

The KODAK *Magazine*



February 1929

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

MONTHLY ACCIDENT REPORT
DECEMBER, 1928

PLANT	Accident Cases		Accidents per 1000 Employees	
	1928	1927	1928	1927
Kodak Office	3	..	1.88	...
Camera Works	6	4	2.53	1.90
Hawk-Eye Works	1	..	1.92	...
Kodak Park Works	15	18	2.18	2.76
Total—Rochester Plants	25	22	2.20	2.08

NATURE OF ACCIDENTS DURING MONTH

7 cases of injury through bruises, burns and lacerations.
 5 cases of injury through falling and slipping.
 4 cases of injury through falling material.
 2 cases of injury through sprains and strains.
 2 cases of injury through foreign bodies in eyes.
 2 cases of injury around grinding wheels.
 2 cases of injury around elevator.
 1 case of injury through falling from ladder.

—
 25 employees' accident cases during month.

*We can't all be great,
but most of us can be
useful; and no man
who is useful is a
failure.*



GET OUT INTO THE OPEN
There's Something to do Outdoors Every Season.

The KODAK Magazine

VOL. IX

FEBRUARY, 1929

No. 9

HOW ABOUT IT?

A FEW SIDELIGHTS ON THE WORKINGS OF THE SUGGESTION COMMITTEE

THE scene is laid in the office of the secretary of the Suggestion Committee. In comes John Jones or Mary Smith, and the secretary mentally phrases the visitor's opening remark, before it is uttered, which usually is, "How about my suggestion?"

The secretary turns to his file and informs the inquirer as to the status of his suggestion. Here are some of the things he may find.

That the suggestion has been approved by those to whom it has been submitted, and is only waiting for the next meeting of the Suggestion Committee for its final disposal and award.

That the suggestion has been submitted to, say, four persons who, in the opinion of the secretary, are in a position to pass upon its value and the advisability of adopting it.

That two out of the four have passed a favorable opinion while the others dissent.

That the secretary has submitted the favorable opinions to those dissenting, and is awaiting their reply.

That the suggestion involves the improvement of a product or the manufacture of a new one.

These two types of suggestions will naturally take longer to determine their value, because in most cases they will have to be submitted to the Sales Department as to probable market; to the Manufacturing Department as to production cost; to the Development Department for investigation; and possibly to the Patent Department, and even other departments or individuals may have to be consulted before adoption or rejection.

That the suggestion (and this refers particularly to those having to do with simplification of office systems or other records) may be efficient in one department, but that it would conflict with the work of some other department to an extent prohibiting its adoption, and in-

vestigations in such cases naturally demand time so as to arrive at the correct final decision.

The secretary frequently finds unexpected angles in determining the value of a suggestion, and sometimes at a meeting of the Committee, it will be found necessary to re-refer the suggestion to those reporting upon it, or even to persons or departments not previously consulted.

Naturally a suggestion of minor value is entitled to only a minor award. It is the big thought that brings the big award.

It often happens, yes more often than not, that the true value of the big idea can not be determined at the time of its adoption, and that it will have to be put to the test of time before the correct decision is determined as to its value.

In such cases an award is paid, and later supplemented with an additional award when the full value is determined. No one person can determine *every time* the value of a suggestion, or the advisability of its adoption or rejection, so for that reason the secretary makes every investigation as far reaching as possible, and the Committee feels at full liberty to disagree with any finding, and to re-refer the suggestion for further investigation when it is deemed necessary.

The Company is only too willing to pay big money for all big thoughts.

It is hoped that the foregoing bits of information regarding the workings of the Suggestion Committee will serve to clarify things regarding it in your mind.

You, so far, may have received only minor awards, or all your suggestions may have been rejected, but perhaps, at present, dormant in your brain, is the big idea.

Observe, think, and so bring that big idea to light!

Always remember that the secretary of the Committee is there to aid you in every possible way, and that "Welcome" is never removed from the door of his office.



JAMES HENRY HASTE
1867—1929

JAMES HENRY HASTE

1867—1929

THESE words record the passing of James Henry Haste, a member of our Board of Directors, and General Manager of Kodak Park, on January 7, 1929, at Rochester, New York.

Mr. Haste was associated with the Company since July, 1897, was a director of the Lincoln-Alliance Bank, and an active participant in civic projects for the past quarter of a century. He was born in Yorkshire, England, March 28, 1867, and came to New England with his parents at the age of four.

He was graduated from Phillips Academy at Andover in 1893, and in 1896 received his degree from the Massachusetts Institute of Technology, completing his college work in only three years. The year following his graduation he came to the Eastman Kodak Company.

He organized the Chemical Plant Department after a year of experimentation in which he worked out a process of manufacturing nitro-cellulose which was adaptable to large scale production and was of the utmost importance in the production

of motion picture film.

For a brief period he served as assistant to Frank W. Lovejoy, at that time manager of the Kodak Park Plant, and in 1906 he succeeded to the position of manager. In April, 1923 he was elected to the board of directors of the Company. The Kodak Park plant grew enormously during the time of Mr. Haste's association with it, and he was a beloved figure, and had the loyal support of all with whom he was associated.

He had only two cousins in this country and several cousins in England. The death of his wife, Hannah Hinchcliffe, occurred in July, 1928.

The memory of Mr. Haste needs no eulogy by his countless friends; his worth and kindly deeds will always be remembered.

Mr. Haste was a man of unusual attainments and ability; this, coupled with his modesty and charming personality, won for him an outstanding place in both our organization and in the community.

AS I SEE IT

By The Observer

HENRY FORD said, "No successful boy ever saved any money. They spent it just as fast as they could for things to improve themselves."

The opening remark and not the second sentence is the one widely quoted—and remembered—thus most decidedly misinterpreting the meaning Mr. Ford intended to convey.

As I see it, what Mr. Ford meant was that money just merely saved has no particular value, but that spending money *for a purpose* is always justifiable. History records that every cent Mr. Ford could spare above his living expenses was put into what folks, at the time, called his "fool contraption."

That spending *for a purpose* made him the richest man in the world—but he could not have *spent* had he not *saved* for a purpose.

Mr. Eastman was another young man with an idea. In telling of the early days of our present huge organization he said,

"On what I had saved from my salary as a clerk, I was able to engage in business for myself."

Both of these young men were poor, and the accumulation of even a modest sum demanded sacrifice and determination. Both of these young men *spent* their money, but they *spent* it for a purpose.

The average young man has to begin his business career at the bottom and with wages at a corresponding level. His desires are many, far too many to be covered adequately by his income. For instance, he meets "the only girl," and he feels that he just has to spend money to forward himself in her regard. Can't blame the young folks for this inclination and for their many other natural desires.

Unquestionably there are times when it is not possible to save anything due to any one of a multitude of conditions, but, under ordinary circumstances, it is always possible to put away a bit, and so be ready to spend for something worth while.

ALFRED A. RUTTAN

WITH sincerest regret we record the death of Alfred A. Ruttan, one of the general superintendents at Kodak Park, on December 30, 1928.

On August 4, 1928, Mr. Ruttan completed twenty-five years of continuous service with the Company, though his connection with our industry extended back to 1894 when he entered the employment of the Rochester Optical Company. This company later became a part of the Eastman Kodak Company as the Premo Works, of which division Mr. Ruttan became manager in 1908. With the closing of the Premo Works in 1921, Mr. Ruttan was transferred to Kodak Park as a general superintendent, having under his supervision several important departments.

Mr. Ruttan left surviving, his wife, Mrs. Gertrude Ruttan; a daughter, Ethel; and one brother, Charles E. Ruttan, to whom we extend our deepest sympathy.



ACCIDENTS

RIDGE CONSTRUCTION CORPORATION HAS FINE RECORD

AN examination of the accident record of the Ridge Construction Corporation (subsidiary of Eastman Kodak Company) for 1928 brings to light a splendid condition when compared with the construction industry in other parts of the state. There were twelve reportable accidents during the year, none of which was very serious. No limbs nor members were lost. Six of these accidents were not compensational as none of them necessitated the injured to be away from work more than the statutory seven days. The other six accidents caused lost time of from nine to fifty days, and were compensational. None of the injured suffered permanent injury, however. Taking the state as a whole, accidents in construction are the most costly of all industrial accidents, that is, the accidents with the highest average cost per case. There were 21,891 construction accidents in the state, the average compensation cost of each being \$371.00. This will indicate the seriousness of the accidental injuries. Not only were there more lives lost in fatal accidents in building work, but more

time was lost in non-fatal accidents than in any other industry. The Ridge Construction Corporation had an average of over three hundred men on its payroll during the year 1928 engaged in construction and building. This freedom from serious accidents and also the small frequency of all accidents are remarkable tributes to the educational work of the safety department and the fine co-operation of the employees themselves.

—John W. Newton.

BUSINESS is entering the new year upon a high level of activity and with confidence in the continuance of prosperity. Judged both by the volume of business and resulting profits, 1928 apparently has surpassed the records of any preceding year. Considering the atmosphere of doubt in which the year began, this is a remarkable accomplishment and one which demonstrates the fundamental soundness of the business situation.

C. E. Mitchell, President National City Bank of New York.



AN EXERCISE TO PREVENT COLDS

EXERCISE, fresh air, and sunshine are more and more thought to be the true preventives of winter's chief menace, the common cold. Paul de Kruif, a scientific writer, is thoroughly convinced that "those awful colds in the head" can be prevented in this way. He tells of those "unhappy red-nosed days" when he did nothing but sneeze and snuffle, of his search for the elusive cold microbe, and finally of his decision (for causes that did not have anything to do with stuffed heads or dry throats and waves of sneezes) to get regular daily exercise in the fresh air. Soon he was asking himself "Where are my colds?" They had vanished.

A little cold is a dangerous thing. George Washington did not realize this. He neglected a cold and died. When his secretary suggested that he do something for it, he replied, "No, you know that I never take anything for a cold. Let it go as it came." That was 130 years ago, but there are still many people who act on the same principle today. They do not observe the rules for preventing a cold, and if they catch one, they think it will "go as it came." Often it goes into pleurisy, or pneumonia, sometimes death.

Congestion of the blood in the throat and nose is probably an important factor in colds. This congestion furnishes a place for the growth of "cold germs" that are always present and causes inflammation called a "cold." You can prevent this congestion in the throat and nasal passages to some extent by voluntary action. If the circulation of the neck and head is increased, occasionally congestion and stagnation of the blood may be prevented. To do this, try the following exercise several times a day:

Lean forward with head down to the level of the knees, hands clasping ankles (as in photograph); close mouth and hold breath, at the same time making a straining effort so as to fill the head with an excess of blood. Do this for 5 to 15 seconds. Then straighten up and take several slow deep breaths. Increase the holding of breath after a couple of weeks' exercises. Repeat this several times. At first you may feel dizzy upon straightening up. This is not serious. After a few days this will disappear. Go at it easily at first. Individuals with high blood pressure, heart disease or any other irregularity of the circulation should not do this.

THE PROPER CARE OF YOUR MILK SUPPLY



WHERE does your milkman leave your milk? Is it where the cat can get at it?

How long do you let it remain on the porch or in the milk box? Can the sun shine directly on it?

When you think to take it in, do you put it on the kitchen table not far from the stove? Or do you put it at once into the refrigerator?

Germes and Milk

Milk needs to have right care to be kept clean and sweet and palatable. Germs grow and multiply in it much faster than we realize when it is left uncovered and in a warm place. The Government is doing its best to have milk

reach our homes in first class condition. Isn't it the business of the householder to keep it so until the last drop is used?

Steps to Take to Keep Milk Clean

First of all, rig up some sort of receiving box (if you haven't one already) for the delivery-man to use.

Have your first task of the day to take the milk from the box.

Wash off the bottle, *especially the top*. In lifting the bottle from the rack, the milkman has to grip it by the top. Do you think his hands are always clean?

The bottle is now ready for the ice box where it should always be kept except for short periods of time. Be sure that it is not near any food like onions which have a strong odor, for like butter, it is easily tainted.

Be certain that every dish into which you pour milk is absolutely clean. Children, and adults too, are often turned against it, because "it does not taste right."

The Result

By taking these simple precautions, that almost perfect food—milk—can be kept in right condition. When it is clean, sweet and wholesome, then we can urge each adult to take his pint, and each child his quart daily.

A SAFE INVESTMENT

AT the present time many persons are seeking a safe and profitable investment for idle funds: an investment that permits one to sleep well at night knowing that every dollar of principal can be recovered on demand, together with a fair amount of earnings.

It is quite apparent that in view of the present market price of securities such an investment is difficult to find at this particular time.

A number of executives and employees of the Eastman Kodak Company have found such an investment in the Income shares of the Eastman Savings and Loan Association, and several of the Company's subsidiaries have invested surplus funds therein.

Income shares sell at \$100.00 each or in multiples thereof. The present rate of

dividends is 5 per cent per annum compounded quarterly. Shares may be withdrawn at any time on demand; if withdrawn within one year from quarterly date of issue, the holder receives dividends at the rate of 4 per cent per annum. After the first year the full 5 per cent earnings are returned with the principal on demand if not previously paid in cash.

Dividends are mailed quarterly by check or may be left to accumulate at the option of the purchaser; if allowed to accumulate, the average annual return over a period of five years is 5.64 per cent and over a period of ten years 6.43 per cent.

If you have funds for investment at this time, the Income shares of the Eastman Savings and Loan Association are heartily recommended for your consideration.

KEEPING CURRENT UNDER COVER

SOME PRECAUTIONS TO BE OBSERVED WITH LOW VOLTAGES IN SHOP AND HOME



Some one is about due for a shock from the cords owing to worn insulation.

ELECTRIC shock is dangerous, regardless of the voltage. It is not the voltage that kills, but the *amount* of current that flows through the body. The voltage is merely the pressure that causes this current to flow, in the same manner that pressure on a water line forces water through the pipes. With a large surface of contact to an exposed wire or current-carrying line of low voltage, the same amount of current can flow as with a smaller surface of contact.

Electrocution by 110 volts is not infrequent. Some time ago a Dayton woman, while taking a bath, reached out of the tub and took hold of an electric heater. There was another case during the same week when a young man at Ohio State University received a shock from an electric milking machine.

The first is an example of the effect of a large surface of contact or low resistance to the flow of electric current. A large portion of the victim's body was in contact with the water and to ground through the plumbing. Her hands were wet, and probably the entire palm contacted with the heater, allowing a large amount of current to flow from the heater through the vital parts of her body through the water to ground.

The second case may have been caused by somewhat similar conditions, and a weakened or affected heart may have been a contributing factor.

While 110 or 220 volts require an unusual contact for a fatal shock to a healthy person, a person may have a weak heart without suspecting it.

The danger may be likened to a fall of a few feet. We had one case in our factory several years ago where a man fell from a low stepladder and was killed. If you light on most parts of the body from a six-inch fall, you will probably escape with a shaking up. If you land on your head, the result may be serious—even fatal. A few conditions under which low voltages are dangerous are listed below. These are the "falling on the head" conditions of shock.

A person should never touch an electric fixture while in a bathtub. Washing machine switches, cords and other electrical apparatus are also dangerous when the floors are wet. It is not always possible to tell when such apparatus is defective, and it is safer to touch it lightly with the fingers before taking a firm hold.

Owing to the larger amount of electrical equipment used in the factory, these hazards are multiplied and require greater



Electric lamp sockets with the shell removed. Iron dust or filings getting into the socket will form a conductor to the shell or shade.



When a key is broken or worn through, the metal insert, which is a current-carrying part, is exposed. Pulling on a shade to adjust it may pull the socket apart, exposing live wires.

watchfulness on the part of every employee. Every worker should be an inspector of the electrical equipment.

Drop and bracket lights are frequent sources of hazard, some of the more common troubles being as follows:

1. Sockets being pulled apart by pulling on the shade to adjust it, exposing live wires.

2. Keys wearing through or being broken, exposing the metal insert which is a current-carrying part.

3. Cords getting against a belt and wearing through the insulation.

4. Cords wearing or breaking where they enter the socket cap, due to sharp

bending at this point.

5. Iron dust or shavings getting on a lamp socket forming a conductor to the shell or shade.

Extension cords deserve special attention. They are subjected to considerable wear, and their condition is often neglected, particularly in the home. None can tell when an electric shock may be fatal, and the only sure safeguard is to have defective cords and equipment repaired or replaced.

—*Reprinted with slight abbreviation through courtesy of "N. C. R. News" and National Safety Council.*

GOOD JUDGMENT AGAINST SENTIMENT

TIMES WHEN SENTIMENT ALONE SHOULD NOT RULE

THERE are occasions in the lives of most of us when we are quite apt to allow our sympathies, or our sentimental sides, to overcome our better judgment.

This is particularly true when some member of the family, or other loved one, passes on.

At such times we are not mentally normal; we have been harassed by anxiety and grief, and so under mental stress, we are quite apt to do something that our better judgment fails to approve.

All too frequently, this leads to an extravagant amount spent for funeral expenses. All too frequently, what remains of the carefully saved dollars, or a larger portion of the proceeds of the life insurance policy designed for the protection of the family until it can adjust itself, are

spent for a highly elaborate funeral.

At the time, this expense may seem fully justified in every way, but later, when living facts and living problems must be faced, this excessive expenditure will only cause regret.

This is, indeed, a delicate subject to approach, but nevertheless it has its stern, practical side, and it is urged that, if, and when, such sorrow comes to you, you will not be unduly swayed by sentiment.

If, at such a time, you should be called upon to assist the family of some friend in such a matter, you can show no surer evidence of your friendship than in advising the expending of a conservative and reasonable amount in paying the last respects.

NURSING SERVICE

HIGH CLASS SERVICE PROVIDED EMPLOYEES UNDER
OUR NEW LIFE INSURANCE PLAN

ALL our employees of over six months employment are insured in the Metropolitan Life Insurance Company under our Retirement Annuity Life Insurance and Disability Plan.

All employees in Rochester so insured are entitled to the free nursing service of the insurance company. If you are taken ill, you may call a Metropolitan nurse, either through the Metropolitan office, Stone 1485, or through our Medical Department.

What the Nurse Will Do for You

The nurse will make one call upon such request, but will not continue her visits unless you are in care of a physician so that she may work with his instructions and approval. The nurse will call daily when a doctor is in attendance and follow out any of his orders. She will give bed baths, make the bed, and do surgical dressings when necessary. Equal in importance, she will teach the members of the family to carry out such measures as are necessary during the day and night.

Of Real Benefit

This nursing service is most truly a real benefit.

Full time nurses are very expensive, and very often as in the case of our present "flu" invasion are almost impossible to procure.

Supposing you were living alone, just rooming somewhere, and became more or less indisposed. You would surely welcome one of these cheerful and efficient nurses, and the many things she could, and would do, to make you comfortable and start you on the road to recovery.

High Class Service

The nurses provided by this service are of the very highest grade and should be acceptable to any one.

Good Business

Making use of this service is good business for all concerned. If the patient is properly looked after early enough in an illness, there is every reason to expect that his illness will be shortened and his recovery made more certain.

To Obtain Service

Call the Nurses office, Stone 1485, before 8:45 in the morning or 1:15 in the afternoon if the call is to be made that day. Calls coming in after 1:15 p. m. will be made the following day.

This nursing service locally does not extend beyond the city limits of Rochester.

Kodak Employees throughout the United States will be able to secure this service in practically all cities of 10,000 population, and, of course, in all the larger cities.

FLY BITES
SPEED SIGNING DECLARATION?

PEOPLE sometimes remark during summer that it must be going to rain, for the flies bite so. Certain species of flies do bite, but not the common house-fly. Before a rain, while the relative humidity is high, stable flies try to get under shelter indoors. The stable fly or horsefly bites and stings human beings as well as domestic animals, and torments people during hot, humid, sultry weather. Strange as it sounds, certain historians say that the United States owes its Declaration of Independence to the stable fly. When the colonial representatives were debating the issue in old Philadelphia, it is said that the flies were so persistent that they bit through the

silk stockings of the assembled patriots. Finally they became so intolerable that one of the delegates suggested that they sign the document and get away from the abominable flies. They all agreed, and the Declaration was signed at once.

"JUST AS SOON AS"

THIS is our favorite phrase when we want to delay and postpone—"Just as soon as."

It seems like decision, but it is usually dilly and dally. If you wait for a clear field and nothing in the way you'll wait forever.

If a thing is worth doing and ought to be done, better get on with it. The longer you wait the more you lose.—*Forbes*.



EASTMAN SAVINGS AND LOAN ASSOCIATION NEWS

"I THINK . . ." BUT HOW MANY DO?

A LITTLE ESSAY ON LOOKING AHEAD ABOUT FIVE MONTHS

IN a book just published, called "The Art of Thinking," the author says that one mark of the person who thinks is the way he lays his plans ahead for the things he has, or wants, to do. For instance, if he is packing a bag for an overnight train trip, he will arrange the contents so that his pajamas are on top, where he can get at them when he retires to his feather-bed without having to haul out socks, shaving kit and shoe brush.

If this page were a blurb for Ernest Dimmet's great little book, we would go on along this line. But this page is a thrift page, dedicated to the welfare of all Kodak employees, so we must make our thrift point quickly and thus be about our business.

And the point is this: Are you laying your plans now for next summer's vacation? Of course, summer is a long way off. There are fifteen or twenty weeks between now and then. Why worry about vacations now, when the headlines are screeching about the coming cold wave?

Well, good and wise Ernest Dimmet would call you, to put it mildly, an unthinking person. You are letting yourself be pushed around by your immediate circumstances. You are shutting your eyes to the possibilities that might await you, and letting yourself be pulled here, pushed there, by the trifling attractions of tomorrow or the next day. "All right," he would say, "forget about the future. Sell out the glorious opportunities of your vacation period for a mess of pottage."

The Eastman Savings & Loan Association joins voices with Mons. Dimmet and urges that you decide *now* that next

summer's vacation will be the grandest one you ever had, with money enough on hand to buy it outright. The Association asks why you should content yourself with Conesus when you can have Cape Cod.

There is time yet, if you'll begin now, to save the money that will make next summer big with significance and rich in after-memories.

Start this week with a deposit here, as big as you can spare. In other words, join the Vacation Club NOW!

NOTED WITH INTEREST

All Christmas and Vacation Club deposits with the Eastman Savings & Loan Association are credited with dividends at the rate of 4% a year, compounded quarterly. Most clubs of this kind pay no interest whatever.

MR. EUGENE G. GRACE, President of the Bethlehem Steel Company, has surely hit the nail on the head in the following in an interview in "The Making of an Executive" in *Trained Men*:

"It seems to me we generally find that the man who judges wisely is usually the man who has observed accurately in the first place.

"He has seen and analyzed correctly that which has passed before him.

"He has reasoned out in his own mind the relationship of the things which he has seen; he has noticed the effects which have followed from causes which have come under his own observation—and he has seen these things straight. And that is the most difficult thing in the world to do!"

The Kodak Magazine

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

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FEBRUARY, the second month of the present calendar, was not in the Romulian Calendar. In the reign of Numa two months were added to the year; namely, January at the beginning, and February at the end; and this arrangement was continued until 452 B.C. when the decemvirs, or a Roman committee of ten men, placed February after January.

The name February was taken from Februa, the Roman festival of general expiation and purification, which was celebrated during the latter part of the month.

The proposed new calendar, if adopted, will not affect the status of this month, except in bringing all the other months in line with twenty-eight days each, and doing away with the leap year which gives February twenty-nine days.

In February we celebrate the birthdays of two of the most famous Americans; George Washington, (1732-1799) the first President of the United States, and Abraham Lincoln, (1809-1865) the sixteenth President. Both of these men achieved the highest gift from the hands of the American people and served their country with honor and distinction. The early careers of these two distinguished Americans were vastly different. Washington came from a family in easy circumstances and assured social position, with every opportunity for education and advancement. Lincoln, on the other hand, grew up in pioneer surroundings with practically no opportunities for education or advancement, except those which he

himself provided by almost superhuman endeavors.

For these reasons the histories of these two great Americans are vastly different, except as to final achievements which established both in the hearts of the American people forever.

So we, with all reverence, celebrate the birthday of George Washington on February 22 and of Abraham Lincoln on February 12.

HAVE you ever been "peeved" at some remark your Boss let drive at you? You bet you have and more than once at that.

We recall that once, in the dim and distant past, our Boss requested us to prepare something for publication. The matter was of some importance (to us anyhow), so we consumed many kilowatts of midnight "oil," and finally with a bit of self-satisfaction laid the finished product on the Boss' desk and awaited his commendation. He looked it over, exclaimed "rotten" and then turned his back.

Moral, if any. If you lived long enough ago to have driven a horse, when you wanted more speed you didn't say "nice horsey"—you flicked him with the whip.

Don't forget that the Boss has a real interest in you—if he hasn't, then you have no business on the payroll, and so, when he hands you a "hot one," it is for a mutual benefit. If he has faith in you, ten to one he is smiling inside, secure in the belief that you will take the jolt in the right way.

SPEAKING of books—How often do you have an acquaintance ask you if you have read a certain book? Not often, do you? We confess to a special liking for biographies, autobiographies in particular, of people who have done things.

Seems to us that books are regarded by many people in the same light as the old farmer and his sons who were discussing what to give Mother for Christmas. One of the sons suggested a book. "Naw," said Dad, "she's got a book already." Just then they happened to glance out the window and saw Ma swinging the axe at the wood pile.

"Tell you what," said Pa, "we'll give Ma a new axe for Christmas."



KODAK PARK

CLAYTON BENSON, Editor



THE KODAK PARK WEST LIMITED

No "Guess Who" title is needed for the accompanying picture. Zina Dennis and the Kodak bus he drives are familiar to all of us. In combination they have been carrying on the employees' transportation service between the main Park plant and Kodak Park West since the opening of that plant and purchase of the pictured White truck bus in 1920. This service is on a half hour schedule, the first trip starting from Building 26 at 8 a. m. each morning and continuing to leave from that point the remainder of the day on the hour and half hour, numerous stops being made before arrival at the K. P. W. Yard Office terminal. Provided mainly for the transportation of employees on work between the two sections of the plant, it has also come to include mail and messenger service and the delivery of odd lot supplies. Statistical records on the trips of the Kodak Park bus are of interest in proving the extent to which this service is used, showing that in 1928 approximately 50,000 passengers were carried, and that

the total mileage to date is 83,000 miles, a yearly average of slightly better than 10,000 miles.

"Zinnie," as he is familiarly known by those who ride with him, will become a twenty-five-year employee next May. Starting in that month in 1904, work for a couple of days in the Yard Department was followed by two years in the Paint Shop and then by two more in the Carpenter Shop. In 1908 he transferred to the Truck Service, where it was his proud distinction to drive the first company truck, one which carried freight between State Street and Kodak Park. "Zinnie" continued as driver of the "Ferry Miller," as the first truck was fondly nicknamed, until assuming his present post.

Accommodating, courteous and pleasant, "Zinnie" is admirably fitted for the demands of the service he performs. We are glad of this opportunity to record the high lights of his lengthy employment and to wish him continued health and prosperity with us.

We regret to record the death of Albert Berry, an employee of the Pipe Shop, who died January 14.

Viola L'Hommedieu of the Paper Box Department has announced her engagement to Fred Groth. Congratulations and best wishes.

To Ruth Kell Thoms of the Printing Department, who lost her brother on January 14, deepest sympathy is accorded.

Employees of the Paper Sensitizing Coating Department express their heartfelt sympathy to James Lear, whose wife died January 13.



FRED ROGERS



THOMAS B. GRAY

SILVER EMPLOYMENT ANNIVERSARIES

Twenty-five-year service records recently became proud realities to three Kodak Park employees, Thomas B. Gray, Dope Department; Fred Rogers, Plate Department; and Charles Seyfried, Receiving Department.

When Tom Gray came to Kodak Park January 13, 1904, he started to work in what we today term as "Old Film 3," then located on the present site of Building 21. Two years in that department will ever be pleasant memories to Tom, who immediately made a reputation as a "regular fellow," a reputation which has always been descriptive of his friendly, fair-dealing manner.

At that time, it was the practice when the day's coating run was short to have the men join the Yard Department forces, Tom being subject to duty wheeling coal and ashes in and out of the Boiler Room. With the exception of a week's transfer to Building 29, the remaining years of his employment up to the present have been spent in the Dope Department, where he rapidly advanced to assume the responsibilities

of that department's experimental work and safety measures.

On December 22, 1903, Fred Rogers began his quarter century service as an employee of the Plate Department situated in Building 5. Rapidly acquiring a knowledge of dry plate manufacture, he has acted as a foreman for twenty-three years, being in charge of the Plate Wash Room.

Charles Seyfried's employment record dates from January 5, 1905, when the Standard Dry Plate Company of Newton, Mass., for whom he then worked, was purchased by the Company and subsequently moved to Rochester. It was early in the fall of that year when he came to Kodak Park as an employee of the Plate Department in Building 5. About two years later the condition of his health necessitated work of another nature, and he accordingly transferred to the Receiving Department, where he has since remained.

It is a pleasure to congratulate these three employees on their splendid years of dependable service, and we unite with their friends in wishing them continued success and happiness.

BASKETBALL GIRLS' PARTY

Inspired by the success of its Thanksgiving dance, the K. P. A. girls' basketball team held a card party at Columbus Hall, Saturday afternoon, January 26. The committee in charge included every girl connected with the basketball squad, and judged by the zeal with which they made their arrangements and pushed the ticket sale, the party proved a success. In addition to the fun and pleasure of the event, the girls realized a profit which will be used toward the expenses of their basketball program.

Announcement is made of the birth of Betty Jane Brightman at the home of Charles Brightman of the Synthetic Chemistry Department December 30.

About fifty strong, the men of the Main Office and a few of their friends gathered at Hafners on St. Paul St. Wednesday evening, January 16, for their annual pig roast. After literally stuffing the inner man with hearty and tasty foods, the crowd divided into the usual groups of those testing their skill on the bowling alleys and those trying their luck with the cards. All arrangements for the party were made by George Engelhardt and Jack Grinnan of the Purchasing Department, and the office men are fortunate in having these two ready to take the initiative in staging the roast each winter.

We unite with employees of the Finished Film Supplies Department in expressing sympathy to Aloysius Dentlinger, who lost his sister in November.



TROPHIES OF THE HUNT

Four of the six hunters pictured above are Kodak Park employees who enjoyed a successful hunting trip during last November in the heart of the Adirondacks, with headquarters at Ernest Rists' camp. Left to right are found: Samuel Robinson, William P. Moore, Film Emulsion Melting; Harold Waddington, E. & M. Building Design; Leon Braley, Joseph Phelan, both of the Film Emulsion Melting; and Ernest Mortimer.

On the first day out, Leon Braley encountered

the 400-pound bruin which he brought down with his 30 Remington automatic. William Moore, who reported sighting twenty-one bucks, was handicapped by the limit of law to one buck. Joe Phelan, Sam Robinson and Ernest Mortimer proved their ability as seasoned hunters with a good head each. James Fennessey, nephew of Leon Braley, who acted as official guide, contributed to the success of the party by rustling out plenty of game.

Employees of the X-ray Sheet Film Department extend best wishes to Martha Wheeler, who was married to Phillip Lathrop November 28, and to Penelope Hall, who became Mrs. John Ingram on December 24.

Edith Burrows of the Ciné Slitting Department became the wife of Starrett Raup on January 2. We wish the newlyweds every happiness.

Employees of the Finished Film Department are in sympathy with Charles Forstbauer, who lost his father January 12.

We join with the Sheet Metal Shop in according heartfelt sympathy to the bereaved family of Joseph Giroux, who died January 4. Mr. Giroux had been an employee at Kodak Park for over sixteen years.

The sincere sympathy of the employees of the D. O. P. Packing Department is extended to Thomas Lynch, whose father died December 4.

Employees of the D. O. P. Packing Department are in deepest sympathy with Sarah Coleman and Edna Coleman Bullen, whose mother died January 8.

William Sloan of the Finished Film Supplies Department suffered the loss of his father December 11. Heartfelt sympathy is extended.

Employees of the Finished Film Supplies Department express their sincere sympathy to Jessie Coleman, whose mother died January 8.

ARCTIC EXPLORER TO ADDRESS FOREMEN'S CLUB

Vilhjalmur Stefansson, famous Arctic explorer and noted scientist, has been secured as the speaker for the February 12 meeting of the Foremen's Club. An entertainer of proved merit, Mr. Stefansson's appearance comes at a most opportune time, because of the country wide interest in explorations of the polar regions occasioned by the expedition of Commander Byrd. The officers of the club feel that in Mr. Stefansson they offer the feature of the season's program, and are anxious that every member come to hear his gripping story of Arctic adventure.

The membership of the club has mounted over the eight hundred mark, by far the largest in the history of the organization. This growth may be attributed to the excellent speakers engaged and to the election of a vice-president directly responsible for the club's membership. William Crittenden of the D. O. P. Packing Department has the responsibility of that office for the ensuing year, having succeeded John C. Schulz of the Industrial Economy Department. The associate membership of foremen in other Company plants, also, has been partly responsible for this notable increase.

Employees of the Sheet Film Department extend best wishes to Mabel Smith, who was married to Leland Smith, December 22.

Congratulations are extended to Arthur Collier of the Lead Tube Department on the arrival of Shirley Rose, January 7.

Assets and Liabilities as of December 31, 1928

Income Account for the Six Months Ended December 31, 1928

We have examined the books and accounts of the Eastman Savings and Loan Association for the half year ended December 31, 1928, and the above Balance Sheet has been prepared therefrom. We certify that it correctly represents the condition of the Association as shown by the books for the period ended that date.

I. W. BRIGGS
E. H. STEVENS
W. F. MANHOLD



GIRLS' BASKETBALL TEAM

The girls' basketball team started the 1928-29 season, its second on the court, with a win over the Brick Church aggregation December 12 on the Assembly Hall floor. The final count read 23 to 11, the Park players easing up on the defense after holding the visitors scoreless during the first half. Coach Dorothy Fawcett used every member of the squad, including three new players, Regina Eckert, Mary Ryan and Hazel Harper, and the following veterans, Nitza Schmidt, Winnie Smith, Bessie Carl, Bernice Harper and Madeline Young.

In their second game on December 18, the girls were beaten by the team representing the School of Commerce. Play was fast and close throughout, the Park lassies being unable, however, to overcome a slight lead the visitors set up in the first quarter, the score ending 30 to 26. Winnie Smith at center did the bulk of the offen-

sive work for the homesters while Captain Nitza Schmidt starred on defense.

The Four L's, an independent team, was the next opponent, losing to the Parkers by the unusually low score of 6 to 2. The Kodak lineup was switched about considerably due to the absence of center Winnie Smith, these changes apparently reducing the team's scoring power. Bessie Carl, moved from her regular position at forward to the center circle, scored four of the six points.

Manager Bessie Hamilton has a well balanced schedule arranged for the remainder of the season, including tentative games and dates with the J. Y. W. A., Y. W. C. A., McCurdy's, Clifton Springs, return matches with the Four L's and Brick Church and possibly a much sought chance for evening the count with the School of Commerce team.

ON THE ALLEYS

K. P. A. A. bowlers entered the final half of the season's schedule on January 10. Counting figures of that date, the first five teams are within a margin of six games, the entire eight entries being more closely bunched than has ever been the case previously at this point in the season. With each of the first five in such advantageous positions, the race for final honors through the balance of the season should prove the most exciting the league has ever witnessed.

Building 35 managed to remain out in front during the past five weeks, but found its lead whittled down to a one game advantage over the rapidly advancing Garage outfit, which moved up from third place and forced Fred Nelson's Building 48 five down into a tie with the Steel Fab. The latter outfit has enjoyed some excellent bowling from its anchor man, Leo Shepanski, high individual game prize for three out of the last five weeks being to his credit. With Herb Gress and Jim Gallagher beginning to crash through for high totals, the prospects of the Pipe Shop pinmen have brightened considerably, and the "fitters" seem due for a higher position.

The three remaining teams, namely, the Tool Room, Engineers and Finished Film, are waging a real battle to keep out of the cellar, the standings at this time showing the unusual situation of the three being tied for last place, or perhaps

better said, sixth place. This is a decided difference from recent years when some one team was always woefully weak and far behind the other entries. The Tool Room bowlers are below their strength of other seasons, Manager Bill Scharch having to fill in with new men, due to sickness and to regulars discontinuing bowling.

Two changes took place in the high score records, the Garage shooting a high three game total of 2813, one pin more than the previous mark of Building 48, and Howard Beuckman hitting 665 for individual high three game record.

Scores and winners of the weekly one dollar prize for the last five weeks were Shepanski, Steel Fab., 232, 242 and 232; Beuckman, Building 25, 229; and Gress, Pipe Shop, 235. Standings January 11:

	Won	Lost	Per Cent
Building 35.....	31	14	.689
Garage.....	30	15	.667
Steel Fab.....	26	19	.578
Building 48.....	26	19	.578
Pipe Shop.....	25	20	.556
Tool Room.....	14	31	.311
Finished Film.....	14	31	.311
Engineers.....	14	31	.311
Team high single game—Pipe Shop—1029			
Team high three games—Garage—2813			
Individual high single game—Beerly—278			
Individual high three games—Beuckman—665			



MEN'S BASKETBALL

The Industrial League standings of January 11 list the Park Reserves in fifth place with one triumph and three losses. Four games have been postponed and will be worked into the regular schedule when possible or held until the end of the regular season. The Reserves' lone victory came in their third start against the Camera Works Reserves on the home court in a game featured by close guarding. With the count tied at half time, the Park cubs began to realize on their many shots, in the second stanza gradually drawing ahead to win out 24 to 13. Defeats were doled out by the older and more experienced Camera Works, Kodak Office and Hawk-Eye fives, but not until the Reserves in each instance provided some real opposition.

Under the tutelage of Jim Weigand the Park youngsters have rapidly improved their play, and continuing to do so should manage to show a much better record in their eleven remaining

games. The squad includes: Berry, Building 22, Tinsman, Building 29, Williams, Building 42, and Street, Tin Shop, forwards; Donahue, Research, and Anderson, Pipe Shop, centers; Herlihy, Stores Department, Hogan, D. O. P. Packing Department, W. Jutsum, Sheet Metal, and Saddler, Building 25, as guards.

The first Park team returned from its opening game of the season at Wayland, January 7, on the short end of a 26 to 13 score. Regular forwards Weigand and Brightman were out of the lineup for this game. Culhane, Morse, Hitchcock, McCarthy, Benson and McCone made up the Kodak quint, the last named playing a brilliant defensive game. A home-and-home series has been arranged with the C. Y. M. A. Ramblers, old-time foes, while negotiations are under way for out-of-town games and possibly a series with other local clubs.

SUGGESTION RECORDS

In the matter of suggestions at least, the past year fell short of the records of 1927. The margin of difference, however, was not great, the 1295 total of suggestions received in 1928 being exactly 111 less than in the preceding twelve months. Of this number 494 have been adopted, and awards paid totaling \$2155, or an average award of \$4.36. Twenty-three of these awards were for amounts exceeding \$10.

Prior to the quarterly suggestion meeting of April this year, these suggestions adopted during 1928 will all be reviewed to determine whether they have proved of greater value and merit than was at first apparent, and if this is found to be true will be granted an additional or yearly award. Following this the honor roll of all employees receiving awards totaling \$25 or over during the year will be made up, and certificates of merit presented to them.

Our suggestion system has been in operation since 1898. In the years up to the present, thousands of employees' ideas have been filed, and hundreds of dollars have been paid each year for those which proved of merit. This is definite assurance that employees' ideas are considered worth while and are desired by the Company. We urge all employees to submit their ideas.

NOON-HOUR DANCING

The severe weather since the first of the year probably accounts for the greater number of employees who are taking advantage of the dance music furnished by the noon-hour orchestra three noons each week. The music continues to be of the same excellent quality as first introduced by Jack Lyons and his cohorts a year ago. The personnel of the orchestra includes in addition to Jack Lyons, leader and saxophonist; his two brothers, Tom and Charles at the piano and banjo, respectively; Joe Durbin, nearly invisible back of the boundless paraphernalia of a trap drummer; and Leonard Grastorf, saxophonist. The two Geimer brothers, talent from outside the Park, were members of the orchestra up to the middle of December when they were forced to relinquish their places because of other engagements. One of these places has been succeeded to by Leonard Grastorf, who comes over each noon from John Marshall High School. He is a son of Fred Grastorf of the Dining Hall.

Josephine Marken of the Paper Box Department was united in marriage to Anthony Campagna on December 17. A clock was the gift of her departmental associates. Every best wish is extended to the newlyweds.

DEPARTMENT BASKETBALL FLOURISHES

TWO TEAMS TIED FOR LEAD

Basketball as promoted by the Department League is enjoying a thorough revival of interest and popularity. The entry of ten teams, the largest on record, has brought out many new players and materially increased the number of employees and departments following the results of the games. This new array of talent is fairly well distributed among the various teams, and a majority of the games have been featured by close scores.

Standings for the first month of play show Building 23 and Tin Shop fives sharing first place honors, each with four victories and no defeats. The "Tinsmiths" with such players as Manager Weigand, McCone and McCarthy are favored to win, and to date have run roughshod over their opposition. The strength of the Building 23 team has come as a distinct surprise, Manager Hitchcock having built up a real dark horse entry with himself at center, Bill Doane staging a real comeback at guard, Bill Scanlan of Mechanic's fame, and two newcomers, Martin and Strine.

Four teams, Building 48, Paper Division, Pipe Shop and Research were deadlocked on December 10 for third place with a percentage mark of 500. Johnny Braund is acting as manager for the "Forty-Eighters," and in addition to his own stellar work has two splendid performers in Sears and Friesser. The Paper Division's representatives have improved rapidly since the opening of the season, and their list of players includes among others, Williams, diminutive forward, Johnston, J. McMaster, Fyfe of soccer renown, and H. Spindler, a veteran of the league several seasons back.

The Pipe Shop team enjoys the crafty leadership of Jim Gallagher, and seems destined to finish well up in the standings with such players as Lindhorst, Anderson, C. Jutsum and Nelson. The Research squad has not as yet flashed the form which earned it the 1927-28 championship. Manager Russell has uncovered a find in Dona-

hue, former Technical High School player, and boasts an extremely shifty forward in Doell.

The Garage comes next in order under the enthusiastic managership of Frank Lyness. Three Garage employees, Servis, Domke, and the veteran Kodak player, Earle Davis, formed the nucleus of the team and have been augmented by Benwitz, Finucane and McCall. With only one win in their four games, Tom Quigley's soccer club outfit has not lived up to pre-season expectations, although they have four regulars from last season in Bahr, Carbone, Fratter and Kelly and have been strengthened by the signing of Berry, Herlihy and W. Jutsum. It may be said that they have lost their games by narrow margins. The newly organized Building 29 five took its opening contest only to drop the next three. This started Manager Al Brooks looking for reinforcements to his squad, which already names Tinsman, Wadman, Hallert, Thorne and Stevenson. Although having difficulty breaking into the win column, Building 5 has a well-balanced lineup and has provided real opposition in every game. They have two experienced men in Howland and Huse, and with more conditioning should win a fair percentage of their games.

Official duties in the league are being handled by Jack Brightman as referee and Howard Taylor as timekeeper and scorer. Employees are invited to watch the games, which are played directly after work on Tuesday, Wednesday and Saturday. Standings, January 10:

	Won	Lost	Per Cent
Tin Shop.....	4	0	1.000
Building 23.....	4	0	1.000
Building 48.....	2	2	.500
Paper Division.....	2	2	.500
Research.....	2	2	.500
Pipe Shop.....	2	2	.500
Garage.....	1	2	.333
Soccer.....	1	3	.250
Building 29.....	1	3	.250
Building 5.....	0	3	.000

INTER-TRICK BOWLING

Bowlers on the Emulsion Coating Department shifts held their second annual inter-trick bowling series, an event which has developed much interest, at Genesee Hall, January 3. After a fairly even exhibition, the Trick III men were found to be the winners, as the following scores indicate:

TRICK I

Burnett, J.....	171—185—190
Bunn, D.....	171—171—193
Scott, C.....	194—147—160
Eysaman, C.....	173—195—173
Norton, A.....	135—204—167

844—902—883—2629

TRICK III

Case, C.....	167—184—158
Brown, C.....	157—184—189
Parker, H.....	167—191—153
Shartle, F.....	180—164—168
Schild, E.....	209—204—214

880—927—882—2689

"OFFICER"

While we don't presume to know whether it was the realization of a boyhood dream or not, Harry Brennan, late of the Steel Fab., has donned the brass-buttoned uniform of the Rochester Police Department. Harry entered the city's protective forces as one of a group of twenty-four recruits last December. During his five years here he was employed first in Stock 1 of the Stores Department, and since April, 1926, in the Steel Fab. Athletically inclined and interested in K. P. A. A. activities, Harry was a star outfielder with the Cubs in the Noon-Hour League, bowled on the Steel Fab. team, played several seasons in the departmental basketball league and is no novice with a set of golf clubs. Reports have it that he makes a fine looking "copper," and his friends at Kodak Park wish him a successful career.

The Research Laboratory congratulates Roy Purdy on the arrival of a baby girl, Joyce, born December 16.



CAMERA WORKS HIGH FLIERS
Left to right: George Scott, Irwin Schmitt, Edwin Moody

The above picture shows three Camera Works youths to whom the sensation of leaving Mother Earth below them is not new, and who know what she looks like from on high. Such pleasures as they derive from flying, however, are not obtained without downright hard work, but the thrill of adventure, the spirit of pioneering are strong within these disciples of Icarus, and they are getting in on the game while it is still in comparative infancy.

All three have qualified for student's licenses, which entitle the recipient to fly in company with a duly licensed commercial transport pilot. From six to ten hours of flying in company with a man of experience are necessary before a flyer is "soloed," that is, before he has acquired the degree of skill and excellence necessary to handle the plane alone. Ten hours of solo flying

are necessary before one can obtain a private license permitting one to enjoy the pleasures of unrestricted flight. The Federal Government grants all licenses, and each time the applicant is required to pass rigid physical, theoretical and practical examinations, necessitating intensive study in aeronautics, ballistics, motor mechanics, and so forth, and physical welfare.

Irwin Schmitt is a solo flier, and from all reports wields a wicked joy-stick. Along with several companions he owns an interest in a plane, and, when one partner takes it out for a spin, the others fervently hope he lands again safely.

Edwin Moody has had seven years of military training, and is expecting his commission soon with the United States Air Corps Reserve.

George Scott owns his own plane and may be found, in his spare time, at Brizee Field.

Among the new books to be found in the Camera Works Recreation Club Library is "Swag" by Charles F. Coe. He will be remembered as the author of "The River Pirate," the screen version of which was the feature at one of the local theaters not so long ago. "Swag" is characterized as "an absorbing and powerful revelation of the underworld, told by one of the few men in the world who know." Make use of the library.

We welcome Mrs. Teresa Tickner of the Shutter Assembly Department, Emma Costich of the Case Assembly Department, Margaret Mistrater of the Folding Brownie Assembly and Edward Fridd of the Maintenance Department back to work after extended periods of illness.

The Tool Department extends its heartiest congratulations and best wishes to John Albert Gehrs on the arrival of John Albert, Jr.



AN ADIRONDACK TRAVELOGUE

The pictures above, taken during a recent visit to Ampersand Mountain in the Saranac Lake section of the Adirondacks, were loaned by George Brooks of the Tool Room, an old friend of the Camera Works section of the Magazine. George's laurels as a hunter are not measured by his prowess with a gun, but in his appreciation of the beautiful and his expertness in hunting situations worth recording with his Kodak, his constant companion on many outings and rambles such as that shown in the picture story above.

In the picture at the upper left, George snapped two deer hunters leaving the road and starting up the trail that leads to the top of Ampersand Mountain.

In the photo in the lower right is shown the log camp half way up the mountain at which the party rested before continuing the trek. For clearness of detail (notice the branch of the tree to be seen through the window at the right of the cabin) the picture is considered a remarkable snapshot.

At the upper right, the party is up in the snow, getting beyond the timber line and out onto the rocky summit of the mountain. The snap in the lower left-hand corner shows a deer killed by one of the members of the party. This picture was taken in the gathering dusk and amid the shadows cast by the thick woods.

RETIREMENTS

Two more Camera Works employees have joined the list of the retired. Miss Kathryn Ross, formerly of the Folding Pocket Kodak Department, was retired on December 29. Miss Ross had been with us since July, 1912, until she was taken ill in July of last year.

August Lindstrom, formerly of the Tool Department, also was retired December 29. Gus, as he was familiarly known, entered the service of the Company in December, 1906, and his retirement rounds out twenty-two years of service. In that space of time, Mr. Lindstrom informs us, he was late only once, and that time the street cars were at fault. We extend Mr. Lindstrom our best wishes for his proposed trip to the old country and for the future.

WORK SAFELY!

The books of the Camera Works Recreation Club having been examined for the thirteen periods of 1928, and a statement drawn therefrom, it is hereby submitted to Camera Works employees.

Total Receipts, 1928	\$8,625.96
Total Disbursements	8,547.10
Balance on hand beginning of First Period, 1929	\$78.86
Balance to credit of Gun Club	\$40.98
Balance to credit of Swimming Club	.02
Balance to credit of Reserve (C.W.R.C.)	37.86
Total	\$78.86

We regret to announce the death of Mrs. Nellie Springer, who formerly worked in the Dining Room. Ailing since August of last year, she died in St. Mary's Hospital, January 10.



BOWLING LEAGUE PRESIDENTS

Seated, left to right: Marie Camp, Ensemble; Agnes Hart, Office Girls; Mary Fien, Twin;
standing, left to right: William St. John, Shutter; Edward Powers, Production;
William O'Neil, Camera Works; Art Miller, bowling director.

PRODUCTION OFFICE LEAGUE

	Won	Lost	Per Cent
F.3.5.	10	4	.714
F.1.9.	6	8	.464
F.6.5.	5	9	.357
High individual single game—Seuffert—	233		
High individual three games—Seuffert—	592		
High team single game—F.1.9—	984		
High team three games—F.1.9—	2562		

INDIVIDUAL AVERAGES

	Games	Average
Seuffert.	19	174
Stark.	22	157
Rock.	3	157
Stevenson.	18	149
Powers.	22	148
Wright.	13	147
Berl.	6	147
Reul.	22	144
Weltzer.	6	144
Helms.	22	140
Robinson.	19	140

TWIN LEAGUE

	Average
Mary Fien.	136.4
Muriel Shannon.	111.7
Margaret Smith.	104.24
Minnie Rischka.	96.
Rita Shannon.	94.4
Kate Diamond.	90.23
Dorothy Knight.	89.23
Irene Fromm.	82.17
Jennie Kulzer.	74.8
Jessie Kauffman.	56.16
High individual game—Mary Fien—	174
High individual two games—Mary Fien—	306
Jacks—Won 22—Lost 4	
Jills—Won 4—Lost 22	

SHUTTER LEAGUE

	Won	Lost	Per Cent
Blades.	35	10	.777
Studs.	25	20	.555
Springs.	23	22	.511
Cases.	21	24	.466
Levers.	17	28	.377
Covers.	14	31	.311
High individual single game—Frey—	265		
High individual three games—Englert—	690		
High team single game—Blades—	995		
High team double game—Blades—	2771		

	Games	Total	Average
Englert.	45	8547	189
Rutan.	45	8227	182
Schleiman.	45	7820	173
Gauger.	45	7794	173
Frey.	45	7722	171
Sarrfield.	30	5128	170
Kuhn.	45	7644	170
St. John.	42	7119	169
Doerr.	45	7600	168
Early.	42	7086	168
Allen.	45	7584	168
Krenzer.	45	7577	168
Stein.	45	7577	168

OFFICE GIRLS' LEAGUE

With three better than 200 scores in a single night, the girls in the Office League seem to have hit their stride. The scores were as follows: Florence Waterstraat, 233; Theresa Megerle, 212; Betty Johnstone, 201. The Kodaks with a 577 average maintain a slim lead over the Brownies.

Standings:

	Won	Lost	Per Cent
Kodaks.	15	11	.577
Brownies.	14	12	.538
Cinés.	13	13	.500
Specials.	11	15	.423



GIRLS' BASKETBALL TEAM

Left to right: Mildred Allis, Sarah Miller, Edna Barrington, Dorothy Lloyd, Laura Birnie, captain, Marie Schwind, manager, Isabel Aman.

GIRLS' TEAM

From green to gold—that's the story of our girls' basketball team. Marie Schwind, who is coaching the lassies, found fifteen inexperienced but interested girls on the first practice night, and through weeks of patient coaching, she has developed a good "little" team. Their picture is reproduced above. To date, our girls have met and played first class games against the Stromberg, Oriole and Irondequoit girls' teams. Their schedule calls for several games in the near future.

SENIOR FIVE

At time of writing, our senior basketball team, under the guidance of Harold "Bud" Tulley, is resting in second place in the Rochester Industrial League with four wins and one defeat.

Captain Holzschuh and his men have turned in victories over Kodak Park, two over the Camera Works Reserves, and one over Hawk-Eye, though they dropped the season's opener to the Hawk-Eye five by 42 to 39.

RESERVE COURTMEN

Again we have a team of Reserves, light in weight, but fast and very large in spirit and fight. These boys who made a name for themselves last year, winning fifty-two out of sixty-two games in their own class, are out to take the junior honors for 1929. The Reserves, under the managership of Johnnie Doyle and the captaincy of Max Adler, are this year entered in the Rochester Industrial League and have played a good brand of basketball. In games other than League games, the Green and White team has won eight and lost one.

Best wishes are extended to Gladys M. Bemis of the Hawk-Eye Department, who on December 21 became the bride of De Forest Melching, formerly of the same department. Prenuptials included a shower by the department.

We extend our sympathy to William Kinkade of the Vest Pocket Assembly Department, who recently suffered the loss of his brother.

ROCHESTER INDUSTRIAL LEAGUE

The second season of the Rochester Industrial League is now well under way, an average of five games per team having been played. This league is the only inter-plant basketball circuit in the city this year.

Kodak Office, with a fast, rangy team, nicknamed the "Collegians," is leading the league with five wins and no losses. They have met and defeated all the league teams except Camera Works, which holds down second position in the standings. Hawk-Eye, Vogt Manufacturing, Kodak Park, and Camera Works Reserves fill the third, fourth, fifth and sixth places, respectively.

Games are played on Tuesday and Friday nights at the Kodak Office and Kodak Park courts. Two games are played each night.

Standings:

	Won	Lost	Per Cent
Kodak Office.....	5	0	1.000
Camera Works.....	4	1	.800
Hawk-Eye.....	3	3	.500
Vogt Manufacturing..	1	2	.333
Kodak Park.....	1	3	.250
Camera Works Reserves.....	1	6	.143

LEADING SCORERS

	G	FG	FLS	T
Hazel, Kodak Office.....	5	39	5	83
Bradshaw, Kodak Office..	3	21	5	47
Kuhn, Camera Works....	5	15	12	42
Schatz, Camera Works Reserves.....	6	14	11	39
Goodall, Hawk-Eye.....	6	16	7	39
Costello, Hawk-Eye.....	6	15	8	38
Tribotte, Camera Works Reserves.....	6	13	7	33
Friedland, Vogt Mfg.....	3	11	11	33
Michlin, Hawk-Eye.....	5	13	4	30
Lewis, Kodak Office.....	5	13	1	27
Hogan, Kodak Park.....	4	9	9	27

We congratulate William Steele of the Engineering Department on attaining American citizenship. This worthy step was taken on January 2.

ACCESSORY DEPARTMENTS' PARTY

The girls of the Accessory Departments were entertained at their third annual Christmas party at the home of Mrs. Nellie Saalter. Awake to the fact that the lack of snow at Christmas-tide would seriously impede Santa Claus, and desirous of aiding the old gentleman so far as possible, each girl, with womanly foresight, came bringing a present to place under the tree. When the time came for distribution of the presents, each lass drew a number and received a gift corresponding to the number on the pasteboard. The jollity occasioned on opening the presents would have warmed the heart of St. Nick himself. Throughout the evening the girls danced, played games, or did whatever fancy dictated, and the gladsome holiday spirit pervaded each thought and action. After the luncheon was served, the party broke up in the wee sma' hours. The girls are now looking forward to the picnic which they hold in the "good old summer time."

We join with the employees of the Ciné Assembly Department in expressing our sympathy to Samuel Barons on the death of his father.

Deepest sympathy is tendered to Evelyn Neff of the Bellows Department, whose father died recently.

MARRIAGES

Christmas will have double significance for Annie Kerr of the Case Covering Department. It will now mark the anniversary of her marriage to William Patterson of this city. Before leaving on her honeymoon trip to New York City, the bride was presented with an electric iron and a toaster by the employees of the department. Best wishes, Annie.

Announcement is made of the marriage, on January 5, of Norma Swan of the Stock Record Department to Clifford Balcom of Painted Post. The bride's sister, Margaret, and her brother, Freemont, both of the Stock Record Department, attended as bridesmaid and best man. Employees of the Lathe, Rivet and Brass Service Departments and of 2A Vault presented the bride with a beautiful urn set. We extend our best wishes.

Our attention has been called to the fact that the wedding of John Marconi of the Milling Department to Marion Loveland, solemnized recently at St. Patrick's Cathedral, completes a double wedding. John's brother, James, also of the Milling Department, is the husband of Marion's sister, Katherine, who formerly worked in the Kodak Assembly Department. Employees of the department presented the bridegroom with a bridge lamp. We extend our best wishes.

BIRTHS

We take pleasure in announcing that Minor Stocking of the Stock Record Department is the proud father of a boy, Donald.

We congratulate Robert Chartren of the Lacquer Department on the arrival of a daughter.

CAMERA WORKS LEAGUE

Kodaks are still out in front in the Camera Works League, boasting the high percentage standing of 689 as a result of 31 wins against 14 losses. Kodascopes are not far behind in second position.

Standings:

	Won	Lost	Per Cent
Kodaks	31	14	.689
Kodascopes	26	19	.578
Cinés	26	19	.578
Vest Pockets	21	24	.467
Juniors	21	24	.467
Brownies	21	24	.467
Specials	19	26	.422
Cameras	15	30	.333
High individual single game—Cease—273			
High individual three games—Weihonig—688			
High team single game—Specials—1034			
High team three games—Kodascopes—2849			

INDIVIDUAL AVERAGES

	Games	Average
O'Neil	42	189
Miller	42	187
Kasischke	39	187
McGurn	6	187
Weihonig	42	186
Ohlan	33	186
Henricus	39	185
Hoffmeier	42	185
Scheuch	42	185
Hinterleiter	42	182

ENSEMBLE LEAGUE

	Won	Lost	Per Cent
Vanities	20	10	.666
Colors	19	11	.633
Mirrors	18	12	.600
Compacts	3	27	.100
High individual single game—F. Schweizer—223			
High individual double game—F. Schweizer—406			
High team single game—Vanities—817			
High team double game—Colors—1504			

	Games	Total	Average
Hogan	26	4268	164
Blum	24	3661	152
Camp	32	4836	151
Schweizer	32	4785	149
Keeler	32	4665	145
Fitzpatrick	32	4311	134
Allis	32	4270	133
Reifsteck	32	4188	130
Stanton	32	4150	129
Timmerman	30	3867	128

OBITUARIES

Employees of the Tool Room extend their sympathy to Frank Watkeys on the recent loss of his sister.

To Mary Urban of the Ciné Machine Department, our sincere sympathy on the loss of her father.

May we express our sympathy to Harold Gerew of the Inspection Department, who lost a son recently.

Employees of the Hawk-Eye Department wish to extend their sympathy to Mrs. Mary Schaefer on the loss of her father.

MAIN



OFFICE

JOHN W. NEWTON, Editor

GOLF SCHOOL

About thirty girls are taking advantage of the facilities offered by the K. O. R. C. for the improvement of their golf game. The class is held each Monday night in the Office Auditorium under the tutorship of Steve Riley, professional at the municipal links in Genesee Valley Park. The class gets into action soon after five o'clock and lasts for one hour and a half. This class is free to K. O. R. C. members, and individual lessons may be had at small cost after the group instruction is finished. There is a driving net and a twelve hole putting course. Look it over.

NEWTON—FLYNN

A. J. Newton, superintendent of the Engraving Department, was married Saturday morning, January 12, 1929, to Frances C. Flynn, who for some time has been in charge of the Ciné-Kodak Library at Kodak Office. The ceremony took place in the rectory of St. Mary's Church, the officiating clergyman being the Rev. J. E. O'Brien. The newlyweds left immediately after the wedding for New York City. They sailed from there Tuesday, January 15, 1929 on the S. S. Duchess of Athol on a trip that practically takes them around the world. They will visit South America, South Africa, Egypt, and several cities in continental Europe, before landing in England, where they expect to spend several weeks. They are expected back in Rochester some time in May.

NEW HONORS

Rudolph Speth, recently elected Treasurer of the Company, was elected a director of the Lincoln-Alliance Bank at the January meeting of the bank officials. He fills the vacancy caused by the death of James H. Haste.

An interesting hour was spent by about twenty men from the different departments of the Office on the putting mats, the evening of January 10. There are twelve holes, and it is splendid practice and keeps one in form, as it is not so easy to hold a ball on the runners as it looks. These practice greens are available most evenings, so if games are to be arranged, get in touch with Harry Irwin.

BASKETBALL

Kodak Office team won its third straight victory when it trimmed Kodak Park by a score of 30 to 19. It was a Rochester Industrial League game and was played December 24, 1928. Lewis and Hazel starred for the Office boys, with 12 and 9 points, respectively.



HORACE S. THOMAS

Horace S. Thomas will guide the destinies of the Kodak Office Recreation Club for the year 1929. He was chosen president at the election held December last.

Mrs. May Brennan, who was a stenographer in the Industrial Relations Department of Kodak Office for some years, left on January 5 for the more pleasing duties of housewife. May has a very pleasing and happy disposition, and her smiling countenance will be missed. Here's hoping that both May and her husband, Bill Brennan, will be blessed with the good things that life has to offer.

New employees at Kodak Office during December, 1928 to whom the glad hand is extended: Raymond W. Little, Executive Training; Josephine Wright, Mail and Filing Department; Walter C. Mason, Repair; Virginia Trainor, Training Department.

Production With Safety



Perhaps you won't recognize this portly person, so not to keep you in suspense, we will tell you it is none other than Fred W. Brehm, who took the part of Santa Claus at the K. O. R. C. Christmas party. He was, of course, the most popular person on the floor and was kept busy all the evening distributing tokens to the many children who had the time of their lives.

Another "Dusty Loop" game fell to Kodak Office Five on Tuesday night, January 8. The victims this time were Camera Works Reserves, who found the Office boys a little too strong for them. The first half was a runaway affair for the Office, which led by a score of 22 to 3. The final half was a little different, both teams registering 20 points. Hazel of the Office team was again high scorer, with 19 points for his evening's work.

The Stock Distribution Department received a Christmas remembrance from an ex-member of the Department, James Hudlass, who went to Florida after his retirement some years ago. He wished to be remembered to all his old friends.

Kid Cupid has been busy in the Order Department as the following announcements will indicate:

Phyllis Bodler is engaged to Edgar Daniel Dunning; Leone Bush to Edward Smith of East Rochester; and Virginia Gagnier to Del Taylert. These are brand new Christmas engagements, and each and every one concerned is heartily congratulated.

McGURN—EDGAR

No more will the cheery "How do you do!" of Evelyn Edgar be heard by visitors to Kodak Office Medical Department. She has left us and is now Mrs. James McGurn. The ceremony took place at Central Presbyterian Church on Saturday, December 29, 1928. Much happiness is offered to her.

M. C. Griswold is on a business trip visiting Los Angeles, Seattle, and other parts of the far West, in the interests of the Photo Finishing Division.



SANTA'S HELPERS

These tots staged one of the most entertaining acts at the K. O. R. C. Christmas Party.

Christmas, the season of bestowing of goodwill gifts, has left a number of us with a lot of articles, useful and otherwise, that remind us for a time what a number of friends we have. The stress of business, however, soon takes its place, and gifts and good wishes are forgotten. But there is one kind of gift that can never be forgotten. Ask Bart of the Eastman Savings and Loan Association whose perfect gift was an eight-pound baby girl, born on Christmas Day, 1928. Congratulations from the whole organization are conveyed to Arthur P. and his wife.

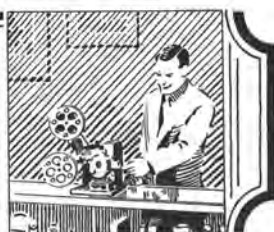
I. H. Houley of the Comptroller's Department sailed with his family on January 26, 1929 on the S. S. Paris for Le Havre, France. He will spend several months at our branch in Paris before proceeding to Harrow and Kingsway, England. He expects to be out of the States about a year.

H. M. Salmon has recently been added to the Demonstrating Division. Here's wishing him success in his new work.

Kodak Office kept its slate clean by defeating the Vogt Manufacturing Company's team on January 15 in the Office Auditorium by the score of 38 to 35. It was an Industrial League game, and it appeared that the Office boys were in for a licking, as the score at half time was 25 to 17 against them. However, in the latter part of the game, Rusty Bradshaw and Hazel again did their stuff, and the Office quint finished the winner. Kodak Office team has now won five league games and lost none, which is some record.



IN BRANCHES AND EASTMAN KODAK STORES



CHICAGO STORE SALES FORCE

Front row, left to right: Stanley E. Butler, Irene Jacobson, Martha Henn, Verna B. Simms, Theodore H. Johnson, Coral G. Sandage, Hazel H. May and Francis A. Farrell; back row, Ned K. Robbe, L. Eugene Weber, Ben H. Madsen, Walter T. Doyle, Harvey P. Johnson and Clarence N. Johnson.

CHICAGO STORE

Miss Minda Knudsen

The boys in our Embossing Department are very proud of their record during the past year. The number of impressions exceeded, by far, those of any other year. A new power embosser was installed in the fall and aided greatly in getting out orders.

The "flu" epidemic thinned our ranks for a few weeks, but nearly all are back at work. The country salesmen were all in the store the early part of January getting ready for their first trips of 1929 and helped out wherever they were needed.

Lawrence A. Toriello, who has been with us for a number of years, has left to take a position as photographer for the Research Laboratory of the University of Illinois. We all wish him success in his new work. Clarence Johnson of the Professional Sales Department is taking Mr. Toriello's place in the Billing Department.

MINNEAPOLIS STORE

Miss Olga Johnson

C. R. Wunderlich, our city salesman, and his wife spent their vacation during the holidays in New Orleans, visiting Mr. Wunderlich's mother, brothers and sisters. Not having seen his mother for nine years, it was indeed an enjoyable trip. Mr. Wunderlich also visited the Eastman Kodak Stores, Inc., at New Orleans.

We were glad to welcome J. F. Krantz, our buyer, back after the first of the year from a two weeks' absence with an attack of the "flu."

BOSTON STORE

Mrs. Olive I. Anderson

We all look back with a great deal of pleasure to a very successful Christmas party, which took place at the Parker House on December 19.

Fred Avery proved to be the hit of the evening in the vocal line, while Carl Marion showed his ability at the drums, and Wilbur Nixon accompanied him on the piano.

We had the pleasure of having with us John Biddle, and Phil Guinan of New York, also Albert Dockray, formerly with us but now a special Ciné-Kodak demonstrator.

We extend hearty congratulations to John Shea, who passed through a successful operation on December 15. We are looking forward to seeing him again in the near future.

Mr. Marion seems to be in the limelight this month, having been drawn on the Grand Jury.

This is our first opportunity to congratulate Edward Blake of the Packing Department on having completed twenty-six years of service with the Company. We have now six members in our "Twenty-five Year Club."

We were all glad to see our old friend Francis W. Graham, manager of the Washington store, when he visited us December 24. Mr. Graham spent the Christmas holidays with his folks in Boston.

We were very glad to see Henry H. Scrivener, now with the New York store and formerly with our store, who visited us during the Christmas holidays.

OMAHA STORE

Frances Thielcke

During December our store people were all on their toes to try to equal our biggest Christmas business, December, 1927. We made it and had a little margin to spare.

We are glad to welcome L. R. Quinlan, who joined our working force as manager of the Developing Department, January 3.

Our repair man, Henry Dukat, who fixes everything from Brownies to Ciné-Kodaks, recently has taken a wife unto himself. Congratulations.

Horse stealing has always been a serious offense in Nebraska; so it looked bad for several people when one horse disappeared, and no charge, receipt or memorandum could be found for it. Things brightened, however, Christmas Eve when the mystery was cleared up, and out, by Mr. McFarlane, store detective, after he opened a holly wrapped package marked, "To the Boss." The "horse" was an attractive piece of statuary.

CHICAGO BRANCH

J. E. McGhee

On the afternoon of January 3 we had our annual Christmas and New Year's party, to which we invited the families of all employees, our former employees and others who have become associated with us. A good many of our former employees returned, and among them we recall the following: Bessie Murphy McCugh, Alberta Lewis Beardsley, Gertrude Connelly Brown, Minnie Speiser Smith, Anna Mansell Granquist, Jane Clark Gow, Julia Flynn Nolan, May O'Regan Radtke, Ella Kelly Muelling, Catharine Legg Johnstone, Frances Neary Drummond,

Hilga Nelson Bangs, Eleanor Urban Rothenberger, Katherine Collins Tobin, Violet Hawken Fitch, Ethel Johnson Woodworth, Pauline Ballinger Zacher, Marcella Sullivan Lyons.

Mr. Hartt of our Ciné Processing Department made a number of Ciné-Kodak pictures of the party, which were very good and which we are preserving.

The influenza hit us pretty hard, and just before Christmas we had many absentees because of it. Fortunately none of our employees was seriously ill, and all are back at work again with the exception of Carl Unger of our Stock Department, who, we understand, is recovering and should be back in the near future.

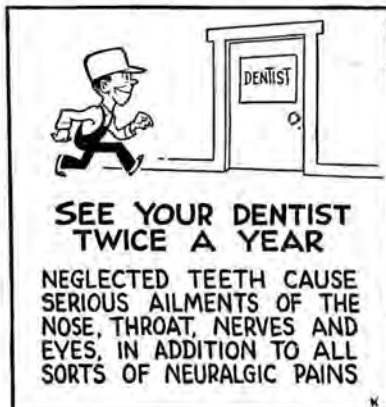
Pneumonia, resulting from influenza, caused the death of Henry Maeder, father of Harold Maeder of our Shipping Department. We all sympathize with Harold and his family, as we do with Paul Fisher, whose sister died December 28.

Lorene Sawyer received a diamond ring for Christmas, which, we understand, has a peculiar significance.

Our Shipping Department is planning for a party early in February.

We are always glad to see any one connected with our Company, and hope that no one ever goes through Chicago without paying us a visit. Recently we have enjoyed seeing quite a number of Kodak people from other cities. Messrs. C. F. Ames, M. B. Hodgson, Otto Cook, Ernest Smith, Otto Krog, Julien Parvin, Otto Doehn, Leonard Stapleton, F. C. Hoag, C. E. Long, B. MacCallum, F. P. Root, H. W. Sanford and William Reinholz visited us recently.

Allen McDermott of the Recordak Corporation is making his headquarters at this branch.



SAN FRANCISCO BRANCH

Charles F. Harris

The entire branch personnel extends deepest sympathy to Mrs. Edward McGroary, formerly Miss Jessie Danly of the Billing Department, whose father died recently. Mr. Danly was also the uncle of Margaret Morris, who is at present employed in the Billing Department.

Daniel S. Miller, our X-ray demonstrator, who formerly handled both the Los Angeles and San Francisco territories, has now been appointed to the Bay district only. The Los Angeles territory has been taken over by Roy S. Fifer, formerly of Chicago.

J. J. Fisher has just returned from a trip to Chicago, where he spent his vacation.

Dovie Hansen is leaving the employ of the Company. She will not admit that she is leaving to become a blushing bride, but every one is entitled to his own opinion.

The Stock Department is busily engaged in changing over its books to conform to the thirteen month calendar.

Marty Anselmi, a former resident of Rochester, is now employed in our Ciné-Kodak Processing Department.

George Betts, formerly a machine operator in the Ciné Processing Department, has been transferred to the new Kodacolor processing work as machine head.

Paul Levinson, Ernest Gratton, Marty Anselmi and Marty's father recently took a trip in the wilds near Salinas on a hunting expedition. Either they are very poor shots or else the lions refused to come out and get slaughtered, for there are no pelts in evidence.

DES MOINES STORE

Miss E. L. Mahan

Mrs. W. W. Althans, wife of our manager, is now at home after being in the hospital for three months. She has been very ill but is slowly regaining her health, and we know her many friends wish her a speedy recovery.

The school of salesmanship, which has been ably handled by our assistant manager, W. J. Vinall, was resumed February 1.

L. C. Graham of Indianapolis is welcomed to Des Moines. He is our new stock man.

E. D. Kern, formerly a salesman for the Fleischmann Yeast Company, has joined the sales force.

Jack Rogers will start on the road next week in his new Chrysler coach.

Eloise Mahan, secretary to Mr. Althans and your correspondent, may now be heard over the radio. She is a violinist, being a graduate of the Des Moines University Conservatory. So if an unusual amount of static is heard—

NEW YORK BRANCH

Joseph L. Burgess

On December 21 the girls of the Billing and Order Departments held their annual Christmas party. After a buffet lunch, dancing followed.

William Melrose, our head stock clerk, has been stricken with the "flu." All his friends join in wishing him a speedy recovery.

Saturday, January 5, Elias Finkel of the Billing Department was married to Harriet Goldstein. We extend our best wishes and congratulations to the newlyweds. A beautiful lamp was presented to the happy pair by the office employees.

The marriage bug seems to be in the air. We have heard that Frank Geneve will take the big step in June. Success to you, Frank.

PITTSBURGH STORE

Hugh V. Groves

E. A. Byrsdorfer of the Demonstrating Department has been assigned to the Pittsburgh district. He and his wife are making their residence in Mount Lebanon.

We welcome two new employees into the Accounting Department, Ruth Schreiber and Mary Smith.

The New Year has started with a "whoopie" social program. A bowling league has been formed, and several outdoor skating parties have been held.

ST. PAUL STORE

C. A. Wright

On January 3 our annual banquet was held at the St. Paul Athletic Club. We enjoyed a delicious repast.

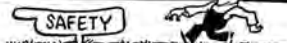
Robert Hoffman, manager, was presented with a beautiful chime clock. Afterwards we enjoyed an entertainment at the Orpheum Theater.

On January 1 our name was changed to Eastman Kodak Stores Co., formerly Zimmerman Bros., the latter name having been in service for fifty-six years.

We hope to be able to show you a picture of our new building in the near future. Work is progressing very rapidly now that the steel structure is completed.

Your correspondent was a guest of ye Ed on a recent visit to Rochester.

**SAFETY MAKES ALL WORKERS
GLAD - CARELESSNESS MAKES
SOMEONE SAD.
LET SAFETY BE YOUR GOAL
TODAY - THEN ACCIDENTS WON'T
STEAL YOUR PAY**





HAWK-EYE



JOHN T. HARBISON, Editor



NEW ATHLETIC ASSOCIATION OFFICERS

Seated, left to right: Jennie Costich, Third Floor representative; Norman Graham, president; Pete Klos, vice-president; Alice Gears, First Floor representative; standing, left to right: Edward Greenauer, Fourth Floor representative; Fred Zollweg, First Floor representative; Charlie Becker, Second Floor representative; Gordon Berg, Fifth Floor representative.

ARTHUR RAPP ELECTED

Arthur Rapp of the Assembling Department has been re-elected as the Hawk-Eye Works representative to the Kodak Employees' Association. He will serve for two years. The personnel of the committee of departmental representatives which re-elected Arthur was as follows: Clarence Ziegler, Charles Durkin, Ralph Burhans, Howard Reulbach, Carl Rode, Walter Kempf, James King, John De Witte, Harold Krieger, Robert Witz, Joseph Milton, George Gleason, George Handford, Gustave Aldinger, George West, Ella Allen, Lawrence Rauber, Edward Murrell and Leslie Stallman.

Frances Mahan is the center of attention in the Centering Department. Christmas was a happy occasion for her because it was then that Louis Kirchner, formerly of the same department but now a member of Bob Bowen's crew of lathe artists, gave her the kind of diamond a girl likes to have.

We offer our condolences to Claude Harding, foreman of the Engraving Department, whose wife died December 20.

A CARD TRICK

We had called to our attention a notice that appeared not long ago in one of the local newspapers. The George Brennan who thus broke into the news columns is the foreman of our Lens Cleaning and Inspection Department.

"OPPONENTS GLAD WHEN PINOCHLER MISSES CARD."

"A quartet was sitting in at a sociable game of pinochle at the home of George Brennan of 8 Le Grand Road the other night when the bid was permitted to go to Bert German, who had ventured a bid of 360.

"When German laid down his cards, he discovered he had a double run in diamonds for a value of 1500, and he, therefore, claims the world's most conservative bidder title. The opponents of the Brennan-German pair, Ray Swan and Bert Darnall, gave German a rising vote of thanks, and promptly paid off on the bid instead of on the true value of the hand.

"German had a hard time convincing his partner he had overlooked one of his cards in the second sequence."



PHOTOGRAPHY CLASS MEMBERS

The class in photography has been meeting each Wednesday evening in the Dining Room, immediately after work, for several weeks. The meetings have been very interesting and have been well attended. There is, however, plenty of room for more picture fans, and it is not too late to join the group.

At the meeting of January 9, Fred Altman discussed the uses of various accessories, such as the self timer, the filter, the diffusion disk and the portrait attachment. Several kinds of shutters were examined, and the particular advantages of each described. Syd Leggatt had his studio camera at the meeting and gave a demonstration of its use. The accompanying picture was taken at the meeting. A process moving picture that

followed a lens through the complete manufacturing process step by step was shown.

It is hoped that the class will be organized into a Camera Club to function somewhat after the manner of the excellent club at Kodak Park. Any one interested in picture making is cordially invited to join the group.

Members present the evening the picture was taken were: seated, left to right, Joseph Wagner, Charles Busch, Marie Faltz, Ruth Briggs, Herman Nied, Alexander Muir; standing, left to right, Harlow Philips, Harold Krieger, Francis Gilbert, Carl Persson, Irene Schug, William Eyer, Fred Altman, Leo Schlapper, John Harbison, Robert MacCallum.

SYD SAYS:

There was a time when man needed little or no clothing for his body, but the more civilized he became, the more he depended on clothing for his comfort and safety.

In modern life it is essential that our feet be clothed with the proper kind of shoes. The feet support the weight of the whole body much of the time when man is awake, and any discomfort or injury to his feet affects the whole man.

If one could always walk in green meadows, perhaps sandals would be the thing to wear. But in the shop, it's a stout shoe, impervious to punctures, with a non-slipping sole and a toe specially designed to withstand severe blows, which carries a man safely home to his family at night.

In the candy store, George Ansell will sell you such a shoe. Built on the comfortable Munson last, these shoes have full, double waterproof soles, the uppers being of soft pliable black leather. A good looking shoe for shop and street wear, price \$4.25 per pair, which is the price the Company has to pay in large quantities.

Earl Prevost of the Buffing Department announces the birth of a son, Dean, December 23. Congratulations.

We are sorry to announce the death of the father of John Vass of the Anastigmat Lens Department. Mr. Vass died in London, England, December 17, at the age of 64.

HAWK-EYE BEATS KODAK PARK

The Hawk-Eye basketball team easily won from Kodak Park recently in an Industrial League game, 31 to 15.

"Sonny" Goodall and Bob McGreal each scored nine points with four baskets and one foul shot apiece. Michlin, Costello and Goodall were used as forwards; Cliff Johnson and Bob McGreal as centers; and Clayson, Costich and Scheiblaue as guards.

This year's team seems to be the best we have had in several seasons. It has been strengthened by "Sonny" Goodall, a former Camera Works player, and Cliff Johnson, who played with some of the fastest teams in the city not so many years ago. Coach Phil Michlin has been using rare discretion in inserting substitutes into the game when they are most needed. It looks like a successful season. You are cordially invited to come out and watch the team in action.

**WE
CAN STOP
ACCIDENTS IF
YOU
WILL HELP!**





INSPECTION DEPARTMENT PARTY

Christmas never goes by without a party being given by the girls of the Cleaning and Inspection Department. This year's party was voted the best of the whole series. Every detail was perfect, even to the Christmas tree that graced the center of the table. The party was strictly a girls' affair. No men were asked, nor permitted to be present, with the exception of Syd Leggatt, who is the only chap who gets away with crashing the gate with unvarying success. He employs various blandishments, but his almost unailing weapon is his camera. Syd took the picture that accompanies this article. Lest there be any mistake about it, the girls lined up as follows:

Standing, left to right: Irene Schug, Marie Faltz, Katherine Cullian, Frances Matuszewski, Laura Thoms, Eleanor Schug; seated, left to right: Irene Bills, Ruth Benson, Pasy Seilern, Loretta Ereth, Joan Kesel, Estelle Stressing, Emily Pierce.

BOWLING

Our girl bowlers are still striving with might and main to create new records. Elizabeth Born, née Meerdink, has been going at top speed and seems to be firmly entrenched in first place. Her nearest competitor is Johanna Born, who is closely pressed by Elvira Ladwig. Pauline Leimberger furnished considerable excitement when she knocked over 229 pins in one game. The averages to date are given below:

	Average
E. Born	147.23
J. Born	139.13
E. Ladwig	138.23
M. Hergenrother	136.10
E. Arnold	135.28
P. Leimberger	135.7
I. Sanger	134.19
M. Leimberger	129.22
T. Hergenrother	129.20
K. Meerdink	128.18
E. Wienecke	127.13
F. Bess	126.26
H. Del Monaco	116.18
I. Prentice	114.26
L. Ladwig	110.29
L. Hartter	103.11

Robert Cairns, retiring president of the Athletic Association, wishes to express his appreciation for the loyal support that has been given him by all upon whom he has had occasion to call during his term of office.



Although the picture above is considerably out of date, we think it good enough in subject matter to be run at any time. The quartet is composed of, seated, Lauretta Watley and Cecelia Carbonneau, and, standing, Harold Dobbins and Robert Cairns.





SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF JANUARY 10, 1929

ROCHESTER PLANTS		Standing Last Month	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye	1	90.3%	5,969
2.	Kodak Office	2	70.8%	13,605
3.	Camera Works	3	53.0%	16,386
4.	Kodak Park	4	43.2%	38,780
	Non-Employees			6,885
OUT-OF-TOWN PLANTS				
1.	Eastman Kodak Stores, Inc. (Sioux City) ..	1	100.0%	130
1.	Eastman Kodak Stores, Inc. (Atlanta)	1	100.0%	196
1.	Eastman Kodak Stores, Inc. (Baltimore) ..	2	100.0%	78
2.	Eastman Kodak Stores, Ltd. (Vancouver, B. C.)	3	95.0%	116
3.	Eastman Kodak Stores, Inc. (Denver)	4	94.1%	104
4.	Eastman Kodak Stores, Inc. (Des Moines) ..	5	88.2%	90
5.	Kodak Argentina, Ltd. (Buenos Aires)	1	85.9%	260
6.	Eastman Kodak Stores, Inc. (Omaha)	7	77.2%	195
7.	Eastman Kodak Stores, Inc. (St. Paul)	10	75.0%	131
8.	Eastman Kodak Stores, Inc. (Detroit)	6	73.3%	218
9.	Eastman Kodak Stores, Inc. (Philadelphia) ..	9	70.9%	267
10.	Eastman Kodak Stores, Inc. (Cleveland) ..	11	70.3%	96
11.	Eastman Kodak Stores, Inc. (Pittsburgh) ..	14	68.9%	117
12.	Eastman Kodak Stores, Inc. (Minneapolis) ..	15	67.8%	198
13.	Taprell, Loomis & Co.	8	67.1%	1,604
14.	Salesmen and Demonstrators	12	65.1%	2,584
15.	Eastman Kodak Stores, Inc. (Washington, D. C.)	13	64.7%	108
16.	New York Branch	16	61.0%	754
17.	Eastman Kodak Stores, Inc. (Portland, Ore.) ..	17	60.8%	73
18.	Chicago Branch	18	58.8%	908
19.	Eastman Kodak Stores, Inc. (San Francisco) ..	19	56.5%	118
20.	Eastman Kodak Stores, Inc. (Seattle)	21	51.8%	57
21.	Eastman Kodak Stores, Inc. (Milwaukee) ..	22	50.0%	119
22.	San Francisco Branch	23	47.5%	524
23.	Eastman Kodak Stores, Inc. (Boston)	20	46.6%	180
24.	Eastman Kodak Stores, Inc. (New York) ..	24	44.0%	470
25.	Eastman Kodak Stores Co. (Chicago)	25	43.0%	645
26.	Eastman Kodak Stores, Inc. (Los Angeles) ..	26	34.7%	246
27.	Kodak Uruguay, Ltd. (Montevideo)	27	14.2%	5
28.	Eastman Kodak Stores, Inc. (Lincoln, Nebr.)	28	6.6%	20
Total			52.0%	92,236

Average Subscription—13.3 shares

Total matured or par value—\$9,223,600.00.