

The KODAK *Magazine*



October 1930

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

MONTHLY ACCIDENT REPORT
AUGUST, 1930

PLANT	No. of ACCIDENTS		HOURS LOST	
	1930	1929	1930	1929
Kodak Office.....	1	0	28	
Camera Works.....	5	12	244	801
Hawk-Eye Works.....	1	2	200	428
Kodak Park Works.....	17	17	49489	1972
Total—Rochester Plants.	24	31	49961	3201

NATURE OF ACCIDENTS DURING MONTH

5 cases of injury through bruises, burns, and lacerations.
 3 cases of injury through falling and slipping.
 3 cases of injury through falling material.
 4 cases of injury through sprains and strains.
 2 cases of injury through stepping on nails.
 1 case of injury through foreign body in eye.
 1 case of injury through infected cut.
 1 case of injury through infected blister.
 1 case of injury through sliver infection.
 3 cases of injury around machines of special nature.
 —
 24 employees' accident cases during month.

To win Success—

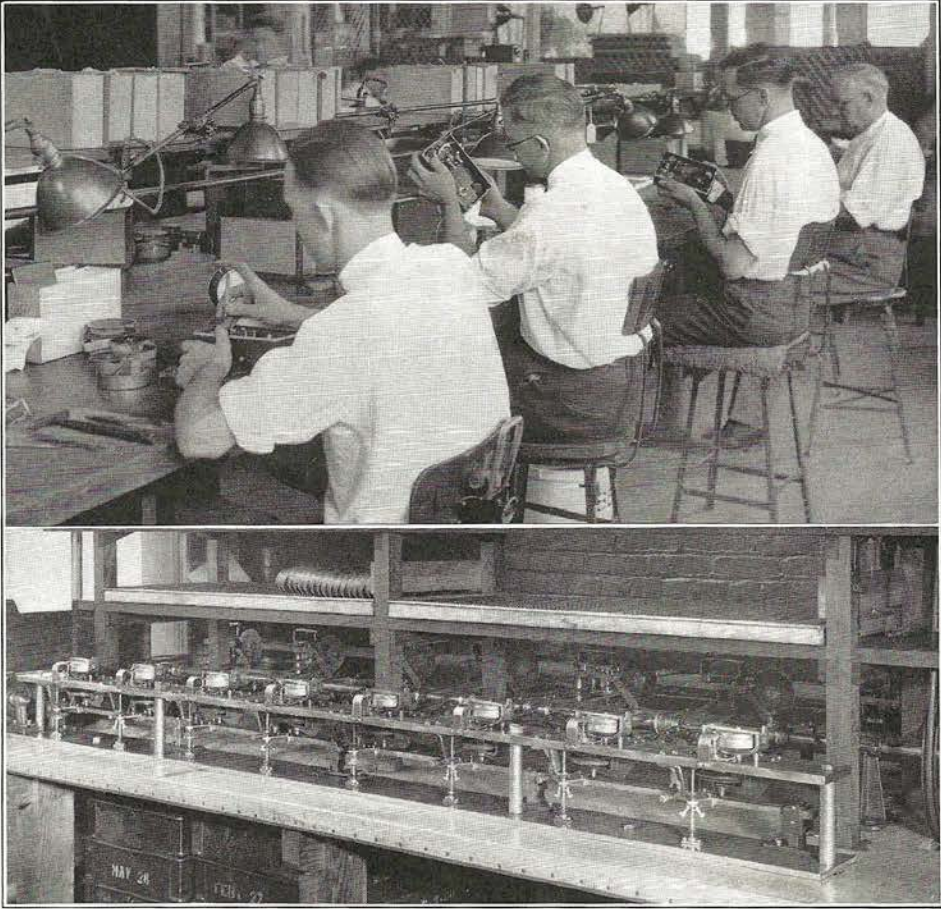
Be brief—POLITELY

Be aggressive—TACTFULLY

Be emphatic—PLEASANTLY

Be positive—DIPLOMATICALLY

Be right—GRACIOUSLY



Above—CINE-KODAK INSPECTION

Below—TESTING CINE-KODAK MOTORS

THE RUGGED PHYSIQUE OF CAMERA WORKS PRODUCTS

See opposite page

The KODAK Magazine

Vol. XI

OCTOBER, 1930

No. 5

The Rugged Physique of Camera Works Products



THE FINAL TEST

IN many respects the long life and efficient performance of Kodaks, Ciné-Kodaks, Kodascopes, and all other Camera Works products can be likened to the health and vitality of human beings. Just as every organ or member of the human mechanism must be in the best condition to contribute to the body as a unit, so every part of a camera, as well as the materials that go to make up that part, must be in perfect condition and of the best quality.

For the purpose of assuring the perfect condition of every part of our Kodaks, and other products, and best quality in the materials that go to make up those parts, extensive inspection and testing rooms and equipments are maintained.

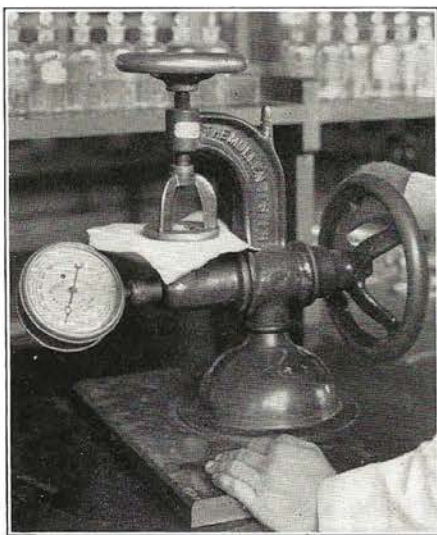
The testing and selection of all materials entering into manufacture of Kodaks and Kodascopes is naturally the first point where Camera Works vigilance would show itself. All materials, particularly metals and leather, are subjected to severe tests of varied nature. A test for fastness of color is one of the many unusual conditions to which that leather is subjected. Here leather is exposed to direct rays of artificial light equal to many hours of sunlight. The condition of the leather at the end of this test

would give a fair indication as to the condition of the covering of a camera in the hands of the user over a period of time. Of course, in addition to the above, many varied tests are made of the same leather as to strength in pound pressure per square inch, thickness, weight, and general quality.

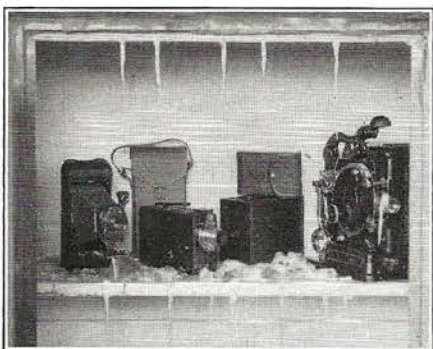
All metals entering into the manufacture of Kodaks are subjected to somewhat different, but no less severe, tests, such as the Rockwell Hardness Test and Erichsen Strength Test, chemical analysis, temper, and general quality inspection.

The physical structure of brass and steel is revealed in a very unusual manner. Several samples of material are taken from each lot of steel and brass when received, and immersed in a chemical solution which will in a very short time show any flaws in structure or any imperfection by open cracks in the metal.

During the time the different materials, such as outlined above, are passing through various departments where many opera-



TESTING LEATHER AND FABRICS



A WEATHER TEST

tions are done to bring forth complete individual parts, an unceasing inspection is taking place to produce all parts in as perfect condition as it is possible to make them in regard to shape, strength, and finish. In this inspection like parts must fit in gauges and fixtures to assure uniformity.

All completed Kodaks are passed to a final Inspection Department from the Manufacturing Departments. This department's responsibility is to uphold the Eastman reputation for quality products, which it does by tryouts and tests so exacting as to reveal any flaw if overlooked in the Manufacturing Departments. The basis of these inspections is to duplicate conditions to which a Kodak is subjected in the user's hands.

While the outward appearance of our instruments is all important, and must be above criticism, the ability of the product to take pictures is fundamental, and every possible test is made to assure that result.

Some of these tests of interest are the made-to-order temperature rooms, where conditions as would meet the Kodak in the frigid north, hot zones of the South American countries, extreme wet or dry climates and ocean atmosphere, are duplicated. Kodaks after the stamp of approval has been given are placed in each of the above conditions for a considerable period of time. A re-inspection after removal from these conditions is made and any deviation from previous tests is noted, to assure the user's satisfaction in any part of the world.

Some other tests, less spectacular, but

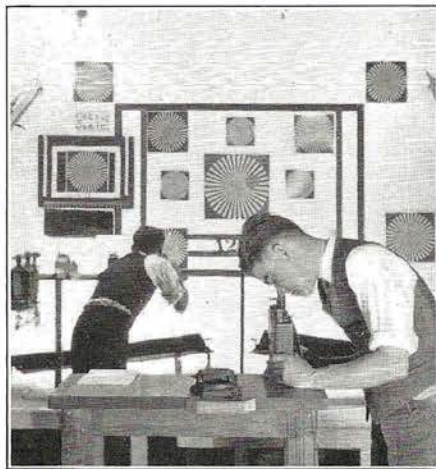
none the less important, are the exposure of film under many different conditions, and any results other than allowed by standards set are immediately investigated. Kodaks are carried about for several hours in the open air, through sunshine and rain, to note the effect of weather conditions, and the wear on the handle and surface are used as the basis of improvements.

All Kodaks are focused for the best pictures under different weather conditions. The focus is then set and a record kept to check any change in conditions in the hands of the user.

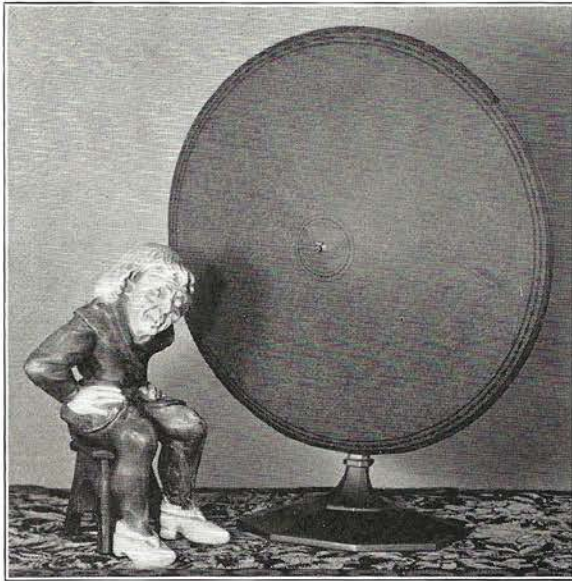
Of course, all movable parts are checked for easy action, lenses for results required by class of camera, and shutters for speed, in addition to many varied other standards required.

Last, but not least, the packing in cartons and boxes is followed by duplication of conditions as found in a rough journey in a freight car or steamer. This is brought about by the placing of boxes ready for shipment in a tumbling barrel where the Kodaks are subjected to the severest conditions that could be found in travel.

It is of unusual interest that all Kodaks are brought up to the one high standard to meet all possible conditions in all climates. This high standard of quality is the "Goodwill" factor in the universal recognition of Camera Works products as quality products by their millions of friends throughout the world.



FOCUSING TEST



A Noisy Noise Annoys an Oyster

AND SO, PERHAPS, DOES YOUR RADIO

TODAY there are plenty of noisy noises, and they annoy more than the oysters. How many times have you heard people say, "I didn't sleep very well last night. It was so noisy." People lose sleep, they get run down, they become ill because their resistance is low. Indeed, noise has become a menace to health.

Dr. Shirley W. Wynne, Health Commissioner of New York City, recently said in an article on noise, "The subject is alive with interest to persons in all walks of life." It most assuredly is. Much has been written on the subject and scientific research has found out a great deal about how noises actually affect the human body. It requires 19 per cent more energy to perform duties in noisy locations than it does to perform similar duties in quiet locations. Noises not sufficient to wake a sleeping person will cause muscles to become tense for as long a period as thirty minutes before they relax. You yourself know of people who find it difficult to sleep or work in a quiet place if they have

developed a certain resistance to noise but, nevertheless, they live under an unnecessary strain.

And now you will say, "Well, what can I do about it all? I can't help it if they rivet and drill and hammer all day and all night." No, you can not do anything about that but you can refrain from blowing your automobile horn repeatedly when it will do you no earthly good, you can keep your brakes from squeaking, and most important of all, you can tune your radio so that the entire neighborhood need not know you are "listening in" on some program. Music is soothing and relaxing when reproduced properly, but when it's too loud it loses its charm and sounds worse than ordinary noise. The Commissioner of Health of Chicago has suggested a Golden Rule for the radio users. "Remember your neighbor when tuning your radio." So from now on when you turn on your radio think of your neighbor and you may avoid a good deal of hard feeling.



Little Tacks Make Very Flat Tires

LAURA COMSTOCK, NUTRITION ADVISER

THERE'S no mystery about what happens to the car when a tire picks up a tack. A little thing, a tack—but, oh my! A one-half-inch tack can produce many, many miles of walking.

Plenty of big things can go wrong with an automobile, or with the human mechanism. Usually we can see them coming. But little things can cause just as much trouble, and they are likely to take us by surprise.

For instance—turning to these human machines of ours that we can't turn in for new models on the installment plan—if we haven't the right amount of iron and copper in the liver and moving about in the blood, we develop a slow leak; and before we know it, we go "flat." Anemia has us.

Then there is the case of iodine. We need less than the weight of a grain of wheat of it to keep us well—but that we must have or the glands in the neck begin to swell and goiter is the result.

Sodium and chlorine, sulphur, and other minerals also are found in the body in very small quantities. Each has some work to do which is necessary to help us keep well.

Checking over the rest of the list necessary for "servicing" the human vehicle, it may be recalled from my talk about lime and phosphorus in the April Magazine, that a large amount of each is nec-

essary because our bones are made up chiefly of these two minerals. They are not only in the bones. They seem to be almost everywhere in the body and running a good bit of its work. But what is needed is a proper carburetor mixture of those, plus iron, copper, sulphur, and the others. Every day a fresh supply is needed to take the place of the worn-out material cast off through the intestines and kidneys.

These minerals don't sound very palatable. They seem more properly to be raw materials for our various industrial manufacturing processes. . . . Actually the process of taking them in is quite natural and tasty. They are found in the food we eat and drink. The important thing is balanced diet.

Are all foods rich in minerals? By no means. Sugar, for example, has none.

Which foods are best? Milk and vegetables. . . . But fruits and whole grain breads and breakfast cereals also have good amounts. It is an easy matter to get our day's supply if we take a little thought—and certainly not a bit difficult to eat the foods. Any objection to including in a day's three meals the amount and kinds of foods that are shown in the picture? If you ate them all, your minerals would be provided.

"Nutrition can not always cure what it could almost certainly have prevented."

Waste Elimination

By HOMER NELSON (see page 17)

IN the past, some thought has been given to the waste can, but no action taken. It is here that the majority of waste ends. This can has become the hiding place of spoiled materials, material in excess of requirements, and defective material. If we were to remove these waste cans from departments and instruct operators to place their waste beside the machines for one day, I am sure that the result of an inspection of this waste would be startling.

It has been my experience that waste is not solely the fault of the operator, but is, in many cases, due to poor planning, issuing of excessive materials, substituting inferior material for standard stock, faulty inspection of machinery, and lack of proper instructions.

Following will be found a plan for a waste campaign of discarding materials into waste cans. I would suggest that some one in the department, or, if management would see fit, some independent party, be appointed to inspect these waste cans periodically. In this way, it would be possible to trace back the waste to its source and thereby check same.

I have failed to find an operator who would deliberately destroy or throw away material. There is always some particular reason for the discarding of material into waste cans, and, if we could institute some way of injecting the spirit of thrift into these operators, we would show amazing results. It is for this reason that I have made the following suggestion.

In other words, find the cause and remedy same, thereby eliminating the necessity for throwing good materials into the cans.

SUGGESTION FOR WASTE ELIMINATION

That all waste receptacles be painted with various scripts in "Bold Type" as a propaganda campaign against waste.

Examples

"Can this material be used for some other purpose?"

"Think, will a change in method eliminate this waste?"

"What is the cause of this waste?"

"Yes, a better method of handling will eliminate damage of goods."

"Let's have more good product and less scrap."

"You can suggest a way. Think!"

The first step to consider in the waste campaign is the appointing of an inspector to head up this waste elimination work. He must have a general knowledge of the manufacturing processes, kinds and qualities of materials, machinery, and tools. He should be resourceful, aggressive, tactful, and waste conscious, and should be responsible only to the head of the department so far as waste work is concerned.

The duties of a waste inspector shall be as follows:

He shall inspect orders of new work and work in process for the following reasons:

1. Mistakes in materials.
2. Kinds of material and possible usage of cheaper materials.
3. Quality of material required.
4. Improvements over present methods.
5. Mistakes in set-up.
6. Possible mistakes in instruction.

This operator shall bring to the foreman's attention all questions pertaining to waste, and, if no action is taken, will have the authority to carry the matter to the departmental head. In a plant where there are several sub-departments within a department, an operator shall be appointed from each sub-department to report to one general waste inspector. The general waste inspector shall make a random inspection on waste throughout the department as often as he deems necessary, reporting directly to the superintendent.

There is only one most effective way to eliminate waste and that is at its source. It is therefore conclusive that if one or more inspectors are appointed and spend such time as is necessary to cover all new work and work in process, there would be no question that a large quantity of the material now wasted would be eliminated.

The Faculty of Discernment

AN illiterate man, who had never been to school and who, to his dying day, could neither read nor write, made a fortune as a building contractor. Another man in the same line of business, who had received a college education, went bankrupt with appalling liabilities and precious little in the way of assets.

The latter was not lazy nor was he addicted to riotous living in any shape or form; apparently he did his best, such as it was, and yet, according to the liquidators, his profitable jobs were almost an unknown quantity.

By a somewhat strange coincidence, a synopsis of the former's will was published in the same copy of the local paper which contained the official announcement of the latter's bankruptcy.

Commenting upon the careers of these two contractors, an architect, under whose supervision both had carried out various works, remarked that there was no occult mystery about the illiterate man's success or the educated man's failure; it was adequately explained by the fact that the former was endowed with wonderfully good "judgment," while in the case of the latter that faculty was almost wholly absent.

To some minds judgment simply means finding faults in other people. But really big men seldom find fault; they know enough to be aware that the human character is a particularly complex concern, and that thoroughly to understand a man—and thus to be in a position to criticize his shortcomings—considerable experience is required.

Of course, when genius and sound judgment are combined in the same personality, you get a really great man—an Edison, for example.

Some people who, ordinarily, are fairly level-headed, do strangely foolish things as the result of poor judgment. We all are not so dumb as the philosopher—we forget who he was—who cut two holes in the barn door, one for the little dog and another for the big one. But the man who has never erred in regard to judgment is a rarity, for after all it is at times more than a little difficult to know "what to do for the best." The first thing to do is to make sure of the facts of the case, to prove to our own satisfaction that they are indeed facts and not merely misrepresentations. Then, having proved our facts, we must weigh the whole situation up and get the true perspective of it, so to speak.

Perhaps the most important thing is to be certain that we understand what we are dealing with, or, if not, to seek the advice of someone who does.

Suppose we are thinking of buying a car or a house; it would be the height of folly to plank down our hard-earned cash simply because the salesman said the car or the house was absolutely perfect in every detail. The only sensible thing to do is to get some disinterested expert to see the article and report on it—unless, of course, we happen to be experts in that particular line ourselves, and even then a second opinion is often of value. That is why, in cases of serious illness, a specialist is often called in. Diagnosis of disease is purely a matter of judgment, and when the general practitioner is not quite clear as to diagnosis and treatment, he seeks the aid of an expert who has made that particular disorder his specialty.

The moral is perfectly obvious—when in doubt seek competent advice—it is better to be safe than sorry.

ONE H. W. Lord of Chicopee, Mass., awoke the other day from a sound slumber of four years' duration. He has actually been asleep, a fact which puzzles physicians and public alike. Upon awaking he heard for the first time that Herbert Hoover was President; that Lindbergh had flown across the ocean; that Byrd was Captain of the Poles; that the

talkies had replaced the silent film; and his inventory of what he missed is only started.

Four years of progress is a lot to miss in these fast moving days, in fact if we go to sleep for a moment we are likely to miss something very important. We must sleep at certain times but let's be wide awake when we are supposed to be.



EASTMAN SAVINGS AND LOAN ASSOCIATION NEWS

IN our August issue we reprinted an Associated Press story regarding the contemplated world tour of Oscar Bodenhausen, who was to finance his trip on the dimes he had saved for a period of twenty years.

On September 15 we received a letter from Kodak Hawaii, Ltd., Honolulu, which says in part: "We were very much interested in reading your article concerning Mr. Bodenhausen, the gentleman who is circling the globe on his dimes. He passed through Honolulu yesterday (August 30), and paid our office a visit, and we greatly enjoyed him."

He will visit the Hawaiian Islands, Japan, Korea, Manchuria, China, Philip-

pine Islands, Malay Peninsula, Malay States, Burma, India, Ceylon, Jerusalem, Egypt, Naples, Rome, Vienna, Austria, Germany, France, then to London, and from there home.

He gave a sample week of his saving of dimes. His first week's savings were: Sunday, 40 cents; Monday, 20 cents; Tuesday, 30 cents; Wednesday, 40 cents; Thursday, 10 cents; Friday, 50 cents; Saturday, 20 cents, making a total for the week of \$2.10.

At the end of each week the amount for the week was deposited in the bank on a time deposit with compound interest, and so in twenty years his dream of a world tour came true.

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.....

Language of the Movies

THE following is the "light lingo," or vernacular of the electricians as now used by them in the sound picture studios equipped with the filament bulb lamps instead of the Cooper Hewitts and open arcs:

"Hit 'em, Jimmy." Turn all the lights on the set.

"Put a silk on dat broadside." A broadside is two to five or more one to five thousand watt lamps mounted in an open front metal box. A "silk" is a diffuser made of thin white silk stretched on a metal frame which fits in the open side of the lamp house, which allows the lamps to give off a diffused light.

"Soften de rifle, Red." Cut the sharp focus down of the parabolic reflector with the rifled corrugations to make the light less hard.

"Take de erl offen dat two tousand." Take the diffuser made of sheet gelatine covered with oil off of the two thousand watt lamp. The gelatine is mounted the same as the silk.

"Erl de strip." Put an oiled gelatine diffuser on the five lamps mounted in a row in a narrow, metal lamp house.

"Not so hot on yours, Louie." Cut down the focus on the light you are attending, Louis, to make it softer.

"Swing de udder up on de wall." Bring the rays of the other light up on the wall.

"Get a nigger and kill de udder one." Get a camera screen to mask the light from the lens, and take the other light near-by away or turn it out. This sere is about two feet wide and six feet high and painted black and is called a "nigger

"A diffuser on de one tousand." A diffuser to soften the light of the thousand watt lamp.

"Play on dis feller wid a silk." Soften the light that is on the actor with a silk diffuser.

"Put a little erl on it, an' tip it up." Put a small oiled diffuser of gelatine on the lamp and tilt it up so that its rays will play up higher.

"Bring a gobo fer dis spot." A "gobo" is another name for the camera screen called a "nigger." "A spot" is a spotlight similar to the type of spot used in a theatre.

"Trow dat in dere. Ed, make it a little hotter. Now y're burnin' him up. Dat's better." Throw the light into a certain place. Focus the light so that you will concentrate its rays on the actor. You have it too bright now. That is all right.

"Save 'em." Turn out all the lights.

Fur Coats, Radium, Cameras, all Insurable Anywhere in "All Risks" Policies

VALUABLE personal property which is moved from one place to another and is consequently exposed to various risks of land and inland waters may be insured under the broadest of the coverages—the inland marine policy. The companies have assumed vast liabilities under this insurance in recent years. The demand for these "floaters," covering practically all risks, is increasing daily.

For a premium as low as \$8.00 fur coats may be covered by such a policy against fire, theft, tearing, scorching, and all other risks except damage by moths, vermin, wear and tear, and war and

insurrection. The policy covers anywhere in the world.

Similarly musical instruments, radium, personal effects incident to traveling, art collections, contents of motor trucks, jewelry, cameras, and outboard motors are insurable under these broad floating policies.

Although shipments of merchandise have been insured under these all risks' "floaters" for years, it is only recently that the coverage has been extended to a great variety of property from traveling exhibitions to physicians' instruments. It is obvious that the companies will insure only persons of good character.

That Rib of Adam's

"I owe it all to my wife."

The successful man has made that remark so many times that we almost expect it. But there is another side to the story. Many a prisoner in relating his crimes to a court of justice might say with equal truthfulness, "I owe it all to my wife."

A woman's influence, from the examples we see on all sides, can do more to make or break a man than almost any one factor in his life. Sometimes he may reach the top in spite of a nagging, faultfinding, selfish woman; again he may go wrong in spite of the tenderest, wisest, and most unselfish wife in the world. The odds are against it though.

If a wife has never been in the business world herself, she can hardly be expected to know all its intricacies. But she who is wise will comprehend that at best it is a hard grind, a long struggle. Through good times and bad, the right kind of woman is going to be sporting enough to stand by "for better or for worse."

What a panorama of domestic success and failure is presented to us as we ride into town on the street cars that carry men to their businesses! Each street corner has its little group and each face tells a story. Perhaps we see some doorway open while a happy smiling man bids his wife good-bye. Another threshold shows a man hurry out, harassed and worried. Already a domestic quarrel may have handicapped him for his day's work. Bodily comfort and mental serenity are qualities women can do much to create. The simplest home can be kept clean and cheerful. All too many street cars as they approach the business section in the mornings leave men at the doorways of cafeterias. Cafeterias are useful things in their place, but what a pity for a man not to have break-

fast at his own table, if possible.

In the evening must a tired John be greeted at the front door with a woeful tale of petty things gone wrong that day, when maybe he has ridden home with the thought of a smiling welcome waiting for him, a bit of gaiety, and an optimism strong enough to buoy up his flagging courage?

Many an unhappy, weeping woman has declared in divorce courts that some girl in her husband's office has stolen his affection from her. In the wife's mind, the girl is a designing, scheming wretch—only by unfair means could she so deliberately have taken a good woman's husband away from her. Usually there is not much truth in that thought. The woman who sees a man at work, day in and day out, gets to know when he is worried, perplexed, and tired. If she has intuition, she helps ward off petty annoyances that come up to nag him. She does everything in her power to lend the man confidence in himself, courage to push ahead to success. That is not scheming on her part. It is only good sense. If her employer is successful, then her own position is the more secure. The wife should realize the same thing, for she is generally the first to profit by her husband's success. She need not feel jealous of the help given her husband by the woman worker in his office, provided she is doing her part and keeping a good home. It is when she neglects her part of the bargain that she has reason to feel uncertain.

The man who starts out in the morning with a whistle on his lips is the man who has the advantage. It is he who bids fair to announce some day to a world mindful of the big things he has done, "I owe it all to my wife."

—*Inspection News*

A New Interpretation

THE chairman of a local council was not an educated man. He was giving his account of the year's splendid work done by the council. He read the report of health by the medical officer, and quoted the death rate at 12.9 a thousand. "Mr. Chairman," asked one of his

opponents, thinking to make capital out of his lack of education, "what does 12 point 9 mean?" "What does it mean?" the chairman replied, looking severely at his questioner. "It means that out of every thousand inhabitants twelve have died and nine are at the point of death."

The Kodak Magazine

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

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A NEW law became effective in New York State on September 1, 1930, governing the distribution of property where one dies without making a will.

If you own any property whatsoever, it is highly important that you leave a valid will, otherwise your property will be distributed among your relatives in proportions fixed by law which may not accord with your wishes.

Here follow some vital specific points in the new law where no will has been made:

(1) Your wife or husband inherits at least one-third of your estate.

(2) No distinction is made between real and personal property in the distribution of an estate, and the right of dower in real property acquired by a husband on or after September 1, 1930, has been abolished.

(3) The wife or husband inherits all of the estate if there are no children, parents, brothers, sisters or their descendants.

(4) If the survivors be a widow (or widower) and children or descendants of children, the widow or widower gets one-third of the estate and the remaining two-thirds is divided between children or descendants of children.

(5) If the survivors be children only the estate is divided equally among the children or their descendants.

(6) If your parents are the only survivors, the estate is divided equally among them.

(7) If brothers and sisters are the only

survivors, the estate is divided equally among them.

The foregoing are only a few of the provisions of this new law governing the distribution of property where you are without a will, and there are many other provisions all of which are important to every one owning property.

By all means do not delay in making a will but do not attempt to do it yourself or you may defeat its purpose.

Consult an attorney. You will find his fee exceedingly moderate for the average estate, and then you can rest assured of your estate being disposed of as you desired.

THROUGH the five senses we learn, early in life, that certain things are agreeable or disagreeable, harmless or harmful. These facts we have learned for ourselves from our own experiences, and so most of us from then on continue to act on our own initiative regardless of the experiences of our elders.

Certain things are accepted as facts based upon the experience of others and of ourselves.

A fact admits of no argument, yet many a youngster, regardless of this, attempts to go against facts with disastrous results.

The young man is familiar with the careers of a number of persons who have achieved distinction in some walk of life.

He feels that he would like very much to become an equally outstanding individual, but he seldom attempts to follow either their methods or advice.

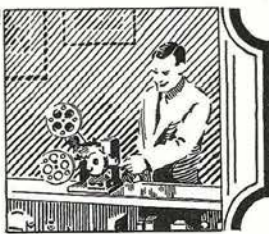
This is not a pessimistic outburst, and the foregoing deductions are no cause for alarm, because the young are achieving success every day, but they are doing it in their own way.

This does not mean that advice from those of mature years is never wanted, nor that it will always go unheeded.

Anyhow, the world is not going to the "demnition" bow-wows; the youngsters of today will be the oldsters of tomorrow, and they will, and we all will, profit by their mistakes just as all the preceding generations have done.



IN BRANCHES AND EASTMAN KODAK STORES



CAIN



MICKELS



HALE



HENNIS

CHICAGO STORE

M. Knudsen

Elmer Cain is our senior salesman, having been with the Company since January 1, 1904, and has traveled continuously in the state of Illinois for twenty-three years. He reports having missed four trains in this period of time.

Thirty-eight of his present customers have been on his order book since his first year of service.

The following memo written by his wife expresses Mr. Cain's sentiments.

"THE SALESMAN'S MEMO"

By ESTELLA CROOK CAIN

A trodden path year after year,
A kind of friendship doth endear
The weary hours I have spent,
Without one moment to repent;
Tho some were early—some awfully late,
But no, I do not hesitate,
I repeat—my time spent well,
Each call a reception to propel
My daily task—and spur me on,
When each morn my hat and coat I don.
Daily, yearly, sharing pleasures with them all,
And sorrows, too, we'd rather not recall,
Many years, but still our time seems short,
When we're dealing with this friendly sort.
This little memo really gives me joy,
And I keep it as my playtime toy.

Alfred G. Mickels is our Michigan salesman and has been with us since June, 1910. While everybody knows that the state of Michigan is a summer playground, he reports that bucking the winter snowbanks in a Chevrolet is not all play.

Charles W. Hale is our Iowa salesman, having become associated with us more recently. He reports a lot of fine, progressive photographers in his territory, and enjoys his work with them.

Roy G. Henniss is our Indiana salesman. He started his work with us the beginning of this year. He was pleased to have the Indiana territory assigned to him as that is his native state, and at one time he was in the photographic business in Vincennes.

Best wishes are extended to Venita Crews, who was married to John William Heinen on August 19. Her friends and associates presented her with a traveling bag.

Best wishes are also extended to Myra Mallin and Hazel May, who left our employ lately to take up new lines of work.

VANCOUVER, B. C. STORE

D. M. Taylor

The first outing of the Kodak Camera Club of Vancouver was held recently at Bowen Island. After a delightful hour's sail we arrived at our destination full of pep and loaded with Kodak Film. Swimming, baseball, picture taking, and dancing were some of the activities in which every one took part.

We had the pleasure of a visit from J. J. Rouse of Kodak Australasia. Mr. Rouse stayed in Vancouver for a few days prior to leaving on the S. S. *Aorangi* for Melbourne, Australia.

Another visitor to our store was Moses B. Cotsworth of the International "Fixed Calendar" League. Mr. Cotsworth sailed from Vancouver for the Orient recently, and we wish him a successful trip.

Among recent visitors to our store have been T. O. Babb of Los Angeles, Mr. Gorham of the Medical Division of Seattle, Bill Dow of Taprell, Loomis & Company, Chicago, and Mr. Armstrong of the San Francisco store.

KANSAS CITY STORE

Paul Hastings

Vacations are now almost over and every one has reported an enjoyable time. Mr. Canright, our office manager, has returned from the Ozarks. Misses Simms and Carey motored to Minnesota and spent as much time on the lakes as possible. Miss Duncan visited relatives in northern Missouri.

A. B. Cornish of Kansas City, Missouri, well known in all our stores, recently paid us a visit.

While all the salesmen were getting their new lines ready for the fall season, J. A. Cameron, of Taprell, Loomis & Company, was a welcome visitor. The boys enjoyed a very nice dinner in company with Mr. Cameron one evening. F. T. Fugent, also of Taprell, Loomis & Company, spent a few days with us.

Although they haven't exactly admitted it, our golf foursome, composed of Dan Lieber, Paul Hastings, "Red" Smock, and Joe Swain, is really good. During the cool days we have had recently, they have become so enthusiastic that even J. Greene has decided to take up golf.

Our annual picnic was again held at Wildwood Lakes. Husbands, wives, children, and sweethearts all attended. The entertainment committee had an unusually good program arranged. After the usual ball game for the boys, we had several contests at miniature golf, and then enjoyed a swim. The day was rather cool and was everybody hungry about six o'clock? Four chefs couldn't keep the line moving fast enough, and what a delicious dinner it was! Makes us all hungry to talk about it. After dinner we played more golf, and then an orchestra furnished music for dancing the remainder of the evening. Every one voted the picnic a decided success.

WASHINGTON STORE

E. Louise Sobotka

Well, we certainly have some news this time. Two weddings which were rather sudden and a surprise to us. Landon Burt of our Ciné processing department was married July 24; and William Bischof of our amateur department was married the 11th of August. We wish both couples all the happiness and success in the world.

"Bill" Hales, our billing clerk, attended a convention of his fraternity in Rochester over the Labor Day week-end and came back with the honor of having been elected grand vice president. Congratulations, Bill!

"Ben" Nevulis, our extraordinary bookkeeper, is the last of our force to finish up his vacation. He will do so sometime during October and while we are not certain, we have our suspicions as to whether or not he will return a single man. Only time will tell.

We just had time to welcome Frank Dugan from the Training Division in Rochester, when he was recalled. We hated to see him go, but wish him luck and hope he will come back to see us as soon as he can.

PITTSBURGH STORE

Hugh V. Groves

Frank L. Andrews of the X-ray sales force has recently purchased a Ciné-Kodak outfit and is shooting a number of films. Kodacolor is his next step.

Our manager, Jos. F. Werner, Jr., spent a few days recently traveling over the Allegheny Mountains.

The convention of the Photographers' Association of the Middle Atlantic States was held at the William Penn Hotel, Pittsburgh, Pa., September 15 to 18.

There was an Australasian and European portrait exhibit. Gold medal winners at the National convention were hung.

The magnificent ball room of the William Penn—a spectacle of beauty, rampant with glittering decorations—was a rendezvous for the dancers.

E. R. Nichols, paper demonstrator, has been confined to his home many weeks on account of illness, but is now making his regular calls again. Good luck and hope you are feeling fine before the winter sets in.

Our employees who were enrolled in the Ciné selling course have received their certificates and are more than thankful for this opportunity of learning more about our merchandise. We hope that another program will be available this season.

We are glad to welcome B. J. Burke and L. F. Feely, who are now with the Recordak Service, Inc., in Pittsburgh.

Mr. Burke is a former resident of Rochester and was formerly with Eastman Kodak Company there; Mr. Feely is from New York.

Mr. Feely has charge of the developing station while Mr. Burke has charge of the service department.

We hope they enjoy their assignment in Pittsburgh.

Several of our readers may recall the days when they gathered around the old coal stove and talked about their new horse or cow. Mr. White, Mr. Miersch, and Mr. Roth are gathering around the table discussing their new Chevrolets. How many miles can you get on a gallon?

DES MOINES STORE

Eloise L. Mahan

We were all glad to see William P. Lane, formerly with this house but more recently with the Shanghai branch, who has been visiting in Des Moines during his vacation.

The wilds of northern Minnesota have called several of our number this summer. Those who spent their vacations there this year were Mr. and Mrs. Althans, Mr. Vinall and family, Paul Leslie, Elmer Kern, and Eloise Mahan.

SALT LAKE CITY STORE

Hazel M. Boardman

T. O. Babb, District Manager from Los Angeles, honored our store with a visit over the Labor Day week-end, arriving in Salt Lake City on Friday morning, August 29. We were all very much charmed by Mr. Babb's genial personality.

Other Salt Lake City visitors of the past few weeks have been: E. L. Jenks of the Demonstration Department; George Kamplain, Ciné-Kodak salesman; and H. W. Arbury of Los Angeles, who represents Eastman Teaching Films, Inc. These gentlemen spent the first week of September in this vicinity in the interests of the Kodak Company.

Two of our summer-time employees have recently deserted us to return to their school work. Jules Lovinger will journey back to Pennsylvania to attend the University of Pennsylvania at Philadelphia; and Wilford Young will complete his senior year at the East High School in Salt Lake City. We will miss the spirit of these boys in our organization.

Also, our store wishes it to be known that we have inaugurated the once each month early morning meeting of employees, which we find both beneficial and interesting.

SEATTLE STORE

E. Gertrude Markham

The annual convention of the P. I. P. A. was held in Seattle, at the Olympic Hotel, and was the occasion of a general gathering of demonstrators and salesmen of the Northwest territory, among whom were: T. O. Babb, Pacific Coast manager; Bruce H. Taylor, manager of the Vancouver, B. C., stock house; E. P. O'Neill, manager of the Portland store, with J. F. McNary, also from Portland; also "Bob" Smith, Lisle W. Brown, Chas. H. Hadley, Lawrence Stonebrook; Earl Jenks from Spokane territory; Walter C. Myers and W. B. Gorham.

Among recent callers have been J. J. Gilmore, with our Company in Shanghai, China, on his way to the Orient; and J. J. Rouse, chairman of Directors, Kodak Australasia Pty., Ltd., who made a short visit in Seattle and Vancouver, B. C., before sailing for Australia.

MINNEAPOLIS STORE

Olga M. Johnson

Mr. and Mrs. J. Leysenaar of Milwaukee, Wisconsin, motored up to spend their vacation and dropped in to see us. We were happy to see them and hope they will call again.

Vacation time brings many of our old friends around to see us and we were happy indeed to have a visit from Mr. and Mrs. C. J. Harwood of the Eastman Kodak Stores Company, Chicago, both being former Minneapolis Kodak people.

PORTLAND, OREGON STORE

C. F. Paulson

Vacations are now over and every one is busy at his particular post taking care of the fall business. We look for a good business this coming quarter and hope to exceed that done for the same quarter last year.

Our recent golf tournament among the male members of our store resulted in a victory for "Ron" Hewitt. It was a hard-fought victory, however, as it took him several extra holes to eliminate "Mac" (Mr. McLean). "Ron" deserved his victory as he had to work hard for it. It required extra holes for him to win practically all his matches. The fall tournament will be on its way this month and promises to be a real match. Mac used a week of his vacation to practice up and is determined to win. It is expected that about ten players will qualify for the match.

Quite a few of our Ciné-Kodak owners visited the annual Pendleton Round-up and returned with some very good films both in black and white, and Kodacolor as well. This event is a very colorful one and affords Ciné-Kodak owners a good opportunity to shoot Kodacolor film. The Cinegraph entitled "The Pendleton Round-up" was taken by one of our Ciné-Kodak owners. It is a very good film and would make a valuable addition to any Ciné library.

ST. LOUIS STORE

A. R. McNerney

The past month has been one of quite a bit of activity in the St. Louis store, having vacations, visitors, and a matrimonial engagement.

Notable among our visitors was A. B. Cornish, who sojourned with us a few days. We tried to extend him a warm welcome and we are looking forward with much interest to a recurrence of this all-too-brief visit.

We were without the pleasure of our manager's presence for a few weeks, while he vacationed in the West. While visiting Los Angeles and San Francisco, he was given a very warm reception by his former fellow workers in these stores. Included in his itinerary was Salt Lake City where he visited the Eastman Kodak store. Although Mr. Sanford enjoyed his trip, he said he was glad to be back and the feeling was heartily shared by the entire personnel.

Our friend of long standing, Dan Cupid, Esq., has been plying his trade at this store again, having inflicted one of his barbs into the person of Louis Rudloff of our Graphic Arts department. He has advised us that the ceremony took place on September 18. Every one wishes both him and Mrs. Rudloff all happiness.



KODAK PARK

CLAYTON BENSON, Editor



CAMERA CLUB MEMBERS REVISIT ALLEGANY STATE PARK

"Saturday morning off" was good news to the sixty-eight members of the Camera Club when the Labor Day week-end arrived. From early morning until noon, cars departed for Allegany State Park on the third annual pilgrimage, arranged by the Club's Hike Committee, to that ideal rendezvous of hikers and picture takers. This year's group was the largest one to make the trip.

It is regretted that space is not ample to relate all the interesting and amusing incidents of the trip and stay at camp, as described by the party reporters. The first stop within the park was the rangers' lookout station, no one neglecting to record this finest view along the highway with his camera. The administration building was then thoroughly investigated and of greatest attraction was a nickel piano which furnished music for dancing. After heated debates and references to maps, the bewildered club members discovered the trail to the home camp, having already passed it three times.

A thunderclap at 5 o'clock Sunday morning proved an excellent alarm clock. The rain which followed failed to dampen the spirits of the group, although a hike planned for the afternoon was necessarily abandoned. The evening was given over to hilarious playing of various games, the feature of the entertainment being a demonstration of hypnotism in which it was eventually necessary to rescue Frank Wadman from the rafters where he had climbed at the mystic direction of Tekla Janicke. According to our

correspondent, the meals consisted of pickles, olives, and mustard, with side dishes of ham, beans, salad, and coffee.

Labor Day morning found the campers enjoying a hike to Bear Caves on Mt. Seneca. At dinner time rain again made its appearance to make the difficulties of packing more numerous. Three o'clock saw the camp deserted and the party on the way home, tired, but with a wealth of pictures to keep remembrances of the Allegany hike fresh in mind.

The entire group was loud in its praise of the excellent manner in which all plans and details of the trip were arranged and handled by Fred Russell, chairman of the Hike Committee, and extended him a unanimous vote of thanks.

DISCOUNT ADVANTAGES

The attention of K. P. A. A. members, both girls and men, is once more called to the accommodations arranged by the Association for its membership to purchase many lines of merchandise at discount prices. Items included in the list are: sport dresses, sweaters, shoes, purses, luggage, costume jewelry, mesh bags, bridge novelties, suits and coats, haberdashery, tires, and sporting equipment. Savings many times greater than your yearly K. P. A. A. dues may be realized by taking advantage of these offers. Further information is available by calling at the K. P. A. A. office, where you will also be advised of instances where more than your membership card is needed to obtain discount prices.



HOMER NELSON

WINS WASTE PREVENTION CONTEST

Announcement of Homer Nelson of the Industrial Economy Department as winner of the Waste Elimination Contest sponsored by the National Industrial Exposition at Chicago, Ill., was recently made. The greatness of this achievement is better understood when it is explained that the contest was national in scope and that industrial engineers representing the country's largest business concerns were participants.

The contest was conducted as a means of stimulating the active interest of industrial workers in waste elimination. Each entrant was required to submit an idea for waste elimination along with an article of not more than three hundred words showing its application. The basis of awards was the value of the practical use of the suggestion to American industry. Homer's prize-winning suggestion was to paint all waste receptacles with various scripts and slogans in bold type as a propaganda campaign against waste, including a set-up for elimination of waste within a department.

Besides the personal honor and distinction of winning such a competition, Homer finds himself further enriched by an award of \$50.00 in gold, while the Plant received a certificate. His success in this contest is not only indicative of his ability, but reflects general credit on the quality of work being done by the Industrial Economy Department. Homer's article relative to waste prevention is printed on page 7.

To these laurels we would add the congratulations of his friends and associates at Kodak Park.

Congratulations are offered to Leon Eckerson of the Film Emulsion Coating Department on the birth of a daughter on September 1.

SOCCER PLAYERS RECEIVE CHAMPIONSHIP AWARDS

The Dunbar trophy, emblematic of the Northwestern Soccer League championship, was formally presented to the Kodak Park eleven at a banquet in the Dining Hall on September 5. The presentation was made by James McKinley, Sr., president of the Northwestern Association, with William Patrick, captain of the team, accepting the cup for the club. The gold medals awarded with the cup were presented to each player by Adam W. Dunbar. Entertainment was provided by the Hickey-Freeman quartet, Earl Hoppaugh, harmonica artist, Elroy Miller, and a few extemporaneous numbers by members of the club.

Plans for the 1930-31 season include a partial change of a more or less experimental nature in the arrangement of the playing schedule. The team is entered in the United States Cup Competition and the Northwestern League as in the past, but did not renew its affiliation with the Rochester and District League. A feeling that the best interests of soccer in the city were not being considered was the main reason for the Kodak team discontinuing its franchise. In lieu of these games, negotiations are under way with outside teams to arrange home and home series on dates which do not conflict with the major competitions.

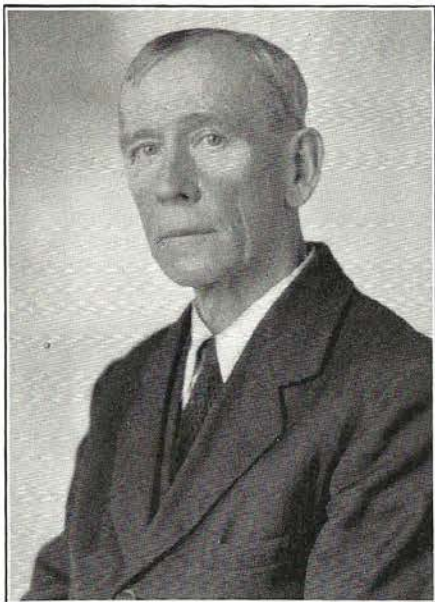
Most of the members of last season's championship squad have again signed contracts to play for Kodak Park. Manager Rife is also hot on the trail after several new players of known ability, and barring unforeseen accidents, another successful season looms ahead.

TOURNAMENT TO DETERMINE NEW TENNIS CHAMP

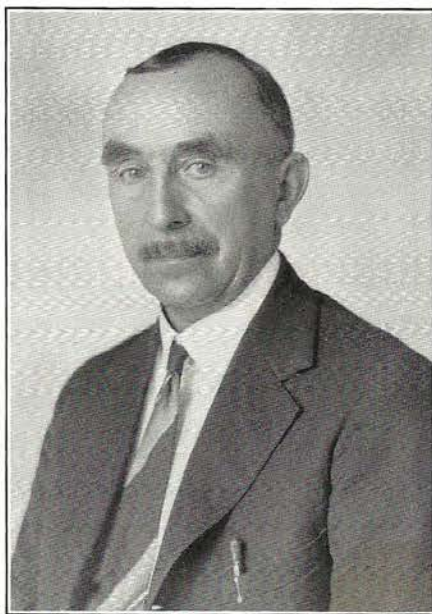
At this writing, September 10, the first round of the annual K. P. A. Men's Elimination Singles Tennis Tournament is nearly completed. The tournament started on September 4, with sixteen entries, an unusually small number for this competition to determine the tennis championship. A new champion will be crowned this fall inasmuch as Dr. Carver, the title holder last year, and for several preceding years, practically forsook the court game the past season and did not enter to defend his title. Players favored as ultimate winners of the tournament include Bromley, Dietz, and Ramme.

It was not considered advisable to organize a representative men's tennis team this year, due to the fact that only four courts were available for a part of the summer, and team matches would in all probability prove difficult to handle properly and still accommodate all those desiring to play. The present courts have been augmented by four more at the north end of the Athletic Field, which will be available for use next spring.

We join with the Film Spooling Department in extending best wishes to Marie DeClerck, who was married to Bernard Nobles on August 16; and to Florence Gommenginger, who became the bride of Charles Haffen on August 19.



ARTHUR FLEMING



THOMAS GRAHAM

SERVICE RECORDS

On the same day back in 1905, Arthur Fleming and Thomas Graham entered the ranks of the Company as employees of the Yard Department. August 11, of this year, brought to them the realization of a twenty-five-year record of continuous service.

A few weeks after starting, Mr. Fleming was transferred to the Cotton Washing Department in Building 8 where he served for approximately twenty years. Last June saw his return to that department, after working for the past five years in the Safety Cotton Department, Building 9.

Mr. Graham spent only a month in the Yard

Department when he transferred to the Plate Department then located in Building 5. In 1911, when that department moved to its new and present quarters in Building 36, he was made foreman of the glass examining room, a position which he has ably continued to fill. It is his proud record that in his twenty-five years of employment here, he has never been late for work.

We join with the department associates of these twenty-five-year veterans to congratulate them on their silver employment anniversaries and to wish them good luck in the future.

PIPE SHOP WINS SEVENTH CHAMPIONSHIP

The Baltimore club's record of seven straight pennants has now been equalled by the Pipe Shop team of the Twilight League. The "fitters" literally romped away with the 1930 title, being credited in the win column with all of their fourteen scheduled games. Taking their baseball seriously, the winners were on hand for every game, and Manager Sheldon's players deserve their success.

The Research nine, entered under the management of Fred Russell, finished second, loss of the decision in both frays against the Pipe Shop erasing its league-winning hopes. Building 29 and the Paper Division finished in third and fourth places, respectively, both being formidable when it was possible to field their regular line-ups.

While the schedule was broken up in some instances by forfeited contests, the league in its entirety was considered successful and furnished plenty of fun and recreation for the players. It has been proposed that next year the Twilight

League have a split season, such a set-up allowing for a rest during the hottest part of the summer and possibly a championship series between the winners of each half. The possibility of such a series seems remote, however, until Manager Sheldon of the Pipe Shop shows further signs of emulating the late Jack Dunn of Baltimore, by selling several of his star players.

The officers of the K. P. A. A. take this opportunity of thanking the various team captains and league officials for their efforts in the interests of the 1930 Twilight League.

Deepest sympathy is accorded to the family of the late William LaRose of Field Division No. 2, who died on August 23.

If the maxim of "like father—like son" holds true, the Kodak Park Soccer Club is assured of a star player as far ahead as 1950. The answer to this foresightedness is the recent arrival of a son at the home of William Patrick of the Steel Fab., captain of the local soccer team. Congratulations, Bill!

SUGGESTION CABINETS

All of you have noticed the new maroon colored suggestion cabinets recently placed in our various departments and buildings. Installation of these new cabinets is in line with the policy to keep our Suggestion System up-to-date in every respect and to encourage employees to submit their ideas. On these cabinets, a new series of posters will be displayed, dealing with many different subjects of importance and possible sources of valuable suggestions. These cabinets are also added and material proof that your ideas are earnestly solicited by the Company. Write out your ideas and drop them in one of these suggestion boxes—you have everything to gain and nothing to lose.

UNCLAIMED SUGGESTION AWARDS

Awards on the following unsigned, adopted suggestions have not been claimed. The makers of these suggestions are urged to call at the Suggestion Office, Building 26, for their awards.

M 719	M 2407	M 4700	M 6493
M 1470	M 3160	M 4816	M 7196
M 1796	M 3901	M 4908	M 7207
M 2402	M 4414	M 4941	M 7357

KLEM—ENGELBRECHT

At Holy Redeemer Church, Tuesday, August 26, at nine o'clock, Helen Engelbrecht of the Sundries Manufacturing Department was united in marriage to Earl Klem of this city. Lillian Verhey of the Payroll Department, sister of the groom, acted as matron of honor. A wedding dinner was served to about fifty guests at the Old Homestead. Helen was the recipient of many lovely gifts at a number of showers given in her honor. Department associates presented her with a combination magazine and smoking stand. Mr. and Mrs. Klem enjoyed a honeymoon in New York. We join with the department in wishing the newlyweds an abundance of health and happiness.

Victor E. Kimmel, assistant foreman of the Dope Department, and Gladys V. Rogers of the Nitrate Sheet Film Department were married on Saturday, September 6. We join the members of their departments in offering congratulations and best wishes for the future.

On August 23, Alphonse Kraus of the Chemical Plant Laboratory married Marie Koehle. We extend our congratulations and best wishes.

Congratulations and best wishes are extended to Floyd King of the Cotton Nitrating Department, who, on August 30, married Gladys Clarke of Brockport, N. Y.

We join with the Emulsion Coating Department in extending deepest sympathy to Edwin Woodward, whose wife passed away on August 10; to Howard Betts, whose father died August 16; and to Henry Clapper, who suffered the loss of his mother on August 28.

FYFE—ANSELM

Martha Anselmi of the Industrial Economy Department became the wife of Thomas Fyfe of the Paper Mill Laboratory on September 2, at three o'clock, the ceremony being performed by Rev. Geo. V. Burns in the Sacred Heart Rectory. After an extended motor trip through Canada, Mr. and Mrs. Fyfe are at home at 1350 Dewey Avenue. Congratulations and best wishes are extended.

WILSON—McKAY

Charles Wilson of the Film Emulsion Coating Department and Cissy McKay, a recent arrival from Scotland, were married on August 23 at the home of the bridegroom, 254 Winchester Street. The Rev. Flemming performed the ceremony in the presence of a large gathering of friends and relatives. Anton Young of the same department acted as best man. Immediately after the ceremony, Mr. and Mrs. Wilson left on a wedding trip to New York and Washington. Employees of the department wish the newlyweds every happiness.

The D. O. P. Packing Department extends best wishes to Mildred Rosendale, who was married to Edwin Kennedy on September 2. The bride was presented with many beautiful gifts, among which were a silk bedspread and a pair of blankets.

On August 23, Ella Schultz of the Time Office became the bride of Albert Grimm at Hilton, N. Y. After a honeymoon through the Thousand Islands, the newlyweds returned to Hilton where they will make their home. The Time Office extends its best wishes.

Best wishes are extended to Annette Moran of the Paper Box Department, who became the bride of Edward Ennis on August 18. A chest of silver was the gift of her many friends in the department.

Congratulations are extended to Thomas Oliver of the Industrial Economy Department on the arrival of a daughter, Lillian Adell, born September 2.

The employees of the Film Emulsion Coating Department express heartfelt sympathy to the family of the late George Michaels, who passed away August 23.

On August 18, Doris Rhodes of the D. O. P. Packing Department was married to Harold Ford of the Camera Works. Doris was the recipient of many lovely gifts from her department friends, including boudoir lamps and a pair of blankets. Mr. and Mrs. Ford enjoyed a honeymoon to Canada. Best wishes for health and happiness are extended to the newlyweds.

ROLL COATING DEPARTMENT EMPLOYEE FÊTÉD

On August 4, William Upton, assistant head trick foreman of the Roll Coating Department, Building 20, retired under the Company's new pension plan, after twenty-three years of faithful service. Better known as "Big Bill," he was delightfully surprised on August 16, when forty-six of his associates tendered him a banquet at the Island Cottage Hotel. After a fitting speech by Alexander Culhane, he was presented with a Bunny chair, the gift of his co-workers. Bill was immediately placed in the chair and then up into a truck, and taken for a ride around the grounds, the party finally halting at Bill's lakeside cottage where entertainment was furnished by M. Tanzy, H. Herbert, M. Beick, M. LaForce, and W. Standing. Music for the gala occasion was furnished by Kainm's Orchestra.

The many friends he acquired at Kodak Park unite in extending their congratulations and best wishes for the future.

Congratulations are extended to Emily Strack of the Film Spooling Department, who recently announced her engagement to August Sheersmidt.

Best wishes are extended to Anna Prentice of the Nitrate Sheet Film Department, who was married to Leslie Williams on August 16.

On Saturday, August 2, Agnes Gutoskie of the Sundries Manufacturing Department became the bride of Henry Vogt of Field Division No. 7. We join with the departments in extending congratulations and best wishes for the future.

On August 30, Katherine Rock of the Acetate Sheet Film Department was married to Robert McLeod. Every best wish is extended for the future.

Sympathy is extended to Florence Fogarty of the Spooling Department, who suffered the loss of her mother on August 29.

Congratulations are extended to Mr. and Mrs. Irwin Coombs, who recently announced their marriage which took place on June 5. Mrs. Coombs was formerly Peggy Purdy of the D. O. P. Assorting Department. The bride was surprised with a grocery shower by her friends in the department.

Sympathy is extended to Charles Spotts of the Acetate Sheet Film Department, whose sister passed away on August 23.

On September 1, Irene St. Clair of the Ciné Slitting Department was married to Erwin Bell. We join with the department in extending best wishes.

K. P. A. A. BOWLERS ORGANIZE FOR SEASON

Preparations for the opening of the K. P. A. A. Bowling League season were made at a noon-hour organization meeting, August 27. In the first matter of importance, the election of officers, the league was assured of continued able and experienced leadership with the unanimous re-election of the officers of the past two years. This trio who have served so well in the interests of bowling are: Fred Brizee, Garage, president; Harold Servis, Garage, secretary; and Jerry Morris, Finished Film Department, treasurer.

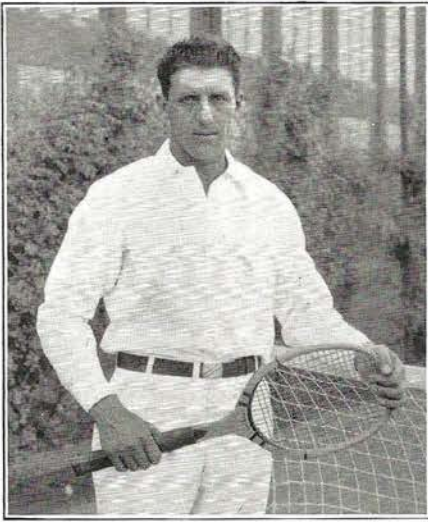
For the first time in its history, the league will include twelve teams. The eight clubs comprising the league last season are again entered, although the Sundries Manufacturing five has changed its name to the Engineers. These teams and their captains are: Building 35, Howard Deyle; Building 48, Fred Nelson; Engineers, William Mosley; Finished Film, Charles Forstbauer; Garage, Harold Servis; Perforator Maintenance, William Scharch; Pipe Shop, James Gallagher; Steel Erectors, Gene DeBerger. The four new franchises were taken over by the following: Building 29, Albert Norton; Building 34, Charles Schoemaker; Chemical Plant, E. R. Taylor; Drafting, G. W. Nagler. Building 35 are the present league champions.

Buonomo's Hall, on Charlotte Street, has again been designated as home alleys. The increased number of entrants, however, has necessitated switching to another set of alleys, namely, those numbering from fifteen to twenty, inclusive. All twelve teams bowl every Thursday night, one squad of six teams rolling at 7 p. m. and the remaining six at 9:30 p. m. Starting October 9, the schedule provides for twenty-two weeks of bowling, teams being idle for three weeks during the season, due to holidays coming on Thursday.

On August 23, Emma Hill of the Film Spooling Department was married to Gordon Smith of the X-ray Sheet Film Department. The employees of both departments extend congratulations and best wishes.

The Film Boxing Department extends best wishes to Gladys Spall, who was married to Watts Gardner on August 30.

On July 16, Joseph Breitung of the Time Office was married to Pearl Wackerle at St. Michael's Church. A dinner at Craig Hill was given Joe by the men of the office, at which time they presented him with a fountain pen as a personal gift. After an eastern wedding trip, Mr. and Mrs. Breitung are now home at 468 Lake Avenue. Congratulations and best wishes!



JOE MINELLA

While not a lawyer, Joe Minella of the Steel Fab. is real adept at settling court problems, as the members of our tennis fraternity will vouchsafe. Joe has been in charge of the K. P. A. A. tennis courts, after working hours and over the week-ends, for many summers, unfailing good disposition and tact making him a favorite with the various groups of players using the courts from year to year. With such an environment, it is only natural that Joe himself has developed into a first-class player, capable of giving the best in local circles a hard match.

WEYRAUGH—WITZEL

On Saturday, September 6, at the Grace Methodist Church, Arthur E. Weyraugh of the Time Office married Adelaide Witzel of this city. A large host of friends of the bride and groom attended the wedding. Following a reception at the Sagamore Hotel, the bridal couple left for New York City and eastern points. A stag party was given the groom by the men of the Time Office at Craig Hill, which was enlivened by musical selections rendered by Messrs. George Soper and Fred Grastorf, Jr. After September 22, Mr. and Mrs. Weyraugh will be at home at 90 Merrill Street. We join with the Time Office in extending best wishes for a bright and happy future.

KOWALSKI—YANGER

Congratulations are extended to John Kowalski of the Film Emulsion Coating Department, who married Frances Yanger on Saturday, August 30. Following the ceremony, a reception was held at the home of the bride's mother. The newlyweds enjoyed a wedding trip through the Adirondacks.

NOON-HOUR LEAGUE

The complexion of the fall series changed rapidly during the final two weeks of the regular schedule, the standings of September 8 showing the Cubs and Giants deadlocked for the leadership and only one week of postponed games remaining to be played. The former nine appeared sure winners for a while, but their advantage suddenly melted away by a couple of unexpected defeats, while the Giants won steadily and are now aiming to take both halves of the season. Most of the fans are pulling for the Cubs to win out in order that a post-season championship series will be necessary. Off to a flying start, the Old Timers met several reverses in mid-schedule and, although rallying at the close, are out of the pennant race. The Birds were never serious contenders, floundering around in uncertain fashion, although they flashed a temporary return to their form of last season when their three victories to date were chalked up in consecutive games.

Batting averages figured up to September 1 are unusually high and list many players over the 300 mark. The leading hitters are: Leo Gallagher, Giants, 556; Berry, Cubs, 555; Agness, Cubs, 500; Appleton, Old Timers, 500; Minella, Cubs, 500; Russell, Giants, 500; Sheldon, Giants, 500; Forstbauer, Old Timers, 428; Roberts, Cubs, 400; Welch, Cubs, 400; Coner, Cubs, 375; Lindhorst, Giants, 375; Thomas, Old Timers, 375; Brightman, Birds, 333; Coleman, Birds, 333; Morgan, Old Timers, 300; Servis, Birds, 300.

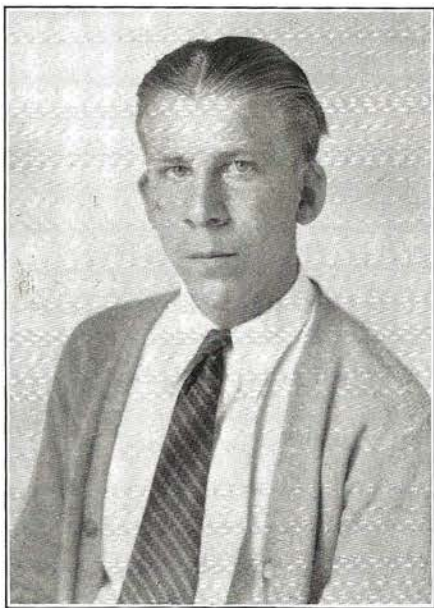
The officers of the league are again planning to arrange the annual clambake for the players at the conclusion of the season, although the response to the collections has not as yet provided sufficient funds to defray all of the expense.

Team standings, September 8:

	Won	Lost	Per Cent
Cubs.....	6	3	.667
Giants.....	6	3	.667
Old Timers.....	4	6	.400
Birds.....	3	7	.300

EAST SIDE LEAGUE

The East Side League schedule, an abbreviated one for the Park nine, was completed the first week in September. The final standings were a source of satisfaction to our players in that it showed them in a tie for third place, having overcome the handicap of being far in arrears of all entrants when they accepted a franchise in the league in mid-season. Based on this year's strong showing and experience gained, the fans who followed the team predict that with an even start another season, the local squad will give both the Weyl Jewelers and the Ford Dry Cleaners who finished in a tie for first place, a real battle for championship honors. In the final game, the Kodak team nearly spoiled the title chances of the "Jewelers," defeat by a score of 5-4 being directly chargeable to the arbiter's decision to continue play after it was unreasonably dark. Official standings at the finish credited the Park nine with six victories as against nine defeats.



WINS BONUS

The messenger service bonus for the quarter from May 31 to August 23 was won by Robert Colegrove who was far in advance of the other messengers, by being high in point scoring for eight weeks. He has been on the messenger service since March 29, this marking the first time he has earned the bonus.

SALES

The sweater and necktie sales conducted by the K. P. A. A. in the Assembly Hall last year proved so popular with a large portion of its membership that a series of similar sales has been arranged for the next few weeks up to Christmas time. The sale calendar, as now lined up, includes: women's and men's hosiery, October 13 to 20; leather goods, November 17 to 22; sweaters, December 1 to 6; skates, golf equipment and sweaters, December 8 to 13; and a necktie sale at a date to be announced. These sales offer you real bargains.

CROWLEY—COMEAU

On Tuesday, September 2, the wedding of Fernande Comeau of the Payroll Department and John Crowley of the Pipe Shop was solemnized at Holy Rosary Church. Lawrence Rausch, also of the Pipe Shop, acted as best man. The bride was presented with a floor lamp by the Payroll Department, while a pair of blankets was the gift of the girls of the Superintendents' Lunch Club. A departmental shower was held at the home of Mildred Fischer. Mr. and Mrs. Crowley enjoyed a honeymoon at the Thousand Islands and Montreal. We join with their departments in extending our best wishes for many years of happiness.

WEST SIDE LEAGUE TITLE LOST IN PLAY-OFF

The Kodak Park indoor squad made a gallant attempt to capture the championship of its section of the West Side Industrial League, a play-off being necessary to determine the winner after the completion of the regular schedule. The race for the mythical pennant was entirely a two-team affair between our players and the Hawk-Eye nine, the all-star aggregation representing the "lensmakers" being pressed much harder than it had apparently anticipated.

At a disadvantage from losing its first game with Hawk-Eye, the Park team turned in its best performance of the season to even matters in the return fray by a score of 3-2. The defensive play of both the infield and outfield in this contest was brilliant, while Agness out-pitched Gears, the former being steadier in the pinches.

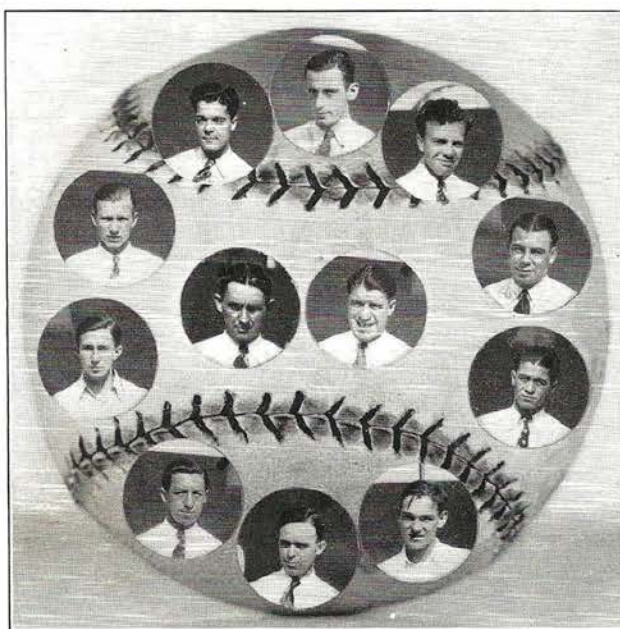
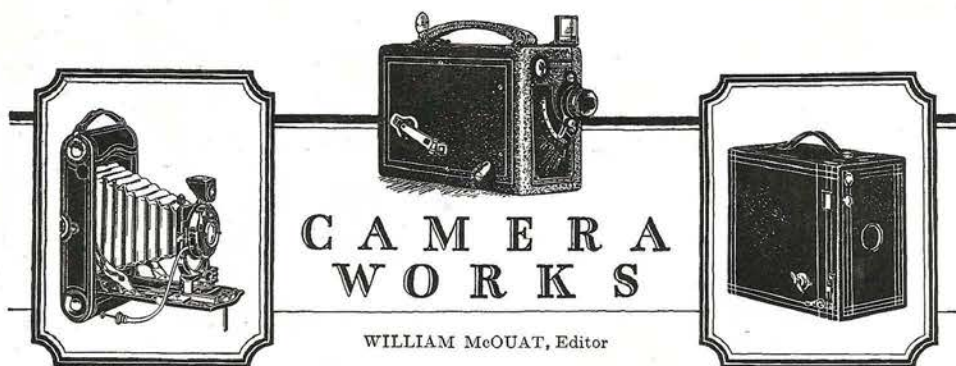
The deciding game to determine the championship was played Saturday afternoon, September 6, at Genesee Valley Park. Hawk-Eye scored first with one run in the second inning and added two more in the third. Our team rallied in the fourth to tie the score, a lusty double by Hogan driving in two of the runs. The following inning, with two men on bases due to errors of play and judgment, Graham, Hawk-Eye outfielder, who had previously appeared weak at bat against Agness, bounced a hit over third base which rolled away for a homer. Each club added one tally thereafter, the final score being Hawk-Eye 8 and Kodak Park 4. Its "beautiful gesture" gone wrong, the Kodak Park club wishes the Hawk-Eye players the best of luck in their series with the champions of the second section of the league for the City Industrial title.

James Ward, manager of the Kodak Park entry in the league, is to be congratulated on the excellent record of the team. The line-up during the season included the following players: Agness, Minella, Stutz, Russell, Tinsman, Servis, Coogan, Brightman, L. Gallagher, Hogan, Lindhorst, Yurgealitis, J. Gallagher, W. Gallagher, and Benson. The management of the club is very grateful to Bill Doane for his services as umpire throughout the season.

The league will be officially closed with a banquet at Blarney Stone Inn, October 4.

EXHIBITIONS

The Camera Club Exhibition Committee promises some interesting pictures for November. A notable collection of Dr. Coomeraswamy's prints will be on view at the November meeting of the club, followed, November 17 to 27, by the prints of this year's Tenth Annual Competition of American Photography. This exhibit is of particular interest as only two of the fourteen prize-winning prints were made by previous winners, and at least two are by workers who have never, so far as is known, entered a print in an open competition. The modest violets in our club should take note of this and draw courage from it accordingly. The key to the exhibition rooms may be secured from the K. P. A. A. office.



INDUSTRIAL BASEBALL TEAM

Reading to right from top left seam around circle: Jos. Tribotte, Harold Tulley, Larry Pennington, Fred Kuhn, Bob Culhane, Bill Stein, John Rutan, Randall Sargent, Gordon Wagner, and Stanley Zienk.
Insert: Mert Fahy, Capt., and Jos. Meehan.

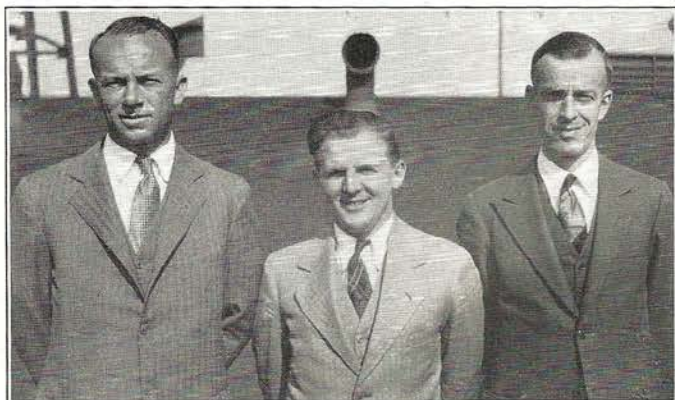
CITY ATHLETIC CLUB WINS INDUSTRIAL BASEBALL TITLE

The title of champion in the Rochester Industrial Baseball League went this year to a newcomer, the City Athletic Club's team which represented the Department of Public Works and Parks.

This league composed of six teams was the strongest one in many years, and our Camera Works boys were forced to fourth place as the league season came to an end. The end of the schedule also found the Ritter Dental and City Athletic Club teams tied for honors with nine games won and one lost. This resulted in a play-

off game which was held at Genesee Valley Park on August 30.

The fine pitching of Russ Brown, City ace, the excellent support in the field, and hits when needed produced seven runs for the winning City team as against five runs for the Ritter outfit. The largest crowd of the season attended, and received several thrilling moments. The tension throughout the game, a home run, spectacular catches, and close play kept the three umpires and the spectators on their toes every minute.



JARVIS HAIGHT, HAROLD TOBIN, and AL WELTZER

WELTZER AND HAIGHT ENTER TENNIS FINALS

Al Weltzer of the Purchasing Department and Jarvis Haight of the Lacquer Department have at last reached the finals of the annual Camera Works Tennis Tournament and their match will be played in the near future. Neither man has made any prediction, but both promise to do their best to cop the championship.

Weltzer won his chance at the crown by defeating Eddie Burns in the semifinals, while Haight defeated John Mullins and then Harry Clemens to be listed as the other finalist. The result of the final match will be made known next month.

In the Consolation Tournament, Harold Tobin, last year's champion, repeated his victory and holds the crown for another year by defeating Charlie Lee in the semifinals and then Stan Bagdon in the finals. Bagdon made his way into the final bracket by setting back Fred Cook of the Milling Department.

The finalists and smiling winner of the Consolation Tournament are pictured above.

INDUSTRIAL RELATIONS CAMERA SERVICE

Usually with the coming of fall, the demand for cameras, Ciné-Kodaks, and Kodascopes lets up considerably and does not return till early spring. At this time, the Industrial Relations Department has taken advantage of the lull and put every single camera and accessory in tip-top shape, with the expectation that the many photographers in the Camera Works will find occasion to "shoot" numerous autumn and winter scenes.

These cameras, Ciné-Kodaks and Kodascopes may be reserved by applying on any Friday noon between twelve and one-fifteen o'clock in the Industrial Relations Department and getting a card for the same. Film for the cameras may also be purchased at this time or after five-fifteen o'clock without an employees' purchase order. We urge you to know the product which you manufacture and the one way to do that is to make practical use of it.

NOON-HOUR ATTRACTIONS AT KODAK AUDITORIUM

As you read this, we once more bring to your attention the very important fact that we have again been invited to be present at all of the noon-hour attractions at Kodak Office auditorium as the guests of the Kodak Office Recreation Club.

The tentative program for noon-hour specials includes movies, housemaid's golf, ping-pong, basketball, indoor baseball, and the big favorite, dancing.

Let us be reminded that all the players in the different sports which you will witness throughout the winter are entertaining you and are playing solely for sport's sake. Let us, both spectators and players, be the best of sportsmen and refrain from anything so crude as "booing." Be there, noon hours, support your teams and cheer them to the limit, but always—be sportsmen.

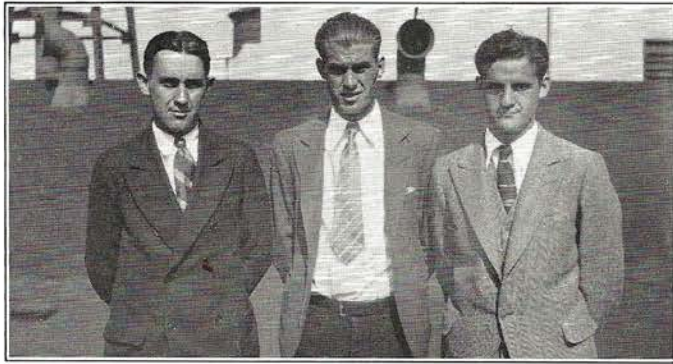
To the dancers, the gentlemen must always wear their coats while on the dance floor, sweaters and the like being barred. To the smokers, bring your pipes and cigarettes, for smoking will again be allowed throughout the noon hour in the auditorium.

Oscar Roncinske of the Lathe Department announces the arrival of a seven-pound baby boy, John Samuel. Another potential bowler. Congratulations, Oscar!

We extend heartfelt sympathy to Francis Foley of the Press Department who lost his son in an automobile accident recently. Automobiles claimed another child of Francis' about six years ago.

Congratulations to Clifford McEniry of the Engineering Department and best wishes to Hilda Jacobs of the Kodak Assembling Department, who were married recently. We wish them both a long life and complete happiness.

We have been informed that a baby girl has arrived at Charlie Kivell's home and intends to take up her abode there. Congratulations, Charlie!



MERT FAHY, JOS. ZURKEY, and VERNE LEONARD

GOLF LEAGUES COME TO END

Our Camera Works Golf Leagues, after going through nearly four months of play, have finally come to an end, with the winners holding their leads for the last month. The purpose of the leagues was to bring the golfers of the plant together in match competition other than the tournament, and to have a definite check on players' scores for the annual handicap tournament.

In the "AAA" League, Charlie Kivell and Bill Charles were awarded the prize with the McIntyre-Ohlau twosome finishing in the runner-up position.

The "AA" League prize went to Goodall and Slack who piled up a larger lead than any one of the other winners. The team of Henry and Miles was their nearest rival.

In the "A" League, Norm Stevenson and "Red" Sondheim finally broke the existing tie to end the season on top of the ladder and put the Roth and Logan team back in second place.

Recreation Club officers say the leagues were a success and promise more of the same style of contests again next season.

BOWLERS SWING INTO SEASON

With the advent of the "Little World Series" and cooler weather, the host of pin-pickers at Camera Works get all warmed up and ready to go. Not to get behind, Art Miller, the club bowling secretary, calls his veteran assistants together and decides on the course of action for the season which is about to open.

"Art," who has handled the bowling for the Recreation Club for several years, has the information down in his dope-book and has issued the call for a general meeting. As usual, all men who rolled last year in the league have first chance to re-enter the squads; following them, the best bowlers who desire to enter are given preference. The Camera Works League usually is considered the premier league at the plant and is one of the strongest in the city of Rochester, every man usually keeping his average above the 160 mark.

GOLFERS IN ACTION AT GENESEO

The warm and sunny Saturday of September 6 found sixty-six members of the Camera Works Recreation Club involved in the annual club handicap golf tournament. The affair was staged at the Country Club of Geneseo.

Twenty-five of the members teed off in the morning, starting at nine o'clock, and were found finishing up as the first of the forty afternoon golfers arrived at about one o'clock. The afternoon rounds found the course crowded with local members and visitors, and the going was much slower, but the last foursome finished its game before seven o'clock and wended its way homeward.

The course proved a novelty to many of our players, the rolling, well-trapped greens and long-carrying fairways being a pleasure to some, while the bunkers, sand-traps, rough and water-hazards, minus the water due to the dry spell, piled up large scores for the others. All in all much favorable comment was heard, and many expressed the hope that we may obtain just as nice a course in other years.

Prizes for the day went to Verne Leonard of the Kodak Assembly Department, who copped the championship and first low gross prize. Mert Fahy of the Stock Record Department was runner-up in the gross scores, while Joseph Zurkey, also of the Stock Record, was awarded first low net prize with a fine score of sixty-two.

RECREATION CLUB CAMERA SERVICE

The Recreation Club again calls your attention to the fact that cameras, Ciné-Kodaks, and Kodascopes are constantly available for your use. These instruments may be reserved by applying on Fridays at noon, between twelve and one-fifteen o'clock in the Recreation Club office and getting a card for same. Film for the cameras may also be purchased at this time, or after five-fifteen o'clock without an employees' purchase order. We urge you to know the product which you manufacture, and the best way to do that is to make practical use of it.

TWENTY-FIVE-YEAR SERVICE CLUB REORGANIZES

A meeting of the Camera Works twenty-five-year service group was held recently, at which the members were addressed by Charles Rogers. He explained the conditions under which the Kodak Company would render assistance to the group and read a proposed draft of rules governing the formation of the new club. A vote was then taken and it was unanimously decided that a new club be formed and new officers elected.

Earle D. Carson was elected president of the club; William Lawrence was elected as secretary; and William Carroll as treasurer.

President Carson thanked the members for his election and asked for their co-operation in making the club as interesting and as beneficial as any in the Kodak organization. Mr. Carson then appointed the following committees.

Committee on service buttons: John Stanton, George Gugel, James McMahon, and Walter Redhead.

Committee on dues includes: Frank Reynolds, John Gysel, Alfred Snyder, and Ralph Handley.

Committee on the name for club: Alonzo Horton, Harry Singleton, and William Lawrence.

These committees were requested to report their findings at the next meeting which will undoubtedly be held before the issue of this Magazine. We will certainly hear and publish more details regarding this club at a later date.

MISS MINKAU RETIRES

September 1 marked the retirement of Minnie Minkau after a long period of service at Camera Works. On August 27, 1900, Miss Minkau was employed in the Covering Department. After the introduction to camera-making, she was transferred to the Leather Cutting Department, and later to the Bellows Department where she has since been employed. In January, 1923, Miss Minkau was promoted to forelady in the Bellows Department, which position she held at the time of her retirement. In the course of her long service, Miss Minkau has seen several changes in the methods of work, and reminds us of the period when the paper strips used as guides for folding were glued to the lining by hand, one at a time, entailing tedious work when compared with present conditions. Thus, after thirty years' service, almost to the day, Miss Minkau retires with our best wishes and those of her associates in the Bellows Department.

The employees of the Tool Room wish to express their sincere sympathy to John Lohwater, whose wife died September 1; and to John Kuschel, whose mother died recently.

John Ash of the Chemical Laboratory left recently for a vacation. On his return he announced his marriage. Congratulations, John!

Bill Steele of the Engineering Department is the proud father of a little girl born recently, Muriel Jean. The glad hand, Bill!

OUR SAFETY SUPERVISOR SPEAKS

A major role in industrial economy is played by good housekeeping. It has become a requisite of present day production methods. In short, we might define good housekeeping as the elimination of all obstacles which prevent the worker from concentrating both his thoughts and his actions upon production work.

I believe that every factory takes a certain pride in the product it turns out. In order that the workers shall put forth their best efforts it is necessary that the place in which they work shall be neat, clean and orderly. I believe every employee in the Camera Works should take pride in the appearance of his individual department. He should keep his immediate workplace clean and orderly. No unnecessary material should be allowed to accumulate under and on top of work benches. Stock and rubbish should not be dropped on the floors. A clean and orderly plant is not the function of one department, but is every one's job.

It is obvious, of course, that the well kept plant is usually the safe plant, because the possibilities for accidents are greatly reduced. A disorderly plant creates tripping and falling hazards. Stock should be neatly and carefully piled, aisles should be maintained which facilitate the efficient handling of stock, give clear passage to workmen, and eliminate any necessity of climbing over stock or around moving machinery.

We at the Camera Works are justly proud of the product which we manufacture, let us in turn be just as proud of our housekeeping conditions. Co-operation on the part of every one will accomplish this result.

HOOPSTERS LOOK FOR LIVELY SEASON

At this time of writing, the weather calls the younger members to the basketball courts. The Recreation Club secretary has been besieged by inquiries from the many court players at Camera Works as to when actual practice will begin for the 1930-31 season.

Undoubtedly by the time you have read this issue, the basketballers will have gone through at least two weeks of training and be well on towards the opening of the season. It is possible that, because of the great number of hoopsters at our plant, a league may be formed among the different departments or floors and games scheduled at least once a week.

As far as the Camera Works and Recordak teams of last season go, the first-mentioned outfit is still completely intact with one exception. Tim Maloney, our fast little forward, has left to conquer Notre Dame University. We believe Tim should make the grade on one of the famous university's teams. "Bud" Tulley will be at the helm, with Holzschuh, Rogers, Rohnke, Kuhn, Logan, and Walker on the floor. The Recordaks, who copped the Industrial Basketball Championship of Rochester last year, have lost their floor leader, the elongated "Vic" Carr, but will be back on the floor after a second championship. Johnnie Doyle will handle the reins with Stein, Ebert, Herr, Culhane, Tribotte, and O'Brien in uniform. Many new players are expected to augment the ranks of both these outfits and all concerned look for a lively season.

KODAK



OFFICE

JOHN W. NEWTON, Editor



THE FINISHING DEPARTMENT OUTING

The annual picnic of the Finishing Department was held Saturday, September 6, at Churchville Park.

The photo taken by Henry Pallas, official photographer, will vouch for the splendid turnout in spite of rather threatening weather.

After dinner various sports were held for all.

The indoor baseball game was a "howling"

success, most of the howling being due to the "bum" umpires, consisting of Henry Pallas, Charles Foster, and (we hate to say it) Louis Bonehill. Captain Albright was official scorekeeper, but, unfortunately, we can not accept his figures as official, at least each of the two captains, Paul Evans and Charles Foster, claims that his side won with a score well up in the hundreds.

COMING EVENTS

Recreational activities will commence this month in the office auditorium. Volley ball for those who can shout the loudest, basketball for men and women who can run the fastest, and there will be putting contests for men and women. Putting will be more interesting this winter as the carpets are decorated with hazards of one kind or another, but don't get the idea it's a miniature golf course. A ping-pong tournament

is now under way at noontime, and dancing during the lunch hour will start in November. There will be some baseball games including those with our friends, the police. A Kodak Office bowling league is being talked about but nothing definite is known at this writing.

Make your ideas known to Harry Irwin as he will welcome suggestions.

Keep the Suggestion Committee Working



MARJORIE DONOHUE

Marjorie ("Mickey") Donohue of the Tabulating Department, and one of the most popular girls in Kodak Office, left the Company August 21, to become a nun. She entered the Notre Dame Order in Baltimore, Maryland, in September. While we will sadly miss her smile and sunny disposition, we wish her happiness and trust she will find peace and contentment in her chosen work. The Tabulating Department presented her with a sterling silver watch and black cord customarily used among religious orders.

CHARLIE RETURNS

The Shipping and Traffic Departments are glad to welcome back their genial boss, Traffic Manager Charles E. Johnson, who returned to his desk August 20, looking ten years younger and weighing ten pounds heavier. "Charlie" spent ten weeks in England and Scotland, and reports a wonderful trip and a very good time, but if any one has any doubts as to which side of the Atlantic Ocean is the right side, he will be glad to enlighten him. He can't very well "See America First," having already seen too much of the world for that, but he is now resolved that his future vacations will be spent on the continent of North America, and here's hoping he has enough of them before he retires to see it all.

*Concentrate on your likes,
Forget your dislikes.*

—WILLIAM FEATHER

DEVELOPMENT DEPARTMENT OUTING

On Saturday, September 6, the Development Department held its fourth annual picnic at Island Cottage.

The Engineering branch of the Instrument Department at Hawk-Eye Works were invited as guests under the leadership of Fordyce Tuttle. A chicken dinner was served in the hotel to forty-two employees.

A beautiful clock was awarded to Dwight Smiley of the Patent Department. After dinner, a ball game was staged between the Development Department and the Engineering Department of Hawk-Eye Works. The final score was 17 to 6 in favor of Kodak Office. The impartial umpiring of the game was taken care of by Otto Wittel. The feature player of the ball game was John Dernogo, who practically won the game for State Street single-handed.

Horseshoe pitching, cards, and dominoes kept the fellows busy the remaining part of the day.

Unexpected burlesque entertainment by Hank Fairbanks, Otto Wittel, Fordyce Tuttle, and Victor Moyes was enjoyed by all.

The entire affair was conducted very successfully by the chairman, Jack Leckinger.



HARRY P. LOVICK

We are sorry to report the death of Harry P. Lovick, demonstrator, which occurred in Los Angeles recently. He had been ailing for some time suffering from heart trouble. His home was in Livingston, California, where services and burial were held. We offer our sympathy to his family.



WITH KODAK ARGENTINA

We have received several Kodak pictures from Kodak Argentina, Ltd., showing how some of the employees spend their time when not selling Kodaks and supplies. Picture No. 1 is a reproduction of the two football teams picked from the employees, and picture No. 2 is what would be known in golf as the 19th hole. Don Burrows is easily recognized in this picture, and the smile on his countenance indicates that something other

than tea is in the tumbler. Alberto Spangaro, the manager of the branch, and also, by the way, manager of the football teams, is on Don's right, pouring. Picture No. 3 is a group of employee fans. The opposing teams are picked from the office and laboratory and play each Saturday during the cool season. Armin Baltzer is in Rochester, so we haven't the opportunity of seeing his picture in sweater and shorts.

Rose Farrell returned to the office August 25, after an absence of several months. She met with a painful accident due to slipping on the ice last spring, but is now practically recovered. Her friends of the thirteenth floor welcome her return.

Florence A. McAnaney and Helen S. Williams left New York on the liner *American Shipper* for Europe. They expect to be gone several months, visiting most of the European countries.

Claire Sabin until recently in the Repair Department was married early in September. He is now living in New York and his old associates congratulate him.

Betty Sheehan resigned her position in the Training Department, September 6, much to the disappointment of her friends. She expects to take up training for a nurse in the near future.

The Tabulating Department held a farewell dinner at Hotel Manitou, for several of its members who are leaving for other fields of labor. Gertrude Connor and Ruth Beldue are returning to school to continue their studies; Jane Culp will become a dental hygienist in the office of Dr. Gibbin; and Marjorie Donohue will enter a convent in Baltimore. A delicious chicken dinner was served, and a pleasant evening was enjoyed in dancing and playing miniature golf.

Best wishes to Florence Hutchings of the Stenographic Department and Harry Jackling of Rochester, who recently became engaged.

WELCOME

We welcome the following new employees to Kodak Office: Development Office, Dr. Daniel McRae; Development Shop, Carl Persson; Training (Men), Arthur Maxwell, William Turner, and Robert Waggshauser.

We congratulate Arthur Herrick of the Repair Department and his wife, who was formerly Carol Williams of the Advertising Department, on the birth of a nine and one-half-pound daughter, Jean Winifred, born September 10.

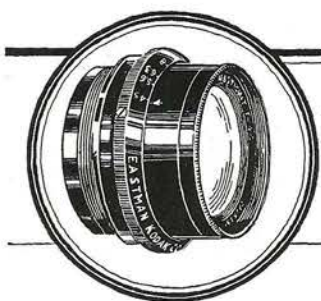
Richard B. DeMallie, who was manager of Kodak Philippines, Ltd., Manila, P. I., for some time, is now manager of Kodak Japan, Ltd., Tokio.

William P. Lane, who until recently was connected with the Shanghai branch, succeeds R. B. DeMallie in Manila.

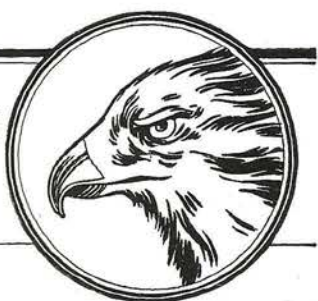
Word has been received of the birth of Edward Leo Martin, August 10. Edward's mother is Blanche Schultz Martin, formerly of the Tabulating Department. Congratulations.

Harold Jensen of the Finishing Department was married on August 23 to Miss Beiglow of Glens Falls. An occasional chair was presented to the happy couple by the Finishing Department.

THINK SAFETY—WORK SAFELY



HAWK-EYE



JOHN T. HARBISON, Editor



ADIRONDACK ANTICS

On Friday evening, August 29, a truck gaily decorated and laden with tents and blankets, to say nothing of enough food to feed Caesar's Legions indefinitely, was seen to draw up in front of Hawk-Eye, accompanied by four other cars that were similarly decorated. The hike to the Adirondacks had started.

After stopping to get gasoline at Rome we continued on through the night into the dawn. We arrived at Lake Eaton safe and sound and ready for breakfast. Two tents were pitched immediately, a fire started, and the larder raided. After satisfying the inner man, attempts were made to clean the outer. Those who had donned bathing suits seemed to be most successful and they also provided excellent opportunities for snapshots. Well, when we were clean enough to be easily recognized, it was necessary to sort out equipment. Beds were prepared, food was classified, and, most important of all, the phonograph was brought to light. While this was going on other folks were out collecting wood. It has been said that, given an axe and enough time, Red Harris would have leveled the Adirondacks.

A walk through the woods proved very successful from the standpoint of photography. President Leggatt, Art Rapp, and Mack Harding had promised to be with us by this time, but they did not appear until Sunday. They were late in arriving because of the long journey down from North Bay, Ontario, but they were given a royal welcome when they did appear.

The day we hiked to the top of Blue Mountain we had a few sandwiches when we returned to camp, and then helped Mack Harding concoct an Irish stew. For an English-Scotsman, Mack makes a wonderful Irish stew—ask any one who had the good fortune to partake.

We broke camp early in the morning—in the rain—the first time that rain has ever tried to interfere with a Camera Club party. Before another one is held it is hoped that Johanna Einkenkel will master the art of eating marshmallows without damaging the appearance of her usually attractive countenance. The members of the club wish to thank Mr. Faltz for his many kindnesses and valuable assistance.

—W. Wood.

Big Awards for Big Thoughts



We like to encourage home talent whenever possible and so we raise a question. When Willie Wood made plans to win the Picnic Picture Contest with a picture of a charming young lady, why did he find it necessary to select his subject from among the maidens of Kodak Park? Can it be that there is a superior grade of beauty outside the walls of Hawk-Eye? We hasten to the defense of our reputation for having the best looking girls in Rochester. Are there fairer maidens in town? No! a thousand times no! Willie was merely a victim of that hallucination that is as old as man but which is now more or less confined to cows and horses—that the grass grows greenest on the other side of the fence.

George Schluter of the Precision Optics Assembling Department married Dorothy Simmons of Rochester on August 18. The wedding trip took them through most of New York State, Maine, and Virginia. We offer our congratulations to George and our best wishes to the bride.

WE WANT MORE SUGGESTIONS

TOOL ROOM NOTES

John Barnhardt and his family spent their vacation at the Thousand Islands.

Ottmar Hodges, our foremost motor boatman, devoted part of his vacation to attending the motor boat races at Red Bank, New Jersey, and many new features will no doubt be built into his boat during the winter.

Joe Zielinski and his family motored to New Jersey to visit his son who was at Camp Dix for military training.

Thomas Tremmer and his family chose Detroit and its environs as the scene of their vacation.

Arthur VanGysel has returned to work much improved in health, after having spent three weeks at the Strong Memorial Hospital recovering from a minor operation.

Charles King and his family motored to the extent of two thousand miles during his vacation. They visited many points of interest along the Atlantic seaboard.

The motor route selected by John Eiseman and his wife took them through Maine to Montreal where they bumped into Mike Becker who had come up from Detroit.

On Saturday, September 6, the legendary bird stopped at the home of Leo Weit of the Centering Department and left Mrs. Weit with a bouncing nine-pound son who has been tagged Arthur John. Congratulations and best wishes to Leo and his family.

Beulah Dolores Suter, daughter of Mr. and Mrs. Arthur Suter of Grand Avenue, and Harold Wing of the Production Department were married Saturday evening, September 6, in the Baptist Temple by the Reverend Wallace E. McCoy. The double ring service was used. Philip Michlin and Emil Steinle of the Production Department were ushers. Clayton Knope of the Department of Industrial Economy sang "Because" and "Oh Promise Me."

After a trip through the Adirondacks, the New England States, and Canada, Harold and his bride will make their home at the Merchant Apartment on Merchants Road. Best wishes and congratulations are hereby tendered the bride and groom by the entire Hawk-Eye Works.

The Noon-Hour Baseball League came to a rapid and conclusive finish with the opening of a miniature golf course in the neighborhood. Many of the stalwarts who used formerly to mingle strong language with tobacco juice while enjoying their baseball are now to be seen sucking Sen Sen the while they daintily encourage golf balls from one cup to another. We trust that this is but a passing fancy and that baseball has not passed away from Hawk-Eye—never to return.

Syd Says: "Keep on Working Safely."

ACCIDENT PREVENTION

We are in the midst of a state-wide campaign to prevent accidents, in which more than 365,000 workers are taking part. We, at Hawk-Eye Works, have made records before, and we now hope to complete the three months of September, October, and November without a single lost-time accident.

The Company has always recognized that the employee is entitled to every means of protection against accident and illness in his occupation. The analysis of most accidents would indicate that the Company is more concerned over the employee than he is over himself.

Especially during this campaign is the individual asked to account for himself. He is asked to take no chances, follow no unsafe practices in his work, report any hazards that he sees, and be sure to have all minor injuries such as cuts, scratches, burns, etc., attended to at the Medical Department to avoid infection.

At the time this Magazine goes to press, our record is clean. It becomes the responsibility of each one of us to so govern himself that Hawk-Eye Works may be listed as one of the plants to complete the campaign without a lost-time accident.

AN ENCORE

"Music hath charms to sooth the troubled breast," and the same may be said for nature. The first visit to the Conesus Lake cottage of George, Joe, and Mrs. Engel made such a favorable impression that an encore was arranged for.

This time a ham was served instead of hamburger and hots. The members of the Camera Club having firmly established a reputation as heavy eaters, we shall spare you further descriptions of the long-distance reaches or the two or three platefuls that some of the members managed to do away with. Without mentioning any names we should like to make known the fact that certain ones of those present should have been charged double fare.

Most of the afternoon was devoted to a swimming party, the high light of which was the "splash of Charlie Busch" by five maidens who made it their business to see that he received a thorough ducking. The horseshoe tossers also got in a few pegs at the pin.

After the evening meal had been given a safe margin of safety in which to settle, some folks went boating, others went roaming in the gloaming and later on went swimming again. What a night it was! A lovely moon, cool breezes, and music all went to make up the kind of picture that one dreams about. Dame Nature exerted a tremendous pull that night, and her thrall was not broken until very late when the party set out for home, pleasantly tired and planning other adventures for the future.

G. A.

HAWK-EYE WINS

About two hundred Hawk-Eye baseball fans and about three hundred other people turned out to see Hawk-Eye win the championship of the West Side League on Saturday, September 6. The game was played against Kodak Park at South Park. Inasmuch as each of the teams had completed its schedule with the loss of but one game, each having been beaten once by the other, a close contest was expected. This game meant the championship for the winning team, and both wanted it.

The batteries were Agness and Benson for Kodak Park and Gears and Scheid for Hawk-Eye, and either battery is a tough proposition for anything but a first-class outfit to beat. Gears had the edge on the rival boxman. He struck out twelve men and allowed but six hits, while Agness struck out eight men and allowed twelve hits.

Scheid and Clayson swung the bats that hit the balls that won the game. Each registered three safe hits in five times at bat. Ross and Graham contributed a home run each that helped the cause along. The final score as recorded by chief score-keeper Howard Lent read Hawk-Eye eight runs and Kodak Park four runs.

Messmer and Prentice on third and shortstop did some nice defensive work, and, of course, Charlie Metz played his usual smart game at first base. Frank Costello in right field disposed of everything that came his way. Stutz played a great game for Kodak Park at second base.

In spite of a bad back that has caused him considerable pain and trouble, Harry Moore was on hand to coach at third base. His advice and encouragement were a big factor in the victory. Manager Zollweg coached at first base and kept the boys moving toward Harry who carefully sent them home. The umpiring was capably handled by Doan of Kodak Park and Kowalski of Hawk-Eye.

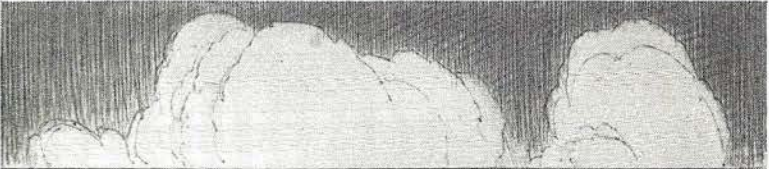
On October 4 a banquet will be held at the Blarney Stone Inn that will be attended by the members of the several teams that made up the West Side League. A series of three games will be played with the Ritter Dental team, the winners of the Central Division League for the Industrial Championship of the city. The winner will receive a silver cup. We have room for it in our trophy case.

NEW BOOKS

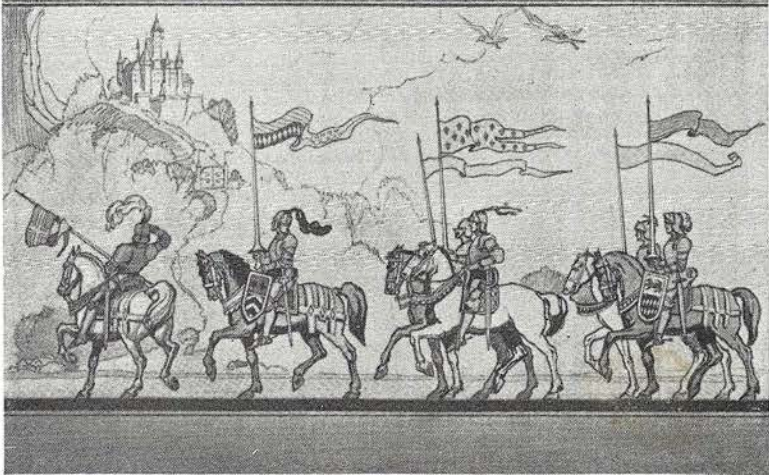
In an effort to revitalize the library, many of the old books have been sold and the proceeds used to purchase new ones. The names of the new books will be announced as they are bought so that you may make a selection. Your suggestions pertaining to the kind of books that interest you will be gratefully received by Joe Carroll.

Don't keep your good ideas to yourself—

Put them in the nearest Suggestion Box



Imagination is the corner-stone
of every business achievement, for
by its inspiration, tomorrow's
triumph is visioned in today's task



SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF SEPTEMBER 10, 1930

ROCHESTER PLANTS		Standing Last Month	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye.....	1	89.5%	7,174
2.	Kodak Office.....	2	63.1%	14,438
3.	Camera Works.....	3	49.3%	18,326
4.	Kodak Park.....	4	46.5%	55,616
	Non-Employees.....			9,165
OUT-OF-TOWN PLANTS				
1.	Eastman Kodak Stores, Inc. (St. Louis, Mo.)..	1	100.0%	141
1.	Eastman Kodak Stores, Inc. (San Diego, Calif.)	1	100.0%	19
1.	Eastman Kodak Stores, Inc. (Salt Lake City)..	1	100.0%	56
1.	Eastman Kodak Stores Co. (Duluth, Minn.)..	1	100.0%	58
1.	Eastman Kodak Stores, Inc. (Denver).....	1	100.0%	184
1.	Eastman Kodak Stores, Inc. (Des Moines)....	1	100.0%	81
1.	Eastman Kodak Stores, Inc. (Washington, D. C.).....	1	100.0%	128
2.	Taprell, Loomis & Co. (Chicago).....	1	98.3%	2,021
3.	Eastman Kodak Stores, Inc. (Atlanta).....	2	95.4%	210
4.	Eastman Kodak Stores, Inc. (Sioux City)....	3	90.0%	152
5.	Eastman Kodak Stores, Inc. (Los Angeles)....	4	88.4%	401
6.	Eastman Kodak Stores, Inc. (Baltimore)....	5	88.4%	71
7.	Eastman Kodak Stores, Inc. (Portland, Ore.)..	7	82.6%	109
8.	Eastman Kodak Stores, Ltd. (Vancouver, B. C.)	6	80.9%	93
9.	Salesmen and Demonstrators.....	8	80.7%	3,784
10.	Eastman Kodak Stores, Inc. (Cleveland).....	10	77.5%	352
11.	Eastman Kodak Stores, Inc. (Pittsburgh)....	9	75.6%	245
12.	Eastman Kodak Stores, Inc. (Omaha).....	12	70.8%	279
13.	Eastman Kodak Stores, Inc. (Boston).....	11	66.6%	298
14.	Eastman Kodak Stores, Inc. (Philadelphia)...	13	66.1%	323
15.	Eastman Kodak Stores Co. (St. Paul).....	14	61.5%	135
16.	Eastman Kodak Stores, Inc. (New York).....	15	54.2%	650
17.	Eastman Kodak Stores, Inc. (Minneapolis)...	16	53.5%	154
18.	Eastman Kodak Stores, Inc. (Detroit).....	18	53.4%	523
19.	Chicago Branch.....	17	49.5%	983
20.	Eastman Kodak Stores, Inc. (Seattle).....	19	46.8%	82
21.	Eastman Kodak Stores Co. (Chicago).....	20	43.8%	630
22.	New York Branch.....	21	37.6%	618
23.	Eastman Kodak Stores, Inc. (Milwaukee)....	22	33.3%	156
24.	San Francisco Branch.....	23	31.8%	504
25.	Eastman Kodak Stores, Inc. (San Francisco)..	25	17.3%	23
26.	Kodak Uruguay, Ltd. (Montevideo).....	26	14.2%	5
27.	Kodak Argentina, Ltd. (Buenos Aires).....	24	13.3%	137
28.	Eastman Kodak Stores, Inc. (Lincoln, Nebr.)	27	13.3%	35
Total.....		..	52.1%	118,359
Average Subscription—14.5 shares				
Total matured or par value—\$11,835,900.00				