

The KODAK *Magazine*



May 1931

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

MONTHLY ACCIDENT REPORT

MARCH, 1931

PLANT	No. of Accidents		Hours Lost	
	1931	1930	1931	1930
Kodak Office.....	0	0	0	0
Camera Works.....	5	4	192	352
Hawk-Eye Works.....	0	1	0	40
Kodak Park Works.....	14	25	2088	2536
Total—Rochester Plants.....	19	30	2280	2928

NATURE OF ACCIDENTS DURING MONTH

6 cases of injury through bruises, burns and lacerations.

5 cases of injury through falling and slipping.

2 cases of injury through falling material.

2 cases of injury through sprains and strains.

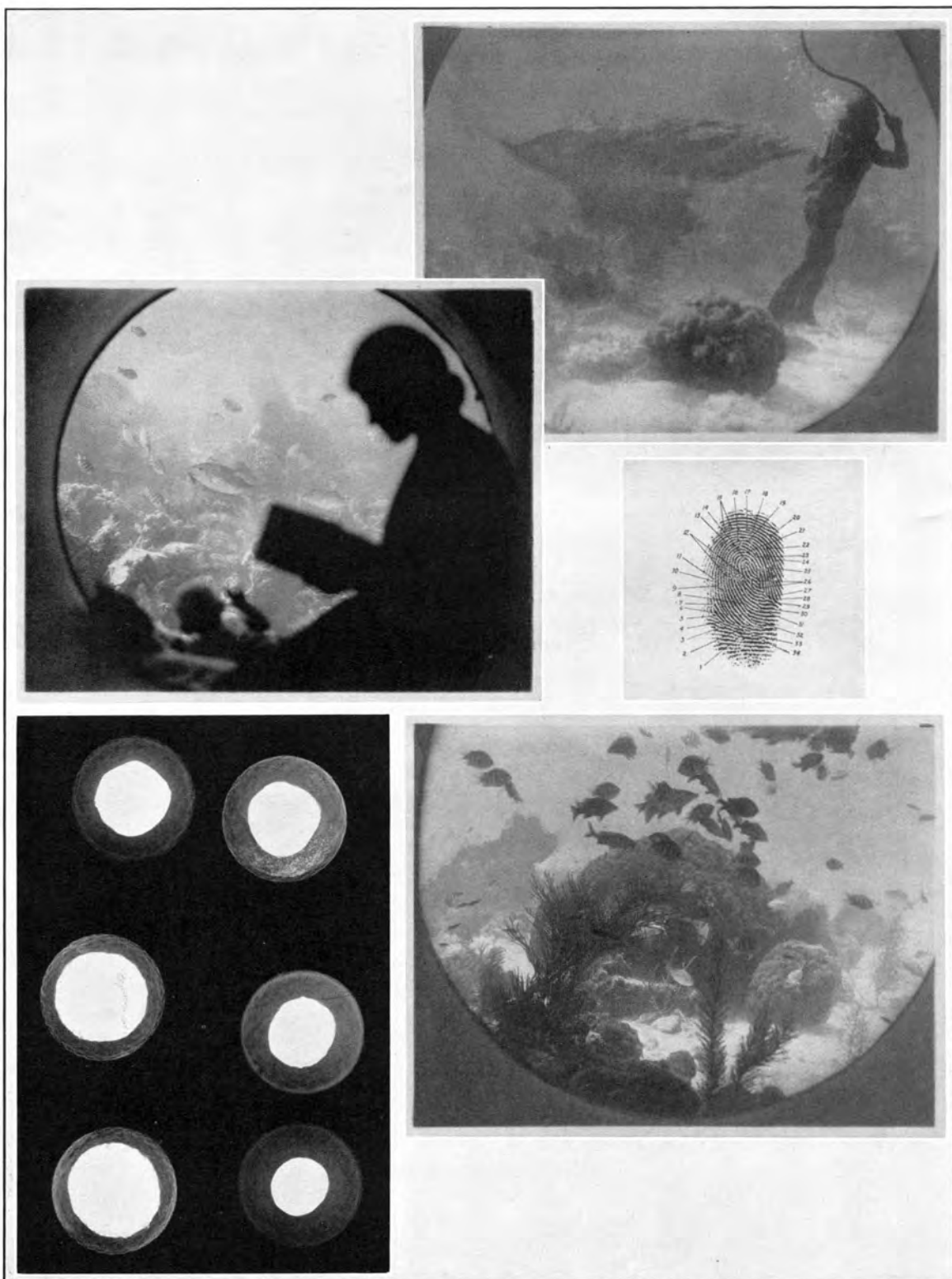
1 case of injury through stepping on nail.

1 case of injury through foreign body in eye.

2 cases of injury around machines of special nature.

19 employees' accident cases during month.

SOME PEOPLE
LEARN BY TRIAL AND ERROR;
OTHERS BY PROFITING BY
THE TRIALS AND ERRORS OF
THOSE AROUND THEM.



*Mrs. Williamson and child photographed
at the bottom of the sea.
X-ray of golf balls to determine roundness
of center core.*

*Mr. Williamson exploring.
Enlarged finger print as prepared
for use in court.
View from the Williamson tube.*

The Universal Range of Photography— see opposite page

THE KODAK MAGAZINE

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MAY, 1931

No. 12

The Universal Range of Photography

WE ORDINARILY divide photographers into three classes, the "simon-pure" amateur who "snaps" this and that for his own edification, the professional portrait photographer, and lastly the commercial photographer, who pictures architectural subjects, furniture, and other similar things incidental to the business world.

The writer of this brief article had in mind a story on some of the unusual uses of photography, but very soon discovered that to fully cover such phases would require a volume equal to a good-sized dictionary.

As a matter of fact photography enters into every science and industry; it played a most important part in the World War, and is largely used by the explorer, and in the detection of crime; in fact one could go on for endless pages recording the many seemingly unusual uses of photography.

Pictures taken at the bottom of the sea are sufficiently unusual to warrant mention here.

Three of such pictures taken by J. E. Williamson are shown on the opposite page.

Mr. Williamson is enabled to produce such pictures by means of a special device perfected by himself.

Picture a ship fitted with a powerful bending tube forming an open pathway for you to the floor of the sea hundreds of feet below, and you have a portable "hole in the sea." Here is an open air shaft, through which any one can descend and remain indefinitely under normal atmospheric pressure in comfort in

the observation chamber below, viewing and photographing the illuminated sea or sea bottom.

The Williamson Tube is not a stiff iron pipe or a telescope arrangement; it is a flexible tube three or four feet in diameter, made of steel and drop-forgings, and can be lengthened or shortened within the construction of its folding walls in much the same way as an accordion, reminding one of a huge Chinese lantern. The fact that it is flexible, bending and giving with the wave motion and currents, makes it a safe and adaptable means for man's entry into the world beneath the sea.

The tube terminates in a massive globular steel chamber with a huge glass window designed especially for photographing in the depths.

Lowered into the sea from the ship above are banks of powerful lamps of Mr. Williamson's own design, which flood the scene with light, illuminating great areas of the sea bottom.

The part aerial photography played in the late World War, and what has been accomplished by its aid since peace was declared, is so well known that its accomplishments, wonderful as they are, hardly seem nowadays to come under the heading of the unusual.

The value of the Röntgen, or X-ray is, perhaps, but little understood by the average layman, but its use covers a remarkably wide field aside from its employment in surgical diagnosis.

The X-ray is used commercially by very many industries; by iron and steel fabricators to determine the existence of hidden flaws so as

to avoid unnecessary and costly machining; by municipalities and public utility companies to ascertain the condition of tree trunks and light poles as to hidden decay which might, if undetected, cause serious injuries with their resulting damage suits.

The X-ray in the group on the opposite page shows the result of an examination of a number of different makes of golf balls to determine the roundness of the center core which has much to do with low scores on the putting greens, to say nothing of long and accurate flight on the fairways.

Photography plays a most important part in the detection of the criminal.

The prints of the tips of fingers have been decided to be an absolute means of identification as the markings do not change throughout life, and even for some time after dissolution occurs. For this reason finger prints are usually taken from both hands of any person arrested for a felony, and then classified and filed for reference.

Should any person with his finger prints so on file be rearrested in connection with some other crime his identification becomes a simple matter.

When finger prints are to be used as evidence in court an enlargement of one of the finger prints is made with the numbers governing its identity introduced in support.

Such an enlargement is shown in the group on opposite page.

The art of the forger has been made far more difficult through the perfection of color sensitive plates,

and their use in connection with different color filters.

The forgery of checks has been largely reduced through the introduction of safety papers, but there still remains a wide field for the un-

scrupulous in the way of altering deeds, wills, and similar documents, but if modern photography is employed the culprit's chances for escape are greatly lessened.

Reams could be written on any of

the topics introduced, and on many more which have not been mentioned, but this tale is sufficient to support the contention that photography plays a very important part in all phases of modern life.

The Kodak International \$100,000 Competition

IN AUGUST, 1929, we recorded the highly successful termination of the Kodak \$30,000 Contest for Amateur Picture Makers.

In this contest more than three-quarters of a million pictures were submitted and it seems but a conservative estimate that several million other prints were made which were not entered in the contest.

The enthusiasm with which this contest was received by amateurs all over the country, and the fine co-operation by live wire Kodak dealers and photo finishers provided a tremendous stimulus to their business.

Many photo finishers increased their business to a highly gratifying extent.

Dealers said that their Kodak counter sales soared, and that sales for the entire store were materially boosted because of the increased number of people drawn there as

the result of the contest.

Due to the success of this contest and to the determination to make 1931 photo sales exceed all previous records, the Eastman Kodak Company has organized and is financing a promotion plan so vast and impressive that people in every community will take pictures in 1931 as they never have taken pictures before.

This plan now in operation is the Kodak International \$100,000 Competition for Amateur Picture Takers.

This contest is far more embracing than the previous competition in that it is international in scope; in fact it is the greatest contest ever projected in the photographic industry.

No opportunity for publicity regarding this remarkable contest has been overlooked; magazines and newspapers are carrying compelling

messages to the amateur everywhere; radio programs are doing their share to tell additional millions of the contest.

As this contest is open only to amateurs, and as it is not open to Kodak employees, it would be superfluous to give the rules for the contest here.

The immense interest in the contest will naturally demand an equal interest on the part of all employees in that every one co-operate in increased and speedy production, in the prompt and correct filling of orders, and everything else connected with the contest.

This contest is bound to be a huge success, and it will bring additional prosperity to all dealers in amateur photographic supplies and to the photo finishers, and in this great amount of additional business every Kodak employee will automatically share.

Economical Production ❖ Reduction of Costs

IS THE WATCHWORD TODAY.

Make a worth-while suggestion along these lines;
it will help all of us.

Fire Insurance

Read and Understand Your Policy

By E. A. Paviour, President, R. S. Paviour & Son

FEW policyholders attempt to read the 200 lines of the standard fire insurance policy. Even if they did some of the phrases would not be intelligible. Courts have had differences of opinion over some of the clauses. Then there is the form which is attached to the policy and which describes in detail the insured property. This should be most carefully read and understood by the property owner. But if you refuse to open even the envelope in which the policy is delivered to you, in addition to your failure to examine the typewritten portions of the contract, you should at least do business with an experienced agent who represents reliable companies. The most indifferent of all policyholders is the one who doesn't read his policy, doesn't look at the typewritten portions which describe his property, location, etc., doesn't inquire about the reputation of the company back of the policy and doesn't do business with a full-time agent who knows how to look after the interests of his clients.

In addition to covering loss or damage by fire the policy also takes care of direct loss or damage by lightning. In Rochester last year a company paid \$38,000 on a straight lightning loss under a fire insurance policy. There was no evidence whatever of fire. It was the bolt of lightning which tore part of the roof of the building and wrecked the stock. Bear this in mind. Other hazards such as smoke damage by oil heaters, windstorm losses, aircraft damage and straight explosion damage are not covered under the fire contract, unless these hazards are specifically mentioned and an additional pre-

mium paid. Lightning coverage is the only additional hazard included under fire insurance without charge.

Of course there are many ways in which policies are voided. If a company insures a building as a private dwelling which is later converted into a store, without notice to the company, that constitutes an increase in hazard. The policy is voided "while the hazard is increased by any means within the control or knowledge of the insured." The operation of stills in buildings is being considered an increase in hazard. Many companies have refused to pay losses caused in this way. It is also necessary to notify your fire insurance agent of chattel mortgages. They relieve the company of liability for loss or damage on the incumbered property, unless permission is given for such mortgages.

The dwelling policy issued in Rochester gives permission for the use of one quart per tenant of gasoline. As a matter of common safety no gasoline should be kept in a residence. It is a regular cause of injuries and fires. There are non-combustible cleaning fluids and also plenty of dry cleaning establishments.

A residence within the city limits may be left unoccupied or vacant without notice to the insurance company. The rules concerning unoccupancy and vacancy with regard to farms and unprotected buildings outside the city are restrictive. In such cases consult your agent.

The settlement of a fire loss on household furniture and personal property is greatly expedited by an inventory. Any insurance agency will give you an inventory book in

which you can list your possessions, room by room. Especially if you suffer a total loss, it is impossible for any person to list his destroyed property from memory. The policy requires you to furnish a complete inventory of the destroyed, damaged and undamaged property after the fire.

Patronize a full-time reputable agent who represents sound companies. Don't buy insurance just to "help out" some one. That isn't common sense or good business. Consult your agent when you make any radical changes in your property that might influence your insurance protection. Inventory your personal property. If you have a loss, make a fair claim and any reputable company will treat you fairly.

Who Guarantees?

WHEN you see tires advertised as "guaranteed 15,000 miles," or otherwise wildly advertised, you should rightly ask, "Who makes this guarantee, the manufacturer or the seller?"

If you make this inquiry and answer the question, you will often save your money.

Many such "guarantees" mean nothing—are only catch phrases. Get your guarantee in writing with every condition set forth. Be sure the maker of the guarantee is responsible and that he is able and willing to make good.

It is NOT—What did the salesman tell you? but—How does the "guarantee" read?

An advertiser's guarantee is as good as the company behind it—no better.



Here's Something Interesting

"The business world is physically tired out," says Roger Babson, leading economist and statistician. He believes that this fact has more to do with the present business depression than we realize. "The aim, motto, and goal of every banker, manufacturer, merchant, and housewife should be: *Accumulate Physical Wealth.*"

A noted physician says that the best reducing system is described in four words—"No more, thank you."

More than ten thousand eyes and at least \$46,000,000 were saved in two years through the use of goggles or head masks among 583 industrial plants employing one-half a million workmen. This estimate is based on the record of goggle-lenses broken, shattered, or spattered with molten metal or destructive chemicals. The study was made by the National Society for the Pre-

vention of Blindness and the National Safety Council.

"Fresh air is free from harmful gases or dusts, when relatively cool and dry and in motion," says Dr. Parran, Health Commissioner of New York State. Overheated air is harmful to health. Sixty-eight degrees Fahrenheit is generally accepted as the most healthful temperature. Many authorities assure us that people can accustom themselves to this temperature.

Wrong treatment of goiter in its early stages often increases the trouble and makes later right treatment more difficult. The basal metabolism or "breathing" test is of great assistance in determining the kind of treatment necessary. Whatever the treatment, this condition can usually be controlled or entirely relieved by expert medical attention.

Smoke shuts out sunshine, affects health, dirties clothes, and ruins dispositions. "It is an expensive evil, a result of ignorance," says Dr. A. H. Kegel, Commissioner of Health of Chicago. Much of it can be done away with, because it is so often caused by poor equipment, improper fuel, or careless operation.

Reach for a banana instead of a doughnut at ten o'clock in the morning! A banana has vitamins, minerals, and calories, and will not spoil your appetite for your noon meal.

You are more apt to catch a cold if you are overtired. A moderate amount of fatigue is good for every one occasionally, but don't overwork or overplay. Try to get at least eight hours' sleep each night. A reserve supply of energy is necessary to withstand the strain of living.

Idle Tales

She was the kind of woman who could be relied upon to say the wrong thing wherever she was.

At a recent dinner she turned to her neighbor and said, "Doctor, can you tell me who that terrible looking man is over there?"

"I can," replied the medical man, "that is my brother."

There was an awkward pause while the woman racked her brain for something to say. The doctor was enjoying her discomfort.

"Oh, I beg your pardon," she stammered, blushing, "how silly of me not to have seen the resemblance."

—Exchange.

"I must remark, Bates, that you have washed the car very perfunctorily to-day."

"Thank you, sir, I've been chauffeur to you for over two months now, and that's the first word of praise you've given me."

—Budget.

Visions

AN IDEA is not of much account if it just remains as an idea and not figured out to a workable basis.

The following was tossed on our desk the other day without affording us any clue as to its author, but as it contains some good ideas, we are reprinting it with apologies to the unknown author.

"History is replete with the tales of men who had visions. It fails to mention even the names of those who looked, but could not, would not, see.

"Columbus saw a world that was round; Fulton, a ship that moved without sails; Watt, a source of power in a teakettle; Edison, a light in a wire.

"Others looked at the world, waited wind and tide, thought kerosene lamps bright indeed.

"But they saw only the actual; they failed to catch a vision of the possible."

In our daily work we have visions of things that would improve our products, of new products that would increase business, of methods that simplify production or lessen the labor in our own, or some other, department.

But the truth is that so many of us have these visions and let it go at that instead of attempting to translate them into workable ideas.

Our Suggestion System was inaugurated a good many years ago to stimulate the turning of visions

into ideas, and into ideas that would lead to definite results.

If you have an idea only in a partly workable form, the secretary of the committee will be only too glad to assist you in every possible way in putting it into shape.

In putting in suggestions, remember this: Suggesting that thus and so should be improved, or that we produce this or that, without affording any idea as to how it could be accomplished is not a suggestion; it is only a vision.

Workable ideas are valuable. We want them and, when they are presented, will do everything possible to help the suggestors put them over.

Workable ideas can be cashed.

Men Wanted

WANTED—A man for hard work and rapid promotion; a man who can find things to be done without the help of a manager and three assistants.

A man who gets to work on time in the morning and does not imperil the lives of others in an attempt to be first out of the office at night.

A man who is neat in appearance and does not sulk for an hour's overtime in emergencies.

A man who listens carefully when he is spoken to and asks only enough questions to insure the accurate carrying out of instructions.

A man who moves quickly and makes as little noise as possible about it.

A man who looks you straight in the eye and tells the truth every time.

A man who does not pity himself for having to work.

A man who is cheerful, courteous to every one, and determined to "make good."

A man who, when he does not know says, "I don't know," and when he is asked to do anything says, "I'll try."

—Brooklyn Central.

Think! ~

We need workable ideas; they are worth cash to you. An accepted suggestion benefits all of us.



Eastman Savings and Loan Association News

The Way to Financial Independence

By Walter E. Hallett, Vice President, The Bank for Savings, New York, N. Y.

Written especially for THE KODAK MAGAZINE

IT IS within the capacity of almost everybody to become financially independent without being miserable and without foregoing the comforts of life, merely by thinking in advance, planning the outlay of income, and consistent saving.

The first essential of financial independence is a savings account. It is the indispensable basis. The way systematic deposits in small amounts will grow to sizable sums is a financial principle that never fails to impress the mind with the power of money placed at compound interest. What sum, for instance, would the reader wish to acquire by the age of sixty-five? That is a question to stir anybody's speculations. Let us answer the question in the terms of \$3.31 deposited every month from the age of twenty at four per cent interest, compounded semiannually. The result would be \$5,000 at the age of sixty-five.

Surely this is an illustration worth while. Hardly a person in the United States, in normal times, would be conscious of any effort whatever to save \$3.31 monthly. Yet we have just seen it expand by the magic of interest to \$5,000. Or begin at the age of thirty, deposit \$10.93 a month at the same rate of interest, and the amount will be \$10,000. Or deposit \$16.40 monthly and the result would be \$15,000 at sixty-five. By starting at the age of thirty, it would be possible to accumulate an estate of \$50,000 at sixty-five, by saving no more than \$54.59 monthly.

Perhaps no subject has been brought more forcibly into the consciousness of the American people during the year just past, than that of thrift. The logic of events has been irresistible. Whether we have liked it or not, whether we have enjoyed ourselves in so doing or not, we have been thinking and acting in terms of thrift.

That little word "thrift" always has interested me. It is a little word with a big meaning. Derived from the

Icelandic word meaning "to thrive," probably because to people of the frozen North climatic conditions made thriving a severe struggle, it touches every department and interest of our lives.

To many persons thrift means only the saving of money. But it has a much broader meaning than that. When we set ourselves to think it out we realize that thrift includes the caring for all of our resources, whether of money or of possessions, or of opportunity, and if we are thrifty in money alone and neglectful of the others, we have not been good practitioners of this virtue.

Thrift must be reasonable, not rampant. It also must represent prudence, not penuriousness. It is as bad to save too much as to save too little. We, of the mutual savings banks, and saving and loan associations, who are concerned particularly with the matter of helping people to save realize that in order to make saving effective it must be reasonable. It must be reasonable as to amount. It must be reasonable as to the uses to which it is put.

Effective saving means regular and systematic saving. Effective saving, to come within the meaning of the definition, as I have said, also must consider the purpose for which the money is saved. If you are saving for a good purpose, your saving is thrift. If you are saving in order later to squander, you may be saving-minded but you are not thrifty, and if you wish to be both saving-minded and thrifty you again will go back to your program and save for objects in the order of their importance, leaving pleasures and luxuries to the last.

Thrift, in the sense that I have tried to convey, is as necessary at one time as at another. It is as necessary in times of prosperity as in times of adversity, in good times as well as hard times—it is equally necessary at all times.

Traffic Education

WITH the co-operation of practically every civic organization in Rochester, the Police Bureau the week of May 11th will launch what is to be known as Traffic Education Week and which is expected to be the greatest safety campaign in the history of the city.

Public Safety Commissioner Donald A. Dailey is chairman of the Central Executive Committee and, with Frank J. Smith as Executive Vice President of the committee, made elaborate plans for the campaign. Mr. Smith also is a director and chairman of the Public Safety Committee of the Automobile Club of Rochester, which will take an active part in the campaign.

Others on the Central Executive Committee are Robert J. Menzie, secretary of the Rochester Automobile Dealers' Association, acting as secretary of the committee, and Police Director Curtis W. Barker.

Preliminary plans called for an increase in the traffic police squad so that the extra men may not only attend to the usual duties of directing traffic but may instruct drivers in safe operation of motor cars and to obey all traffic laws and regulations.

Drivers will be instructed in the proper manner of "lane driving," the proper way to make left- and right-hand turns, stop at arterial highways, how to obey signal lights so that there will be no overrunning of the lights, the proper hand signals to make when turning, backing or starting away from the curb, how to regard the rights of pedestrians, and also in all points of the city traffic ordinance.

During Traffic Education Week brake and headlight testing stations will be established throughout the city under the direction of police,

and motorists may have those valuable safety adjuncts of their cars tested free of charge and under the direction of experts.

Speakers on safety will address various meetings throughout the city and radio addresses will be broadcast each day of the week. Films also will be shown at all the downtown theaters instructing drivers in the correct manner to drive a car in a "safe, legal and sane" manner.

"Both Mr. Smith and myself think this will be the greatest attempt ever made in Rochester to check the rising toll of accidents," said Commissioner Dailey. "The prompt support and whole-hearted co-operation offered the Police Bureau by the various civic organizations of the city is splendid. If we save one child's life as a result of this campaign, I will consider it well worth while."

Organizations that are co-operating in the Traffic Education Week are the Automobile Club of Rochester, Rochester Automobile Dealers' Association, Rochester Engineering Society, New York State Railways, Safety Council of the Chamber of Commerce, New York State Bureau of Motor Vehicles, Sheriff Fred D. Budd and his staff, Humane Society, Board of Education, Board of Underwriters, parochial schools, Boy Scouts of America, Federal authorities in the city, and the newspapers.

The General Committee with representatives of all the organizations co-operating in the campaign consists of Police Chief Andrew J. Kavanaugh, Deputy Police Chief Henry T. Copenhagen, Traffic Captain William R. Miller, Thomas A. Sharpe, President of the Board of Underwriters; Charles R. Barnes, Commissioner of Railways.

John F. Uffert, general manager of the New York State Railways; V. M. Palmer, president of the Rochester Engineering Society, and O. L. Angevine, executive secretary of that body; A. K. Dean, president of the Safety Council, Chamber of Commerce; Freemont Chester, executive secretary of that organization; and Harry S. Moody, a member of the Safety Council; James M. Mangan, president of the Automobile Club of Rochester, and George C. Donahue, executive secretary of that organization; Julius E. Hansen, president of the Rochester Automobile Dealers' Association; Herman J. Norton, director of health education of the public schools; Adolph M. Spiehler, postmaster; Sheriff Fred D. Budd; Arthur McKenney, Boy Scout Executive; Rev. W. C. Compton, president of the Humane Society; Rev. John M. Duffy, superintendent of the parochial schools; Harold Sauers, president of the Truck and Warehouse Owners' Association; District Attorney William F. Love; City Court Judge Arthur L. Wilder; Lafayette R. Blanchard, managing editor of the Journal-American; Harold W. Sanford, managing editor of the Democrat & Chronicle, and William F. Butler, city editor of the Times-Union. The latter three are on a committee representing the press.

Think!

*Every suggestion making
for Economy keeps, or puts
back, some employee
on the job.*

The Rochester Unemployment Benefit Plan

MOST of you undoubtedly read in the Rochester newspapers of the Rochester Unemployment Benefit Plan as announced through James E. Gleason, chairman of the Industrial Management Council of the Rochester Chamber of Commerce.

The fourteen companies who are signatories of the plan are the Eastman Kodak Company, Bausch & Lomb Optical Company, Stromberg-Carlson Company, Rochester Telephone Corporation, The Gleason Works, Taylor Instrument Companies, Consolidated Machine Tool Corporation, The Todd Company, The Pfaudler Company, Vogt Manufacturing Company, Yawman & Erbe Manufacturing Company, Sargent and Greenleaf, Inc., Davenport Machine Tool Company, and Cochrane Bly Company.

Some readers have inferred that this plan is for the immediate relief of the unemployed workers of these concerns, which is not the case.

The plan provides that the above-named companies will start at once to accumulate such reserves as are necessary, so that benefits can be paid, *if necessary*, beginning in 1933.

Also in the case of several of the companies the adoption of the plan is subject to ratification by the board of directors and stockholders.

These companies are convinced that any definite further progress toward the complete solution of the problem of unemployment would be of benefit to them, their employees, and society in general. After careful study, they believe that the most sensible and practical additional method so far suggested for reducing unemployment and minimizing its effects lies along the lines of creating substantial reserves to be the basis of unemployment benefits

during future periods of unemployment. They believe strongly that these reserves should be voluntarily and independently set up and maintained by the industries themselves, and not by compulsion or in the form of governmental insurance.

The companies will bear the entire cost of the plan but reserve the right to declare an emergency in a prolonged period of unemployment and have the fund supplemented by contributions of one per cent of weekly earnings from all employees not receiving benefits, including all officials, and further supplemented by extra contributions from the company equal to those received from such employees.

Since the benefits provided under the plan are less than the full earnings, and are to be paid during a limited period, the workers will still face a reduction in income during unemployment.

Employees will be eligible to benefits under this plan provided they have been in the employ of the company for a continuous period of not less than one year, and have earnings of less than \$50 a week.

When after January 1, 1933, *if there is a prolonged period of unemployment*, and in the opinion of the management the fund will be inadequate to take care of the benefits payable, the management may declare that an emergency exists. Upon this declaration of emergency, all officials and employees of the company who are not receiving unemployment benefits will be assessed one per cent of their earnings. Deductions therefor will be made from the weekly or monthly pay, and such deductions will be added to the unemployment reserve fund. The company will appropriate into the fund an amount equal to these

deductions in addition to the annual appropriations. The deductions will continue until the management declares that the emergency is over.

Benefits will become payable under the plan after January 1, 1933.

A committee for our Company has been appointed by the Management, consisting of H. D. Haight, chairman; P. W. Turner, M. B. Folsom, R. W. Waldron and M. K. Robinson to administer the plan. The decisions of this committee will be subject only to the general control and direction of the Board of Directors of the Company.

The Rochester *Times-Union* comments on the plan as follows:

"The announcement that 14 Rochester industrial firms have inaugurated a plan to insure their employees against unemployment in times of business depression comes like a ray of sunlight from a darkened sky. It can be regarded as no less among those who have been so unfortunate as to be without work at various times. It is one of the most constructive steps yet taken to meet the trying exigencies attending slack production.

"The work of the Industrial Management Council of the Chamber of Commerce, which drafted this plan, definitely places Rochester in the front rank in this progressive movement. It distinguishes the city as the first to take such a step. In fact, only 15 or 16 firms throughout the country have adopted unemployment insurance plans. Rochester's launching 14 firms simultaneously on such a plan is an impressive stroke.

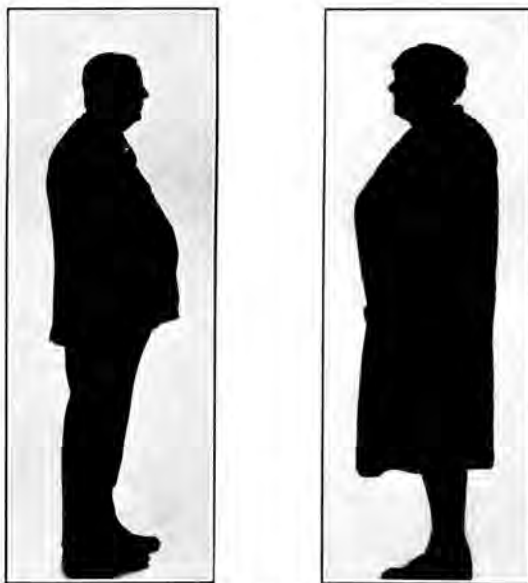
"However, before the present unemployment situation became serious, Rochester took front rank among American cities in recogniz-

ing the essential necessity of solving the problem by the organization of a civic committee on employment.

"Here is proof that the germ has taken deep root. Where there was fear in the early stages of this depression that when conditions should improve all thought of corrective

measures would be abandoned as unnecessary, there now is definite proof of the deep concern of employers and employees alike for stabilization of production and employment. The action of the 14 Rochester firms can be hailed as one of the greatest achievements in this

field in 50 years. Moreover, if the present industrial system is to survive, prevision and planning must take the place of the old system of trial and error. And Rochester is leading the way. Every one having to do with this new plan is to be thanked and congratulated."



MR. AND MRS.

The Stout Family Again

LAURA COMSTOCK, Nutrition Adviser

"**H**AVE you heard the latest gossip about the Stout family—Mr. and Mrs.? They are betting each other that each will lose twenty pounds this summer."

"Do you think that's news? They've tried that before. They start in big—refuse tempting dishes with, 'I'm on a diet, you'll have to excuse me.' A picnic comes along about the third week—and oh, boy! you ought to watch them eat! The next night they go to a movie. After the show they stop for, 'just one chocolate nut sundae.' At the end of the week they are surprised and discouraged to find they gained. They don't see why, and give up the dieting idea entirely. No, sir, you

can't get me excited about that family reducing."

"But this year it's different. Neither one has been feeling well lately, and they went to their family doctor for a tonic. He weighed them, took their blood pressure, listened to their hearts, and made other tests. He found Mr. Stout's blood pressure way up above normal and his heart not acting just right. Mrs. Stout has diabetes. The doctor told them just what to do and put them on a diet. No quick losing—one to two pounds a week only. He, also, has them report weekly."

"So that's why they mean business. They are scared. Too bad they didn't get that way five years

ago. But what did the doctor advise them to eat?"

"He said they are to have three meals a day, and not a single thing but water at other times; to have each day one or two pieces of fruit, one an orange; two or more green, leafy vegetables and one of them raw; one pint of milk (whole milk, skimmed, or buttermilk) part of which may be in the form of cheese; one small potato; one medium serving of meat, fish, baked beans or two eggs; two slices of bread; a breakfast cereal; butter—not more than two tablespoons."

"That doesn't sound like a starving ration."

Overweight? Read the above again.

Vehicle Collisions—And How Come

By R. L. REYNOLDS, Kansas City, P. S. Co.

VEHICLE collisions are always with us. As surely as street cars run—automobiles run into them, and, by the same evidence, street cars run into automobiles. Putting it this way makes the situation seem almost inevitable. However, the accident situation is not by any means a hopeless one. As evidence of this, the past year, 1930, was better than the year 1929, and, at the same time so far in 1931 the record shows up better than during 1930. The "how" and "why" of vehicle collisions, if all were told, would make an interesting but long story. At the present writing, let us look briefly into the "how." Perhaps at a later date we can go into the "why" a little more thoroughly.

No doubt the popular idea which exists to-day is that the intersection of streets is the most dangerous place. While an intersection is not without danger, you may be surprised to know that the mid-block section is even more dangerous. According to an analysis of 351 collisions in one month, 132 of them occurred at intersections while 219, or practically two-thirds of the collisions, were at mid-block locations. And while the mid-block locations proved to have more fre-

quent collisions, we must admit that the intersections still hold the harsh honor of being the scene of the most vicious.

Two types of locations seem to stand out head and shoulders above the rest. The most prevalent one is where automobiles and street cars "side swipe." Either the operator misjudges the clearance of a standing car, or the automobile driver turns into a passing car. Like a magnet and a nail—they seem hard to keep apart. Accidents of this type make up one-fourth of the vehicle collisions.

These "side swipers" or "side scrapes" are closely followed in number by accidents termed as "right angle" accidents. Accidents of this nature occur where automobiles running out of a side street or driveway either run into or are run into by a street car. This type makes up better than one-fifth of the collisions.

The next two groups, in order of their importance, are cases where automobiles stop dead on the track ahead of the street car, and cases of automobiles pulling from the curb out in front of a street car. The first of these is principally a mid-block accident, while the latter is

altogether a mid-block accident. Together, they account for approximately one-tenth of the total number of collisions. Our analysis further divides the accidents according to time of day. Figures show that these vehicle collisions occur with greater frequency during the p. m. rush period when there are a larger number of automobiles and street cars on the streets than at any other time of day.

Night operation, we discover, is less prone to traffic hazards than the midday or afternoon periods. Figures further prove that the a. m. rush hour is more free of outside interference than any other part of the day. For each operator, there is from two and a quarter to two and a half times the possibility of being involved in traffic collisions during the midday or p. m. rush periods as there is in the a. m. rush period. Perhaps the underlying reason for this is that during the p. m. rush period there is a concentrated rush and congestion on the streets of vehicles in a terrific hurry to get home.

A sound policy to adopt in the avoidance of vehicle collisions is not only to watch yourself, but to watch the other fellow.

Quacks Thrive in Field of Psychology

THE QUACK psychologist capitalizes the public interest in true psychology. When quacks are limited to physical efforts, they are likely to fail unless they use the accomplishments of science, but there are no limitations to the claims that may be made concerning what the quack psychologists call the soul, observes an editorial in *Hygeia*.

Human beings have always resorted to superstition and faith healing. Few have been satisfied with the long, hard road that leads to accomplishment. The short cut to the end of the rainbow is the stock in trade of the psychological quack.

Whatever the victim may have, the quack psychologist undertakes to advise him or her—and it is

usually her—concerning mental and vocational ills. They surround their performances with all the paraphernalia of quackery that appeal to human emotions. Darkness, perfume, the low voice, music, and the appearances commonly associated with great spiritual leadership are the come-ons by which the uneducated and the unfortunate are attracted.

The Kodak Magazine

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

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The American Way

WHEN are business conditions going to improve? When will workers throughout the country who are on part time, or have been laid off, be put back on the job?

We can answer the first question. Business conditions are improving slowly. It takes much time, and much thought, and a huge amount of effort of every one connected with every industry to bring this about.

Just what brought about the present business depression and just what to do to bring things back to normal present many complicated problems, many of which so far have not been solved—but they will be.

President Hoover recently said: "The evergrowing complexity of modern life, with its train of evermore perplexing and difficult problems, is a challenge to our individual characters and to our devotion to our ideals.

"The resourcefulness of America when challenged has never failed.

"Success is not gained by leaning upon government to solve all the problems before us. That way leads to enervation of will and destruction of character.

"Victory over this depression and over our other difficulties will be won by the resolution of our people to fight their own battles in their own communities, by stimulating their ingenuity to solve their own problems, by taking new courage to be masters of their own destiny in the struggle of life.

"This is not the easy way, but it is the American way."

B. C. Forbes, editor and nationally known writer on

economic subjects, in a recent address expressed the belief that the first quarter of the year would show unsatisfactory conditions in business and agriculture; that the second quarter would show a slight step upward, and that by the third quarter there would be a noticeable trend toward normalcy, but without the proportions which were in effect with the boom of 1929.

All of which is encouraging.

The second query is not so readily answered, if it can, in any manner, even approach the correct solution.

Too many things enter into the problem.

That business will return to normal goes without saying, but setting a definite date is quite another matter.

Our research staff, inventors, and production managers, in common with those in all other lines of manufacture, are seeking ways to improve products and to lower the costs of production and distribution and they will find the way, never fear.

To the employee, temporarily laid off, or working on short time, the advising of economy, or of saving money, only gets a one-sided laugh.

On the other hand when a lot of these same employees were working full time at a good wage they failed to put by a bit for any tough time that might happen along.

—But what is the use—we are all human, and the majority of us are all liable to financial shortsightedness; so to avoid turning this column into a preachment we are signing off right here.

A shoe store advertised in its windows with a sign, "Shoes sold on poker terms," and below the sign was a plate containing three silver dollars with a sign, "Three of a Kind Takes Any Pair."

A customer asked for a pair of shoes, size nine, and after being fitted, told the clerk to wrap up two pairs, and then tendered him three silver dollars in payment for same.

The clerk very politely informed him that the charge would be \$6 for the two pairs.

The customer called for the owner of the store and demanded, "Are you going to live up to your terms as stated in the window?"

"Certainly," said the owner.

"Well," said the customer, "any poker player knows that three of a kind always takes two pairs."

"Yes," said the owner, "but not four nines."

*The main trouble with the school of experience
is that you never graduate from it.*



KODAK PARK

CLAYTON BENSON, Editor



Thirty Years of Service

Congratulations are heartily expressed to William Demler of the Film Emulsion Melting Department, Building 29, on his recent completion of thirty years of continuous service with the Company. Records show his exact starting date at Kodak Park to be March 7, 1901. He has always been connected with the one department, serving for approximately twenty years as a trick foreman.

Of friendly personality and with a sincerity of character and purpose in both his business and recreational activities, "Bill," as he is best known, has made his friends legion. As an expression of their good will, and in remembrance of his thirty-year employment record, his associates presented him with a gold watch and chain. Our congratulations to Mr. Demler are supplemented by best wishes for continued years of happiness with us.

Soccer Club Plans for Active Season

The Kodak Park Soccer Club has mapped out a most strenuous campaign for the season. Of major importance comes the game with the Buffalo Rangers in the third round of the Northwestern New York State Challenge Cup this month. Our team holds the championship of this league at the present time, and victory again this year will mean that the Dunbar Trophy will become the permanent possession of the Kodak Park Club.

Exhibition games are tentatively arranged with the Buffalo Germans and the Stanford United eleven of Amsterdam, both games to be played in Rochester. The Amsterdam team is leading the Capital District League, and being complete strangers to this city should be an excellent drawing card. It is possible that a return game will be played at Amsterdam provided a second contest can be booked for the same trip with another team in that league.

The members of the team have been in training most of the winter, and with a few outdoor workouts should be in proper playing condition. The management faces the difficult task of replacing two members of the squad hurt during the winter lay-off. "Al" Fratter, for many years a member of the team, suffered a compound fracture of the jaw, playing basketball, while the popular Sam McKinley will be out of the line-up for some time due to a chipped ankle bone received during training.

Basketball

PLAY-OFF SERIES NECESSARY

The unexpected, that element which gives sport its greatest attractiveness, lurked in the schedule for the second half of the K. P. A. A. Department Basketball League. The first sign of its presence came in the second week of play, when the Garage quint terminated the long winning streak of the champion Building 29 aggregation by a one-point margin victory. Continuing undefeated, the Garage earned the right to meet the winners of the initial half of the season—namely, Building 29 for the championship. The Garage team finished close to the bottom in the opening series, but benefited in mid-season by the advent of Frank Lyness as manager, and by the signing of McCarthy and McCall, former mainstays of the disbanded Tin Shop team. Other members of the squad are—Culhane, Murphy, Saddler, Benson, Carbone, and Howland.

With one exception the teams competing in the second half were unusually well matched, most of the games being close and hard fought. The Paper Division finished second, followed in order by Building 22, Building 29, and the Electric Shop. Managers of the various teams throughout the season are thanked for their efforts in conducting the league. The play-off series started March 11, the best two out of three games to decide the championship. Players available for the line-up of Building 29 include: Manager Brightman, Finucane, Lindsay, Tinsman, Smith, Coleman, Wadman, and Hollaert.

Suggest a cost-saving idea.

Safety with Economical Production



SAMUEL ERBLAND

Silver Anniversary

To Samuel Erbland of the Baryta Department, February 12 took on added importance this year to that of being Lincoln's birthday—it marked his completion of a twenty-five-year continuous service record at Kodak Park. Starting here in 1906, he has always been in the Baryta Department, witnessing its growth from Building 25, then a wooden structure with four coating machines, to its present day location in Building 50 with its greatly increased capacity.

Sam is a veteran of the World War, leaving Kodak Park in 1917 for Camp Dix to join the 309th Light Field Artillery. Following a transfer to Camp Gordon he went "across" in May, 1918, as a member of the 326th Infantry Machine Gun Company, 82nd Division. His unit served in the Toul and Marbach sector, and the Saint Mihiel and Meuse-Argonne offensive. Following the Armistice and his honorable discharge from the United States Army in June, 1919, he returned to his work at Kodak Park.

We are glad of this opportunity to congratulate Mr. Erbland on his achievements and join with the Baryta Department in wishing him future success.

Making Good!

A "rookie" pitcher reports to the manager at a big league training camp. A great future is predicted for him. He is given time to acclimate himself and to work the kinks out of his body. Then . . .

"What Have YOU Got on the Ball?" asks the manager. It's up to the "rookie" to produce! He stays in the "bush" if he doesn't.

A good pitcher not only has plenty of "stuff," but knows HOW to USE it! Walter Johnson, "Christy" Mathewson and other "greats" made their heads do more work than their arms!

Hundreds of men could be employed for a particular job, just as the manager of the team can sign up hundreds of pitchers. Men who think while they work are wanted first of all. They are the ones who make the team click.

Take advantage of the Suggestion System to present your ideas. Let the Suggestion System help you to make good—it affords a means for employees to obtain individual recognition from their supervision and worth-while suggestions increase a supervisor's estimate of a man's ability.

The D. O. P. Packing Department offers sincere sympathy to Arthur Murphy whose infant daughter died recently.

Helen Whalen of the D. O. P. Packing Department was married on February 14, at Lake Avenue Baptist Church, to Christopher Hart. Friends of the bride presented her with many lovely gifts at a personal shower given by Frances Avery and Mildred Anderson. We all join in wishing Mr. and Mrs. Hart a very happy future.

Employees of the D. O. P. Packing Department deeply regret the loss of James R. Marriott, who passed away on February 27, and tender deepest sympathy to his widow and other surviving members of the family.

Advantages of Our Camera Club

The membership of the Kodak Camera Club now approximates the 900 mark. It is a live organization and its officers are anxious that its advantages be enjoyed by a still greater number of employees. Every employee is eligible to join.

The winter indoor meetings each month are preceded by a dinner and comprise talks on various phases of photography, usually illustrated by motion pictures, slides, and color photography. A hike committee arranges monthly hikes to picturesque spots in and around Rochester, affording the members excellent opportunities to use their cameras to best advantage. Film is furnished free for these hikes, and refreshments are usually served. An annual dance has become the feature of the winter season, although other social activities, such as special outings, roasts, and card parties take place throughout the year.

At the present time the club is sponsoring a course in the fundamentals of photography with only a nominal charge. Dark rooms equipped with proper apparatus, and a reasonable supply of chemicals and paper, are provided for the use of the members without extra charge. Besides the regular use of the dark rooms, members are also given an opportunity to attend a series of demonstrations relative to photographic processes. An annual competitive prize exhibition is held in the spring, while exhibitions representing the work of the best pictorial photographers, both in America and abroad, are displayed at frequent intervals in the Assembly Hall.

This varied program has its points of interest and value for every employee, and non-members are especially invited to join at this time. The club dues are \$1 a year deducted quarterly through the Pay Roll Department. All members at Kodak Park must also be members of the K. P. A. A. Membership blanks may be obtained at the K. P. A. A. Office, Building 28.

*Think! Every worth-while suggestion is valuable
to every one of us.*



JOSEPH PERAGALLO

We picture herewith Joseph Peragallo of 1213 Building Design and the bronze medal he was awarded in the 1930 Kodak International Salon. Mr. Peragallo is an enthusiastic worker in Camera Club activities, his efforts at the present time being centered on the Spring Exhibition of which he is chairman. Among other abilities, he is a talented actor, being prominent in the recent K. P. A. A. show.



Members attending the regular monthly meeting were privileged to hear John Inglis, instructor in drawing and painting in the School of Applied Arts at Mechanics Institute. Mr. Inglis has been a guest of

the club on several occasions in the past and always has something new and interesting to offer; his recent talk on the "Principles of Pictorial Composition" being no exception. The evening's program was concluded with a showing by John W. McFarlane of the Research Laboratory, of a movie of his own taking, entitled "Two Tramps Abroad," in which he incidentally was one of the star performers.

NIAGARA FALLS HIKE

Forty members under the leadership of Raymond Quirk of the Research Laboratory journeyed to Niagara Falls. The first stop was Louie's Restaurant, where the group of picture-seeking enthusiasts did justice to a delicious dinner, which put them in the right frame of mind to enjoy their visit. The next stop was at the foot of the Falls, where Nature managed to have all sorts of mounds and pyramids ready to be photographed. From there the party hiked to Goat Island, the steady click of camera shutters all afternoon testifying that full advantage was being taken of the picture opportunities presented by the scenic beauty of the Falls.

TOUR THROUGH CARHART'S

Mr. Carhart, the "High Hat Finish Man," welcomed fifty club members for a tour of his finishing plant at South Avenue, personally conducting the group and explaining the use of the various equipment, with actual demonstrations. The club is most grateful to Mr. Carhart for his courtesy and kindness.

PHOTOGRAPHIC COURSE

The number of members signing up for the recently organized Camera Club Course in Photography exceeded all expectations, 150 attending each Thursday evening class. The course is based on the fundamentals of photography and those taking advantage are given an opportunity to do dark room work under capable instructors. John McMaster is teaching the course with Frank Wadman as demonstrator. The educational program committee responsible for the arrangement of this course is under the chairmanship of Dr. H. C. Carlton, Film Emulsion Coating Department.

Anton F. Young of the Film Emulsion Coating Department married Ruby Norton of Victor, N. Y., on February 14, St. Valentine's Day. We join with his department in extending to the happy couple every best wish for the future.

New Citizens

Our sincere congratulations and a hearty welcome are offered to the following employees, who recently became full-fledged United States citizens, receiving their citizenship certificates at a Lincoln's birthday dinner at the Chamber of Commerce: Albert J. J. Alliet, Box Department; Oskar Hape, Field Division 7; Joseph Hurley, Machine Shop; Charles H. Lyons, Stock 1; Frank W. T. Murray, Paper Sensitizing Coating Department; Michael F. Schmitt, Metal Shop; Edward Thow, Garage; Patrick J. Wall, Recovery West; Celina Yonekheere, Spooling 1.

Youthful Cobblers

The members of the Kodak Park Scout Troop No. 50 have become well versed in the fine points of the leather working trade. Their practical ability along these lines was evidenced in an exhibition and demonstration at the Boy Scout Merit Badge Exposition at Edgerton Park for three days. The purpose of the Exposition was to show how the various merit badges are earned, each of the eighty-five troops participating, arranging a different demonstration. The requirements for the Leather Working Merit Badge selected by the Kodak Troop are—sole and heel a pair of shoes; know the various parts of a harness, and generally repair harness; and know the various grades of leather and the process of tanning. Their booth displayed ten hides in the several stages of preparation from the raw hide to the finished leather. At a workbench across the front of the booth, the scouts soled and heeled shoes, and repaired a harness. This display attracted a great deal of attention and visitors were greatly surprised at the quality of the work. Over 27,000 people attended the Exposition during the three days.

The congratulations and best wishes of the Chemical Plant Office and Silver Nitrate Department are tendered to Homer R. McDougal, who married Edith Johnston of Shelby, Ohio.

Deepest sympathy is expressed to Kathleen Howie of the Box Department, who recently suffered the loss of her father.

An expression of sympathy is extended by the Time Office to Roden C. Deuel, whose wife died on March 2.

Two Seventy-Five-Dollar Awards

Seventy-five-dollar suggestion awards were paid the past month to Marie Seitz of the Testing Department, and to Mark Spafford of the Carbon Paper Department. Both of their ideas were the means of reducing departmental costs, the actual savings of which were determined after a reasonable period of actual operation and trial.

This marks the second time within a year that Miss Seitz has received a sizable award. Her recent idea established a more efficient method of recording and reporting tests forwarded to and from the Testing Department, doing away with a duplication of work, and providing a uniform clerical routine for all departments concerned.

Carbon paper for some months now has been shipped to our foreign plants, wound on paper cores. Previously tin cores were used. Mr. Spafford's suggestion filed late in the year 1929 being responsible for the change. Although an immediate saving of two cents per core was possible from the substitution, it was necessary to obtain the approval of the foreign plants involved, before actually putting it into use. This fact, along with minor changes which had to be made in the carbon paper rewinding machines, accounts for the extended period of consideration between filing and adoption.

Suggestions such as these are valuable to the Company and well worth while to their makers. Simple and obvious after their adoption they usually require some searching for, and considerable thought, before their value is realized. The fact that our Suggestion System has been in operation for over thirty-two years and that in 1930, 950 suggestions were adopted, however, is proof that worth while ideas are always in reach. These suggestions adopted in 1930 are now being reconsidered for additional awards. Make sure that some of your ideas are included in the review for 1931.

Wins Bonus

George Barnes won the \$10 messenger bonus for the quarter from November 29 to February 21, being high in point scoring five weeks. His nearest rival was Irwin Schultz with honors for four weeks.

Foremost Aerial Photographer Addresses Foremen's Club

The next to the last meeting of the Foremen's Club was the "high spot" in an outstanding program of entertainment and education arranged for the monthly gatherings during the current season. Captain Albert W. Stevens, head of the photographic section of the United States Air Corps, and familiarly known to many in the Kodak organization, due to associated interests in carrying out several of his projects, was the speaker. A pioneer in the field of modern aerial photography, Captain Stevens is recognized as the world's foremost authority on that subject, and his career is a record of thrilling experiences and exploits, including a parachute jump of over 24,000 feet. During the past summer he was a member of a South American transcontinental flying expedition, and his talk, illustrated with colored lantern slides, guided his audience through the sight-seeing advantages, perils and achievements of that expedition. Pictures of the Andes Mountains, photographed at a point 320 miles distant, were of paramount interest, being the most distant aerial pictures ever made and the first, as far as is known, to show the curvature of the earth's surface.

The officers of the club are most appreciative of Captain Stevens' courtesy and good will, and believe that the unusually large attendance of over 350 is a true expression of the regard in which his work and ability as a speaker are held. It was a real privilege for the club to be permitted to invite as guests, a few of Captain Stevens' friends, whom he desired to be present at the first local showing of his most recent photographic achievements.

A word of praise is most surely due to Fred Grastorf and his associates for the tasty meal and the excellent manner in which the large crowd was served, and to the Girls' Sorority Orchestra which provided the dinner hour music.

Congratulations are offered to Cornelius Bommelje of the Machine Shop, on his marriage to Mary Renz.

Alphonse Kraus of the Chemical Plant received many congratulations recently, the reason being Richard Theodore.

Employees of the Film Emulsion Coating Department extend heartfelt sympathy to Henry Engle, who suffered the loss of his wife; to James McGuire, whose mother passed away; and to Edward L. Hamilton, whose father died.

SCHAEFER—O'DONNELL

At St. Boniface Church, Grace O'Donnell of the Powder and Solution Department became the bride of Chester Schaefer. Grace was given a variety shower by the girls in the department at the home of Hazel Decker, while a junior floor lamp was the gift of department associates, who join in wishing the newlyweds years of joy and happiness.

Irene Scheid of the Film Pack Department became the wife of Joseph Minella, Field Division 7. Joe was presented with an electric clock by his associates in Building 53. We join with the employees of their departments in wishing them years of happiness.

Congratulations are extended to Richard Germann of the Box Department, who married Gertrude Streeter. Dick's friends in the department presented him with a set of silver as a wedding gift.

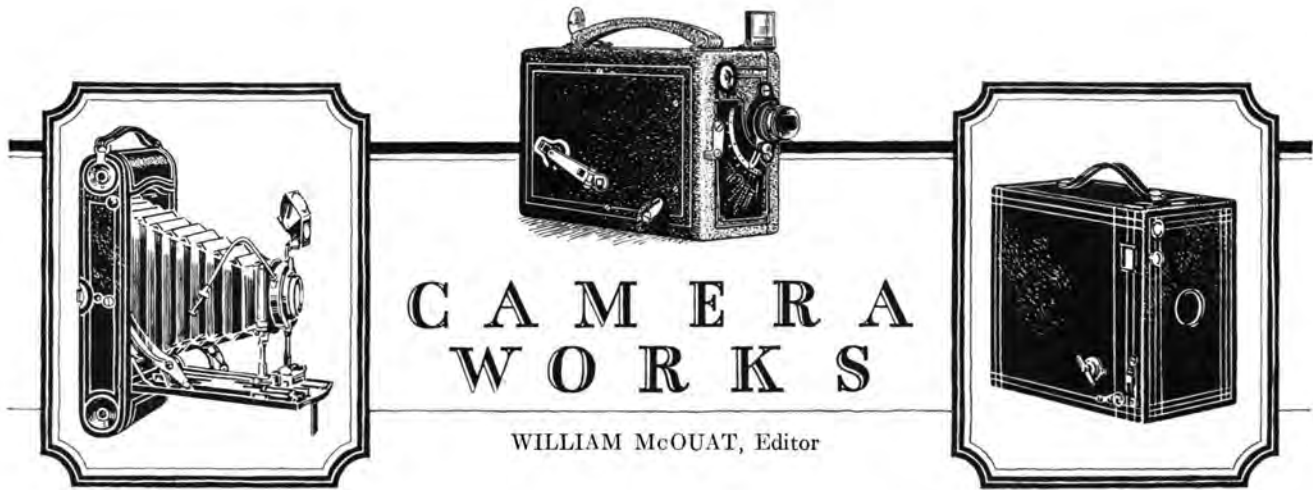
Our congratulations are extended to Mabel Atkins of the Film Spooling Department, who completed twenty-five years of continuous service with the Company on February 27.

We join with the employees of the Salvage Division of the Stores Department in extending deepest sympathy to the family of Charles Schultz, who passed away.

Charles Green of the Research Laboratory announces the birth of a baby girl, Betty Jean. Congratulations!

We join with the members of the Research Laboratory in extending congratulations to Christian Schwingel, who married Frances Vincent of Evanston, Illinois.

Sincere sympathy is extended to John Falkner of the Machine Shop, who suffered the loss of his father.



Front row, left to right: The Misses R. Jones, E. Brunet, G. Fisher, A. Morley, H. Vaas, M. Carey.
Rear, left to right: S. Jones, N. Myles, J. Wright, G. O'Brien, J. Walker, E. Link, E. Iseli, J. Free.

The Camera Works Players

A recent noon-hour attraction in the Kodak Office auditorium was furnished by the Camera Works players. The one-act play which they presented entitled, "The Melancholy Dame," proved a diverting bit of entertainment, and was well received by a large audience. The skit, which might well be classified as an offshoot of the dark-town scandals, presented the opportunity to "Jonquil," played by Gladys Fisher, to iron out her domestic troubles with her erring husband, "Permanent,"

played by Jack Free. The scene was laid in a night club in the dark-town district of Birmingham. The cast showed evidences of the capable direction of Edward Hilbert of Kodak Office, who kindly gave of his time to coach the players. Supplementing the Camera Works players were three girls from Kodak Office, Marie Carey, Helen Vaas, and Ruth Jones. Miss Carey's dance specialty was well applauded. Eddie Link, as usual, was pressed into service to play the piano, and in his character of "Mr.

Webster" provided the comedy touch around which the play revolved. One star of the play was Joseph Walker, who, although cast in a minor rôle as waiter in the night club, put forth efforts which brought ripples of laughter from the audience. Joe's cabaret shuffle was perfection. Assisting as dancers in creating the atmosphere for the play were Ellenore Brunet, Alice Morley, Helen Vaas, Ruth Jones, Seymour Jones, Norman Myles, John Wright, George O'Brien, and Edward Iseli.

Avoid Them! Accidents are costly to all of us.

Suggestions

The number and quality of the suggestions submitted for 1931 compare favorably with the corresponding period of last year. In view of this another banner year is looked for in the matter of suggestion awards. Eight employees appear on the Suggestion Honor Roll for the first and second periods as follows: Charles Ehrmann, \$138; James D'Acquisto, \$71; Alice Woodard, \$66; Robert E. Colby, \$57; Otto Kleist, \$55; Joseph F. Abel, \$53; Evelyn Commey, \$42; Lena McCormack, \$25.

Recordaks

In the best noon-hour game of the season the Recordaks played host to the St. Andrew's school team recently. With the visitors holding the lead throughout the game, and the score reading 15 to 9 in their favor with five minutes to play, the Recordaks spurted. The crowd was then entertained with a display of basketball skill such as is not often seen, as the Recordaks led by their captain, Nelson Rogers, forged slowly ahead, winning out with the final whistle by a score of 17 to 15. Keeping up this brand of play the Recordaks played the C. Y. M. A. Ramblers, one of the strongest semiprofessional teams in the city, and after playing neck and neck during the second half, they found a first half handicap too much to overcome, and lost out by seven points.

Employees' Orders

Through special arrangement with Kodak Office an improvement in the handling of employees' orders for photographic goods has been inaugurated, whereby orders received at the Recreation Club Office by eight-thirty in the morning will be filled, and the goods returned to our cashier's office by four-thirty of the same day. If you wish to avail yourself of this service, remember to get your order into the Recreation Club Office before eight-thirty.



OFFICERS CHECKER LEAGUE

Checkers

As intimated in a previous issue, interest in the ancient game of checkers culminated in the formation of a Camera Works League. Due largely to the efforts of Elmer Schmid of the Tool Department and Harold Tobin of the Ciné Assembling Department those interested held a meeting at the Recreation Club Office. At this meeting plans were discussed for the formation of the league, rules of play, and so on. William Flanders of the Maintenance Department was elected president of the organization, and Clifford Hayner of the Production Office was elected secretary-treasurer. About thirty men from various departments will meet every Thursday evening at seven forty-five in the Kodak Office smoking room to play their matches. In addition to these league games, matches will be arranged with teams from the Taylor Instrument Company, Ritter Dental Manufacturing Company, and the Gleason Works. For these games a team of players from the Camera Works League will be selected.

What is considered an innovation in checker circles will be the color scheme of the outfits to be used in the league. Exponents of the psychology of color maintain that a green and white board with black and red checkers will be the ideal combination, being conducive to concentration, visibility and analysis of the various moves. On the arrival of this equipment the players will be assured of colorful games.

Safety Always

Sharpshooting

A slow steady improvement has been noted in the scores of Camera Works Rifle team, which has won two of three matches. In its first match the score was 967, while its second and third showed scores of 1056 and 1067. In the second match the Kodak Park team came within four points of the high team record, so that our boys were not downhearted. The match against the Defender Photo Supply Company favored Camera Works by 25 points. High individuals for the three matches are: John Doyle, 210; Herbert Collins, 227; and Harold Tulley, 227. As the high mark in the city is 239 out of a possible 250, it can be seen that Camera Works is well served by the above men. Other scores made in the match against Defender Photo Supply Company were: Ira Gregory, 224; John Doyle, 222; Joe Holzschuh, 188; and Howard Corts, 186.

Basketball

To assure themselves of first place in the Kodak League, the Camera Works team have only to win one more game, whereas if they should happen to lose the two remaining games, with Kodak Office and Kodak Park, the worst that can happen will be a tie for first place with Kodak Office. Consequently the men are in hopeful mood, and the chances are that they will again be champions. The league standings to date are as follows:

	Won	Lost	Per Cent
Camera Works	9	1	.900
Kodak Office	6	3	.667
Kodak Park	3	6	.333
Hawk-Eye	1	9	.100

Announcement is made of the arrival of a son at the home of Fred Greider of the Tool Room. Congratulations, Fred.

Arthur Lenhard of the Tool Department was married on February 14. We extend our congratulations.

*Big Awards for Big Thoughts—
Bigger Awards for Bigger Thoughts!—Think!*

KODAK



OFFICE

JOHN W. NEWTON, Editor



K. O. Bowlers

The above representative bowlers from Kodak Office traveled to Buffalo, to compete in the American Bowling Congress. The day must have had something to do with it for in the five-man games they were far off form as the following scores will show:

Giesman...	160	168	178
Collins....	147	159	—
Fieldbridge.	—	—	116
Mattern....	149	181	159
Kick.....	156	166	174
Klingler...	138	170	161
	750	844	788

A 2382 score for three games is not very good for these experienced bowlers, but the new alleys and pins, and it being their initial appearance in a big tournament, perhaps accounted for their showing.

Rifle Squad Breaks Mark

The Office team of the National Rifle League set a new team record recently in a match with the team from Bausch & Lomb. The five Office shooters put up a score of 1159, J. Mueller being high man with 239, which ties the single's mark.

Herbert Johnson has been transferred to Eastman Kodak Stores, Inc., New York City. We wish him all success in his new undertaking.

The friends of Jane Culp, who was in Kodak Office for several summers, will be interested to hear that she was married in the Church of the Ascension to J. H. Heinrich of Rochester.

Personal

Wallace B. Tait left the Office February 18 for New York, where he boarded the steamer *American Legion* for Rio de Janeiro, at which place he will take up his new duties with Kodak Brasileira, Ltd. His friends wish him success in his new appointment.

We congratulate Elmer Gauch of the Bookkeeping Department, who is now the proud father of a daughter.

Shirley Ann became a member of the family of George Glaser of the Repair Department. Cheerio.

Our Party—We Girls

By RUTH JEFFERY

Wasn't it a real success this time? And we always thought we needed outside entertainers. Well, we certainly showed our audience that some talent had just been hiding, waiting for a chance like this one. Just to make it clearer to all those girls who did not join us, the following story is told.

The clock tolled out the hour of five telling us the business day was over and to prepare for the evening event. The doors to the cafeteria were not opened until 5:45 so our girlies had a chance to change to their long evening wear, so becoming these days. Mostly everybody stayed in the auditorium, except the Distribution Department, which had been standing first in line by the cafeteria door for a half hour so that they could have the pick of their table from the whole dining room.

Jennie Elferink was kind enough to change her after dinner recitation and give it before dinner to amuse some three hundred girls until time for that delicious chicken dinner. "Washing Willie" was her speech. Jennie did well in changing her voice to that of a very small boy. Soon the door to the lunch room was opened and our well-known cafeteria line began. The table decorations were all attractively arranged by the committee under supervision of Ruth G. Powers. You know how we all like to eat—and we did—thanks to a very tasty dinner served by E. Marie Dutch and arranged by Irene Taylor, chairman of the dinner committee. Other active members were Jessie Wright, general chairman; and Agnes Sweeney, publicity chairman.

Our radio fans even had Amos 'n' Andy with them, received from a radio which Harry Irwin secured for the evening.

Just before the first act Carl Mattern, assisted by Bob Meinhard, pianist, led the girls in singing. Incidentally Bob was very helpful at the piano for several dance and song acts. We had the words of several popular songs flashed upon a screen on the stage and after demonstrative gestures from Carl, the girls all lifted their voices in earnest. It was great to listen to, and sounded very nicely if you had happened to be in the rear of the auditorium.

The first number on our program was the Arpeako Minstrels, but due to the lengthy process of their make-up the Distribution Department put on their

"Big Surprise." Was it, girls? Let me say here that if the audience enjoyed our parade up the aisle as much as we laughed in getting into our costumes, that I personally thank you for all the hearty laughter I heard and witnessed as I trudged up the aisle in the rear of my bridal party. The other members of this act included Ruth Horn, Florence Resler, Goldie Noblett, Peggy Seymour, Marion Brayer, and Margaret Wallace.

Arpeako Minstrels next! Just like the real ones that we can not see over the radio. Marjorie Swartz of the Finishing Department was interlocutor and for a slick looking young feller, she was almost the real thing. She wore her dress suit well. Her end men didn't even forget their jokes. Leave it to the Kodak girls. "Happy Days" was their theme song, speaking rightfully, a "Happy Night" for all of us. If you want to engage a banjo player for the evening Alice Attridge will willingly oblige you as left end man and for a singer you may call on Mabel Brooks, right end man. Other members of the chorus were Abbie McIlroy, Inez Bircher, Jane Packer, Ethel Bauer, Aida Wells, and Grace Heitt.

Our own Advertising Department didn't fail us to broadcast its importance in Kodak life by offering a selection that was well appreciated by our feminine audience. This was the tale of a young peppy girl, Helen Jones, who wanted to secure a position on our Office staff. Beatrice Welch, who impersonated Jessie Wright, showed us old-timers how much red tape it requires now to join our large Kodak family. A movie was also shown in this connection to the young seeker, to show her the dependable sturdy qualities of our workers, which make us the successful Company we are. This picture was comic in detail, but did not hide the story it was supposed to tell. This whole feature received a big hand from the audience for their efforts.

Marie Carey, a newcomer to the Mail Department, showed us how the Follies Girl does it in the way of tapping. Yes, sir, she can make her feet move and she has a pleasing smile, and is a winsome lass. Marie was called back for an encore twice, and she worked hard to please us.

"Tea for Two" included the cast of Virginia Taylert, Ruby Larrouy, James Z. Hanner, and Jack O'Connor, all of the Kodak Dramatic Club. Maybe it won't

be long before these players will try to crash Hollywood; but, thinking selfishly, we would like to keep them a while longer and have them entertain us yet again.

We were pleased to have with us a contralto girl singer, a friend of Betty Brearley, Edith Johnson. Edith is not in our employ, but she had two encores for her song, thus proving her voice.

Our whole program of entertainment was woven together by our "Master of Ceremonies," Carl Mattern. Three hundred women did not phase Carl, no, nor would ten thousand. Carl gave us spirit and made us feel that each individual and group of entertainers should have the best of applauding from our audience. Carl sang splendidly. Two of his songs were favorites of the girls, who demanded an encore. Thanks to Carl from all the girls.

Lastly let me say that our well-known Harry Irwin was there behind the curtain nearly every act, grinning like a schoolboy because of the enthusiasm of the actors and audience alike. You know he feels just as much pleased as we do when we put something over in a big way and make a success of it, and we did not need any outside entertainers to do it.

To close a perfect evening, the "fems" invited their boy friends, and how they turned out. The auditorium was crowded and the girls were soon gliding around the hall in tune to the orchestra which we hear twice a week at noon-hour time.

Girls, let us make the next party another big date to save and think about.

Deepest sympathy is extended to Florence Glasgow of the Advertising Circulation Department, whose father died.

We welcome the following new employees to Kodak Office: Bookkeeping, Daisy Bell; Patent, Ruth Merling; Sales, Beatrice Wegner; Statistical, Oscar Wheat.

Our very deepest sympathy is extended to Irving G. Zoerner of the Traffic Department on the death of his mother.

A baby girl, Phyllis Jean, has arrived at the home of Willard Herr of the Repair Department. Congratulations.

We express our sympathy to Helen Buggie of the Distribution Department, whose father died after a long illness.



HARRY W. ROBERTSON

Harry W. Robertson of the Sales Department died very suddenly Friday morning, March 20. He was one of the oldest employees, having been with the Company since July, 1893, and always was connected with the selling of our merchandise. Harry was one of the best, and one of the friendliest, and his sudden death is a blow to his associates, many of whom had worked with him for more than a quarter of a century. To his widow, Mrs. Beatrice Bennett Robertson, and sister, Mrs. Hugh McDiarmid of Toronto, we offer our sincerest sympathy. The funeral service was conducted at the home, Harwood Farms, East Rochester, and the burial was in the family lot at Pittsford, New York.

LOST TIME
ACCIDENTS
ARE COSTLY
TO ALL OF US.

Annual K. O. R. C. Smoker

The annual K. O. R. C. smoker was held in the Office auditorium and was a very enjoyable affair. Each one attending was given a couple of cigars and a handful of cigarettes. Seven boxing bouts were very fast, no loafing but good exhibitions of evenly matched boxers. The Hickey-Freeman male quartet made a hit with the crowd, especially with their "Sweet Violets" medley. Policeman Hargather demonstrated how easy it is for some people to get out of straight jackets, and throw off handcuffs. He's very clever. It was a good show all round. Carl Mattern did the announcing both for the boxing and entertainment.

The committee was as follows: general chairman, Allan J. Bain, assisted by Milton Coan, Francis X. Collins, Alphonse Wallock and Charles Wulf. Last, but not least, Harry Irwin, who is always there to lend a helping hand.

Sally Perlstein, who resigned her position in the Stenographic Department, February 14, was married to Charles Kass of Lindenhurst, New Jersey. Rabbi Sadowsky officiated. After a honeymoon at Miami and the West Indies they will make their home in Lindenhurst. We offer our best wishes to the bride and congratulations to the groom.



MRS. JENNIE ELFERINK BOS

The above is how Jennie's desk looked the morning of Saturday, March 7. The big cake was a present from the ninth floor. She also received as a token of good wishes a beautiful Westminster chiming clock. The occasion of all this was her leaving to be married to John Bos.

Recreation

At this season of the year indoor activities so far as Kodak Office auditorium is concerned have practically ceased.

There may be an occasional noontime dance if some one can be drafted to play the piano.

The ping-pong tables will still be available, and Harry Irwin promises a shuffleboard for further entertainment.

Perhaps there will be a once in a while game of indoor baseball, but that will depend upon the temperature.

Plans are under way for a tennis tournament, and one of our famous interplant golf tournaments.

Department picnics and other outings are in full swing.

Keep your eyes on the bulletin boards for the announcements of our noontime and other recreation activities.

Suggestions

Cost-Reducing
ideas are
particularly
valuable.



HAWK-EYE



MELUIN DUMMER, Editor



From the Air

This very excellent aerial photo of Hawk-Eye Works was taken from an airplane, at the height of 1,000 feet, by Syd Leggatt, on a bright, sunny day last fall. Bill Springer, who was with Syd, wanted to do a parachute hop to the roof of the building, but was restrained.

In obtaining this picture, the fact was

brought to light that Syd is very adept at aerial work. He has put to use his knowledge of aerial photography by taking pictures of some of the leading industrial plants in New York State and Pennsylvania.

He has 215 flying hours to his credit, many of these having been spent with Bill

Dunlop, Vic Evans, and Guy Stratton, and he is a member of the National Aeronautic Association of U. S. A.

Syd says he enjoys the "ups and downs" of aviation very much, and will continue to devote his time to the study of aerial photography during every moment he has to spare.

Ping-Pong

The acquisition of another ping-pong table has solved a problem which was rapidly growing worse as the interest in the game increased. With only one table, many who would play the game, sat alongside as onlookers, not getting a chance to get at the table. Now everybody has a chance, and, as a result, the number of participants has increased. Fred Yaekel and George Brennen, two recent additions to the ranks of the ping-pongers, are becoming accustomed to the "racket," and will soon be in shape to trim the redoubtable Phil Michlin.

MRS. JAMES B. WRIGHT

It is with the utmost regret that we note the passing of Mrs. James B. Wright, who died on February 22. In offering their sympathy, friends at Hawk-Eye sent several floral pieces.

It is good to start the day safely, but it is far better to end it the same way.

Syd Leggatt—"What's the lump on the front of your car?"

Mac Harding—"Oh, the radiator just had a boil."

Camera Club

The interest in the Camera Club is spreading rapidly, as is noted by the large groups attending the weekly Wednesday night meetings. This is due, no doubt, to the educational topics presented. The officers have been working diligently to build up the organization, and we are glad to see their efforts are being rewarded.

Phil Michlin—"Aim Steinle is all wrapped up in his new car."

Cliff Johnson—"Indeed! When did the accident occur?"

Camera Club

The hike in the vicinity of the old paper mill near Penfield was, perhaps, more thrilling than usual. For a start, we had a bit of a squeeze before setting out, with but three and one-half cars for twenty-five people. To be more precise, there were three autos, and Melvin Dummer's Ford, which boasted of good tires and an equally good reputation—but these vest pocket models are unsuited to carrying a crowd. Hike leader Art Rapp set the pace, and the first stop was Ellison Park. After a brief stay here, we proceeded to the ruins near the old paper mill. Lee Motyer, who had been reading Tarzan, at once climbed to the top of a 40-foot tree, possibly to take a bird's-eye picture of the crowd, but, as he had left his Kodak with some one below, this is the only record he has of his feat.

The inevitable dog was there. It surveyed our group of snapshotters without any enthusiasm. Curt Meumann, however, took a deep interest in the canine as it sat eying us so coldly. Fixing his gaze upon the unoffending creature, he beckoned to it with finger to come to his feet. He did this several times. Then he moved to within six feet of the dog. He again performed his hypnotic motions. This time the doggy did move—not to Meumann's feet, but for them. For a man of such peaceful habits, Curt's agility amazed us.

Hikes (we are referring to what follows now, and not to the concluding movement in the last paragraph) will be more enjoyable when some one invents rubbers which will show a preference to remain on a footing with one's shoes rather than with the mud. A rubber, for instance, which would stick to the shoes as firmly as the mud stuck to the trousers of Joe Jeggli and Willie Wood, after they had slid upon it. It was a remarkable coincidence that these otherwise sane fellows should both think of washing off that mud by bathing in the creek with their pants on. After the immersion, this pair, with wonderful presence of mind, ran their fingers down the legs of their wet nether garments, and soon displayed an immaculate crease in them as they froze in the cold air.

Mr. Pallas of Kodak Office and his brother had joined us in the frolics, and, incidentally, eased the pressure on the auto accommodations on the return journey. Our lady members, of whom nothing has been said so far, were there in all their glory, their red sweaters brightening their merry faces and making everybody happy.

"Terror" at the Camera Club

During the past season we have been fortunate in seeing some good movies taken with the Ciné-Kodak. Perhaps the most outstanding were those shown by Frank Buehlman of Camera Works, inasmuch as Mr. Buehlman personally directed the pictures and was able to tell us of the difficulties met with in producing an amateur movie.

A short drama, "At Your Service," was followed by a real thriller entitled appropriately "Terror." So creepy was this picture, that, during its screening, the Kodascope had to be stopped on account of seeming engine trouble. It turned out, however, that it was only the chattering of the teeth of several of the more timid members. The explanations given by Mr. Buehlman of the various tricks used to produce the weird effects was indeed interesting.

Another unusual picture we had the pleasure of viewing was Art Rapp's "New York City by Night," a movie on panchromatic film which showed a number of illuminated signs in well-known parts of the metropolis.

The Aircraft Social Club

The remaining members and guests of the Aircraft Social Club celebrated the thirteenth anniversary of the club by holding a banquet and party at the Newport House.

The banquet, which consisted of a chicken dinner and the "fixings," was served at 6:30 p.m. Bill Dean, the honored and revered president, welcomed the guests with a hearty speech.

After the dinner, motion pictures were shown, which were converted into talkies by Bob Bowen, who talked incessantly behind the screen.

After the movies, Mrs. Jack Lehle rendered a vocal solo in a manner which only Galli-Curci could rival. Robert Reynolds, Caruso's double, sang a song which completely enthralled the audience. Art Rapp accompanied the soloists on the piano.

Bob Bowen can now boast about being a recording artist. He made a new song hit on a recording mouth organ.

Mac Harding "strutted his stuff" in an æsthetic dance. It was a Hindu dance—we know that because Mac had a huge pillow perched on his head as a turban.

Syd Leggatt took a picture of the group just when every one was in a jolly mood.

A Good Idea

All we have to do to recover from the present business depression is to keep sending "Chris" Haus to New York City, for recently, when he attended the dinner of The Society of the Genesee held in honor of Mr. Eastman, the stock went up 20 points.

While traveling to New York, he encountered Mr. Higgins, who was headed for the same place.

When the train finally drew to a halt, Mr. Haus found to his amazement that he was in the basement of his hotel, the Commodore, where reservations were made. He was shown to his room, which, he claims, had all the comforts of home.

That evening, the banquet was held. The group from Rochester was gathered at one table, which was situated directly in front of the speaker's table, so that not a word was missed.

Following the banquet, a dance was held in the ballroom of the hotel. Thinking this a good way to limber up after his long ride, Mr. Haus stepped out and "tripped the light fantastic" with his wife.

The next day, Mr. Higgins, who is well acquainted with New York City, showed "the stranger in a big city" some of the most interesting places.

Mr. Haus is very much impressed with what he saw, and states that as soon as possible he will pay New York City another visit.

Hawk-Eye Rifle Team

The Army would be getting a real "break" if the Hawk-Eye Rifle team would join its ranks.

When the "call to arms" was sounded several months ago, the snipers in the Plant responded so enthusiastically, and in such quantity, that two teams were formed. The first team, consisting of Bill Klos, Phil Michlin, Carl Rexer, Johnny Vass, "Duke" Quetchenback, and George Brauch, presents a serious menace to the opposing teams in the National Rifle League, in which matches are held every second Monday evening at the St. Paul Street Rifle ranges.

Johnny Vass is consistently high scorer, a 237 game being a common thing for him.

The results of the first four matches, which Hawk-Eye won, are as follows:

Hawk-Eye Works

1057	Camera Works	980
1033	Main Office	1087
1075	Bausch & Lomb	1008
1063	Stromberg-Carlson	1103

Prevent Accidents



Properly used, a Quart of Gasoline will move an automobile four to five miles.

Improperly used, the same quantity of Gasoline will move two fire trucks, two ambulances and two hearses about the same distance.

SUBSCRIPTIONS TO EASTMAN SAVINGS AND LOAN ASSOCIATION SHARES AS OF APRIL 10, 1931

ROCHESTER PLANTS		Standing Last Month	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye	1	96.7%	6,151
2.	Kodak Office	2	59.3%	14,886
3.	Camera Works	3	49.6%	15,456
4.	Kodak Park	4	46.6%	53,542
	Non-Employees			9,618
OUT-OF-TOWN PLANTS				
1.	Eastman Kodak Stores, Inc. (Sioux City)	1	100.0%	218
1.	Eastman Kodak Stores, Inc. (Atlanta)	1	100.0%	205
1.	Eastman Kodak Stores, Inc. (Cincinnati)	1	100.0%	139
2.	Eastman Kodak Stores, Inc. (St. Louis, Mo.)	2	96.1%	156
3.	Eastman Kodak Stores, Inc. (Denver)	1	94.4%	166
4.	Eastman Kodak Stores, Inc. (San Francisco)	3	92.5%	124
5.	Eastman Kodak Stores, Inc. (Washington, D. C.)	6	92.3%	125
6.	Salesmen and Demonstrators	5	90.3%	4,566
7.	Taprell, Loomis & Co. (Chicago, Ill.)	4	90.1%	1,952
8.	Eastman Kodak Stores, Inc. (Des Moines)	7	86.6%	95
9.	Eastman Kodak Stores, Inc. (Baltimore)	9	80.7%	62
10.	Eastman Kodak Stores, Inc. (San Diego, Calif.)	10	80.0%	19
11.	Eastman Kodak Stores Co. (Duluth, Minn.)	11	80.0%	52
12.	Eastman Kodak Stores, Inc. (Salt Lake City)	8	78.5%	54
13.	Eastman Kodak Stores, Inc. (Cleveland)	12	78.5%	317
14.	Eastman Kodak Stores, Inc. (Los Angeles)	14	78.2%	369
15.	Eastman Kodak Stores, Inc. (Milwaukee)	31	77.7%	159
16.	Eastman Kodak Stores, Ltd. (Vancouver, B. C.)	16	76.1%	101
17.	Eastman Kodak Stores Co. (St. Paul)	18	75.0%	171
18.	Eastman Kodak Stores, Inc. (Boston)	19	73.3%	296
19.	Eastman Kodak Stores, Inc. (Pittsburgh)	20	70.0%	194
20.	Eastman Kodak Stores, Inc. (Portland, Ore.)	13	69.5%	89
21.	Eastman Kodak Stores, Inc. (Philadelphia)	17	69.3%	429
22.	Eastman Kodak Stores, Inc. (Kansas City, Mo.)	21	69.2%	236
23.	Eastman Kodak Stores, Inc. (Minneapolis)	24	64.2%	186
24.	Eastman Kodak Stores, Inc. (Detroit)	22	64.1%	589
25.	Eastman Kodak Stores, Inc. (New York)	23	59.3%	706
26.	Eastman Kodak Stores, Inc. (Omaha)	15	58.8%	217
27.	Eastman Kodak Stores, Inc. (Tacoma, Wash.)		50.0%	16
28.	Chicago Branch	25	49.5%	1,042
29.	Eastman Kodak Stores Co. (Chicago)	27	47.3%	669
30.	New York Branch	28	45.6%	618
31.	Eastman Kodak Stores, Inc. (Seattle)	26	44.8%	88
32.	Eastman Kodak Stores, Inc. (Lincoln, Nebr.)	29	40.0%	57
33.	San Francisco Branch	30	37.6%	538
34.	Kodak Uruguay, Ltd. (Montevideo)	32	14.2%	5
35.	Kodak Argentina, Ltd. (Buenos Aires)	33	2.6%	92
Total		--	52.7%	114,770
Average Subscription—15.5 shares				
Total matured or par value—\$11,477,000.00.				