

The KODAK *Magazine*



June 1928

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

MONTHLY ACCIDENT REPORT
APRIL 1928

PLANT	Accident Cases		Accidents per 1000 Employees	
	1928	1927	1928	1927
Kodak Office	0	0	0	0
Camera Works	5	6	1.76	1.85
Hawk-Eye Works	0	0	0	0
Kodak Park Works	12	25	1.79	3.70
	17	31	1.48	2.63

NATURE OF ACCIDENTS DURING MONTH

7 cases of injury through bruises, burns and lacerations, etc.
 3 cases of injury through falling material
 2 cases of injury through falling and slipping
 1 case of injury through sprains and strains
 1 case of injury through stepping on nail
 3 cases of injury around machines of special nature

17 employees' accident cases during month

*“It isn’t what others think
about you that brings the
worry wrinkles; it’s what
you know yourself.”*

—MASON’S



*They move fast in Winnipeg; see the chap
hustling for his Ciné-Kodak*

The KODAK Magazine

VOL. IX

JUNE, 1928

No. 1

KODAK AT WINNIPEG, MANITOBA

WHEN the most of us think of Manitoba, Canada, we think in terms of fur coats, fur caps, and everlasting snows.

As a matter of fact, Manitoba has highly agreeable summers, and its winters, though severe, are not so uncomfortable as one would imagine, due to the dryness of the atmosphere.

On page 2 we present the staff of Eastman Kodak Stores, Ltd., at Winnipeg, Manitoba.

None of them look as if the climate disagreed with them.

Our Winnipeg store has a long history, as it was established in 1876, a half century ago, under the name of Duffin and Company, Ltd., and acquired by us in 1926, changing to its new name in April, 1927.

The store manager, Mr. J. A. Cooney, has been with us for twenty-five years, at Toronto, and in his present position.

George Pinkney, the company salesman, was formerly with our Montreal store, and for many years was their western salesman.

Miss A. Anderson, in charge of the books, was for many years in the employ of the old firm as secretary.

C. Ishiguro was for more than twenty-

five years with the Duffin Company, and is still going strong.

Miss McIlray and Mr. D. Anderson have both had an extended photographic experience.

Mr. C. Taylor, the stores Ciné-expert, was formerly with our Pittsburgh store and later with the Canadian Kodak Company, Ltd.

Winnipeg is the capital of the Province of Manitoba, situated at the confluence of the Red and Assiniboine rivers, the two principal streams of the province, and has excellent railway facilities.

Winnipeg is 1424 miles west of Montreal, a little less than the distance from New York City to Omaha, Nebraska.

Among other things, Winnipeg boasts of the broadest business thoroughfare in Canada, singularly enough, it is named Main Street.

Winnipeg is the headquarters of the provincial government and has many fine buildings and public parks. The city has quite a diversified number of industries, and is the banking, financial and wholesale center for western Canada, and the center of the Canadian grain trade.

Kodak folks are always welcome at the store so if you happen to be out that way don't fail to pay the Winnipegers a call.

Sometimes an editorial is worth reading

See page 11

ECONOMICS IN HOMESPUN

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

*Courtesy of Nation's Business**Chapter VIII—Stocks and Bonds and Broker*

WHERE do the people live who ultimately buy most of the stocks and bonds of the United States? To what part of the country do business men and bankers turn for the greatest portion of the funds with which to build factories, sink mines, erect buildings and carry on the many expanding activities of business?

To Wall Street? Not at all. Wall Street is where the big banks, the brokers and bond houses have their offices, but Wall Street is not where the people who finally buy bonds live. Most of them live in the industrial and agricultural states of the Middle West. The retail center for securities is not New York, but Chicago.

What does this mean? It means that the rich men—the big financial institutions, like the banks and trust companies—do not own the country's industries, railroads and mines—or finance their development. These are owned and financed by the great body of the people—by wage-earners and farmers—by men and women—by clerks, lawyers, doctors, manufacturers and merchants living all over the United States.

Laboring men as a group have an important part in the ownership of industry. There are, for example, more than 600,000 customer-owners of the light, heat and power companies of the United States. Many of these persons are wage-earners. Labor unions have their own banks and investment companies. More and more large corporations are distributing stock among their employees.

Working men are interested, therefore, in how business is financed because they are helping to finance it. They want to know more about the financial system both for the information itself, and also because they are a part of the system.

Financial understanding helps them better to safeguard their savings and also to employ them to more profitable advantage.

We saw in an earlier chapter that all the funds used in business are employed by enterprisers, who are the business men who direct and control production. When enterprisers spend money for plants, machinery, raw materials and other purposes, they *invest* it. Their act of putting funds to productive use is *investment*.

This is slightly different from the common use of the term. We often say that when a man buys a bond he "invests" in it. As a matter of fact all that has actually happened is the transfer of funds from the buyer to the seller. Money to be invested must go for concrete things. You may buy the stock of a light and power company, but the company does the actual investing of the funds. It does it when it uses them to lay new cables, build new central stations and install new power lines.

As a matter of fact, the company itself does not invest the actual money which it receives from you. It uses this money to gain command of the labor of workmen, and of supplies of raw materials. These are the things that really are invested. The funds are merely a means by which the enterpriser gets possession of the labor and raw materials to employ them for productive use.

There are two chief purposes for which business men use the funds that they command; one is for the purchase of permanent equipment—plant, tools, factories, machinery, and the like; another is for the materials used to manufacture finished products, and for accumulating stocks of such products. Both are forms of capital, the difference being in the length of time which each lasts.

An electric motor or a power line lasts for many years. Funds obtained for purchasing these things must come from people who will give up their funds for a long time. Such things constitute the *fixed* capital of a business.

What Circulating Capital Is

The raw materials which enter into manufacturing, however, are quickly used up. Manufacturers may borrow money to buy steel, rubber and lumber, but in a few weeks these will have been converted into finished products, sold to consumers, and paid for by them. Funds used for such purposes are employed for shorter periods. Normally they are released relatively quickly. They are termed the *circulating* capital of a business.

Fixed capital and circulating capital both are necessary and are usually supplied by different agencies. Circulating capital and funds used for short periods ordinarily are supplied by commercial banks—those institutions where business men have “checking accounts.” Just how these banks operate we shall consider at another point. Our attention now will be directed to the agencies that supply fixed capital. Since the chief form of business organization seeking such capital is the corporation, we shall begin by considering how corporations are financed.

The simplest way is through the sale of common stock—which means that each stockholder has a definite share or part in the business—exactly the same as though he and the other stockholders should get together and divide it up among themselves. The shares, however, are in units of a definite amount—usually \$100—and the amount of each stockholder’s ownings is determined by the number of such shares he holds.

Since the owners of common stock control the business, they naturally take practically all the risk, and divide all the profits, if there are any to divide. They are really the enterprisers in the business. There are certain kinds of business that are financed entirely by common stock. Practically all highly speculative under-

takings are so financed—like metal mining and oil drilling. This is because persons who will invest in such securities want the possibility of large gains. Since common stock gives them the largest opportunity to share in the future earnings of the business, this form of stock is most attractive to such investors.

There is another class of stock called *preferred* stock that carries less risk than common stock and offers a correspondingly greater assurance of return. Owners of this stock are guaranteed a certain dividend—usually 7 or 8 per cent—before any profits will be paid to common stockholders. If the company is dissolved or goes into bankruptcy, the holders of the preferred stock get back all their money before any distribution is made to common stockholders. If there is not enough left to pay the full amounts due to preferred stockholders, they get back proportionate amounts of whatever can be paid, even though nothing is left for the common stockholders.

In cases where preferred stock has been issued, the control of the company rests ordinarily with the common stockholders. They elect the directors and carry on the business. The bulk of the profits that remain after the preferred dividends have been paid are also controlled by the common stockholders.

Money to Expand a Business

The preferred stockholder does, however, have definite risks. Perhaps the corporation may not earn enough to pay even the nominal dividends carried by the preferred stock. In that event, the preferred stockholder is “out.” The preferred stockholder cannot close up the business or seize its assets if it fails to make money.

Thus he may lose both his original investment as well as his dividends. Because the risk of owning preferred stock is greater, it ordinarily pays a higher rate of return than is paid by high-grade bonds.

When is preferred stock issued? Usually when the common stockholders have great confidence in the future of the business. Suppose, for example, that \$200,000 is

needed for the expansion of a manufacturing plant, and that those who own the common stock are confident that with the new plant at least 5 per cent per year can be earned on the money. If they can obtain all or part of it for 7 per cent, they will have a major portion of the new profits to divide up among themselves. If they sell additional common stock, however, the new stockholders would receive the same proportionate share of the profits as would those already in the business. If, on the other hand, the expectations of the promoters should fall short, and there would only be a small profit made on the business, the dividends on the preferred stock would have to be paid regardless of the profits that remained. If there was nothing left for the common stockholders, the preferred stockholders would receive their dividends just the same.

There are variations in the form of preferred stock; some of it carries a right to a further share in the profits of the company after a certain dividend has been paid to common stockholders. Sometimes both preferred and common stock are sold together, the common being given as a bonus with the preferred stock, or sold in a unit with it at a certain price. These combinations and variations permit corporations which need funds to meet the particular requirements of various types of investors. They result in more funds being obtained for the service of industry.

Bondholders differ from holders of preferred and common stock principally in that their risk is still further reduced. The bondholder is entitled to his return whether or not the corporation earns anything—and he has a right to force the corporation to pay. If it does not, he can take over the business. He also is guaranteed the return of his money at a specified time.

The bondholder is really a lender. He lends on the familiar "bond and mortgage" that is used in real estate transactions. A corporation that plans to issue bonds, gives a mortgage on certain of its prop-

erty, which mortgage is to be cancelled when the sum borrowed is repaid. The borrowing corporation then bonds itself to repay the sum specified.

A mortgage cannot convey the title to a piece of property to more than one person, yet the funds which the corporation seeks to borrow must come from hundreds and possibly thousands of investors. To protect each of these individuals, therefore, the bond is separated from the mortgage, and the mortgage is issued to a disinterested third party, like a bank or trust company. The bond is then divided up into units of \$100, \$500, \$1,000 or higher amounts, and these are issued separately to lenders. Each bond in reality represents a fractional part of the mortgage.

Corporations issue bonds for the same reason that preferred stock is issued—because those in charge of the business are confident that they can earn larger profits than are represented by the rate of interest to be paid on the bonds. Bonds usually carry a lower rate than preferred stock—often as low as 4 per cent—which means that common stockholders have still a larger chance of increasing their own share of the profits when bonds are issued than they have after issuing preferred stock. But although their chances for gain are greater, the risk to the common stockholders also is increased. If interest is not paid on the bonds as due, the bondholders usually can foreclose the mortgage, and thus take the control of the business out of the hands of the common stockholders.

From the corporation's point of view, the danger to be guarded against in issuing bonds, stocks, or other securities, is overcapitalization. The corporation must be careful not to overestimate its earning power, especially in years of unfavorable business conditions. The investor, on the other hand, must avoid the same danger. He must be sure that the outlook for earnings is such as to warrant the investment. Even a bondholder is in position to suffer if his calculations in this regard are wrong. For although he has the added protection

of a mortgage, at the same time if the corporation gets into difficulties and cannot pay its interest, the bondholder to protect himself must become as one of the owners of the business. He must manage it and operate it and assume all the added risks and responsibilities that this implies. Presumably it was in order to avoid just such risks that he bought bonds rather than stock in the first place.

Making Savings Safer

To assist and protect both the corporation and the investor, an important group of financial agencies have come into existence whose work should be clearly understood. Chief among these are the *investment bankers*. The investment banker exists because he has a specialized knowledge of securities themselves, of the conditions surrounding corporations, of the market for securities among investors, and of the requirements of investors. It is particularly this knowledge of investors and their needs that the "blue sky" promoter urges the unwary to avoid, when he makes such statements as "banks want you to play along with a measly 4, 5 or 6 per cent when we can show you profits on this stock of 10, 15 and 20 per cent."

The investment banker serves the seller of securities by purchasing at a guaranteed price whole issues, which he then distributes to the investing public. Thus he provides corporations in need of funds with a ready market for their bonds, stocks and notes. He frees them from the expense attached to the sale of their own securities, and from the uncertainties of finding a ready market.

He knows the types of securities that will command the readiest sale and also the type and rate of interest that will be most favorable to the borrower. He can save the borrower money, for example, by preventing him from issuing bonds at high rates for long periods, when lower rates are to be anticipated later.

Since the investment banker can only

serve the borrower by commanding a following among investors, it follows that his life and future success depend upon retaining the confidence of the investing public. This he can do only by serving it well and by safeguarding its interests. This means that the investment banker scrutinizes a security very carefully before giving it his recommendation. He not only takes every precaution to protect his customers but he studies their particular situation and requirements so as to help each get the combination of security and return best suited to his interests. He keeps the investor informed of facts pertaining to security issues and to the general financial situation, and advises him of movements in particular securities that may be to his advantage.

A chief reason why the average small investor benefits from the services of the investment banker is that corporations are sometimes organized solely for the purpose of selling securities and making profits for the promoter, and not for building up a business itself. Clever salesmen can misrepresent the facts because they are dealing with matters that cannot readily be checked.

There are laws which can afford some protection to the public by requiring that securities be issued only in return for property or for services of tangible value, and that selling organizations be licensed, and have certified the legality of their offerings. All these requirements may be observed, however, and still there is no actual guarantee of the actual worth of the investment itself—no indication, for example, of the competency of the company's management, the soundness of its business plans, or the conditions in the markets which it proposes to enter. These are things which the investment banker looks into carefully. His business is to study them. This explains why his services are especially valuable to the man or woman of limited experience and means.

(To be continued)



THE TIRED MAN'S SALVATION

ARE you tired when you wake up in the morning? Does that tired feeling cling to you all day? Dr. Kellogg in a recent issue of one of our popular magazines says that there are "two distinct kinds of tired feelings: first, normal, natural, healthy fatigue induced by actual work; and, second, abnormal, false, unhealthy fatigue that comes from wrong habits of living."

HOW LONG DOES IT TAKE YOU TO GET RESTED? He goes on to say that if you cannot get rested by staying in bed two good nights with a day of rest between then "you may be sure it is not honest work fatigue that you have but false toxic fatigue." If you have the latter "*nothing* will effect a cure except a radical change in your habits."

WHY MUSCLES TIRE. Do you know why a muscle gets tired when exercised? "It is because every movement of a muscle burns up the body fuel and leaves a residue, or ash. This residue is always acid, and causes discomfort, which is nature's warning to rest. The body is an engine; food is its fuel, and these fatigue acids constitute its smoke and ashes."

"Unless these poisons are rapidly removed they cause exhaustion." There are two ways in which the body takes care of this condition, one is by sending off some of the acids through the kidneys, the other by having in the blood stream enough

alkaline (or base) material to neutralize the acids.

WHAT IS ACIDOSIS? If we are so short sighted as not to keep a right amount of alkali in reserve then Dr. Kellogg says that "fatigue, inefficiency, shortness of breath, and other symptoms of auto-intoxication" follow. "The chemical balance of chronically tired people is disturbed and their tissues are full of acid. This condition is known as acidosis."

A TEST. A noted physiologist of Boston suggests a test for finding out for one's self whether there is an over amount of acid in the blood. Try holding your breath for forty seconds. Can you do it? If you find it difficult to hold for even twenty seconds—check up on your habits.

WHY BOTHER ABOUT DIET? Begin with your diet, for it is through your food that you give your blood its base-forming (alkali) elements. Cut down (or leave out) the foods which form acids and increase your alkaline (base-forming) ones.

ARE FRUITS GOOD TO EAT? Fruits (except plums, prunes and cranberries) and vegetables are our very best alkali foods. What—acid fruits? Yes—even oranges, lemons and apples are among the best. The acid that you notice is soon changed in the body and an alkali is formed. So eat fruits to help keep your blood in right condition.

To quote Dr. Kellogg again: "If a person has high blood pressure or diseased

kidneys, he should eat sparingly of foods with high acidity. And—a non-acid diet is the best diet for people in middle life—it helps to hold old age at bay.”

ACID-PRODUCING FOODS. Here is a partial list of acid-producing foods; in the order of their acid content:

Egg yolk	Beefsteak, round, lean
Oysters	Chicken
Beef, round, lean	Turkey
Beef, dried	Flour, entire wheat
Codfish, salted	Oatmeal

BASE-FORMING foods. Here is a list of foods which if you eat heartily of them will help to keep your blood in right condition:

Beans, lima, dried	Rutabagas	Muskmelon
Spinach	Almonds	Lettuce
Raisins	Parsnips	Sweet potato
Beans, dried	Dates	Oranges
Chard	Carrots	Tomatoes
Beans, lima, fresh	Potatoes	Cabbage
Bananas	Apples	Pears
Peaches	Milk	

DO WE REALLY WANT SUCCESS?

THE man who does not succeed in this country has as many alibis as a setter that has spent a day in the hunting field has burrs. “I have a bum job . . . I never had an education . . . I had no luck and no one to help me.” Thus the excuses go.

Suppose we examine those familiar remarks and discover whether they ring true or whether they are rhetorical wood-piles in which a Senegambian hides. “I have a bum job.” So had H. B. Thayer, Chairman of the American Telephone and Telegraph Company, when he started in the Western Electric Company as a ten dollar a week clerk; so had Albert L. Salt, President of the Graybar Electric Company, when he was polishing show-cases in our old Thames Street store; so had Theodore N. Vail when he resigned his brilliant prospects in the government postal service to attempt to develop that “toy”—the telephone; so had Horace Mann when he withdrew from the practice of law to accept the obscure position of secretary of the Massachusetts Board of Education; so had Henry Ward Beecher when first he preached in a western frontier town.

Do you think these men said to themselves, “This is a bum job and I’ll never get anywhere in it”? Not a bit of it. They thought of it only as a chance to do their work. Day by day, they did it—just as well as they knew how. History tells you the rest.

When a man says “I never had an education,” does that really mean “I won’t

make an effort to read, study and learn because I did not go to college?” Anders Zorn, one of the greatest etchers who ever lived, was a peasant boy who could barely read and write. When he died a few years ago he was considered the most brilliant conversationalist in Europe. Professor Michael Pupin, inventor of the Pupin coil and head of a department at Columbia University, landed in the United States, an eleven year old Serbian boy with just five cents in his pocket. John Masefield, the English poet, was a porter in a Greenwich Village saloon some twenty odd years ago.

“I had no luck and no one to help me.” Aren’t we all like that? Frank Shay says “All Americans are born two or three drinks under par.” Aren’t most of us also born with the silver spoon, which should be in our mouths, conspicuous by its absence? That helps toward success. It gives incentive. Your family wants to help you succeed, for they shine in reflected glory. Your boss wants you to succeed, for your success helps him succeed. Your company wants you to succeed, for your success helps it do a better job. These help you but they cannot make you win. The fastest racing automobile in the world will not run without gasoline. The will to press forward must come from you, from within.

As for Lady Luck, she plays a part right enough. But does it not strike you as odd that she plays favorites only with those who are ready for her?

—*Western Electric News.*



EASTMAN SAVINGS AND LOAN ASSN. NEWS

SOMEBODY SAVES YOUR MONEY—WHY DON'T YOU?

THE man who said that, is a man of genius. He packs a sermon in a sentence. With seven simple words he makes people stop and think, a truly great achievement in these days.

"Somebody saves your money—why don't you?" sent us to our list of last month's expenditures. We wanted to find out if anybody was getting money of ours needlessly away from our bank account, and putting it into theirs. Our findings were interesting, and just a bit startling, too. Item: Necktie, \$2.50 (pretty good-looking neckties can be bought for \$1.50). Item: Two seats Eastman mezzanine, \$1.50 (the seats downstairs don't have extra arm rests, but they are very comfortable, and they cost a quarter less). In just one month we spent \$18 that did not contribute that much to our well being or happiness. Our savings account for May is shorter by \$18 than it could have been—and somebody else has the \$18.

We are not advocating a tightwad attitude toward life. We are asserting that people ought to be sure they get their money's worth. We figure that the man who said, "Somebody saves your money—why don't you," will save us \$108 by Christmas.

SUMMER COMPLAINT

"Where are you going on your vacation?" we asked a good friend of ours the other day, "to your beloved Cape Cod!"

"H—, no," he replied, with more vigor than elegance, "haven't got the money. I'll have to attend Officers' Reserve Camp again this year, and turn out for reveille at 5:45 a. m."

My friend has had a year, since the last camp, to plan for this summer's vacation. He knew another summer would roll around, and with it the sunny skies and rolling waves and the salty tang of ocean-bound Cape Cod, but he didn't do anything about it. Next summer's a year away—why worry now? So instead of bossing circumstances and saying, "I am going to Cape Cod," circumstances take him by the collar and say, "You are going to Officers' Reserve Camp."

If he had been an Eastman employee, he could have shifted all responsibility to our office here. We would have seen to it that his bathing suit went swimming in the Atlantic Ocean instead of Lake Ontario.

A MEMO TO PARENTS

We hear a lot about children getting out of hand, being unappreciative, using parents as mere conveniences. They don't seem to be nearly as sentimental toward us as we are toward them. Is there anything we can do about it?

One remedy suggests itself to us, a fond parent even as yourself, who qualifies for a place on this thrift page. The appreciation of children can be bought. Save money for a comfortable home, tastefully furnished, in which they can take pride; store up a surplus that will send them on to college if they want to go; be able to turn in the old car for a new one every other year or so. This is an unsentimental answer to make to parents yearning for appreciation, but it is a practical one that gets results.

The Kodak Magazine

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

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THE modern crook, one way or another seems to keep in pretty close pace with the efforts to circumvent his activities.

A few years ago the average safe was anything but immune. If Mr. Crook couldn't "feel out" the combination with his fingers, he used a little nitroglycerine and blew off the front door.

When the manufacturers commenced making the safes a bit sturdier, he rigged up an acetylene torch and burned a hole in the strong box. If all else failed he would, and still does, all too frequently, get his gang and "stick up" the bank or store employees in broad daylight. The methods and operations of this particular branch of the underworld does not so much concern the average working man or woman—except that it stands to reason if the crooks in one line keep pretty well up to date, that the crooks in other lines are doing the same thing.

Thanks to stringent laws and close official supervision the loan sharks and the salary buyers with their extortionate rates of interest have been pretty well driven out of the state.

The high pressure salesman of stocks, and other "securities" promising an unwarranted rate of interest or increase in value, is finding it more and more difficult to do business here, largely due to the Rochester Better Business Bureau and the Investor's Protective Committee of

the Chamber of Commerce, aided by competent and alert police officials.

But, it will pay all of us to bear well in mind that if the crooks of one class are making every effort, and often a successful one, to get around the modern safeguards provided, that the crooks in other lines will be equally active.

Every year around the time for the distributing of the Wage Dividend, Rochester becomes infested with many unscrupulous schemers. Keep your head; do not let any of them get your name on any sort of a contract without consulting some one who knows. The services of the Rochester Better Business Bureau, or the Investor's Protective Committee of the Rochester Chamber of Commerce are given without charge, and you will be received with every courtesy. If you feel that you cannot spare the time to make such a visit, ask your foreman or department head, and he will put you in touch with the representatives of these two organizations in your plant.

YOU can't reform the world; it is too big. But you can always reform yourself, and get along better. There will never come a time in history when a well-behaved and industrious man cannot get along. There will always be trouble for adventurers, idlers and fools, but well-behaved and industrious men will always receive appreciation, and find abundant opportunity.

THE most agreeable thing in life is a worthy accomplishment. It is not possible that the idle tramp is as contented as the farmers along the road who own their own farms, and whose credit is good at the bank in town. When the tramps get together at night, they abuse the farmers, but do not get as much satisfaction out of it as do the farmers who abuse the tramps. The sounder your argument, the more satisfaction you get out of it.



DEFECTS IN TREES DISCLOSED BY THE X-RAY

THIS is not primarily to be a story about our Research Laboratories at Kodak Park, but rather concerning one of their many unusual activities.

Experiments conducted by Thomas P. Maloy, city forester, and Rex B. Wilsey, of the Eastman Kodak Company's research laboratories, show that X-ray photographs will disclose conditions of decay within a tree trunk which to all outward appearances is sound. The tests were undertaken after an apparently healthy tree on a local street had crashed; an accident that suggested the desirability of finding a new method of detecting hidden defects.

"In the ordinary inspection of trees," says Mr. Maloy, "all external defects are carefully noted. Indications of the interior conditions may be obtained by tapping with a mallet or boring with an auger.

"It occurred to us that the X-ray examination offered the possibility of eliminating much of the uncertainty of present methods of inspection, and would also avoid the necessity of damaging the tree. To test the possibilities of this method, portions of trees already cut down were taken into the Eastman laboratories and photographed with the X-ray machine.

The rays distinguished clearly between sound wood and the decayed parts; they also showed knots, cavities and other details. Even the type of decay which merely lessens the strength of the wood without greatly affecting its solidity was shown plainly by the photographs.

"X-ray pictures of this section cut from the trees displayed much interesting detail, such as the character of the grain, various types and stages of decay, worm holes and even worms at work."

The most suitable form of X-ray equipment for work on live trees has not yet been developed, but to demonstrate their theory Messrs. Maloy and Wilsey assembled the usual type of apparatus in a wooden box and have been making photographs on trees in various parts of the city. Power for operating the machine is taken from the city lines, but the investigators say it would be feasible to use a portable gasoline motor and electric generator.

Messrs. Maloy and Wilsey also have experimented with the X-ray in examining telephone, telegraph and electric light poles with good results.



STAGE FURNITURE FROM STUFFED HOUSES

"What's the matter?" Sally called from the front door.

"We're stung—that's the matter!" Ted responded gloomily.

SOME DAY, Ted, we'll be rich enough for two easy chairs, I hope." Young Mrs. Howard shifted uneasily on the graceful ladder back chair.

"I'm a hog!" Ted jumped up from the only overstuffed chair in the room, uncereemoniously picked up his dainty little wife, flourished her over the chair, and again seated himself in its depths, holding her in his lap. "That solves the problem, doesn't it?"

"For the moment," she sighed, squirming to settle herself, "but you are rather bony, Ted! I don't make comparisons, but curled horsehair on box springs is very comfortable."

"That reminds me! Nearly forgot it!" Ted began fishing through his pockets. "See this!"

Sally took the clipping from his hand. "Must sell at sacrifice, rich household furnishings. Leaving for Europe at once. American walnut bedroom set, dining-room set, living-room furniture, rugs. 207 Richland Place." Mm! Probably too expensive for us!" Sally commented cautiously.

"Richland Place is a fine neighborhood.

We might be able to pick up something awfully good for a song."

"Well, let's go look!" Sally agreed. "But we won't buy a thing unless it just fits. You know we agreed we'd rather get nice pieces slowly than spoil our darling house with things that aren't absolutely right."

When the door at 207 Richland Place was opened by a neat, white-capped maid, Ted surreptitiously nudged Sally. And Sally herself was impressed by the rich hangings and fine rugs in the somewhat dimly lit living room where they waited.

Presently a perfectly gowned but highly nervous woman entered. "Isn't this simply terrible?" she began at once. "My husband has this European appointment and is gone already. I have to clear up all this," she waved her hands inclusively and tragically, "and sail Monday on the Leviathan. It drives me almost crazy! Everything must be sold!"

Mrs. Whiting began showing them about, mourning over every piece. "That wing chair—beautiful, isn't it—we paid \$200 for that! Well—take it for fifty, if you want it. It will be something for nice people to have it!"

And so it went on through the house. The Howards, elated, scarcely dared look at one another. A \$625 American Walnut bedroom set for \$250; a genuine antique mahogany highboy for \$100; several beau-

tiful rugs for \$50 apiece. Mrs. Whiting never ceased grieving over the sacrifice of her valuable furnishings.

When they were finally ready to go, she suggested immediate payment, as she was leaving so soon. Ted was a little dashed to find that his purchases totaled \$785. "That's the end of our car for this year, Sally!" he grimaced.

"But we won't mind staying home with the lovely things we have!" she consoled him.

"Let's ask Jack over to be there when the stuff comes tomorrow," Ted suggested. "This will knock his eye out. Nobody knows good furniture as he does."

But when the moving crew set off the first piece, Jack eyed it quizzically. "Say, Ted, who sold you this Connecticut box-maker's stained wood furniture?"

Ted was eagerly helping the men strip off the canvas covers. "Why, isn't it good?" he asked incredulously, coming to the rear of the wagon. He whistled with astonishment. Even to his amateur eye, it certainly looked very different in the bright afternoon sunlight.

"What's the matter?" Sally called from the front door.

"We're stung—that's the matter!" Ted responded gloomily.

"Let's see the rest!" Jack suggested. Eagerly the three helped the movers set out the purchases on the lawn. It made a sad showing.

"The bedroom set," Jack stated judicially, "I know positively can be secured at one of our leading department stores for \$100."

Sally winked hard and swallowed twice before she spoke. "This mess will just ruin our house!"

"We'll send it right back," Ted announced, "and I'll go with it."

"The house is closed," the movers volunteered.

"You'll never find the lady," Jack added. "I've heard of this 'stuffed house' racket. Some fly-by-night hires the house only as a stage setting. You've kissed your money good-bye."

Sally and Ted exchanged a long, long look—the \$785 look, as they described it years afterward when their bargain furniture had been lived down and at last replaced.

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THEY LEARN FROM YOU

A CHILD, like a chicken, has an inclination to dart across the street at any place without thinking or looking. There is nothing criminal about that; that's a normal instinct, but a dangerous one in this motor age.

A hen can spot danger quickly enough when a hawk is around, but her protective instincts don't function in the presence of an automobile. She loses her head, sometimes as completely as she does prior to a chicken dinner, always with disastrous results.

The hazards of the street have increased so rapidly in the past twenty-five years that even grown-up human beings can't always realize them. They still act as they used to when the greatest danger in crossing the street was losing their rubbers in

the mud.

Educators have proved that children can be taught to take care of themselves, and safety is now part of the regular instruction in many schools. But children spend only about five hours a day in school, and the classroom instruction may be wasted if they are taught differently at home. The teacher needs a little co-operation.

From statistics furnished by the National Safety Council we learn that 11,000 children of school age were killed by automobiles during 1926. Some were the victims of reckless drivers; others were merely following the example of their thoughtless elders.

The youngsters learn from you. Are you living up to your responsibility?



KODAK PARK

CLAYTON BENSON, Editor



Delice, Umpire; Manhold, President; Butterfield, Vice-President; Van Hoesen, Treasurer; Taylor, Secretary; Doane, Umpire

NOON-HOUR LEAGUE OPENS SEASON

The ever popular Noon-hour League opened its season Monday noon, May 7. Matters of organization were cared for at a preliminary meeting of fans and players. At that time the officers of last year, namely, John Manhold, president, Wendell Butterfield, vice-president, Henry VanHosen, treasurer, and Howard Taylor, secretary, were unanimously re-elected. These officers were highly successful in handling the league's responsibilities in 1927, and their re-election is a fitting expression of approval. Four teams, the Birds, Cubs, Giants and Old Timers, compose the league, the Old Timers being the Rangers of past years. The managership of the Old Timers has been assumed by Walter Grunst, while the other three Clubs have their pilots of last season, namely, Harold Servis, James Ward and James Gallagher. "Pete" Delice and "Bill" Doane have happily agreed to continue as the regular official umpires.

Opening day saw the Cubs trounce the "Old Timers" 6-2, mainly through heavy hitting, while the Giants earned an easy victory by a 7-0 score over the Birds in the following day's encounter. A week of perfect weather helped the teams off to a good start and permitted a game each noon. The standings of May 12 credited the Birds and Cubs with two wins as against one defeat, the Giants an even break in two games, and the Old Timers two

losses in as many starts. A feature of the week was a homerun, drove over the left field fence by Lindhorst, of the Cubs, a duplication of his feat in the world series last fall.

Several changes have been made in the personnel of the various teams. Most surprising of these was the appearance of "Wally" Taylor, mainstay of the Rangers for many campaigns, in the box for the Giants, and "Billy" Altpeter doing the twirling for the Old Timers rather than the Cubs. "Lefty" Hitchcock is doing the Cub's pitching, while "Joe" Manilla, returned after a year's absence, is handling the same club's shortstop assignment left vacant by Chas. Frank changing his affiliation to the Old Timers. "Barney" Agness is again whizzing them over the plate for the Birds. Players new to the league who have made creditable showings include Carbone and Keller, Cubs, Newman, Old Timers, and Tinsman, Birds.

While the teams have not as yet decided upon their permanent lineups for the season, they all appear to be fairly well matched, and the fans seem destined to witness well played and exciting games. The schedule consists of forty-two games, twenty-one for each nine, and extends into the first week of July. It is also planned to occasionally work in games with other industrial teams.

Accidents are Expensive to All of Us



THIRTY SERVICE YEARS

With pleasure we present Harry Herring, of the Electrical Maintenance Department, and Frederick Simpson, of the Baryta Department, who recently completed thirty years of continuous service with the company.

May 12, 1898, marked the beginning of Harry Herring's association with the Park. Starting as a machinist in Building 1, which housed the Machine Shop in those days, his regular work was the making of developing trays and acting as a machinist's or steamfitter's helper. It is of interest to know that in odd moments, he cut all the envelopes used on the plant for packing sensitized paper. Three years later he was transferred to the Power Department. Here he familiarized himself with the maintenance of engines which subsequently led, some five years later, to his present work in the electrical motor field. Since 1911 he has served in the electrical Department, acting for many years past as a head trick foreman. In his thirty years of service, Mr. Herring has never lost a week's time due to illness.

Frederick Simpson joined the ranks of the comparatively few thirty year employees on May 5, having come to work at Kodak Park in the Black Paper Winding Department on that date in 1898. With the completion of one year of service, he was transferred to the Baryta Department, where he has been actively engaged up to the present time. He has seen the Baryta Department move from Buildings 16 and 25 to its present quarters in Building 50.

The employees of the Baryta Department, in celebration of Mr. Simpson's employment anniversary and in recognition of their personal esteem, presented him with a handsome Elgin watch, Mr. Donohue, superintendent of the department, making the presentation.

We congratulate these two men on their excellent service records achieved only by indefatigable effort, merit and loyalty. Time has dealt kindly with them, and we unite with their friends in wishing them continued years of health and service with us.

LOST AND FOUND ARTICLES

For a number of years a Lost and Found Department has been conducted through the Payroll Department for the benefit of Kodak Park employees. Although of proven value, it is evident that a large percentage of employees suffering the loss of personal belongings are not taking advantage of this service. Figures for the first three months of this year show that of 41 articles found only 30 per cent were claimed by the owners, the remaining 70 per cent being turned over to the finders at the expiration of 30 days; these percentages generally hold true for the past years.

As the existence of the Lost and Found Department is well known, it is apparent that those losing valuables do not realize that a large degree of such articles are turned into that department and, therefore, fail to make any inquiry in regard to the same. Articles of a trivial nature and perhaps not considered worth regaining may account for a portion of the 70 per cent going to the finders, but the fact that varying sums of money are never sought seems to prove that this is the exception rather than the rule. Make inquiries at the Payroll Department, Window No. 1, for all lost articles—they may have already been found and reported; and, if not, a description can be furnished which may later bring about their identification and return.

Employees are urged to co-operate with the Payroll Department in increasing the efficiency of the Lost and Found Department, both from the viewpoint of bringing in articles they may find and inquiring for articles they may have lost. The routine in this connection is handled at Window No. 1 and consists of issuing a receipt for articles turned in and following through to the final disposition either to the owner, after proper identification or to the finder at the expiration of 30 days. Too much credit cannot be given to the employees who turn in lost articles to the Payroll Department, and their kindness in so doing is the one essential which enables a Lost and Found Department to function, and should be appreciated.

TENNIS

After being resurfaced, the seven K. P. A. A. tennis courts were opened for the use of the members the middle of May. Special activities for both the men and girls, such as handicap and elimination tournaments and rating boards, will be carried on as in past seasons. A representative men's team will again be formed, matches with local and outside teams, always proving very popular with the players, and interesting to watch. The girls will hold an outdoor organization meeting May 29, at which time a chairman and manager will be elected for the season. A new set of rules governing the use of the courts has been adopted and has been posted on the courts. These courts are provided for the use of all K. P. A. A. members without charge and K. P. A. A. members not taking advantage of the excellent facilities offered are urged to do so. The courts and dressing rooms are open every evening after work until dark and on Saturdays from 12 noon till dark. On Sundays the courts are open from 8 a. m. until 5 p. m. During these hours the caretaker, Joe Manilla, is in charge of the courts and dressing rooms; reservations of lockers, the purchase of balls and the loan of racquets to beginners should be made through him.



SAMUEL CAMPBELL

TWENTY-FIVE-YEAR EMPLOYEES

With a quarter of century of continuous service to their credit, Herman Ulrich, of the Power Department, and Samuel Campbell, of the Dope Department, celebrated their silver anniversary with the company during the month of April.

Herman Ulrich's service record started April 1, 1903, when he became an employee in the Power Department, Building 1. Here he served as oiler, water tender, and in doing any other tasks peculiar to that kind of work. With the construction of Building 31, he took charge of the coal crusher and conveyor located there, and has continued on in that capacity.

Coming to Kodak Park April 16, 1903, Samuel Campbell was assigned to duties in what was called Film 3. In less than three months he was transferred to the Dope Department, where he has spent the remainder of his service years. In the early history of the Dope Department he recalls the mixing of the dope in barrels and the use of hand presses, and has seen the gradual change and improvement to mechanical mixers and multiple presses. Mr. Campbell, for a number of years past, has been in charge of the dope mixing room in Building 21.

We congratulate these men on their long terms of service and extend best wishes for the future.

RETIRES

George Beedham, of the Film Emulsion Coating Department, retired from active duty March 10, thus terminating a service of over thirty-two years. He started work at Kodak Park January 1, 1896, and has always served in the one department, acting for many years as a trick foreman. The many friends he has acquired during these years congratulate him on his splendid record, and extend best wishes for the full enjoyment of his well earned rest.

The sympathy of the Finished Film Department is extended to Dorothy Calehar whose father passed away on May 14.

Olive Otis, of the Sheet Film Department, was married to Henry Leichter, formerly of the Box Department, on April 19. Every best wish for future happiness is extended.



HERMAN ULRICH

PARK TEAM IN INDUSTRIAL INDOOR LEAGUE

Warm weather was apparently needed to arouse interest in the formation of an indoor-outdoor baseball league, for with its appearance, teams ignoring organization meetings late in April had representatives on hand May 2, at the Rochester Sporting Goods store, to form the Rochester Industrial Indoor League, with teams from twelve plants entered. The league will be divided into two sections, namely, the National and American, the Kodak Park nine being a member of the former division. This section appears to be the strongest and most evenly balanced, including Kodak Office, Hawk-Eye, the newly organized New York Central team, General Railway Signal and Moore Heel Company, with the premier twirler "Shifty" Gears on their roster. The schedule lists fifteen games for each entrant, with a majority of the contests to be played on Wednesday nights, and starting not later than 6:30 p. m. Wednesday, May 22, was made the official opening date. Officers of the league are Gordon Stahlberger, of the Rochester Sporting Goods Company, president and treasurer, and Clarence Lusk, of the E. C. Brown Company, secretary.

The Kodak Park team will be picked from Noon-hour League players, officials of that league having selected "James" Gallagher to act as manager. "Jimmie" handled the team last summer when it won the championship title in a similar Industrial League, and his choice assures the home club of capable leadership.

Employees are invited to watch the games, schedules being available at the K. P. A. A. Office or attainable through the daily newspaper.



THOMAS F. MURRAY, JR.

RESEARCH LABORATORY MEN PROMINENT IN AMERICAN CHEMICAL SOCIETY

Four Kodak men won offices in the recent election of the Rochester section of the American Chemical Society. Dr. E. K. Carver was elected chairman, Harold W. Crouch, secretary-treasurer, and E. M. Billings and Ivar N. Hultman, members of the executive committee. Dr. Cyril J. Staud acted as council representative of the local section at the meeting of the parent society held in St. Louis.

With the election this year Erle Billings terminated ten years of service as secretary-treasurer of the local section of the Chemical Society, and declined to have his name again considered for that office. He will act on the executive committee, and in that way continue to guide the destiny of the organization whose phenomenal growth and importance is largely the result of his zeal and industry. He is Major Billings now, having been elevated to that rank in the Reserve Officers Corp of the Chemical Warfare Service. His wide acquaintance in the profession and his knowledge of the location of rare chemicals, as well as common ones, will make him a decided asset to the war organization.

Data for the foregoing notice and similar ones about Kodak Park chemists, which have appeared in the *Kodak Magazine* from time to time, have been supplied by Thomas F. Murray, Jr., of our Research Laboratory, who for the past six years has acted as chairman of the publicity committee of the Rochester section of the American Chemical Society, and who, with his associates, has during that time secured more than 300 newspaper columns of publicity for the local chemists in our city papers.

Mr. Murray was one of the men to attend the preliminary meeting at the Mechanics Institute in the early spring of 1912, which gave birth to the Rochester Chemists' Club, which, in July of that year, received a charter as the Rochester section of the American Chemical Society. He has been a mem-

ber of the local section since it was founded, and for the past ten years has been associated with the parent society. At the Golden Jubilee meeting of the society, held in Philadelphia in 1926, he presented a paper on "How to Get Chemical Publicity," which was later published in the *Journal of Chemical Education*. In 1925 he prepared an article on "Color Effects in Motion Picture Theatres" for the Eastman Theatre, which ran serially in the *Motion Picture News*, and as co-author with Dr. H. T. Clarke, has published satisfactory methods for the preparation of several organic chemicals in organic synthesis.

Mr. Murray was graduated from the University of Rochester in 1918, and early in 1919, came to Kodak Park where he has since been engaged on problems in organic chemistry.

GOLF TOURNAMENT PLANNED

Our fraternity of golf players, which is increasing rapidly each year, is hereby advised that the K. P. A. A. will conduct at least one handicap golf tournament during the summer. Such an event proved very popular with our players last season, attracting an entry list of over fifty, which number it is expected will be materially increased this summer. Fred Gardner, Building 26, who has again been appointed by President Sheppherd to promote the tournament, explains that the details will be worked out much on the plan of past tournaments, when the entries were divided into classes according to their ability and prizes donated for certain scores in each class. The Genesee Valley Club is being sought for the tournament, and the date for the same will be announced with the sanction of the Park Commission for its use. Every Kodak Park golfer is urged to compete, the tournament offering worth while prizes and providing an afternoon of friendly sport, rivalry and fun. J. L. Johnston, of Building 29, won the 1927 tournament with a low gross score of 75.

GIRLS' TRACK TEAM

With the conclusion of the basketball season, a group of approximately thirty girl members of the athletic association turned their attention and interest to the formation of a track team. Dorothy Fawcett, of the Main Office, who also enjoys considerable experience in this line of girls' athletics, is acting as coach. The first outdoor work out of the season was held Friday evening, May 11, with approximately sixteen girls present. With the continuation of warm weather it is expected that this number will be more than doubled. Events for which the girls are training include the 50- and 100-yard dash, quarter mile, half mile, broad jump, low hurdles, shot put and relay races. Track teams have not been started in the other three Eastman plants as yet, and it is not known what competition can be secured for the Kodak Park team. Any other girls interested in this activity are invited to join in at any of the practice sessions held Friday nights, at 5:30 p. m., on the athletic field.

The Sheet Film Department extends best wishes to Thelma Fishbaugh, who married Walter Sexton, April 23.



K. P. CAMERA CLUB OFFICERS

Henry Perkins; Harold Folts, President; Don McMaster, Secretary-Treasurer
Secretaries, Bernice Harper, Gertrude Pilen, Marguerite Stevensky

CAMERA CLUB INSTALLS NEW OFFICERS AT MEMORIAL ART GALLERY MEETING

TRIP TO TAUGHANNOCK FALLS

The regular monthly meeting of the Camera Club was held Friday evening, May 11, at the Memorial Art Gallery, where the Rochester Salon of Photographic Art, under the auspices of these two organizations, had opened Saturday, May 5. Clifford Ulp, director of the School of Applied Arts, Rochester Mechanics Institute, and who has served as a judge in several of our exhibitions, gave a popular talk, commenting on some of the outstanding points of the prints in the Second Rochester Salon, which was opened to the public within a fifty mile radius of Rochester. At the conclusion of his talk, Mr. Ulp was presented with an honorary membership in the Kodak Park Camera Club.

A special feature of the evening's program was the announcement of the awards received by our club members in the recent Seventh Annual Exhibition of the Kodak Staff Photographic Society, London, England, by Colonel O. N. Solbert, of Kodak Office. Certificates were won by J. Harold Hudson, Olaf Furseth, Norman L. Ferris, David N. Sederquist and Harry B. Wills. The Bronze Medal, in Class VIII, was won by Victor Rayment of the Main

Office. The Silver Challenge Cup and Silver Medal, offered for the three best pictures in the exhibition, were won by David Sederquist, retiring president of the Camera Club. Twenty-four prints were entered in this exhibition by Rochester people.

This meeting was also made the occasion for the installation of the club officers, chosen for the coming year in the annual election held the week previous. Those taking office were president, Harold Folts; vice-president, Donald McMaster; secretary, Marguerite Stevensky; assistant secretary, Gertrude Pilen; recording secretary, Bernice Harper; and treasurer, Henry Perkins.

On April 28, about thirty-five members of the Camera Club braved rain and snow to drive to Taughannock Falls. The party left Rochester in automobiles at intervals during the morning and arrived at the entrance of the gorge in time for dinner. Afterwards the group hiked through the gorge to the falls, thoroughly enjoying the beautiful and picturesque scenery. Those making the trip have expectations of again visiting the falls and hope a larger number will go if the trip is repeated.

Robert Whyte and James McConnon, of the Film Emulsion Coating Department, left April 1st and 15th respectively to assume duties as golf professionals, the former going to the Brattleboro Country Club, Brattleboro, Vt., and the latter to the Silver Lake Country Club. "Bob" Whyte, as he is known to his friends, served as pro at the Canandaigua Country Club for three years prior to his assignment, while this is "Jim" McConnon's first position as head pro. We congratulate them on their appointments and wish them successful seasons.

The Printing Department extends its deepest sympathy to August Geibel, whose mother passed away April 12.

Margaret Brisson, of the Carton Department, was married to Ross Goodenough on May 5. The bride was entertained at a shower given by the girls of the department, also receiving an electric iron from her department associates. Every best wish is extended.



ERNEST YATES

Our sincere sympathy is extended to the family of the late Ernest Yates, head trick foreman of the Roll Coating Department, who recently passed away.

SUGGESTION HONOR ROLL

Twenty-nine employees attained a place on the 1927 Suggestion Honor Roll by receiving a total award of at least \$25.00 on one or more of their ideas. This is an exceptionally fine showing, being one of the largest ever recorded and giving ample proof of our repeated statement that suggestions are earnestly solicited and considered worth while. In accord with the plan inaugurated a year ago, employees whose names appeared on the Honor Roll will be given a Certificate of Merit in further recognition of their suggestions. The 1927 Honor Roll is as follows: Harold Agness, Printing Department; Edward Baybutt, Spooled Film Inspection; A. D. Bessey, Main Office; William Birdsey, Machine Shop; George Bodine, Main Office; George Braggins, Film Boxing; William Bunn, Lacquer and Mounting Tissue; Lewis Carl, Printing; Edwin G. Doan, Film Emulsion Coating; Edmund Edmondson, Film Emulsion Coating; Charles Harrison, Electric Shop; Frank X. Hauser, Cotton Washing; Henry Henderson, Sundries Developing; Walter Henderson, Roll Coating; Elmer Hewitt, Roll Coating; Cornelius Hofman, Roll Coating; Edward Huber, Sulphuric Acid; George Huber, Roll Coating; William Hughes, Paper Sensitizing Coating; John Johnville, Baryta; Fred Kern, Baryta; Emmett Lott, Film Emulsion Coating; Edward McBride, Paper Sensitizing Coating; Carl Meyers, Machine Shop; Fred Nelson, Printing; Evan J. Parker, N. C. Products; George Perry, Printing; George Robbins, Machine Shop; Everett Saunders, D. O. P. Packing; Harold Smith, Roll Coating; William TeeBoon, Film Emulsion Coating; George Tozier, Sulphuric Acid; John Walters, Lacquer and Mounting Tissue, and Henry Wood, Machine Shop.

These employees are continuing to submit their ideas through the Suggestion System. There is no reason why you should not join them.

Although the spring soccer season started April 8, the local team played only one game up to May 19. This contest was against the German A. C. in a Rochester and District League game, and resulted in a win for the Kodak eleven, the score reading 2-1. The game with the Sons of St. George scheduled for April 15 was postponed on account of inclement weather while the completion of the semi-finals in the Northwestern League by the Celtics forced the team to idleness for the next three weeks. A misunderstanding which left the players' suits far from the Webster Avenue field on May 13, necessitated the forfeiting of a game to the Holland A. C. Provided this forfeit stands, it eliminates the club from any chance of winning the Rochester and District League championship.

The annual election of officers will take place at a meeting of the players, officers and others interested in soccer on May 28. After the election, plans will be made for the fall soccer program.

DISCOUNTS

Through the courtesy of several city business firms, arrangements have been made whereby K. P. A. A. members may purchase certain commodities at a discount. If you are planning to paint the house, equip the family motor car with new tires, use a lawn or garden hose, install a radio or go in for golf, it might be worth your while to call at the K. P. A. A. Office, third floor, Building 28, to learn in detail of such arrangements. Discounts range from 10 to 33 1/3%, a member soon realizing a saving greater than his or her yearly membership fee.

A supply of golf, tennis and indoor baseballs are kept on hand for immediate sale at discount prices to members. Permits to play on the municipal golf links and tennis courts may also be secured through the K. P. A. A. Office.

As in past summers, the association is prepared to aid the various departments with their picnic programs by providing bats and balls, quoits, horse shoes, volley ball, tug-of-war rope and megaphones. Departments who wish to use such equipment should apply three days in advance in order to assure the filling of every order.

Frances Murray, of the Reel Gauging Department, became Mrs. John Beiter on May 10. The girls in the department held a variety shower in her honor and presented the bride with an electric iron. Congratulations.

Howard Taylor, of the Main Office, announced the arrival of a daughter, Muriel Leone, born April 28. Mrs. Taylor will be remembered as Ida Tuckey, formerly of the Main Office.

We congratulate Paul Hitchcock, of the Power Office, on the arrival of little Mary Ann, born April 29.

Earle Richardson, of the Research Laboratory, has been passing cigars around to celebrate the arrival of a son, Paul, born April 30. Congratulations to the proud parents.



The clever members of the Dining Hall staff who presented an original act,
the "Cafeteria Minstrels",
Elizabeth Morse, Cora Embling, Marcella Hetzler Scanlon
The act was written by "Bill" Scanlon

THIRTY YEARLY SUGGESTION AWARDS

At the Suggestion Meeting of April 13, additional or yearly awards amounting to \$770.00 were approved on thirty suggestions adopted during 1927. Edmund Edmondson, of the Film Emulsion Coating Department, was the recipient of the largest sum, an award of \$270.00 on his suggestion for the construction and use of an improved type of London shipping box, and which had been previously granted \$30.00. Another of his ideas also merited an additional sum of \$25.00. Yearly awards of \$100.00 were made to Edward McBride, of the Paper Sensitizing Department, and to Walter Henderson, of the Roll Coating Department; \$30.00 to William Birdsey, Machine Shop, and Edward Huber, Sulphuric Acid; \$25.00 to George Huber and Harold Smith, both of the Roll

Coating Department; and the remaining awards were for sums varying from \$15.00 to \$5.00.

In the first quarter of this year, 126 suggestions were adopted, the amount of awards on the same totaling \$467.00. Three recommended awards of over \$10.00 were made at the April meeting. E. J. Parker, of the N. C. P. Department, received \$30.00 for an improved method of cleaning press plates; George Weatherill, of the Cotton Nitrating Department, \$25.00 for an idea which reduced repairing on and increased the life of covers in wringers in his department; and \$20.00 to Robert Hall, of the Cotton Nitrating Department, for a more safe and convenient method of handling product.

The Paddlers baseball team from Building 30 challenges other Kodak Park nines to a game any afternoon, at 3 p. m., with the exception of Saturday. For games call Allen George, Building 30, phone 726.

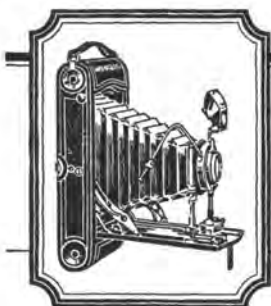
The engagement of Dr. George Vincent, of the Research Laboratory, to Mabel Slattery, was an-

nounced recently at Ithaca. The members of the Laboratory extend best wishes.

The members of the Research staff congratulate C. Sterling Webber on the arrival of a baby girl, Lorraine Frances, born February 14.



BUILDING 48 BOWLING TEAM



CAMERA WORKS

HERBERT S. THORPE, Editor



BASEBALL SUPERVISORS

Front Row, left to right: John Doyle, secretary; Minor Stocking, director of baseball activities; Freida Schweitzer, captain of girls' team; Henry Schlieman, manager of Camera Works Cubs; Jesse Fegley, captain "Fatimas"; Les Gaffield, captain "Piedmonts"

Second row, left to right: Edward Herzog, president of Twilight League; Jack Russell, captain "Old Golds"; Walter Christ, captain "Chesterfields"; Ray Miles, captain "Lucky Strikes"; Harold Yahn, captain "Camels"; Joseph Gerew, captain Industrial Indoor team; Aloysius Sarsfield (missing), captain Industrial hard-ball team

ONE HUNDRED FIFTY BASEBALL PLAYERS

Ten baseball teams! That's the lineup which the C. W. R. C. has scheduled for this season. Minor Stocking is again directing all baseball activities, with the help of a capable staff of assistants. Of course, the idea of a soft-ball twilight league is now a time-honored habit with the boys, and we are again featuring a six-team organization, with "Eddie" Herzog in the position as manager. The teams are designated under the captions of My Lady Nicotine, their names, locations and captains following:

Location	Team Names	Captain
Offices	Lucky Strikes	Ray Miles
Sixth levels	Old Golds	Jack Russell
Fifth and Third	Chesterfields	Walter Christ
Fourth and First	Piedmonts	"Les" Gaffield
Second levels	Camels	Harold Yahn
Basement and		
Laboratory	Fatimas	Jesse Fegley

Nights of play: Each Wednesday. Edgerton Park. Four diamonds.

The girls' team looks very promising at this point, and about fifteen really good players are whipping into shape under the direction of Freida Schweitzer. The girls hope to book up a few out-of-town teams, and also figure on meeting all local organizations, especially the Kodak teams.

From the six teams comprising the twilight league

will be chosen an "all-star" team, which has been entered into the now famous Rochester Industrial League (soft-ball section). Twelve teams are scheduled in this section of the league, namely the four Eastman plants, N. Y. Central Railroad, E. C. Brown Co., Bausch & Lomb Optical Co., Moore Heel Co., Symington Co., General Railway Signal Co., Hickok Co. and Michael-Sterns. The league is divided into the American and National Divisions, Camera Works being listed in the former.

The Camera Works hard-ball team, of which "Al" Sarsfield is captain, has a very strong line-up. This season several of the old players are on the roster, and also several new members. This team has also been entered in the Rochester Industrial League (hard-ball section) and will compete against the following teams: Stromberg-Carlson; Ritter Dental; American Laundry Machine and N. Y. S. Railways. The following players are prominent candidates:

Joseph Meehan—p-f.
Charles Kivell—p-cf.
Aloysius Sarsfield—p-f.
George Pressley—1-b.
John Rutan—3-b.
Joseph Gerew—ss.
Robert Culhane—1-f.
Merton Fahy—rf-1-b.
Bradley Ford—outf.

The team does not intend to confine itself strictly to league games, but will form a semi-pro organization outside of its C. W. R. C. activities.

We have another hardball team "on tap," known as the Camera Works Cubs, and "Heinie" Schleiman is acting as manager. This team has also entered in the Rochester Industrial League, is also in the market to meet all comers in its own class, and, as the

team is, in part, made up from the basketball reserves, its record of that season should keep it on edge to further its place as a sure winner.

From month to month we will give our readers a brief review of all these baseball organizations—that is, providing we find time to supervise their activities and write about them as well!

OUR JOB

The old story of the grass in the other fellow's field appearing more green than in ours is as true today as in grandmother's days. It seems to be an inherited trait in us to envy the other fellow's possessions, particularly his job—whatever it may be—providing it appears no lower in the wage scale than ours. The world over, the other fellow is never half as busy as we are, and his job is a "cinch."

Of course, there are exceptions. We (editionally speaking) are firmly convinced that any man who does anything but write and edit has, comparatively, a "soft" job; but, in stating our opinion to an accountant, he swore by all the figures in the calendar that any man who did not earn his salt by figuring had a "snap," and we got the same tale from a plumber about his particular job. As a matter of fact, no job that is worth having is an easy one, and all of us, in our certain sphere, have to work no harder—or no easier for that matter—than our next door neighbor. *Our* job is just as important in the scheme of things as the next one. While it is true that some tasks call for special training and are, rightly, compensated in a greater degree, the fact remains that the lowliest occupation is just as worth while doing well as the highest. Snobbing the job one already has is a poor method of using it as a stepping-stone. Naturally, all of us want to climb higher, but the next job in the scale is just that much more difficult, and, appearances to the contrary, is certainly not easier than the one we now hold.

AT 65

A rather time-worn, but never-the-less current table of simple statistics prompts us to weave this little story, for it is good information for all of us. We might have chosen for our caption "What will you be doing at sixty-five," for the figures relate to that critical age in the life of the average man. Statistics show that only eleven out of every one hundred men who are twenty-five today will be able to support themselves at sixty-five years of age! We find that thirty-six will have died, six will be self-supporting, and only five will be independent. In other words, fifty-three out of every hundred are partially or wholly dependent on others for support.

Most of our financial difficulties are of our own making, and can be avoided by forethought. One of the most practical solutions to the old-age financial problem is to save, and save systematically. It is proven that a small sum systematically stored away often reaches a greater sum-total than the idea of "save when you can." The Eastman Savings and Loan Association is at your service, and will be glad to help you in becoming financially sound.

TALES THAT ARE TOLD

The street cars operated all the way from the "Bull's Head" (at the junction of Brown and West Main Streets), to Driving Park Avenue, by means of a fleet of "fast" horses when William Carroll applied for work at F. A. Brownell's Camera factory at 315 State Street. When the clock registered noon on April 25 last, William had completed exactly thirty years of service. For sixteen years "Bill" worked in the brass departments, and since that time has been connected with Stores and Receiving. We congratulate this popular member of our staff, and wish him many more years of useful service.

SOME SWAP

We borrow a short story from an Eastman trade publication which is of particular interest to the Camera Works. A traveler, just back from Hudson Bay, writes as follows:

"On the return trip the Eskimo, from whom I hired the boat in which we made part of the trip, saw my Kodak and asked if I knew anything about them. He then asked if I would look at his and tell him what was wrong with it, as he could not get any results. The most trouble was lack of films—although the camera did not look to be in very good condition. However, in the discussion that followed I discovered that he had recently purchased it from an Indian, who claimed it was the most expensive camera to be had. He paid the Indian \$70 for it, and it was a 2A folding Brownie of vintage (apparent) 1900.

"As he was particularly taken by my 1A, Series III, I traded it to him for three white fox skins, which I may or may not get."

The cameras we help manufacture are apparently more valuable than we sometimes think!

"ALL IS VANITY"

In an advertisement which appears on the back cover of a recent issue of the *Saturday Evening Post*, it states, in part, that "They are an utterly new version of the Kodak" and "It is only natural that these new Kodaks, incomparably beautiful in coloring and design, should have caught the fancy, etc." Those two phrases adequately describe the new Vanity Kodaks which some of us have had a part in making, and which are now released to the dealers. You can derive quite a good deal of inspiration, and also knowledge from reading advertisements in reputable publications, and the very goods which we manufacture is "backed-up" by hundreds of thousands of dollars worth of effective advertising. We are proud to state that the line of five Vanity Kodaks, all of the Series III type, but all differently colored, are beautiful in color and design, and should add to our respect for Eastman products.



WE MAKE OUR BOW IN ARCHERY

Since the beginning of time, man has used bows and arrows from necessity, and, in these latter days, the use of them has become an outstanding sport. Science has determined that the first flint arrowheads date from the third interglacial period (about fifty thousand years ago) and history affords the information that the Egyptians, Greek and Roman armies all had their corps of archers. The first pitched battle in modern history won entirely by means of bows and arrows was in year 1292. With such a background behind the "ancient and royal game of ye bowe and arrow" is it any wonder that archery has never lost its thrill? There is a barbaric pleasure in the feel of a well-strung bow that appeals to all of us.

Discussing the equipment and method of usage most frequently used today, the bow is about six feet long for men, and about five feet and one-half for the fairer sex. The bow is held straight out to the left side, and the arrow is drawn across the chest to the chin. Thus the shoulder muscles do most of the work, and the eye is trained to measure accuracy and distance. Here is a game which is far less expensive than most sports, which takes us out-doors; which affords us physical exercise, and gives us training and co-ordination. For the expenditure of a few dollars each, teams can be established, and the maintenance is practically negligible.

Space is limited to a very brief outline of the game in this article, but we might state that there are five main movements in archery, namely "stringing the bow," "nocking the arrow," "drawing," "aiming"

and "loosing." There are variations in conducting meets and tournaments, known as the American Round, National Round, Columbia Round, Metropolitan Round, etc., also the famous Chevy Chase, which, in place of the "harte" (or stag) is a heavy iron hoop with a hexagonal face of canvas stretched across it. A "harte chaser" stands behind the hedge—a blind—and rolls the hoop across the open space in front of the archer. Two objects called "green-woode trees" are placed upon the field and as the "harte" is rolling between these two points the archer is permitted to loose as many shafts (arrows) as possible and is scored for each hit. Also rapidly coming into popularity is "rovers," or archery golf. The field is marked with various symbols, and arrows are loosed at them as one would tee off a golf ball.

The Camera Works Recreation Club has added "archery" to its ever-growing list of activities, and the clubhouse and grounds, as formally used by our gun club, is now available to both men and women C. W. R. C. members. Targets are provided by the club, and instruction is available. Bows and arrows can be purchased through the club secretary at reasonable prices, and everything bids fair for the Camera Works boys and girls to inaugurate the first industrial archery club which has come to our notice.

Charles Speidel, of the Engineering Department, has been chosen as our "Master-Archer," and he, or the secretary of the club, will welcome inquiries.

ONE THOUSAND ONE HUNDRED SIXTY

During the first twenty-one "library" days, we have on record the fact that during those few days one thousand one hundred sixty exchanges were made from the Camera Works Recreation Club Library. In other words, fifty-five books were loaned, on an average, each time this library was opened, which, we submit, is a pretty good noon hour's work! Again referring to figures to substantiate the popularity of our library, each of the two hundred fifty books have, in that short period of time, been loaned about four times each to our readers.

The wide variety of books on hand should offer an

advantage to anyone who reads, and the low rental price makes the library doubly attractive. Not only are the latest novels included in our collection, but a good number of educational books are included as well. There is no limit as to the number of books which may be borrowed by any one person at one time either for personal or family use. We commend to your notice the fact that vacation time is approaching, and we suggest that you "stock up" on reading matter from our C. W. R. C. Library before you start your holiday.



AUSTRALIAN HERDSMAN

A KODAK TRAVELOGUE

The second of a short series of pen-pictures dealing with the distribution of Eastman Kodak Products.

Last month we took an imaginary trip to the territory around Bierut, in Syria, and also to Algiers, situated on the shores of the blue Mediterranean Sea. We also traveled into that land of mystery, India, and at all these various points we found products which, only a few months ago, had originated in the Camera Works.

Another region which we illustrated was the "Frozen North" where, eighteen hundred miles as the crow flies from the source of Kodaks and Brownies (Rochester), we saw the familiar products of the Eastman company displayed for sale at the trading posts in Baffin Land. The famous Hudson Bay Company, whose outposts are inaccessible during the long winter months, have two steamers plying from Victoria, B. C., and Montreal, and, when the ice breaks up, these supply-boats steam up to North Hudson Bay loaded with clothing, food, tobacco, furniture, and a miscellaneous collection, which includes goods of our manufacture, to be distributed to their various posts in and around the Arctic Circle. Last summer our company's records show that Kodaks and other Eastman products were sent to Hudson trading-posts at Repulse Bay, Chimo, Wagner Inlet, Fort George, Frobisher Bay, Anadjuak, and several tiny villages which, although important as markets, are considered of such small territorial value that they are not charted on ordinary maps of Northern Canada! In Fort McMurray, which is 1,500 miles by rail north of Edmonton, Western Canada, a Kodak dealer may have sold the camera which you had a part in making just a few months ago.

It is a far cry from Northwest Canada to China, yet it is not too far for our cameras to travel. Let us just pay a brief visit to that great republic, with its four million square miles of territory, its numerous political parties of old and new regimes, and its picturesque Mandarins and natives. China is fast becoming modernized, and is a tremendous potential market for American goods. Its form of government is patterned after our own, consisting, as it does, of a president and vice-president, a Senate (Tsan Yi Yuan) of 264 members, an Assembly (Chung Yi Yuan) of 596 members and Cabinet of 9 Ministers. The qualification for electors is far less democratic than in America, being based on property, educa-

tion, and rank. Its eight thousand miles of railroad, its tens of thousands of miles of navigable streams, rivers and canals are being used to open up new territory for habitation and commerce. At Shanghai, our Kodaks and Brownies find an outlet through the Eastman company's branch in that "ancient and modern" City.

Palestine! What a wealth of history this little area of nine thousand square miles conjures up in one's mind! The very structure of civilization has centered around this sandy strip of land lying west of the river Jordan, which five years ago, the League of Nations granted to Britain as a mandate with the object of establishing a Jewish National Home. Its principal city, Jerusalem (or the Holy City of Jews) is inhabited by Christians, Jews and Moslems, and, is the foundation of Biblical lore. Particular interest has been afforded Palestine by reason of the famous victory of General Allenby. With an army composed of soldiers of seventeen nationalities, mounted on sixty thousand camels, they were hidden in the hills, and a false encampment, with seemingly all the preparations of a huge offensive, was staged on the opposite side of Palestine. The Turkish Army, deceived by this illusion, concentrated all their forces to defend the City which they had controlled for over nine hundred years, but Allenby's marched his great hidden army from the other direction up the Jaffa-Jerusalem Highway, one of the world's oldest roads, and captured the ancient City which the Turks had held since the year 1077. On this very highway is the store of Kodak Societe Anonyme, and, displayed in the window are the products of the Camera Works. Allenby's great historical march was undoubtedly photographed by hundreds of people, and the cameras which we have a part in producing served a useful purpose in recording scenes and incidents in this turning point of world history.

The largest island and the smallest continent in the world is Australia, which, formerly a dumping-ground for convicts, is now one of the most prosperous and desirable colonies of the great British Empire. Almost three million square miles compose the area of Australia proper, and Australasia includes this greatest isolated mass of land south of the equator, and also the islands of New Zealand, Tasmania, and several others. Rich in natural resources, Aus-

tralia is now one of the greatest metal-producing countries of the world, both in precious and base. The Government has now open twenty-four thousand miles of railroad, but in spite of this, the great Northern Tropical Belt, thousands of square miles in extent, and potentially wealthy in pasture and minerals, awaits development. The estimated population of seven million people are served with Eastman products from nine principal distributing houses, and large quantities of cameras bearing the name of Kodaks and Brownies are shipped from Rochester to the great Commonwealth of Australia.

In our article this month entitled "Baseball" we omitted to give you the time and place of play because we wished to lay particular emphasis on that fact in a separate paragraph. We usually manage to find teams which play first-class ball, so that part of our athletics is more or less of a foregone conclusion. The important part is to persuade our non-participating members to enjoy the other fellows' activities by attending the games. Outline of schedules follow. Complete schedules may be obtained from the Industrial Relations Department.

Industrial League (hard ball): Three games each Saturday, at three o'clock, either at Genesee Valley Park, diamond No. 1, Ritter Field or Stromberg Carlson Field.

Industrial League (soft ball): Five industrial diamonds.

Girls' Team: Diamond No. 5, Edgerton Park, each Wednesday.

Twilight League (soft ball): Diamonds Nos. 1, 2, 3, and 4, Edgerton Park, each Wednesday.

OUR LIBRARY

The Library of up-to-the-minute fiction which the Camera Works Recreation Club has recently added to its list of assets is proving to be a very popular one. The fact that over 103 books were loaned to employees the first two days the Library was opened is proof of the popularity of good books. About 250 modern publications are displayed for your choice in the Dining Room each Monday, Wednesday, and Friday, and any member is entitled to rent as many books as he or she chooses at the low rate of one and one-half cents per day. New publications will be added as soon as they are released on the market.

In addition to the fiction section, several of the acknowledged "best sellers" in the line of economics, psychology, political thought, industrial efficiency, science, etc., are available at the above rental. These books should prove an attraction, and, if the demand warrants, we shall build up this educational section.

Borrowing an up-town phrase, we invite you to "browse among the books." There will be one or another of them that will interest you, and the rental fee is low enough for all of us to enjoy good reading.

To Live Longer

And so we might go on recording our far-flung Eastman depots until we had almost covered the map of the world. In every country in Europe, with the possible exception of Russia, Kodaks and Brownies, Cinés and Kodascopes, find a ready market. In Africa, Asia, Dutch East Indies, Australasia, North and South America, Mexico and Cuba, Kodak stores or depots feature the famous products of the Camera Works, of which you, whatever your duties may be, are a part of the great plan to maintain a product which has become established in all quarters of the earth.

Congratulations to Vern Walker, of the Tool Department, on the enlargement of his family by a baby girl.

The C. W. R. C. recently "did its bit" in sending over one thousand signatures to the United States Radio Commission protesting against the proposed change of the present status of Station WHAM.



ROY CURTIS AND MASCOT ERIC THORPE

SOME HEAVERS

Horse-shoes have now reached their open season, and at a recent city tournament, Roy Curtis finished second, losing first place by a close margin. Curtis won the first game by pitching sixty-two per cent, but his opponent, Frank Niven, came back in the second, scoring seventy-one per cent ringers. By the way, don't figure on looking for the electricians in their usual haunts during noon hour. Roy and his merry men now convene in their private pitching court on Mill Street, where the sounds of ringers are heard in quick succession as far as Platt Street bridge.

Play Safe



JOHN W. NEWTON, Editor

AN APPRECIATION OF FORTY YEARS SERVICE

The second week in May was rather a hectic one for "old timers" "Charlie" Johnson, "Bill" Croft and W. H. "Pop" Durfee, who celebrated the fortieth anniversary of their employment with the company. In fact "Bill" Croft had lapped forty by a little over a year, but what is a few months among such old timers.

On May the eighth the company tendered a luncheon to the three old timers which was attended by about sixty long service employees and a group of executives. Mr. L. B. Jones, Vice-president, served as toastmaster and was in rare form. Short addresses were made by Mr. Lovejoy, general manager, Frank Crouch, and Dr. Finegan, who headed the group at the "infants" table.

Mr. Jones in most fitting remarks presented Mr. Johnson with a beautiful hall clock; Mr. Durfee with an exceedingly handsome gold watch, chain and knife, and Mr. Croft was presented with a very fine radio set, completely equipped, at which periods suitable remarks were made by each of the three old timers.

Regret was expressed that Mr. Eastman could not be present owing to his absence in Europe. However, this was remedied by a supposed cablegram from Mr. Eastman to Mr. Jones stating that he had made arrangements to say a few words over the transoceanic telephone, which would be relayed by radio direct to the dining room. Mr. Jones read the cablegram and almost instantly the loud speaker on "Bill's" new radio boomed out "please stand by for a special announcement" which was followed shortly by a brief

address from Mr. Eastman (?) which was enthusiastically received.

In every respect this testimonial luncheon, perfectly planned and carried out, was most enjoyable and all who were present are looking forward to the day when the fiftieth anniversary of Messrs. Croft, Johnson and Durfee can be celebrated.

Not content with the honors heaped upon "Charlie" Johnson at the Tuesday luncheon the Shipping Room gang, and his friends in various parts of the organization, to the number of about one hundred and sixty-five, tendered "Charlie" a dinner held in the Kodak Office Auditorium on Thursday evening, May 10. The dinner itself was most complete and excellently served, thanks to the efforts of Miss Bigelow, cafeteria manager.

Fred LeClare served as toastmaster and performed the job mighty well. No one would ever think it was his maiden effort. Fred called upon Mr. Lovejoy, Mr. Jones and Mr. Flynn, of Kodak Park, all of whom responded gracefully. Mr. Flynn on behalf of "Charlie's" friends presented him with a beautiful chest of silver which "Charlie" accepted in a fitting manner.

The committee for the Shipping Department dinner were as follows:

ARRANGEMENT COMMITTEE: Fern Wood, E. P. Goetzman, N. V. Harding, Fred LeClare, John Schoenweitz.

RECEPTION COMMITTEE: E. P. Goetzman, N. V. Harding, George Howard, Fred LeClare, Clark Long, John Schoenweitz, Ruth Steinlein, Fern Wood.

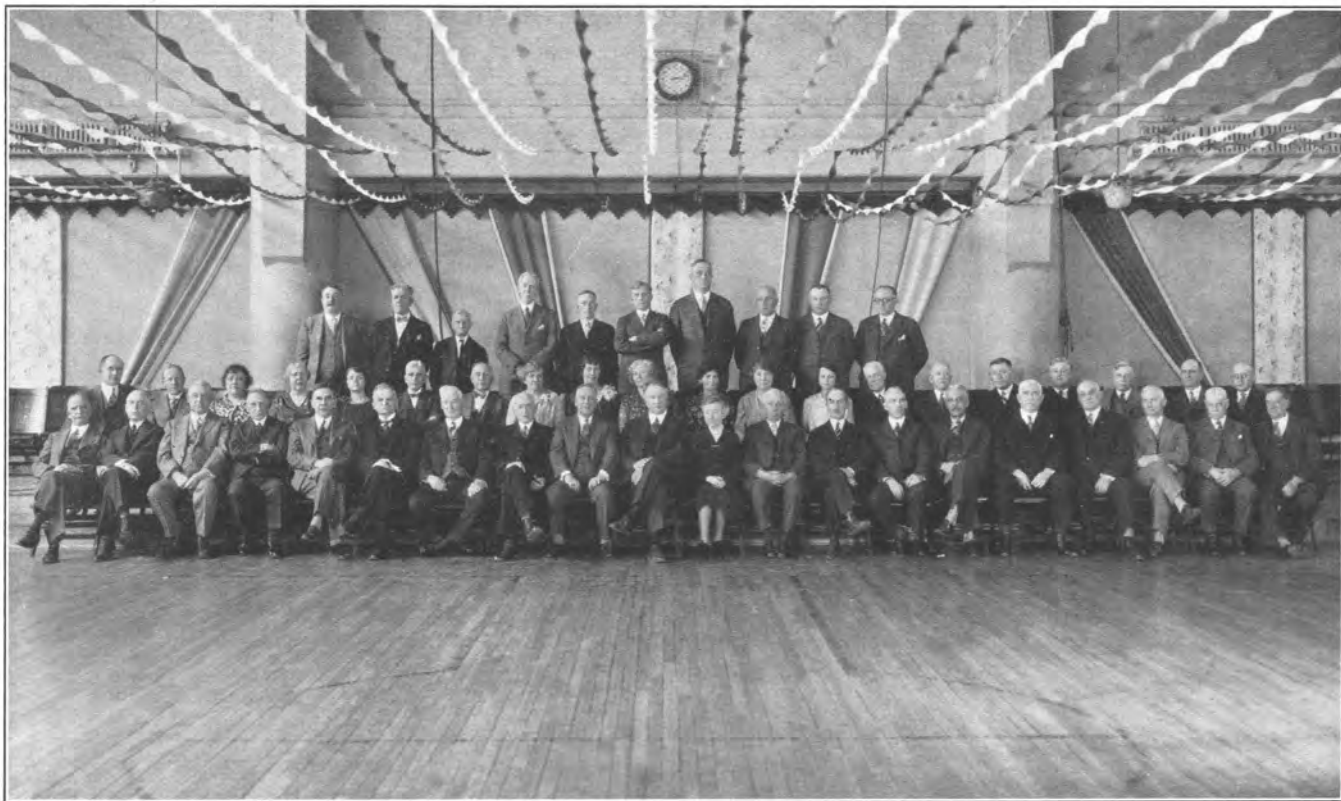
THE ANNUAL

The annual spring dance of the K. O. R. C. was held in the Kodak Auditorium. The hall was beautifully decorated by a committee headed by Albert Stillson and assisted by Messrs. Hodgson, and Hill and the boys of the Maintenance Department. Refreshments were in charge of Ethel Hallifax with several assistants. Card games were supervised by Jessie Wilkinson. Others who helped to make the evening a big success were George Howard, Charles Hanley, and last but not least, the every-ready Harry Irwin. Hughie Barrett's recording artists provided music during the evening which was enjoyed by all, and after listening and dancing to his music, there is no wonder that the Columbia people engaged him to make a number of records. It was a most enjoyable party, and those staying away missed a delightful time.

WELCOME

A welcome is extended to the following new employees at Kodak Office during the month of April, 1928:

Thelma L. Diehl, Marie Hennessey and Margaret H. Yaeger, Billing; Mildred Flanigan, Distribution; Mrs. Louella D. Harrell, Tabulating; James C. Lockridge, Lois Marston, Isabelle Willis, Advertising; Lucille Marx, Gladys Seith, Doris E. Warren, Order; Marian J. Millard, Training; Gertrude Nobles, Legal; Robert E. Cunningham, John K. Donaldson, George Eisenberg, Rodd Hind, Joseph Janas, Edward J. Kleinhenz, James A. C. Proud, Thomas R. Toolan, William W. Winans, Jr., Repair; Paul Evans, Finishing; Arthur C. Judson, Shipping; Jack Warren, Receiving; Ernest Wetzell, Cafeteria.



THE "OLD-TIMERS" PARTY
P.S. They Don't Look It—Honest Now—Do They?



MRS. THERESA BAN

It was a happy Easter for Sam Ban, of the Repair Department, whose mother arrived in Rochester from Hungary for a grand reunion with her son and three daughters after a separation of twenty years. Many congratulations Sam, and here's hoping that there will not be another parting for many years to come.

The sympathy of the employees of Kodak Office is extended to A. J. Newton, Superintendent of the Photo Engraving Department, whose wife passed away in Santiago, California, May 7, 1928. Mrs. Newton had been ailing for some time and went to California several months ago hoping the climate would benefit her.

The Billing Department extends its sincerest sympathy to Jack Coyne, whose sister passed away recently.

Margaret Weiersmiller surprised her friends in the Billing Department a short while ago by resigning. She gave as a very good reason the fact she had been married since November, 1927, and was moving to Geneva, N. Y., to take up the serious duties of housekeeping. Many congratulations, Margaret, and we hope you will be very happy. Who said a woman couldn't keep a secret?

The male members of the Service Department were seen a short time ago with big cigars in their mouths and on inquiry it was learned they were a thank offering from Fred Scheible, upon the arrival of James Fred who made his debut March 16. Congratulations Fred, and may he grow up to be a chip off the old block.

Smiling Vera Gibberson, one of our good looking messenger girls, left us May 19 to live in Portland, Maine. We hope you'll take happy remembrances with you, Vera, and that you won't regret the change.

TOUGH LUCK

Those golfers who have always played "Kroflite" balls and think they can't play with any other, can still use them, but they will cost more from now on. Discounts have been recalled because of a complaint of professionals of the several clubs who objected to discounts being allowed to such organizations as the K. O. R. C. and K. P. A. A. When you ask our efficient play secretary, Harry Irwin, for your favorite ball, don't cuss him when he tells you the price, he's done his best.

Clara Efford, of the Credit Department, has announced her engagement to Donald McPherson. May your lives be long and happy, Clara.

Marjorie Mary, a dainty miss of six pounds, has arrived at the home of Mr. and Mrs. Arthur Hohman. Mrs. Hohman was formerly Loretta Jones, of the Tabulating Department.

Mrs. Jane Kurzrock has left the Tabulating Department to take up the duties of housekeeping. We are the losers in this case, but we wish Jane much success and happiness.

A surprise party was held on May 5 at the home of Mrs. Sarah Ledger, who left to spend a few weeks in England visiting her mother and friends. A few of her many friends in the Maintenance Department met to surprise her and present her with a travelling case and a one-pound note, and to wish her a safe voyage, a pleasant vacation and a safe return home. The party broke up in time to go home with the "milkman" after a very enjoyable time.

"Joe" Forsyth, of the Maintenance Department, was more than surprised when a party of his friends gathered at his home on April 17 to help him celebrate his wedding anniversary and presented him with a Cogswell Chair, from the Welfare Club. "Joe" was never so surprised and every one went home with a feeling that they had thoroughly enjoyed the surprise on "Joe."

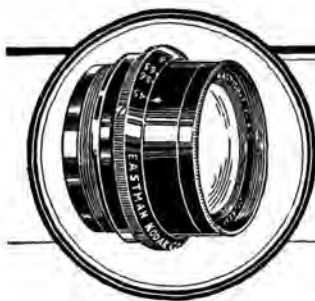
The Mail Department extends a welcome to Lucy McDowell, who was recently transferred from the Distribution Department.

Elva Grashof, of the Mail Department, was married on the evening of April 26, at Salem Church, to Glenn Schaumann. The wedding was a very pretty affair, with the bride in white satin and veil of Rose Point lace, and the two bridesmaids attired in orchid taffeta. The Mail and File Departments gave a dinner in the Service Dining Room on the evening of April 17 in honor of the bride-to-be and presented her with a handsome electric percolator.

Mr. and Mrs. Schaumann will be at home to their friends at their new home on Culver Road.

Heartfelt sympathy is extended to Helena Foley, of the Stenographic Department, whose father recently died.

Minna Klass is welcomed back to the eighth floor after several weeks absence due to illness.



HAWK-EYE



JOHN T. HARBISON, Editor

PICNIC NOTES

Plans are even now under way for the annual picnic at Newport. The big day is Saturday, July 14—mark the date well. Those who went to last year's picnic will not need to be urged to come to this. Those who did not go last year missed a good time,

the loss of which can only be compensated for by making up for it at this year's party. President Bob Cairns predicts the best time ever, Caterer Graham guarantees plenty of fodder. Plan to be there—it will be a day to remember.

ON THE MOVE

April and May are the popular months for moving. Even though the moving vans have not been parked in front of the Hawk-Eye Works, moving has been going on just the same. Many of our departments have felt this urge of spring and have taken to new quarters. Although the moving has taken place gradually, it is not unusual to hear comments to the effect that "everything is all changed around" or "it doesn't seem like the old place any more."

Some of the departments have been moved into the new wing and the space formerly occupied by them has been renovated and used for expansion of other departments. The result is that many of us have a new outlook on life which should provide both inspiration and rest, for it is agreed in some quarters that mere change of scenery is a rest in itself. However that may be it cannot be denied that clean, new surroundings have an inspiring effect upon most people.

On the first floor the Glass Moulding and Disc Cutting and Inspection Departments have moved into the new wing and the room left vacant by the Cutting and Inspection Departments will be used by the Shipping and Receiving Department. Many changes have taken place on the second floor. What used to be the men's dining room now harbors an off-shoot of the Instrument Department. The Employment Office and the Library have been moved across the hall to the St. Paul Street side and now occupy the space that was formerly the hospital. The Standards Department is now located where the Employment Department used to be. In the new wing may now be found the nucleus of the f.4.5 De-

partment.

At present the Single Achromatic and Finder Lens Department is in the process of moving. A section of the department will be in the new wing and the space left vacant will probably be used by the new Recordak Department.

If it is true that the way to a man's heart is through his stomach then the men should be especially interested in the renovated fourth floor—for it is here that the new cafeteria is located—resplendent in larger and more pleasant surroundings and glistening with fresh paint. Equipped as it is with better apparatus we should be able to serve many more meals in a much shorter time. On opening day samples will not be given out free, but we hope for a big crowd just the same.

It was the Mounting Department which made way for our new cafeteria by moving to the fifth floor to territory formerly occupied by the Lens Cleaning and Inspection and Centering Departments. That space not being large enough for so many lads and lassies, the Lathe, Engraving and Japanning Sections proceeded to annex the new wing.

Prior to this, of course, the Lens Cleaning and Inspection and Centering Departments had left the fifth floor and had come down to their present quarters on the fourth floor of the new wing and it seems even now as though they had always been there.

And so "the old order changeth, giving place to new." At first our new surroundings seemed a bit strange but now we feel so much at home in them that we should hate the thought of being any place else.—M. G. S.

We offer our condolences to Fred Herr, of the Anastigmat Lens Department, whose mother died on April 22.

We are in sympathy with Daniel Corcoran, of the Mounting Department, whose infant son William died on May 11. The flowers sent by the members of the Lathe Department were appreciated by the bereaved family.

TRANSFERRED

In the past few weeks several former Hawk-Eye Works people have been transferred to other branches of the company. Joe Janas and Art Judson are now at Main Office. Lottie Bartikofsky, Dolores Kesel and Eleanor Birch are at Camera Works, and Viola Joyce and Dora Hopf were transferred to Kodak Park.



A RECORD BREAKER

Cecelia Carbonneau, our latest addition to the Office force, is attempting to break former records made on the mail route. We are glad that Cecelia is a newcomer for that furnishes us with an excuse for this picture. There is just one thing that we regret and that is that our photographer, Syd, couldn't take the picture in color and thereby do justice to the young lady.

FIRST BASEBALL BLOOD

The usual rivalry between the Lathe and Assembly sections of the Mounting Department still existed when the umpire said "play ball" on Wednesday May 9. The game was full of thrills from the beginning to the end. Box Car Doran, the pitcher for the Assemblers became tired in the third inning and his opponents were quick to take advantage of the break. After the first inning the Assemblers could not do anything with the pitching of Sally Stallman, with the result that the game ended in a ten-run tie. Washerwoman Lawler proved that he is still a catcher of supreme quality. Flat Foot Scheiblaue would have made a better showing had he had a little glue in his glove because two foul tips bounded right out of his hands. Hooks Graham wanted to show that he was an all-around player. He managed to get around to such an extent that he was in every body's way except his own. Porky Matthews was assigned to second base but every time a ball came that way he was some place else. The tie will be played off some time this season.

THE LINE-UP

Assemblers
Doran—P
Witz—C F
Graham—3 B
Hadden—S S
Evans—R F
Smith—1 B
Matthews—2 B
Ott—R F
Lawler—C
Young—Utility
Oehmke—Substitute

Lathe
Bowen—P
Costich—1 B
Stallman—S S
Ross—3 B
Siebert—R F
McGreal—L F
Kaufman—2 B
Scheiblaue—C
Corcoran—C F
Stoll—Utility

GIRLS' BOWLING LEAGUE CELEBRATES

The celebration that marked the conclusion of the schedule of games of the Girls' Bowling League started off at the new Knights of Columbus restaurant. The fact that a private dining room had been reserved for the party lent an air that would otherwise have been lacking. Fifteen girls sat down to a chicken dinner that suited every body but Lil Rossmann, who insisted upon a steak. Elvira Ladwig left the plant early so that she would be sure to have enough time to dress properly and at that she was the last one to show up for the party. But the girls admitted that the wait was worth while. Elvira had spent the time to such good advantage that she was placed in the position of honor at the head of the table. After the dinner had been disposed of the party attended the theatre where the final curtain came down on a very successful bowling season. Among those present were Marie and Pauline Leimberger, Elizabeth and Catherine Meerdink, Marian and Teresa Hergenrother, Elvira and Lyda Ladwig, Helen Del Monaco, Johanna Born, Louise Hartter, Irene Sanger, Florence Bess, Lillian Rossman and Inez Prentice.

KIMBER—HEILMAN

On April 28 Loretta Heilman, of the Cementing Department, was married to Mr. Harry Kimber. To the bride and groom go our congratulations and best wishes for happiness.



GUESS WHO?

The above picture was taken several years ago. The young man shown is known to most of us. Examine the features carefully and send your guess to the editor. The first correct answer will be worth five thousand votes. Members of the young man's family or members of the editorial staff are not eligible to enter this contest.



LOOK OUT, "LINDY"!

Preparations for another epoch-making flight are going forward. The Doran twins, daughters of Bill Doran, of the Mounting Department, apparently

have something up their sleeves. They have not announced their destination, but expect to take off with the coming of favorable weather.

SYD SAYS

Did you ever stand on the sidewalk at the driveway entrance to the plant at the zero hours (noon and 5:30 p. m.) and watch the boys go over the top into the fray on St. Paul Street, as they speed the old bus homeward?

We have, and we have seen some narrow escapes from collision with pedestrians and vehicular traffic on St. Paul Street. In fact, it has been our sad experience to witness some actual mishaps.

Traffic on St. Paul Street of course has right of way over traffic coming out of a private driveway such as ours, and it is our individual responsibility to see that we enter the street at slow speed and only when the way is clear.

Speeding around corners in the driveway is dangerous practice also. No arbitrary rules governing speed have been laid down. Instead we expect car drivers to heed the warning given by the new signs to "Go Slow—SOUND HORN." "Lose a minute, save a life" may well be our slogan when we go touring around the driveway.

LIEBL—BLANK

George Liebl, an up-and-coming member of the Instrument Department, a soccer player of considerable renown and a bowler of rather less than average ability has taken unto himself a wife. The noteworthy event took place on April 17, at the home of Herman Mueller, also of the Instrument Department. At that time and place Miss Kitty Blank became Mrs. George. August Scheerschmidt and Julius Tribus were on hand to see that the thing was properly done. George's many friends at Hawk-Eye take this means of congratulating him and of wishing the bride all happiness.

If you are in need of a cigar but hate to spend the money just wander into the Instrument Department because the chances are all in your favor that they will be giving them away for nothing. The most recent cause for free cigars was the birth of a boy to Herman and Mrs. Nied on April 24. The lad has been named Arthur Herman, and is reported to favor his handsome father.

We regret to announce the death of the father of Charles Pulvin on April 25. The boys in the stock depots sent flowers to the funeral which were very much appreciated.

Clarence Zeigler, of the Pressing Department, usually impresses one as being in possession of perhaps more than average intelligence. We were therefore somewhat surprised when we learned that he and George Krehling, of the Buff and Plate Department, celebrated Friday the 13th of April by swimming in the lake. They admitted that the water was not as warm as they had felt it at other times but allowed that they had to begin practice for the swim across Irondequoit Bay on picnic day.

People are beginning to wonder just what there is to this president of the Athletic Association racket. Bob Cairns was elected to that exalted position and immediately blossomed out with a new Essex sedan. If Bob or any one else will let us in on the secret we shall be much obliged because our old coupe is developing pronounced signs of rapid disintegration.

*Safety—Hawk-Eye has a pretty good record
—Keep it up*

BE FAIR!



Don't be blinded
by prejudice

See the other fellow's side
Bill Jones

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

ROCHESTER PLANTS	Standing Last Month	Percentage of Employees Subscribing	Total Shares
1. Hawk-Eye.....	1	81.1%	5,207
2. Kodak Office.....	2	63.6%	12,783
3. Camera Works.....	3	48.3%	16,791
4. Kodak Park.....	4	47.4%	38,792
Non-Employees.....	6,364
OUT-OF-TOWN PLANTS			
1. Kodak Argentina, Ltd. (Buenos Aires)...	1	100.0%	290
1. Eastman Kodak Stores, Inc. (Sioux City)...	1	100.0%	130
1. Eastman Kodak Stores, Inc. (Washington, D. C.).....	1	100.0%	123
1. Eastman Kodak Stores, Inc. (Atlanta)...	1	100.0%	210
1. Eastman Kodak Stores, Inc. (Des Moines)	1	100.0%	98
2. Eastman Kodak Stores, Inc. (Baltimore)...	2	95.6%	55
3. Eastman Kodak Stores, Ltd. (Vancouver, B. C.).....	3	95.0%	119
4. Taprell, Loomis & Co.....	5	82.7%	1,532
5. Eastman Kodak Stores, Inc. (Minneapolis)	8	75.0%	195
6. Zimmerman Bros. (St. Paul).....	6	73.9%	103
7. Eastman Kodak Stores, Inc. (Philadelphia)	9	72.5%	270
8. Eastman Kodak Stores, Inc. (Portland, Ore.).....	10	69.5%	78
9. Eastman Kodak Stores, Inc. (Detroit)....	7	69.2%	154
10. Eastman Kodak Stores, Inc. (Pittsburgh)...	15	68.9%	109
11. Eastman Kodak Stores, Inc. (Boston)....	12	68.8%	213
12. Chicago Branch.....	13	68.2%	913
13. Salesmen and Demonstrators.....	14	68.1%	2,333
14. Eastman Kodak Stores, Inc. (San Francisco)	16	60.8%	114
15. New York Branch.....	11	59.8%	778
16. San Francisco Branch.....	17	56.7%	626
17. Eastman Kodak Stores, Inc. (Seattle)....	18	50.0%	54
18. Eastman Kodak Stores, Inc. (Omaha)....	19	50.0%	160
19. Eastman Kodak Stores, Inc. (Denver)....	23	50.0%	109
20. Eastman Kodak Stores, Inc. (New York)...	20	49.1%	456
21. Eastman Kodak Stores, Inc. (Los Angeles)	21	47.8%	291
22. Eastman Kodak Stores, Inc. (Milwaukee)...	22	44.4%	104
23. Eastman Kodak Stores Co. (Chicago)....	24	42.0%	666
24. Kodak Uruguay, Ltd. (Montevideo)....	4	28.5%	37
25. Eastman Kodak Stores, Inc. (Cleveland)...	25	22.7%	34
Total.....	..	52.8%	90,291

Average subscription 12.7 shares.

Totaled matured or par value \$9,029,100.00