

# *The* KODAK *Magazine*



December 1929

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

MONTHLY ACCIDENT REPORT  
OCTOBER, 1929

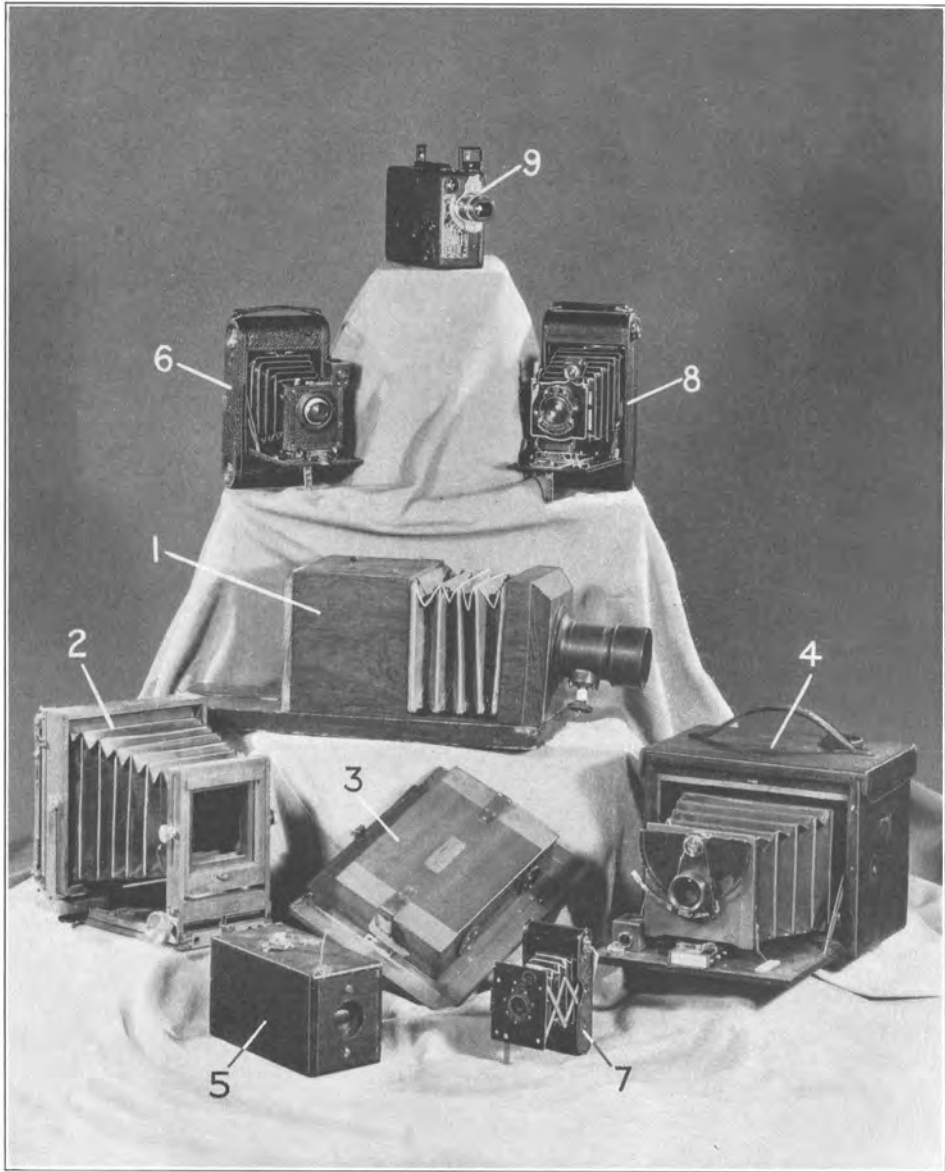
PLANT	Accident Cases		Accidents per 1000 Employees	
	1929	1928	1929	1928
Kodak Office. . . . .	0	0	0	0
Camera Works. . . . .	5	4	1.48	1.50
Hawk-Eye Works. . . . .	1	0	1.42	0
Kodak Park Works . . . . .	18	15	2.36	2.21
Total—Rochester Plants.	24	19	1.85	1.66

NATURE OF ACCIDENTS DURING MONTH

- 8 cases of injury through bruises, burns, and lacerations.
- 9 cases of injury through falling material.
- 4 cases of injury through falling and slipping.
- 2 cases of injury around machines of special nature.
- 1 case of injury around press.

—  
24 employees' accident cases during month.

WE WISH you an old-fashioned Christmas,  
Filled with old-fashioned hearty good cheer:  
An old-fashioned heart full of gladness  
To welcome the coming New Year.



# PHOTOGRAPHIC MILESTONES—see page 3

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# The KODAK Magazine

VOL. X

DECEMBER, 1929

No. 7

## PHOTOGRAPHIC MILESTONES

A BRIEF HISTORY OF PHOTOGRAPHY IN GENERAL AND THE  
KODAK SYSTEM IN PARTICULAR



THE FIRST POCKET KODAK

**D**ESIRING an authentic background, or foundation, for our little journey into the past and present of photography we found in our library, "A History of Photography" by W. Jerome Harrison, published in 1887. The author in his preface aptly remarks: "So far from photography's having attained perfection, we believe it to be but as a little child. Great are our hopes and wonderous are our visions of its future."

These words, written forty-two years later, can but re-express the same sentiments, because though much has been accomplished, still greater things can and will be done in the realm of photography and its associated sciences.

In his introductory chapter Mr. Harrison remarks: "Photography is the child of optics and chemistry. As neither of these sciences attained anything like a full development until the nineteenth century, it is not surprising that the art of making photographs was unknown to our ancestors."

Lenses, practically a necessity in photography, were known to the ancients. A lens was found among the ruins of

Nineveh, a city which was destroyed more than a thousand years before the birth of Christ.

The action of sunlight on various substances was also noted and recorded a hundred years before Christ.

The camera obscura, invented about the middle of the sixteenth century, was an instrument consisting simply of a darkened room to which light was admitted only through a single small hole in a window shutter.

In such a room, when the sun is shining brightly, a faint, inverted image of external objects such as houses, trees, etc., may be seen upon the white surface of the wall or screen facing the window.

This early contrivance was later improved by placing a double convex glass lens in the aperture of the shutter, outside which a mirror was placed to receive the rays of light and reflect them through the lens.

As a matter of fact, the camera of today is a miniature camera obscura.

The invention of the camera obscura naturally led to the desire to find some means of capturing its images and preserving them in permanent form.

The first step was, of course, to modify and adapt the camera obscura so that the image might be sketched or drawn over the projected image.

The writer of these lines recalls, as a small boy, guiding an artist with a portable camera obscura over the country side in search of beauty spots.

Meanwhile other investigators had been busy. Fabricius, some time in the fifteen hundreds, had noted that silver nitrate, white when freshly prepared, quickly turned black upon exposure to sunlight, but at the time no attempt was made to inquire into the nature of this change.



Early in the nineteenth century Wedgewood studied the action of light upon certain compounds of silver, and was able to produce images upon paper coated with a weak solution of nitrate of silver. Attempts were made to secure pictures made within the camera upon paper coated with silver salts, but without much success.

Even when this had been achieved to a fairly satisfactory degree, the same agency which produced the picture proceeded to destroy it, because no means had been found to render the image permanent.

The first man to obtain a permanent photograph was Joseph Nicéphore Niepce. In 1829 he entered into a partnership with Louis Jacques Mande Daguerre, another investigator.

Niepce did not complete his work as he died in 1833, and thus it was left to Daguerre to "carry on."

Daguerre discovered for his process the long sought "fixing agent" to render the image permanent, which was simply a strong solution of common salt, in which the plates were soaked after development, and which dissolved and washed away the silver that had not been acted upon by light. The superior advantages of hyposulphite of soda for the purpose were soon after made apparent, and Daguerre at once adopted it. Hyposulphite of soda is still employed for this purpose.

The result of their investigations evolved the first commercially practical process for producing photographs, examples of which are familiar to most of us.

The daguerreotype was immensely popular and held sway for about ten years when it was superseded by other processes.

The advantage of the succeeding processes, among other things, and most important was the ability to produce a number of duplications from the original negative; the daguerreotype being, from the nature of the process, confined to the original "print" only.

Discoveries and photographic processes followed the daguerreotype in fairly rapid succession, and it is not necessary to recapitulate them here.

It may be of interest to note, in view of a later invention of importance, that

the first negatives were produced on paper, later oiled to afford sufficient transparency for printing the positive copies.

Sir John Herschel suggested the use of glass plates, for obvious reasons, as a support for the sensitive surface. This suggestion was naturally immediately adopted and is, to a considerable extent, still in vogue.

Albumen was the first support for the sensitive silver salts; this was followed by the employment of collodion which is still used by process engravers.

The collodion process produces negatives of a high quality but possesses the decided disadvantage, from the amateur standpoint particularly, of having to be exposed in the camera while wet.

It was during the "wet plate" period that Mr. Eastman became interested in photography from the amateur standpoint, and he found both apparatus and processes unduly burdensome; so much so as to remove amateur photography from the recreation class.

Mr. Eastman, however, was sufficiently interested in the art to seek a method or methods of simplification.

He came across an article in an English magazine in which the possibilities of a gelatine "dry" plate to take the place of the so-called "wet" plate were discussed.

He began a series of experiments, and eventually was able to produce a satisfactory emulsion or coating for glass plates; and in 1880 he began to manufacture and sell dry plates under the name of George Eastman.

The dry plate did away with the highly burdensome field equipment, and so, of course, did much to further the advantages and pleasures of amateur photography.

Glass plates are heavy and breakable, and Mr. Eastman sought a further simplification which led eventually to the rollable film as we know it today.

We say "eventually" because the first rollable film consisted of a coated paper to which the sensitized emulsion was applied. A roll holder (see page 2), the joint invention of Mr. Eastman and the late William H. Walker, adapted it to the ordinary view cameras then in use.

Paper film had its disadvantages, and the next step was the Eastman "stripping

film." This consisted of a temporary paper base coated with soluble gelatine upon which was superimposed the gelatine emulsion. After exposure the image was stripped off and transferred to a transparent gelatine skin.

This was, however, an intricate process and had to be entrusted to expert hands.

The mechanical part of the problem had been solved, and so it was film from then on.

The practical success of the roll film being assured, the next step was, naturally, a camera specially adapted for roll film, and so in 1888 the Kodak was born, and with it the famous slogan "You Press the Button, we do the Rest." (See page 2).

In 1889 after years of experiment and research, Mr. Eastman succeeded in making commercially practicable the present cellulose film base. With this discovery the search was over.

This important film discovery not only made amateur photography truly a pleasure, but it likewise *made motion pictures possible*.

From this point on, the Kodak system of photography proceeded rapidly.

Daylight loading was realized in 1901; the cartridge system, as we know it,

followed a few years later; daylight developing in 1912.

Folding Kodaks appeared as early as 1890, but the first Folding Pocket Kodak appeared in 1898.

Printing and other photographic processes kept pace with the other improvements; and it is indeed a far cry from the patient minutes and hours necessary to the production of a daguerreotype to the production of the exquisite prints by our present developing-out paper processes, measured in seconds and minutes instead of in hours.

The present crowning achievement is the Ciné-Kodak, almost small enough to go into a coat pocket, for the production, by the amateur, of motion pictures in black and white and natural colors (see page 2).

As to the future who shall say? Talking pictures in natural colors are with us, professionally only as yet, and television is more than a mere possibility.

There is, however, one safe prophecy that when still further refinements and improvements in photography are made Kodak will be found leading the van.

This article is, in a way, a résumé of a series of articles published in *The Kodak Magazine* in 1920, and was written at the request of many of our newer employees to whom the earlier series is not now available.—*Editor*.

## A MAN AND HIS POWER

**F**AR out in a little western lumber camp comes this story:

Three brothers, powerful men, and very much attached to one another, worked as lumbermen. No place for weaklings! One day, as the story goes, the eldest brother was caught beneath a rolling log. It was a large one and beyond the power of any two ordinary men to lift. Fortunately, the other two brothers were nearby and saw the predicament of their elder brother. Did they hesitate to help him? They did not! They leaped to the log and lifted it completely off the injured man, thus saving his life.

The next day the same two valiant brothers came back with two friends. They tried to move the log again, but

the united power of four brawny men could not budge it one inch!

What is it that gives men this vast superpower in times of emergency? Unused energy, men never knew they had, that leaps into readiness to meet exigencies? You have seen the pursued swifter than the pursuer. You have heard of colossal tasks, seemingly impossible under ordinary conditions, being performed by men and women under the stern whip-lash of necessity.

Man's accomplishments are limited only to the power of his mind and will. And he never knows what, and how much, he can do until he really tries.

The lumber story moral is obvious.

*Western Way in News.*

*Many a man who takes a chance wishes that he could put it back.*



One lunch menu taken from the  
HOLLYWOOD 18-DAY DIET  
Carefully compiled by the "Perly-Gates Casket Company"

## THE HOLLYWOOD DIET

**D**O you know the "Eighteen-Day Hollywood Diet"? It has been much talked about—and certain folks have started following it until they have grown so weak and undernourished that they have fainted when at work. A few, not realizing that it was possible to injure themselves seriously, have found out that fact too late, and died. But it is no cause for wonder when one examines the menus.

Nothing for breakfast but a half grapefruit and coffee! One hundred Calories to run the human engine during the morning. Coffee does not count, it simply stimulates.

Here are three of the lunches:

One day, orange and tea; another day, half grapefruit, one egg, six slices of cucumber, one slice Melba toast; third day, one lamb chop, lettuce, half grapefruit.

The other fifteen are similar—averaging not more than two hundred Calories each. Adding the pitiful one hundred of breakfast, it makes only three hundred Calories to run the machine for the day.

What about the evening meal, do you ask? Does that make up the deficit?

These are the dinners. (They call them dinners!)

One, orange, poached egg on toast, tea; second, two eggs, one tomato, half head

of lettuce; third, half grapefruit, coffee, broiled steak, one tomato, celery.

Each dinner averages about three hundred Calories. This makes a total for the day of six hundred.

An average-weight-and-height adult, lying down for the entire twenty-four hours, would need, at least, four hundred Calories more than this Hollywood diet allows, *and more than twice as much lime, iron, phosphorus, and muscle-building foods.*

Would you dare risk following a diet like that?

What would you think of a man attempting to run his automobile a hundred miles on a fifty-mile supply of gas—or to make a quart of oil do the work of three quarts?

It is just as absurd to think of any one trying to live on this diet for eighteen days without injury to his body—perhaps for life. One almost might as well follow the suggestions of the "Perly-Gates Casket Company"! (A sample menu is shown in our picture.)

There is no use in denying that too much fat is a dangerous load to be carrying about. But—here is the encouraging thing—there is a safe and sane way of ridding yourself of it. First, go to a doctor and see if this overweight is caused by too much food and too little exercise. If



it is, take an inventory of what you eat. Make up your mind to cut out all eating between meals and your evening lunches. If you are a candy eater, limit yourself to one piece a day—and that not the biggest one in the box. A good breakfast, a light noon meal, and a satisfying supper three hundred and sixty-five days of 1930 will work miracles with your weight—*IF* you “will to do.”

The Medical Department will gladly

suggest a plan whereby you will lose steadily, feel fine, *look handsome*, all of the weeks you are losing. When you get down to *your* right weight, you will have taught yourself how much to eat as well as what to eat.

Begin to-night—and get a running start on the New Year. You will thoroughly enjoy your Holiday dinners—for a clear conscience helps to make a Merry Christmas.



LOTS OF FUN, BUT DON'T OVERDO IT

## AT LEAST EIGHT HOURS

**T**HERE is something to be learned from the story of the farmer who went to Aberdeen and hired a boy to work for him. The lad said he would never get tired if the farmer gave him a job. He sent the boy to a field to dig potatoes, and a little later on went out to see how he was getting on. He found the lad lying at the side of the dyke fast asleep. “I thought you never got tired,” said the farmer when he awakened the sleeper. “Neither I do,” was the answer, “but I need an awfu’ lot o’ rest.”

Many of us fail to realize how important is this need for rest. We keep going at top speed, get over-tired and then catch cold. We attribute the cold to various things, getting our feet wet, getting chilled when we were out the other night, having Johnny coughing and sneezing around; but, really, perhaps we

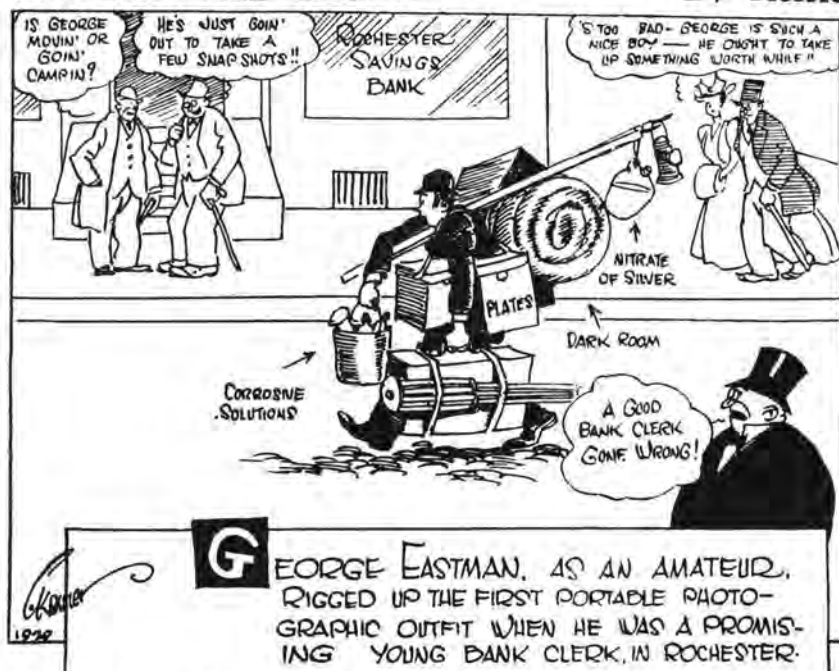
were a bit tired, hadn’t been getting as much sleep as we should. All too often this has much more to do with it than we believe. If we had been getting proper rest, we would probably have been able to throw off the treacherous bugs.

Men have gone sixty-three days without food, and a week without water, but they usually die in less than ten days if they get no sleep at all. Sleep, then, is more important than food or drink. In the winter time if we do not get enough rest, oftentimes the result is a cold, which may eventually develop into pneumonia.

Prompt treatment is important when we feel a cold coming on. Perhaps by getting enough rest we can so build up our resistance that the cold can never get started. Try getting enough sleep every night and see if you don’t feel better. Enough is *at least* eight hours.

## MAKING THE GRADE—

By Kessler



Courtesy of the "New York Daily Investment News"

## MAKING THE GRADE

THE above good-natured cartoon by Kessler in the *Investment News*, purporting to depict an incident in the early career of Mr. Eastman, was designed to create more than just a smile. As a matter of fact most smile-producing incidents are founded on something serious, but that is perhaps beside the point.

We do not know whether or not any one poked fun at Mr. Eastman or "poo-poo'ed" his early endeavors in amateur photography, although they probably did. The fact remains that Mr. Eastman "made the grade."

The photographic outfit depicted in the cartoon is, of course, a bit exaggerated, but nevertheless the bulk of an old wet plate outfit was sufficiently cumbersome to put amateur photography outside the recreation class except for the most determined and hardy devotees.

In seeking a simplification of photographic apparatus and processes we do not know whether Mr. Eastman's dom-

inating motive was to make amateur photography easier for himself or that he saw commercial possibilities in the idea; probably both entered into his calculations.

It has been said that most inventions have been born because of some one's laziness; because some one sought an easier way to perform an irksome task.

However, those of us who have worked with Mr. Eastman will give no credence to that motive on his part.

Nevertheless, the birth of many an invention has been due to laziness; here follows a brief account of one of them.

When the first steam engine was invented, the valve had to be operated by hand. A boy was employed for this purpose, whose task it was to open and close the valve at the proper moments as the piston traveled back and forth in the long cylinder. Like most boys he was lazy and loafed on the job. The boss fired him and hired another boy by the name of Charles Carew.

Charles was just as lazy as the other boy, but his brain was industrious. Sitting on a hard stool pushing a hot valve handle back and forth was no fun, and he set his nimble wits to work to think up a scheme to make the engine itself operate the valve.

At noontime he took a stout cord, tied one end to the valve handle and the other to the moving beam in such a way that at the proper point the valve would be jerked open. A weight tied to the valve would then pull it shut. That afternoon he had the fun of lying down comfortably and watching the engine do all its own work.

Suddenly the boss appeared before Charles could remove the evidence of his laziness. But instead of being angry, the man watched the action of the contrivance with pleasure and amazement. From this boyish idea was developed the automatic sliding valve now in universal use in steam engines.

It is one thing to have an idea worth while, and quite another thing to bring the idea to a successful accomplishment.

Of course, some ideas are not practical due to any one of a number of causes, but the fact remains that many a good prac-

tical idea, born of laziness, fails to arrive for the same reason.

In the Kodak organization ideas are always in demand; ideas are the lifeblood of our own and of every other business organization. Our suggestion system was put in operation to stimulate, and to follow to a successful conclusion, ideas advanced by employees.

You may have an idea, one that you know is valuable, and feel sure that it can be worked out in a practical manner. Quite possibly you have found yourself handicapped by lack of some particular knowledge or skill in presenting your idea in its completed form for approval.

Our suggestion system is here to help you in such cases. Of course, you must have more than just the idea; you must have it sufficiently well thought out to show the practical possibilities of putting it into effect before presenting it.

Be assured that your department head, superintendent, or foreman will welcome ideas and suggestions from you and be willing to help you in carrying them out and to give you credit for what you have done.

Mr. Eastman "made the grade," and we are here to help you do the same.

## A SPECIAL BANK ACCOUNT

A SUCCESSFUL business man, asked to give his opinion of saving, answered as follows:

"Surely, I believe in saving. It was the money I had saved in a bank account that gave me my start in business. Some men have other means of obtaining money to finance a business, but I had only myself to look to for help.

"Even now I carry a special account which, although not large, I consider a very important part of my life plan. I use it as a means of accumulating a reserve—a sort of insurance that I put up against nonproductive old age or the reverses that may come to any business or any other unforeseen circumstance.

"Besides depositing regular sums in this account, I also add all unexpected earnings, such as extra stock dividends, or profits from the sale of stocks or bonds.

"As soon as the balance in the account

is sufficient, I buy one or more sound bonds and add them to the reserve fund.

"All the coupons cut from these bonds are in turn deposited in the special account and later used to buy more bonds.

"This reserve gives me a sense of security which alone is worth the effort. I consider it good insurance."

## EXPENSIVE

IN the year ending June 30, 1929 the New York State Department of Labor closed 100,462 accident cases. The compensation cost of these cases was over thirty-two million dollars. This is the amount the injured or their dependents will receive or have received. Several million dollars must be added to this amount for medical treatment, and so forth. Accidents are expensive things these days. Watch your step!



## EASTMAN SAVINGS AND LOAN ASSOCIATION NEWS

# *Security for Your Savings*

Means Freedom from Care, Worry, or Risk

*Your savings should be absolutely protected; should pay the highest dividend rate consistent with safety; should be always available on demand.*

*Eastman Savings and Loan Association Shares afford all these advantages.*

YOU MAY SAVE LITTLE OR MUCH  
ACCORDING TO YOUR MEANS

*Do Not Delay!*

Ask your department head for an application card today.

## WHAT IS A SAFE INVESTMENT?

A WHILE ago an enterprising firm, dealing in office furniture, placed a chair, the seat of which revolved on ball bearings, and an electric fan in their display window.

This chair revolved with great ease so that the operation of the electric fan kept it in motion.

A prize was offered for the best guess as to the number of revolutions the chair would make before the fan went out of commission.

One person's guess was about as good as another's. Information as to past performances of electric fans could possibly be had, but not available to the general public; and the life of a set of ball bearings under such conditions could not easily be estimated.

Well, anyhow, the fan finally ceased to function, and some one with a more or less wild guess won the award.

Guesses, more or less wild, are not confined to problems such as the above alone.

Advice as to future action is purely a guess unless such advice is founded on some fundamental, basic law. Giving advice regarding investments is a particularly delicate and oftentimes dangerous job.

A few months ago, a very rich and shrewd man, one closely in touch with big business, wrote an article which appeared in a magazine with an enormous general circulation.

In this article, his advice, in substance, was that people should quit saving money in savings institutions, and send their savings to Wall Street to be invested in good common stocks.

Without question many thousands of people followed his advice.

It is not necessary to recount what happened a few weeks ago in the stock market.

Common stocks went down and down, and countless investors, and most unfortunately a vast number of small ones, lost all or a good part of their life savings.

It has been demonstrated over and over again that the person of small means can not afford to speculate, to buy stocks on margin in particular.

The only person who can afford to speculate is one who can afford to lose what he has set aside for such a purpose.

Buying stocks of a sound, well known, and well established company for a permanent investment is another matter, but even then the purchaser must exercise care and judgment.

The things to consider first as regards your savings are:

*Safety First:* Forget every other consideration until you are satisfied on that point.

Ask yourself, is it absolutely certain that the principal of your investment is not to be lost or *depreciated*.

*Marketability:* Can your investment be *always and instantly realized upon without loss or depreciation of any kind?*

That is, is it always immediately convertible into cash at no less than what it cost you?

*Earning Power:* Is the interest or the dividends the highest that can reasonably be expected, consistent with maintenance at all times during the life of the investment of the *indispensable factors of assured and continuous Safety and Marketability?*

These are the principles relating to the investment of savings that you or any other intelligent person should be able to apply for himself.

The shares of the Eastman Savings and Loan Association meet every one of the above requirements, and your savings are *always* at your command, on demand.

At ten, "I intend to be"; at twenty, "I expect to be"; at thirty, "I hope to be"; at forty, "I ought to be"; at fifty, "I should have been"; at sixty, "I might have been."



## *The Kodak Magazine*

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

SPENCER HORD, *Editor*

JOHN W. NEWTON	Kodak Office	Assistant Editor
CLAYTON BENSON	Kodak Park Works	Assistant Editor
WILLIAM McQUAT	Camera Works	Assistant Editor
JOHN T. HARBISON	Hawk-Eye Works	Assistant Editor

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

LACK of curiosity, the desire to learn what lies just around the corner, has blocked the advance of many an individual. Self-satisfaction is another bar to progress, and "let well enough alone" is also a gate closer.

The average person, no matter how expert, or unusual, he may be in his particular sphere of activity, moves in a restricted zone. If he is content with things as they are, and feels that he is just about at the top of the heap so far as his particular work is concerned, he is surely due for a fall sooner or later—usually sooner.

Contact with other people—the right sort of people—cannot help but have a broadening effect, and breadth means growth, and when anything ceases growing it begins to die.

The man who incloses himself in self-satisfaction may feel that he is a "hum-dinger" in his particular line—just the "best there is"—while right around the corner there may be a lad who can "give him cards and spades" and beat him out. It is a wise thing to associate with other people in the same line of work, both by personal contact and through the various periodicals devoted to your particular sphere of usefulness.

It is equally wise to form contacts in other directions; to attend some of the many lectures and addresses constantly being given on various topics of the day by authorities, and which in most cases are open to the general public.

Be curious, find out what lies around the corner.

## A CHRISTMAS EDITORIAL

AS WILL ROGERS MIGHT HAVE WRITTEN IT

ALL I know is what I read in the papers, and they say we are going to have Christmas as usual.

'Course when I was a youngster Christmas was some different than nowadays, though folks had snow in the snow country, an' chills an' fever where 'twuz warmer jes' the same as they do now.

Seems to me though that Christmas is getting to be a bit more commercialized than it used to be.

Anyhow all the papers is full of these here advertisements trying to sell things for Christmas presents.

Personally I wouldn't pay much attention to 'em only Ma and the youngsters keep leavin' 'em spread out where I can see 'em. So far I haven't noticed none advertisin' popcorn balls or cranberries to string on strings for to decorate the tree with. Maybe though Christmas trees like bustles is goin' out of style, and for the same reason.

Folks don't seem to live much in big houses no more. No sir, they are all takin' to apartments, and apartmentettes where they pull the beds out of a door and the cooking department looks like a crack in the wall, so they really ain't no room for trees unless they use the folding-up kind.

Still I don't know as how it makes much difference whether you live compressed or expanded so long as you have the real spirit of Christmas down inside you. Anyhow folks' hearts is just as big as they used to be, and with just as much room to expand in.

I tell you it's mighty nice on Christmas morning to see smilin' faces all around you an' you don't mind cracking your shins trippin' over a pair of roller skates or something like.

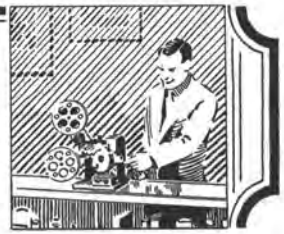
Maybe you happen to be off alone somewhere where you don't know no one, an' then the postman comes along an' hands you a bunch of letters and some bulgy lookin' packages—Say, it's just great, ain't it?

Merry Christmas.

Yours,  
Will



## IN BRANCHES AND EASTMAN KODAK STORES



### THE OFFICE STAFF, CHICAGO STORE

First row: left to right, Ellen Buckley, Ruby Tate, William Helgert, Minda Knudsen, E. R. Tyson (our manager),

Mary Moore, Charles Harwood (office manager), Irene Berger, Helene Roberts

Second row: left to right, Helen Thomson, Harriet Kronk, Kathryn Hall, Walter Bennett, Henry Cook,

Walter Toenniges, Clarence Johnson, Anne MacIntyre, Kathryn Hassett, Florence Doody

Our office group greets you—it includes the Management, Credit Department, Purchasing Department, and General Office employees. The

entire store numbers about 100 employees. Our office is a busy spot located on the mezzanine floor.

### CHICAGO STORE

*Miss M. Knudsen*

A successful lighting demonstration was held in our store October 24 and 25. Mr. Harry Elton of Rochester, N. Y., assisted by our local demonstrators, Mr. Arnold, Mr. Kellberg, Mr. Fallert, Mr. Zarley, and Mr. Millard, were in charge of all instruction activities.

The attendance numbered about five hundred local and out-of-town photographers. Representatives of the Photogenic-Machine Company, Youngstown, Ohio; The Johnson Ventlite Com-

pany, Chicago; and The Halldorson Company, Chicago, were here with a complete display of goods of their own manufacture.

We believe this demonstration was beneficial and profitable to all who attended.

Mr. Spencer Hord, editor in chief of *The Kodak Magazine*, spent a few hours with us last month renewing old acquaintances.

### PITTSBURGH STORE

*Hugh V. Groves*

Congratulations are extended to Mr. and Mrs. Dewey L. Gilt upon the recent arrival of a baby girl.

Hallowe'en was celebrated with a masked party on October 25. Invitations were extended to all Eastman representatives and their families who were so fortunate as to be in Pittsburgh. Apple cider was served—a good substitute.

### KANSAS CITY STORE

*J. Greene*

We welcome Mr. Sam Ban, who recently arrived from Rochester to take charge of our repair department. Mr. Ban drove to Kansas City, over 1,170 miles, and had only one flat tire enroute.

Arthur Leonard of our finishing room recently went away on a short vacation which turned into a honeymoon. The bride was Leona Smith, also of Kansas City.

## CHICAGO BRANCH

*J. E. McGhee*

Amber Johnsen of our order entry department and Al Aumond of our shipping department were married on October 12.

Magdalen Rochetto of our order entry department was married to Robert Altmann on August 17. Quite a number of Kodak people attended both weddings, and our best wishes and congratulations accompany them. We are very sorry to lose Magdalen and Amber, but have enjoyed having them with us.

Beatrice Hawkens Fitch, whose marriage was previously announced, has left our employ to take up household duties, and her absence is also a source of regret.

We are all very glad to have Lillian Johnson back with us. Earlier in the year she was given a leave of absence because of serious illness at home. It was with regret that we learned of her mother's death.

Mr. H. A. Hartt of our Ciné finishing department and Mr. C. O. Wright, our cashier, are possessors of new Reo automobiles. They used their cars on their vacations, and both drove East, visiting Rochester as well as other eastern points.

Mike Polone of our repair department announced the birth of a baby girl on October 25. We are looking forward to seeing her at our Christmas party.

Bernice Greenleaf of our order entry department spent her vacation in Florida, where, we understand, she had a very enjoyable time.

Most of our vacations are now over, and space does not permit a general description of them. Most every one seems to have been favored with good weather during his vacation time, and all report a good time.

We have been favored with quite a bit of company lately, including Mr. Pye, manager of the San Francisco branch. Messrs. Barbeau, Elton, Hodgson, Beets, Parvin, Krog, and Curtis. Mr. German of the J. E. Brulatour Co. was also a welcome guest.

Spencer Hord, managing editor of *The Kodak Magazine*, also dropped in on us for a brief visit.

Mr. Edward Johnson is with us occasionally, representing the Recordak Corporation, having taken Mr. A. P. McDermott's place after his transfer to the East. We were sorry to have Mr. McDermott leave us for he had made a great number of friends, but we are pleased that Mr. Johnson is his successor.

Mr. Edward Millard of our paper demonstrating force reports that for the third time he is a grandfather, a nine-pound baby girl being born on November 3.

## PORTLAND STORE

*C. F. Paulson*

We regret that at this time our store manager, Mr. E. P. O'Neill, is confined to his bed in a local hospital. It is reported that he is progressing nicely, and we hope to have him with us again soon. Mr. O'Neill is missed by every one in our store as we all think very much of him. He is the head of our family household.

During Mr. O'Neill's absence, Mr. J. F. McNary is in charge of our store.

We have had recent visits from Mr. George Kamplain and Mr. Robert Smith, both Eastman representatives. We are always glad to see them and hope that they always will feel welcome and at home with us.

## OMAHA STORE

*Miss Frances Thoecke*

Mr. Russell Rickey surprised us recently with the announcement that he has been married since May of this year. The bride's maiden name was Louise Allen. Now that the secret is out, Russell is busy shopping for the apartment he and his bride have taken. Congratulations and best wishes.

We extend our congratulations and kind wishes to our manager, Mr. R. A. McFarlane, who, on November 1, completed twenty-five years of service with the Omaha store.

We welcome to our force Miss Dorothy Minard, who came to work on November 4 as one of our store sales people.

Mr. H. C. Sievers paid us a visit of a few days during November, and Mr. DePutron of the Lincoln store came up for a day while the Jubilee celebration was being held.

## DES MOINES STORE

*Miss Eloise L. Mahan*

Mr. W. W. Althans, our manager, has recently returned to the office after a serious illness. We are all glad that he has sufficiently recovered to be back with us.

We are glad to welcome Miss Jennie Campbell to the embossing department, and C. Earl Goff to the Ciné-Kodak department.

Herbert Rinehart, who is in charge of our finishing department, is on his annual pheasant and duck hunt. He seems to be getting his limit every day and keeps a few of us well supplied.

Lowell Graham of our order department was pleasantly surprised by a visit from his parents, who drove to Des Moines from Indianapolis. One reason, though, for the extreme happiness and smiles, was that Miss Carolyn Warner accompanied them.

## ST. PAUL STORE

*C. A. Wright*

We welcome four new employees to the fold: Miss Emmie Kirchner, Miss Antoinette Vander Meide, Miss Marian Smith, and William Galvin.

We are very glad to have Rudolph Liljengren, our stock man, back after a serious operation.

Jessie Stansbury of the finishing department is back on her feet after an attack of the "flu."

Etta Jacobson has returned from Winnipeg where she spent her vacation.

The embossing department is the proud possessor of a new automatic press, and, oh! how the mounts do fly.

Robert Morrison, Harry Elton, Mr. Billings, and William Ullman were recent visitors to our store.

Several of the employees are busy on the Ciné Correspondence School course. It looks as though we are in for a prosperous season.

F. A. Danneker, one of our traveling men, can get around his territory faster now that he has a new Chevrolet six coupe.

It is with deepest regret that we announce the death of Mr. Paul H. Zimmerman, who passed away on Tuesday, October 22. Mr. Zimmerman was eighty years old, and readers of the Magazine will probably remember that one year ago he retired after thirty-nine years of service with the Company. Death came suddenly, as he seemed to be in very good health, and, in fact, was in the store four days before his death. There were a number of beautiful bouquets from his various friends, and a large attendance at the funeral. Our deepest sympathy is extended to Mrs. Zimmerman and the family.

It is with regret that we announce the resignation of Erhard Prior of the finishing department. He has been with us for over six years. He has a very pleasing personality and is an accommodating chap.

## ATLANTA STORE

*Miss Annette Levin*

On the evening of November 6, employees of the Atlanta store, as well as those employees who were fortunate enough to have wives, husbands, and children, were invited to the home of Mr. and Mrs. J. Forrest Cole, our traveling salesman, with the promise that every one would have a good time. The invitation was accepted by every employee, and Mr. and Mrs. Cole's promise was made good, as a most enjoyable time was had by all.

Upon arrival at the residence, we immediately built a large bonfire for roasting wieners. Hot rolls, coffee, cake, candy, and other refreshments were served.

Afterwards, musical numbers were rendered by several talented guests (of course, the employees furnished the real talent).

## ATLANTA STORE (continued)

A dance followed in which the participants ranged in age from one year to—well, don't believe I should say any more about the ages of the dancers as some employees may feel offended, but anyway, a good time was enjoyed by all, and we thank Mr. and Mrs. Cole for their hospitality.

## PHILADELPHIA STORE

*Joseph J. Merz*

At the October meeting of the E. K. S. Good-fellowship Club, Mr. A. H. Fuchs of the Medical Division of the Eastman Kodak Company gave us an interesting and instructive talk on the application of the X-ray to Medicine and Dentistry, and how the different materials manufactured by the Company are used in conjunction with it.

We extend deepest sympathy to James Van Osten, whose mother died October 24; also Rodman Metzler, whose brother passed away October 25.

We welcome back to our midst Charles O'Connell, who has been absent for several months due to a serious auto accident.

Miss Jessie Bancroft of our city billing department is displaying a sparkler these days. William Krieg of the developing and finishing department is the lucky man. We extend our congratulations to both.

## WASHINGTON STORE

*Miss E. L. Sobotha*

## STRANGE THINGS DO HAPPEN

You don't have to stay in your home town to meet people you know. While Mr. F. O. Strowger was here in Washington on business, he happened to meet Miss Anna McKenna, a veteran with the Kodak Company, on the street and brought both her and her sister, who was visiting Washington with her, in to see us. We were certainly glad to see them, and hope Miss McKenna will pay us another visit on her next trip to our fair city.

We welcome Miss Leona Thomas as a new employee, and hope she will enjoy her work with us.

Mr. Kesby, who is in charge of our Kodak repair department, and his wife spent their vacation visiting his mother in Utica, New York.

We are now starting a new department for Graphic Arts, and Mr. R. E. Kincaid of our ordering and billing department has been put in charge. He made a trip to New York regarding this department.

MERRY CHRISTMAS!



## KODAK PARK

CLAYTON BENSON, Editor



### KODAK PARK SCIENTIST HONORED

J. I. Crabtree of the Research Laboratory was elected president of the Society of Motion Picture Engineers at the semi-annual convention of that organization, held in Toronto the week of October 7. The presidency of the Society represents the highest honorary position that can be given to a motion picture scientist, and we extend heartiest congratulations. The new president has been active in the affairs of the Society of Motion Picture Engineers for several years, including three years of service as chairman of the important Papers Committee, and recently as a member of the Board of Governors.

Mr. Crabtree was born in England and educated at Victoria University, Manchester, holding the degree of Master of Science. He entered the Eastman Kodak Research Laboratory in 1913, and, since 1917, has been in charge of the

Department of Photographic Chemistry and Motion Picture Film Developing. He is a member of the American Chemical Society, the Optical Society, and the Royal Photographic Society, and is a Fellow of the Institute of Chemistry of Great Britain and Ireland. In 1926 he was awarded the progress medal of the French Photographic Society.

Another Kodak Park scientist, Dr. K. C. D. Hickman, was elected first vice president of the Society. An idea of the research being done in the motion picture field in the Company laboratories was given at this convention in seven papers whose authors were as follows: J. I. Crabtree, J. G. Capstaff, C. E. Ives, Lloyd A. Jones, Otto Sandvik, M. L. Dundon, G. H. Brown, and J. F. Ross.

### QUARTERLY SUGGESTION MEETING

Awards amounting to \$572.50 were paid on suggestions adopted during the third quarter of the year and approved at the suggestion meeting of October 18. Of the 114 suggestions adopted during that period, six were for sums exceeding \$10.00.

Philip Voelckel of the Reel Manufacturing Department received the largest award, one of \$100.00, for an excellent idea in connection with the type of saw used on the reel assembly machines, which gave an improved manufacturing method at reduced cost. Three \$25.00 prizes were given, one each to Stuart Chapman, 16mm. Film Department, Harold Parshall, Film Pack

Department, and John Vollertsen of the Sundries Development Department; Robert Gray, Kodascope Department, and Otto Groth of the Cotton Nitrate Department each received \$15.00 for good ideas.

Records for the year to date show 1285 suggestions have been submitted, 467 adopted, and awards totaling \$2270.00 paid. As explained in an article in this issue regarding the revision of our Suggestion System, the quarterly suggestion meetings have been discontinued in favor of an appointed Award Committee, which will now take final action on all suggestions recommended for adoption, and which will meet every two weeks.





THE NEW SUGGESTION CABINET

### NEW SUGGESTION SYSTEM FEATURES

With the view of further improving our Suggestion System several new features have been recently announced and introduced. New cabinets identical to the one pictured above have been placed at convenient locations in practically every building or department. Posters directing attention to various types and sources of ideas, and cards noting the action on suggestions submitted will be posted at regular intervals on these cabinets. As far as possible collection is made from these boxes at least every other day.

The suggestion blanks have been changed to make it optional with the suggestors whether their ideas be signed or unsigned. Investigation of all suggestions, however, is made without the suggestor's name being known to the investigating authority, thereby insuring equal consideration on both signed and unsigned suggestions. Those suggestors who desire to have their names withheld may do so with the assurance that their identity will not be disclosed.

An Award Committee of five members has been appointed by Mr. Sulzer to take final action on all awards recommended for payment. Meeting every two weeks this committee will replace the quarterly suggestion meeting and will give quicker action on suggestions, particularly those involving awards of over \$10.00. The personnel of the Award Committee is as follows: H. H. Adams, L. Burrows, K. Huse, H. E. Robinson, and V. M. Palmer. After being acted upon the numbers of all suggestions will be posted on the cabinets. It is, therefore, especially important in the case of unsigned suggestions that the stub on the suggestion blank be detached and saved as authority to claim the award in case of adoption. Makers of suggestions will then call at the Suggestion Office for their awards on adopted ideas, or for an explanation, if desired, in case of rejections.

These changes and additions have been adopted to encourage employees to submit their ideas, and to facilitate investigation and action. Ideas and sound thinking have a real cash value, and with the management definitely committed to a policy of "suggestions wanted," employees may well take advantage of the Suggestion System to express their ideas.

### CINEMA CLUB SUCCESSFUL IN SUMMER PRODUCTION

The main activity of the Cinema Club during the summer, namely, the filming of "Her Weakness," a golf comedy, turned out most successfully, both the photography and the acting being of an excellent quality. Director William W. Newcomb, Cameraman Paul DePaolis, and Supervisor Ralph Talbot are thoroughly satisfied with the work accomplished and feel that the experience gained will be of invaluable benefit in the winter program. Other participants in making this picture were E. Tetzlaff, technical director, and Harold MacDuffey, Kodacolor cameraman. The cast included: Dorothy Celehar, Vernon Howe, Charles Allen, and Leonard Smart.

With the indoor months ahead, plans have been made for the completion of "The Actor" on which operations were suspended during the summer. Following that a mystery story will be produced. With the transfer of Ralph Talbot, supervisor of the Cinema Club, to the Eastman Tennessee Corporation, and the resignation of several other officers, reorganization will be effected this month. Camera Club members will be notified by bulletin of the election meeting, and all others wishing information should give their names to the Camera Club secretary.

Employees of the Film Emulsion Coating Department extend their deepest sympathy to Howard Maples, whose father died October 14; to James O'Keefe, whose father died October 22; and to Earl W. Silver, who suffered the loss of his mother November 4.



### CAMERA CLUB

About seventy-five members turned out Saturday afternoon, October 26, for the Club's regular monthly hike. Leaving the Ridge Road gate at 2 P. M., the party motored to Scottsville where, under the leadership of James Trayhern of the Electric Shop, they tramped along a winding creek in that vicinity for a couple of hours. The scenery was unusually picturesque, and while it was observed that many members were much in-

terested in obtaining good photographic "shots," it is hoped that many more cameras will be in evidence at the next outing. The hike was completed with the serving of the proverbial hot dogs, coffee, and doughnuts.

The regular monthly meeting for November was held on Thursday, the 14th; Dr. Wightman of the Research Laboratory speaking on the "Use of Paper Negatives."

### BASKETBALL

The 1929-30 basketball season started November 8, candidates for the Park team reporting at that time for the initial practice. The team is again entered in the Industrial League, and at this reading will have played two or three games of its schedule. This year's lineup will include the names of several new and younger players, a large majority of the veterans of other seasons having decided to retire from the court. Coach Carey is putting the squad through as many practices each week as the court is available, and hopes to build up a formidable array around a small nucleus from last year's Reserves, although it seems that the team will not be the equal during the forepart of the schedule of several of the more experienced aggregations in the League. It is impossible at this writing, November 11, to forecast with any certainty the exact lineup. The other members of the Industrial League are: Camera Works, Hawk-Eye,

Vogt Manufacturing, Schlegel Manufacturing, Ritter Dental, Beech-Nut Packing, and the Camera Works Recordak.

The Department Basketball League was organized immediately following Thanksgiving. It was expected that at least eight departments, the same number as last year, would be represented by teams. The League championship for 1928-29 was won by the Tin Shop. All rules covering the League, and particularly the question of recruiting players strictly from each department or at large are to be decided by the various team managers.

Dorothy Fawcett, coach of the Girls' Basketball team, is building a team anew, inasmuch as practically all members of the star quint of the past two years have left the employment of the Company or have decided to cast their lot with clubs playing men's rules.

Our sincere congratulations are extended to the following employees who were recently admitted into full citizenship of the U. S. A.: A. J. Berry, A. J. Bowers, J. J. Bradley, William Glendinning, Herbert Gordon, E. J. Greeley, Richard Hann, A. R. Koetzle, J. Parks, and R. W. Watson. They were formally presented with their citizenship certificates at a dinner at the Chamber of Commerce, October 11.

The Portrait and Commercial Sheet Film Department extends its sympathy to Agnes Riley on the recent loss of her mother.

Best wishes to Mae King of the Finished Film Department, who was married to Richard Freeman September 23.



THOMAS G. CAREY, JR.

The personnel of the K. P. A. A. was augmented the forepart of November by the appointment of Thomas G. Carey, Jr., as an assistant to the Manager of Sports. He is a native of Rochester and not entirely a stranger to Kodak Park, his high school education of one year at East High and three and a half years at Cook Academy being separated by two years of employment on the local messenger service. His talent and interest in recreational work were evidenced even at that time when he organized and managed a strong Reserve basketball quint.

During his time at Cook Academy, from 1925 to 1928, he was active in athletics, playing three years on both the baseball and basketball teams, and managing the boxing team in his last year. In the latter capacity he was responsible for the first appearance in Rochester of Steve Halaiko, amateur featherweight champion in 1928, and more recently a professional. Following his graduation from the Academy he attended the University of Illinois for one year, taking a course in physical education.

Mr. Carey has started arranging the various mens' activities proposed by the K. P. A. A. officers for the winter season, and will appreciate the co-operation of the entire membership.

Bertha Langlois of the 16 mm. Film Dept. became the wife of Eugene McHale of the Finished Film Supplies Dept. on Oct. 22. We join with their respective departments in tendering our congratulations and best wishes.

## BIRDS RETAIN CHAMPIONSHIP

The Noon-Hour League "world series" between the Birds, winners of the spring half of the season, and the Giants, victors in the second half, was played the last week in October and officially ended an unusually lengthy and strenuous schedule. A special series of three games was necessary to decide the winning team in the fall series, the Cubs and Giants finishing in a tie. Walter Grunst's Old Timers finished a close third, while the Birds finished last. After dropping the first contest, the Giants came back strongly to capture two in a row, and the right to challenge Harold Servis' Birds for the League title. Playing the best three out of five games the latter nine retained its championship for the second consecutive year, by taking three straight games. "Barney" Agness, Bird twirler, was the outstanding star of the series, allowing only two singles in the three games, and aiding the attack of his team mates with a batting average of .500. For their victory the Birds received the \$40.00 prize offered the winner of the League each season by the Athletic Association, which is used to provide entertainment of some sort in celebration.

Batting averages for the fall series were decidedly higher than in the spring, the Giants, Cubs, and Old Timers each having three or more members hitting over .300. Lindhorst of the first named team headed the list with a mark of .461. Others in the select group were: Altpeter, Old Timers, .458; Towers, Giants, .454; Keuck, Cubs, .434; Frank, Old Timers, .400; Servis, Birds, .400; Johnston, Old Timers, .394; Minella, Cubs, .382; Prescott, Giants, .353; and Topel, Old Timers, .322.

With the conclusion of the season both the players and the officers of the K. P. A. A. sincerely thank the Noon-Hour League officials for their work and interest in the successful management of this popular activity. These officers are: Pres. John Manhold, Vice Pres. W. Butterfield, Sec. Howard Taylor, and Treas. Harold Ginsberg. A special word of appreciation is extended to the president and treasurer who bore the greater share of the official burden, the former meeting all the frequently rising emergencies of such an organization with rare good judgment, and the latter handling the financial responsibilities most efficiently. Umpires Pete Delice and Cam Doane served well and faithfully through the extended schedule, and the part they played in the success of this noontime sport is no mean one. The officers of the League in turn are grateful to all those who participated and aided in any way in the conduct of the League.

Ethel Mahan of the Box Department recently gave up her position to go into beauty parlor work with her sister. Ethel is missed by her many friends in the department, but all wish her success in her new enterprise.

Sincerest sympathy of the Box Department is extended to Kathleen McGrath, whose brother passed away on October 9.



ARTHUR J. ALLEN

October 17 marked the completion of twenty-five years of continuous Company service on the part of Arthur J. Allen of the Recovery Department. Mr. Allen came to Rochester and Kodak Park when the Stanley Dry Plate Company of Newton, Mass., by whom he was then employed, was moved here in 1904 and located in Building 5. After approximately fifteen years in the Plate Department, the condition of his health necessitated outdoor work, and he accordingly transferred to the Yard Department for a year. This was followed by five years in the Baryta Department, Building 50, and in 1925 by a transfer to his present occupation in the Recovery Department, Building 33. In addition to his excellent employment record, which is at once indicative of his character and ability, he takes pride in the fact that, in all the years here, he has yet to be late for work.

On behalf of the many friends he has made in the various departments throughout the Plant, we congratulate Mr. Allen and wish him health and happiness for the future.

#### HOGAN—GALLAGHER

On October 26, Gertrude Gallagher of the D. O. P. Assorting Department became the bride of Harold Hogan also of the D. O. P. Department, at Sacred Heart Church. Prenuptial events included showers given by Edna Ahrens, Thelma Daleske, and Mercedes Dill. The bride-to-be was presented with many beautiful gifts. After a wedding trip to Montreal, Albany, and New York, Mr. and Mrs. Hogan are at home at 108 Eastman Avenue.

#### KODAK SCIENTIST WINS SWEDISH MEDAL

Dr. Samuel E. Sheppard, assistant director of the Kodak Research Laboratory, was recently awarded the Adelskiold Gold Medal by the Swedish Photographic Society. This award, which has been given only once before, is made for Dr. Sheppard's investigations and discoveries on the sensitivity of photographic emulsions.

Dr. Sheppard was born in England in 1882, and studied at the Universities of London and Cambridge in England, University of Marburg in Germany, and at the Sorbonne in France. He joined the staff of the Eastman Kodak Company in 1912. He is the author of a number of publications on photographic chemistry, on gelatin in photography, and numerous articles in scientific journals.

We join Dr. Sheppard's friends in congratulating him on his latest achievement.



PEGGY BREWER

Personality and popularity contests now come and pass with monotonous regularity for most of us. The exception that proves the rule, however, was the recent personality contest sponsored by the Wah-be Tribe No. 7, I.O.R.M., in connection with its recent charity pageant called "The Trail of '49," and held during the last week of October. Local interest centered in the person of Peggy Brewer of the D. O. P. Packing Department, whose name was entered in this contest by her friends, and who won second prize in a field of over forty candidates. The honor of winning second place carried with it a cash prize of \$200.00.

Miss Brewer extends her gratitude to all Kodak Park people who aided her.



#### MOYNIHAN—FOX

The above picture was obtained too late to accompany the announcement in last month's magazine of the marriage of Frances A. Fox, matron of the D. O. P. Packing Department to William B. Moynihan. The decorated desk and grocery shower were arranged in honor of Mrs. Moynihan by the girls of the D. O. P. Packing Assorting Room.

#### ASSEMBLYMAN HANLEY ADDRESSES FOREMEN'S CLUB

The October meeting of the Foremen's Club was held Tuesday, the 12th, with 300 members in attendance. State Assemblyman Joseph R. Hanley was the guest speaker at this occasion, his address being entitled "The Romance of Power." His remarks were inspiring and timely, and rendered in a most forceful and entertaining style. Additional entertainment was provided by a vaudeville number, and a comedy movie, while the musical portion of the program was furnished by Sax Smith's Orchestra.

The annual election of officers being in order in the period between the November and December meetings, President Baybutt announced the appointment of the following committees to make arrangements for the same: Nominating Committee, L. Fairchild, G. Klein, H. Draper, J. Schulz, and F. Meigs; Tellers, J. Braund, H. Parshall, and S. Kowalski. Results of the election will be given at the December meeting.

Gertrude Jones of the Time Office was married to Joseph Meisch of Field Division No. 6 on October 29 at Sacred Heart Rectory. We wish Gert and Joe every success and all happiness.

Julia Nicoletti of the Time Office, on November 20, became the bride of E. H. Leiston at the rectory of St. Andrew's Church. The Time Office extends its best wishes for a long and happy future.

#### TIE FOR BOWLING LEAGUE LEAD

Standings at the end of the first quarter of the K. P. A. A. Bowling League schedule, November 8, show the Building 35 and Pipe Shop teams tied for the lead, and the Building 48 and Garage outfits deadlocked for third place. The Pipe Shop with a veteran lineup is off to its best start in years, and seems able to pace with the leaders all the way. Page, with a 182 average, has been the big noise in the "fitters" showing to date. Two changes from a year ago appear in the personnel of the championship Building 35 squad, Copenhagen and Deyle replacing Murphy and Herrick, the latter forsaking the alleys this season in deference to his health. Yockel is the only newcomer with Building 48, while the Garage team remains the same as last year.

Showing decided improvement over last season, "Chuck" Forstbauer's Finished Film five shows the way in the second division, followed in order by the Steel Erectors, Perforator Maintenance, and Sundries Manufacturing. The latter team, with Bill Mosley as captain, is composed, for the greater part, of bowlers new to the League, and while they have found the opposition a bit too strong so far are gradually expected to improve their position.

High marks for the first round are all held by the Building 35 team; high team, three games, 2746; high team, single game, 1003; high individual, single game, Beuckman, 252; and high individual, three games, Beuckman, 690. In addition to these honors, "Buck" is also in his usual place at the head of the individual average list with an average of 190 for eighteen games.

Weekly one dollar prizes for high individual scores since October 3 were distributed to Benson, 243; Beuckman, 230; Page, 225; and Brizee, 224.

#### DHAENENS—CLAEYS

Rachel Claeys of the D. O. P. Assorting Department was married October 19 to Sylvan Dhaenens at Our Lady of Victory Church. Rachel was entertained by Edna Bullen, Sarah Coleman, and Germain Claeys at a variety shower, and members of the department presented her with a beautiful lamp and clock. Mr. and Mrs. Dhaenens enjoyed a motor trip down the Susquehanna Trail to Washington. They were also accorded the unusual opportunity of a trip around Rochester by horse and wagon.

Sincere sympathy of the D. O. P. Packing Department is extended to Roy Chapman, whose mother died October 8.

The sympathy of the Film Spooling Department is extended to Amelia Loudon, whose father recently passed away; and to Charles McCarthy, whose father died November 10.

We join the employees of the Film Boxing Department in good wishes to Helen Moore, who was married to Grover Shaddock August 29.



## SOCCER TEAM SHOWS CLASS

Plenty of laurels may yet be won by the Soccer team, even though eliminated from the National Cup Competition. Chances of winning the City League are especially bright, the Kodak team now resting (November 11) in first place with four victories and no losses. The points of the opening game of the season, originally credited to the Celtics, were later awarded to the local eleven, its protest relative to the playing of ineligible players being allowed.

In its first Northwestern League contest, played October 28, the Park team defeated the Sons of St. George, 5-0. The latter Club was strongly reinforced for the fray, but to no avail, our players dominating the play throughout. The local squad was drawn away in the next round against the Clarks Mills outfit on November 24.

In the National Cup Competition, the Kodak entry was unfortunate to be drawn twice away from home, and against two powerful opponents, first the Buffalo Hungarians and then the Hispanos of Lackawanna. After decisively defeat-

ing the former 3-1 in the first round, the latter eliminated our team from further participating in this competition, also by a score of 3-1. This defeat snapped a winning streak of five consecutive games.

The squad eligible for the remaining games of the schedule has been increased by the signing of Wheeler and Lauchlan, two Kodak veterans, and Northcote, former Celtic forward. The playing strength and morale of the team have also been strengthened by the resumption of active play by the steady and clever Fyfe. The only casualty so far is a knee injury to Glendinning, which will probably keep that star performer from further play this season. Barring further accidents, however, Manager Leigh Reife's charges appear able of holding their own with the best.

The Kodak Park team is displaying a fast and clever brand of soccer, and employees are advised to take advantage of every opportunity to see them in action.

## NOON-HOUR DANCING

With the first twinge of winter weather an increased number of employees visited the Assembly Hall each noon to learn if the ever popular noon-hour dancing program had commenced. They were rewarded Monday, November 7, by the actual appearance of Jack Lyons and his musicians ready to do their share of the entertaining. This marks Jack's third successive year as leader of our Noon-Hour Orchestra, and his interest and enthusiasm in carrying on this pastime are better realized when it is known that he now works at Hawk-Eye and has to hurry over each noon to do his "stuff" on the saxophone. Other members of the orchestra for the same period of time are the leader's two

brothers, Tom and Charles Lyons, clever performers on the piano and banjo, respectively; and Joe Durbin, youthful but veteran trap drummer. Fred Dierdorf, one of the original sponsors of the Noon-Hour Orchestra for dancing, returns after a few years' absence to round out the present quintet as a trumpet player. The orchestra plays three noons each week; namely, Monday, Wednesday, and Friday, from 12:25 to 12:50.

This activity, which has increased in popularity each season, is one of the features of the winter program provided by the K. P. A. A., and all employees are invited to enjoy the entertainment.



A THREE DAYS' CATCH AT NEWBORO LAKE, ONTARIO,  
BY FRED NELSON OF THE PRINTING DEPT., AND HIS BROTHER



## THE NEW BOARDS

No doubt you are already familiar with the snappy bulletin boards pictured above, which have been placed in each department, easily accessible to all employees.

The great diversity of the products manufactured at the Camera Works provides wonderful opportunities for ideas that will reduce costs or improve quality; the employee who is seeking to better himself will do well to weigh carefully the benefits derived from the Suggestion System.

The Suggestion Department feels, however, that "Where there is no information, there is no inspiration," and it plans to post bulletins explaining how the Suggestion Plan works, various kinds of suggestions desired, and method of computing awards. Suggestions that have won awards will also be described.

Get the Habit! Read the Suggestion Bulletins Every Day.

## NEW CITIZENS AT CAMERA WORKS

On October 11, seven employees of Camera Works attended the New Citizens banquet at the Chamber of Commerce, and were presented with their final naturalization papers. We congratulate the following on the successful completion of this very important civic duty: Patsy Barricelli of the Lathe Department, Arthur Loyst of the Material Inspection Department, Eric Frank of the Kodoscope Department, James Ward of the Inspection Department, James Brady of the Stock Record Department, Gustav Karlof of the Ciné Machine Department, and Jeremiah Daly of the Buffing and Polishing Department.

## CHRISTMAS CARDS

As was the case last year, the Recreation Club is selling Christmas cards to employees at wholesale prices. These are the famous Burgoyne steel-engraved cards, and an excellent opportunity is offered employees to purchase at a saving a first rate card, as employees who purchased them last year can testify. There has been a large demand so far for these cards, but there are still a few more to be disposed of. Come down to the Recreation Club Office and look them over.

THINK ! WORK SAFELY



### JOHN RUSCHER RETIRES

Three years before the beginning of the present century, John Ruscher of the Kodak Assembling Department commenced his service at Camera Works. He has thus been assembling cameras for a period of a little over thirty-two years. He has, however, been on the sick list since March of this year. On November 1 he retired from the Company. We wish John the best of health and happiness.

### IN RETROSPECT

John Stanton of the Production Office, formerly secretary-treasurer of the now defunct Camera Bowling League, dropped into the office the other day and spilled a little history of that organization. Formed in 1900, the representatives of the various camera manufacturing plants in Rochester bowled under its auspices until 1920 when it was discontinued.

For the first two years of its existence the old-fashioned game of nine pins held sway until it was superseded by the modern game as we know it, using the ten pins set in the form of an equilateral triangle. John served in the capacity of secretary-treasurer for a period of eighteen years, and recently ran across the season's record for 1915-1916, which occasioned his reminiscences. Prominent in the records are the names of several contestants who are still associated with Camera Works: O'Neill with an average of 193.38 for the season, Hinterleiter with an average of 187.3, and Auer with an average of 182.5.

At the close of the season the standings of the six teams composing the League were as follows:

	Won	Lost	Per Cent
Kodak Park . . . . .	52	8	.866
Camera Works . . . . .	44	16	.733
Premo Works . . . . .	30	30	.500
Hawk-Eye Works . . . .	23	37	.382
Kodak Office . . . . .	23	37	.382
Folmer-Century . . . . .	8	52	.133

Although Kodak Park featured by winning the Eastman Trophy, the men from the Hawk-Eye Works won the Handicap Trophy, and our own Camera Works representatives won the Consolation Trophy.

### SWIMMING CLUB NOTES

On October 30 the annual meeting of the Swimming Club was held at the Ark Hotel on North Clinton, preceded by a sumptuous banquet. The same officers who have presided over the destinies of the Club for the past several years were again entrusted with the reins of leadership: Frank Buehlman, president; Randall Salzer, secretary; and Frank Buehlman and Charles Welker, instructors.

Harry Althoff and Art Schultz, popular members of the Club, have missed several of the last swim nights, but they made up for that by accounting for an equivalent number of sauerbraten dinners, and give further promise of supporting this activity of the Club. Art was appointed chairman of the Social Committee, and as such has promised an interesting program for the winter months, the busiest season for the Club.

For those who are new at Camera Works and unacquainted with this organization it may be well to say a few words. The Swimming Club meets regularly on Wednesday evenings at the Maplewood Y. M. C. A., and offers to its members instructions in swimming, diving, and life-saving. Meets with other clubs of a similar nature are fostered from time to time, and numerous social events are enjoyed throughout the year. Dues to members of the Camera Works Recreation Club wishing to avail themselves of the benefits of association with the Swimming Club are one dollar per year. Now is the time to prepare for next summer by learning to swim, or by learning the most approved methods of life-saving. Applications for membership may be had from any of the officers of the Club or from the Recreation Club Office.

### ACCESSORY GIRLS' BRIDGE PARTY

The Accessory Department Girls' Bridge Club met at the home of Mrs. Nellie Saalter on October 26 for a dinner and bridge party. In tune with the season the decorations carried out the spirit of Hallowe'en. After the usual Hallowe'en pranks, the card tables were set up and the real

business of the evening got under way. At the conclusion of an evening of fun, it was found that Ina McMillan, Cora Bills, Mamie Wetzel, and Ruth Schoolmaster had outplayed the other members of the Club and were awarded prizes accordingly.



The above picture, a study in silhouettes, has been submitted by Al Blum, who, among other things, is interested in photography. Al is shown on the left, trying with all his might to feint his opponent into the loss of a point.

#### NOON-HOUR ACTIVITIES

One of the many activities carried on by the Camera Works Recreation Club is the series of noon-hour entertainments in Kodak Office auditorium. The schedule gives rise to a different form of entertainment each noon, with moving pictures on Monday, dancing on Tuesday, basketball either by the men's or by the girls' teams, housemaid's golf or baseball on Thursday, and moonlight dancing on Friday. For the dancing, John Doyle, secretary of the Recreation Club, has been instrumental in forming the Kodak Silver Screen Orchestra with a few Camera Works musicians as a nucleus. Eddie Link, master of the "ivories," has consented to play the piano, while Tony McKee and Don McIntyre will furnish the wind on a trumpet and saxophone.

All these activities are being run for your benefit. Members of teams and officials of the games serve without recompense. The auditorium has been kindly offered to us by Kodak Office for our purposes.

We are their invited guests and should conduct ourselves as such. In consideration of these courtesies any one booing officials or players, or in any way conducting himself in a boisterous manner will be asked to leave the hall. Much good can be derived from the noon-hour activities, if we take advantage of the privileges in the right spirit.

#### BASKETBALL

Joe Holzschuh has been re-elected captain of the Camera Works Industrial League champions. Bolstered by the addition of "Vic" Carr of Oldsmobile fame, Joe promises to lead the "champs" through another pennant-winning year. Bill Stein has been elected captain of the Reserves, and assures us that, with the co-operation of the other members of the squad, they will furnish plenty of opposition to opponents.

#### CONDOLENCES

We extend our sympathy to James Terpstra of the Hand Lathe Department, whose father died October 16 last.

Our sympathy is extended to Evelyn Peters of the Covering Department, whose father died recently.

The Tool Department tenders its sympathy to Mrs. James Wallace on the loss of her mother recently.

To Moe Blum of the Milling Department we extend our sympathy on the loss of his sister.

The employees of the Covering Department offer their sincere sympathy to Hazel Simpson, who suffered the loss of her mother.

The Tool Department extends its heartfelt sympathy to John Gehrs, whose brother died recently.

To the members of the Woodworking Department the sudden death of John Hept came as a distinct shock. He had worked with them for a considerable period before being obliged to stop work by the illness which resulted in his death. We join with his fellow employees in extending our sympathy to the surviving members of his family.

We take this opportunity to offer our condolences to Hazel Moffat of the Covering Department, who recently suffered the loss of her father.

KEEP THE NEW SUGGESTION  
BOXES WORKING.



## GOOD WORK

Most of us are familiar with the various electrical displays in and around Rochester on the occasion of the Light's Golden Jubilee Anniversary. It remained for Ralph Handley of our Buffing Department to record for us one of the illuminations which attracted a great deal of attention. Armed with his trusty camera Ralph set out to take a "shot" of the tower of the library building on the new University site at Oak Hill. A close-up gave him the larger picture, which shows in a vivid manner the detail of the tower as brought out by the illumination. After obtaining this "shot," Ralph, on his way home, noticing the reflection in the waters of the Genesee which could be seen from the Plymouth Avenue side, lingered long enough to secure the result seen below. We pass these on so that others can see some delightful night photography.



## PRODUCTION OFFICE BOWLING LEAGUE

The complete schedule for the Production Office Bowling League is at hand, and judging by the names of the entrants it might very properly be called the Bird League. Captains of the teams have been chosen as follows: Hawks, W. Roeser; Owls, A. Roberts; Sparrows, N. Robinson; Eagles, E. Powers. Norman Robinson is president of the League; with Russell Young, secretary; and Art Roberts, treasurer. The League got under way October 18 and meets on schedule every two weeks on Friday evenings.

## CAMERA WORKS BOWLING LEAGUE

The latest records available for the Camera Works Bowling League show that the Juniors are still maintaining their leadership over the rest of the entries, with an average of .722 for thirteen games won out of eighteen played. Charles Weihonig of the Inspection Department heads the list in the individual averages with a mark of 198 for eighteen games played, or a lead of 10 over his nearest rival, Carl Kowalski of the Lathe Department. Standings of the teams follow:

	Won	Lost	Per Cent
Juniors . . . . .	13	5	.722
Vest Pockets . . . . .	10	8	.556
Cameras . . . . .	10	8	.556
Brownies . . . . .	10	8	.556
Kodascopes . . . . .	9	9	.500
Specials . . . . .	8	10	.444
Cinés . . . . .	7	11	.389
Kodaks . . . . .	5	13	.278

The individual averages show the following men ranged in the charmed circle of the first ten.

## INDIVIDUAL AVERAGES

	Games	Average
Weihonig . . . . .	18	198
Kowalski . . . . .	18	188
Reif . . . . .	6	184
Hoffmeier . . . . .	15	183
Hillyard . . . . .	18	182
Kellner . . . . .	9	181
Dougherty . . . . .	18	178
Rutan . . . . .	15	178
Hinterleiter . . . . .	18	177
Scheuch . . . . .	18	177

We extend our best wishes to Miss Angela Krug of the Milling Department, who, on October 30, became the bride of Mr. C. H. Eberhard. Members of the department presented Angela with a mantel clock as a token of their wishes for her happiness. After a honeymoon spent in visiting the large cities in Pennsylvania, Angela is again with us.

We are happy to see Earl Kaplin of the Ciné Assembling Department resuming his place among us again. Earl had been reporting bits of news from his department for some time, but he has been out on account of sickness for the past three months. We extend our best wishes for his continued good health.



# KODAK



# OFFICE

JOHN W. NEWTON, Editor



MISS LUELLA THOMPSON, KODAK OFFICE,  
COMPLETES FORTY YEARS OF SERVICE

## ANOTHER FORTY-YEAR SERVICE RECORD

On Monday noon, November 4, a group of old-time associates gathered in the Kodak Office service dining room to do honor to Miss Luella Thompson, who, on November 2, completed forty years of continuous service with the Eastman Kodak Company; Miss Thompson being the first woman in the organization to attain so long a service period.

The occasion was, in a way, a joint celebration, the other guest of honor being Mr. Irving F. Hoyt, credit manager of the Company, who completed forty years of continuous service on September 28. Miss Thompson has been connected with the Finishing Department throughout her entire period of employment, and holds the honor of having made the first print on Eastman Solio paper, the famous "printing-out" photographic paper of our earlier days.

At the completion of a delicious repast tastily arranged and served by Miss Bigelow, manager of

Kodak Office cafeteria, Mr. Charles Johnson, traffic manager, one of our highly successful and inimitable toastmasters, took charge of the proceedings. Felicitations and good wishes were showered upon Miss Thompson by a number of her old associates. Mr. H. D. Haight, manager of our Industrial Relations Department, in a few, but well selected, words presented Miss Thompson with a stock certificate on behalf of the Company in recognition of her long service period. Miss Thompson responded in a most fitting manner. "Charlie" (we have just got to quit calling him "Mr.") Johnson also presented her with a beautiful diamond pin as a further remembrance of the occasion. Another highly cherished gift was an autographed portrait of Mr. Eastman.

Those present were: Miss Hattie Stone, Miss Minnie Glover, Miss Mary F. McIntyre, Mrs. A. Hutchison, Miss Florence A. McAnaney, Miss Myrtle Randall, Miss Helen S. Williams, Miss Jessie Natt, Miss Harriet Natt, Mr. W. I. Lansing, Mr. J. Zierer, Mr. C. H. Turpin, Mr. George Kellogg, Mr. T. J. Craig, Mr. H. M. Fenn, Mr. C. E. Johnson, Mr. F. M. Crouch, Mr. W. H. Durfee, Mr. I. F. Hoyt, Mr. B. F. Harris, Mr. F. J. Vogler, Mr. Burt Mohlar, Mr. H. L. Thayer, Mr. A. C. Fisher, Mr. S. B. Hord, and Mr. H. D. Haight.

It is pleasant indeed to celebrate such an occasion, and we join in wishing Miss Thompson many more years, happy years of association with us.

## CHRISTMAS PARTY

The K. O. R. C. Christmas Party, to which all the children of Kodak Office Recreation Club members are also invited, will be held in the auditorium, December 20. Santa Claus will be present. There will be a decorated tree and refreshments for all. Dancing for adults will close the evening. The entertainment will begin at 7:30 P. M.

*The editor of this section is grateful for the help that has been given him by the reporters in Kodak Office during the year, and takes this opportunity to wish them all A Very Happy Christmas and prosperity through the coming year.*



#### TAYLERT—GAGNIER

On October 29, at St. Michael's Church, Virginia Gagnier became the bride of Fidelis Taylert of this city. A shower was given for the bride by Claire Knapp, Anne Kraft, Margaret Schlafer, and Maude Short. A dinner party also was given in her honor at Blarney Stone Inn by the members of the Order Department, and a gift of silver was presented to her. Congratulations and best wishes are extended to the happy couple.

Helen Free of the Sales Department was married November 9 to Howard West of this city. The ceremony took place in Trinity Episcopal Church. Before leaving Helen was the recipient of many good wishes.

Florence Howard of the Sales Department left recently to take a position with the City Club. The best wishes of her friends went with her.



#### HAAG—DUTCHER

Another of our popular girls has been led to the altar. Alma Dutcher of the Advertising Department was married October 19 to Herbert Haag. You see, above, her desk as she found it the morning she left us. The trimmings you will notice are kitchen utensils. Several showers were given for Alma, including one by Edna Webster and Eleanor Collins at the latter's home. Her friends in the Advertising Department gave her a gift of silver with their best wishes.

Percy Farrar, who was an employee of Kodak Office for many years up to two years or so ago, and who left to reside in Florida, was recalled to Rochester because of the death of his mother, which occurred November 8. The sympathy of his friends in Kodak Office is extended to him and his family.



#### THE FINISHING DEPARTMENTS LUNCHEON IN HONOR OF LUELLA THOMPSON

Forty-eight members of the Developing and Finishing Department invited Luella Thompson to luncheon with them November 6 in the service dining room at Kodak Office. The occasion was another party in honor of Luella's completion of

forty years' service. She was presented with a purse by those present. The table was prettily decorated with roses and chrysanthemums. Ben Harris and Joseph Zierer spoke for the crowd and told many interesting reminiscences.



### THIRTY YEARS

John F. Barker completed thirty years of service on July 27. Up to six years ago he was one of the Maintenance staff, but on the completion of Building 10 he was transferred to the Receiving Department where he is employed at present. John is noted for his courteous and pleasant manner, and we congratulate him on his long and faithful service.

### HOUSEMAID'S GOLF

A new game was introduced to a large noon-time audience Thursday, November 7. Two teams, consisting of seven men each from Kodak Office, took part in a competition that Harry Irwin calls Housemaid's Golf. If Harry could induce any housemaid to work as these boys did for forty minutes, his fortune would be made. This game is played with brooms and an indoor baseball, and the object is to propel the ball through the opposing goal posts by aid of the broom. The boys enjoyed it, and so did the spectators. Think up another one, Harry!

### NOON-HOUR DANCING

The first noon-hour dance of the season took place Friday noon, November 1, and was largely attended. The five Harmony Girls again provided the music, and the floor was crowded most of the time. These noon-hour dances attract as many onlookers as dancers, who apparently enjoy the music as much as those on the floor. Each Friday noon the auditorium will be reserved for dancing, and the Harmony Girls will be on the job promptly at 12:15 o'clock.

Announcement was made recently that Lucille Ritter of the Medical Department was married Saturday, November 9, to Vincent Carroll. They will reside in Rochester.

The members of the various departments on the thirteenth floor recently betook themselves to Lake Ontario and had a real old-fashioned, honest-to-goodness clambake. After partaking of a wonderful meal, sports and dancing were indulged in. Every one reports a wonderful time.

The sincere sympathy of the Tabulating Department is extended to Janet Knapp, whose mother passed away November 9.

Florence Lane of the Tabulating Department is slowly recovering from injuries and a nervous shock received recently in a street car accident.

A number of employees of the thirteenth floor recently gathered at the home of Jane Culp. The occasion was a farewell party for Jane, who left us to go to the Rochester Dental Dispensary to train as a dental hygienist. Her former co-workers presented her with a beautiful pen and pencil set. Jane's successor on the thirteenth floor is Edna Beaumont, to whom is extended a very hearty welcome.

The Sales Department received an announcement recently that Clark McConnell of the Demonstrators Staff was married to Regina Cissil on October 19 at Philadelphia, Pa. Congratulations and best wishes.

The employees of the Repair Department extend their sympathy to Walter Bean, whose sister died recently.



### OWELLEN—EISENSCHMID

Edith Eisenschmid was married Tuesday, October 15, at Salem Parish House to John Owellen of Rochester, N. Y. Edith was an honored member of the Order Department, and her associates presented her with a gift of silver as a token of their regard. They also gave her a dinner party at the Blarney Stone Inn. Pauline Verstring and Anna Dawson gave showers for her, at both of which Edith received some very useful articles.

## KODAK OFFICE BASKETBALL

Kodak Office is represented this year for the first time in amateur basketball circles in Rochester. The team boasts of most of last year's men in the lineup; "Jimmy" White, captain and forward; "Don" Spitale, center; Kenneth Halpin, forward; and Walter Narog, guard. There are also three newcomers this year who give great promise of helping Kodak to have a very successful year on the court. These men are: "Barney" Pilot, guard; Ralph Beikirch, forward, formerly with Monroe High and Darrow's School Basketball teams; and Harold Jensen, formerly with Glens Falls High School team. In addition the team has been greatly strengthened by the return of "Skip" Bentley, last year's star guard. Although "Skip" is now working at Kodak Park, he is to continue playing with the Kodak Office team.

The Kodak Office Basketball team opened its official season on Wednesday, November 6, at 8:30 P. M. The opposing team was the Tacomas.

The game with the Tacomas was a hard fought one. After the first quarter the Office boys saw that with two ex-Aquinas players in Tacoma uniforms, they were not up against any "small time" if they were to win the game, so they settled down to some of the best teamwork ever seen on Kodak Court, and the final score of 53 - 26 in favor of Kodak tells its own story.

Manager David B. Birrell has many games booked this year with some very strong amateur teams, and it is hoped that the team will keep up its splendid start, and that the attendance will be in such proportions as to give the boys the encouragement they deserve.

Watch the bulletin boards for notices of games.

## WELCOME!

We welcome the following new employees to Kodak Office: Sales Department, Beulah Nellis; Repair Factory, Philip Fradl, Leo F. Heenan, Herbert H. Johnson, Henry G. Klingler, Thomas P. Marrion, William E. Wood, and Edward Piper; Maintenance Department, Robert J. Gratten and Willard E. Vary.

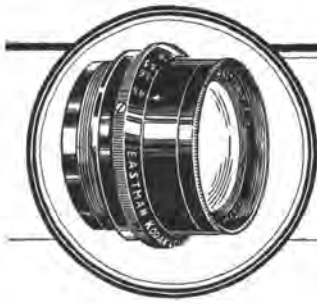
F. E. Bachelder of the Sales Department is gradually picking up strength after his recent operation for appendicitis.

Montague Rayment left Rochester Tuesday, October 15, for Vancouver, B. C. He has been with the Company about four years studying processing and the handling of Ciné-Kodaks. He will be in charge of a new processing studio in Vancouver, and his colleagues wish him the best of success.

## AROUND THE WORLD

The announcement was made on September 28 of the engagement of Liselotte Kellner of Rochester to Ian Dennis Wratten of Kodak Office. Congratulations to both of these young people. Mr. Wratten, who has made several business trips to different parts of the world, will leave New York, December 20, on the steamer *Belgenland* on a round-the-world cruise. He will have charge of Ciné-Kodak processing on board ship.

THE reason that Edison invented as many things as he did was because he never invented an excuse.



## HAWK-EYE



JOHN T. HARBISON, Editor



WILLIAM BAUTNER

### A SUGGESTION SMILE

Have you heard about Willie Bautner of the Recordak Department and his fifty-six-dollar smile? Willie is shown above with the written authority to collect from the Eastman Kodak Company fifty-six dollars for a suggestion that has recently been adopted. Willie built a fixture that makes it possible to perform an operation that formerly took thirty-five minutes in about fourteen minutes.

Other recent awards include thirty-eight dollars to George Haupt for an improved method of making neutral density filter mounts. This suggestion was submitted before George became foreman. Ten dollars was awarded to Ruth Briggs of the Metal Sundries Department for an improved method of fastening velvet to telephoto hoods. Allan Marcus received five dollars for inventing a device that is used for assembling mounts and rings.

You probably have ideas that are just as valuable as the ones described. They will net you or the Company nothing unless you put them on a blank and drop them in the Suggestion Box.

### "AN ANCIENT PREJUDICE HAS BEEN REMOVED!"

The girls that used to call themselves violets, roses, pansies, and such have started off the current bowling season with such daring team names as Fatima, Old Gold, Chesterfield, and Lucky Strike. Elvira Ladwig leads all the rest with an average of 152. Ella Wienecke rolled the highest score of the season with a single game score of 215, which is not half bad.

### THE MUDLARKS ANNUAL

The Mudlarks had their annual clambake, and as usual it was a day that will always be remembered. Considering the principles for which the Club stands, it was felt that the Hotel Whittier on the Irondequoit Mudflats was peculiarly well chosen for the party.

The day was fair, and fine was the repast that Mr. Whittier had provided. Duke Quetchenback surprised every one with his Gargantuan capacity for clams, and was declared champion clam-eater for the current year. As in other years, Mr. Von Deben honored the Mudlarks with his presence. The most famous absentee was Louie Ehrmann, who was playing around Denver, Colorado, in his sailor suit.

After the dinner came the annual initiation, and this ceremony was performed in ancient and regal manner. Our oath forbids our disclosing any of the details of the very sober and impressive exercises, but we will say that Bill Baker, one of the candidates, slipped from the plank that led into the throne room. He was rescued from the sea of mud by the brothers present.

Joe Brady of the Anastigmat Lens Department threw a big party in honor of the arrival of Beverly Marie, announced in our last issue. Joe's home at 40 Rutledge Drive was the scene of the festival. Among the guests of the evening were: Carl Fischer, Fred Herr, Bill Eyer, Eddie Greenauer, Jack Vass, Ed Ochrim, Ed Farrell, Clif Johnson, Bob Cairns, Firpo Lambi, Clarence and Ed Kosbab, and Harold Dobbins.

Our correspondent states that "a good time was had by all." The entertainment included cards, light refreshments, and toasts to the new arrival. Fred Herr amused the boys with his usual humor and jokes. Bill Eyer was the big winner at cards. The music was furnished by WHAM, and the party scattered just as the milkman clattered down the street.



## SYD SAYS:

The editor has called for some news about the National Safety Congress held recently in Chicago, and we pass on to you the words of Dr. T. G. Soares of the University of Chicago, who spoke on the "Moral Significance of Safety."

Dr. Soares pointed out that no man can live unto himself, and no man can suffer alone. In these modern days of complex living, each one of us is dependent to some extent on the other fellow, so that what affects one individual has its effect on the group. The social order is on the principle of all for each and each for all. We get along successfully with one another when we observe the law. The word "law" is interpreted by Dr. Soares as meaning co-operative living.

To be ignorant of the law (or the demands of co-operative living), when there is an opportunity of learning, is immorality.

An accident in the shop means not only suffering to the injured individual but a reduction of income to the injured's dependents, so that they are denied the needs and comforts which should be theirs. Society is robbed of the services of the disabled man, and an expense is created in restoring the man to usefulness again. There are also other incidental items of expense, which ultimately are paid by society at large.

To indulge in unsafe practices when you should know better; to get hurt when there is every opportunity to do the job safely; not to think when thinking would have prevented an accident, are all offenses against society. No man can live unto himself.

## CAMERA CLUB COMPETITION

Judging from the display of photographs, hung in the dining room on October 16, it is evident that the members of the Club have made rapid strides in picture-making in less than a year's time. The unenviable task of picking the winners fell to Mr. Jewel of Kodak Park. Mr. Jewel, who has a keen eye for beauty, regretted that he had not enough ribbons, but his ultimate selection met with general approval. The winners were as follows:

Landscape, Section A, first prize, William Eyer; second prize, Claude Harding. Landscape, Section B, first prize, Sydney Leggatt; second prize, Claude Harding. Honorable mention, Arthur Rapp, Iva Baxter, Kurt Meumann.

Portraits, first prize, Sydney Leggatt; second prize, Jennie Costich. Honorable mention, Norman Graham.

Contact Prints, first prize, Joseph Gstyr; second prize, Sydney Leggatt. Honorable mention, Charles Busch.

A special prize that was presented by the president for the best picture taken on the Inspiration Point hike was won by George Sachaklian.

Mr. Jewel explained in detail the weak and the strong points of the various prints, and was warmly thanked by the Club members for his candid and clear criticism of their work.

## HALLOWE'EN PARTY

The Hallowe'en Party was one of the best ever. Chairman Robert Cairns was rewarded for his pains by seeing one of the largest, if not the largest, crowd in history on hand to absorb his entertainment.

Arthur Rapp had decorated the dining room with the assistance of Frank Costello, Florence Bess, several rolls of colored paper and a few branches donated by the Park Department.

The imaginary curtain rose to disclose a silver screen upon which Charlie Chaplin was soon to display his wares. The name of the picture was "The Immigrant." Although it was not one of the artist's most recent productions, it was as funny as any he has made.

There were three acts of vaudeville, including Earl Hoppaugh with his comedy songs, monologue, and harmonica selections; Silent Leddon, a magician of considerable skill; and Franklin Brooks, the man from East Henrietta, who also sang songs and told stories. One of the best acts on the bill was Stanley Wallace and his saxophone. Stanley played some solos that were soothing to the troubled breast. He was accompanied at the piano by Miss Ruth Meyers. Stanley donated his services to the cause—his generosity is much appreciated.

The Refreshment Committee, composed of Tiny Drummond, Betty Klos, Florence Bess, Edna Roy, Helen DeMonaco, Elsie Haidle, Lauretta Watley, Luella Burgess, Helen Hamlin, and Geraldine Mahoney, worked overtime. The sandwiches were in such demand that the entire supply had been wiped out before Cliff Johnson had had a chance to make away with more than seven or eight.

The music for the dancing was furnished by R. M. Bryar and his Arcadians. If you want to know whether the music was good or not, ask Cecelia Carbonneau. She did not miss a throb, and she has the reputation of shaking a very saucy shoe.

We are sorry to report the death of Peter Born, the father of Nick and Peter Born of the Rough Grinding Department, on October 16. The members of the Anastigmat Lens Department sent flowers. Mr. Born was buried at Mount Hope Cemetery.

## KOSBAB—BAUMAN

Clarence Kosbab of the Production Department married Elizabeth Bauman on October 12. The Reverend Frankenfeld performed the ceremony. Congratulations and best wishes are in order.

## HOELFERTH—FRENCH

We inadvertently failed to report the marriage of Viola French last month. Viola was married to Ernest Hoelferth on October 5. She left us with the best wishes of all her associates for great happiness.

*A* MAN'S REAL  
LIMITATIONS ARE NOT  
THE THINGS HE WANTS  
TO DO, BUT CANNOT;  
THEY ARE THE THINGS  
HE OUGHT TO DO, BUT  
DOES NOT.

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

ROCHESTER PLANTS		Standing Last Month	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye . . . . .	1	73.4%	6,701
2.	Kodak Office . . . . .	2	64.3%	12,545
3.	Camera Works . . . . .	3	42.9%	17,888
4.	Kodak Park . . . . .	4	37.9%	40,832
	Non-Employees . . . . .			6,578
OUT-OF-TOWN PLANTS				
1.	Eastman Kodak Stores, Inc. (Sioux City) . . . . .	1	100.0%	154
1.	Eastman Kodak Stores, Inc. (Washington, D. C.) . . . . .	1	100.0%	179
1.	Eastman Kodak Stores, Inc. (St. Louis, Mo.) . . . . .	1	100.0%	146
2.	Eastman Kodak Stores, Inc. (Pittsburgh) . . . . .	12	92.3%	141
3.	Eastman Kodak Stores, Inc. (Atlanta) . . . . .	1	91.3%	166
4.	Eastman Kodak Stores, Inc. (Baltimore) . . . . .	3	88.4%	78
5.	Taprell, Loomis & Co. (Chicago) . . . . .	5	87.7%	1,930
6.	Eastman Kodak Stores, Ltd. (Vancouver, B. C.) . . . . .	4	85.7%	126
7.	Eastman Kodak Stores, Inc. (Denver) . . . . .	2	80.0%	132
8.	Eastman Kodak Stores, Inc. (Des Moines) . . . . .	8	76.4%	95
9.	Eastman Kodak Stores, Inc. (Cleveland) . . . . .	7	75.8%	118
10.	Salesmen and Demonstrators . . . . .	6	75.5%	3,276
11.	Eastman Kodak Stores Co. (St. Paul) . . . . .	13	74.0%	159
12.	Eastman Kodak Stores, Inc. (Omaha) . . . . .	9	72.7%	261
13.	Eastman Kodak Stores, Inc. (Philadelphia) . . . . .	10	66.1%	310
14.	Eastman Kodak Stores, Inc. (Portland, Ore.) . . . . .	11	65.2%	77
15.	Chicago Branch . . . . .	14	56.0%	922
16.	New York Branch . . . . .	15	54.4%	666
17.	Eastman Kodak Stores, Inc. (Minneapolis) . . . . .	18	53.5%	153
18.	Eastman Kodak Stores, Inc. (Detroit) . . . . .	17	53.3%	214
19.	Eastman Kodak Stores, Inc. (Seattle) . . . . .	20	50.0%	59
20.	Eastman Kodak Stores, Inc. (New York) . . . . .	19	49.1%	554
21.	Eastman Kodak Stores, Inc. (Boston) . . . . .	16	48.8%	194
22.	Eastman Kodak Stores, Inc. (Los Angeles) . . . . .	21	46.3%	235
23.	Eastman Kodak Stores Co. (Chicago) . . . . .	22	32.2%	520
24.	Eastman Kodak Stores, Inc. (San Francisco) . . . . .	24	30.4%	38
25.	Kodak Argentina, Ltd. (Buenos Aires) . . . . .	23	28.3%	190
26.	San Francisco Branch . . . . .	26	26.8%	466
27.	Eastman Kodak Stores, Inc. (Milwaukee) . . . . .	25	25.8%	134
28.	Kodak Uruguay, Ltd. (Montevideo) . . . . .	27	14.2%	5
29.	Eastman Kodak Stores, Inc. (Lincoln, Nebraska) . . . . .	28	6.6%	20
Total . . . . .			45.6%	96,262
Average Subscription—14.1 shares				
Total matured or par value—\$9,626,200.00				