

The KODAK *K* Magazine



July 1928

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

MONTHLY ACCIDENT REPORT
MAY, 1928

PLANT	Accident Cases		Accidents per 1000 Employees	
	1928	1927	1928	1927
Kodak Office.	0	2	0	1.49
Camera Works.	6	11	2.12	3.55
Hawk-Eye Works.	2	0	3.62	0
Kodak Park Works.	15	11	2.21	1.62
Total—Rochester Plants. .	23	24	1.99	2.00

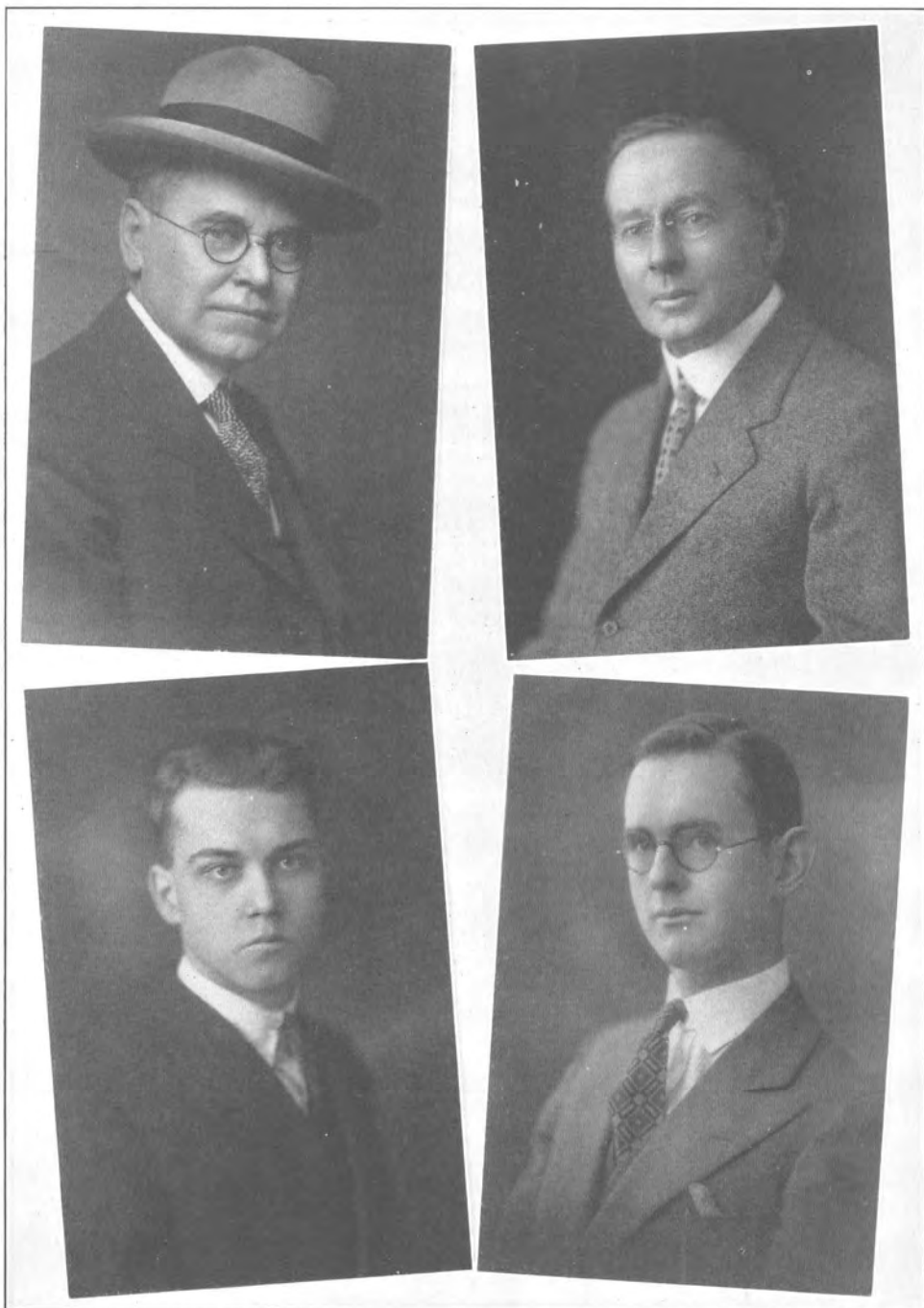
NATURE OF ACCIDENTS DURING MONTH

5 cases of injury through bruises, burns and lacerations, etc.
3 cases of injury through falling and slipping.
10 cases of injury through falling material.
2 cases of injury around machines of special nature.
2 cases of injury around grinding wheels and lathes.
1 case of injury around press.

23 Employees' accident cases during month.

*“Competent men are
so scarce that there
are not enough to
go around.”*

THOMAS A. EDISON



THE KODAK STAFF AT CALGARY—See page 3

Above—H. R. Cornish, Manager; G. F. Scales, Store Superintendent
Below—R. B. Cornish, Bookkeeper; N. Allsop, Messenger

The KODAK Magazine

VOL. IX

JULY, 1928

No. 2

KODAK AT CALGARY, ALBERTA, CANADA

WE are glad to present to you in this issue some of the members of the staff of Eastman Kodak Stores, Ltd., at Calgary, Province of Alberta, Canada.

The manager, Mr. H. R. Cornish, has put in pretty near his whole life in the photographic game, as he started to learn the business at the ripe old age of sixteen. He served as a demonstrator for the old American Aristo Company, in New York, Chicago and Toronto. In May, 1916, he took charge of the store in Calgary.

When you come to check up distances you discover that Canada has quite some area. Calgary is 2,262 miles west of Montreal, a few miles farther than from New York City to Santa Fe, New Mexico.

Calgary is the largest city in the province of Alberta. It is the center of a large

stock-raising section, and the chief distributing point between Winnipeg and the Pacific Coast. Calgary is also one of the chief stations of the famous Royal Northwest Mounted Police. It is within easy distance of several famous mountain resorts and attracts large numbers of tourists which is, of course, good for the photographic business. Calgary is also an important milling center, and has a wide range of manufacturing industries. In the neighborhood are extensive coal beds, lime, clay, and building stone. Electric power for manufacturing purposes is developed on the Bow River, west of the city, and natural gas is supplied from Bow Island one hundred miles distant.

Calgary is well laid out, with wide streets and many fine buildings, and is a hustling successful city in all respects.

YOUR SPARE TIME

"TELL me what you do with your spare time," says the sly old gypsy fortune teller, "and I will tell you what sort of person you are."

The rule holds good for all—the high paid executive and the young beginner. During business hours you are ever doing those things that you *have* to do; even the president of the company must obey the strict discipline of many important matters to be handled quickly. And there's no use trying to judge a man by the things he does under pressure.

But when the pressure is over and you can do as you please—*what* do you do then? Most of Sunday reading the funny sheets and the murder trials? Then the

gypsy fortune teller will have no trouble predicting your unhappy future.

For happiness is made of better things than these. The pleasure seeker never finds it. It comes to those who have planned wisely for their spare time—to the man who has learned to get recreation and renewal of energy out of an evening at home with a book.

Good books in the long run cost no more than cheap amusements, and the interest on the investment is a whole lot higher. Books "furnish" your mind with thoughts and keep it bright and up-to-date. A bookless man is like a haunted house—its emptiness, dust and cobwebs never attract.



"Tom and John"
Fed on buttered toast and coffee

"Pete and Jim"
Fed on oatmeal and milk

FOUR MALES FROM THE SAME LITTER

BREAKFAST

A BREAKFAST is the last straw in a hurried get-a-way to work! Why insist on eating anything so early in the morning? But if one has to eat something, why aren't buttered toast and coffee sufficient? What is there in whole grain cereals, like oatmeal with *milk*, which make them a much more suitable first-meal-in-the-day ration?

Rats Tell the Story

That there is a difference is unmistakably shown by the four rats "featured" this month. Brothers—the same age—yet such a contrast! Pete and Jim, fed on oatmeal and *milk*, have sleek coats, strong well-developed bodies, are normal size; while the stunted, rough coated little chaps, Tom and John, had the favorite breakfast combination of buttered toast and coffee.

If Tom and John had had orange juice daily, their condition would not have been quite so pathetic. Or, if milk had been sipped while eating the buttered bread—and the bread had been of the whole grain kind—then their condition would have been as flourishing as Pete and Jim's. While they were youngsters they had no business drinking coffee. Why? Because it is not a food, it is stimulating, it steals the appetite for real foods and gives one the feeling of having had a big meal.

What was Lacking in Tom and John's ration?

Tom and John's ration lacked lime, phosphorus, iron and other minerals. It had some of these, but not enough. It was short on the vitamins. It had proteins, but not enough of the highest quality.

Milk is rich in the best kinds, therefore cereals (and their products like flour) and milk make an ideal combination.

But, *why* eat breakfast?

Why Eat Breakfast?

It usually is (or should be) twelve hours between the meal of the evening before and breakfast. The healthy stomach is then as empty as it ever will be and is ready to do its part to make the work of the morning easy.

A breakfast of the right kind and amount will give tone to your body, quicken your circulation, steady your nerves, and keep you from drawing unduly on your reserves. You start away from the house in a better humor, and your job doesn't seem half bad. At ten o'clock in the morning you won't feel half-famished—and at twelve o'clock you will enjoy your lunch.

One of the best reasons for eating a good breakfast is that it helps keep the intestinal tract clean. As soon as food finds its way into the stomach a motion is set up which moves the contents gently forward and backward until it is of the right consistency to pass on, at the same time motion starts in the lower intestines and the waste material is carried forward. Because the muscles have become rested during the night this is a natural time for an evacuation of the bowels. So you see, eating a right breakfast will help to keep you free from constipation.

Best Kind of Food for Breakfast

For those of us who work indoors the best breakfast is made up of foods easily

digested, fruit, cereals, eggs, bread or rolls; and the same things in larger quantity will meet the need of the out-of-door worker who uses many muscles.

Leave the "very sweet" for dessert at noon and night. Breakfast "fried cakes and pies" caused more indigestion in our New England forefathers than they were aware of; and the proverbial "hot breads" of the South are in the same class.

Stimulate Your Breakfast Appetite

Do you say that you have no appetite? Here's an encouraging thing—by the very act of eating, your appetite increases.

Try it and see if it doesn't work—but don't give up after eating the first mouthful.

A Breakfast Menu

Remember Tom and John when you are tempted to slight your breakfast! A dish of berries, an orange or a peach, some breakfast cereal with plenty of milk, or an egg or both, a piece of toast if you like, and if you are old enough to vote, one cup of coffee if you feel that you must. This breakfast will set you up right, not only for your morning work but for the entire day.

Courtesy of Nutrition Laboratory, Battle Creek Sanatorium

VISTAS

BY E. G. DREW, "TELEPHONE NEWS"

VISTAS are not a disease, but resemble some ailments, because the younger you have them the better for you! Vistas come to you instantly when you call them, and they give unalloyed pleasure. But you must cast aside first the worries and affairs of the hour. Most of us can do this for a little while each day for the inner joy that comes at our command.

Every strong personality that you know has vistas to thank for success in life. He or she has been the rich possessor of a vista of ambition, a pathway of light shining straight ahead to the goal of achievement. A vista of business success and financial independence is very important to keep in mind, but for true happiness we need a vista of another sort, too. We can specialize in some subject, giving us pleasure in our spare hours and making us capable of getting the most out of life, whatever fate may decree for us. Incidentally, a person with an accomplishment is more attractive to other people. As an illustration—the person whose hobby is musical study gains limitless enjoyment and has delight in entertaining others.

Others acquire skill with the fingers in a variety of directions and find the fruits of their labors quite interesting and often valuable. They all had vistas guiding them in the direction of achievement. The study of art is delightful and broadens the mind. If sketching a landscape you should

plan to have a vista in it, leading the eye through and beyond to a scene where one's imagination is quickened, summoning hidden thoughts, memories and aspirations.

It was a bright vista of the future which aroused the brave hearts of our ancestors to accept the terrors of the sea and wilderness and to lay the foundations of a great nation. In the days of the Civil War the immortal Lincoln saw a vista as he looked with pain and sorrow through and beyond his anxious times, and his faith pictured a nation soon to be at peace with prosperity and happiness blessing generations yet unborn.

Theodore N. Vail had uppermost in thought a vista which widened more and more with the years. A nation-wide communication service was his aim, and he lived to see it accomplished.

It is not decreed by fate, perhaps, that we are to have a prominent place in the world. But you recall the story about the three masons who were at work preparing stone for a big building; how the first and second men, when questioned, had a very simple, sordid object in the work; but the third one, with eyes expressing joy and satisfaction, said that he was helping to erect a cathedral. It is enough that we are helping to build something great. A vista keeps one young and happy.

ECONOMICS IN HOMESPUN

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

*Courtesy of Nation's Business**Chapter IX—Speculation is a Needful Service*

YOU go into a store to buy an overcoat. Is the dealer who sells it to you a speculator? He certainly is—one of the most common in the business world. He speculates on the number of overcoats which the men in his locality will buy; he speculates on the styles and colors which they will prefer; and he speculates heavily on the weather. If winter is late, as it often is, and the weather continues moderate and backward, people will not buy overcoats during the regular buying season. Dealers who have big stocks in their stores will be "stuck." Their calculations will have gone against them, and they must stand losses.

If, however, winter comes on promptly, you and everybody else will turn to the dealer for heavier clothing, as regularly. Assume, then, that in a desire to play safe he has only stocked a few overcoats, in a narrow range of styles, prices and patterns. If you can't find what pleases you, you won't have a high opinion of that dealer. You will take your trade elsewhere, thus penalizing him for his judgment.

The clothing dealer is in the position of most other men in business, in practically every line. They must make some speculations in order to be in business at all. The public is the first to blame them if, through conservatism, they will not assume the ordinary hazards that go with their particular field. The hazards are unavoidable if the business man expects to receive public support.

You buy furniture. Somebody months ago took chances on the fact that you would buy the particular kind of table or dining-room suite that you finally pick out. This was not merely the dealer from whom you made your purchase. A wholesaler somewhere took this chance before

the furniture ever reached the dealer. Back of the wholesaler, somewhere, a manufacturer took similar chances, and along with him other manufacturers of stains, varnishes, metal fittings, and the like. Back of all these are the producers of lumber and other raw materials, who took similar chances.

Throughout business, dealers buy from wholesalers what they think the people will want; wholesalers order from manufacturers what they think the dealers will want; manufacturers order from other manufacturers, and from the producers of raw materials, what they think their customers will want. No one can be sure that the final product will be taken when it is ready for delivery. Styles may change; weather may change; customs may change; funds of purchasers may fail, due to crop losses and other reasons; there are scores of conditions that may upset the calculations all down the line. All these the dealers, wholesalers and manufacturers must take into consideration, for whatever losses result will be theirs.

In agriculture, risks are inescapable. Nobody can tell in advance what the price of farm products will be because nobody can tell what the yield will be. A bumper corn crop may be cut down almost at harvest time by a premature frost. Wheat may suffer from dampness while waiting for the threshing machine. There is no way to compel hens to post in advance a schedule of how many eggs they are going to lay. Yet people demand bread, corn and eggs day in and day out. Whoever deals with these commodities is dealing with a speculative situation. He cannot avoid it.

Such a situation affects the workers. It determines the amount and regularity of employment. It also governs the prices of

foodstuffs and other commodities.

Ordinarily people do not term the stocking of overcoats or straw hats by a clothing dealer "speculation." They do not call a farmer a "speculator" when he figures that the price of corn will rise by spring, and so stores his in his cribs for spring delivery. The term "speculation" has come to be applied to those who deal in wheat, corn, cotton, sugar and similar commodities, and who buy and sell securities. And the word has also come to carry with it a suggestion of something harmful—a suggestion that speculators are enemies to producers and consumers alike.

Claims are frequent, for example, that "speculators" buy up the farmers' crops when they are cheap and then hold them until prices rise, after which the crops are released as needed to serve the "speculators'" immoral wishes. Actions of speculators are said to be back of food prices when they are either abnormally high or abnormally low. If prices are low, the "speculator" is defrauding the producer; if prices are high, he is working out the same evil purposes against the consumer.

Is there any justification for such sweeping claims? Are the actions of the speculator harmful? Could he be dispensed with, to the benefit of other classes of the people?

The places where most speculators meet, or where their actions concentrate, are in the organized exchanges—the boards of trade, the grain exchanges, the produce exchanges, the stock exchanges, and the like. We can arrive at a better understanding of the speculator, therefore, by considering his relation to the organized exchanges.

Future Buying Safeguards Price

An organized exchange is not a company or a building but a market. It does no buying or selling itself, but furnishes a place where trading may go on and sets up rules and regulations to govern it. It also furnishes market information and reports. There are two main classes of sales that take place—one for cash, with the

goods delivered when the sale is made, and the other called "futures." In future trading, what is bought or sold is a contract that calls for the delivery of a certain quantity or grade of commodity at a designated future date. Future trading is important, for by means of it those who so desire may avoid the hazards of speculation.

Let us assume, for example, that in July a miller wants to sign a contract to deliver several carloads of flour in December. He does not have the wheat in his bins, nor does he have bins enough to store wheat now for grinding six months hence. However, if he waits until November, say, to buy the wheat, its price may have changed; how shall he know now what price to ask for his flour?

On the Chicago Board of Trade wheat is quoted for immediate delivery and for delivery at certain future periods. He bases the price to be asked for his flour on the quotation for wheat to be delivered in December. Then he contracts through the Board of Trade for sufficient December wheat to meet his requirements. He buys, in other words, a "December future," or an option or contract entitling him to a certain quantity of wheat at a specified price, to be delivered in December in Chicago.

Now the miller may not be located in Chicago, but in Indianapolis or Minneapolis. He may have no intention ever of taking delivery of the actual wheat in December. By his future contract, however, he is protected in the price made on his flour. At a later time he may buy wheat in Minneapolis or Indianapolis actually to fulfill his December flour contract. As he does so he will sell his December future. He will sell on the Chicago Board of Trade in November, say, the same option which he bought there the July before.

Meanwhile let us suppose that the price of wheat has risen. This means now that in November the miller will have to pay more for actual wheat than he calculated in July. With the rise in the price of wheat, however, his December option also will

have risen proportionately in price. When he sells the option, therefore, the profit which he will receive on it will offset the increased price he must pay for actual wheat. If the price of wheat falls instead of rises, he is reimbursed for the drop in value of his December option by a proportionately larger profit on his flour than was contemplated in his July figures. The net result of the whole plan is that, no matter how wheat prices may fluctuate, a miller is able safely to contract for future delivery of flour, basing his calculations on present wheat prices. The same is true of manufacturers of cotton, or of other commodities traded in on the organized exchanges. Those who desire to avoid the risks of price fluctuations have a means of doing so.

The Meaning of "Hedging"

The particular form of future trading referred to above is called "hedging," because it affords a means whereby those who desire to avoid the risks of trading may do so. It is an especially useful safeguard for manufacturers and others whose business cannot be safely managed on a speculative basis. They desire stabilized conditions, permitting them to look to manufacturing for their profits. They wish to be able to contract ahead without fear of losses due to price changes. By means of the "hedge" they shift the risk of price changes to professional speculators, who are specialists in assuming such risks.

And who are these speculators? They are keen, capable men—dealers, brokers, traders and others in large numbers—who are provided with every means for informing themselves on the probable supply and demand for a commodity all over the world. By anticipating a change in conditions, by foreseeing a rise or a decline in price, these speculators seek to make a profit. They also perform useful services to the business world and to society.

It is particularly important, for example, that the price of a commodity at all times be an accurate reflection of the

actual conditions governing the demand for it, and the supply. Price is an indicator which society follows. If a shortage of sugar is in sight, for example, we rely upon a rise in price to call attention to this condition. The increase in price encourages other producers to enter the field. It also results in a curtailed use of sugar, so that the present supply can be made to serve until the new crop comes in.

In an organized market, where well-informed speculators are in close touch with every condition, price movements quickly reflect even the slightest change in fundamental conditions. So sensitive is the indicator, for example, that on the Chicago Board of Trade wheat fluctuates hourly as the various factors affecting demand and supply make themselves felt. In normal times the fluctuations may move for days within a range of one cent, showing how closely attuned the market is to all the factors governing it.

In markets not so well organized, fluctuations occur less often and are much wider in range. Butter, for example, often moves as much at a time as one cent per pound, while potatoes may remain at the same figure for days and then jump five cents a bushel.

The fact that prices so fluctuate on the organized exchanges is often pointed to as evidence that there is constant artificial manipulation, which is the farthest from the actual case. What frequent fluctuations indicate is a high state of competition, with every factor registering an influence. Evidence of this is found in an investigation of the fluctuations in wheat prices extending over 100 years, and covering a period both before and after grain exchanges were in existence. Before future trading was established the fluctuations were twice as great as in the period since. A comparison of the fluctuations in cash prices of wheat, barley, and oats for eighteen years shows the widest fluctuation in barley, which is not traded in for future delivery. Oats is very similar to barley both in production and use, yet oats, although traded in for future delivery, did

not show so wide a variation. The price of barley fluctuated over 100 per cent in price eight times in the eighteen years, while wheat so fluctuated only once, and oats only twice.

It should be clearly noted that speculators profit only as they anticipate conditions. If they speculate for a rise in wheat and wheat does not rise, they fail to make a profit. If, on the other hand, they feel that conditions indicate a fall, they

only profit by being correct in their analysis. Since this is the case, speculators who are well informed have a steadying effect upon prices; they stabilize prices, and reduce the severity of the fluctuations. They improve conditions by calling attention to an oversupply or to a shortage in advance of the time that it otherwise would be felt in sharp severity. They equalize consumption over the time which the available supply must serve.

(To be continued)

GETTING FIRED

FROM "HAIL COLUMBIA," EMPLOYEES' MAGAZINE OF THE
COLUMBIA GAS AND ELECTRIC COMPANY

ONE of the most discouraging things in the world is the small amount of help a young fellow can get when he is trying hard to lose his job. It sometimes seems as though there were a conspiracy to make him keep it.

"This is a condition that should be remedied. Here, therefore, are ten rules, hastily compiled, that have been a wonderful help to a lot of folks who (judging by appearances) were determined to lose their jobs in spite of all the boss could do to keep them. If you want to lose your job, then, try these. Some of the finest jobs in the world have been lost by faithful use of these rules:

1. Contrive always to be just a little late in reporting in the morning, and to sneak out a few minutes ahead of closing time at night.

2. If somebody asks you something just the least little bit outside your own duties, pass the buck so quick it will make his head swim, and be careful not to be too polite about it.

3. If the boss asks you what you think about a plan he has in mind, "Yes" him as hard as you can until he has actually issued orders, and then tell him you always felt sure it wouldn't work.

4. Be careful to pick up and pass along every bit of gossip you can pick up about your fellow-workers, but don't use any of

your own time doing it—use the office hours.

5. If you see a chance to graft some small service, from postage stamps up, at the company's expense, grab it and then brag about it.

6. Don't be too respectful to your superiors—a little informality and familiarity now and then helps wonderfully.

7. If something goes wrong in your department, never accept a particle of blame. Always be ready with a long story to explain why it was all somebody else's fault.

8. When you see a chance to make a suggestion that would help the work in your department to go more smoothly, keep it to yourself.

9. If you are a desk worker, see to it that your desk is so well littered that nobody can find anything in or on it, except you. If you are a factory worker, keep your tools just as dirty as you can, never make the mistake of putting them away when you are done.

10. Best of all, perhaps—any time you can tell a good lie, tell it, especially to the boss. He is most sure to find it out, and then your problem will be solved.

"Don't be discouraged if these rules sometimes seem a little bit slow in working—they'll help wonderfully both to lose your job and save you the trouble of taking a new one.



EASTMAN SAVINGS AND LOAN ASSN. NEWS

THE MAGIC MULTIPLICATION

THE most important lesson in finance for most of us to learn is the astounding way that compound interest behaves. "Selling short," "margins," "call money," will not and should not concern many of us. But compound interest is something we all can play with.

Six years ago a newsboy was persuaded to save 25 cents a day with a savings and loan association. Recently he withdrew his savings which had accumulated under the magic multiplication table, to \$660.00. Lay away \$2.50 a week for 6½ years and you'll have an estate of \$1,000.00, \$310.00 of which will be interest.

We know a man who has made a good salary for thirty years. He has always been able to find the price of a week-end in Montreal, or a couple of bottles of Gordon water, but he has never been able to find money to tuck into a savings bank. If he had deposited \$21.90 a month during those thirty years he would now be worth \$18,000 in cash, instead of being appraised at nothing, net. When the magic of compound interest was revealed to him, all he could do was bewail the loss of his golden opportunity.

AN EXAMPLE

The magic of compound interest is excellently illustrated in the present earnings on our Income Shares as shown in the following figures. You will observe that under this magic spell 5% becomes 6.43% when dividends are left to accumulate for a period of 10 years.

Invested for	Average Annual Earnings
One Year.....	5.10%
Two Years.....	5.22%
Three Years.....	5.36%
Four Years.....	5.50%

Invested for	Average Annual Earnings
Five Years.....	5.64%
Six Years.....	5.79%
Seven Years.....	5.94%
Eight Years.....	6.10%
Nine Years.....	6.26%
Ten Years.....	6.43%

That a number of Kodak employees have recognized our Income Shares as an outstanding investment is evidenced by the fact that they now have over one million dollars invested in these shares.

Income Shares are purchasable in multiples of \$100.00 at any time.

Practically all Eastman Savings and Loan funds are invested exclusively in first mortgages on houses purchased by Kodak employees and all details of the Association are under the supervision of the New York State Banking Department.

SQUARE AWAY FOR CHRISTMAS

VACATION days are upon us. We know, no doubt, that from now on the sun will shine occasionally, the water will be warm for swimming, and the demand for "hot dogs" along the tourists' road will briskly increase.

Kodak employees who joined our Vacation Club last year will be carried to their happy vacation ground, and back again, by the money they painlessly saved for that annual and important emergency.

This office feels that it is a proper time to call attention to its Christmas Club. There are six months left, in which quite a decent sum can be saved to meet that gift list that will be staring you in the face next December. Take a little forethought now, and you won't have any worries then. Join our Christmas Club today.

The Kodak Magazine

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

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JUST a little food for thought compiled from the writings of various historians.

In one of his famous battles, Napoleon, knowing that his army was defeated, called to a nearby drummer boy and ordered him to beat the retreat. The boy answered, "Sir, I am but a recruit. I have not yet learned to beat the retreat. I know only the charge."

Napoleon, always a man of quick decisions, thundered, "Then beat the charge."

Other drummer boys heard the charge sounded, and followed with the same drum beats. Napoleon's shattered lines reformed, and went into action, and drove the enemy from the field.

Croesus, wishing to have a scrap with Persia, first sent to the temple at Delphi to secure the advice of the gods. The priestess answered the messengers of the king, "If your master crosses the river Halys, a great army will be destroyed."

Highly elated, Croesus started his invasion by crossing the river, and a great army *was* destroyed, but it happened to be his own.

Here is a very short one from the sayings of Confucius: "Men trip over mole-hills—not mountains."

And now comes an item right up-to-the-minute regarding an idea that three big concerns thought worth investigating and trying out.

Operators on the Mississippi river found long ago that the nine feet of draft which their boats required was not obtainable over a goodly portion of the river route, entered a Sunco boat, built jointly by Westinghouse and the Nashville Bridge Company for the Standard Unit Navigation Company.

The new boat operates in water as shallow as three feet and works on the caterpillar tractor principle under water. The ordinary paddle has been displaced by an endless chain of shallow water blades. The towboat is equipped with Diesel-Electric propulsion apparatus, and burns crude oil for fuel. The drive, in on the side and the bow and stern, are clear, permitting the tow to operate either in front or back of a fleet of freight barges.

This queer brute is now operating on the old river, and it is the hope of its sponsors that it will make navigable over 15,000 miles of river in the United States which cannot now be navigated by the old style river boat. River prophets see in the "crawler" the beginning of a new river transportation system which will link St. Louis, New Orleans, Chicago, Pittsburgh, Minneapolis, Tulsa and hundreds of other cities and towns.

No particular editorial comment seems to be necessary on the above items. Those who think will find food for thought without any direction from the editorial staff.

*The Eastman Savings and
Loan Association will board
all or any part of your Wage
Dividend.*



THE BREAKING WAVE, By C. A. Shadwick



THE TOP OF THE HILL, By A. G. Brown

SELECTIONS FROM THE KODAK INTERNATIONAL SALON OF PHOTOGRAPHY

CONSTANCY

BY J. C. MALONE, VICE-PRESIDENT RETAIL CREDIT CO.

I HAVE been thinking how we, as a company and as individuals, might improve our service, increase our efficiency and achieve the next rung above, and I have reached the conclusion that, for most of us, one answer is "a more constant application of our ability and knowledge."

Knowledge and ability in themselves will not enable us to reach the heights of which we are capable. Many men are brilliant and able but fail or fall short of the success they could attain because they do not constantly apply their talent and ability. On the other hand, other men, favored with much less brilliance and who have not had their share of life's advantages, may make signal successes because they have the faculty, the talent, the determination and will to do their best every day.

In sports, the Jones's and Hagens, the Cobbs and Johnsons, and others who have reached the pinnacles of success in their chosen fields, have done so because they have ability and because they are smart enough to apply themselves constantly. There are many others who have equal talent and who, at times, make sensational showings but who do not reach the top because, for one reason or another, they do not steadily apply their skill. Along with their brilliant days, they have too many slumps—individual days or weeks in which they do not show their best wares. These are the gifted people who do not rise above mediocrity.

In business the same is true. We all know men with splendid equipment for making big successes in their chosen business fields, who, because they do not properly utilize their ability, allow others not nearly so well endowed to pass them.

They may work hard and effectively for days, weeks, or months, then have lapses, get off the job or go stale and cease to put any worth while effort into their work.

Why do we not apply our ability with sufficient constancy? I quickly admit my incapability to fully answer this question. It is one that each of us could well afford to give careful and extensive study as it applies to us and to those with whom we are associated. Following are a few cases that show the results of ability without constancy.

First, let me mention the man who is apparently well satisfied with occasional brilliant spurts. He does a task well and is content to bask in the glory of the one achievement for a considerable time. Meanwhile, he does mediocre work. He is like the golfer who is satisfied with the occasional par hole.

Then, there is the man who achieves some success, lets the success go to his head, over-values his own importance, and fixes his attention on a higher position, with the result that he neglects his work and sooner or later sadly awakens to the fact that he not only is not in line for the next position ahead but is a failure in the old job.

Most pathetic of all, to my mind, is the man who applies himself effectively for months or years, reaches a position of influence and is directly in line for more influence and power, but who consciously or unconsciously becomes self-satisfied, rests on his old laurels, discontinues studying, becomes a strong objectionist to changes, and finally becomes a dead one, few of whom are ever revived.

"If" usually means yesterday---yesterday has gone

WHAT A WOMAN ASKS FIRST OF A MAN

BY ELLA COLE KEOUGH, IN THE "OPEN SHOP REVIEW"

EFFORT is frequently made to convince workers in factories, foundries and other fields of labor that there is no benefit to them in acquiring permanent homes. It is represented to them that such ownership will impair their freedom in disposing of their services to employers; that advantage will be taken of them and hard bargains driven, with respect to wages, if it is known that they are tied to a community as home owners.

From the woman's point of view the matter is one of supreme importance. In it is included the theory of living that has been the making of man—his anchor in moments of temptation, his solace in distress, a very Gibraltar of strength when he needed a background of dignity and an evidence of self-respect.

What can ever justify asking the artisan, or the laborer, to forfeit the thing that makes him a man, the owner of his home? What is he being offered in place of a home and all that the word means? Lodging houses, tenements, furnished rooms? No man should ask a girl to share a gypsy life. If she accepted him on that basis she could not continue to love and respect him.

This is America, where opportunity is at hand for every girl as well as every boy. The girl is usually more ambitious than the boy. Since long before the days of Eve woman has been the driving force of the movement to own one's own living quarters. In the cave days she pointed out the value of remaining in one shelter as long as food was available, moving only when game was getting scarce. Man has always listened to her, and in proportion to his ability to listen has he been made happy in his domestic and family life.

Man has a nature all his own. So has a woman. They get along compatibly when both adhere strictly to the funda-

mental plans of God for their existence. Woman demand from man a fixed abode. Her yearning for it is an echo of the voices of the creative forces speaking within her. She listens to her intuitions, keener than man's, to that sixth sense which from the beginning of time has never failed her. "We must have and own our home," she asserts to her wavering husband.

"We must live so that we can move if we have to," he urges.

"I won't move," she insists; "I have the children in school, and I cannot take them out and start all over again." Nothing can shake her attitude.

She is right. Her inner sense tells her of the dangers to her own health and to the moral welfare of her children in roving from town to town, living in tenements and boarding houses—to her mind the shortest cut to ruin for her offsprings.

Such a woman may not reason out why she does not want to move, but you and I can. Her husband looks upon her as stubborn and unreasonable. She is; for Nature is stubborn and cannot be "reasoned" out of any of her laws.

Woman is only obeying the call of her creative nature when she demands the protection of the male in providing a domicile in which she can give the best of her intelligence and spiritual influence to her progeny. Has a man any moral right to marry a woman unless he is willing to meet this demand? He has not. Nor will he have—in these advanced days for woman—any right to complain that he has no children if he does not give the wife a permanent home in which to rear them.

As for the employment relation, let it be forever understood that to an employer a man with a home is dependable, loyal and entitled to every encouragement and reward.



KODAK PARK

CLAYTON BENSON, Editor



Frank Haddleton, Secy; C. D. McKibbin, Treas.; Claude E. VanHouten, Pres.; F. J. Meyering, Vice-Pres.

PIONEERS' CLUB

The Kodak Park Pioneers, an organization of employees who have been with the Eastman Kodak Company at Kodak Park for a period of twenty-five years or more, held their Fourth Annual Dinner in the Kodak Park Dining Hall on the evening of May 23. Seventy-six members were present, eight ladies being included in this number. The election of officers held directly after the dinner resulted in the following selection: Claude E. VanHouten, president; F. J. Meyering, vice-president; Frank Haddleton, secretary, and C. D. McKibbin, treasurer. James H. Haste, manager of Kodak Park Works, a member of the club by virtue of more than thirty years of serv-

ice with the company was the speaker of the evening, his remarks pertaining to the business of the company in the past, at the present and making a prediction for the future.

H. LeBarron Gray, the retiring president, presented each member in attendance with a certificate on which was indicated the length of service in periods of 25, 30, 35, and 40 years. Bernard M. Meyering was the only recipient of the forty-year certificate. These presentations were a part of the degree ritual prepared by the officers some two years back and conferred on those present at the club's dinners.

SUGGESTION FACTS

Each year Suggestion Systems earn a recognized place in the activities of an increased number of industrial concerns. Through them a way is offered for an expression of ideas on the various phases of a company's business by the employees in general—ideas which otherwise might never be stimulated to positive form. Keener business competition from year to year has brought the need and demand for a reduction of manufacturing costs, and through Suggestion Systems all employees are in a position to help meet this demand.

Even though our Suggestion System was introduced at Kodak Park in 1898 and thousands of suggestions have been received and adopted, the field of finding new ideas remains unlimited. During the second quarter of the present year from April 1 to June 12, 312 suggestions were filed. While this com-

pared fairly well with the corresponding period in recent years it should be greater when the size of our plant and the diversified nature of employment are considered. Keep the thought of making suggestions active in your mind, and you are bound to find worth-while ideas coming from the most unexpected places and assignments.

Awards of \$10.00 were paid to the following employees since April 1: Harry Blessing, Millwright Shop; William Bunn, Lacquer and Mounting Tissue Department; William Dadzow, Roll Coating Department; Harold Fitch, Kodascope Finishing Department; William Gresens, Ciné Slitting Department; Howard Ketchum, Roll Coating Department; Evan J. Parker, N. C. P. Department; Elmer Wagner, Roll Coating Department, and Charles White, Millwright Shop.



BUILDING 22 TWILIGHT LEAGUE TEAM

TWILIGHT BASEBALL LEAGUE

Organizing and starting to play within a period of three days evidences the interest and enthusiasm in this season's K. P. A. Twilight League. The six teams which compose the league and the managers are as follows: Building 22, J. Berry; Garage, H. Servis; Industrial Economy, R. Lehman; Office, H. Miller; Pipe Shop, E. Sheldon, and the Research, F. Russell. Building 22 and Industrial Economy are teams entered in the league for the first time, replacing the Soccer and Stores clubs of last year.

A rule adopted for the 1928 season specifies that all teams must be recruited entirely from the departments which they represent. In other years the various team managers were allowed to include players from any department in their line-ups. It is felt that the new ruling will bring recreation to many who otherwise would not play and that the league in general will benefit by developing departmental interest in the teams. Lack of daylight saving has limited the games to seven innings with the Doane Brothers, "Bill" and "Cam" handling the umpire as-

signments for the season. Any pitcher in the 1928 Noon-hour League is prohibited from playing the same position at night.

The schedule started May 21 and extends until August 31, listing 15 games or one a week for each team. Games are played on Monday, Tuesday and Friday nights, beginning not later than 6 p. m. In the first three weeks of play up to June 11, the Pipe Shop stepped into the lead with three straight wins. The Industrial Economy nine also boast a perfect slate with one victory, rain having washed out their other two contests. The representatives of Building 22 and the Office have a five-hundred per cent mark for their two games, while the Garage and Research outfits have suffered defeat in both of their appearances. While it is still too early for a real line on the merits of all of the contenders, the teams seem matched even enough to make all the games closely contested and full of interest and fun for every player.

FOREMEN PLAN COBOURG TRIP

To give every member ample time to make plans for attending, the officers of the Kodak Park Foremen's Club early in June announced that the club's boat trip to Cobourg, Ontario, is scheduled for Saturday afternoon, September 15. Preliminary arrangements have already been cared for, while President Baybutt will shortly name a number of committees to handle special features of the program. While the date for this year's outing is somewhat later than usual, it offers the advantage of coming after the vacation season, and comparative weather reports for a number of years back give assurance of ideal weather conditions around that time. As in the past the *Ontario II* is the chartered ship leaving the Genesee Docks at 1 p. m., and the members and their families will find parking facilities for their cars either at

Bogart Street near the docks or at Kodak Park West for those going down to the boat by train from Uptonville. An attractive program of entertainment, including a dance orchestra, competitive sports and games, and refreshments, will speed the time on the water and promises a good time for everyone. Remember the date, Saturday, September 15.

With the close of the club's fiscal year, July 1, the annual collection of membership dues and the issuance of the 1928-29 membership cards was started by Vice-President J. C. Schulz and his appointed membership committee. Preparations for the club's annual clambake will follow directly after the Cobourg trip, and the regular monthly meetings will be resumed in October.



NOON-HOUR LEAGUE PITCHERS

WITH THE NOON-HOUR PLAYERS

While the Noon-hour League has never lacked for color—the color which comes from home runs, strike outs, close plays and the many accompanying circumstances of a ball game, color of another nature has been added this season within the past month by the Association furnishing the players with regular baseball caps. The colored top pieces have added greatly to the general appearance of the teams with the Old-timers wearing maroon; the Giants, green; the Cubs, navy blue; and the Birds, red and white. The official character of the umpires has also been enhanced by the donning of light blue caps.

With the spring series schedule beyond the half-way mark, the Birds hold a narrow advantage of a half-game over the Cubs for first place. Excellent pitching by "Barney" Agness and timely hitting are responsible for the showing of the former, while heavy hitting and a strong defense, both in the infield and outfield, have kept the latter up in the race. Roberts, rookie third baseman of the Cubs, has been finding in sensational style.

The Old-timers and Giants have alternated in occupying the cellar position, the latter resting there at this writing, June 9, by a half-game difference. "Walt" Grunst's Old-timers have earned their victories in most convincing manner and seem stronger than their record indicates, having apparently suffered by frequent switches in the line-up necessitated from trying out new players. Frank, regular infielder

of the team, has also proved a capable performer in the box. The Giants have not as yet hit their stride of last fall when they captured the league championship. The champs have uncovered a new pitching find in Russell who with "Wally" Taylor and "Jim" Gallagher gives them a very formidable twirling staff.

Batting averages are not as high as usual, only six players being over the .300 mark; Weigand leads the Giants and the league with .400; Servis, the Birds, .391; Lindhorst, the Cubs, .348, and Forstbauer, the Old-timers, .333.

To eliminate the taking up of collections among the fans, the officials of the league have decided to raise the funds for the players' annual clambake by popular subscription. Lists are to be circulated among the fans on which they are asked to designate the sum they may wish to give for the season. In this way it is hoped the necessary amount will be raised at one time and that Treasurer Van Hoesen, his aides, and the fans will be relieved from frequent passing of the hat.

Official standings, June 9:

Team	Won	Lost	Per Cent
Birds.....	7	3	.700
Cubs.....	7	4	.636
Old-timers.....	3	6	.333
Giants.....	2	6	.250

COMMUNITY CHEST REPORT

The final report on the Kodak Park contribution to the Eleventh Annual Community Chest Campaign may well be a source of pride to every employee. Figures show that the amount subscribed this year was \$29,536.41, a sum exceeding our assigned quota by over \$500.00. Six thousand, three hundred and ninety-five pledges were made, an average pledge of \$4.62. This is a splendid showing, and we are pleased at this opportunity to thank all those who contributed and worked on the campaign for their kindness and generosity.

ARCHERY

Through the courtesy of the Camera Works Recreational Club, Kodak Park employees interested in archery are invited to join the Archery Club, formed by that organization and which meets each Saturday afternoon at their club grounds on Scottsville Road just west of the Barge Canal. Grounds, clubhouse, targets and an instructor are provided by the C. W. R. C., it only being necessary for the members to equip themselves with bow and arrows. An annual fee of one dollar is required of all members.



EDWARD J. HOEFEN

TWENTY-FIVE YEARS

May 22 marked a quarter of a century of company service at Kodak Park for Edward J. Hoefen, of the Paper Sensitizing Department. On that date, friends in his department presented him with a beautiful white gold watch and chain, an expression of their goodwill and esteem. J. Q. Collins, assistant superintendent of the Paper Sensitizing Department with whom Mr. Hoefen has been associated during the past twenty-five years, made the presentation.

"Ed," as he is familiarly known, has always worked in the one department, being hired as a paper tester in 1903 by the late Simon Haus. Additional duties and responsibilities in this line of work followed in succession until in 1915 he took over the foremanship of the general paper production testing, and in which capacity he now serves.

During his years at Kodak Park, Mr. Hoefen has acquired a host of friends who admire his genial and unfailing good disposition, and whom we join in extending congratulations and best wishes for the future.

DINING HALL OUTING

Durand Eastman Park was the site chosen by the members of the Dining Hall staff and their families to stage their annual picnic, June 10. A real basket picnic lunch was enjoyed by about 150 at 1:30 p. m., followed by lively contested games and sports. The committee responsible for the success of the affair was composed of F. Grastorf, Kathryn Gilmore, Reita Duley, Elizabeth LaForce, Jessie Locke, Carrie Garrison, Martha Reinhart, Cora Embling, Ellen Osborn, Annie Daley, Elizabeth Morse, Anna Reynolds, H. Reinhart, F. Riebel, D. Dennis, W. Reddick, W. Shaw, S. Hooker, and H. Hansen.

SOCCER GAMES

The Kodak Park Soccer team made a fine showing in their five games played since the last issue of the *Magazine*, earning three victories and two tie contests. Their outstanding performance was a 4-1 win over the strong Pennsylvania Railroad team of Erie, Pa., on the German Field, Memorial Day. The reputation of the visitors who had been defeated only once this season attracted a large size crowd who were treated to an excellent display of soccer by both sides, with the local team, however, dominating the play throughout. This was the return game of a home and home series with the Pennsylvania team, a victorious Kodak eleven having visited Erie last year.

On successive Sundays, May 20 and 27, the Kodak Park club defeated the German A. C. 4-2 and tied the Moose at 3 all. In the first game an unfortunate accident occurred when Baird, of the Germans, and a member of our eleven a couple of years back, suffered a broken leg. In the Moose game the Park players staged a remarkable rally in the final 30 minutes to overcome a three-goal advantage piled up by their opponents.

After the Sons of St. George game on June 3, which was won by a 2-1 score, the Kodak team, the following Sunday, June 10, surprised local soccer fans by outplaying the champion MacNaughton Rangers, although the final score read 3-3. Our players after gaining a 2-0 lead at halftime were still in front 3-2 with only three minutes to go when a hard drive slipped through the hands of reliable goalie, W. Jutsum, to drop weakly into the net to deprive them of a deserved victory.

Only two games remain on the present schedule, one each with the Celtics and Liberty on June 17 and 24 respectively, too late to report in this issue. At the gathering of the club officials, players and followers on May 25, matters of general interest to the team were discussed and the election of officers for the ensuing year was postponed until after the game of the 17th.

GIRLS' TRACK TEAM

Members of the girls' track squad continue to practice regularly every Friday evening directly after work and as a result have shown rapid improvement. The number of girls trying out is fairly well divided up between the field and track events and assures a well-balanced team for any meet that may be arranged. There will be a meet conducted during the summer either with other Industrial girls' teams or between two Kodak Park girls' teams. John McMaster, of the Baryta Department and a former college track star, has been aiding Dorothy Fawcett with the coaching assignment for the past month.

THIRTY-SEVEN FOR GEORGE HOWELL

George Howell, of the Printing Department, Building 48, completed thirty-seven years of faithful service with the Eastman Kodak Company, May 5. As a remembrance of the occasion, the employees of his department presented him with a beautiful basket of thirty-seven roses, emblematic of his service years. We unite with the Printing Department in offering our congratulations to him.



CORNELIUS MULLER

MESSENGER BONUS

For the second consecutive time two messenger boys were tied for the \$10.00 bonus offered to the messenger leading in point scoring for the greatest number of weeks during each quarter of the year. In the period ending May 26, Cornelius Muller and Bertrand Morgan earned an equal share of the quarterly bonus by winning the weekly prize five times. The latter also was tied for bonus honors in the preceding quarter, his picture being in the *Magazine* at that time.

Cornelius Muller, or just "Muller" as he is called by the other messenger boys, started on his first job at Kodak Park in August of last year after completing three years of study at East High School. Determined to finish his high school course, he has attended night school five times a week and expects to receive his graduation diploma from East High School next June.

The employees of the D. O. P. Packing Department extend hearty congratulations to George W. Milne upon the arrival of a son, Charles Alexander on Memorial Day.

We sympathize with Martin J. LaForce, of the D. O. P. Packing Department, who suffered the loss of his brother during the past month at Montreal, Canada.

Our congratulations are extended to Cecelia Zuber and Lina Cady, of the D. O. P. Packing Department, who recently completed twenty-five years of continuous service with the company.

The sympathy of the D. O. P. Packing Department is extended to William Meisel, whose brother passed away May 29.

ELSA WAHL, Chairman
ELLEN SHAW, Manager

GIRLS' TENNIS

The Girls' Tennis program was ushered in with an organization meeting held Tuesday, May 29, in the Athletic House. The first matter of business was the nomination of candidates for the offices of chairman and manager of the Girls' Tennis Committee. As has been the procedure in recent years, these nominations were referred to the President of the K. P. A. A. and Manager of Sports for their approval and the selection of one candidate for each office to serve for the season. Their recommended appointments made Elsa Wahl, E. and M. Department chairman, and Ellen Shaw, Building 48, manager. General discussion was also made at this time relative to the rating board, prospective girls' tennis team, tournaments and general use of the courts. Following the business session the girls adjourned to the lawn in front of Building 36 to enjoy a lunch served by members of the Dining Hall staff and a program of outdoor games.

The Tennis Committee by poster and letter to all the girls interested in tennis have announced two tournaments for the summer; a Handicap Tournament and the Annual Elimination Tournament. Both tournaments will be completed if possible in three successive days, the former starting June 26 and the latter July 10.

In the new set of rules drafted to cover the use of the courts, the three lower courts numbered 1, 2 and 3 were allotted to the girls from Monday to Friday of every week. On Saturdays, Sundays and holidays the courts are all open for the use of either men or girls. Another rule to be strictly enforced this year is that all players using the courts must wear soft-soled shoes without heels.

While no night has been specifically designated for instruction of beginners, the services of a competent instructor will be secured for any girl member of the association who requests such from Monica Powers in the K. P. A. A. Office at least two days prior to the time she desires to play.

*Playing Safe
is Working Safely*



CHALLENGE CUP, KODAK STAFF, P. S. LONDON
 Won for 1928 by David N. Sederquist
 Photographed by S. N. Fernald, Research Laboratory

KODAK PARK CAMERA CLUB

Shortly after the May meeting of the Camera Club at the Memorial Art Gallery at which time officers for the 1928-29 season were installed, Harold Folts, newly elected president, left Kodak Park to take a position with the Recordak Company in New York City. Donald McMaster, vice-president, accordingly succeeded to the presidency and filled his former position with the appointment of Charles Carpenter, of the Animation Department. The first official act of the club's new executive was the appointment of the following committees for his administration: Hikes, F. Wadman assisted by Charles Ives; exhibitions, Dr. E. P. Wightman assisted by Roger Leavitt; meetings and speakers, E. J. Ward; social activities, Harold Hudson, and Dark Room Committee, Katherine Huey and Seward Smith.

As related in the June *Magazine*, the May meeting was also made the occasion of announcing the awards our club members received in the Seventh Annual Exhibition of the Kodak Staff Photographic Society, London, England. The coveted honor of this exhibition, the Silver Challenge Cup, pictured herewith, and silver medal, were awarded to past president David N. Sederquist for his three prints which were judged the best of the entire exhibition. This gives him possession of the cup for one year. This is the first time that the cup has been won by anyone in the United States and the second time that it has left England in the seven years of competition.

The May hike of the club was held on Saturday p. m., the 19th, under the leadership of J. L. Elferink, of the Advertising Department at State Street. A group of about thirty members started from the corner of Winton Road and Main Street at 2 p. m. and hiked to Ellison Park where coffee and hots were served before the return trip.

AROUND THE PARK

The congratulations of the Stores Department are extended to Norman Travesee, of Stockroom 11, who married Ethel Gartshue, May 12.

The employees of the Ciné Slitting Department extend best wishes to Yvonne Boucher who married Wilfred Gagon, May 21.

Evelyn Bennington, of the Sheet Film Department, was married to Sidney Kennison, May 30. Congratulations and best wishes are extended.

The Lion Tamers Club, an organization of Printing Department employees, staged their fifth annual picnic at Dumpling Hill, Scottsville, Saturday, June 9. The usual good picnic dinner was enjoyed, followed by a varied sports program, a ball game and quoit matches being keenly contested. A vote of thanks is expressed to the committee, consisting of Chairman James Eilinger, Roy Ward and Frank Baker.

The employees of the Black Paper Winding Department extend their sincere sympathy to James Hicks, whose father passed away, May 15, at Picton, Canada.

Kathleen Jutsum, of the Black Paper Winding Department, who is on a two month's leave of absence, sailed from New York, June 1, to visit relatives and friends in England.

Fred Farrell, of the Black Paper Winding Department, completed twenty-five years of service with the company on April 23. The employees of the department made a fitting remembrance of his anniversary of employment by presenting him with a beautiful gold chain and pencil.

The Printing Department extends its sympathy to Irving Delinsky, whose mother passed away, May 31.

Florence Gill, of the Printing Department, was married to Ernest DeWitt on June 2. Pre-nuptials included a variety shower given by the girls of the department and the presentation of a beautiful bedspread by her departmental associates. Best wishes are offered for future happiness.



INDUSTRIAL LEAGUE

Since the start of the City Industrial League the Kodak Park entry in the National Division of the league has played only one of four scheduled contests. On the official opening date, May 23, our players experienced little difficulty in trimming the General Railway Signal nine 20-1, hitting and scoring at will. The next two games with Kodak Office and Moore Heel Company were postponed, the first on account of being scheduled on Memorial Day, and rain preventing the second. When the New York Central team, opponents for Wednesday, June 13, failed for some unknown reason to make their appearance, the local nine was awarded a forfeit game.

The line-up in the opening game as selected by Manager "Jim" Gallagher included: infielders, Forstbauer, Servis, Coogan, Brightman; outfielders, Brennan, Lindhorst, Miller and the Gallagher brothers; pitcher, Agness, and catcher, Benson. Outside of a couple of possible changes it is expected that this line-up will hold for the remainder of the season.

At the present time, June 14, the Park squad is tied for first place with the strong Moore Heel Com-

pany club who have won both of their games played to date. All games are scheduled for Wednesday nights, and with three exceptions our team's contests are listed for the home diamond. The schedule for the remainder of July takes the Park players to the Moore Heel Company grounds on the 11th and the Hawk-Eye field on the 25th, while the New York Central representatives come here on the 18th.

D. O. P. PACKING OFFICE PICNIC

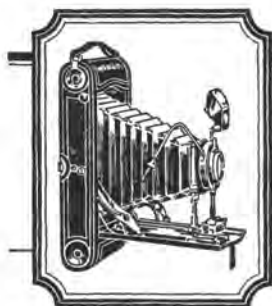
The D. O. P. Packing Office employees entertained C. E. Scranton at a picnic held at Durand-Eastman Park, Saturday afternoon, June 9. A dinner was served to ninety guests, among whom were several former employees and their families. Sports were held in the afternoon, followed by a sausage roast. William Zimmerli acted as general chairman.

SHIRLEY FRANCES TITUS

The Research Laboratory congratulate Robert Titus, who became the proud father of a baby girl, Shirley Frances, June 15.

*Do not forget
the Kodak Park Slogan—*

*Production
With
Safety*



CAMERA WORKS

HERBERT S. THORPE, Editor



CINÉ-INSPECTION FROLIC

The annual frolic of the Ciné Inspection Department was arranged at their old rendezvous, Newport House, and, despite the threatening clouds, about two hundred men and women journeyed to the bay where, upon arrival, they were met by sweet strains of music, but sweeter by far was the fragrant odor of fried chicken, to which everyone did full justice.

As they say in the movies, "Came the ball game," and also a tug-o-war, in which the married men showed their superior muscle, because—as one of the single chaps exclaimed, "They should win. Look at all the exercise they get mowing the grass and washin' dishes!" Then there was a lengthy program of sports, such as the hundred-yard dash, in which Harry Gallagher out-distanced the other contestants, Russell Brass coming in a close second. In the fifty-yard dash for girls, "Bobbie" Travis came in first,

and Edna Barrington second. A rather unusual form of a three-legged race, in which men and girls became partners, was won by "Bobby" and Ray Barton, and Betty Tompkins and Herbert Knope. It wouldn't be a picnic unless Jean Glenn won a prize or two, and, true to form, she won the clothespin race with Leona Doser, and also the time race, L. Hoffman being second. "Joe" Young and Harry Thomas won honors in the wheelbarrow stunt.

The "hit" of the program was a prize waltz. Several couples competed for this almost lost art; and Irene Davis and Joseph Yahn were awarded first place. To Burdett Edgett fell the distinction of making a photographic record of the event, which we are glad to reproduce as convincing evidence that everyone had a smile as a sign of satisfaction that the picnic was highly successful.

ALEXANDER WEEKS

The sudden death of Alexander Weeks—better known as "Sandy"—came as a great shock to his many friends in the Camera Works and elsewhere. Evidently in the best of health, "Sandy" worked at his usual vocation of appraiser until a few hours before his death. His date of original employment leads back to the year 1900, and, his duties taking him in every part of the State Street factories, he was known to everyone, and always received a greeting wherever he went. Many floral pieces were sent from various individuals and groups as a mark of esteem and respect which we all had for "Sandy." Our sincere sympathy is extended to his family.

Sincere sympathy is extended to Mable Gorton, of the Kodak Assembling Department, who recently lost her father.

TENNIS

Our annual C. W. R. C. tennis tournament has taken on greater proportions this season than in the six years of its existence. Under the general guidance of "Bill" Summers, a contest is now at its height between twenty-five men, each playing three sets, the winners creeping up to the fourth frame, where the winners will try to wrestle away the title from last year's champion. The girls sprang a surprise on us this season. Each year we have used all our powers of persuasion to try to induce them to play also, but it has taken five years for our arguments to bear fruit. We now have six couples for mixed doubles, and we may, as an outcome to this, form a girls' team. Results of both girls' and men's contests will be published in our next issue.

Congratulations to Richard Weiner, of the Ciné Department, on the presentation of a baby girl.



FLOWER GROWIN'

1. "Gosh! I don't see why we can't be gardeners as well as the folks that own this place, can you? Let's try!"
2. "Takes a heap of plannin' and fixin' to make a flower bed, but we're right at it!"
3. "Here's the sort of tulips we are goin' to raise, which proves that we are real gardeners!"
4. "First of all, we'll turn round and face the audience so that they can see the sort of workmen we are."
5. "Well! That's done, and the other fellow's just all in!"



THREE HITS

ARCHERY

The sun is shining overhead, and the tang of early summer is in the air, beckoning all lovers of outdoor sports to forget business cares and worries, and to come out into the open and enjoy the all-too-short summer days. Several of the boys and girls from the Camera Works responded to the invitation, and, equipped with bows and arrows, are awaiting their turn to shoot at the multi-colored targets which are set at various angles in the field, ranging in distance from fifty yards to about one hundred fifty. "Fast" shouts the archer, and drawing his bow-string to his chin he nocks the arrow, takes careful aim, and almost before the twang-g-g of the string has died away, the arrow has sped into the target, or, perchance, beyond it.

Such a scene takes place each Wednesday evening at the C. W. R. C. archery meet at the club grounds, just west of the Barge Canal on the Scottsville Road. This newest of revivals in the world of sport has caught the fancy of several of our members, and an organized group has been formed which bids fair to become a contender for top place on our

long list of activities. The following officers have been elected for the current year:

Charles J. Speidel (Engineering) . . . President
 Paul Von Bacho (Office) Vice-President
 Clifford Haynor (Office) Secretary
 Edward E. Main (Engineering) . . . Treasurer
 Charles Brown (Stock Record) . . . Green Captain
 Clair Fridd (Kodak Assembling) . . . Asst. Green Capt.

Any of these men, or the General Secretary of the C. W. R. C., will be glad to give you full information.

The status of archery is just about on a parallel with golf. It is a vigorous and skillful game, calling for precision and a keen eye. In fact, archery requires rather more muscle than is required for "teeing off." A bow "draws" a thirty-five to seventy pound string, and although there is a certain knack in drawing, it calls for muscular display also. Comparing archery to trapshooting, the eye is trained in both sports, but shooting with shells is rather expensive in comparison to shooting with arrows, inasmuch as arrows are recoverable. By the way, it is now quite the mode to hunt with arrows, and some remarkable hits have been registered in big game shoots as well as deer and pheasant hunts.

If you, as a C. W. R. C. member, wish to give this game a trial, do not stay away because of lack of equipment; we will provide a bow and arrows, target and instruction, without cost to you, and guarantee you a full evening of sport.

The Tool Department extend their heartiest congratulations and best wishes to Albert Hardies on the arrival of a daughter, Elaine Helen.

Referring to the sale of cameras, film, and photographic supplies, the company is generous enough to allow Kodak employees to purchase these goods at a considerable reduction from the regular store price. This privilege, however, is strictly confined to the clause "*For personal use only.*" We cannot extend this for family use, or club use, or "for a friend of mine," or any other reason which is outside of personal ownership.



A GOODLY COMPANY OF ARCHERS

LEAGUE BASEBALL

HARD BALL

We have asserted in previous years that the weather-man strenuously objected to opening baseball days, and we still maintain that thought. After great preparations by way of organization, new uniforms, try-outs, practice games, advertising, etc., the grand opening of our baseball season proved to be the occasion for the opening up of every cloud within a radius of at least one hundred miles, every drop of rain concentrating on the diamond either at Ritter Field or Genesee Valley Park. Having performed true to type, Pluvius hid his head in shame, and on the Saturday of May 26 our two teams, respectively dubbed "Camera Works" and "Camera Cubs" took their place in the Rochester Industrial Baseball League.

Ritter's team was the first opponent for the Camera Works nine. The opening day proved a losing one for both our teams. The Ritter boys showed a distinct advantage from possessing their own diamond, and, in a close contest, defeated us 3 to 2. Herr, Kivell and Gerew each contributed a hit. Meehan pitched. The Camera Cubs, actually too inexperienced a team for the league, but full of enthusiasm and a desire to uphold the traditions of the younger set, provided quite a field day for the New York State Railway team, who won easily 20 to 8.

The following Saturday our two teams met each other, and the Cubs, having been considerably strengthened by the addition of several new infielders, put up a real battle with their older "brothers," special mention being made of the good pitching of Bagdon who allowed only six hits. Meehan and Sarsfield were on the mound for the Camera Works team and limited the Cubs to three hits and no runs, while they chalked-up a win of 4-0.

The third round of the schedule of fifteen games saw the Camera Works stacked against the New York State Railways, which game proved to be the feature of the day. Before a large crowd, our boys defeated the railway team to the extent of 4 to 1, Fahy being credited with two hits, and Rutan and Gerew with one each. The Cubs put up a credible game, but went down, 4 to 2, under the good pitching and play of their opponents, the Stromberg-Carlson nine.

These three rounds complete the scores up to this date of writing (June 12). Standings of all Industrial League teams are as follows:

	Won	Lost	Per Cent
Ritter Dental	3	0	1.000
Camera Works	2	1	.667
American Laundry	2	1	.667
N. Y. State Railways	1	2	.333
Stromberg-Carlson	1	2	.333
Camera Cubs	0	3	.000

SOFT BALL

"Joe" Gerew, Jr. and his indoor team, entered in the American division of the soft-ball section of the Rochester Industrial League, has found a rival in a second team from the Camera Works, known as the Recordaks, which team is being managed by John Doyle. Six industrial teams are battling for supremacy in this division at Edgerton and Armory Park each Tuesday night. With a little encouragement both our teams should make a good showing, and we urge not only the "fans" to follow the games, but we also urge the players to be on hand at every game.

SHUTTER GIRLS' PICNIC

It's a peculiar thing about picnics which the Shutter girls arrange. In the first place, no matter whether the group be a large or small one, each one attending vows that there never was such an outing as the last one. Secondly, but most important of all, each picture we procure of such a gathering contains at least two or three of the familiar faces which have appeared on Shutter picnic pictures quite a few years back, and yet—this being the crux of the story—they appear not a day older than when we first recorded the gathering of the Shutter clan. We give all due credit to the fact that our present-day lenses add much to the pictorial value of a photograph, but that does not wholly account for the prolonged stage of youth which most of the girls seem to possess.

CAMERA WORKS TWILIGHT LEAGUE

The "Cigarette" League is proving that, while Lucky Strikes may be toasted, they are by no means burned to a frazzle, for that particular team, spurred on by Ray Miles, started in with a bang, winning from both opponents in the league schedule. Both the Old Gold team and the Fatimas walked a good many miles to "get" the Camels, but the Camels won both tussles by a big margin. Chesterfields are fairly satisfied with one win and one loss, and the Fatimas, while winning one game, lost one also. Piedmonts and Old Golds are both straddling the bottom rung.

To Pearl Albertson, popular girl in the Shutter Inspection Department, we offer our sympathy on the death of her father.

Vacation days are upon us, and with them comes the urge to get out into the open. We would point out, however, that production schedules have to be met in the summer as well as in the winter, and the foreman is relying on you to fulfill your obligation in the department. We urge you, in the spirit of fairness, to make arrangements with your foreman for any necessary leave of absence, no matter how short that absence may be. By so doing, he can arrange his schedule accordingly, and you will enjoy your relaxation better in the knowledge that you have acted fairly, and that your job is being taken care of during your temporary absence.

Yes, we will be glad to loan you a camera for your week-end trip, but may we remind you that there is a specified time for camera and film service in the Industrial Relations Department. *Friday noon* is the period. After that time, our camera supply is usually exhausted. Please bear in mind the hour and day, and we might also state that we reserve no cameras ahead. Personal application must be the rule, and we will try to take care of you under these conditions.

We regret to announce the death of the father of Martha Van Meurs, of the Payroll Department, and we extend our sympathy to her on her great loss.

A KODAK TRAVELOGUE

(Being the third and last of a series of pen-pictures dealing with the distribution of Eastman Kodak products)

Having taken an imaginary trip to various parts of the world, we discovered that Eastman goods had preceded us, and, with the possible exception of Russia, we found no difficulty in obtaining either a new Kodak or Brownie, or the supplies necessary for our photographic record. Whether we traveled as far as the last Hudson Bay Post in the frozen North, whether we visited China, India, Palestine or elsewhere there we found the familiar products manufactured in the city we left so far behind, Rochester.

Arriving home, the product which we help to manufacture has now taken on an added interest, for, even in these so-called "machine age" days, we still have enough romance and spirit of adventure to appreciate that the very camera (or other product) which left our hands a few days ago may be traveling on its way to some far-off clime, there to be used, perchance, by a Grand Vizier, or an Indian nabob, or by a great huntsman in the wilds of Africa. Before we started on our trip, we never, perhaps, considered Eastman products as traveling much farther than the corner store, but when we met them in distant lands they became as old friends, and furnished a welcome link with the old hometown thousands of miles away. Not only are we now interested in the destination of Kodaks and kindred products, but we are also beginning to wonder if foreign countries contribute any share toward the manufacturing of these goods. While we know that it is possible to purchase almost any type of raw material in America, we also realize that our products are of such a nature that they require the finest of material, often of a specialized type. Therefore, we set out to discover the facts.

It is probably knowledge to most of our readers that, next to the government mints, Kodak Park is the country's largest consumer of pure silver bullion, using annually the equivalent of one-eleventh of the silver mined in the United States. We might also state that China supplies considerable quantities of gall nuts and camphor, which are used in manufacturing products from the big four hundred fifty acre plant which supplies about one hundred eighty thousand miles of motion picture film per year to world users. We are, however, naturally concerned more about Kodaks in this story, although their manufacture might be considered less picturesque than other Eastman products. Nevertheless, we find that no less than five foreign countries supply specialties which we use at the Camera Works. England, France and Germany contribute special grades of glass, which, in addition to that from domestic sources, is used for lenses. England also supplies us with orange fabric, as used in dark-room lamps, and also "skivers" which, used in the making of camera bellows, are thin layers of animal skin. Far-away Australia supplies specialties in leather, such as snakeskin, which, being shipped to Switzerland to be

tanned, is imported to the United States to satisfy the snakeskin mode of the moment.

Nor are foreign lands alone the source of supplying specialties which are needed in the construction of Eastman cameras; in fact, a Kodak assumes the proportion of an international product, both in name and substance. Not only are materials imported, but our own Country contributes specialties also. For instance, some of our camera fittings come from Connecticut, as also does certain grades of brass. While we at the Camera Works cast some of our die-castings, Toledo, Ohio, sends us several also, as does Pottstown, Pa., and Batavia, N. Y. Bronze is shipped from points in the New England states, and from Maryland; and aluminum, which is a metal of great manufacturing importance, come to us from New York State. Bellows linings, and bellows covering also is shipped from Framingham, Mass. From Pittsburgh comes our steel, and from Harrison, N. J., Warren, Ohio, Milwaukee, Wis., Bridgeport, Conn., and New York City the electrical appliances used on Kodascopes are sent to our State Street plant. And so we might enumerate every part and portion of the photographic products which have their source at Rochester until we covered lists and lists of countries and cities which have attained reputation for certain materials and parts.

When we realize that the Kodak Industry, less than fifty years ago, was started in one room, and that the company now has employees totaling over twenty thousand persons, scattered over the four quarters of the earth, and that no matter where we journey, we find, with few exceptions, the products of the company for sale, we recognize the fact that, as an employee, we are a part of a world-wide scheme of industry. Not only are we, as a company, dependent on our industrial neighbors, but the whole world is dependent on the Eastman Kodak Company. Kodak first made amateur photography popular. Kodak first made "movies" possible by the invention of film; and Kodak has been chiefly instrumental in making photography an important factor in scientific progress and civilization.

Our journey, imaginary though it was, taught us many things, but it principally taught us the basic truth that the goods, whereof we have a part in producing, are recognized throughout the world as being dependable and of high industrial caliber. Our individual reputation as a first-class workman is closely bound up in the maintenance of quality. Wherever we travel and observe the familiar sign of "Kodaks," we take pride in knowing that we contributed our share towards producing quality goods. Thus our trip not only taught us something about the customs and habits of others, but it enhanced our respect for the goods we manufacture, and it made us the more determined to maintain our reputation for good workmanship.

The prize Poison Squad contest, recently completed, included all contestants from March to June, who, during any week-end during that period, were judged as having the best roll of negatives or the best individual negative. On another page, we publish part of the six photographs taken by Lucy Diesel, of

the Office, who was awarded one prize for the best roll of negatives. The individual negative prize was given to Ray Kikendall, of the Safety Department, who treated the rather difficult subject of a long shot of the Genesee flowing between rocky banks with considerable skill.

MAIN



OFFICE

JOHN W. NEWTON, Editor

KODAK OFFICE RECREATION CLUB

The present officers have been in direction of the K. O. R. C. activities for about six months, and have been ever on the watch for the enjoyment of all the members. During the winter months noon-hour activities were sponsored and this afforded amusement for many. An indoor golf course was added to the equipment of the association and the gymnasium classes were conducted weekly. The use of a tennis court has been obtained for one evening a week during the summer for those who enjoy plenty of exercise. Horseshoe pitching is now in vogue, and many are getting their diversion from that. But how many of the members have not participated in any recreation. What do you think the K. O. R. C. should do? Will you take time to write a letter to the Board of Managers and give them your suggestions and frank opinions (which will be appreciated)?

The department representative will be glad to take any of your suggestions to the Board for their consideration. Don't delay—summer is here and this is the time for outdoor amusements. Will you write your letter now?—The Board of Managers will do the rest.

Otto Wittell, of the Development Shop, is spending the months of May and June in Paris, France, and also with his parents in Wurtenburg, Germany,

On May 2, Carl Almberg deserted the Development Shop and went to Buffalo to seek a wife, in which he succeeded. Many congratulations.

Wade Nivison, formerly of the Development Shop, is now with the Recordak Corporation, New York City.

Erna Weber, who was recently transferred to the Advertising Department, was a guest of honor at a party given May 23 by the Order Department, of which she has been a member. She was presented with a beaded bag.

George Sackett, of Kodascope Libraries, Inc., New York City, was a recent visitor to Kodak Office.

Announcement has been made of the engagement of Grace Bachofer, of the File Department, to Robert Cunningham, of Rochester. Congratulations to both.

WELCOME

Welcome is extended to the following new employees at Kodak Office during May, 1928.

Georgiene Bolton, Evelyn Cleaver, Francis R. Staller, Wilma M. Trost, Training; Margaret Connor, Sales; Esther E. Day, Billing; Marjorie C. Donahue, Eileen Grattan, Edna E. Haeefe, Mail and Filing; Ethel M. Gardner, Tabulating; Aileen L. Graoensteter, Ruby Hollenbeck, Mary Klimm, Helen Michel, Lola C. Serth, Alice Sigalow, Loella E. Strickland, Ruth Crego Wadman, Helen Wignall, Advertising; Marion L. Houlihan, Credit; Ruth Howard, Harold Darling, Shipping; David Dawson, Alonzo H. Fieldbridge, Fred D. Folk, Repair; Perry Theo Noun, Finishing.

The many friends of Frank A. Messmer, formerly of the Service Department, will be glad to hear of the success that is coming to him. He has recently been promoted to manager of the Baltimore Branch of the Ditto Company, the fifth largest office in the country of that company.



The charming young lady you see in the above picture is Katherine A. Sundquist, who is in charge of the office of Kodak Panama, Ltd., Panama City.



BRUNS-BURPEE

Saturday, June 2, Glencie Burpee, of the Order Department, was married to Ernest Bruns, of this city. Glencie was the guest of her department at a dinner held in the Service Dining Room on Wednesday evening, May 23. She was presented with a junior floor lamp as a wedding gift. A variety shower was given by Ila Whiting and Maude Short at the home of Miss Whiting. After a wedding trip to Washington, D. C., Mr. and Mrs. Bruns will reside at 48½-B Rowley Street. May many years of happiness be theirs.

Elizabeth LaPalm is back at work in the Finishing Department after a trying illness of several months. Welcome back, Elizabeth.

News recently reached us that Betty Hill, of the Eastman Savings and Loan Association was married on April 28 to George Wagner, of this city. Sorry to be late with our best wishes, Betty, but better late than never.

"Gene" Corbin is now a happy parent. Congratulations.

Myrtle Randall, who met with a painful and severe street accident in December, has recently returned to the Finishing Department. Glad to have you back with us, Myrtle.

Mrs. Muriel Handy Brown was a recent welcome visitor to the Tabulating Department, accompanied by her two-year old son. Muriel's home is not in Kansas where her husband is a professor at the university.

The sympathy of the Repair Department is extended to William Herr, whose mother died April 23, and to Thomas Aselin, whose brother, Sherman, died June 8, at Detroit, Michigan.

BOWS AND ARROWS

Show us a grown man, who, as a boy, didn't have a bow and arrow, and we'll show you a man who didn't really have a boyhood. The members of the Oak Hill Country Club this past winter attended their club in such numbers that one would have thought the golf season was in full swing. The attraction was archery, once a means of offense and defense, but always a sport that requires skill and a clear eye. The Camera Works Recreation Club has formed an Archery Club, whose members meet at their club grounds on Scottsville Road, just west of the Barge Canal. A large sign points out the spot, and the C. W. R. C. extends the courtesy of an invitation to K. O. R. C. members to join with them. Target shooting takes place each Saturday afternoon, and beyond the expense of bow and a few arrows, the cost is practically nil. There is an instructor in attendance, and the annual dues are only a dollar. A hearty welcome will be given every K. O. R. C. member who cares to go and either look on or participate in this ancient sport.

The voting population of Rochester was considerably increased on June 18, 1928, when over 500 men and women were admitted to citizenship of the United States. Among this number who were thus honored were Frances M. Linton, and John Thompson, both of the Photo-Engraving Department. The certificates were presented at the Chamber of Commerce, being preceded by a splendid patriotic program given by the boys and girls of the several high schools. These public presentations and welcoming of new citizens are extremely popular and enjoyable.

ABOUT PICNICS

Do you know that the K. O. R. C. is a highly efficient organization, and is looking for more work? They have baseballs, bats, horseshoes, medicine balls and so on, ready to loan for any department picnic that may be contemplated. And further, they will contribute twenty-five cents per capita for each K. O. R. C. member in any department that will notify the secretary through the department head of any picnic that is being arranged. A program of sports will be worked out and details explained, in fact just tell Harry Irwin that you are planning a picnic and he will be "Johnny-on-the-Spot." Consult him, his office is on the fourth floor of Building 6.

HORSESHOES

What's the matter with horseshoes? Last summer it was a very popular pastime, but this year it seems hard to get started. New shoes have been purchased, new courts have been provided, and there's a game each noon. Come on out to Brown Square any noon and pitch 'em.

JUPE PLUVE

Rain, rain, rain, the bugbear of baseball as well as golf has interfered with the Kodak Office baseball schedule. Games with Kodak Park, General Railway Signal Company, and Taylor Instrument Company were unable to be started because of deluges. The game with Moore Heel Company had to be abandoned after three innings. Never mind boys, the summer is not yet over.



WILLS—PITNEY

Gertrude Pitney, whose picture you see above, and a popular member of the staff of the Eastman Savings and Loan Association, was married on June 21, 1928, at Third Presbyterian Church, to John H. Wills, of this city. An enjoyable luncheon was given in her honor at "Odenbach's" by her office associates. The association employees also presented her with a desk and chair, and the wish that she would sometimes use it in writing to them. Best wishes, Gertrude. We hope you'll be very happy.

Mathew F. Mc Nerney, of Eastman Kodak Stores Company, Chicago, was a recent visitor to Rochester, the occasion being the wedding of his sister, Mary, to William Cassidy, of Corning.

F. P. Root, assistant manager of Export Sales Department, arrived home June 20, after being absent practically six months. He helped establish Kodak Philippines, Ltd., Manila, P. I., and Kodak Hawaii, Ltd., Honolulu, T. Hawaii, also visited our houses in the Dutch East Indies, China and Japan.

Benjamin V. Bush has finished setting up a processing plant at Manila, P. I., and after visiting processing plants in China and Japan, will proceed to Honolulu, where he will establish a new processing plant in Kodak Hawaii, Ltd.

Heartiest congratulations are extended to Francis S. Pethick, of the Sales Department, who has just been elected Commander of the American Legion of Monroe County.

GOLF

How about a Kodak Office July Golf Tournament to get in a little practice for the inter-plant tournament in September. Harry Irwin is itching to arrange a purely office tourney. All golfers are requested to send in their names to him and he will do the rest. There ought to be at least ten foursomes willing to try for honors, judging by the golf equipment that has been bought. Come on and sign up. Watch for details on the bulletin boards.

The heartfelt sympathy of the Sales Department is extended to Marguerite Rogers, on the recent death of her father, William Rogers, and to Florence Burroughs, on the death of her mother, Mrs. Catherine Sheridan Burroughs.

We welcome back to the Sales Department John W. Scott, who has just returned from a trip to Europe, where he visited his mother and sister. John reports a very delightful ocean voyage.

Erna Dormeyer, of the Export Sales Department, surprised her office associates on June 4 by displaying a very pretty diamond ring. We all extend to you, Erna, our very best wishes.

The Distribution Department's loss is the Mail Department's gain. Lucy McDowell has been transferred.

KODAK OFFICE 4—
TAYLOR INSTRUMENT 4

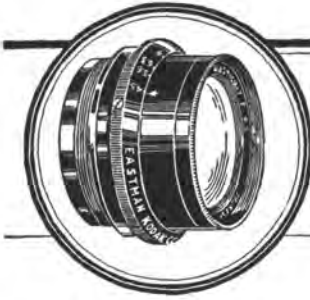
Wednesday noon, June 20, Kodak Office Indoor team traveled over to Taylor's field and played the strong mercury boys to a tie score of 4 each.

The game was featured by the infield play of LaPalm, Knapp, Marcello, McNeil and Stutz. With two Kodakers on bases, "Cy" Ainsworth hit over center field for a home run. Beside pitching a strong game, Collins hit a three-base hit and was caught at home just as the whistle blew, ending the game.

The sympathy of the Shipping Department is extended to Frank Kerner, whose mother died suddenly Sunday, June 17.

The sympathy of the Shipping-Traffic Department is extended to Fern Wood, whose father died recently, and to William Bradbury, whose father died June 14.

The London Shipping Room gang held a sauerkraut supper party at Haffner's Hotel to honor "Chub" Handy who has been transferred to take care of the Shipping Supplies and Box and Tin Shops. After the food had been disposed of, "Eddie" Goetzman, on behalf of his old friend and fellow worker, presented "Chub" with a beautiful Cogswell chair.



HAWK-EYE



JOHN T. HARBISON, Editor



"SYD" SAYS:

"Syd" says: In the rear of the plant, between the Boiler House and Building No. 5, is a large reservoir of water. For those who do not know the important function of this body of water, we might say that in case of fire our fire pump would immediately draw by suction from it to maintain pressure in the sprinkler system and yard hydrants.

Once a year the reservoir is emptied of its 90,000 gallons of water and given a thorough cleaning out. The two able bodied men seen handling the hose are Sam Baker and Glen Barnhart, while Nathan Murdock adds color to the scene with a look of astonish-

ment. Next to him is the unofficial observer, "Van' Buren. Chief Engineer Harrison is directing activities.

When the story leaked out that the time for the annual cleaning had come, Henry Hitzke, "Doc" Craib and Fred Yaekel reported bright and early Saturday morning with minnow pails to gather in our scaly friends which make their home in this water. One of the trio was heard to exclaim about the value of a full minnow pail, and the office has been directed to render bills accordingly.

THE BIG DAY

Don't miss that picnic on July 14 at Newport. Our slogan is "bigger and better and more of it." Bring your camera with you. Prizes will be offered for the best picnic pictures if enough interest is shown to make a contest worth while. Come down for dinner if you can make it. If you can't come as early as that, come later. In any event come some time during the afternoon.

ARCHERY CLUB AT CAMERA WORKS

That weapon which was once the defense and offense of nations is now the means of providing hours of interesting and healthful sport. It looks easy, but have you tried it?

The Camera Works Recreation Club has formed an Archery Club and has very kindly invited any of our members who may be interested to join. The sport is not limited to either men or women, both are asked to come out and try their skill. Meetings are held each Saturday afternoon at the club grounds on the Scottsville Road. For further information, consult the Industrial Relations Department at the Hawk-Eye Works.

Otto VonderHeyde, who recently joined the Instrument Department, has turned out to be an accomplished pianist. On several occasions he has regaled the occupants of the Women's Dining Room with sweet music during the noon-hour. His recitals are much appreciated.



"OVER 'OME"

This picture might have been taken on ship board, but it wasn't. "Syd" Leggatt took it up on the roof just before Mr. Guilford sailed for England where he was engaged for several weeks at the Harrow Works. A post card received recently indicated that a visit to his native heath was indeed an enjoyable experience.

We are looking forward to having Mr. Guilford back with us some time in July.

A GOOD TIME

On a recent evening the Athletic Association ran a dance with the intention of earning a little money to help defray the expenses of the annual picnic at Newport, which is scheduled for July 14. The idea was good, but the response was not satisfying. The admission charge of fifty cents seemed to cast a pall of deep gloom over the proceedings. We doubt whether one could go elsewhere and exercise the option of playing cards or dancing to the music of an excellent orchestra and get out for less than half a dollar. In addition to the entertainment thus provided there were refreshments of a light character to be had for the asking.

In spite of the comparatively small crowd we consider that the party was anything but a failure. Those that came had a good time, and that after all is about all we can expect of a party. The music was exceptionally good, and the refreshments were sufficient to give the necessary punch for a few more dances. There were enough pretty girls around to make one's head swim. The steps executed by some of the younger set were characterized by fascinating intricacy. We often wonder how people get the time to devote to the practice that those steps must require. Louie Ehrmann did a turn or two, but contented himself with the more conservative steps employed in the waltz and the tango. We had rather counted on his giving us his version of the sailors' hornpipe, but were disappointed.

ANNUAL CONVENTION OF MUDLARKS

This important event took place at Conesus Lake on the nineteenth of May, when a very distinguished band of mudlarks threw aside the fetters with which they are usually bound (especially those that were married) and strode forth on a May Walk, with the help of automobiles, to Conesus Lake.

The vanguard of the party was led by the redoubtable Mac Harding, who upon arriving at the cottage produced a fine brew of that coffee for which he is justly famous.

While all this was taking place Chef Rapp was busy preparing a sumptuous repast for the illustrious guests.

After the dinner had been packed away coffee was served, and the boys focused their attention upon some vocal efforts. Mike Stoll sang with great gusto "Ireland Must Be Heaven, For My Mother Came From There." A quartet composed of Bob Reynolds, Charlie Prentice, Mac Harding and Art Rapp gave a beautiful rendition of "When You and I Were Young, Maggie." This number was sung with a degree of pathos that brought tears to the eyes of Red Coates, Bob Cairns and Les Stallman.

After the singing a game of golf was started, and although there is a slight difference between the old Scotch game and the variety that here went forward there were sighs of regret because Jim Weldon and Bill Springer were not present to add lustre to a foursome. Inasmuch as the African brand is very tiring, because of the tremendous mental energy expended, especially so to the players that are not getting the breaks, most of the guests went to bed early thinking of all the Eagles and Birdies that Bob Cairns had scored. And "when they woke up, it was the next day."

During the morning of the second day several of those members arrived on the scene who had not been able to obtain permission to spend the night away from home. It was noticed that Bob Bowen held his head at a somewhat elevated angle and it was thought that he had developed a stiff neck from "high-hatting" people from his new Oldsmobile.

Still another species of golf was engaged in, and George Diehl demonstrated that he still retains the touch of the master. He was able at times to get both horseshoes within six feet of the pin. "Such popularity must be deserved." The baseball game provided plenty of thrills. An outstanding feature was the base-stealing accomplished by Bill Dean who even went so far as to steal second with the bases full. Music for the game was furnished by the Mudlarks Kitchen Band, led by Charlie Prentice. Harold Groh and George Glen were the outstanding stars in the band.

Much credit is due Chefs Rapp and Harding for the splendid Sunday dinner they provided. Bob Cairns should also be commended for his excellent work in taking care of the dishwashing single handed for the entire convention. At the close of the very eventful week-end those two kind-hearted Scotchmen, Bob Cairns and Mac Harding, presented each of the guests with a new five dollar goldpiece as a souvenir of the occasion, "and if you believe that, Santa Claus is your uncle" to quote Corey Ford.

R. C.



"WE THREE"

We have a faint recollection of having seen a cartoon or a picture somewhat similar to this one years ago. Unless our memory fails us the group was entitled "We Three." This just goes to show how careful one has to be to select a proper background when pictures are to be taken. Inasmuch as the photographer is something of a wag he may have been fully aware of the comment his subjects might induce by being grouped in such an intimate manner. If Burt Chapman and Archie Cowan demand satisfaction, they will have to get it from Bob McCallum who took the picture. The mule probably will not care much one way or the other, but who knows? Perhaps even he might kick.

INDOOR LEAGUE

The Athletic Association is represented by a team in the Rochester Industrial Indoor League. The games are played in the evening immediately after work. We got away to a good start by trimming "our friends the enemy" from the Main Office 10 to 5. They had previously beaten us at noon, but the score of the league game shows that we were only fooling when they beat us. After this impressive victory the Moore Heel outfit came over, and young Mr. Gears shut us out 7 to 0. One would think that our spirit would be crushed after a licking of this kind, but it merely served to rouse our ire which was spent upon the boys from the General Railway Signal Company. Thus at this writing we have a percentage of 666, which might be worse. The line-up that follows will give you an idea of the personnel of our team and of the Signal Works.

Hawk-Eye A. A.

Costich 1 B.
Graham C. F.
Prentice S. S.
Lees P.
Meerdink 3 B.
Fischer R. F.
McGreal L. F.
Farrell C.
Johnson 2 B.

General Railway Signal Co.

Ferris
Evans
Gerstner
Villnow
Heck
Wilkinson
Bochlage
Marring
Pilcher

Hawk-Eye A. A. 11 runs, 13 hits.
General Railway Signal Co. 3 runs, 5 hits.

WEDDINGS

The month of June is still apparently the month to get married in. Three of our most popular and valuable young women stepped off at very nearly the same time. Emma Solomon, of the Pitch Button Department, left to be married to Louis Weinstein on June 17. The ceremony was held at the Powers Hotel. Clayton Knope, who is probably the best baritone that has ever been turned out at Hawk-Eye, sang "Until" and "Because" as only he can. Emma's friends were out in full force to give her a good send-off.

Lulu Breunik, of the Blocking Department, married Albert Flemming on June 19, and Katherine Kleiner, of the Metal Sundries Department, left to be married on June 8. Katherine was a bit cagy about her plans, so we shall have to wait until later for details. All of the girls received handsome wedding gifts from their friends at Hawk-Eye as well as best wishes for great happiness.

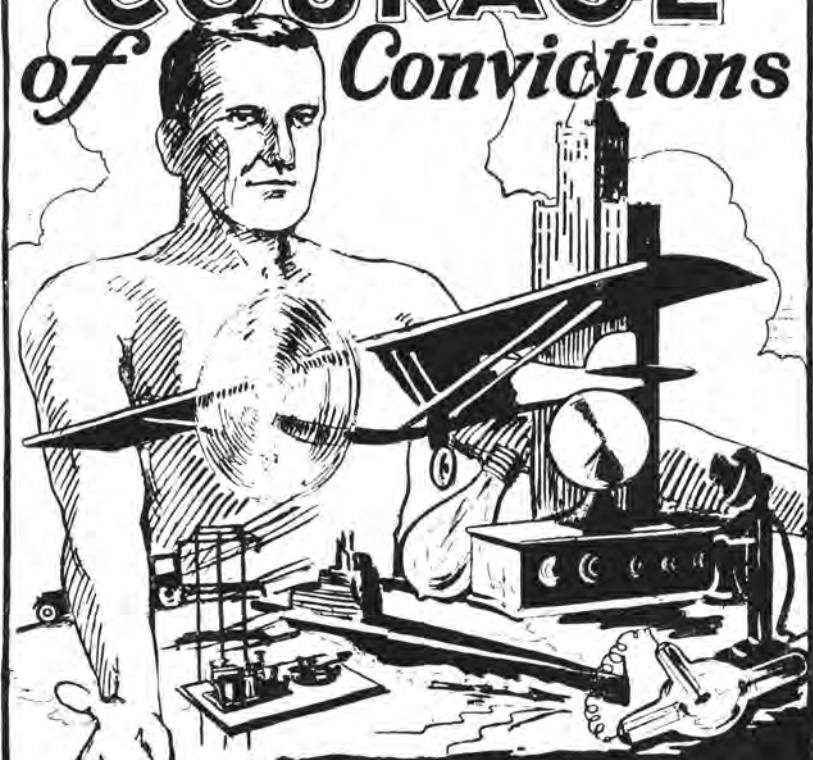


Al Marcus, the demon coach, takes a cut at one. "Doc" Craib is all set to take what Al leaves. Al always pulls his right foot back and faces first base at the moment of contact, so that he will not have to turn before he starts to run. Pretty smart baseball, we call it.



A CARELESS
WORKER
DOESN'T
MEET WITH
ACCIDENTS—
HE GOES OUT
OF HIS WAY
LOOKING FOR 'EM

COURAGE *of Convictions*



**AND SUSTAINED
INTEREST MADE THEM!**

A winning combination that has no equal.

Bill Jones

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

ROCHESTER PLANTS		Standing Last Month	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye.....	1	77.8%	5,148
2.	Kodak Office.....	2	62.0%	12,816
3.	Camera Works.....	3	48.3%	16,795
4.	Kodak Park.....	4	45.5%	37,840
	Non-Employees.....	6,443
OUT-OF-TOWN PLANTS				
1.	Kodak Argentina, Ltd. (Buenos Aires) ..	1	100.0%	298
1.	Eastman Kodak Stores, Inc. (Sioux City)	1	100.0%	130
1.	Eastman Kodak Stores, Inc. (Washington, ton, D. C.).....	1	100.0%	123
1.	Eastman Kodak Stores, Inc. (Atlanta)...	1	100.0%	206
1.	Eastman Kodak Stores, Inc. (Des Moines)	1	100.0%	98
1.	Eastman Kodak Stores, Inc. (Baltimore) ..	2	100.0%	61
2.	Eastman Kodak Stores, Ltd. (Vancouver, B. C.).....	3	95.0%	119
3.	Taprell, Loomis & Co.....	4	82.3%	1,522
4.	Eastman Kodak Stores, Inc. (Omaha)...	18	80.9%	205
5.	Eastman Kodak Stores, Inc. (Philadelphia)	7	72.5%	270
6.	Eastman Kodak Stores, Inc. (Minneapolis)	5	71.4%	193
7.	Zimmerman Bros. (St. Paul).....	6	70.8%	103
8.	Salesmen and Demonstrators.....	13	68.1%	2,409
9.	Eastman Kodak Stores, Inc. (Pittsburgh)	10	67.7%	113
10.	Eastman Kodak Stores, Inc. (Portland, Ore.).....	8	65.2%	74
11.	Chicago Branch.....	12	64.4%	905
12.	Eastman Kodak Stores, Inc. (Detroit)...	9	63.3%	156
13.	Eastman Kodak Stores, Inc. (Boston)...	11	62.2%	189
14.	New York Branch.....	15	58.0%	804
15.	Eastman Kodak Stores, Inc. (San Fran- cisco).....	14	56.5%	97
16.	San Francisco Branch.....	16	50.5%	554
17.	Eastman Kodak Stores, Inc. (Seattle)...	17	50.0%	54
18.	Eastman Kodak Stores, Inc. (New York)	20	49.1%	460
19.	Eastman Kodak Stores, Inc. (Milwaukee)	22	44.4%	104
20.	Eastman Kodak Stores, Inc. (Los Angeles)	21	43.4%	251
21.	Eastman Kodak Stores Co. (Chicago)...	23	40.4%	658
22.	Eastman Kodak Stores, Inc. (Denver)...	19	33.3%	101
23.	Kodak Uruguay, Ltd. (Montevideo)...	24	28.5%	37
24.	Eastman Kodak Stores, Inc. (Cleveland) ..	25	22.7%	34
Total.....			51.1%	89,370
Average subscription—12.9 shares				
Total matured or par value—\$8,937,000.00				