

The KODAK *Magazine*



January 1930

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

MONTHLY ACCIDENT REPORT
NOVEMBER, 1929

| PLANT | Accident Cases | | Accidents per 1000 Employees | |
|----------------------------|----------------|------|------------------------------|------|
| | 1929 | 1928 | 1929 | 1928 |
| Kodak Office | 0 | 0 | 0 | 0 |
| Camera Works | 11 | 6 | 3.32 | 2.30 |
| Hawk-Eye Works | 1 | 0 | 1.42 | 0 |
| Kodak Park Works | 13 | 10 | 1.69 | 1.47 |
| Total—Rochester Plants . | 25 | 16 | 1.91 | 1.41 |

NATURE OF ACCIDENTS DURING MONTH

9 cases of injury through bruises, burns, and lacerations.

6 cases of injury through falling and slipping.

2 cases of injury through falling material.

3 cases of injury through stepping on nails.

2 cases of injury through sprains and strains.

1 case of injury through foreign body in eye.

1 case of injury around press.

1 case of injury around machine of special nature.

—
25 employees' accident cases during month.





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VOL. X

JANUARY, 1930

No. 8

HOW TO AVOID COLDS

WHAT causes colds? No specific germ has been discovered. A great amount of experimental work seems to show that several varieties of bacteria (germs) are associated with colds. When one's resistance is low, these bacteria, commonly found in the nose, mouth, and throat, are believed to penetrate the tissues and cause inflammation, such as a sore throat, etc. This lowering of resistance is influenced by a number of factors:

1. *Fatigue.* Many times a cold has followed a period of getting overtired, due to insufficient sleep and strains of various kinds. One should average at least eight hours' sleep.

2. *Lack of Outdoor Exercise.* It is a common observation that individuals spending a good share of their time in the open air rarely have colds. With the approach of winter there is a tendency among factory and office workers to limit outdoor exercise and recreation. One should spend at least one hour a day in the open air, preferably walking; deep breathing should also be practiced.

3. *Poor Ventilation.* The air of most buildings in winter is too warm and dry and causes a congestion and dryness of the lining of the nose, throat, and other air passages. This condition greatly encourages the development of a cold. A healthful temperature is 70° Fahrenheit, with about 30-40% of moisture (humidity) present in the air. A good plan to secure sufficient moisture for a moderate-sized dwelling is to let the teakettle boil on the kitchen stove until the windows

become moist or steamy. About once a day is enough for this procedure which can be counted upon to lessen the demand for heat, thereby cutting down the consumption of fuel. The average water pan attached to the furnace does not evaporate enough water for a proper degree of humidity.

4. *Faulty Diet and Elimination.* Right kinds and proper amounts of food help to keep one at normal weight. Excessive over- or underweight diminishes resistance to colds. There should be a generous allowance of milk, eggs, fruits, and green vegetables, and not an oversupply of starches and sugars. The time-honored "hot lemonade" probably owes much of its value to the alkaline properties of its juice. Water should be taken freely because it aids in the elimination of poisons from the body.

Care of the bowels is important. Constipation should be relieved whenever possible by proper diet, exercise, and other natural means.

5. *Clothing.* This must be selected to conform to the weather. It is very necessary that the feet and ankles be kept dry and warm. Have a spare umbrella and a pair of rubbers in your locker as a provision against unexpected storms.

Finally, remember that colds are contagious. Even a well person may contract a cold if exposed directly to the fine spray sent about by careless sneezing or coughing. Cover your own mouth when doing either. Wash your hands before eating. Avoid crowds.

The fortunate circumstances of our lives are generally

found at last to be of our own producing.—GOLDSMITH



FATHER

MOTHER

TOM

JIM

RUTH

A FOOD BUDGET

How many are there in your family? There are five in ours—Father, Mother, Tom, Jim, and Ruth. Nine, seven, and four are the ages of the youngsters. Father and Mother—well—they are over thirty.”

Mr. and Mrs. Waite have been married eleven years. Each year they have been able to save a little money—sometimes more, sometimes less. Their aim is to own their own home. Now, they have enough to meet the first payment and moved in the first of the New Year.

How did they make this possible? “Planning a year ahead,” they say. Let them tell their story.

“When we first started planning, we made many funny (sometimes tragic!) mistakes, especially on what we spent for food. That we couldn’t seem to calculate. We’d set aside what we thought would run us for the week, and by Thursday there’d be nothing left.

“Finally we took paper and pencil and wrote down the amounts we thought we needed. We estimated the cost. We kept careful accounts. If we went wrong one week, we would right it the next. This winter we figure around ten dollars a week will give us enough food of the right kind (with variety) to keep our family of five in good health and happy.

“You can see what our market order was for the week of December eighth, if you turn to the inside back cover of this magazine.

“What we have found to be the hardest thing is to stick to our plan—and not to buy something which is not on our list.

“Because we had read and been told that food had more to do with keeping us well than any other one thing, we followed certain rules in making out our market order. Calories—vitamins—minerals—all had to be included in right proportions. Remember, we have three growing children. My wife does all of the housework and makes a few clothes for the children.

“Would you be interested in our rules? Here they are:

MILK

One quart of milk daily for each child and one pint each for the adults.

EGGS

We use few eggs in winter when they are high priced—and buy storage ones at that because they have as good food value as fresh ones—four for the youngest, eight for the rest of us for a week. This spring we may be able to “put down” a few dozen of our own and make the cost less.

MEAT AND FISH

We can cut our meat and fish bill to a very low point because we buy other foods, like milk, beans, and cereals, in sufficient quantity to give us right proteins (muscle builders). Look at our market order to see how we divide these up.

FATS

We buy a butter substitute (a pound and six ounces) and can safely do this because each child gets a quart of milk daily and the grown-ups each a pint. A pound of lard does for our cooking fat.

FRUITS AND VEGETABLES

We take great care in selecting our fruits and vegetables. We plan on one fresh fruit each day and one raw vegetable three or four times a week, with tomatoes the other days. Some weeks we buy small oranges in place of the bananas. See our food plan and notice our variety.

POTATOES

We eat at least a peck of potatoes a week. In our new house we have a small room in the cellar built so we can store potatoes. We hope to save a little money through the summer and buy five bushels in the fall because they are cheapest then.

BEANS

Baked beans make a good supper dish, and the two boys and their mother often eat them at noon. They make excellent sandwiches, too. We use them at least twice a week.

BREAD—CEREAL—FLOUR

Bread, cereal, and flour help us to economize and give us good food value besides. You see by our market order that this week we bought four loaves of Graham and whole-wheat bread and six of white. We often get more of the whole-grain and less of the white. In the cold weather

we use oatmeal. We all have grown to like it, and for the money it is cheapest. The white flour is used in making simple cake, pies, and muffins once a week.

SUGAR

We have found that a small amount of sugar carries us a long way and gives us better health than when we used twice as much. We allow not quite three pounds.

BEVERAGES

The children like a weak cocoa for a warm drink. One box carries us two weeks. We use very little tea and coffee, because we realize they have no food value.

CONDIMENTS (Accessories)

In our market order, you notice that we have allowed fifteen cents to cover salt, pepper, gelatin, and the like.

"Well, that's our plan. I can recommend your making one for your family. Ours probably won't fit your needs—but the rules will help you out."

Are you getting all that you should from the money you spend for food? If you have doubts, Miss Comstock of the Medical Department will gladly talk with you about your food plan for nineteen hundred and thirty.

UNCLAIMED DEPOSITS

ABOUT the last thing you would expect any one to forget is money he had on deposit in a bank.

People are forgetful though; instances of babies forgotten on street cars and turned into the lost and found department are on record, so forgetting money is perhaps not so unusual after all.

Forgetfulness, however, does not seem to be the chief cause for deposits remaining unclaimed, and there are many interesting stories regarding them.

There was the case of a man who was killed in an accident shortly after he had transferred his business from one bank to another. His widow became insane, and his children were sent to an orphanage. They were adopted into widely scattered families. The spelling of the family name had been changed, and some of the children had taken the names of their foster parents. But one of the attorneys of the bank began a search for the heirs. He looked through old city directories, the books of charity organizations, police and other public records, and even the grave-stones in various cemeteries. One by one the rightful heirs were found, and the

money was divided among them after more than fifty years.

A wealthy man forgot that he had placed money in a bank. After a number of years he was located, but was so annoyed by his stupidity that he refused to claim it or acknowledge that the signature on the deposit card was his own. Later when an official of the bank informed him that the money with accrued interest had passed the \$1,000 mark, he decided to claim it.

One of the most famous cases is that of Johanna Murphy. In some way, she became owner of a share of stock in one of Manhattan's oldest banks. She has not been heard of since 1824, and there are nearly 200 dividends to her credit—one of them a 100 per cent stock dividend.

Many persons have come forward to claim her as an ancestor, one particularly insistent. He traced his family history back for generations and linked up Johanna nicely. Possibly to his regret, he was informed that Johanna Murphy was a negress who had come over from Africa and adopted the name, figuring that it would do as well as any other.

Rules & Regulations

TO BE OBSERVED BY ALL PERSONS EMPLOYED IN THE FACTORY OF AMASA WHITNEY.

RULE 1 The Mill will be put in operation 10 minutes before sunrise, at all seasons of the year. The gate will be shut 10 minutes past sunset, at sun-set.

2d. It will be required for the mill to be in operation.

3d. Hands are not allowed to leave the factory in working hours, without the consent of their Overseer; if they do, they will be liable to have their time set off.

4th. Any one who by negligence or misconduct causes damage to the machinery, or impedes the progress of the work, will be liable to make good the damage for the same.

5th. Any one employed for a certain length of time, will be expected to make up their lost time, if required, before they will be entitled to their pay.

6th. Any person employed for no certain length of time, will be required to give at least 4 weeks notice of their intention to leave, (sickness excepted) or forfeit 3 weeks' pay, unless by particular agreement.

7th. Any one visiting to be absent any length of time, must get permission of the Overseer.

8th. All who have leave of absence for any length of time, will be expected to return in that time, and in case they do not return in that time, and do not give satisfactory reason, they will be liable to forfeit one week's work or less, if they commence work again.

9th. If they do not, they will be considered as one who leave without giving any notice.

10th. Any thing tending to impede the progress of manufacturing in working hours, such as unnecessary conversation, reading, eating meat &c &c, must be avoided.

11th. While I shall endeavor to employ a judicious overseer, the help will follow his directions in all cases.

12th. No smoking will be allowed in the factory, as it is considered very unsafe, and particularly specified in the Insurance.

13th. In working hours the work, job-lands will follow the above regulations as well as those otherwise employed.

14th. It is intended that the help be ready 5 minutes before the gate is fastened, so that all persons may be ready to start their machinery precisely at the time necessary to the machinery, black glass out of the windows, &c, will immediately inform the overseer of the same.

15th. The help will take breakfast from the 1st of November till the 1st of March (before going to work) they will take supper from the 1st of May till the last of August; 30 minutes past 5 o'clock, P. M.—from the 20th of September till the 20th of March, between sundown and dark—25 minutes will be allowed for breakfast, 30 minutes for dinner, and 15 minutes for supper, and 15 minutes from the time the gate is shut till started again.

16th. The hands will leave the factory so that the door may be fastened within 10 minutes from the time of leaving off work.

Mass.
Winchendon, July 5. 1830.

AMASA WHITNEY.

Shut gate
for water
power

Four hours
after
sunset
(in
December)

No
appeal

Breakfast
in mill
other 8
month

Supper in
mill all
year round
apparently

Sun rises
as early
as 4.25
in summer.

Sun sets
as late
as 7.41 P.M.
(in June)

4 Weeks
pay held
back
apparently

4 Weeks
pay lost
probably.

No time
to wash
up or
change
clothes.

"THE GOOD OLD DAYS"

This interesting old document, recently brought to light, makes one wonder whether the "good old days" were really as good as they were cracked up to be.

Courtesy, General Electric News

THE BIOGRAPHY OF GEORGE EASTMAN

HOUGHTON MIFFLIN COMPANY, publishers of Boston, announce that the first biography of George Eastman will be published in March, 1930. The book is based entirely upon Mr. Eastman's personal letters and records, which no one other than he and his secretary, Mrs. Charles F. Hutchison, knew anything about. More than one hundred thousand documents, covering a period of sixty-one years from the time Mr. Eastman quit school to go to work in an insurance office to the summer of 1929, were examined. The book, therefore, is not only a biography of Mr. Eastman but a history of the Eastman Kodak Company. Carl W. Ackerman is the author.

The best "key" to the book is the Table of Contents: Chapter I is devoted to Mr. Eastman's ancestry and youth; II deals with the epic story of the origin of film photography; III relates the story of the Kodak; IV tells of international expansion based upon the Kodak system; V covers early employee relations, the only strike, and Lord Kelvin's visit; VI contains new material in regard to the motion picture, and Mr. Eastman's early business relations with Thomas A. Edison; VII deals with the anti-trust attacks, and VIII discloses the real story of the Com-

pany's efforts during the World War. The account of Mr. Eastman's philanthropies begins in IX, with the story of the Massachusetts Institute of Technology and "Mr. Smith"; X relates Mr. Eastman's basic policies in selecting executives and narrates the appointments of Mr. Stuber and Mr. Lovejoy to the positions of president and vice president and general manager, respectively; XI is devoted to the Rochester Dental Dispensary and the Community Chest; XII, to the University of Rochester, music, and medicine; XIII describes Mr. Eastman's home life; and XIV recalls many gifts to institutions, the Kodacolor party; the movement for an international fixed calendar; the Retirement Annuity plan, and the building of dental dispensaries in London and Rome, ending with a heretofore unpublished message from Mr. Edison.

Under the terms of the contract with the publishers, employees of the Company may obtain copies of the \$5.00 book for \$3.00 if ordered through the Kodak Employees Association, Rochester, N. Y. All employees desiring copies should order at once through the Association which must order in bulk to obtain this special price.

VARIED USE FOR CHRISTMAS CLUB SAVINGS FORECASTED

THE National Bancservice Corporation recently conducted a direct-by-mail inquiry to individual Christmas Club members. As a result of this questionnaire, it has been estimated that 10,000,000 permanent savings accounts are directly traceable to original membership in Christmas Clubs. It was also estimated that 62 per cent of the accumulation of \$600,000,000 paid out the first part of December would be put to constructive use, while the remaining 38 per cent would be used to buy Christmas presents. The estimated breakdown of the total figure being disbursed was as follows:

Christmas
Purchases..... 38% \$228,000,000

| | | |
|---------------------------------------|------|---------------|
| Permanent Savings & Investment.... | 30% | 180,000,000 |
| Year End Commitments.... | 13% | 78,000,000 |
| Insurance Premiums..... | 6% | 36,000,000 |
| Mortgages and Mortgage Interest | 5½% | 33,000,000 |
| Taxes..... | 4½% | 27,000,000 |
| Education and Travel..... | 2% | 12,000,000 |
| Charity..... | 1% | 6,000,000 |
| Total..... | 100% | \$600,000,000 |

MENTAL QUALIFICATIONS FOR FOREMANSHIP

BY W. E. REARDON, FROM "THE REFINER AND NATURAL GASOLINE MANUFACTURER"

THE mental qualities a foreman should have are: intelligence; general knowledge; memory; the power to grasp new ideas; alertness; reasoning power; constructive imagination; powers of observation; patience; ability to concentrate; foresight; ability to express ideas; and general education.

It is desirable for a foreman to have at least a high school education, and there are ways to obtain this same mind development outside of regular schools. Lack of schooling is not always a certain indication of lack of education. Education is a very broad term. In general we may say that all experience is educational and that school is just one kind of experience. Too often a person with little schooling is inclined to underestimate his own education; for, after all, the effectualness of a school education in the development of a man depends upon his natural mental capacity. A practical test of a man's education is his open-mindedness, and we might say that a foreman's education should be such as to give him a fund of general knowledge; a mind trained to solve problems; the ability to reason to a logical conclusion; and a mind that is always open.

Every day of a foreman's life he is required to act as a judge, and he needs judgment to choose between the right and wrong in many situations. His men often form wrong opinions about many things because they are not in possession of all the facts in the case, and it is the foreman's duty to tear down these false notions, prejudices, and unsound beliefs among his men. To do this he must have ability to think straight.

As the foreman is required to carry in his mind a great many instructions, specifications and orders, a poor memory is a great handicap to him. He can afford to spend a great deal of time and effort in developing his memory, if for no other purpose than that he shall never forget a promise to his men. To forget a promise is to break faith. The men will not give the foreman the benefit of the doubt, but will be most likely to assume that he has given them a raw deal.

As a leader of men, a foreman should be outstanding in his ability to grasp a new idea. A person who is slow to understand often has the ability to retain an idea after he has once grasped it; but a foreman who absorbs ideas slowly often is misjudged, not only by those above him but by men under him.

A foreman should be wide awake and alert. He should be the type of man who gets to things before they get to him. If he allows his problems to get to him before he gets to them, he multiplies his difficulties and makes more work for himself. If he is to keep his department upon an even keel, he must know what he is doing and what is going on all the time. Unless he is alert, many things will escape his attention.

Originality is hailed as a rare quality. If some one else will lead, it is easy to follow. A clever plan or method appears simple after some one else has originated it. Therefore, a good foreman should have originality. When things go wrong, he needs to be resourceful. The ability to think of ways around or over obstacles is a priceless possession. It is also a faculty which calls for constructive imagination. Every problem is solved by the use of constructive imagination.

A practical working knowledge of human nature should be a part of every foreman's mental equipment, as his ability to secure the co-operation of his men is based upon the knowledge he possesses of human nature. There is probably no better way to obtain a knowledge of human nature than to obtain a knowledge of one's self. A foreman can assume, with a fair degree of certainty, that his men have very nearly the same feelings, desires, appetites, impulses, and pleasures that he has. Upon this fundamental fact the most important single principle of handling men is based. This principle is: "Treat a man as you would like to be treated."

A foreman should be patient. The excitable foreman who gets upon his "high horse" does not command the respect of his men. Although the fact that he has been placed in charge of the

men indicates that he has certain qualifications which fit him for the position, he can learn many things from his men. He cannot expect his men to use as good judgment as he does. They will not grasp new ideas as quickly as he will. But it is only natural for the foreman to expect from his men a little more than he receives. These are conditions that require his utmost patience.

No foreman should be satisfied to stand

still. He must keep at least one step ahead of the men under his supervision. He must be observing. His mind must be filled with how's, when's, why's, and who's. He will observe the habits of his men. He will observe all details of his work. The possession of a store of general knowledge, good judgment, intelligence, foresight, patience, and knowledge of human nature will make a foreman a logical leader of men.

WHO COLLECTS—AND WHAT?

ROCHESTER Municipal Museum is interested in collectors. It is attempting to compile a list of all the collectors in the Genesee-Finger Lakes region. The steadily growing interest in the museum's collections and the increasing demands upon it for information relative to specimens have led to the plan to compile a "Who's Who" among the collectors of Western New York.

Many hundreds of collectors come to the museum each month to study its collections and ask information and advice. Many have been assisted in disposing of collections and others have been told where to gather the articles they desire. As many as fifty coin collectors have called at the museum during a single month and asked for appraisals and markets. Country people with old furniture and antiques have sought helpful advice. Many wishing to find a suitable resting place for their valued treasures have given them to the museum.

But whether one wishes to collect for himself or to sell to others, the museum welcomes and attempts to help the collector. To make this service even more extensive and valuable the museum authorities are asking every one to send in names of collectors with some mention of what they collect. To both informant and collector a useful gift will be made.

This proposition of Rochester's mu-

seum is devoid of commercial intentions, and names will not be used for advertising purposes. It is purely a move to help collectors. Meanwhile the curators at the museum are speculating which list will be the largest. Will it be the collector of bottles, coins, stamps, fossils, early china, Sandwich glass, pipes, fans, Indian relics, lamps, coverlets, old books, or shawls? Perhaps the bug collector, being the classic example, will lead them all, but this remains to be seen.

BELIEVE IT OR NOT!

Visitors have come to the Municipal Museum to tell of such things as a kerosene lamp 300 years old; a Jewish half-shekel with English words on the reverse, and said to be 3000 years old; a clock used by Christopher Columbus; stamps from a letter mailed by George Washington; a dish used by Annike Jans "who came over in the *Mayflower*"; a paper printed in 1800 mentioning Rochester, N. Y.; petrified honeycombs and cloth; and Confederate 100-dollar bills with porous plaster advertisements on the back "that must have been issued by the Rebels."

Believe it or not, each person bearing such information would not believe he was wrong in an important particular. Each left the museum with a distinct feeling that curators are principally noted for their failure to appreciate *real* relics.

Don't worry about things you can't help.

Just try to help the things you have to worry about.

BATHROOM ELECTRICAL HAZARDS

BY G. E. KIMBALL, ELECTRICAL ENGINEER, INDUSTRIAL ACCIDENT COMMISSION

IT is tough enough for the average person to take a bath on a cold and frosty morning, without the additional worry about being electrocuted while splashing in the tub, but such is the warning we are bringing you now. It is not our intention to take all the joy out of life, but if we did not give you these tips on accident prevention occasionally, you might be killed, and we would dislike to be blamed for that.

Electricity in the bathroom is just as safe as anywhere else, if properly installed and handled, but extremely dangerous, if misused. The most common and most dangerous misuse of electrical equipment is in the use of portable cords, brass shell lamp sockets, ungrounded fixtures, portable heaters, and other appliances. Without exception, the use of any of these devices in bathrooms is extremely dangerous. Briefly, here's why.

Electricity, as used in homes and industry on lighting circuits, is forever trying to escape from the circuit to earth, or to ground, as it is called. That is why it is necessary to insulate wires from all conducting surfaces which might be in contact with ground, such as damp walls and floors and all piping systems. Water is a very good conductor of electricity, and when spilled on floors or splashed on walls, it usually spreads over these surfaces until in contact with water pipes or gas pipes. You can readily see what an excellent path this makes for electricity to follow from the live wires to the earth. The human body is a conductor of electricity, and if any portion of it happens to get in the circuit with this stray current leaking from the wires to ground, it becomes a part of the circuit, much to the discomfort of the conductor.

It is safe to say that close to a dozen people have been electrocuted in bathrooms or similar places within the last year. The Industrial Accident Commission does not have a record of all these deaths, as they may not occur in places of employment, so are not reported to the Commission, but the newspapers are reporting such cases frequently. The Commission knows that the hazard exists

through the investigations of similar cases in industry.

Getting back to the bathroom. Electrically, it can be made perfectly safe by the installation of proper lighting fixtures and discontinuing the use of portable heaters and other portable devices, especially immersion type water heaters. If a portable air heater must be used, provide a hook on the wall where it can be hung up by the handle in a place where it is impossible to reach the frame of the heater or the cord while standing in the tub or turning on any of the faucets in the room. Arrange the cord so that it will not drag on the floor or hang over the tub. The insulation on a common lamp cord is worthless when wet, and there is no insulation on the body when the clothing is removed.

Of the several fatal cases reported, the majority were caused when the person in the bathtub reached for an electric appliance of some kind or tried to move a heater while in the water. In one case a heater was dropped in the tub while a young man was taking his bath, and he was not only killed by the shock, but the heater continued to operate under water until the temperature of the water was raised to the boiling point. Not pleasant to think about, is it?

The Chief of the Department of Electricity of San Francisco sent the following warning to the press for publication:

"There have been a great many deaths in San Francisco lately from electrical origin. Within the last few days two women and a man have been electrocuted in bathrooms. Upon investigation by this Department, it was found that the women met their death through faulty electrical installation. The man, a resident of Palo Alto, was electrocuted in his bathtub by touching an electric heater.

"The object of this notice is to prevent, if possible, any further unnecessary loss of life. It is obviously impossible for this Department to make a reinspection of every flat and residence in the city and county of San Francisco, hence this warning.

"Faulty electrical installations are most dangerous, from the standpoint of life hazard, in kitchens, bathrooms, and basements or laundries where washing machines are used. The public attention should be called to the extremely hazardous condition which exists in many residences throughout the city. I am sure there is no one who would not be willing to go to the trouble of having his electrical installation looked into after such an occurrence as stated above happened to a member of his family.

"The following are a few things that should be guarded against: (1) Do not string wires of any description in the bathroom or laundry where they are liable to come in contact with any elec-

trical apparatus. (2) Do not take hold of a water faucet at the same time you are turning an electric light on or off. (3) Do not attempt to move or touch an electric heater while in the bathtub. (4) Do not hang a wet towel so towel can come in contact with a heater."

Our advice, if in doubt, is to immediately consult a representative of the electric light company serving your home, or your nearest electragist.

The 1928 Transactions of the Engineering Section of the National Safety Council has a very interesting report of the Low-Voltage Committee, which shows approximately ten deaths per week due to low voltage electricity during the summer months of 1928.

WILL OUR BOYS CARRY OUT THE PROJECTS WE HAVE ALREADY BEGUN?

REALIZING the obvious fact that the "boy of today is the man of tomorrow," into whose hands the welfare and fate of the nation will be placed, the National Home Study Council, Washington, D. C., presents the following pertinent questions which have a potent relevancy to the progress of national prosperity and which should merit the attention of nearly every family in the United States. The questions are:

Will our boys successfully carry on the projects we have started? What steps are parents taking to assure the proper selection of vocations for their boys? Are parents certain that in the selection of vocations for their boys they are considering the lads' mental and temperamental fitness for the jobs? Are parents doing their utmost to provide their boys with educational advantages? If boys are compelled to leave school before graduation and work for a living, are their parents encouraging them to take up certified home study instruction in a course vitally associated with the industry in which they are employed?

To emphasize the importance and

significance of these questions the National Home Study Council offers the following editorial lifted from the San Francisco *Examiner*, which states:

"What is a boy?

"He is a person who is going to carry on what you have started. He is to sit where you are sitting and attend to those things you think are so important, when you are gone.

"You may adopt all the policies you please, but how they will be carried out depends on him. Even if you make leagues and treaties, he will have to manage them. He is going to sit at your desk in the Senate, and occupy your place on the Supreme Bench. He will assume control of your cities, states, and nation. He is going to take over your prisons, churches, universities, schools, and corporations.

"All your work is going to be judged and praised, or condemned by him. Your reputation and your fortune are in his hands. All your work is for him, and the fate of the nation and of humanity is in his keeping.

"Hence, it might be well to pay some attention to your boy."

What a quiet world it would be if those who had nothing to say remained silent.



EASTMAN SAVINGS AND LOAN ASSOCIATION NEWS



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

I hereby authorize the Eastman Kodak
Company to deduct from my salary or wages

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

beginning.....

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

Residence.....

Employed at.....

Department.....

Register No.....

Christmas Club Savings Total \$600,000,000

Some 8,000 banks and finan-
cial institutions in the United
States began distribution the
latter part of November of the
unprecedented total of \$600,-
000,000, representing the savings
of about 9,000,000 members of
Christmas Clubs throughout the
country in the year 1929.

He will soon be
back again

CHRISTMAS
1930



The Kodak Magazine

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

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

YES SIR, resolutions are in again after a somewhat lengthy period of dullness, and we predict an unusual popularity for a number of the new models.

Of course, with the market in resolutions so strongly entrenched and with most every one getting aboard, there are bound to be a number of "wild cat" resolutions promoted which will have little or no chance of lasting out the year, or of becoming a governing factor in the resolution's field.

As is usual with promoters, those attempting promotions of that sort give but little or no attention to the practical value of their resolution offerings, or how they can be put into production on an economical basis and so survive competition.

Stylists predict a continuance of the color trend now so popular; resolutions in the lighter shades of blue will be in the mode, but seemingly the more quiet and stable shades will be the vogue and dominate the market.

The general trend of the 1930 resolution models is toward the conservative; novelties, of course, appear here and there, but the strong favorites are those promising durability, such as saving a definite amount every week, owning a home, making a budget and sticking to it, visiting the dentist twice a year, consulting the doctor to keep well. These and similar ones based on sound practice will have the call.

IF WE are at all inclined to thoughtfulness or self analysis, we periodically plan, or promise ourselves, to do, or not to do, certain things.

Putting any such new plans into effect is usually deferred to some future date instead of into immediate production as it were.

The first of the year marks the turning of a new leaf, the beginning of a new period in both business and social life; and thus, naturally enough, the so-called New Year's resolutions came into being.

A periodical house cleaning of our characters is a good thing. We find that, like more material things, some of our habits have become worn out, obsolete, or, at least, a bit shabby.

Some of our personal weaknesses are mighty comfortable though, much like a pair of old, but exceedingly disreputable appearing slippers; we know we ought to discard them but—

It requires considerable fortitude, Christian or otherwise, to do a whole lot of the things we know we ought to do; and that perhaps is why so many New Year's resolutions fall into the discard before we even reach the February page in the calendar.

Taking the line of least resistance is a highly popular custom; as one railroad man put it, "that's the line that's 'all Pullman'; cushioned seats, and nothing but sunshine and roses on both sides of the right of way."

The trouble with "the line of least resistance," still speaking in railroad terms, is that it has mighty poor terminal facilities.

When we get to the end of this line, we find no connections worth while; only one continuing main line—the road to Oblivion.

Of course, there are a few rundown branch connections leading to "It might have been" and "It is too late now."

Most folks value free advice at just what it costs them—nothing—so, it is up to you to "write your own ticket" for 1930.

A Happy New Year to all of you.



KODAK PARK

CLAYTON BENSON, Editor



DAVID HARVARD, Director

KODAK PARK MINSTRELS

While not adhering to the exact code of old time minstrelsy, the Kodak Park Minstrels, staged at the State Street auditorium, December 3, 4, 5, and 6, as the Sixth Annual Show of the K. P. A. A., was a decided success and equal in every respect to past productions. Standing room was at a premium at each performance, and a word of praise to Fred Gardner and his staff of ushers on the efficient manner in which they handled the large audiences is most timely.

The rush of business in the Shipping Department compelled Jack Schaeffer to relinquish the duties of chairman of the show as originally announced. At the same time, it was learned that the services of Bob Caine, popular Scotch comedian and singer, and leader in every previous K. P. A. A. production, would not be available as a performer, but the General Committee fortunately was able to inveigle him into the chair-

manship. Although missed behind the footlights, Bob functioned one hundred per cent in the new capacity, framing the continuity of the show and giving unrestrictedly of his time, talent, and experience to make each number on the bill go over. Able assistance was forthcoming from David Harvard, who was engaged as director, and from Jack Schaeffer, who acted as interlocutor. Judging from the gasps of delight which greeted Jack from the feminine portion of the audience each evening, he is destined for a decided increase in the amount of his fan mail.

The stage was cleverly decorated to represent a scene "Way Down South," including a cabin, chicken coop, wagon load of cotton, pine trees, and a large harvest moon. The work of arranging the stage was capably handled by a committee under the guidance of Dave Babcock, with Edmund Edmondson doing the painting and other artistic details.

The opening musical numbers were featured by a dancing chorus of ten girls made up as Creoles and dressed in orange blouses and black tights. Attention was then focused on the six black-faced end men, who were introduced in the follow-



ROBERT CAINE, General Chairman

ing order: Ray Towle, Bill Chase, Jim Trayhern, Pete DePaolis, Bob McGinty, and Wheat Holt. Pete DePaolis entertained with a piano number on a miniature instrument concealed in the chicken coop, while Ray Towle pleased the audience with a song, "I Lift Up My Finger," together with some exceptionally fine barnyard impersonations.

A dance ensemble entitled "Park Pitter Patters," consisting of a series of five dance numbers, was one of the headliners on the program. The first number was a military tap dance trio of Julia DeLuzio, Mary Reber, and Harold Hudson, suitably blackened and costumed; and followed by Norton Prescott in a clever negro preacher song and dance number. Margaret and Bill Heagerty appeared in a neat soft-shoe duet which received a large share of the applause each evening. The next was a waltz clog by Julia DeLuzio and Mary Reber, and last, but far from least, was a perfectly executed cakewalk by Lillian Hilfiker and Al Brooks. These acts were all well rendered and were a credit to the dancing genius of N. D. Hubbell who instructed the participants.

A colorful song and dance offering entitled "Tip Toe Through the Tulips," featuring Martha Anselmi and Isabelle Fyfe assisted by girls of the chorus, occupied a prominent position in the evening's entertainment. The members of this dancing chorus, as well as the opening Heigh-Ho chorus, were trained by Eleanor Ford, and their skillful dancing is proof of her ability and efforts. This act was followed by South Sea solos, a duo of dance numbers by Bernadetta Sweeney, professionally executed and enthusiastically received.

The everpopular Wheat Holt as "Old Black Joe" sang "Lonesome Road," "Am I Blue," and "Wish I Had a Drink." His trio of songs were up to his

usual high standard and succeeded in bringing down the house. Bob McGinty, end man and newcomer in Kodak Park theatricals, was unusually well received in his song entitled "Waiting at the End of the Road" while a darky monologue, "I'm Going to Quit Saturday," was rendered in most approved fashion by Jim Trayhern. Jack Schaeffer scored his annual hit with the song ballad "Your Mother and Mine." Bill Chase, one of the most versatile end men, convulsed his audience with "Lily, Lily," a catchy song augmented by foolish antics of the end men. The entire chorus concluded the program with a song entitled "Come on Down South." The song numbers were separated with a series of jokes and repartee concerning prominent Kodak Park people and doings of the day.

The Sorority Five, a girl's orchestra, under the leadership of Mildred Seeman of the Medical Department and including Hazel Decker of Department 40, furnished the music for both the show and the dancing which followed each performance, and the compliments on their playing were of a very laudatory nature. A well-earned bit of appreciation is also expressed to Mrs. Charles Redman, who acted as piano accompanist during the show and rehearsals.

The General Committee in charge of the Minstrels included: Robert Caine, chairman; Jack Schaeffer, D. Babcock, Katharine Huey, Eleanor Ford, N. D. Hubbell, Walter Shearer, Charles Casey, Jack Brightman, Fred Gardner, Mildred Seeman, Hazel Decker, Ben MacMillan, Herbert Hanse, Florence LaForce, Dorothy Fawcett, and Thomas Ryan.

The officers of the K. P. A. A. express their appreciation to the members of the cast, the General Committee and to all others who aided in any way in the staging and production of the 1929 show.

INDUSTRIAL LEAGUE BASKETBALL

The Kodak Park quint won its first start in the City Industrial League, Saturday, November 30, by downing the Schlegel Manufacturing five, 34-12 on the Kodak Office auditorium court where all the League games are to be played. A commanding lead of 15-3 at half time offered Coach Carey an opportunity to experiment with his large squad of players, and several different combinations were tried out in the second half. Clark and McCone, forwards, and Hoeffler, guard, led the attack with four field goals each, the latter being high man for the night with a total of ten points. Donaghue and Hogan, stars of last year's Reserves, played their usual strong floor and defensive game at center and guard, respectively. Other members of the squad are Williams, Moore, Wright, and McCall, forwards; Young, center; and King and Selbert, guards. While pleased with winning the season's opener, Coach Carey realizes that his charges must meet much sterner opposition and has made no let-up in the number of weekly practice sessions.

Each of the eight teams in the League will play fourteen games. Employees are invited to watch the games, the schedule being printed from week to week in the *Journal American* or available at the K. P. A. A. Office.

WILLIAM ZIMMERLI ENTERS BUSINESS FIELD

William Zimmerli of the D. O. P. Packing Department resigned his position, September 23, to enter the business field as president of the Zimmerli Business Furniture Corp. "Bill," as he is fondly known by hundreds of Kodak employees, leaves a most creditable record of service, being in the continuous employment of the Company since 1898—a period of over thirty years, and always in the one department, where he advanced steadily from the ranks to a supervisory capacity. Taking full enjoyment in the organization and promotion of plant recreational activities, Bill served several terms on the K. P. A. A. Board as an officer of the Foremen's Club, and since 1923 as a member of the Pioneer's Club.

The early part of last May, Bill suffered a nervous breakdown and was forced from work until shortly before the time of his resignation. His many friends at Kodak Park rejoice in his return to good health, and while his contagious smile and cheery word will be missed, all join in wishing him continued success.

Good suggestions are worth real money.



GLIMPSES OF THE KODAK PARK MINSTRELS



MORE OF THE KODAK PARK MINSTRELS



MITZ CLARK



BOB HIGHAM

SOCCER TRUCE UNTIL SPRING

The Kodak Park Soccer team engaged in only one competitive game since the last issue of the Magazine, and has now retired to winter quarters to await and plan for the resumption of its schedule next spring. That one contest, however, was of considerable importance, as it advanced our eleven to the semifinal round of the Northwestern League by a victory over the strong team representing Clarks Mills. The game was played November 24 at Clarks Mills, the final score being 3 - 1 in favor of the invading Kodak outfit. The lineup fielded for that game by Manager Ryfe appeared one of the ablest to represent the local Club in recent seasons, and its chances of winning the Northwestern League championship seem bright. The Moose team is the other Rochester team remaining in this League. Completion of the 1929 half of the City League schedule finds

the Park Club in undefeated possession of first place with four victories.

While the excellent showing of the team to date must be credited to general all around strength and a fine style of team play, attention is briefly called to the stellar work of two of our younger players, namely, Bob Higham, center half, and Mitz Clark, outside right, who are pictured above. Two years back they were stars on their high school teams, the former for Technical and the latter for John Marshall. They quickly adapted themselves to the faster and gruelling type of game practiced by the professional elevens and gifted with natural soccer ability seem destined to complete brilliant careers on the pitch. Players of their caliber also reflect much credit on the quality of soccer being developed in the city schools.

Our congratulations are extended to Arthur J. Miller of the Film Developing Department on the recent arrival of a daughter, Sally Jean.

Mary Hughes of the Printing Department was married to James Northeote, November 16. Best wishes.

An expression of sympathy is tendered to Charles McCarthy of the Film Spooling Department, whose father passed away at Toronto, Canada, on November 10.

We sympathize with Marian Doctor of the Finished Film Department, who recently lost her father.

BERNSTEIN—HURVITZ

Etta Hurvitz of the Department of Production & Waste Control was married to Maurice Bernstein of Utica on Tuesday, October 29, at Culver Hall.

The girls of the department entertained the bride at a dinner party at the home of Anna Rautens at which time she was presented with a beautiful chime clock from the department together with best wishes for future happiness.

Employees of the Film Emulsion Coating Department extend their sympathy to Joseph Culbert, whose mother recently died in Ireland.



LOUISE CLOSSON



JOHN YOCKEL

TWO MORE 25-YEAR RECORDS

A silver employment anniversary is not a common occurrence in the feminine annals of Kodak Park history, and, for that reason, we take express pride in presenting Louise Closson. Hired by the late A. W. Scofield, Mrs. Closson began her career at the Park, November 13, 1904. She was assigned to duties in the Inside Cleaning Department under the supervision of William DeYoung and has always been connected with the one department.

As a token of their esteem, Mrs. Closson was presented with twenty-five dollars in gold by her associates, the presentation being made by Mr. Hands, superintendent of the Yard Department. We join with the department in extending our congratulations and the best of wishes for her future health and happiness.

The name of John Yockel of the Plate Department was recently added to our rapidly growing roster of twenty-five-year employees.

Mr. Yockel's career at Kodak Park began on November 28, 1904 when he was hired by the late A. W. Scofield for work in the Plate Department which was then located in Building 5. In 1910, he moved with the Plate Department to new and more spacious quarters in Building 36. He has been occupied all these years in doing general utility work under the supervision of Mr. Brewer, recently retired. His particular duties include the set-up of diamonds for cutting plates.

We congratulate Mr. Yockel on his employment anniversary and lengthy service record and wish him continued years of health and happiness with us.

HARTMAN—McNEIL

Agnes McNeil of the D. O. P. Packing Department was married to Urban Hartman at St. Joseph's Church on Saturday, November 30. Friends of the bride presented her with a gift of silver.

Our best wishes for many years of happiness are extended to Mr. and Mrs. Hartman.

We are happy to announce the arrival of a daughter at the home of George Love of the Emulsion Coating Department on November 27.

The sympathy of the Emulsion Coating Department is extended to Rex Hendren, whose son died November 25.

Announcement is made of the marriage of Onolee Oliver of the Finished Film Office to Leland Lee on November 11.

The employees of the Film Spooling Department extend best wishes to Harriet Burbott, who was married to John V. Kelly on November 26.

Best wishes are expressed to Zoe Thomas of the Portrait and Commercial Sheet Film, who became the wife of Paul Guzzetta on November 14.

Deepest sympathy is extended to Esther Paul of the Finished Film Department, who suffered the loss of her father.



JOE FINUCANE

DEPARTMENT LEAGUE

Individual scoring honors in last season's Department Basketball League were carried off by Joe Finucane, forward on the Garage team, who rained in basket after basket in the final games of the schedule to beat out several more experienced players. Joe is out to repeat this feat in the 1929-30 League this year, representing the department in which he works, Building 29.

At this writing, December 10, the start of the Department League schedule is being held up, pending a ruling on player eligibility satisfactory to the various managers and definite word regarding the number of entries. Eight teams, the same number as last year, are sure starters; and there is a possibility that this may be increased to ten. Teams ready for the opening whistle and their managers are as follows: Building 29, A. Brooks; Building 5, R. Corbin; Paper Division, J. McMaster; Pipe Shop, J. Gallagher; Tin Shop, J. Weigand; Building 23 (Machine), J. Schaeffer; Building 23, R. Ames; Research, F. Russell.

George Armstrong of the Pay Roll Department is receiving congratulations on the arrival of a daughter, Beverly, December 2.

An expression of sympathy is extended to the family of the late Mortimer Budd of the Synthetic Chemistry Department who passed away, November 24.

Deepest sympathy is expressed to the bereaved family of the late William O'Brien of the Pipe Shop who died November 21.

EARL DAVIS NEW PRESIDENT
OF FOREMEN'S CLUB

Earl Davis of the Garage became the new president of the Kodak Park Foremen's Club as a result of the annual election of officers held in the interval between the November and December meetings, succeeding Dick Baybutt of the Chemical Plant. The new "Prexy" is well qualified for the office, being an active worker in the various Club activities for several years, and serving as vice president for the past year. Dick Baybutt retires after two successful terms of leadership, his administrations witnessing the continuance and even an increase in the Club's large membership, and a series of meeting programs of unusual merit and interest.

Members elected to office for the first time were C. E. Van Houten of the E. & M. Department, vice president-at-large; William T. Russell, Roll Coating Department, vice president of membership; and Charles Casey, vice president of programs; while Fred Grastorf, vice president of refreshments; C. A. Benson, secretary; and Fred Gardner, treasurer were re-elected. Outgoing officers, in addition to the president, and to whom the appreciation of the entire membership is extended for their work, were William Crittenden and Horace Robinson. The new staff speaks for the continuation of the co-operation and support tendered the Club officers in the past. The first activity of the 1930 administration is the Annual Ladies' Night, January 14.

MAURICE HINDUS,
SPEAKER AT DECEMBER MEETING

Maurice Hindus, world authority on Russia, was the speaker at the final meeting of the year, Tuesday, December 10; and it was attended by over 300 members. Mr. Hindus has visited Russia, the land of his birth, six times since the Bolshevik Revolution, and in crisp, swift phrases drew a word picture of the changes in life and government that country has experienced since the rise of the revolutionists, which was a revelation to his audience.

THE TRUTH OF IT

It is interesting and amusing to note the comments which usually follow any Company action. A recent example of this was the series of rumors put into circulation regarding the closing of the Ridge Construction parking space and the smaller space at the East Hanford gate, the forepart of November. Of such rumors, probably the most amusing was the one which explained that the reason for such action was the financial interests of some of the Company executives in certain private parking stations.

The facts in the case, however, are briefly these: the station on Lewiston Avenue, being opposite a fire house, was considered a serious accident hazard by the Rochester Police Department and for that reason was closed; and the East Hanford gate location was closed as the Company plans to use this land for other purposes.



CHARLES ALBRIGHT

We regret to record the death of Charles Albright of the Paper Sensitizing Emulsion and Coating Department on November 24 following a year's illness.

Mr. Albright was associated with the Company for over thirty-eight years, starting to work at Kodak Park, April 10, 1891, in the Solio Emulsion Department, Building 2. In later years he served as chemical weigher of the emulsion making division in Building 35. He was a man of high character, an efficient and excellent worker, and was greatly esteemed by all who knew and were associated with him.

We deeply sympathize with the members of his family in their bereavement.

NEWS OF OUR CHEMISTS

Dr. C. J. Staud of the Organic Research Laboratory has been elected counselor of the Rochester Section of the American Chemical Society, and Thomas F. Murray, Jr. of the same department has been named its acting secretary and treasurer.

Other Kodak Park men to be given executive positions in the chemical organization recently are Don McMaster, chairman of the Membership Committee, and Lincoln Burrows, chairman of the Committee on Revision of the Constitution and Procedure of the Society.

Two Kodak Park chemists have addressed the local section the past fall. Dr. K. C. D. Hickman spoke on "Distillations in High Vacuum" and Harry LeB. Gray told of "Some Recent Observations on the Structure of Cellulose." Dr. Hans T. Clarke, formerly at Kodak Park but now at the College of Physicians and Surgeons, Columbia University, New York, is scheduled to address the chemists on May 5, 1930.

KODAK CAMERA CLUB

The winter activities of the Camera Club have opened with some interesting meetings. Following Dr. Wightman's excellent demonstration of paper negative making, the Hike Committee conducted a night camera excursion on November 20 through the brilliantly lighted streets of Rochester. Mr. and Mrs. Peragallo, who ably led this ramble, had previously mapped out the route and taken a number of specimen photographs at key points. The members were instructed that only a few minutes' exposure were necessary at South Avenue and Main Street, and that less than ten minutes at moderate aperture would be needed under Broad Street bridge. Nevertheless, among some excellent negatives, quite a number of overexposures were recorded. Judging from some prints we have seen, a fine series of pictures will result from the night's work.

Members gathered to finish the evening at the Lakedale Club. Late comers had no difficulty in identifying the clubhouse by the brilliantly lighted windows, glimpses of folks dancing, and sounds of good cheer.

We go to press on the eve of Dr. Kaiser's talk at the Memorial Art Gallery. Dr. Kaiser is a favorite speaker with Rochester audiences, and we are lucky to hear him describe his African travels with Mr. Eastman and to see his motion picture films. The entire gallery has been thrown open for the evening, and visitors to Dr. Kaiser's lecture will be able to see the Rochester International Exhibition which has drawn such favorable comment from the press.

We would remind members that now is the time to be working up negatives and prints for the "beginner's cup" which is to be awarded for the best picture by a novice in an exhibition next spring. We shall be writing a full account of the competition and the unusual rules governing entries in an early issue.

Those who are so often responsible for the Camera Club's fun are again hard at work under the committee chairmanship of Harold Hudson, who is being vigorously assisted by vice president Jimmy Feuss and the enthusiastic Freddy Russell.

We believe a dance party is being planned shortly, but the exact date and the exact nature of the entertainment are still a secret. Keep a sharp look-out.

It is with regret we record the death of Samuel Hooker on December 8. Mr. Hooker was employed in the Dining Hall, Building 28, for the past fourteen years, and we join with his department in expressing our sympathy to the surviving members of the family.

We join with the E. & M. Department in extending our condolences to the family of the late Floyd L. Bogardus of the Drafting Department who passed away November 14.



CAMERA WORKS BASKETBALL TEAM

Front row, left to right: Tim Maloney, Manager Bud Tully, Fred Kuhn, Walt Rohnke
Rear row, left to right: Joe Walker, Don Rogers, Joe Holzschuh, captain, Aldie Logan.

BASKETBALL

A slight reorganization of the Industrial League enabled Camera Works to enter two teams in the League competition. The second entry, known as the Recordaks, is composed of such well-known players as "Vic" Carr, Butler Herr, and "Sonny" Goodall. Both the Camera Works team and the Recordaks won their first League games, Camera Works defeating the strong Ritter Dental quint in a closely contested struggle by 23 to 21, the Recordaks being returned victors over the Beech-Nut Packing entry by a score of 46 to 13. The work of Captain Holzschuh and Kuhn for Camera Works, and of "Vic" Carr for the Recordaks, who gets most of the tip-offs from his center position, was out-

standing in their respective games, and was instrumental in the ultimate success of their teams. We anticipate a great struggle when these two teams meet.

GIRLS' TEAM

The Camera Works Girls' team has already played three games in its League, losing to the All-Stars and the Columbus Club lassies, but turning on the Hickok girls to win out in the closing minutes of play by a 19 to 15 margin. The play of Alice Morley, "Bobbie" Burnham, and Laura Birnie has been outstanding in the games to date, and with a little more practice and experience Coach Joe Holzschuh feels the team will provide stiff opposition.

Big Awards for Big Ideas—see page 23



AL LENHARD

\$1165.00. A WORTH WHILE SUGGESTION

"You have a dollar—
I have a dollar—
We trade dollars;
We still have one dollar each.
But you have an idea,
I have an idea—
We trade ideas;
We each have TWO ideas."

In most industrial organizations this is carried one step further, and when you trade an idea with the management, they make a financial award to you. So it is at Camera Works, when suggestions that can be used are submitted for consideration.

On December 5, Al Lenhard, a set-up man in the Automatic Screw Machine Department, was the recipient of the largest award ever paid to an employee of Camera Works for a suggestion. The amount of the check \$1165.00 we all know, having seen a reproduction on our new Suggestion Bulletin Boards. It is the reward of thought,

persistence, and perseverance. Al worked hard to put the idea across and is to be heartily congratulated on his success.

The idea is comparatively simple. Every folding Kodak has two guide rolls which are spun over on the ends to prevent them from falling out. In order to spin them over a hole in each end is necessary. Guide rolls are produced in the Automatic Screw Machine complete with the exception of one hole which must be drilled in an extra operation on a second lathe. The suggestion was to eliminate this extra operation, and recommended that we lengthen the bearings on both ends and discontinue spinning altogether, but samples were made up with a longer bearing over one end and spun over the other end. These were tested and proved satisfactory. The large saving is made possible by the great quantity of guide rolls used and the elimination of a needless operation.

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|--|--|-------------------------------|--|-------------------|--|
| EASTMAN KODAK COMPANY | | ROCHESTER, N.Y. DEC. 5 - 1929 | | A 445706 | |
| | | | | \$1,165.00 | |
| PAY EARLY ONE THOUSAND ONE HUNDRED SIXTY FIVE DOLLARS NO CENTS | | | | | |
| TO THE ORDER OF AL A. LENHARD | | | | | |
| AWARD FOR SUGGESTION NO. 27500 | | | | | |
| MAIN OFFICE TO LINCOLN-ALLIANCE BANK 50-17 ROCHESTER, N. Y. <small>COLLECTIBLE AT PAR THROUGH THE FEDERAL RESERVE BANK OF NEW YORK</small> | | | | | |
| <i>Eastman Kodak Company</i> <i>J. H. Sullivan</i> <small>TREASURER</small> | | | | | |

AL'S REWARD

HOW ABOUT IT?

"All work and no play make Jack a dull boy!" We have all heard these words time and time again. Believing them, various organizations have been built up to provide the opportunity for play and for recreation, which is needed by so many of us today. When we were at school, we made recreation a part of our program, but now that we are working many of us perhaps are forgetting to cater to this side of our natures. At Camera Works the organization which fosters that spirit of play, which helps to keep dullness away, is the Camera Works Recreation Club. It used to be the case that the devotees of each particular activity formed their own little group, and a hit-or-miss system of financing the activity was followed. This, which is no system at all, was often detrimental to the group, as interest waned and no dues were forthcoming. With the organization of the Camera Works Recreation Club the various activities were centralized, the financial difficulties were bridged and taken care of by a budget system, and interest was sustained by efficient organization and planning.

From time to time it is necessary to call on the membership of such an organization for more money to bolster a treasury which has been witnessing a constant drain on its resources. At Camera Works it is the custom each January to renew memberships in the Recreation Club. Who can join this Club? Each and every employee of Camera Works is eligible. The cost of joining, the dues for one year's membership are ridiculously low. One dollar for men and fifty cents for women certainly are not exorbitant prices to pay for membership cards. The proportion of employees who cannot secure a return from the work of the Club, which is worth much more than the nominal membership fee, is negligible, if there are any at all. Besides entitling the holder to all the benefits of participation in Club activities, there is an added feature of offering discounts at various local stores for certain types of purchases.

We do not want you to become a member and leave it at that. Give us your dollars, yes—they are all necessary, but give us your active support in whatever you can. Take advantage of the opportunities offered you.

For the benefit of those who have not been with us long and are not acquainted with the various activities sponsored by the Recreation Club, it may be well to mention just a few. In the summer time the annual picnic is held at one of the local parks. Many valuable prizes are given, and an interesting program of sports for young and old is run off. Baseball teams are organized and equipped with the necessary supplies. Golf and tennis tournaments are sponsored. In the winter the men of the Club have a smoker, and the women, a party. Two basketball teams and numerous bowling teams take up the attention of a large proportion of the Camera Works personnel. These and many other activities are organized and run for your benefit and without any further assessment than the original dues. Additional activities will be considered by officers of the Club if the demand is sufficient and finances permit. Ideas are always welcomed.

The 1929 program has come to a very success-

ful conclusion. To make the 1930 period a bigger and better one is the earnest hope and endeavor of the officers. They need your vote of confidence in what they are planning for you. That vote of confidence is expressed in the promptness with which you return the signed application for membership which will be given you soon, authorizing the Pay Roll Department to deduct the required membership fee from your pay to be turned over to the Recreation Club. A one hundred per cent year will be a banner one. Think it over!

 PRODUCTION OFFICE BOWLING
LEAGUE

Although Eagles, Hawks, and Owls are birds of prey, it is true that in the Production Office League the lowly Sparrows are having the best of a merry chase. They are showing their tail feathers to their pursuers and at last reports were firmly entrenched in first place. Winners of the "High Spot" contest for each of the first four nights follow:

Earl Ebert of the Sparrows with a score of 189; "Nick" Rick of the same team, 224; Bill Stark of the Eagles, 232; and Russ Young of the Sparrows, 192. Looks as though the Sparrows had a monopoly on the prize list.

To James Callahan of the Kodascope Department we offer our deep sympathy on the death of his father December 1.

We extend our sympathy to John Dengler of the Tool Department on the death of his step-father.

Sympathy is extended to Harry Kertman of the Basement Punch Press Department, who suffered the loss of his wife.

We join with the employees of the Ciné Assembling Department in expressing our sympathy to the following members of that department who have suffered sad bereavements recently. Horace Helm, whose wife passed away; Charles Young, who also lost his wife; and Gunnar Gunnarson on the death of his father.

Congratulations are extended to Willard Wakefield of the Printing Department, whose wife presented him with a baby girl—Helen, on Thanksgiving day.

Best wishes are extended to Rose Kling of the Inspection Department, who, on November 13, became the bride of Daniel Shearns.

Announcement is made of the marriage of Eleanor M. Guerinot of the Hawk-Eye Assembly Department to Walter J. Probst. The ceremony was solemnized Tuesday morning, November 5, at the Holy Family Church. We extend our best wishes to the happy couple.

ON VISITORS

"Do you allow visitors in the plant?" Such an inquiry can be heard nearly every day in the summer time of one of the doormen at Camera Works. The answer, of course, is yes. We have visitors from all corners of the globe, Australia, Japan, Korea, China, Hawaii, Germany, France, South America, and many other places. On entering Camera Works the visitor is requested to sign the Visitors' Register, and thus an interesting collection of names and addresses has been built up.

The great class of visitors are tourists, people who are on vacations, and make it a point to visit the most interesting places in the cities in which they find themselves. People from rural districts who have never been through a great city factory before marvel at the wonderful machinery. A lad who has hiked through all the states of the Union, through Mexico, and Canada for the past few years, and who has an interesting collection of photographs, taken in many out of the way places, pauses an hour or so to inspect the plant at which the camera which is part of his pack was made. Students on vacation from the various schools and universities of the country; actors and actresses from the shows in town; Waring's Pennsylvanians and other musicians from the visiting orchestras, such as the Boston Symphony; a doctor from Alexandria, Egypt, who comes with an interpreter, that he may miss none of the explanations; they all come because they know of us, they have heard of us at home, and they may have used our products and now wish to see how they are made.

Then too from within our own organization come people in the sales department, men who are in the foreign service of Kodak, people from the Eastman Kodak Stores, and from our many dealers to get a first-hand knowledge of the product they are handling. Through them the product which we make is given distribution, and they come to see just how we put them together.

Then we have engineers who come for comparative purposes, and to get some ideas of layout, methods, or machinery which might be helpful in their own form of endeavor. All who come are unanimous in praising our quality product, and the neatness and orderliness of the factory which make for this quality, and also the character of our personnel.

Briefly the highlights of the trip through the factory are the punch press departments in the basement where many camera parts are turned out on automatic and hand-fed presses. Another interesting machine department is the Automatic Screw Machine Department on the second floor. The minuteness and accuracy of detail embodied in some of the small, intricate pieces of work and the "humanness" of the machines are particularly impressive. The Bellows Department never fails to create admiration and wonder. Lining the bellows, the system for marking the folds by means of the stripping machines, and the nimbleness with which they are folded are of particular interest to the majority of the visitors; then, the Case Covering and the Kodak Assembly Departments, where the various pieces are worked up into the completely finished unit. When

finished, a visitor has experienced something he won't easily forget. He has added to his store of knowledge, and what is more important has become an ambassador of good will for the Eastman Kodak Company throughout the rest of his daily contacts. He will constantly refer to what he has seen here, of which you are a part. He spreads the message of quality, which has been impressed on him on his journey through the Camera Works.

CAMERA WORKS BOWLING LEAGUE

Leadership in the Camera Works Bowling League remains unchanged, the Juniors still retaining first place in face of all opposition. The Kodascopes, however, have spurted and have displaced the Vest Pockets, who have been catapulted to sixth place.

OFFICE GIRLS' BOWLING LEAGUE

That the girls are in mid-season form already is seen by some of the scores turned in of recent games. Florence Waterstraat is back at her old trick of turning in high score, with a mark of 208 for one game on November 20. On the same evening Doris Rogers smashed the pins for scores of 181 and 193 in the League games, and Helen Wright in her practice game, which, sad to say, doesn't count in the League standing, rolled 210. The girls have enjoyed one party so far, in the home of Mrs. Kivell, the former Theresa Megerle of the Planning Department. This took the form of a good old-fashioned German dinner with sauerkraut *et al.* Apparently the girls have been reading the words of some famous football coaches on the value of this dish in developing athletes and are now entering a period of training on it to produce higher bowling scores.

We extend our congratulations to Joseph Miller of the Ciné Assembling Department, whose wife has just presented him with a little girl—Joan Elizabeth.

Our congratulations and best wishes are extended to the most recent benedict in the Ciné-Kodak Assembly Department. Yes, Steve Wisner has been married.

On November 20, Mrs. Lenhard presented Al, who works in the Lathe Department, a little daughter, Mary Jane, weight seven and three-quarters pounds. Congratulations, Al!

Congratulations and best wishes to Arthur Arnold of the Kodak Assembly Department and to Margaret Swan of the Stock Record Department, who were married November 16 last. We also extend our best wishes to Eugene Roth and Grace Rutan on their marriage.

KODAK



OFFICE

JOHN W. NEWTON, Editor



THE GIRLS' REST ROOM IN ITS NEW DRESS

Benjamin V. Bush is back at the Office after an extensive South American business trip which lasted almost a year. He visited our branches in Cuba, Panama, Peru, Chile, Argentina, Uruguay, and Brazil.

Theodore Pevear, Jr., sailed from New York City on the S. S. *Southern Cross*, December 14 for Rio de Janeiro. His address in the future will be care of Kodak Brasileira, Ltd.

Dorothy Allaun returned to the Office recently after being a "shut-in" for several months due to an automobile accident. Her friends welcome her back to health and the Office.

Irene Clark is now a full-fledged member of the Export Sales Department, having been transferred from the Training Department. Shake hands, Irene.

The Chemical Sales Department welcomes Horace Lloyd, who was transferred from the Billing Department.

Donald Bahrenburg sailed from San Francisco, December 20 on the S. S. *President Taft* for Honolulu, to take up his new duties with Kodak Hawaii, Ltd. Good luck, Don!

It's good to see D. E. Delgado safely back in the Office. He landed in San Francisco, December 11 after visiting our branches and stores in China, Japan, and the Philippine Islands.

Charles Z. Case, managing director of Kodak, Ltd., paid a flying visit to Kodak Office recently. Old friends and new were glad to see him. He sailed December 5 from New York for England.



KODAK OFFICE BASKETBALL TEAM

BASKETBALL

Kodak Office has a basketball team this year of which employees may well be proud. Although not entered in any league the team has made for itself a very good reputation in Rochester by playing independent teams. Of the eight games played to date the Kodak Office quintet has lost but one, and that to a team which had been defeated only twice in the last two seasons. The Kodaks, however, added a third defeat to their opponents list quite recently and feel justified of their reputation once more. David B. Birrell, manager, has been very fortunate in procuring the services of Marvin Howk for this season. "Marv" was a star on West High School's basketball team a few years ago. When he left West High to attend Hamilton University, he continued his basketball career and became one of Hamilton's "shining lights." During his last two years there he was considered so good that he was elected captain of the varsity team. Now that "Marv" has transferred his "shooting and

passing" to the Kodak Office court, the spectators are having an opportunity of seeing some real basketball. Walter Narog paired with "Marv" in many recent games, and the two men have hit off a good stride of passwork.

The team now consists of eight men as follows: Jimmy White (captain), forward; Harold Jensen, forward; Marvin Howk, forward and guard; Donald Spitale, center; Harold Bentley, center and guard; Ralph Beikirch, guard; Walter Narog, guard; Bernard Pilot, guard.

The employees of Kodak Office who have witnessed the games this year have all said that this is about the fastest and smoothest team since the Kodak Office five of 1926-27 brought the State Industrial Championship to Rochester.

The manager is working hard to bring some of the best amateur teams of Western New York to the Kodak Office court in 1930, and it is hoped that the Office employees will support their team.

A Chess Tournament is nearing completion. At the time of writing this, W. H. Holder is leading with four games won. There are eighteen players who meet every other Wednesday evening in Kodak Office auditorium.

Who would like to play in a Cribbage Tournament? Give your name to Harry Irwin.

THAYER—MISCHLER

We are a little late, but just as sincere in extending our best wishes to Bertha Mischler, one of our visiting nurses, who was married at Ovid, N. Y., on October 15 to Charles G. Thayer.

WELCOME

A welcome is extended to the following new employees at Kodak Office: Advertising Circular, Virginia Bates and Naomi McElwain; Distribution, Winifred Hazen; Repair Factory, Philip O'Connor; Sales, Jane Stutson; Teaching Films, William Newcomb; Training (Men), Marvin Howk.

Mrs. Eleanor C. Craig, wife of Thomas J. Craig, superintendent of the Repair Department, died Sunday, December 8. Besides her husband she leaves two daughters and a son, as well as her mother and a sister. The whole staff at Kodak Office extends its sincerest sympathy to the family.

The Repair Department employees extend their sympathy to Walter Bean, whose sister, Mrs. Pauline Snyder, died at Nichols, N. Y., October 19.

Meta Manley and Eva Ottley of the Repair Department recently spent several weeks in Washington, D. C., New York, and Philadelphia. They report a gorgeous time.

Mrs. Mary Swanson Miller of the Cashier's Office was called to her old home at Coudersport, Pa., on November 30, owing to the death of her father. The sympathy of the employees of Kodak Office is offered to her in her loss.



FOOTBALL IN SHANGHAI

Morley Reid sends us the above picture of the Shanghai Kodak football team.

The man in the dark civilian suit is coach, and the one in the light civilian suit is manager.

The team was only recently organized, but it won the first two games, the second game being played against the Agfa team, who put up an interesting battle.

The employees of the Order Department express their deepest sympathy to Claire Knapp, whose mother passed away recently.



Martha Mort of the Stenographic Department took her vacation the first three weeks in December and made very good use of it, as during that time she was married to J. Maury Roberts. Her desk was decorated by her co-workers on Saturday, November 30, who wish her much happiness.

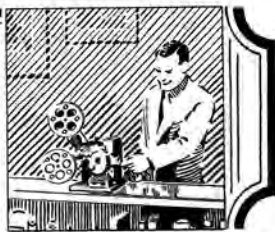
An interesting item of news to the Tabulating Department was the notice of the marriage of Adelaide Dark, who was an employee of that department for some years. She was married Saturday, November 16, at Lake Avenue Baptist Church to Warren Henry Slocum of Wyomissing, Pa. Her ex-fellow employees wish her all happiness.



Our best wishes to Ruth L. Lyon of the Medical Department, who is now Mrs. Casler. She was married on October 19 to Lester A. Casler at the West Avenue M. E. Church.



IN BRANCHES AND EASTMAN KODAK STORES



KANSAS CITY STORE

J. Greene

Tommy Tutt and Russell Brotemarkle feel like platform lecturers now. The boys recently gave a talk to a group of Girl Scouts, explaining photography both still and Ciné. Tommy and Russell are convinced that every girl there is now a Ciné-Kodak enthusiast.

OMAHA STORE

Miss Frances Thoeleke

Our first meeting to discuss Unit No. 1 of the Ciné Sales Course was held early in December and was certainly very interesting and profitable. Fifteen members of the store force were in attendance. We expect to get a great deal of help from this study-and-discussion course in Ciné selling.

Since the installation of our new fixtures every one in the retail department is more careful about nicely pressed clothes, manicures—and marcel. This last applies only to the girls, so far at least.

Ralph Veraska spent a few days in Omaha recently, and we are glad to report that he is looking much better. He finds it necessary, however, to take treatments at the Mayo Brothers' Hospital for a period of perhaps several months. We are sure that Ralph will appreciate hearing from some of his friends, and his mail may be addressed in care of the Metropolitan Hotel, Rochester, Minn.

ST. LOUIS STORE

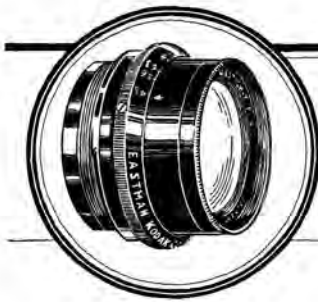
Miss A. R. Dencker

We all extend a hearty welcome to two new employees, Clarence Rummenie, in the shipping department, and Joseph Messerly, in the city delivery department.

We extend our sincere sympathy to John Svejda, whose mother recently passed away.



The *Advertising Club News* extends a warning to those of us who intend vacationing this winter.



HAWK-EYE



JOHN T. HARBISON, Editor

CAMERA CLUB NOTES

With the fall of the last leaf in November the Camera Club members confined their activities to indoor work, half regretfully, half eagerly, for the winter program seemed promising.

The half dozen outings that were enjoyed during the past summer were all carried through on brilliantly sunny days under the hike-leadership of Art Rapp and the laughter-leadership of Mack Harding assisted by Bill Eyer. Special mention should be made at this time of the excellent culinary efforts of those inseparables, Damon Harris and Pythias Wood, formerly of Syracuse. They worked under the guiding eyes of Jennie Costich, Tina Drummond, and Marie Faltz. Tina, it has been said, can wield a rolling pin in a manner worthy of the dexterous Mrs. Jiggs of "Bringing up Father" fame. (We do not guarantee this information to be correct, but it comes to us from a source which we believe to be reliable.)

The fortnightly meetings held during November and December were very well attended. For the success of the various demonstrations, the laurel must fall upon the brow of our enthusiastic president, Sydney Leggatt. Prolonging the meetings until eight o'clock has proved to be an advantage because it has allowed a large majority of the members to participate in the different demonstrations, while formerly most of them were merely onlookers. Thus during the evening set apart for enlarging, Loretta Ereth, Bertha DeGraeve, Alice Fick, Marie Faltz, Magdalen Hettel, Gladys Palmer, and Curt Meumann all went home with the satisfaction of having made enlargements for themselves. An encouraging incident in this connection lies in the fact that the darkroom was reserved for a full week after the meeting by those who were anxious to try their hands at this interesting branch of photography.

The first few meetings of the season were rendered still more interesting by the series of short talks on the History of Photography that were given by Doris Banner. These addresses, though short, were most enjoyable. They must have been the result of a good deal of research work on the part of the speaker. Doris is to be complimented on the excellent manner in which she prepared and delivered the speeches.

We are sorry to announce the death of the father of Elsie Haidle of the Assembling Department on November 27.

STAG PARTY

The affair took place on a Friday evening at the home of Norman Graham. It was a riot from the opening gun until considerably later. Most of the boys had brought their knitting along with them, and a socking good time was had by all.

Norm had provided a splendid meal that was disposed of in short order. At this point some of the boys were moved to song if you know what I mean—I mean they actually were. Boyd Reynolds and John Walsh brought out the reserves when they sang that popular number "Together—We Two Make a Load."

The next party will find the boys crocheting instead of knitting, and some keen competition is expected. Among those present who have not been mentioned were Bob Cairns, Frank Costello, Ralph Burhans, and Orville Lorenz.

OUR NEW ORCHESTRA

The Hawk-Eye Orchestra made its first public appearance in the Dining Room during the noon hour on November 19. Considering that the men had played together but a few times, they did very well indeed. That their efforts were pleasing to their listeners was plainly evident when the applause came. Joe Hayes played the drum; Darcy Young, the piano; Peter Patall, the violin; Bob Lyon, the banjo; Stanley Wallace, the saxophone; and Melvin Dummer, the trombone. The latter also sang several numbers which lent quite a metropolitan atmosphere to the occasion. We hope that the orchestra will repeat the performance at an early date.

Master Thomas McGrain was found to be the most perfect baby boy entered in the contest held by the New York State Women of Mooseheart Legions on October 31. His father, Austin McGrain of the Drafting Department, is very proud of his blue-ribbon son. Mac is to be congratulated upon the victory of his sturdy boy.

Frank Fredericks of the Recordak Camera Department married Miss Edna Voelkl on November 28.

The wedding ceremony was performed at the church of Our Lady of Perpetual Help. Frank was most liberal with the cigars and candy. His friends congratulate him on his good fortune, and wish his bride all the happiness in the world.



ARNOLD HENN

Arnold Henn was transferred to the Main Office on December 9. He plans to take a course of training that will prepare him for sales work. We have enjoyed our association with Arnold, and we wish him great success in his new position. His friends at Hawk-Eye presented him with a fitted traveling case that we hope he will find useful on the journeys he will take in the years to come.

GIRLS' BOWLING

The weekly meetings of the Girls' Bowling League are being well attended. Elvira Ladwig is at the head of the list again with a margin of seven points over Pauline Leimberger. "Gus" Hennik at the anchor position is getting very little competition—if any. Here's the way they line up after the last set-to.

| | Games | Average |
|-------------------------|-------|---------|
| E. Ladwig | 27 | 152 |
| P. Leimberger | 27 | 145 |
| E. Wiencke | 21 | 143 |
| F. Bess | 27 | 141 |
| L. Ladwig | 27 | 133 |
| M. Leimberger | 27 | 133 |
| B. Kehrig | 24 | 132 |
| I. Sanger | 27 | 126 |
| I. Prentice | 21 | 123 |
| L. Hartter | 20 | 113 |
| H. DelMonaco | 27 | 113 |
| G. Mahoney | 27 | 98 |
| A. Kohler | 11 | 96 |
| C. Nothiger | 18 | 84 |
| A. Hennik | 24 | 77 |

Did you notice that Camera Works suggestion award?—see page 23.

LUCKY ADRASTUS

The Christmas spirit took hold of the boys in the Precision Lathe Department early in December. The first definite sign that the Yuletide was at hand manifested itself when Charlie Prentice was presented with a beautiful gift by Bobs' Reynolds and Cairns, they acting on behalf of the entire department. The present was a Japanese tea set of exquisite beauty. It represents in a small way the esteem in which Charlie is held by the members of the department. He is a bit proud of his gift, but then is he not justified.

Hattie Batesky of the Final Inspection Department left us to take up housekeeping in a serious way early in November. Her quiet manner, her pleasant smile, and her uniformly even temper made for her many friends who will regret her absence but they will rejoice in knowing that she is happy and contented in building up one of those homes that are the foundation upon which our glorious country is built.

A shower was given for Hattie by Iva Baxter at her home in Pittsford. When it was not showering, the girls entertained themselves with a very tasty supper, with games of various kinds, and with singing. At the end of each song a guessing contest was held in an effort to find out what song it was that had been sung. Agnes Mereau had great success at this game, but it was rumored that she had a written program concealed in one of her shoes.

Beulah Kehrig undertook to sing "Weary River" but had to give up because she got out beyond her depth.

Ada and Janet Park caused considerable confusion until a way was discovered of telling them apart. Some one discovered that if you stuck your finger in Ada's mouth and she bit you—it wasn't Ada—it was Janet.

Pauline Leimberger, Margaret Weiss, Nelsie Sanger, Helen DelMonaco, Flora Hartter, Louise Hartter, and Ruth Robishaw assembled at the same time and were rather critically inspected by Marie Leimberger. Thus it was engraved on the memory of Clara Quenan what she might expect under similar circumstances. Florence Bess had riveted a few wings on Elsie Haidle so they both got there on time. Elvira Ladwig and Etta Wilcox kept a record of the entire proceedings.

We celebrated Thanksgiving with a turkey dinner that about 500 people stayed to enjoy. Elizabeth Klipfel, Margaret Hanna, Margaret Gregg, and Mary Van Sanford co-operated to produce a feast that was good for the stomach. Zelma and Luella Burgess, Irene Zelenak, Jennie Costich, Cecelia Carbonneau, Helen LeRoy, Olive Bonamico, Luella Case, and Margaret Thornell worked like Trojans to keep the plates filled up. The Hawk-Eye Orchestra, the personnel of which has been named elsewhere, added much to the pleasure of the occasion. Mildred Scheibe received many compliments upon the manner in which the excellent dinner had been prepared and served.

SYD SAYS—

An inspection of our safety record for 1929 reveals the fact that the majority of accident cases were minor ones that would never have been entered on the record if the injured one had reported promptly to the Medical Department for treatment.

This is another way of saying that over half of the accident cases for 1929 involved employees who allowed minor injuries to develop into infections because they did not go to the Medical Department promptly.

Whenever the skin is broken, a direct way is opened for germs to enter the blood stream where they multiply and poison the blood. If proper steps are not taken when the skin is first broken, serious infection may result. It takes but a few minutes to get antiseptic treatment and it is painless. Infection causes much suffering and loss of time. When you next sustain an injury that breaks the skin, report to your foreman immediately for an emergency slip and get medical treatment. Let us have no infection cases in 1930. They can be prevented if you follow the Company's rule to get first aid promptly for the most minor injuries—cuts, scratches, puncture wounds, and so forth.

Alexander Cairns, who was a member of the Print Dryer Department, has been transferred to the Main Office. Alec will be on the road demonstrating and selling photographic papers. He richly deserves his promotion, and we have every confidence that he will make a complete success of his new job. We expect a post card or two from Chicago and points west.

WELDON TO KODAK PARK

On November 25 Jim Weldon was transferred to Kodak Park. Jim first signed up with the Company back in 1909 when the Camera Works was in need of a good lad. He remained there about one year and was then transferred to the Hawk-Eye Works where he was concerned with pay roll and cost work until 1923 when he was put in charge of the Standards Department. In 1928 Jim was made responsible for the production of the Recordaks. His mastery of these various jobs enables him to bring to his new position an excellent background and a well-rounded experience. We predict a great future for Jim at Kodak Park.

We know of no other man who has as many friends and as few enemies as Jim Weldon. He has a certain engaging frankness that never leaves you in the dark, and he has the ability to tell you good wholesome truths and make you like it. If Kodak Park is ten times as large as the Hawk-Eye Works, it simply means that the number of Jim's friends will be multiplied by ten.

Inasmuch as all work and no play make Jim a dull boy, we want him to go on with his golf. His leaving gave us the opportunity to present him with a bag and a set of clubs. We hope that Jim will enjoy the gift as much as we did the giving.

During the past few weeks two of the girls in the office have appeared with diamonds and have announced their intentions to marry. Virginia Earl is engaged to Harold M. Rohr, and Anna Rabin is engaged to Irving Norry. To both of the young women go our best wishes for much happiness.

SO LIVE THAT AT THE AGE OF EIGHTY
YOU CAN BRAG OF SOMETHING BESIDES
HAVING WORN THE SAME COLLAR BUT-
TON FOR SIXTY-ONE YEARS.—*Detroit News.*

MARKET ORDER FOR ONE WEEK FAMILY OF FIVE

December, 1929

| FOOD | MAN | WOMAN | BOY 9 | BOY 7 | GIRL 4 | TOTAL | COST |
|---------------------------|------------------|---------|---------------|---------|---------|----------------|----------|
| Milk | 3½ qts. | 3½ qts. | 7 qts. | 7 qts. | 7 qts. | 28 qts. | \$ 3.92 |
| Eggs | 2 | 2 | 2 | 2 | 4 | 1 doz. | .53 |
| Meat and fish | 1¾ lbs. | 1½ lbs. | ½ lb. | 0 | 0 | 3¾ lbs. | 1.05 |
| Fat | ¾ lb. | ¾ lb. | ½ lb. | ¼ lb. | 2 ozs. | 2 lbs. 6 ozs. | .57 |
| Fruit | 2½ lbs. | 2½ lbs. | 2½ lbs. | 2½ lbs. | 1½ lbs. | 11½ lbs. | .53 |
| Green and root vegetables | 4 lbs. | 4 lbs. | 4 lbs. | 3½ lbs. | 2 lbs. | 17½ lbs. | .92½ |
| Potatoes | 7 lbs. | 5 lbs. | 2½ lbs. | 2 lbs. | 2 lbs. | 18½ lbs. | .54 |
| Navy beans | 8 ozs. | 6 ozs. | 5 ozs. | 4 ozs. | 1½ ozs. | 1 lb. 8½ ozs. | .15 |
| Bread | 4 lbs. | 2¾ lbs. | 2 lbs. 2 ozs. | 2 lbs. | 1¾ lbs. | 12¾ lbs. | .98 |
| Cereal and flour | 2¾ lbs. | 2 lbs. | ¾ lb. | ¾ lb. | 9 ozs. | 6 lbs. 13 ozs. | .36½ |
| Sugar | ¾ lb. | ¾ lb. | ½ lb. | 7 ozs. | 5 ozs. | 2¾ lbs. | .15 |
| Cocoa | For the children | | | | | 4 ozs. | .06½ |
| Coffee | For the adults | | | | | 7 ozs. | .16 |
| Tea | " " | | | | | 1/16 lb. | .05 |
| Accessories | | | | | | (6) | .15 |
| | | | | | | | \$10.13½ |

Figures based on prices current December 10, 1929

- (1) Oleo, 1 lb. 6 ozs.; lard, 1 lb. (2) Bananas, 1 doz.; prunes, ½ lb.; raisins, ¼ lb.; apples, 6 lbs.
 (3) Spinach, 2 cans, No. 2; cabbage, 2 lbs.; four cans tomatoes, No. 2; onions, 4 lbs.; turnips, 2 lbs.; squash, 2½ lbs.
 (4) Four Graham or whole wheat; 6 white. (5) Mothers' Oats, 3 lbs. 7 ozs.; white flour, 3¾ lbs.
 (6) Spices, gelatin, salt, pepper, flavoring, junket, vinegar, baking powder.

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

| ROCHESTER PLANTS | | Standing Last Month | Percentage of Employees Subscribing | Total Shares |
|---|--|---------------------------|---|-----------------|
| 1. | Hawk-Eye..... | 1 | 75.6% | 6,984 |
| 2. | Kodak Office..... | 2 | 62.4% | 12,191 |
| 3. | Camera Works..... | 3 | 41% | 17,829 |
| 4. | Kodak Park..... | 4 | 41% | 40,527 |
| | Non-Employees..... | | | 7,366 |
| OUT-OF-TOWN PLANTS | | | | |
| 1. | Eastman Kodak Stores, Inc. (Sioux City)... | 1 | 100.0% | 146 |
| 1. | Eastman Kodak Stores, Inc. (Washington, D. C.)..... | 1 | 100.0% | 183 |
| 1. | Eastman Kodak Stores, Inc. (Atlanta)..... | 3 | 100.0% | 170 |
| 2. | Eastman Kodak Stores, Inc. (St. Louis, Mo.) | 1 | 96.1% | 142 |
| 3. | Eastman Kodak Stores, Ltd. (Vancouver, B. C.)..... | 6 | 85.7% | 124 |
| 4. | Taprell, Loomis & Co. (Chicago)..... | 5 | 85.1% | 1,880 |
| 5. | Eastman Kodak Stores, Inc. (Des Moines)... | 8 | 81.2% | 95 |
| 6. | Eastman Kodak Stores, Inc. (Baltimore)... | 4 | 80.7% | 72 |
| 7. | Eastman Kodak Stores, Inc. (Denver)..... | 7 | 80.0% | 132 |
| 8. | Salesmen and Demonstrators..... | 10 | 74.8% | 3,118 |
| 9. | Eastman Kodak Stores Co. (St. Paul)..... | 11 | 74.0% | 159 |
| 10. | Eastman Kodak Stores, Inc. (Pittsburgh)... | 2 | 70.5% | 141 |
| 11. | Eastman Kodak Stores, Inc. (Cleveland)... | 9 | 68.9% | 98 |
| 12. | Eastman Kodak Stores, Inc. (Omaha)..... | 12 | 68.1% | 241 |
| 13. | Eastman Kodak Stores, Inc. (Philadelphia)... | 13 | 66.1% | 308 |
| 14. | Eastman Kodak Stores, Inc. (Portland, Ore.) | 14 | 65.2% | 77 |
| 15. | Chicago Branch..... | 15 | 57.0% | 970 |
| 16. | Eastman Kodak Stores, Inc. (Minneapolis)... | 17 | 53.5% | 153 |
| 17. | New York Branch..... | 16 | 51.7% | 666 |
| 18. | Eastman Kodak Stores, Inc. (Boston)..... | 21 | 46.6% | 170 |
| 19. | Eastman Kodak Stores, Inc. (Los Angeles)... | 22 | 46.3% | 235 |
| 20. | Eastman Kodak Stores, Inc. (Seattle)..... | 19 | 44.8% | 49 |
| 21. | Eastman Kodak Stores, Inc. (New York)... | 20 | 44.0% | 506 |
| 22. | Eastman Kodak Stores, Inc. (Detroit)..... | 18 | 41.9% | 180 |
| 23. | Eastman Kodak Stores Co. (Chicago)..... | 23 | 34.4% | 520 |
| 24. | Kodak Argentina, Ltd. (Buenos Aires)..... | 25 | 28.3% | 190 |
| 25. | San Francisco Branch..... | 26 | 27.9% | 456 |
| 26. | Eastman Kodak Stores, Inc. (San Francisco) | 24 | 26.0% | 37 |
| 27. | Eastman Kodak Stores, Inc. (Milwaukee)... | 27 | 25.8% | 134 |
| 28. | Kodak Uruguay, Ltd. (Montevideo)..... | 28 | 14.2% | 5 |
| 29. | Eastman Kodak Stores, Inc. (Lincoln, Nebr.)..... | 29 | 6.6% | 20 |
| | Total..... | | 43.7% | 96,274 |
| Average Subscription—14.2 shares | | | | |
| Total matured or par value—\$9,627,400.00 | | | | |