Gladys Weed and Ronald McDonald	972
Stella Pacek and William O'Neill	964
Helen Wright and Edward Frank	962
Anna Hogan and Frank Bisnett	959

High single game—man—no handicap—	
Charles Hoffmeier	902

Tie	{	High single game—girl—no handicap—	
		Anna Hogan	170
		High single game—girl—no handicap—	
		Freida Schweizer	170
		Three high games—girl—no handicap—	
		Freida Schweizer	485
		Three high games—man—no handicap—	
		Charles Hoffmeier	659

The Tool Department extend their heartfelt sympathy to Harry Brion, on the loss of his daughter.



JOHN DOYLE

CAMERA WORKS BASKETBALL RESERVES

We are going to give these youngsters a write-up all their own, for they richly deserve it! Having jumped into a cellar position in the Industrial League because of the retirement of the "Balco" team, the Reserves, knowing they were out-classed by the other seven teams, accepted the "Balco's" losses, saved the league from possible disintegration (the basketball season being well advanced at that time, and other teams being booked) and met the seven "big" teams on regular schedule without flinching! The lads probably put greater effort into their play than their "big brothers" to try to crawl up the "team standings" list, but the opposition was too great. The individual scoring sheet, however, shows that they played better than a good many of the grown men, and we are glad to record the standings.

	G	FGS	FLS	P
Tribotte.....	9	24	20	68
Walker.....	9	25	16	66
Rohnke.....	9	13	8	34
Adler.....	9	8	3	19
Arnold.....	9	5	6	16
Doyle.....	10	6	1	13
Hendrickson....	1	3	0	6
Yust.....	2	2	2	6
Ross.....	1	1	0	2

Outside of their league activities they have played over fifty games, and their victories are around eighty-five per cent of the total. They have twice defeated the Reserves at Kodak Park, and in a six-game series of battles with the Kodak Office Reserves they have three times come out the victors. Doyle has been doing most of the managing, and Tribotte has proven to be the star player and point-getter of the quint. We understand that the lads are forming a baseball team which should help them to keep in trim for next season's basketball.

THREE RETIRE

Three well-known people have retired from our active lists during the last month, each having worked long and faithfully, and now leaving the cares of business to enter into private life. First, in length of service, is Henry Mildenerger, who first served the Camera Works in 1889. For thirty-nine years Henry has assembled cameras, and during the first few years he made almost every part by hand. A cabinet-maker by trade, he readily adapted himself to the camera industry, and was a pioneer in the making of Kodaks. Next, in length of service, is Mary Oppel, who in 1909 was employed in the Covering Department. During the Great War, she was a special operator on government work, and served as assistant forewoman, and later as an operator on special jobs. Her health having become impaired, Mary is retiring from work in an effort to regain her strength.

Jacob Miller, late of the Basement Press Department, has retired after sixteen years' of service. For a number of years, he worked in the woodroom, and has always been a first-class operator on machines.

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

FACTORY GIRLS' LEAGUE

In spite of the fact that Marie Camp scored a 272 game, it was outside of the league's activities, consequently, the high single and high double score for any individual game is awarded to Florence Blum, with 211 and 381 pins for those events. She also is top of the list in individual scores, having bowled an average of 143-1 throughout the season. The Kodascope team has the high single game score with 719 pins, and the high double game is credited to the Ciné team with 1,436. The twenty-four girls in the league are winding-up their highly successful season with a dinner celebration.

Final standings of the teams are:

Team	Won	Lost	Per Cent
Ciné.....	37	19	.667
Kodascope.....	28	28	.500
Vest Pocket.....	25	31	.446
Series.....	24	32	.428

SHUTTER LEAGUE

The seventy-fifth game of the Shutter League saw the curtain closed for this season, with Englert wearing the crown of victory. He holds the league season's record on two counts, first, for high single game, having chalked-up a score of 257, and also for high three games with 652 pins (which is slightly under Knade and Kellner's score in the C. W. League). Englert also retires for the season with high individual average of 182-24, five pins in advance of the second man, Krenzer. The "Cases," are high team, having credit for high single game with 977, the "Covers" hold high three games with a total of 2,786. Instead of staging an elaborate prize list, the boys prefer to save their C. W. R. C. grant, which, together with an added sum from their own treasury, is expended for a summer picnic. The league's final standings are as follows:

Team	Won	Lost	Per Cent
Covers.....	41	34	.547
Cases.....	40	35	.534
Levers.....	40	35	.534
Blades.....	38	37	.507
Studs.....	35	40	.467
Springs.....	31	44	.401

SHORT STORIES

Just a word to remind you that in less than three months we shall be staging our big C. W. R. C. summer picnic. A great many of our people expressed regret last year at being out of town on the date on which our picnic took place. In consequence, we publish the date this far ahead. Saturday, June 30. The type of picnic has not been decided, but we can assure you it will be a reg'lar hum-dinger!

Our golfers—and the number is growing by leaps and bounds—will be glad to know that the C. W. R. C. is having a part in petitioning the powers that be for a revival of rules on the public links, particularly regarding the elimination of waiting for long periods in order to play. Meetings are, at this time of writing, being arranged in the City Hall, and we hope that, as an outcome, players will be graded as to play, and certain courses consigned to advanced golfers. No doubt the results of these meetings will be published in the local press.

Talking about golf, a few of our boys have had a great time for the last twelve weeks in the exclusive evening use of an indoor course, with instructions from the famous local "pro," Harold MacDonald. The C. W. R. C. has sponsored the group and, although the expenses incurred were by no means covered by the fees, the club feels that it has started a great possibility for next season.

OFFICE GIRLS' LEAGUE

Florence Waterstraat retires for the season with four distinct honors. Having scored 161 on the high individual average list, she also rolled high double game score with 388 pins, and high single game with 212. Not content with these laurels, Florence has a 221 single score, but outside of the league records. The nearest high average bowlers to her score are Helen Wright and Betty Johnstone, each having averaged 136. Like the factory girls, this organization, having had a social event almost each week the teams rolled, will wind up their season with a banquet, and probably make tentative arrangements for starting next season. Final standings of the teams follow:

Team	Won	Lost	Per Cent
Kodaks	33	17	.630
Brownies	26	24	.601
Cinés	23	27	.579
Specials	18	32	.581

Automobile tires *will* wear out, and as there are several hundred autos among us at the Camera Works, the Recreation Club is able to obtain for its members dealer's prices on several well-known makes of tires. This also applies to garden hose, which may, upon application to the Secretary of the Club, be purchased in any length at wholesale price.

Sincere sympathy is extended to Albert C. Hausnauer, of the Kodoscope Department, on the loss of his father; also to Raymond Miles, of the Payroll Department, whose mother died recently; also to Peter Skinder, of the Press Department, who had the misfortune to lose his baby; and to John Barrowman, who suffered the loss of his mother.

ENTER KING BASEBALL

At this time of writing, the boys (and quite a host of the fair sex as well) are getting all excited about baseball, and we don't blame them a bit! With reports coming in from the South that the teams are through practicing, with Washington and Boston opening the '28 season last April 10th, and with winter sports finished, our folks are "rearin' to go," and prospects look bright for a group of Camera Works "Red Wings" of both sex. The C. W. R. C. has made arrangements for all the diamonds at Edgerton Park (five of them) each Wednesday night for the proposed Camera Works Twilight Soft Ball League, and the Girls' team or teams. The latter is being coached and managed by our former Manager Minor Stocking, and arrangements are being rushed to complete the men's organization.

The basketball section of the Rochester Industrial League having been completed the league is turning its activities to baseball, and no less than twenty-four applications have been received from local industrial firms to co-operate in either hard or soft ball. No doubt that by the time these lines are read baseball will be well on its way, and we wish the players a successful season.

MORE ABOUT GOLF

Whether the indoor golf course, as laid out in the Kodak Auditorium, will continue to be used throughout the summer is a matter of conjecture. The up-town indoor courses usually dispense with their activities when the outdoor links are in a fit condition for play. Whatever happens, we have all the necessary equipment to either carry on or re-open our course next fall. This indoor school, exclusive for girls, has caused favorable comment among industrial groups, it being the first industrial indoor course of which we have a record.

DISCONTINUED

Another feature which has been discontinued for the summer is the calisthenic class, which, under the direction of a professional physical culturist, has proven its worth. With the autumn days, we hope to resume activities along this line.

A GOOD SCORE

A match game between a picked team from the Shutter Bowling League and a star five from the Ciné Department took place on the Elks alleys, in which the "movie" boys showed superior play to the extent of eighty-seven pins. Unger proved top man for the winning team, scoring the high mark in the entire contest, 830. Sanger, of the same team, chalked-up high single score with 229.

"ATTA BOY, JACK"

Jack Wright, of the Appraisal Department, has joined the ranks of married men. We offer our congratulations, and wish the happy couple a long life of happiness.

MAIN



OFFICE

JOHN W. NEWTON, Editor



"CHARLIE" JOHNSON

IT'S GOING TO BE A BIG DAY

Back in the days of Grover Cleveland, hoop skirts, high wheel bicycles, and horse cars, there came to Rochester from Auburn a young man to work in the Shipping Department of the Eastman Dry Plate and Film Company. The exact date was May 11, 1888—forty years ago.

He must have been a very, very, young man, indeed. In fact, judging from his present appearance—for he's still with us—he must have fallen direct from his cradle into his job here.

It wasn't long before he was in charge of the shipping and for longer than most of us can remember he has been general traffic manager of the company. And he's one of the best known men in the transportation business in the country today, and he's still one of the shipping room gang, too, always ready for

a picnic, a ball game, or an argument.

It's no wonder his departments are planning a celebration for the evening of May 10 that promises to outshine all previous events. At the time of our going to press, plans are incomplete, but don't be surprised if there's no work done in the Shipping, Receiving, or Traffic Departments on May 10. Everybody knows where his office is—on the first floor, Building 10. The line will form on the right outside about 8 a. m. on the 10th. It would be well to get into it early with your congratulations. Extra telephones will also be installed, for its going to be a very busy day for Charlie Johnson. Also—save the day—make a memo now. May 11, 1928, is going to be another big day, for he's going to have another big reception then—on his fortieth anniversary.

Joseph D. Aponte, of the Export Department, sailed from New York, April 28, on the *Steamship Carrillo*. He will visit our dealers in Guatemala, Honduras, Salvador, Nicaragua and Costa Rica, before returning to Rochester.

Kenneth E. Kruger sailed from New York City on the *Steamship Monterey*, March 24, for Havana, Cuba, where he has been transferred to a new position in Kodak Cubana, Ltd. We all trust he will enjoy his new surroundings.



"POP DURFEE"

FORTY YEARS' SERVICE

William H. Durfee completed forty-years of continuous service with the company on April 21st.

"Pop," as he is best known, has just celebrated his seventy-fifth birthday and is still going strong. He said with an anticipating smile that he thought his next twenty-five years would be his best.

BASKETBALL

The Kodak Office Juniors nosed out the Camera Works Juniors in the deciding game of the series for the Kodak Junior championship. The game was played on the Kodak Office court and was replete with thrills from start to finish. Great rivalry exists between the two teams, and George Jennings handled an excellent game and had it under control at all times. Bentley, of Kodak Office, was the luminary of the game. He held Tribotte, Camera Works' ace, scoreless from the field. Walker, Camera Works' center, did yeoman work for his team. The office boys outscored their rivals five to four from the field. Camera Works quint was leading with but three minutes to play when Bentley intercepted a pass and threw a one-handed shot to put his team one point to the good. Immediately after that both teams scored a foul. Then Spitale put the game on the ice with a "sleeper" shot.

Camera Works Juniors					Kodak Office Juniors				
Tribotte	rf	0	0	0	Harog	rf	0	0	0
Adler	lf	2	1	5	White	lf	1	3	5
Walker	c	2	3	7	Spitale	c	1	0	2
Arnold	rg	0	0	0	Fogarty	rg	1	2	4
Rhonke	lg	0	0	0	Bentley	lg	2	0	4
Doyle	rg	0	0	0					
		4	5	12			5	5	15

Referee, Geo. Jennings; Timer, Frank Couch; Scorer, Toots Rothchild.



"MEET THE MISSUS"

BRENNAN—CRAUGH

Another fair co-ed of the Kodak office organization has crossed bows with Cupid and fallen a victim to one of his darts. This time it is the genial May Craugh, of the Industrial Relations Department, who was married on April 10 to William J. Brennan (we almost said Bryan). "Bill" is nearly as well known as May around Kodak Office, as he was an employee several years ago, and since he has been successfully selling insurance he has kept in touch with his old associates. May's desk was beautifully decorated and a number of parties were given for the happy couple and many useful gifts were presented, among which were a davenport table and bedspread which were presented at a dinner party given at the new Columbus Club, and a Cogswell chair from her friends in the Industrial and Medical Departments and the Eastman Savings and Loan Association. The honeymoon is being spent at Montreal, Canada, after which the happy couple will be at home at 192 Birr Street, this city.

James W. Prince sailed from Seattle, Washington, April 21, on the *Steamship President Grant* to take up his new position with the Eastman Kodak Company, Shanghai, China. Undoubtedly "Jimmie" will be extremely pleased with his new surroundings in China.

Benjamin V. Bush sailed from Seattle, Washington, April 9, on the *Steamship President McKinley* for Japan, China and Phillippine Islands. Mr. Bush will install a Processing Station in our new branch, Kodak Philippines, Ltd., Manila, P. I.

F. P. Root, assistant export manager, is due in Honolulu, Hawaii, on May 11, where he will assist in the opening of our new branch, Kodak Hawaii, Ltd. He is returning from an extensive tour through Japan, China, Dutch East Indies, and Philippine Islands, where he assisted R. DeMallie in establishing Kodak Philippines, Ltd.

KODAK OFFICE JUNIORS WIN DECIDING GAME

Kodak Office Juniors nosed out the Camera Works Juniors in the deciding game of the series for the Kodak Junior Basketball Championship, April 13.

The game was played on the official court and was replete with thrills from start to finish.

Bentley, of the Office team, was the star of the game. He held Tribotte, Camera Works' ace, scoreless from the field. Walker, Camera Works' center, did yeoman work for his team. The Office boys outscored their rivals five to four from the field.

SUMMARY

Camera Works		Kodak Office	
Tribotte.....	0	Narog.....	0
Adler.....	2	White.....	1
Walker.....	2	Spitale.....	1
Arnold.....	0	Fogarty.....	1
Rhonke.....	0	Bentley.....	2
Doyle.....	0		
	4		5
Referee—Jennings.			

"ON THE BEACH AT," ETC.

Frederick B. Herman has been appointed manager for our new house, Kodak Hawaii, Ltd., Honolulu, Hawaii. He will sail from San Francisco, together with Douglas Osborne, on the *Steamship President VanBuren* May 4. We all extend to F. B. Herman congratulations and success in his new position. Douglas Osborne has been in training for some time with the Export Department in our Los Angeles and San Francisco houses. Go to it, "Doug," and put it over.

On April 9 Carlos Castillo passed around cigars and candy in honor of the birth of his daughter, Olga. His friends in the Export Department all extend him hearty congratulations.

The Export Department welcomes to its fold Leo Garate, who has been transferred from the Billing Department.

The Mail and File Departments are glad to welcome the return of Gladys Benthling and Sadie Bell who are back at the office after illnesses that lasted several weeks.

Two "Sharp Shooters," of the Order Department, acquired great skill in F. W. Brehm's photography class and as a result of their efforts were given prizes. The first prize, a No. 1A Pocket Kodak f.7.9, went to the proud winner, Maude Short, and Hattie Thein won the second, a Vest Pocket, Series III.

The class was kept interested from start to finish and it is hoped the result of the "Picture Hunts" met with his satisfaction, and that the interest shown will warrant having another class at some future date.

Mrs. Chas. Wilson, formerly Genevieve Jager, left the Order Department, April 14, to accompany her husband to Erie, Pa. We miss Genevieve and wish her good luck in her new home.

WELCOME

We welcome the following new employees to Kodak Office: Comptroller's, David C. Alvord, William R. Brown, Winthrop C. Cummings, Kent Robinson; Advertising Print Shop, Robert J. Brasch; Advertising Cir., Cora Smith; Information, Harold Wright; Training, Gertrude Briggen, Alice Ross; Sales Dom., Evelyn Cramer; Mail and Filing, Eleanor Crane, Agnes Hennessey; Receiving—temporary—Pauline Gauger; Special Billing, Laura Gordon; Stenographic, Margaret Scholand.

Sadness has recently come to the homes of two members of the Repair Department. Charles Doty lost his infant daughter, Marion, who died recently, and Frank LaDuque had the misfortune to lose his brother, William. The sympathy of the department goes out to both families.

William Benstead, who spent most of the winter on a tour of England, has returned and is back at work in the Domestic Shipping Room.

TRIMMED AGAIN

The cops visited Kodak Office Auditorium again on Wednesday, April 11, and trimmed the Office team by a score of 4-2. It was a rattling good game and there was a big crowd out to see Chief Kavanaugh in action. Collins started in the pitchers' box for the office and was touched for four runs in the first innings. Old man Stutz was then requisitioned and held the boys in blue scoreless until the end. Perhaps the game might have ended differently if Stutz had started, as he was in great form. Never mind, boys, the cops are not leaving town.

Helen Richardson, of the Tabulating Department, is welcomed back to the office after five months' absence, due to illness.

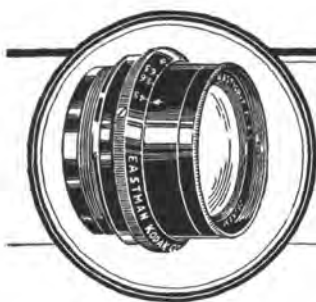
ESPANOL

A course in Spanish was commenced April 5, 1928, with thirteen employees in the class. They are being trained for South American service and meet twice each week, Mondays and Thursdays at 5:00 o'clock in the ninth floor Conference Room. Splendid progress is being made under the able tutorship of J. J. Mercado, of the Service Department, who is a popular teacher of his native tongue. Students and teacher lunch together each noon, a table being reserved for them in the dining room, and there they converse in Spanish and receive instruction while the meal is being eaten. Another class will be started in the fall when all employees who desire may join in the study of this language.

ANOTHER OLD TIMER

The oldest employee in point of service at the present time is William W. (Bill) Croft. "Bill" attained 40 years' service on Aug. 30, 1926.

Here's to you, Old Timer.



HAWK-EYE



JOHN T. HARBISON, Editor



VISITING COMMITTEE

WE CARE

At the request of the Rochester Community Chest two committees composed of Hawk-Eye Works men and women visited three of the social agencies that receive help from the Community Chest. Lulu Breunik, Florence Bess, Edward McLean and Clarence Zeigler chose to visit Saint Mary's Boys' Orphan Asylum on Main Street west. They were kindly received by the Sisters in charge and spent an entire afternoon in examining the building from top to bottom. They received the impression that here was an excellent work well done. At the time of the visit there were two hundred and twenty boys enrolled, ranging in age from two to fifteen years. Inasmuch as the visit was made during the Easter holidays many of the boys were away visiting friends and relations. Those that had not gone away had the appearance of being well-cared for and contented. The committee was unanimous in the opinion that this work is worthy in every way to

receive the support of the Community Chest.

The other committee, which was composed of Loretta Ereth, Lillian Rossman, Robert Cairns and William Baker, visited first the Rochester Children's Nursery on Exchange Street. It is here that small children are cared for during the day while their parents are at work. Every room in the building was absolutely immaculate and well equipped to keep very small people quiet and out of mischief. The children seemed to be enjoying themselves immensely. After the committee had seen all there was to see it directed its attention to Saint Patrick's Girls Orphan Asylum on Clifton Street. Here was evident also the quiet and efficient work of the sisters. The home was inspected from dining hall to dormitory and was found to be most ably conducted. The committee agreed without dissent that both of these organizations are without doubt worthy of the support of the Community Chest.



VISITING COMMITTEE



SHE USED HER HEAD

Tina Drummond, of the Pitch Button Department, uses her head as well as her hands. She was not thoroughly satisfied with the method used to coat Kodar lenses, so she set about improving the process. The result was a suggestion that netted her about \$87.00. Few, if any, of the processes in use in industry are letter-perfect. Many of them need to be studied and altered to meet new requirements. Devote some time and thought to your job and see whether you cannot profit by a suggestion.

GIRLS' BASEBALL

After a period of comparative quiet that lasted for several years the girls have again come to the front, clamoring for recognition of their rights. It seems that they are possessed with an unconquerable desire to play baseball. They recall the scenes of years past in which they held the center of the stage, while squads of policemen held in check howling mobs that thirsted to see them play ball. The thundering applause of the multitude was sweet music to their ears, and they long to hear that melody once again.

The movement was well under way by the time spring should have been with us. It was only necessary to provide bats and balls, and the training period would begin. It was rumored that Norman Graham had agreed to undertake the pleasant task of coaching the team or teams, for it is hoped that enough girls will take to the sport to make a league of their own possible. There are several other industrial

plants in the city that have girls teams, so it ought to be an easy matter to arrange several games with outside teams. So far the list of candidates includes the names of Loretta Heilman, Laura Thoms, Emily Pierce, Joan Kesel, Irene Schug, Pansy Seiler, Loretta Ereth, Frances Yaniga, Marie Faltz, Gladys Graham, Luella Burgess, Ruth Briggs and Beulah Kehrig.

VISIT CAMERA WORKS

An incident occurred in April which we consider worthy of note. Fred Herr, Karl Fischer, George Dahn and John Vass, all of the Anastigmat Lens Department, decided of their own volition to devote one of their Saturday mornings off to a tour of inspection of the Camera Works in order that they might obtain additional knowledge of the company's products and methods of manufacture. Mr. Thorpe, of the Camera Works Industrial Relations Department, very kindly arranged for their trip through the plant, and the boys from Hawk-Eye felt that their time had been well spent. They are to be commended for their lively interest in their work. We hope that they have set an example which others will follow.

BOWLING

Toward the end of the bowling season some of the boys felt that they were in such excellent form that it would be a good time to dispose of the cream of the Camera Works once and for all time. A challenge was issued by us which was accepted with an alacrity that was just a bit disconcerting. Charlie Prentice obtained the use of some of the best alleys in the city. Everything was in readiness long before Fred Ross put in an appearance, so when we arrived the boys made a few more preliminary tosses and then settled down to work. At the end of the first game we remarked to Mr. VonDeben that it looked like easy picking because Hawk-Eye had won with six pins to the good. To our horror the Camera Works won the second game by 107 pins and the third by 57. It was therefore up to us to pay for the alleys, and we did.

Camera Works best game was the second, in which they accounted for 1,052 pins. It was during this nightmare that Kiske registered high score of the evening with 257. Pete Klos rolled the best three games with 646.

Camera Works	SCORES			Total	Av'ge
	1	2	3		
Kiske.....	168	257	186	611	204
Miller.....	214	146	165	525	175
Welkonig.....	191	202	170	563	188
Knade.....	169	212	221	602	201
O'Neill.....	191	235	202	628	209
Total.....	933	1052	944	2929	976
Hawk-Eye Works					
Prentice.....	169	209	129	507	169
Kosel.....	174	148	179	501	167
Graham.....	200	189	183	572	191
Ross.....	182	173	190	545	182
Klos.....	214	226	206	646	215
Total.....	939	945	887	2771	924

Worth-while suggestions pay cash



MOST OF THE BASKETBALL TEAM

Left to right, back row: Howard Costich, Robert McGreal, Philip Michlin.
Left to right, front row: John Socha, Joseph Scheiblaue, Frank Costello,
Arnold Clayson, Anthony Ferrari, Charles Prentice, Waldo McDonald
and Manager Cairns were not on hand for the picture, but their services were
no less valuable.

BASKETBALL

The close of the basketball season found Hawk-Eye in second place in the second division. The first half of the schedule saw our team at its best. Although some games were lost during this time, all of the scores were close. We managed to get the jump on Camera Works in the opening game and beat them by one point. Kodak Park had the edge on us by three points. This game was probably our best effort. Kodak Park went through the entire schedule without the loss of a game, and there is no question but that the best team won. This outfit plainly showed the effect of good coaching and conscientious practice. While we have nothing but praise for the sportsmanship and skill of those various teams that managed to take us into camp, we do feel that had we been fortunate enough to have a court at our disposal on which we could have practiced more than once a week some of the final scores would have been different. This lack of practice, coupled with the fact that no two members of our team had ever played together before, placed us in a distinctly disadvantageous position. However, we consider that the season in general and the league in particular was very much of a success.

SEASONS SCORES

Rochester Gas and Electric Co	27	Hawk-Eye	43
Kodak Park	28	"	21
Kodak Office	19	"	30
Vogt Manufacturing Co	35	"	26
Camera Works	35	"	20
Rochester Gas and Electric Co.	27	"	23
Camera Works Reserves	17	"	37
New York State Railways	17	"	30
Kodak Park	30	"	27
Kodak Office	14	"	19
Vogt Manufacturing Co	24	"	22
Camera Works	23	"	24
New York State Railways	28	"	24
Camera Works Reserves	30	"	33
	354		379

It is hoped that at the conclusion of the basket-

ball season the same teams may be organized into an indoor baseball league. Details of the plan will be announced later.

AROUND THE PLANT

We offer our condolence to Albert Crawford, of the Brass Department, whose mother died on March 17.

We are in sympathy with Henry Hitzke, of the Moulding Department, whose father died on April 8 after but a short illness.

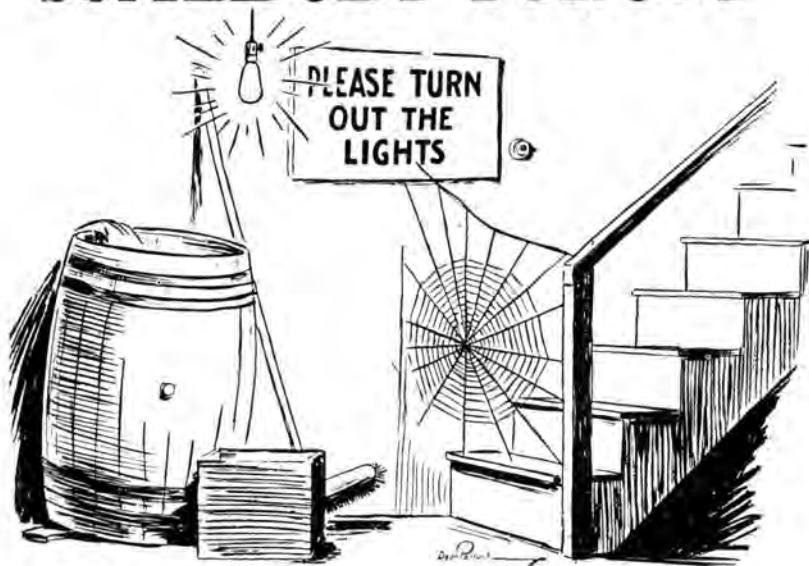
Gene Easterly, foreman of the Anastigmat Lens Department, announces the birth of a son to Mrs. Easterly on April 8. At this point it looks as though the new-comer will be known as Harold R. This means that a new picture of the family group will have to be taken this summer in spite of the fact that we thought we had that taken care of for good last year.

We regret to report the death of Mrs. Carra, mother of Frank Carra, of the Production Department, on April 13. Frank wishes to thank his friends at the Hawk-Eye Works for the flowers they sent to the funeral.

Sydney Clarke, our safety supervisor, suffered the loss of his grandmother on April 11. We sympathize with him in his sorrow. The members of his department sent flowers to the funeral, which were much appreciated.

Safety—

SOMEBODY FORGOT



RESULT - WASTE

*Why waste when it is
so easy to conserve?
Bill Jones*

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

ROCHESTER PLANTS		Standing Last Month	Percentage of Employees Subscribing	Total Shares
1. Hawk-Eye.....	1	79.8%	5,164	
2. Kodak Office.....	2	63.6%	12,630	
3. Camera Works.....	3	50.5%	16,779	
4. Kodak Park.....	4	47.4%	38,014	
Non-Employees.....	6,253	
OUT-OF-TOWN PLANTS				
1. Kodak Argentina, Ltd. (Buenos Aires)...	2	100.0%	272	
1. Eastman Kodak Stores, Inc. (Sioux City)...	3	100.0%	130	
1. Eastman Kodak Stores, Inc. (Washington, D. C.).....	4	100.0%	123	
1. Eastman Kodak Stores, Inc. (Atlanta)...	5	100.0%	204	
1. Eastman Kodak Stores, Inc. (Des Moines)	8	100.0%	98	
2. Eastman Kodak Stores, Inc. (Baltimore)...	6	95.6%	55	
3. Eastman Kodak Stores, Ltd. (Vancouver, B. C.).....	7	95.0%	119	
4. Kodak Uruguay, Ltd. (Montevideo)....	1	85.6%	67	
5. Taprell, Loomis & Co.....	13	82.7%	1,532	
6. Zimmerman Bros. (St. Paul).....	11	77.2%	103	
7. Eastman Kodak Stores, Inc. (Detroit)....	9	76.0%	162	
8. Eastman Kodak Stores, Inc. (Minneapolis)	12	75.0%	195	
9. Eastman Kodak Stores, Inc. (Philadelphia)	10	74.1%	271	
10. Eastman Kodak Stores, Inc. (Portland, Ore.).....	16	69.5%	78	
11. New York Branch.....	14	69.0%	810	
12. Eastman Kodak Stores, Inc. (Boston)....	17	68.8%	224	
13. Chicago Branch.....	15	68.2%	921	
14. Salesmen and Demonstrators.....	18	68.1%	2,333	
15. Eastman Kodak Stores, Inc. (Pittsburgh)	19	63.3%	99	
16. Eastman Kodak Stores, Inc. (San Francisco)	21	60.8%	114	
17. San Francisco Branch.....	20	56.7%	626	
18. Eastman Kodak Stores, Inc. (Seattle)....	22	53.8%	54	
19. Eastman Kodak Stores, Inc. (Omaha)....	23	52.6%	170	
20. Eastman Kodak Stores, Inc. (New York)...	24	50.8%	476	
21. Eastman Kodak Stores, Inc. (Los Angeles)	25	47.8%	291	
22. Eastman Kodak Stores, Inc. (Milwaukee)...	27	44.4%	104	
23. Eastman Kodak Stores, Inc. (Denver)....	28	44.4%	101	
24. Eastman Kodak Stores Co. (Chicago)....	26	40.6%	666	
25. Eastman Kodak Stores, Inc. (Cleveland)	29	22.7%	34	
Total.....	..	53.3%	89,272	

Average subscription, 12.7 shares.

Total matured or par value, \$8,927,200.00.