

The KODAK *Magazine*



December 1928

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

MONTHLY ACCIDENT REPORT
OCTOBER, 1928

PLANT	Accident Cases		Accidents per 1000 Employees	
	1928	1927	1928	1927
Kodak Office
Camera Works	4	12	1.50	4.37
Hawk-Eye Works	1	..	1.63
Kodak Park Works	15	17	2.21	2.52
Total—Rochester Plants . .	19	30	1.66	2.62

NATURE OF ACCIDENTS DURING MONTH

- 3 cases of injury through falling and slipping.
- 2 cases of injury through falling material.
- 2 cases of injury through falling from ladder.
- 3 cases of injury through sprains and strains through lifting.
- 2 cases of injury through foreign body in eyes.
- 2 cases of injury through slivers.
- 2 cases of injury through bruises, burns and laceration.
- 2 cases of injury around machines of special nature.
- 1 case of injury around press.

—
19 employees' accident cases during month.

**“Peace on Earth,
Good Will to Men”—**

**That is the Spirit
of Christmas**





Play Santa Claus with a **FULL** pack next year

MAKE up your mind now you'll do a good job of Santa Clausing next Christmas. That list of yours, of people you want to give presents to, somehow never grows shorter. It is an unhappy task to go over it and lop off a single name, just because you haven't enough money.

You don't have to do it. There's a way to remember every friend and relative, that is as pleasant to your heart as it is painless to your pocketbook. There's a way to play Santa Claus next year with a *full* pack—

and that way is . . .

Join the Christmas Club of the Eastman Savings & Loan Association

Tell us we may deduct fifty cents a week, or any sum you please, from your pay. Let us lay it aside for you. The price of a movie, three or four packs of cigarettes, half a dozen trolley tickets—you'll never miss it. But there it will be, growing bigger every week, until when gift-buying time comes around next year, we put a round, capable sum of money in your hands, to do with as you please.

Last year \$150,000.00 was distributed to our Christmas Club members. Translate that into Christmas presents, and the number of people it made happy. Join this happy crowd and you'll toboggan your Christmas worries into the Never, Never Land.

All the foresight you need is to sign the coupon below.

Eastman Savings & Loan Association

(Fill out the coupon, enclose in office envelope
and drop into office mail. We'll do the rest.)

I,,
hereby make application to become a member
of the Eastman Savings and Loan Association,
and authorize its Secretary to attach this my
Signature to the By-Laws of the Association.

I hereby authorize the Eastman Kodak Com-
pany to deduct from my salary or wages

weekly \$.....or monthly \$.....

beginning.....

and pay the same monthly for me to the As-
sociation as dues upon the shares applied for.

Residence.....

Employed at.....

Department.....

Register No......



KODAK BRASILEIRA, LTD. RIO DE JANEIRO

The KODAK Magazine

VOL. IX

DECEMBER, 1928

No. 7



OUR STAFF AT KODAK BRASILEIRA, LTD.

KODAK IN RIO DE JANEIRO

WHEN we think of Rio de Janeiro, we conjure up a picture of languorous, tropical nights, fair "senhoritas," dashing, tango-dancing dons, tons of coffee and vast expanses of ranchos.

When our Export Sales Department thinks of Rio, it calls to mind a model Kodak branch in one of the most modern, hustling, progressive cities of the export territory. Indeed, Rio, with its population of more than a million and a half, is the largest city in the world located in the tropics.

São Sebastião do Rio de Janeiro, to give its full name, is the second city in size of the South American Republics, the federal capital of Brazil, the residence of the president, cabinet ministers and foreign diplomats.

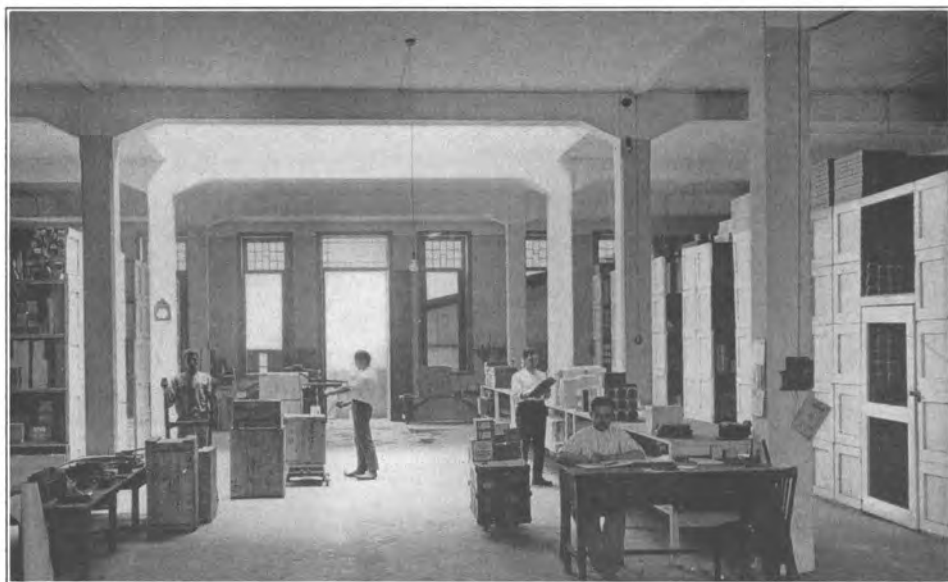
But, while Rio is typically South American in character and background and of ancient origin, having been established in 1567, it is a thoroughly modern metropolis today, even by American standards.

Favored with wide, hustling thoroughfares of commerce, imposing state and business structures, an important seaport and East Coast rail center, Rio, the commercial metropolis of Brazil, ranks among the greater municipalities of the world.

It is in such a city as this that Kodak Brasileira, Ltd., was established in 1920. Employing the third largest staff in our export territory, the Rio branch is one of the most important links in Kodak 'round-the-world service.

In addition to the main branch at Rio, Kodak Brasileira maintains, since late this year, a wholesale branch at São Paulo, which is located half way between Rio and Santos, the center of the world's coffee exporting.

The building which houses our Branch is a model Kodak structure, though it was not built by the Company. We have owned it since 1925. Two stories in height, it presents an attractive exterior according to the prevailing style of such buildings in Brazil. As shown in our



A VIEW OF THE SHIPPING ROOM AT RIO



A SECTION OF THE OFFICE LOOKING TOWARD THE PROCESSING ROOM IN THE REAR

illustrations, office space and shipping room are quite in keeping with the familiar model Kodak buildings in Rochester. In addition to the stockroom, offices and shipping room, the structure houses a processing plant for Ciné-Kodak film and a developing and finishing plant.

A. S. Baltzer, our export territory manager for the South American East Coast, which includes Argentina, Uruguay and Brazil, has his headquarters at Kodak Brasileira. He is the third

gentleman from the right, front row, in the picture of the staff. Eduardo Llerena, local manager, at the left of Mr. Baltzer, is a Peruvian. He is known to many in Rochester, where he was associated with the Export Department. Hans Beck, first on the left, front row, in the group picture, is technical expert. He is a German and had years of experience in the photographic business in Europe, Africa, and Argentina before joining Kodak Brasileira in 1921.

ANNOUNCING—FREE EYE EXAMINATIONS



EVERY one of you Kodak employees may have your eyes examined without charge by one of the best eye specialists in the city. If you wear glasses now, you may have a re-examination to see whether or not they are all right. Your eyes change, and your glasses should be checked up every two or three years.

Do your eyes bother you? Are they tired and strained at night? Do you have headaches? Are you troubled with indigestion, nervousness, or irritability? Any of these may come from eye strain or defective vision. If you are at all uncertain about your eyes, have them examined. All that you need do is call the Medical Department and make an appointment.

If the examination shows that you need glasses, or if your present lenses need to be changed, you may order them through the Company at a considerable saving. You may, of course, have your prescription and take it to some optician outside if you prefer.

Twice a week a reliable optician, em-

ployed by the Company, comes to the Medical Department to show samples and take measurements. We order your glasses for you; and when they are delivered to us we notify you, and the optician will adjust and fit the frame for you. It is extremely important to have the lenses properly centered to the pupils of your eyes.

You may pay for your glasses either by cash at the time you get them, or by weekly deductions from your pay.

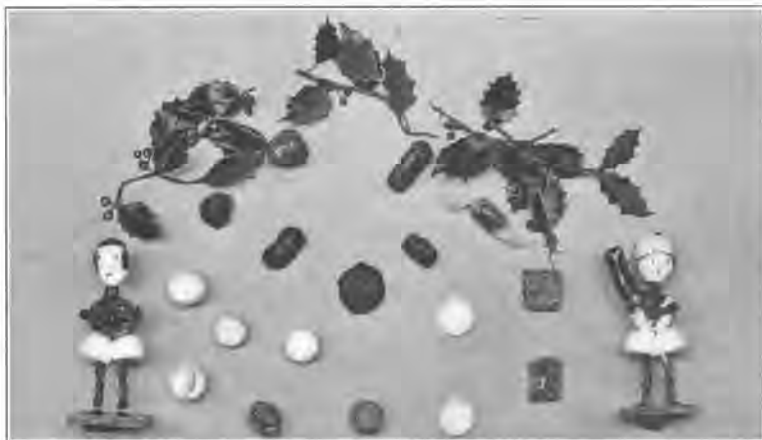
HAVE FAITH IN YOURSELF

MOST men go to pieces when they have had a few good beatings. They wilt. They fade away. They crawl in a safe little corner and hide while the great rough tide of glorious life rushes past them. The fact is that defeat is the normal thing in this haphazard little world and victory comes but seldom. Every victory, usually, is the result of a long series of defeats. A man must have faith in himself, and in what he is trying to do. He must say "I can." He must back himself to win. He must bet on himself. He must have faith in the people he works with. He must believe in his team. He must see the better side of his co-workers and not think that his own point of view is the only right one. He must have faith in those great principles that make us superior to the animals of the forest—truth, honesty, sympathy, justice, progress.—*Forbes Magazine.*



KODAK PEOPLE IN KODAK PUBLICATIONS

Upper: Edna Webster of the Advertising Department in a picture which appeared in a recent issue of *Kodakery*;
lower: Ruth Steinlein of the Shipping Department and William Winans, Jr., of the Advertising Department in a pose which appears on the Kodak Christmas booklet being distributed by dealers.



WHOLESOME CANDIES FOR THE FAMILY

CHRISTMAS candies! Such fun to make them ourselves! And by getting the whole family at work much interest will be created. Father can crack the nuts; mother make the fondant; and the children help in molding the candies. Many an original "shape" will result if imaginations are allowed to play.

We are giving several excellent recipes which may serve as a beginning in the art of candy making.

FONDANT

(The basis of all French candy.)

2 cups granulated sugar
 $\frac{2}{3}$ cup water
 $\frac{1}{8}$ teaspoon cream of tartar or 2 tablespoons of light corn syrup

Have everything ready before starting to cook. Wind the end of a fork with cheesecloth. Butter a plate slightly. Have a bowl of clean water. Put the sugar, water, cream of tartar (or corn syrup) into a saucepan and cook over a slow fire, stirring constantly until sugar is dissolved. Boil without stirring. Remove the sugar granules, which form on the sides of the pan, with the padded fork dipped into the water.

Cook to the "soft ball" stage; that is, when a teaspoon of syrup is dropped into cold water, it can be formed into a soft ball. If you have a candy thermometer, take off at 238 degrees Fahrenheit.

Pour on to the buttered plate, holding the pan close to the plate. Let it stand undisturbed until cool so that, when a dent is made with a finger, it retains its form for a few seconds. Beat with a wooden spoon until the fondant is white and creamy. Add your flavoring. Gather up into your hands and knead until smooth and creamy. Wrap in oiled paper and put in a crock or glass jar for two or three days.

Flavorings to use: Vanilla—1 teaspoon. Oil of peppermint or wintergreen—a few drops. Color if you wish.

PATTIES

Melt a small amount of fondant in the upper part of a double boiler. Drop the fondant from the tip of a teaspoon on to waxed paper or a greased, flat surface. As soon as firm, loosen to prevent breaking.

FONDANT LOAVES

Knead fruits, or nuts, or both into the vanilla fondant. Knead only long enough to mix the fruit or nuts through the mass. Do not chop fruits too finely. Shape. Let it stand until firm. Slice.

BONBONS

Shape the fondant as you desire. The picture above will give you some suggestions. Use blanched almonds, walnuts, any of our native nuts, Brazil nuts, either in or on top of fondant. Stuff dates or prunes with white fondant.

Dipped fruits, nuts or bonbons. You can get a fair product by melting a small amount of vanilla fondant in the upper part of double boiler, using water not quite boiling in the lower part and stirring fondant so that it will melt evenly. Drop one piece of fondant, a bit of fruit, or two or three nuts into this melted fondant, and remove with a fork, placing on waxed paper.

MAPLE FONDANT

2 cups granulated sugar $\frac{3}{4}$ cup water
 $\frac{3}{8}$ cup maple syrup 1 teaspoon vanilla

Follow directions given for cooking plain fondant, but cook it a little longer—to 240 degrees.

FRUIT AND CANDY MEN

Children will delight in making the "end men" of the picture. Take a thin board two inches square. Use two long thin nails for legs, over which slip raisins; marshmallows for hips; a fig for the body; more raisins strung on wires for arms and neck; another marshmallow or a bit of fondant for a head, with markings of melted chocolate. Variations will be worked out by ingenious children.

PARISIAN SWEETS

1 part English walnuts 1 part figs 1 part dates
 Chop nuts, figs and dates. Shape into balls. Roll in powdered sugar.



RUDOLPH SPETH

OUR NEW TREASURER

AT a meeting of the Board of Directors held Wednesday, November 7, Rudolph Speth, Comptroller of the Company since 1919, was elected to the office of Treasurer.

In this position Mr. Speth succeeds Mr. Eastman, who resigned as Treasurer three years ago, when he also gave up the Presidency of the Company and became Chairman of the Board. The new Treas-

urer has enjoyed a long and distinguished service with the Company, having joined its staff in 1902. He has visited almost every country where the Company has branches and has taken a prominent part in the Company's expansion. The editorial staff of *The Kodak Magazine* join other employees in congratulating Mr. Speth on his promotion and wish him continued health and success.

SUGGESTIONS

IN a certain factory where steel tubes were manufactured, there was an average worker. His job was insignificant. In the operation of his work he was required to wrap chains around these tubes a number of times to keep them from slipping. As he performed his job, he gave thought to what he was doing, and wondered if there were not some better way to do it. At last he became possessed of an idea—he tried it—it worked, and from it the world was given the Stillson Wrench. Here was the seed of a simple idea which grew and developed into a progress mover found to-day in every shop and factory the world over.

And so the smaller items often become of the greatest consequence. There is no job, regardless of how humble it may be, that does not afford real opportunity if the worker will but put his mind on his business. The whole proposition of industrial short cuts resolves itself into the question as to whether or not you are willing to think about your job in items of tomorrow. Your attitude and your work *today* decide what you and your job will amount to tomorrow. Don't wait for opportunity to pass you; go out and overtake it.

The Look Box.



THE CHRISTMAS SPIRIT ALL YEAR 'ROUND

CHRISTMAS comes but once a year, and when it comes it makes good Christians—for a day or two—of us all. It brings in its atmosphere a universal benevolence, making the conversion of Ebenezer Scrooge the most commonplace of hardy annuals.

It is a curious business, when you think of it, this festival of Goodwill, which makes all our world akin and leads almost everybody to give things away.

But it is a phenomenon even more curious, that when the joy bells have stopped ringing, when the Christmas stockings have been emptied, when the lights on the Christmas tree have been extinguished, when the mistletoe and holly have been swept out, when the happy family meetings, the dinners, the dances and the frolic are over, we all go back to the same old lives again, the lives of petty jealousies, meanness and selfishness.

For a day or a week, we are all merry and bright, friends with everybody, full of kindness even to our next door neighbors who keep chickens. "The black with his woolly head, the gaolbird, the illiterate are not denied," nor the cross-word puzzle fiend, nor the humorist, nor the comic singer, nor even the income tax collector.

But then, suddenly, presto! As you were! The religion of goodwill, charity and love is pushed back for another year into the dark cupboard of useless lumber, and the religion of chicanery, greed and devil-take-the-hindmost resumes its normal sway.

Now, it has been borne in upon our Christmas meditations that this way of mixing religions is not really a good way; that if the gentle spirit of the founder of Christmas is worth all the celebration we give it at this season of the year, it would be rather nice to prove our faith in it during the other fifty-one weeks; that, in short, it might be useful as well as novel, to give the Christmas spirit a trial all the year 'round.

This does not suggest that we eat turkey and plum pudding all the time; nor that we keep the mistletoe suspended all year; but only that we apply the fundamentals of Christmas to our daily work, to our shops and factories, to the honest earning of the wages we accept; in short, that we extend our Christmas code of Goodwill to our everyday public and private affairs.

"I will honor Christmas in my heart," said Charles Dickens, "and try to keep it all the year." That is the idea. The Christmas spirit will fit August days as well as December nights. It does not depend on Druidical rites, nor Jewish history, nor the superstition of ignorant ancestors. The creed expounded in the maxim, "All things whatsoever ye would that men should do unto you, even so do ye unto them," is in perfect agreement with the highest teaching of modern science. It is politic and expedient for the welfare of the whole community that it should be practiced on the longest day of the year, as well as the shortest.

JOHN W. NEWTON.

The Kodak Magazine

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

WILBUR W. O'BRIEN, *Editor*

JOHN W. NEWTON *Assistant Editor*
Main Office

CLAYTON BENSON *Assistant Editor*
Kodak Park Works

JOHN T. HARRISON *Assistant Editor*
Hawk-Eye Works

Address all communications to Editor, KODAK MAGAZINE,
Main Office, Eastman Kodak Co., Rochester, N. Y.

*We Wish You
A Merry Christmas
and
A Happy New Year*

MANY college graduates who are taking courses in night extension classes say they are pursuing these studies solely for the "intellectual stimulation" organized study provides; because they want to keep alive and alert mentally. Like athletes accustomed to rigorous training grinds, their minds have been accustomed to mental disciplining. Both recognize the danger of permitting these developed powers to stagnate.

Not all of us have college degrees. All of us, however, have been to school; have had some training in the processes of orderly thinking. And all of us can profit by keeping our minds active; by keeping them active in fields above and beyond the ordinary routine of living.

We need to have contact occasionally with things besides our work, our family, our cars and clubs, if we are to progress and grow mentally and spiritually. We need to explore into the spacious realm of

ideas; into the broad field of imagination; into the inviting land of the arts.

Routine things, in their very familiarity, tend to become petty to us, to become too easy and hence deadening to our faculties. To point a familiar example: Ever notice when away on your vacation how unfamiliar places and strange faces are tinged with romance? How observant you become? How you note the little discrepancies in modes and manners of the inhabitants over those of your own neighborhood?

Take yourself out of your ordinary routine; get out and get the thrill of a novel experience—it will stimulate you, develop ideas and better equip you in both mind and temperament for the better performance of your daily task. Such are the values of those of man's activities classed as cultural.

Many of us can't afford the time for organized study in class, but all of us have the time to read. A news item recently carried the announcement that an experienced librarian had been appointed as readers' adviser for the public library system. It will be her task to consult with "those who desire their reading to be more systematic"; who have a purpose in their reading other than diversion or entertainment.

There are excellent library facilities in every good-sized community and most towns and cities have other cultural advantages available in a degree commensurate with those provided for reading.

None can complain of lack of facilities or opportunities. Night school courses are available for every need from beginning English to graduate courses in the arts and sciences. There's a whole world of advantages begging our attention.

Get a hobby; read; develop a cultural interest, whether it be music, literature, art or drama. If it never pays a cent of monetary profit to you, it will pay you inestimable returns in the sound, substantial joys of living. It will give you the means to exact a larger share of the worthwhile pleasure there is in this world.



KODAK PARK

CLAYTON BENSON, Editor



Left to right: Edwin F. Tetzlaff, James F. Fuess, Ralph H. Talbot

CINEMA CLUB FORMED

A growing interest among members of the Kodak Park Camera Club in amateur movies culminated recently in the organization of the Cinema Club. The club is formed as a branch of the regular Camera Club and names its object as the study of motion picture photography by the filming of scenarios. Credit for the inception and the successful organization of this new activity is given to Ralph H. Talbot of the Chemical Plant Laboratory, James F. Fuess, Research Laboratory, and Edwin F. Tetzlaff, Pro-

jection Laboratory, who temporarily are acting as an executive committee.

The membership advanced rapidly from the original number of twenty to more than one hundred members on November 10. It is planned to offer each member a chance to learn how photoplays are made by personal experience in the various departments of movie production and in line with the procedure of the professional companies. The personnel of the first production is now being arranged.

We congratulate Earl Coon of the Tool Room on the birth of a son, Richard, on November 5. Mrs. Coon was formerly Adeline Weitz of the Shipping and Receiving Department at State Street.

Ethel Lee of the Portrait and Commercial Sheet Film Department and Edward Graupman of Steel Fabricating were united in marriage November 10. Best wishes of both departments are tendered the newlyweds.

Announcement is made of the birth of a son, Robert Milne, on October 27 to Mrs. James Cook, formerly Violet Chesher of the Time Office, Building 5.

Rose Petex of the Spooling Department was married recently to Michael Vaccanelli.

Congratulations are extended to A. J. Jeffers of the Receiving Department, who announced the arrival of Richard Almond on October 19.



ALBERT RICHARDSON



ALFRED MURDOCK

SILVER EMPLOYMENT ANNIVERSARIES

The names of Alfred Murdock of the Roll Power Department and Albert Richardson of the Plate Department recently were added to our splendid and growing list of twenty-five year employees.

September 23, 1903, saw Alfred Murdock report for work at Kodak Park in the Power Department, Building 1. Some eight months later, he was made special engineer in charge of the refrigeration machines in the Roll Coating Department, Building 21, which at that time was under the supervision of P. S. Wilcox. In the capacity of operating engineer he was transferred in 1908 to Building 31 and then, in 1923, to the Roll Power located in Building 27, the latest addition to the power units. Mr. Murdock entertainingly relates his experiences during

the past twenty-five years, in connection with which it is interesting to note that he was always on trick or shift work.

Albert Richardson's association with Kodak Park dates from October, 1903, when the Standard Dry Plate Company, of Lewiston, Maine, by whom he was then employed, was purchased by this Company and moved to Rochester. He has been connected with the manufacture of dry plates for forty years, and in his last eighteen years of employment here has served as a foreman.

The many friends they have acquired congratulate them on their quarter-century records of service and wish them continued years of health and success.

"SAFETY SHOES"

Falling materials cause a large percentage of our accidents. The truth of this statement is made apparent by a review of our accident reports, where we find each month a list of personal injuries under that heading. While accidents in this class are usually of a minor nature, they result in physical suffering, loss of time from work, and carry the threat of being more serious than any yet experienced.

Injuries from falling materials are confined for the most part to the feet, particularly the toes. A recent accident in one of our plants offers a typical illustration. In weighing a short length of four-foot shafting, an employee balanced the piece on the scales in an upright position. He then moved away from the scales to jot down the recorded weight, a cry from a fellow worker coming too late to stop him from stepping back and from being hit on the foot as the shafting toppled from the scales. He suffered the loss of two toes through forced amputation, the frac-

ture of a third, and was away from work for over two months.

A specially built shoe, trade-named as "Safety Shoes," offers the greatest protection against injuries to the feet from falling materials. The toe cap of this shoe is made of steel to withstand a thousand-pound pressure without injury to the foot. A supply of these shoes has been stocked in the Stores Department, Building 49. They sell at \$4.25 and \$4.50 a pair, a price considerably lower than retail, and payment may be made by deduction through the Pay-roll Department. Purchase of these shoes does not mean the expense of an extra pair of footwear as they present a suitable appearance for street wear. Employees are urged to inspect these shoes and are advised as a protection from foot injuries to take advantage of this offer.

Our sincere sympathy is extended to Stanley Thorpe of the Traffic Department, who lost his father November 10.



Back: left to right, Vincent Cook, William Moore, Herbert Stevens;
seated: Donald Huse, Michael Culhane

SUGGESTION AWARDS

At the quarterly suggestion meeting in October, six awards for amounts exceeding \$10 were approved: Michael Culhane, Black Paper Department; William Moore, Department 50; W. G. Nolan, Roll Coating Department and Herbert Stevens, Dope Department, receiving \$25 each, while Donald Huse, Ciné Processing Department, and Vincent Cook, N. C. Slitting Department, benefited to the sum of \$15.

These employees, five of whom are pictured above, are all from different departments, a fact noted to show that the possibilities of valuable suggestions are not confined to one or two departments. Their ideas also were divided among four of the suggestion system classes, namely, Improvement in Product, Reduction in Cost, Improvement in Manufacturing Methods and Reduction in Accident

and Fire Hazard. The award to Herbert Stevens was made in the last named class for an idea to encase the trolley wires on the cranes in the Dope Department, eliminating the fire hazard in case of their breakage. From this it may be seen that suggestions of every type and dealing with every phase of Company business may prove worthwhile.

In the period from July to October, one hundred twenty-seven suggestions were adopted, and awards amounting to \$581 were distributed among one hundred eleven employees. Awards for 1928 up to October 1 totaled \$1,664.50 for three hundred sixty-one approved suggestions.

Submit your ideas and suggestions. Their value as determined by investigation and consideration may prove of benefit to you and to others.

WRIGHT—MITCHELL

The marriage of Ruth Mitchell of the Time Office to Paul Wright was solemnized at the home of her parents on Saturday, November 10, with the Rev. Fred E. Dean of the Greece Baptist Church officiating.

Prenuptials included a linen shower by the girls of the Time Office.

Announcement is made of the marriage of Doris Bryant of Industrial Economy to Albert Gray of the Printing Department.

The sincere sympathy of the Finished Film Supplies Department is expressed to Harry Baudemer on the death of his father recently.

Every best wish for future happiness is extended to Lillian Klem of the Payroll Department and to Arthur Verhey of the Main Office, who were married on November 10.

SALE OF CHRISTMAS CARDS

Attention again is directed to the sale of Christmas cards at the K. P. A. Office in the Assembly Hall as the most convenient and reasonable way for employees to secure their quota of these holiday greetings. They are of excellent quality and sell at extremely low prices. Due to the early demand brought by the display of these cards, an extra order already has been placed, insuring a supply and assortment right up to Christmas week.

Deepest sympathy is tendered to William Marx of the Electric Shop, whose father passed away November 13.

Best wishes are extended to Beatrice Donahue of the Time Office, who became the wife of Rufus Haggerty on Monday, October 29, at St. Ambrose's Church. The bride was presented with a beautiful set of silver from her office associates.



GIRLS' BASKETBALL TEAM OFFICIALS

Standing: left to right, Bessie Hamilton, Anna May Wilcox, Helen Quinn;
seated: Helen Welch, Nitza Schmidt

GIRLS' BASKETBALL TEAM READY FOR ACTIVE SEASON

Indications at this time are that Kodak Park will be represented by an exceptionally strong girls' basketball team this winter. After many strenuous practice sessions, Coach Dorothy Fawcett has named the following players to compose the squad for the balance of the season: Nitza Schmidt, Winnie Smith, Bernice Harper, Hazel Harper, Regina Eckert, Bessie Carl, Mary Ryan, Madeline Young, Bessie Hamilton, Phyllis Dunbar, Irene Orcutt and Mary Murphy. Nitza Schmidt, who

played three years at Cornell University, has been re-elected captain.

Routine affairs, other than actual playing, are in most capable hands with Bessie Hamilton acting as manager; Helen Quinn and Helen Welch as time-keepers and Anna May Wilcox as official score-keeper. The girls are anxiously awaiting the opening game, tentatively scheduled for the first week in December. Efforts are being made to obtain games with local and out-of-town teams.

FOREMEN'S CLUB HEARS CONGRESSMAN JACOBSTEIN

Four hundred members of the Foremen's Club, attending the monthly meeting of November 13, thoroughly enjoyed an analysis of the recent national election results by Dr. Meyer Jacobstein. An attack of laryngitis prevented H. T. Cowling, technical director of the Teaching Film Department, the announced speaker, from filling his engagement.

The Democratic Congressman discussed in a most informal and non-political manner the counter issues of the campaign and their significance as marked by the vote in the various sections of the country. His lecture was punctuated with sparkling bits of wit and humor, which added immensely to the presentation of an already absorbing topic and which brought a hearty response from the audience. The club is very grateful to Dr. Jacobstein for his courtesy and favor, particularly in view of the short notice given him before the meeting. Before Dr. Jacobstein was

introduced, R. T. Tullis, director of the Rochester Y. M. C. A. Schools, gave a brief outline of the purpose and work of that institution in the field of education.

The evening's program included a black face comedy act by the "Coal Dust Twins" and four reels of movies loaned by H. T. Cowling, showing his expeditions among the South Sea Islands.

The committee appointed to nominate a slate of candidates for the annual election of officers, held in the interval between the November and December meetings, was announced by President Baybutt as follows: George Izard, Thomas Carey, Charles Casey, Louis McManus and Phillip Wolz. Tellers to count the election were named as George Bodine, Walter Shearer and R. A. Whitaker.

Count Felix Von Luckner, world famous for his deeds as a German sea raider during the World War, and whose appearance before American audiences has been in great demand, will be the speaker at the monthly meeting of December 11.



DR. WALTER CLARK

We make this the double opportunity of both presenting and bidding farewell to Dr. Walter Clark, prominent English scientist, who was a visitor at Kodak Park for some three months up to November 10. Dr. Clark recently was appointed director of the Research Laboratory to be established in connection with Kodak Limited at Harrow, England, and his trip here was in line with assuming those duties on his return to that country.

A brief scan of Dr. Clark's career shows that he has held several enviable positions in the scientific research field, including a five-year term on the staff of the British Photographic Research Association and the high post of deputy librarian of the National Science Library, which he relinquished to take over his duties with the Company.

Of most pleasing personality, Dr. Clark made a host of friends in his short stay, particularly among the Research staff with whom he was in closest contact. We enjoyed having him with us and wish him every success in his Company affiliation.

HOEFFEL—GROSS

Tuesday, October 9, at the rectory of Our Lady of Perpetual Help Church, Helen E. Gross of the D. O. P. Assorting Room was married to Herbert J. Hoeffel. The newlyweds are now in their new home at 1938 Clinton Avenue North.

Among the many prenuptial affairs was a grocery shower by the girls in the Assorting Room and a variety shower by the girls from the Superintendent's Lunch Club. The bride also received several beautiful gifts from her associates in the D. O. P. Packing Department.

The sincere sympathy of the D. O. P. Packing Department is expressed to Chester Ockenden, whose mother died October 21.

BIRDS WIN NOON-HOUR LEAGUE CHAMPIONSHIP

Unofficially breaking all records for longevity, the 1928 Noon-Hour League season came to a close on November 7. The annual series to determine the championship was contested by the Birds, winners of the spring series, and the Cubs, fall series champions, the title going to the Birds in four games. Manager Servis' players won the first two frays and the fourth by the respective scores of 2 to 1; 6 to 0; 3 to 0; while the Cubs carried off a 1 to 0 victory in the third. The outstanding feature of the series was the pitching of Barney Agness, the Birds' speed artist, who held the hard-hitting Cubs to nine hits and two runs. Lindhorst, Cubs' infielder, was the fielding star of the series. Team-batting averages were low, although each club had three players over the .300 mark, namely, Manilla, Kliment and Hitchcock for the Cubs; Berry, Benson and Morse for the winners.

The final two weeks of the fall series provided the greatest excitement of the entire season. The struggle between the Giants and Cubs was a neck-and-neck affair, the completion of the schedule leaving them deadlocked. The Cubs won the play-off, 1 to 0.

With the high average of .412, Shepanski of the Cubs led the league in hitting and was followed in order by Kliment, Cubs, .363; Wandersee, Birds, .353; Manilla, Cubs, .334; Hogan, Old Timers, .324; Coogan, Giants, .319; Servis, Birds, .313; Topel, Old Timers, .313; Lindhorst, Cubs, .306.

A word of appreciation is extended by fans and players to President John Manhold, who diplomatically coped with the trying situations repeatedly facing a league prey, and to Treasurer Van Hosen for his efforts in providing and handling the league's finances.

A gift of \$15 was presented to each of the umpires, Pete DeLice and Bill Doane, who have volunteered their services in this capacity for the last three years and who, in so doing, contribute in no small measure to the success of this sport.

CHAPMAN—SAGE

Margaret E. Sage of the D. O. P. Packing Room recently became the wife of Kenneth E. Chapman.

After the ceremony the newlyweds left for a motor trip which included Massachusetts, Connecticut and the Berkshire Mountains. Prenuptial affairs included a shower given by the bride's associates at the home of Margaret Nutt, where she was the recipient of many beautiful gifts.

Employees of the Sundries Developing Department express their deepest sympathy to William and Walter Schuler on the death of their brother.

The Ciné Reel Manufacturing Department deeply sympathizes with William Currier on the death of his daughter, June.

We join with the employees of the Portrait and Commercial Sheet Film Department in extending our sympathy to Frances Peoples on the death of her mother.



Standing: left to right, Michael O'Haire, John Considine, Harry Sparreboom, John Lyons, James Park;
seated: William Clarence, Marion Luvisi, Richard Brackley

NEW CITIZENS

Ten Kodak Park employees were numbered in the group admitted to United States citizenship in the period from July to October. These employees, eight of whom are shown in the accompanying picture, are: Marion Luvisi, Box Department; Richard Brackley, Gelatine Plant; Edmund Bullock, Research Laboratory; John Considine, Pipe Shop; William Clarence, Gelatine Plant; John Deveney, Paint Shop; John Lyons, Sheet Metal; Michael O'Haire, Recovery; James Park, Sheet Metal; and

Harry Sparreboom, Yard Department. Formal presentation of their citizenship certificates was made through the New Citizens' Committee of the Chamber of Commerce at a Columbus Day banquet October 12.

It is a pleasure to welcome them through the columns of the Magazine and to congratulate them on the spirit and patriotism which prompted their voluntary attainment of this new allegiance.

CAMERA CLUB MEETING AT MUNICIPAL MUSEUM

The Municipal Museum was the scene of the regular monthly meeting of the Camera Club on November 8. The use of photography in recording valuable finds in archeology expeditions was the theme of an illustrated and interesting talk by Dr. A. C. Parker, museum director and archeologist. Following his lecture, Dr. Parker conducted the group through the museum. The exhibits of early Indian lore and Colonial day customs are considered the finest to be found in New York State. One floor of the museum is now devoted to exhibits of the modern day, including radio, chemistry and photography. Refreshments were served at the conclusion of the evening's program.

A small number turned out for the hike of October 28 under the leadership of J. H. Elferink of State Street. In spite of the dull day, the party experienced a pleasant and interesting trip to Ellison Park.

THOMPSON—BOVEE

Dorothy Bovee of the D. O. P. Packing Room and Clifford Thompson were united in marriage October 25.

Among other prenuptials, the bride was entertained at a shower given by her associates in the Packing Room and presented with many useful and beautiful gifts.

The sincere good wishes of the department are extended to Mr. and Mrs. Thompson.

The congratulations and best wishes of the Ciné Processing Department are tendered to Raymond Lyon, who married Sarah Corah on October 20.

The Emulsion Coating Department extends its deepest sympathy to Thomas Marling, whose mother died October 12; to Richard Geodfrey, whose wife passed away October 20 and to Walter Pardington, who suffered the loss of his father November 3.

SOCCER TEAM ADVANCES IN NORTHWESTERN LEAGUE

ELIMINATED IN NATIONAL CUP

Inter-city League contests played by the soccer club against the Celtics and the German A. C. on October 14 and November 4, respectively, resulted in 1 to 1 draws. The first tie game was marked by a fast brand of soccer, with the Park eleven clearly outplaying its rivals in the second half but lacking the final drive to score. The deadlocked score, however, was classed as a moral victory, as the Celtics were leading the league and had won every contest up to that time.

The draw with the Germans was in many ways a repetition of the Celtic affair, the Kodak team forcing the play for a large portion of the time but failing to take advantage of scoring opportunities. A redeeming feature was the showing of Simpson, appearing for the first time in the lineup at inside left. This new member of the club recently came to this country from England, where he performed with several teams of high calibre. He is expected to give Manager Rife's front line the scoring punch so badly needed in recent games.

On October 21, the home eleven was unceremoniously eliminated from further competition in the National League. Encountering an off day, the locals were forced to an unexpected defeat by the German A. C., the final count being 2 to 0.

Better luck favored our players the following Sunday, when they chalked up an easy victory over the Moose in the second round of the Northwestern League, 5 to 1. Al Fratter celebrated his return to the Filmmakers after two seasons with other clubs, with a strong game in the forward line.

IN THE BOWLING LEAGUE

The K. P. A. A. Bowling League completed the first round of its twenty-eight week schedule on November 8. During this period, team managers determined upon permanent lineups and are now looking forward to colder weather, which supposedly helps bowlers to high totals.

Standings at the end of the seventh week show the teams fairly well matched, Building 35 being in the lead with a one game advantage over Building 48 and the Garage teams in a tie for second honors and two games above the Steel Fab in fourth place. The Pipe Shop heads the second division, followed in order by the Tool Room, Finished Film and Engineers. The strong showing of Gene DeBerger's Steel Fab five has been one of the early season surprises, along with the inability of the Tool Room and Engineers to hit their stride of past seasons. With Captain "Chuck" Forstbauer doing yeoman service as anchor man, the newly organized Finished Film team has improved steadily and should be a real contender. Members of the league are glad to see Roy Herrick back with Building 35 after two years absence due to ill health. Roy's scores to date indicate that he suffered no loss of skill from the layoff.

"Whitey" Beery of Building 35 already has a 278 single-game score to his credit. This mark was high for October at Buonomo Alleys and brought "Whitey" the monthly prize of a hat from the Hall-Covel Co. With this one exception, records for the first round have been low. Harold Servis holds high individual three-game score of 626; the Pipe Shop high team single game of 1029; and Building 48, league champions, high team three-game total of 2812.

Winners of the one dollar weekly prize for high game since the November Magazine were Beuckman, Building 35, .229; Beery, Building 35, .278; Page, Pipe Shop, .237; Kowalski, Finished Film, .232 and Shepanski, Steel Fab, .252.

Team standings November 10:

	Won	Lost	Per Cent
Building 35.....	15	6	.714
Building 48.....	14	7	.667
Garage.....	14	7	.667
Steel Fab.....	13	8	.619
Pipe Shop.....	11	10	.524
Tool Room.....	8	13	.381
Finished Film.....	5	16	.238
Engineers.....	4	17	.190

BASKETBALL

The younger or second Kodak Park team has been charged with the responsibility of defending the Industrial League basketball championship won last season. As it now stands, the league is made up of six teams, of which only the Vogt Manufacturing quint is outside of the Company, and the Camera Works being represented by two entries. The Park reserves made excellent showings against similar teams at Kodak Office and Camera Works last year, and it is felt that they are now ready and deserving of an opportunity in competition of this nature.

The youngsters started practice early in November under the tutelage of Jack Brightman and rapidly rounded into shape for the opening of the schedule. The squad numbers about fifteen players including Berry, Building 22; Herlihy, Stores Department; McCall, Messenger Service; O'Brien, Ridge Construction; Smith, Building 22 and Tinsman, Building 29, from the 1927-28 aggregation. While the opposition in several cases may still be slightly too strong for them, this plan looks ahead to the building of formidable representation on the court two or three years hence. When the schedule starts, the players will appreciate your attendance at their games.

The Portrait and Commercial Sheet Film Department deeply sympathizes with May Chamberlain, who recently lost her father.

Heartfelt sympathy is expressed to Ethel Johnston, who recently suffered the loss of her mother.

To Ruth Whittington of the Portrait and Commercial Sheet Film Department, who recently lost her father, deepest sympathy is extended.

Sincere sympathy is accorded to Merton Kanous of the Portrait and Commercial Sheet Film Department, who recently suffered the loss of his father.

Announcement of the marriage of Delilah Stiles of the Spooling Department to Paul Lemke has just been received.

Employees of the Emulsion Coating Department express their heartfelt sympathy to the family of Nathan Cole, who died October 29, and to the family of Richard Southwick, who passed away November 8.

Employees of the Ciné Slitting Department are in deepest sympathy with Herman Boigk in the death of his father.



CAMERA WORKS SENIOR TEAM

Back row: left to right, Harry Marx, Aldie Logan, Joe Holzschuh (captain), Stan Engberg, Joe Walker, Fred Kuhn;
seated: Norman Stevenson, Frank Brunke (manager), Walt Rohnke

GIRLS' BASKETBALL TEAM

Camera Works girls will again put a team on the court this season. They will be coached by Harold (Bud) Tulley, our basketball supervisor, and managed by Marie Schwind, star of the Court Highland Girls, city champions for four years. The first practice was held on Wednesday night, November 14, and by the time this magazine is published we hope to have produced a team eligible for local honors.

The boys of the Tool Room extend their heartfelt sympathy to Raymond Graham, whose father died recently.

We congratulate Walter Gamrod of the Detail and Estimate Department on the arrival of Betty Jane on September 25.

We extend our sympathy to Grace Ewing of the Lacquer Department on the loss of her sister, Hazel, who died September 22. Hazel was formerly employed in the Inspection Department.

CAMERA WORKS LEAGUE

Kodascopes, with a record of 12 won and 6 lost, are topping the Camera Works Bowling League. Second place finds three teams tied for the honor, the Cinés, Kodaks and Specials. All boasted a .555 percentage as a result of 10 wins and 8 losses. A 273, rolled by Cease, was the best individual game up to November 2. Meyers, with 668 for three-game total, topped that division. Standings are as follows:

	Won	Lost	Per Cent
Kodascopes	12	6	.666
Cinés	10	8	.555
Kodaks	10	8	.555
Specials	10	8	.555
Brownies	9	9	.500
Juniors	8	10	.444
Vest Pockets	8	10	.444
Cameras	5	13	.278

INDIVIDUAL

High single game—Cease—273

High three games—Meyers—668

TEAM

High single game—Specials—1034

High three games—Kodascopes—2849

SWIMMING CLUB

Next month this club is to have its annual election of officers and membership drive. The present officers have built up a fine organization of fifty-eight members, who swim every Wednesday night at the Maplewood Y. M. C. A., and, in addition, have various social gatherings throughout the year. No one need feel there is no use joining because he can't swim, for he is just the person for whom the club is looking. The two instructors, Frank Buehlmann and Charles Welker, feel highly gratified with the results of the past season when nine members, who previously could not swim a stroke, were able to pass a thorough test, and are now perfectly at home in the water.

For those who do swim there are classes in life-saving, diving, and water games, such as polo and plate diving.

Membership in the club is open to anyone in the C. W. R. C. on the payment of the nominal membership fee of one dollar for the year. The benefits of swimming are too well known to be repeated here, and, when to these are added the benefits derived from association in an organized group, the advantages are manifold. Application blanks may be had from the president, Frank Buehlmann, or the secretary, Randall Salzer, both of the Engineering Department, or from the C. W. R. C. Office.

GIRLS' LEAGUE PARTY

Following the regular bowling session on the night of November 7, members of the Camera Works Office Girls' Bowling League were entertained at a Hallowe'en party at the home of Bertha Schmitt Avery, who is a former champion bowler of the league.

Movies of the girls' summer picnics were shown. Some of the girls were more than surprised to see themselves walking backwards and in stills in rather outlandish positions and are now ready to sign themselves up for Hollywood careers. All voted it a great party and extend their thanks to the Averages.

John Gregory, acting foreman in the Vest Pocket Kodak Assembly Department, was married recently to Evelyn Clarke. Mrs. Gregory is the daughter of Bill Clarke of the Folding Brownie Assembly Department. Mr. Gregory was presented a chest of silver by the members of his department and with a clock by the Foremen's Group. The newlyweds spent their honeymoon in Canada. To them we extend our best wishes for many years of happiness.

It affords us particular pleasure to announce the following marriages among the girls in the Hawk-Eye Department:

Mary Stone married October 27 to Edward Haefflinger.

Marion Brown married November 3 to Thomas McIntosh.

Emily Criel married November 3 to Henry VanDeVelde.

Cecelia Lawlor married November 3 to Lyle Randall.

Ruth Smith married November 8 to Joseph Grovino.

To the newlyweds, our heartiest congratulations and best wishes.

PRINTING DEPARTMENT PARTY

On Wednesday, November 7, our Printing and Paper Cutting boys staged a little get-together in the form of a bowling party. The party was arranged by a committee composed of Messrs. Wakefield, Doser and Stowell, and much of its success is attributed to their efforts.

Two teams of six men each competed for honors, and, after an accounting, it was found that the team captained by George Houser beat the rest of the department by 300 pins in three games, which is no small achievement. At the time of writing, records of scores could not be found, they either having been lost or destroyed, so that it is impossible to pass comment on individual scores or to compare the prowess of our Printers with that of other departments.

INDUSTRIAL LEAGUE DANCE

The Rochester Industrial Basketball League has finally been organized for the season of 1928-29 with six teams, all veterans of last year's organization. The outfits are Camera Works, Kodak Park, Camera Works Reserves, Vogt Manufacturing Company, Hawk-Eye and Kodak Office.

At time of writing, the plans called for a grand opening on Friday, November 23, with a dance at Kodak Office Auditorium, music being furnished by "Sax" Smith's Cavaliers. The advance ticket sale indicated a crowd well over five hundred. The league games were to begin on Tuesday, November 27, with Kodak Office meeting Camera Works Reserves in the first game at 7:30 o'clock, and Hawk-Eye and Camera Works listed for the second game. The third game of the week was to bring together Kodak Park and Vogt Manufacturing.

League games will continue throughout the season on Tuesday and Friday nights at Kodak Office Auditorium and Kodak Park courts, respectively. The Harmony Girls, who have become favorites with the noon-hour crowd at the Kodak Office Auditorium, will play for dancing after all games. The first game will start at 7:30, with the second game scheduled for 8:40 and dancing from 10 until 12 o'clock. On nights when only one game is scheduled, the contest will start at 8:00 o'clock, with dancing from 9:30 until 11:30 o'clock. Admission to all games will be twenty-five cents.

PAYROLL DEPARTMENT SAUSAGE ROAST

The annual fall outing of the Payroll Department was held October 24. After work that evening, twenty people boarded automobiles and were whirled out to one of the many cottages which nestle on the banks of the Genesee along River Road. Here they were met by the welcome aroma of roasting sausages, which were being prepared by the department chefs, Ruth McElroy and Joseph Walker. It certainly is a tribute to the patience of the members of the department that they waited until everything was done up brown before devouring the succulent "hots." However, Joe Murphy finally maneuvered Joe Walker's "collegiate" up to the cottage with the beans, and everyone repaired to the improvised cafeteria inside, where might and boarding-house reaches meant better service.

After luncheon there was dancing on the porch built out over the quiet, cool waters of the Genesee. For those who did not trip the light fantastic, there were bridge and rummy.



RESERVE TEAM

Back: left to right, Joe Tribotte, Bill Baker, Elmer Gannon, Bill Stein, Sol Schatz, Art Arnold;
seated: John Doyle, Max Adler (captain), Joe Fakir

TWIN LEAGUE

Mary Fien seems to be running away with the honors in the Twin League. At time of writing, this young lady was leading the league with an average of 136.10 and, in addition, had high individual game, 168, and high two-game total with 291.

	Average
Mary Fien.....	136.10
Margaret Smith.....	106.9
Muriel Shannon.....	105.9
Rita Shannon.....	91.11
Minnie Rischka.....	86.11
Kate Diamond.....	84.3
Dorothy Knight.....	82.5
Irene Fromm.....	80.
Jennie Kulzer.....	69.11
Jessie Kauffman.....	52.11

High individual game—Fien—168

High individual two games—Fien—291

A familiar figure is again greeting those of us who use the Employment Office entrance on State Street. Frank Heier, the staunch guard of these portals, has returned after an absence of fifteen weeks on account of illness. We congratulate Frank on his recovery, his fitness to resume his duties, and hope that the cry of "Good morning, Frank" and "Good night, Frank" will be heard for a long time to come.

To Ray Miles, the jovial chieftain of the Payroll force, our congratulations. It's a girl—Janet.

To Carrie Ginter of the Lacquer Department and her brother, William Ginter, of the Shutter Assembly Room, we extend our sincere sympathy on the loss of their mother, who died October 31.

We extend our sympathy to Herbert, Oscar and George Thorpe on the loss of their father recently.

We extend our sympathy to John Rearson of the Ciné Machine Department on the death of his brother November 14.

Sarah Burke of the Shutter Machine Department was married to Peter Gianforti September 12 at the Mount Carmel Church. We extend our best wishes.

Joseph Gerew of the Inspection Department is the proud father of Joseph Thomas, born on the morning of November 6. Congratulations, Joe.

Our sincerest sympathy is extended to Wilmer Larson of the Engineering Department on the loss of his wife recently.

Mildred Cronin of the Shutter Assembly Department was married recently to Jean O. Douglas, formerly of the Factory Stock Record Department. Best wishes, Mildred.

Now that the hunting season is over, we have record of several good bags by Camera Works nimrods. Arthur Eidman and Ernest Zarpentine of the Folding Pocket Assembly Department, along with four friends, spent a profitable week in the Racquette River section of the Adirondacks. Each man brought away a fine buck to show the folks at home. John Foley of the Case Assembly Department paid a visit to Tupper Lake in the Adirondacks and was rewarded by a ten-point deer weighing 190 pounds.

Erma Peets of the Inspection Department was married recently to Carl Zulauf. She was presented with a chest of silver by the department. Best wishes, Erma.

SHUTTER LEAGUE

Frank Frey, with a 265 game, has the best individual score to date in the Shutter League. Henry Schleiman, with a 636 three-game tally, leads that division. The Blades, topping the league, have best team single- and three-game scores. Individual averages and standings are as follows:

	Games	Total	Average
Englert.....	18	3222	179
Rutan.....	18	3201	177
Gauger.....	18	3158	175
Goebel.....	6	1053	175
Schleiman.....	18	3151	175
St. John.....	18	3144	174
Fischer.....	18	3089	171
Frey.....	18	3055	169
Yaeger.....	18	3055	169
Moffett.....	18	3049	169
Allen.....	18	3042	169
Logan.....	12	2004	167
Doerrer.....	18	3000	166
Stein.....	18	2963	164
Krenzer.....	18	2950	163
Kuhn.....	18	2949	163
Urbanick.....	9	1470	163
Schuman.....	15	2440	162
Bisnett.....	18	2890	160
Zimmerman.....	18	2890	160
Klein.....	18	2866	159
Hinterleiter.....	18	2866	159
Early.....	15	2377	158
Green.....	18	2840	157
Weissand.....	18	2753	152
Tribotte.....	18	2745	152
Noll.....	15	2239	149
Ransom.....	18	2682	149
Engberg.....	18	2571	142
Protz.....	18	2473	137

TEAM STANDINGS

	Won	Lost	Per Cent
Blades.....	14	4	.777
Studs.....	10	8	.555
Cases.....	9	9	.500
Springs.....	9	9	.500
Covers.....	6	12	.333
Levers.....	6	12	.333

HONORS FOR SEASON

High individual single game—Frey—265
 High individual three games—Schleiman—636
 High team single game—Blades—995
 High team three games—Blades—2771

OFFICE GIRLS' LEAGUE

Captain Florence Waterstraat's Kodaks are off to a good start in the Office Girls' League. Nine wins against a single loss gave her team a .900 percentage on November 7. Florence is showing the way to the rest of the league for individual honors also, boasting a 196 high game. Helen Wright, captain of the second place Brownies, has high two-game total at 344. Standings are as follows:

	Won	Lost	Per Cent
Kodaks.....	9	1	.900
Brownies.....	7	3	.700
Specials.....	3	7	.300
Cinés.....	3	7	.300

High individual game—Florence Waterstraat—196
 High two games—Helen Wright—166-178—total 344
 High team game—Kodaks—766
 High two-game team—Kodaks—766-650—1416

PRODUCTION OFFICE LEAGUE

	Won	Lost	Per Cent
F.3.5.....	4	2	.667
F.1.9.....	3	3	.500
F.6.5.....	2	4	.333

INDIVIDUAL AVERAGES

	Games	Average
Seuffert.....	10	174
Stark.....	10	163
Wright.....	7	149
Reul.....	10	141
Stevenson.....	6	141
Helms.....	10	140
Powers.....	10	140
Robinson.....	10	135
Steinmiller.....	10	133
Allinger.....	10	131
Wegman.....	6	128
McKenny.....	10	128
Fineout.....	6	126
Doering.....	4	123
Wilson.....	3	121
Hayner.....	4	118
Deul.....	3	109
Young.....	7	107
Cramer.....	10	106
Sondheim.....	6	106
Roberts.....	7	104
Downs.....	7	97
Britton.....	7	83

LADIES' ENSEMBLE LEAGUE

	Games	Total	Average
A. Hogan.....	16	2572	160.12
F. Blum.....	8	1245	155.5
M. Camp.....	16	2446	152.14
G. Keiler.....	16	2419	151.3
F. Schweizer.....	16	2409	150.9
M. Reifsteck.....	16	2185	136.9
M. Allis.....	16	2145	134.1
B. Stanton.....	16	2100	131.4
E. Edwards.....	16	2035	127.3
M. FitzPatrick.....	16	2023	126.7
A. Haley.....	16	2015	125.15
J. Timmerman.....	14	1759	125.9
L. Sweeting.....	14	1427	118.11
M. Hoch.....	16	1830	114.6
E. Schoolmaster.....	16	1798	112.6
M. Killaby.....	10	1114	111.4
S. Pacek.....	12	1334	111.2
A. Thompson.....	14	1520	108.8
E. Walsh.....	16	1556	97.4
M. Douglas.....	6	499	83.1

	Won	Lost	Per Cent
Vanities.....	10	4	.714
Colors.....	8	6	.571
Mirrors.....	8	6	.571
Compacts.....	2	12	.142

High individual single game—A. Hogan—193
 High individual double game—A. Hogan—379
 High team single game—Vanities—720
 High team double game—Vanities—1398

Dolores Heinsler of the Vest Pocket Kodak Assembly Department is now Mrs. Dolores Uebelacker. We take the opportunity to wish Dolores many years of happiness.

MAIN



OFFICE

JOHN W. NEWTON, Editor



HENRY HEESCH, JR.



JOHN W. THORNE

LEAVING FOR FOREIGN SHORES

Henry Heesch, Jr., and John W. Thorne, who have been in training in the Export Department, are scheduled to leave in the near future to take up new endeavors in the Company's export territory.

Heesch will leave December 8 from New York City on the S. S. Vauban for Rio de Janeiro to assist at our Branch there. Thorne, who has been employed at Kodak Office since the fall of 1927, will sail December 6 on the S. S. Havana from New York for Mexico City, where he will take up his new

duties at Kodak Mexicana, Ltd.

Thorne was for some months employed at our store in Washington, D. C., gathering experience. Heesch has been at Kodak Office since 1926, coming to us from Hawk-Eye Works, where he was employed for several years. Both were students in the Spanish class of J. J. Mercado. The other members of the class and their fellow employees extend congratulations on their appointments and wish them continued success.

Mildred Piper of the Tabulating Department became the bride of Harold Penner on November 7 at ceremonies in the Emmanuel Reformed Church. The prenuptial events included a dinner at the Odenbach by the bride's co-workers in the Tabulating Department, a variety shower by Mrs. Emily Airy, a former "Tabulator," and a shower at the home of Mrs. Florence Hacker of Coldwater. Mrs. Hacker was Florence O'Donnell of the Advertising Department. We extend our best wishes and congratulations to the newlyweds.

Albert Lawrence of the Export Shipping Department was blessed with the arrival of Janet Ellen on October 16. Congratulations are offered him and

also his wife, who is the former Amy Povey of the Tabulating Department.

We welcome the following new employees at Kodak Office: Advertising, Bart L'Hommedieu; Bookkeeping, Dorothy Hiller; Comptrollers, Beverly R. Iszard, Chester R. Kimball; Eastman Teaching Films, Inc., Clarence Baer, Joseph K. Dommergue, Kenneth R. Edwards; Development, Harlow D. Philips, William S. Vaughn, Carl Velzing; Finishing, Clarion A. Huss; Information, John Wilmot; Mail and Filing, Grace E. Offen; Repair, Raymond F. Beckwith, Bernard J. Burke, George Clark, Sam Horowitz, Charles T. Mason, Robert J. Ryan, Gordon L. Wallace; Training, Mildred E. Harris.



J. J. MERCADO

J. J. Mercado of the Service Department now has two Spanish classes in full swing. The classes are divided into two parts, elementary and advanced. The elementary section meets twice a week from October 15 to January 1, after which time it is expected the elementary pupils will be graduated to the advanced class. The advanced students meet each Wednesday night for study, and also have a private room in the cafeteria for lunch. Here the pupils make speeches in Spanish and carry on their conversation during lunch in that language. The classes are arranged for men who are being trained for export work, knowledge of the Spanish tongue being a necessary requirement.

Benjamin V. Bush, who has been absent from the office for seven months, returned to Rochester October 16. On his tour, he installed processing equipment in Manila and Honolulu, and also visited our branches in China and Japan. Happy to have you back, Ben.

Jose M. Tristan, well known to Kodak Office employees and for the past few years assistant manager of Kodak Mexicana, Ltd., Mexico City, is now a happy father. The stork arrived at his home September 19, delivering a son, Michael Peter. Hearty congratulations.

Clara Disney and Meta Manley of the Repair Department have been recounting to their friends the wonders and beauties of New York City, Philadelphia and Washington, where they recently spent a few weeks.



MILDRED LAMBERT

Mildred Lambert, a well-known athletic girl of Kodak Office, will not be seen nor heard of so much from now on. Monday, November 12, she was married in Immaculate Conception Church to Bernard Nugent of this city. Mildred was a baseball player; she managed and played on the Office basketball team, and could always be relied on to do her part in things athletic around Kodak Office. A number of showers were given her and, in addition, her friends in the Stock Department, where she was employed, presented her an electric toaster. We wish her and her husband long life and happiness.

SECOND ANNUAL CHRISTMAS PARTY

A bigger and better Christmas party than last year is being planned for the families of K. O. R. C. members for the evening of December 28. This event, the second annual, is to take place in the Auditorium and will be under the general chairmanship of Edward Hilbert.

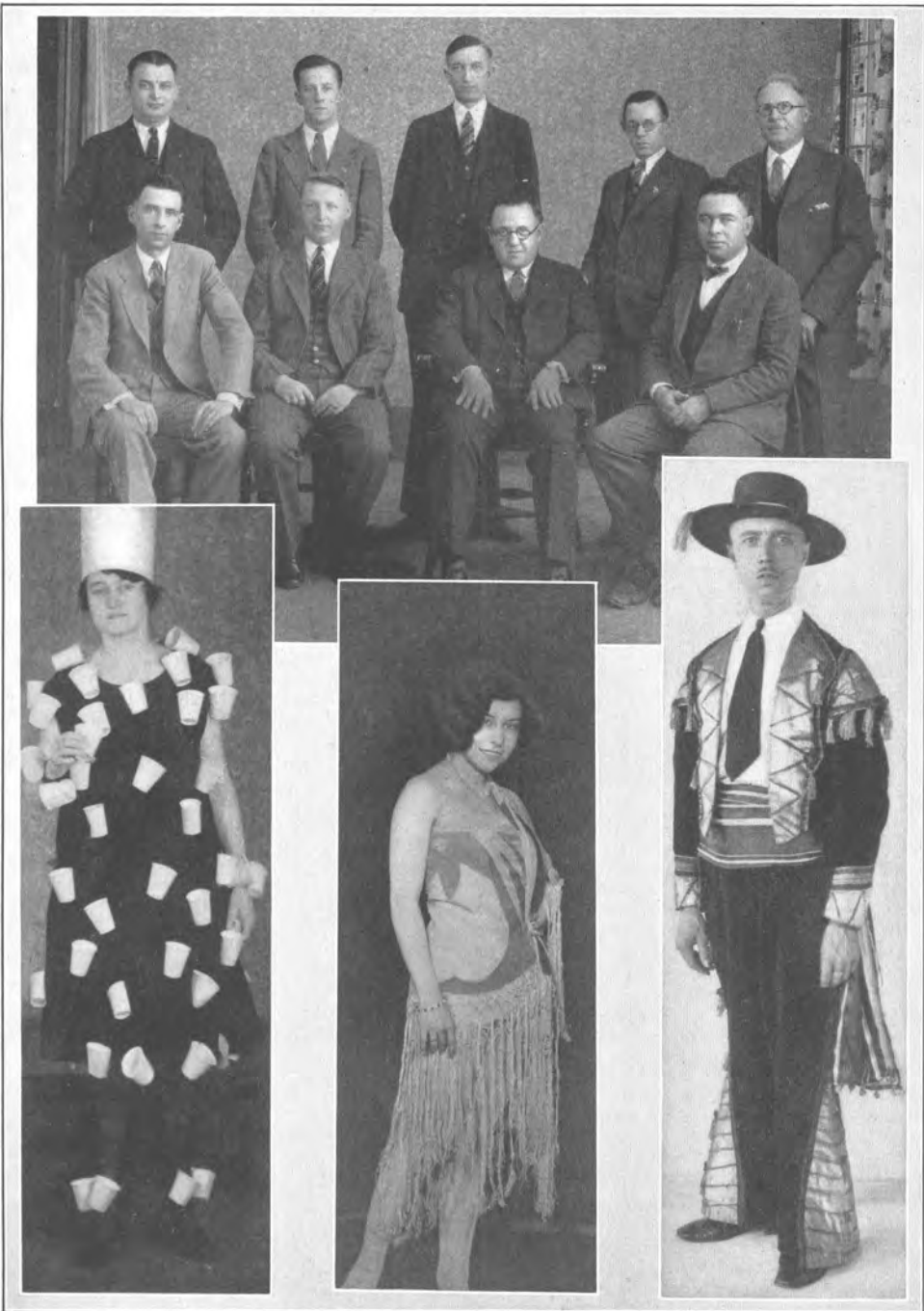
There will be refreshments for everyone, grown-ups as well as children. There will be entertainment in the nature of movies, singing and orchestra music. There will be a stage show with Santa Claus distributing gifts to the children. There will be floor games and floor gifts, and everyone present will have a chance to participate in everything. Soft drinks, ice cream and wafers, among other things, will be in abundance. The Harmony Girls will play during the evening, and after the entertainment they will play for dancing.

Charles Hanley heads the refreshment committee; Carl Mattern and Jenny Elferink, the entertainment committee; and Louis Bonehill, George Howard and George Greenfield, the movies, gifts and floor committees, respectively. All K. O. R. C. members and their families are invited. The evening is Friday, December 28.



SOME COSTUMES AT HALLOWE'EN DANCE

Upper left, Helene Trax and Winona Stout; upper right, Jean Glenn; left center, Lucy Shoemaker; right center, Elsie Kramer and Bill Leyer; lower left, Arthur Cavalli and Perry Noun; lower right, Helen E. Jones and Harland Boardman



COMMITTEE AND MORE COSTUMES

Upper: back row, left to right, T. H. McCabe, Dave Birrell, William Carter, Louis Bonehill, Durfee Pittenger; seated, Fred Hodgson, Charles Hanley, Albert Stillson, Harry Irwin; lower left, Jennie Elferink; center, Grace Scobell; lower right, Joe Gorze



OUR NOON-HOUR MUSICIANS

The Harmony Girls' Orchestra. From left to right: Gertrude Dittman, Bobby Strickland, Ethel Weiss, Laura Brownell, Viola Moore, Pearl Dodge

At the first national convention in Rochester of the Printing Industries Section of the American Society of Mechanical Engineers, A. J. Newton, superintendent of the Company's Engraving Department, gave a paper on "Photography as Applied to Color Reproduction in the Graphic Arts."

At several other discussions, members of the Kodak organization made useful contributions. Frank Andrews of Kodak Office was a member of the reception committee, and Ronald C. Hands of Kodak Park presided at the educational session.

Many of the convention delegates made a tour of inspection of Kodak Park.

Edgar J. Rouse, of Kodak Australasia, Ltd., who, for the past four months, has been visiting the States, with his headquarters at Rochester, left for Vancouver, Thursday, November 1. Before sailing on the S. S. Niagara November 14, he made a short stay at Los Angeles and San Francisco. While in this country, he visited Eastman Kodak Stores in New York City, Philadelphia, Boston, Atlantic City, Pittsburgh, Chicago, and Toronto, Canada. Both Mrs. Rouse and he report a successful and enjoyable tour. They expect to arrive at Sydney December 8, after an absence of eight months, the first part of which was spent in European countries where the Company has branches.

Herbert S. Thorpe, for a number of years in the Industrial Relations Department of Camera Works and editor of the Camera Works section of *The Kodak Magazine*, has been transferred to Kodak Office. The Camera Works' loss is a gain for Kodak Office, so welcome to our city, Herb, and may your stay be long and pleasant.

Edward O'Brien of the Shipping Department is back on the job after a long illness. His co-workers are pleased to have him back with them.

COPS VS. KODAK OFFICE

The Police Department's indoor baseball team paid its first visit of the season to Kodak Office Auditorium Thursday noon, October 31, and carried away the Office team's scalp, 4 to 2. The Office boys just couldn't score until the last innings, when two men crossed the plate. The game was witnessed by a large crowd and was very fast. Chief Kavanaugh and Joe Stutz were the pitchers, and the score will testify that they were at top form.

Harold Bentley of the Shipping Department met with a painful accident Friday noon, November 2, during a basketball game between the Whites and the Darlings. During a rush, Harold slipped backwards and fell on his arm, cracking his right elbow. The fracture was immediately attended to and an X-ray taken, but the injury will keep him out of the lineup for some weeks. Incidentally, the game ended in the Darlings' favor, 12 to 10. By the time this notice is distributed, the Kodak Office Juniors will be resplendent in new uniforms. Come on out and see them every Friday noon!

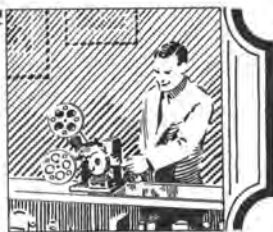
D. E. Delgado, Export Sales Manager, sailed November 8 on the S. S. Mexico from New York City for an extended business trip to southern parts. He will visit our branches in Cuba, Mexico and South America. He is expecting to return to Rochester in March.

Word has been received that Eduardo Llerena, local manager at Kodak Brasileira, Rio de Janeiro, is being congratulated on the arrival of a brand new son. Kodak Office, where Mr. Llerena was formerly associated with the Export Department, adds its congratulations.

The sympathy of the Office is extended to Barney Pilot, elevator operator, Building 7, whose wife died November 8.



IN BRANCHES AND EASTMAN KODAK STORES



OUR NEW DEPARTMENT

Beginning with this issue, Eastman Kodak Stores, Inc., and the Eastman Kodak Company Branches at New York, Chicago and San Francisco will have this section in *The Kodak Magazine* devoted to items of current interest in those divisions of the Kodak organization.

We hereby extend them a welcome to what is hoped will be a closer relationship with the other Kodak departments served by *The Kodak Magazine*.

We are all interested in what is happening within the Kodak Company, and we know the Rochester readers of the magazine will be glad to become better acquainted through these news items with their fellow employees who are engaged in service in some of the more distant fields of the Company's endeavor.

We take pleasure here in introducing to our readers the correspondents who will provide us with the news from the stores and branches, and the first items from some of those correspondents.

Correspondents already appointed are: Miss Julia McManemin, Atlantic City Store; Miss Evelyn Crandall, Baltimore Store; Miss Minda Knudsen, Chicago Store; Raymond Havlett, Cleveland Store; V. A. Schlegel, Denver Store; R. A. Downing, Detroit Store; H. S. Wetmore, Los Angeles Store; Miss Olga M. Johnson, Minneapolis Store; E. J. Lorch, New Orleans Store; Miss A. McGuire, New York Store; Miss Frances Thoelecke, Omaha Store; H. V. Grover, Pittsburgh Store; Miss E. K. Markham, Seattle Store; Clifford Wright, St. Paul Store; Miss E. L. Sobotka, Washington Store; Joseph L. Burgess, New York Branch; Charles F. Harris, San Francisco Branch; George S. Rogers, Davenport Store.

NEW YORK BRANCH

Through their united efforts the girls of the New York Branch last month enjoyed their most successful Hallowe'en Party since the custom was inaugurated. The table and favors were a credit to the decorators. A splendid luncheon was served, followed by games and dancing. A prize given for the most unique method of entertainment was awarded to Evelyn Devine. Special mention is made of the generosity of Mrs. Ellor, who supplied her Victrola, in the absence of musicians.

A surprise birthday party and bridge was tendered to Dorothy Wilson at her home on Monday evening, November 5, by her friends, among them: Mary Ledwith, Anna Fessman, Marion Pressimone, Edith Johnson, Rose Sema and Susan Feeney. After a sumptuous repast, entertainment was furnished by Anna Fessman and Marion Pressimone, who gave an exhibition dance worthy of professionals. Dorothy Wilson entertained at the piano, and Edith Johnson obligingly sang a few popular songs. The bridge



EVELYN DEVINE

prizes were captured by Miss Johnson and Miss Ledwith.

John Beveridge of the Shipping Department is still sojourning in Ireland. Many happy moments have no doubt been recalled by our good friend, whose visit to the "ould country" is the first since his arrival in the good old U. S. A. many years ago. Here's hoping he will soon be back with us and that he will entertain us during the winter months relating his experiences.

Incidentally, we might mention that the checker champions are anxiously awaiting his return.

We congratulate George Casella, who has been transferred from the Shipping Department to take the position of Receiving Clerk, left vacant by the resignation of Jean Borloz.

DETROIT STORE

Friday night is "School Night" in Detroit. Since the beginning of our fall meetings, we have covered the Ciné-Kodak line, professional equipment, and sundries.

The last three meetings have been devoted to sensitized paper, film, and plates. The letters and numbers on Azo, Vitava, and Velox labels meant much more to the boys after an evening of develop-

ing, enlarging, and printing. It was a very novel experience for a number of the employees who had no knowledge of photography.

Joe Millard, one of our city salesmen, will be returning soon from England, where he has spent the past three months.

Charlie Auld drives about twenty thousand miles a year, calling on photographers in our territory outside of Detroit. He started his last trip with a new coach, so he should have no trouble in maintaining his regular schedule during the winter months.

We are all very proud of the new photographic Christmas card styles produced by Walter Bassler in our developing department. The designs and greetings are interchangeable, so we should have no trouble in pleasing our customers.

Ray Laufer spent his vacation in Rochester. He had been anticipating for some time the pleasure of a visit with his old friends there.

After spending four months in our store, C. F. (Sam) Bullard has returned to Rochester. In the short time he was here he made many friends for the store, and we were indeed sorry to see him leave.

We welcome the most recent additions to our force, Edward Dierkes and Marshall Erickson.

ZIMMERMAN BROS.

St. Paul Store

Paul H. Zimmerman retired November 3 after thirty-eight years of continuous service. Mr. Zimmerman, who is 79 years old, is a brother of Charlie and Ed. Zimmerman, founders of the Zimmerman Brothers store.

Mr. Z., as he was known to everyone, will be sorely missed, as he always had a smile and good word for everyone.

His successor is Miss Helen Schulte.

Work on our new store building is progressing slowly but surely. We predict it will be the finest Kodak store in the U. S. A. when completed.

H. R. Hoffman, our paper demonstrator, decided he preferred the tall wheat and good fish to the tall corn and mud, so moved here from Cedar Rapids, Iowa, October 19.

NEW YORK STORE

Gladys Donovan of the Developing Selling Department was married November 4 to William Leonard at St. Catherine of Alexandria Church, Brooklyn. Best wishes, Gladys, and may you be blessed with the best of happiness.

Congratulations are in order. Thomas Roberts, Jr., Manager, has completed his twenty-sixth year of service with the Company.

John Biddle of the Professional Department left us in September to accept another position. Best of luck, John.

CHICAGO STORE

Christmas greetings to our fellow workers from the employees of Eastman Kodak Stores Company, Chicago.

The "Christmas Rush" is on right now. Joe, our Shipping Department head, is "covered up," as he says, but is managing to ship orders the day received and is keeping his good disposition.

Mr. Rousselot, manager of our Finishing Department, has just returned from his vacation, all set to go with Christmas card orders and other finishing work. The Christmas card samples are very pretty this year, and many orders are in the making now. We displayed them early this year and have benefited by so doing. Mr. Rousselot is very happy in his new home in the Austin section of Chicago. He said he spent most of his vacation spreading six gallons of good paint.

We extend all good wishes to Diana Goromby, who was married October 20 to Stephen Bogathy.

We are all pleased to see Mr. Wood of the Shipping Department at his work again, after several weeks of illness.





HAWK-EYE



JOHN T. HARBISON, Editor



The boys that keep the soccer ball rolling in fair weather or foul. Willie Wood, our soccer correspondent, is on the left; then come Pete Morrison, Alec Cowan and Carl Steuber. These lads are the captains of the teams that are playing in the noon-hour soccer league.

HALLOWE'EN PARTY

The 1928 Hallowe'en Party was comparable in every way with the notable success of other years. Chairman Norm Graham had the affair well in hand, and it was under his artistic eye that the new dining hall was tastefully decorated for the occasion. He was assisted in the decorating by Charles Prentice and Frank Costello, who proved to be apt pupils of the art.

The crowd began to arrive at 8 o'clock, and 10 o'clock had not seen the finish of the procession. The program opened with a moving picture called "A Night at the Show" with Charles Chaplin himself.

Appropriate refreshments were served. This means cider, apples and doughnuts. All three items were excellently served by Lauretta Watley, Edna Roy, Elsie Haidle, Cecelia Mahoney, Viola French and Augusta Hennik, whose orange sunbonnets were very becoming.

Tony Antisto of the Single Achromatic and Finder Lens Department left late in October for a visit to sunny Italy. Several of the boys felt that they could not let him go without an appropriate demonstration, so they called at Tony's house a few nights before he took ship. They had with them a shiny new suitcase, their gift to the traveller. Refresh-

ments were provided, and the party lasted far into the night.

Bill Neitzel is always in great demand at a time like this, and he obliged with "K-K-Katy." Most of the party dropped in at Charlie Klink's on the way home, and Bill Baker disgraced himself by raiding the ice box and making off with a bowl of cold beans that were to have been pressed into service at a later date. George Handford had been invited to attend, but did not show up. Charlie Snapp was expected to be on hand, but sickness at home prevented him from coming.

In addition to those who have been mentioned, there were in the party Jack Kowalski, Bill Radford, George Kosel, Bill Hemple, Julius Pehta, Frank Cooligan and Tony Zdanecis. Herbert Lettau added much to the occasion by accompanying all vocal numbers at the piano.

Bill Eyer of the Anastigmat Lens Department improved each shining hour this summer by seeing America first. We had a card from Bill from Yellowstone National Park. He said that the park was a wonderful place for the camera business. We hope that he took a great many pictures and that he encouraged everybody he saw out there to take a great many more.



Louis Ehrmann, foreman of the Recordak Department, was one of the Rochester delegates to the United Spanish War Veterans' Convention at Havana, Cuba, this fall. The picture was snapped as he paused for a moment to look things over. Louie was a chief-petty officer in those stirring days during which the war with Spain was fought. He was busy with the insurrection in the Philippine Islands when Admiral Dewey steamed into Manila Bay.

SYD SAYS:—

The early days of organized safety work gave birth to the slogan "Safety First." This slogan enjoined the individual to look first to his own safety, and to many it implied that the other fellow would have to look out for himself. Thus, it was "Safety First" to do a job without injury to self, but the sense of responsibility which required the individual to leave the job safe for the next man was often lacking. In this respect the slogan was selfish, and it is now used but very little in industry.

Some challenged the slogan because it made the safety of man paramount to all human endeavor and achievement. These people did not want to live in such a safe world where there were no risks to be taken. They were of a venturesome mind and were willing to pay the price for their adventures.

The truth is, life consists of the adventure of facing risks, but some risks are worth taking and some are not. Glenn Frank, president of Wisconsin University, has recently suggested this philosophy—safety for the body and adventure for the mind.

Lindbergh deemed the risk worth taking when he flew across the Atlantic, but he never would have attained this important achievement if his body had been crippled in some unnecessary shop accident which had accomplished nothing but suffering and expense. There are risks in the factory for the careless ones to take, but they net you no achievement. In fact, you will achieve more if you take no chances and play safe.

One of the speakers who addressed the recent Safety Congress in New York had to be led to and from the platform, for he was totally blind. An unnecessary accident was responsible for his condition. According to him, his blindness was of little importance compared to the loss of both parents, who grieved themselves to death over his condition. No

The trip to Havana consumed the best part of two weeks, five days of which were spent in and about the city. Louis visited Mr. Von Deben's daughter and son-in-law, who are living in Havana.

Louie arrived back in New York just in time to see the Graf Zeppelin get in from Germany. Taken by and large, Louis says it was probably the best vacation he has had in many a moon.

safety for the body here and certainly no adventure for the mind.

Bob Cairns and Louie Klein have asked us to announce that they are now in the business of removing hornet nests. They practiced their art all summer at Conesus Lake and feel they can render the public excellent service at very reasonable prices. Estimates cheerfully given.

The hunting days passed without serious damage to anyone concerned. Jack Walsh of the Precision Lathe Department is credited with having bagged a rabbit—a victim of Jack's unerring aim. Howard Costich, of the same department, maintains that he got a pheasant but is still looking for it.

Ernest Underwood of the Standards Department married Jane DeGraff, formerly of Hawk-Eye, on Saturday, November 10. Congratulations and best wishes are hereby bestowed on the bride and bridegroom.

We had a card from Benna Tafel, foreman of the Experimental Lens Department, from Conesus Lake. The picture showed Ben asleep with a fish pole locked between his knees and a fish of heroic size jumping out of the water in an attempt to attract his attention. Benna says that the picture was faked because he had to put his best foot forward in order to get a perch about as long as his thumb.

If you really want to know something about this country in which we live, read Andre Siegfried's "America Comes of Age." H. L. Mencken says that it is "So good it seems almost incredible." An encomium of that kind coming from that source is something of a plume for the author's bonnet. You will find the book easy to read and extremely interesting and instructive.

COVERING UP MISTAKES



— is like trying to
sink a cork. It always comes
to the surface. Bill Jones

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

ROCHESTER PLANTS		Standing Last Month	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye.....	1	83.0%	5,627
2.	Kodak Office.....	2	69.4%	13,469
3.	Camera Works.....	3	49.4%	16,545
4.	Kodak Park.....	4	43.7%	38,512
	Non-Employees.....			6,844
OUT-OF-TOWN PLANTS				
1.	Kodak Argentina, Ltd. (Buenos Aires)....	1	100.0%	296
1.	Eastman Kodak Stores, Inc. (Sioux City)...	1	100.0%	130
1.	Eastman Kodak Stores, Inc. (Baltimore)...	1	100.0%	75
1.	Eastman Kodak Stores, Inc. (Atlanta)....	2	100.0%	204
2.	Eastman Kodak Stores, Ltd. (Vancouver, B. C.).....	3	95.0%	116
3.	Eastman Kodak Stores, Inc. (Des Moines)...	4	93.3%	92
4.	Eastman Kodak Stores, Inc. (Cleveland)...	5	79.1%	96
5.	Eastman Kodak Stores, Inc. (Detroit)....	11	71.8%	232
6.	Eastman Kodak Stores, Inc. (Philadelphia)...	8	70.9%	269
7.	Zimmerman Brothers (St. Paul).....	7	70.8%	123
8.	Eastman Kodak Stores, Inc. (Washington, D. C.).....	6	70.5%	119
9.	Taprell, Loomis & Co.	14	68.9%	1,644
10.	Eastman Kodak Stores, Inc. (Pittsburgh)...	10	68.7%	117
11.	Eastman Kodak Stores, Inc. (Portland, Ore.)	12	65.2%	74
12.	Salesmen and Demonstrators.....	13	65.1%	2,584
13.	Eastman Kodak Stores, Inc. (Minneapolis)...	9	64.2%	190
14.	Eastman Kodak Stores, Inc. (Omaha)....	16	62.5%	172
15.	Chicago Branch.....	15	58.8%	796
16.	New York Branch.....	22	58.4%	688
17.	Eastman Kodak Stores, Inc. (San Francisco)	17	56.5%	138
18.	Eastman Kodak Stores, Inc. (Boston)....	19	53.3%	195
19.	Eastman Kodak Stores, Inc. (Seattle)....	18	51.8%	57
20.	Eastman Kodak Stores, Inc. (Milwaukee)...	20	50.0%	119
21.	San Francisco Branch.....	23	45.2%	498
22.	Eastman Kodak Stores, Inc. (New York)...	21	44.0%	470
23.	Eastman Kodak Stores Co. (Chicago)....	24	34.8%	551
24.	Eastman Kodak Stores, Inc. (Los Angeles)...	25	34.7%	246
25.	Eastman Kodak Stores, Inc. (Denver)....	26	23.5%	116
26.	Kodak Uruguay, Ltd. (Montevideo)....	27	14.2%	5
27.	Eastman Kodak Stores, Inc. (Lincoln, Nebr.).....	28	6.6%	20
	Total.....		51.2%	91,429
Average Subscription—13.2 shares				
Total matured or par value—\$9,142,900.00				