

# *The* KODAK *Magazine*



September – October 1931

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



## MONTHLY ACCIDENT REPORT

JULY, 1931

PLANT	No. of Accidents		Hours Lost	
	1931	1930	1931	1930
Kodak Office . . . . .	0	0	0	0
Camera Works . . . . .	2	2	320	40
Hawk-Eye Works . . . .	0	1	0	208
Kodak Park Works . . .	17	16	1871	1961
<b>TOTAL</b>	<b>19</b>	<b>19</b>	<b>2191</b>	<b>2209</b>

### NATURE OF ACCIDENTS DURING MONTH

1 case of injury through occupational disease.  
 1 case of injury through sprains and strains.  
 1 case of injury through flying particles.  
 10 cases of injury through bruises, burns, and lacerations.  
 4 cases of injury through falling tools and material.  
 1 case of injury around press.  
 1 case of injury on machine of special nature.

19 employees' accidents during month.

## MONTHLY ACCIDENT REPORT

AUGUST, 1931

PLANT	No. of Accidents		Hours Lost	
	1931	1930	1931	1930
Kodak Office . . . . .	1	1	88	28
Camera Works . . . . .	2	5	196	244
Hawk-Eye Works . . . .	0	1	0	200
Kodak Park Works . . .	5	17	880	49,489*
<b>TOTAL</b>	<b>8</b>	<b>24</b>	<b>1164</b>	<b>49,961</b>

### NATURE OF ACCIDENTS DURING MONTH

4 cases of injury through falling material.  
 2 cases of injury through bruises, burns, and lacerations—infections.  
 1 case of injury through sliver—infection.  
 1 case of injury through falling from ladder.

8 employees' accident cases during month.

\*Includes a fatality.

## Important Postal Notice

### INCREASED POSTAGE

**C**OMMENCING September 1, 1931, postage on letters and postcards to Canada, Newfoundland, and Labrador is as follows:

Letters for each ounce or fraction	3 cents
Single postcards	2 cents
Double postcards	4 cents

**AIR MAIL:** To the same places the rate will be:

Each ounce or fraction	6 cents
Each additional ounce or fraction	10 cents
Plus air mail fee.	

Rates on letters and postcards to Great Britain, Northern Ireland, and the Irish Free State are:

Letters, first ounce or fraction	5 cents
Each additional ounce or fraction	3 cents

Single postcards	3 cents
Double postcards	6 cents

Articles intended for dispatch by air mail will be sent by ordinary mail if insufficiently prepaid for air mail.

Letters and articles with insufficient postage are subject to delay, and frequently miss an intended steamship.

Further they are liable to be refused by addressees, as deficiency in postage, which is doubled in most cases, is collected on delivery.

Special Delivery letters to Canada 20 cents, otherwise they will be treated as ordinary mail matter.

WISDOM is knowing  
what to do next. Skill is  
knowing how to do it and  
virtue is doing it. ˆ ˆ ˆ

—David Starr Jordan





KODAK AT CINCINNATI, OHIO—see opposite page



# THE KODAK MAGAZINE

Vol. XII

SEPTEMBER-OCTOBER, 1931

Nos. 4 and 5



## *Kodak at Cincinnati, Ohio*

**W**E NOW transfer you—not to the Blue Network—but to Cincinnati, Ohio, where Eastman Kodak Stores, Inc., opened its beautiful new store at 27 West Fourth Street early in the year.

The exterior of the building which houses this establishment is, as you can see, of striking architecture, and the interior is all that good taste could demand.

The accompanying photographs were made on the opening day so you could hardly expect to see such elaborate floral decorations all the time.

The illustrations speak for them-

selves so we can only add that every convenience for patrons and the store staff has been completely provided.

Knute E. Johnson is manager and thoroughly familiar with all that pertains to photography.

Cincinnati is the county seat of Hamilton County, and is the second largest city in Ohio. It has many fine and substantial buildings, and the hills surrounding the city are covered with beautiful residences.

A little of the city's early history, and how it came to receive its name may prove of interest.

The permanent settlement dates from 1788, when a company from New Jersey and Kentucky settled on part of the land bought from the Government in the same year by John Cleves Symmes.

The village was laid out early in the following year, and was called "Losantiville."

In 1790 the village was renamed "Cincinnati" by General St. Clair, in honor of the Society of the Cincinnati, which is an hereditary patriotic society organized in 1783 by the American and foreign officers of the Continental Army.





Interior Cincinnati Store—see page 3

## From the Mail Bag

### *A Few Amusing Questions Received by the Service Department*

**Y**OU might be a well informed amateur photographer, and yet be in deep ignorance of the workings of an automobile, and so in all good faith you might ask many seemingly foolish questions.

They tell the story of the lady whose husband was explaining the working parts of the family bus; "this is the starter, this is the brake, this is the clutch," and so on, when she interrupted him with "Oh! George, show me the depreciation you are always talking about."

With this in mind it is not to be wondered at that our Service Department with its tremendous correspondence is in receipt of a good many amusing questions.

These queries are propounded in all seriousness, and you may rest assured that they are answered in the same spirit, and every effort made to explain the question thoroughly and to set the writers on the right track.

One ambitious photographer wants to know what it would cost to put a "sun" lens on his camera 120 times faster than his rapid rectilinear.

A camera was sent in with the request to "turn the lens around in the camera so that the image will show right side up," and several correspondents have been unable to locate the winding key on a film pack camera.

We receive the black paper tabs

from film packs for development, and another amateur sent in an undeveloped and unfixed film with the complaint of no image showing.

Possibly the prize request was received a number of years ago from a correspondent who sent in a negative of a woman milking a cow.

The heads of both the woman and the cow were turned away from the camera. We were requested to reverse the negative in the camera when enlarging so as to show the faces of the woman and the cow.

Here follow a few more queries:

"Do you make a film that does not require exposure?"

"How can you hold the Velox



paper in the camera?"

"I want to know if I have got to put the film in the package it came out of for it to develop?"

"Can you hold the camera for forty seconds before making exposure?"

"Please tell me about all the funny things hot weather does to film, and should you keep them in an ice box?"

As a matter of fact questions of this sort are much easier to answer

than many of the highly technical and complex problems that are presented to the Service Department for solution, and likewise they serve to break up the monotony of the day.

## Forty Winks

**D**ID ever the feeling come over you that you just had to take a little "snooze"?

This urgent, and almost irresistible, desire usually falls to your lot at the most inopportune moment.

Strange to relate this state never falls to your lot when you are in posi-

tion to yield to its spell and enjoy its sensation of a full relaxation: Quite the contrary as we all know.

A church organist has had his experiences in this line:

He remarked: "At times the organist is weary. If he enjoys a secluded seat during a long sermon,

he may unwittingly take forty (or more) winks.

"Nothing will make him more quickly 'snap into it' than to just catch the closing admonition; 'We will close with the singing of hymn number 612, Christian, seek not yet repose.'"

## A Fall Announcement

LAURA COMSTOCK, *Nutrition Adviser*

**J**UST off the press! The booklet you have been looking for—if the scales tell you the sad story that you are pounds overweight. It shows you why damage is done to your figure (and incidentally your health) when you eat many luscious rich desserts or nibble nuts or candy between meals or indulge in a sundae or double ice cream cone in the evening. These dainties are high in calories. The booklet gives the number in each—and in other everyday foods. When you know how many calories you need daily to lose weight, by its help you can figure a day's proper supply.

The booklet is, also, an excellent guide if you are underweight. In that case you add calories to your three meals instead of subtracting. An extra piece of butter, another glass of milk with a bit of added cream, one more potato, a couple of slices of bread—see how many calories these give.

Then, again, your doctor may tell you that you should eat more "base" forming foods, as you have a tendency toward acidosis. Which foods

are base formers? The booklet will tell you.

We now know that to be well we need a daily supply of foods containing minerals (especially iron, calcium, and phosphorus) and vitamins. The booklet will prove a friend by telling you which foods are richest in these essentials.

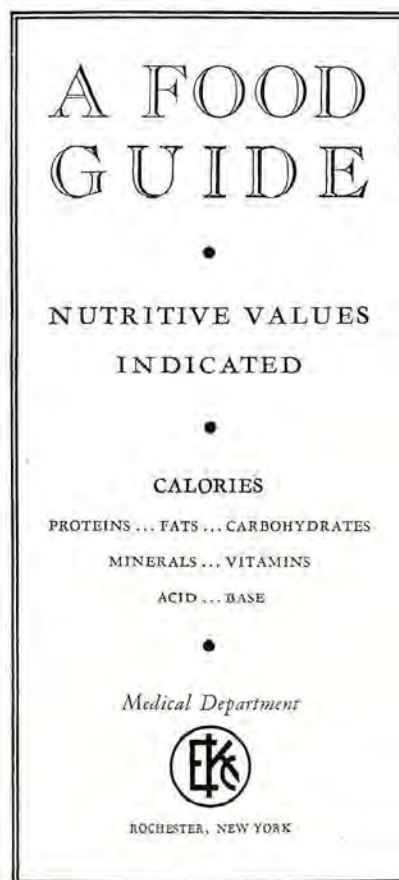
Another virtue is the booklet's size. It can be slipped into a vest pocket or a lady's purse. If you are interested ask the Medical Department for a copy.

### Well—Did He?

The lawyer for the plaintiff was cross-examining a witness in an accident case.

"Now, sir, did you or did you not, on the date in question, or before or after, or at any time, say to the plaintiff, or to any one else, that the statement imputed to you and denied by the plaintiff was or was not a matter of no importance or otherwise. Answer me, yes or no."

"Yes or no, what?" asked the witness.



THIS IS IT.

## Check Your Physical Condition

**D**URING the past few years physicians and the general public have been giving very much more attention to the prevention of disease than formerly. It is no longer unusual for many people to have an annual check-up of their physical condition. The aim of physicians is to concentrate on health rather than disease. They are becoming more interested in prevention rather than in cure.

Guided by these forward-looking principles, the Rochester Chamber of Commerce, the Rochester and Monroe County Tuberculosis and Health Association and the Medical Society of the County of Monroe have undertaken a joint effort to interest the public of Rochester and Monroe County in the so-called Periodic Health Examination. There was conducted in September at the Chamber of Commerce a very large meeting where physicians and laymen under the leadership of speakers of national reputation emphasized the growing importance of keeping well. In addition to the agencies named, at least thirty other lay agencies joined in the effort.

It is most gratifying to the physicians to receive the aid and support of such lay groups as after all the very nature of the medical profession prevents many of the activities which are proper to lay agencies.

The central theme in this movement is to encourage all citizens to have at least an annual periodic check-up. It will be emphasized that an occasional examination is of little value. Most good will come from repetition. The examinations are encouraged in the belief, following the experience of other human endeavors, that it is easier to check ailments in their incipency than

when they have become far advanced. A small fire in the cellar is much easier to put out than one which envelops the whole house. As a general rule early recognition means early cure.

In conducting these examinations it is not to be supposed that they are a guarantee against ill health. Most of the acute infectious diseases can not be prevented by a periodic health examination. The aim of these examinations is primarily to detect early evidences of so-called degenerative diseases. For the most part such diseases are silent and in the beginning almost symptomless. As time goes on, however, the patient most certainly will develop alarming symptoms of great seriousness. It is easy to understand that the earlier diseases are diagnosed, the greater certainty there is of recovery.

Even the most painstaking examination may at times not reveal evidence of existing disease as the method of attack is often extremely subtle and the evidences extremely difficult to gather in. It is in this type of case that the repeated examination offers most hope.

It is common experience that nothing comes to us except through effort. Laws of success in other avenues of life are frequently closely paralleled in health experience. The business man who devotes every moment of his working day to the success of his business, forgetting his own well-being, may waken to discover that he has a successful business without the physical endurance which permits him to carry on. None of us would think of driving our automobiles month after month without some sort of examination. It is common experience for industrial concerns to have

monthly inspection of machinery. State examiners from time to time investigate the condition of banks and trust companies. In other words, in every avenue of life there is provision made for adequate check-up and inspection. Is it not time that each of us applied this same principle to his own health? It is only through sustained effort that good health may be obtained.

Good health follows good habits of living. Bad health habits reap their toll by increased wear and tear on vital organs. Perhaps the most helpful part of the health examination should be the inquiry into health habits and hygiene. How much sleep is the patient getting each night? Is the diet sufficient in minerals and vitamins to support the organism in proper mineral balance? Are recreational activities sufficient in amount to promise mental relaxation? Is the highest form of recreational activity to be found in the crowded room about the card table reeking of tobacco smoke when there has been no physical activity during the day? In other words, are our bodies entitled to fairer treatment than this?

The health examination should concern our mental well-being as well as our physical well-being. Many individuals harbor fears of diseases which they never had and probably never will have. It often proves of great value to such people to be relieved of anxiety. The physician who has sympathetic understanding of such problems through listening to such fears often gives great relief to the patient.

The Medical Society of the County of Monroe for the past year has been broadcasting messages of health to the citizens of this community on various phases of health and hy-



giene. The spokesmen have been practitioners of medicine in Rochester and Monroe County. Most of these physicians are personally known to many of the radio audience. The influence of these talks has been far-reaching and apparently thousands of people in this country and in Canada have shown a deep interest in our Society's program.

It is the desire of the Medical Society of the County of Monroe to assist in every way any movement which aims to give better health to the citizens. Physicians realize that they have an obligation not only to their patients but to the

community at large. This obligation they are earnestly seeking to discharge. The Medical Society is willing to co-operate with any agency having similar aims and ambitions so far as it is physically able to do so. It is intensely interested in the periodic health examination as a public health measure of major importance. Its wider application, it is believed, will bring better health and a happier frame of mind to many individuals.

In this program individuals desiring a health examination should consult their family physicians. Later on the Medical Society will

have filed in its office a list of physicians who have shown special interest in this health program. They will be equipped to conduct the periodic health examination. Upon request a list of such physicians will be furnished to those who are interested in order to assist the patient in selecting a physician who is not too far distant from his locality. In all this work the former confidential relations existing between physician and patient will be maintained and the physician will become not only the adviser in time of trouble but the guardian of his patient's health.

## *Sixth Kodak International Salon*

**M**ANY requests for additional entry forms have been received by Miss H. S. Williams, chairman of the Salon, from Kodak branches in all parts of the world. Every indication points to a successful exhibition. All prints must be ready by the closing date of October tenth.

Plans for the opening night of November fifth are well under way. The accepted prints will be hung on illuminated easels in the State Street auditorium, where the program will be held. In addition to the talks by prominent officials of the Company, there will be a popular talk by Alexander Leventon, F.R.P.S. Mr. Leventon has been an enthusiastic pictorialist for many years and his prints have been hung in Salons throughout the world. His picture of his son, which was



ALEXANDER LEVENTON

called "Portrait of a Russian Boy" was purchased for the Permanent

Collection of the Royal Photographic Society. A capacity crowd of over a thousand persons is expected to attend the opening night.

The camera clubs which sponsor the International Salon are: Kodak Staff Photographic Society, London; Kodak Works Camera Club, Harrow, England; Kodak Staff Photographic Society, Sydney, Australia; Kodak Works Camera Club, Melbourne, and Kodak Camera Club of Rochester. Members of the local committee are: Helen S. Williams, chairman, Raymond F. Quirk, secretary, Alexander Clair, Kenneth Cunningham, Roger P. Leavitt, Sydney Leggatt, Glenn E. Matthews, John McFarlane, Donald McMaster, John McMaster, Joseph Peragallo, Lucille Peragallo, Waldo Westwater, and Dr. E. P. Wightman.

*The fun of achievement, the pleasure in accomplishment,  
spurs more men on than the reward of money.*



## Looking at Life

*Stray Thoughts from Sunny Meadows Farm, Melvin Village, N. H.*

By THOMAS DREIER

### GRIDDLE CAKES AND MAPLE SYRUP

IT WAS raining this morning and we ate our breakfast at the kitchen table which is covered with an orange-colored oilcloth. The wood fire in the cookstove gave out its warmth, and the steam pouring from the kettle was good to see. First there was a deep dish of big blueberries, with thick cream. Then there followed hot griddle cakes with butter and maple syrup. Coffee filled the room with its fragrance. A neighbor dropped in to use our telephone and was tempted by the brown cakes, so we drew up a chair for her and there was still more life in the place. Outside the rain pounded against the windows and the wind howled. But inside was comfort.

It is curious what pleasure there is in magnifying the goodness and importance of what ordinarily is accepted as commonplace. A breakfast in a yellow painted kitchen, where one may reach out for the coffeepot on the stove, may be a delightful little adventure. One may even drink a glass of water with such ceremony and with such thoughts about it that the act becomes almost sacramental. Great hours, after all, are made out of great moments. Rich lives result from thinking and feeling richly about whatever one does. A murmuring brook may be to one a symphony orchestra. The sun breaking through clouds may be accepted as a special gift from God. Brown griddle cakes with yellow butter and golden maple syrup eaten in a farm kitchen on a rainy morning can become whatever we choose to make them.

It is our thinking and feeling about things that makes them magical.

### COUNTRY AUCTIONS ARE FUN

Here in New Hampshire, especially when the summer brings its thousands of visitors, few things provide as much amusement and thrills as auction sales. Even the somewhat cut and dried sales held by antique dealers are worth attending by those looking for humor and local color. But the best of all auctions are those held to settle an estate, when some old family farmhouse, with its accumulation of generations is offered for sale.

Frank Bryer is our favorite auctioneer. He can talk all day in a loud voice and appear unexhausted at the end. Those of us who have had experience always try to get seats in the front row, like bald-headed men at a musical comedy. We do that because we want to hear Frank's side remarks—sentences not intended for the public. His profanity, of the very best Sandwich quality, is pungent. Even those who ordinarily do not like profanity enjoy his performance.

An auctioneer is a man who knows people. Just the other day a little boy stood close to Frank Bryer when an old powderhorn was put up. The youngster bid five cents and the crowd laughed. Some one else bid fifty cents and the boy's face fell. He was bitterly disappointed. Rushing off to his mother who was back in the crowd, the youngster talked persuasively and came back with a dollar bill clutched in his hand. The bidding on the powderhorn had been going on, moving up five or ten cents at a time. It had reached ninety-five when the boy got back. He bid a dollar. Instantly the auctioneer, without giving any one else a chance to bid more, put the horn in the boy's hands and

said, "It's yours, son. I want you to have it."

The crowd liked that. As the boy went off triumphant, his face shining, the eyes of the people followed him with affection and understanding.

Our auctions provide more amusement and more thrills than many a Broadway production because the audience is the most important part of the cast.

### HE WAS BURIED UNDER SNOW FOR TWO MONTHS

Suppose you were buried under a deep snowdrift and had to live in the darkness for two months. Could your mind stand the strain?

Augustine Courtauld, the twenty-seven-year-old British explorer, had that experience in Greenland.

This young man had volunteered to spend a winter in Greenland gathering meteorological data for a proposed air line to Canada. With fourteen other scientists he had sailed from London on July 6, 1930. In Greenland a permanent camp was built thirty-five miles in the interior and a meteorological post 150 miles in. Two men were left at the advanced post, and later Courtauld volunteered to stay alone.

When H. D. Watkins, a twenty-three-year-old Englishman who headed the rescue party, tried to find Courtauld later, he failed.

Another attempt was made, and after toiling for weeks the rescuers came upon an enormous drift in which they found a small hole. This, they thought, must be the chimney of the hut. When they called into it, Courtauld gave them a cheery answer.



When they dug him out, he was alive and well. Apparently he had not been worried at any time. He never doubted that he would be rescued. If no help came, he had planned to dig himself out during the summer, and with the help of a compass make his way back to safety alone.

He said he wasn't even bored, because he had so many things to think about.

After he was rescued, he actually accompanied the rescue party on foot for the first few miles. Then he rode on a sled.

Courtauld admitted that in the darkness of the hut, without the aid of a light, he sometimes had trouble finding the right things to eat. However, he hadn't suffered from starvation, and prepared lemon juice had kept scurvy away.

Living alone, apparently, may be a pleasant experience even under a thick blanket of snow in Greenland, if one's mind is furnished with things to think about.

#### LOUIS BACHRACH LOVES HIS GARDEN

One of our most appreciative visitors this summer was Louis Fabian Bachrach, the photographer whose organization operates forty-five branches. He and his wife, after two weeks of camp life in Vermont, drove down to our farm for a week-end. Louis is one of those fellows who knows how to find his own entertainment. He and Robbie, our Airedale, went off into the woods, tramped up to the waterfall, and then followed the brook back to the main road. This was just a scouting expedition. The next morning, carrying an old sap bucket and a shovel, the Boston photographer was off to dig up wild plants for his Newton garden. One bucket not being big enough, he came

back for another and filled that also. His car, when he drove away, looked like that of a gypsy king.

It is a splendid thing for a man who shoulders the problems of a big organization to have a hobby that compels him to dig in the earth and work in the open air. In his garden, dressed in old clothes, Louie Bachrach works with shovel and hoe and weeding tools. Apparently he is intent on the job in hand. It is out there, though, that many of the answers to perplexing questions come to him. Plans begin to form that may later be worked out in detail in the office. A garden is a good thing for any man. It is infinitely less irritating than golf, and far less expensive. For the poor man, as well as for a man as comfortably well off as Mr. Bachrach, a garden in which a man does much of the work himself is a perfect substitute for a country club.

#### A SHARP LAWN MOWER IS TEMPTING

It really is great fun to cut the lawn when the lawn mower is sharp and properly adjusted. Right now I have to force myself to stay here at my desk and resist the temptation to go out this very minute and finish the work I started last evening of making the lawn nice and smooth. The grass was cut with a dull mower last week and the roughness offends my sense of what is right. Every workman who enjoys his work finds a special pleasure in handling tools that are perfectly fitted for the job in hand. There is no economy in forcing workers in office, factory, or on a farm, to use equipment that falls short of being the best obtainable. Only a fool will continue to chop down trees with a dull ax. Poor equipment robs a worker of part of his pay—the joy he ought always to find in his work.

#### PAYING TAXES WITH ACHES AND PAINS

In the last part of the fifth century, the ruler of Athens was Pisistratus. He was a believer in farm life and did everything he could to keep his people out of the cities. It is said he even advanced money to poor people to help them make their living from agricultural pursuits. He also taxed them one-tenth of what they produced.

The people of Athens complained about their ten per cent tax just as most of us complain now about our taxes.

According to an old story, Pisistratus, in order to keep the people from even visiting the cities for unnecessary purposes, instituted local courts and even went out himself into the rural sections to settle disputes.

During one of these trips the ruler was inspecting the countryside carefully when he saw a man named Hymettus cultivating a piece of land which was afterward called "The Tax Free Farm."

According to the story, Hymettus was working hard in the hot sun and Pisistratus sent an attendant to ask the worker what he got out of his land.

"Aches and pains," stormed the farmer, not knowing that his ruler was near, "and that's what Pisistratus should have for his taxes."

Instead of getting all excited and having the farmer cast into prison, Pisistratus was so impressed that he granted Hymettus exemption from all taxes.

Well, that's one thing that can't happen in a democracy. Our tax bills have to be met no matter what our aches and pains may be.

*Tom Dreier will come to us from time to time with his kindly bits of philosophy.—EDITOR.*





## Eastman Savings and Loan Association News

**I**N A RECENT address by a prominent Savings and Loan Association official he said in part:

"Building and Loan Associations have one unique distinction.

"They agree to repurchase their own shares, thus creating a spontaneous market.

"Funds are made available for this purpose through regularity of monthly payments.

"If one owns an ordinary stock or bond, he must, in order to realize on the security, find a buyer.

"The owner of building (or savings) and loan shares always knows where his buyer is.

"One does not demand that an investment have a rising value, but what a tower of strength there is in having one that will not *decline*.

"Convenience is a most valuable item.

"No other form of monthly investment is comparable to building (savings) and loan shares for we have the only 'cut and dried' method available.

"Freedom from care is often worth great sums to the holders of securities.

"Money is worth so much rent without a lot of work thrown in.

"Building (savings) and loan shares rival government bonds in the matter of freedom from taxes.

"Stability of income should be demanded by the investor.

"The risks held by an association are so varied that the loss of income from one of the loans will not injure the return to the investor; and also building (savings) and loan associations are prepared in any emergency to lend to members on their shares.

"In summing up the many advantages of building (savings) and loan shares as an investment we find that we have present those intangible qualities that go to make an investment to a degree unknown in any other security.

"We have an almost unparalleled record of safety.

"We pay a good rate of return and our members can realize on their holdings on short notice.

"The member has an investment that needs no attention and a certificate can lie in a lock box for years without the holder having to fear that his security will become impaired or his income irregular.

"Real money is available for the asking. All in all these shares form the only investment within my knowledge and experience having all the required points of an investment without the sacrifice of a single essential."

**I**T MAY sound a bit "bumptious" to say that we do not always agree with the definitions in the dictionary.

Take the word "thrift"; the dictionary says, "Care and wisdom in the management of one's resources."

With that definition we are in full accord, but as a secondary definition it gives "frugality," so we turn to the definition of this word, and among other definitions we find this, "frugality is a withholding of expenditure, or sparing of supplies or provisions to a noticeable and often to a painful degree."

While "frugality" is given as only a secondary definition of "thrift" it is not in accord with our ideas as to the true meaning of the word "thrift."

That others are in accord with us in this thought may

be evidenced by the following remarks of Walter E. Hallett, Vice President of the Bank for Savings of New York City.

He says, "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 at once that thrift includes the caring for all 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."



# The Kodak Magazine

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

SPENCER HORD, *Editor*

JOHN W. NEWTON . . . . . *Assistant Editor*  
KODAK OFFICE

CLAYTON BENSON . . . . . *Assistant Editor*  
KODAK PARK WORKS

JOHN C. DOYLE . . . . . *Assistant Editor*  
CAMERA WORKS

MELVIN DUMMER . . . . . *Assistant Editor*  
HAWK-EYE WORKS

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

OTHER consequences of the tragic accident at Kodak Park have little significance in comparison with the fact that five of our men lost their lives. The grief suffered by the families of Frank Schmanke, Henry Pillen, Albert Manzek, Harold Sproule, and John Parker is very deeply shared by their fellow employees.

The men who were injured have received the best possible medical care. They hold the sympathetic interest of the entire Kodak organization.

In the midst of these unhappy circumstances a word should be spoken about the conduct of the workers at Kodak Park following the accident. The men in the Roll Coating Department, with genuine heroism, rushed to the machine which had exploded and gave their efforts to removing the injured for quick medical treatment. Employees of other departments behaved with calmness in spite of the sound, the concussion, and the excitement of the explosion. Such self-control should be a source of pride to all.

MOST of us have been advised from time to time to avoid getting into a rut; "there is no difference between a rut and a grave, except that a grave is deeper" is a familiar line that has been passed along to ambitious youth, together with many similar ones.

We are inclined to agree with a writer in one of the business journals that there are both good ruts and bad ruts, and we believe that what he has to say is worth repeating:

"This morning, I drove to town the same old way. Spinning along over the road that I take day in and

day out, the thought came, 'Why take the same route every day—why get into such a rut—why not try various new paths?' Then the answer came. The reason the same road was chosen almost unconsciously was that this was the smoothest, the shortest, and the simplest way to get where I was going. The answer brought to mind something a noted man's father told him. This man said that when he was a small boy his father had advised, 'Son, if you want to get anywhere, pick out a *good* rut and stay in it.'

"Here was a father urging his boy to do the thing most of us regard as fatal to progress. Yet, why is this? Provided ruts are good, they are the things that count for most in human or commercial progress.

"When we speak of progress ending when in a rut, we should say instead, that this happens when we dig a hole and get into it. Then we are standing still—not going forward. Ruts lead somewhere. They are the beaten paths. Staying in one, the goal is reached much straighter and faster than when we get in and out, out and back in.

"Take the ruts in a mud road. They represent other peoples' travel experience, and they have left definite tracks to guide us. Those people wanted to reach the same place toward which we are driving. Trying first one way, then the other, slipping here, getting off in the ditch there, they finally found the safest and best path in the road; others found that path too, and followed it, and so they left ruts to point out the best way. In the course of progress, paved roads come and cover the actual dirt ruts, but the roadway follows in general the trail laid by the pioneers.

"Suppose railroad trains did not run on tracks or ruts. What if they wandered first into a field, then a forest, or deviated from side to side along unknown detours!

"As to ruts in the human equation—they are nothing more than habits. Accordingly, they can be good or bad. Whether we get into bad ruts and are governed by bad habits, or whether we get into good ruts and are controlled by beneficent forces, is for us to choose. But, regardless of the path we take, by getting into the rut that shows the experience of others, we will reach our destination quicker than any other way, be it a downward or an upward goal.

"Going back to the advice the father gave to the son who achieved great success—parents could do worse than advise their children to pick out a good smooth rut and stay in it.

"Ruts have many names in business—'sticktoitiveness,' loyalty to a cause, faithfulness, 'hewing to the line.' They all mean getting into a rut and following it."





# KODAK PARK

CLAYTON BENSON, Editor



K. P. A. A. OFFICERS, 1931-1932

## Refund of Tuition on Educational Courses

Eastman Kodak Company employees who successfully complete evening school educational courses, in schools approved by the Company, are entitled to apply for a refund of one-half of their tuition, not to exceed \$50.

As there will be more Kodak Park employees than ever enrolled in evening school courses this fall, those desiring to apply for refund should make their application as soon as possible after enrollment. Blanks for this purpose may be obtained from the Employment Department, Building 26.

Every best wish for future happiness is extended to Jeanette Housecamp of the Reel Manufacturing Department and to James McKinlay, Jr. of the Printing Department, who were married on August 8.

## Unclaimed Awards

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

M 7172	M 10415
M 7641	M 11765
M 9208	M 12423
M 10167	M 13324
M 10412	M 13896

The marriage of Ruth Bratherton of the Emulsion Coating Department to Harold C. Snyder was solemnized recently at the Church of the Ascension. Office associates of the bride presented her with an electric coffee urn set and an electric sandwich toaster. Every best wish is extended for the future.

## Service Records

Congratulations and best wishes for the future are extended to the following employees who recently completed lengthy periods of continuous employment with the Company. Twenty-five years: William T. Phillips, Dope Department; Raymond J. Finzer, Paper Sensitizing Emulsion Department; Louise Roth, Powder and Solution Department; Fred J. Doell, Sundries Manufacturing Department; Otto Schmidt, N. C. Slitting Department; William E. Fauth, Export Shipping Department; John E. Boylan, Paper Service Laboratory; Percy A. Bryan, 13A Machine Design; Thomas W. Trenaman, D. O. P. Packing Department. Thirty years: Arthur T. Welles, S. M. & S. Department; Thomas J. Russell, Baryta Department. Thirty-five years: Michael J. Culhane, Black Paper Coating Department.

*There is always room for improvement;  
your idea may find the way.*





### *Twenty-Five Years Service for Horace E. Robinson*

On entering his office August 3, H. E. Robinson, Superintendent of the Sundries Manufacturing Departments, found his desk decorated with a basket of twenty-five beautiful roses, emblematic of his years of continuous Company service. The esteem in which Mr. Robinson is held by the employees under his supervision was most effectually expressed in their gift of a leather monogram album, bearing their signatures and personal messages of good will. Congratulatory messages from Mr. Sulzer and Mr. Flint are also penned in the album. A surprise dinner arranged in his honor by the supervisors of his departments and their wives at Craig Hill, at which time he was presented with a

double fountain pen desk set, climaxed a very eventful day.

Horace, as most of us have come to call him from years of friendly association, started to work at Kodak Park on August 3, 1906 in the N. C. Slitting Department. His duties were gradually extended to the care of all the clerical work for the N. C. and Ciné Slitting Departments and led to his being made foreman in 1911 of the newly organized Finished Film Supplies Department. In 1918 he was transferred to the Printing Department as assistant to the Superintendent, and four years later he was named Assistant Superintendent of that department. Promotion to his present position as Superintendent

of the Sundries Manufacturing Department came in 1929.

The K. P. A. A. has enjoyed his services for several years as an official and as chairman of many of its social activities. Born in England, Horace comes naturally by his fondness for soccer football and is a champion of that sport both as it concerns Kodak Park and Rochester. At the present time he is serving his second term as President of our Soccer Club.

Physically well endowed, Mr. Robinson should realize the wishes of his friends for many continued years of service and happiness at Kodak Park, and for those who did not enjoy personally congratulating him, we say "Good Luck."

### *Camera Club Activities*

Camera Club members launched an active fall and winter program with their first regular monthly meeting on September 3, in the Assembly Hall. Dr. Walter Clark of the Research Laboratory and formerly Superintendent of the Research Laboratory at the Harrow Plant in England, was the speaker of the evening, giving an interesting illustrated lecture entitled "Rambling through the Alps." The October meeting on the first will feature a talk on "Photography in the Service of Astronomy" by C. B. Neblette of Kodak Office.

Allegany State Park continues to hold its appeal as a rendezvous for the hiking enthusiasts in the club. The fourth annual visit to the Park was held over the Labor Day week-end, approximately sixty enjoying the trip.

#### INTERNATIONAL KODAK SALON

The major event of the current season, of course, will be the holding of the Kodak International Salon at State Street, starting November 5. The honor and distinction attached to the Salon mean a great deal to the club, and the committee in charge is endeavoring to carry through its responsibilities so that the 1931 Salon will equal if not exceed those preceding. With October 10 the last day for filing entries, there is yet time for our members to send in prints. Our club wants to win its share of the big awards so get your prints ready and send them in to the K. P. A. A. Office or any member of the Salon Committee. Entry forms may be obtained from Dr. Wightman in the Research Laboratory, Building 59.

#### SUMMER COTTAGE

The Camera Club recently completed a successful summer season of activities at its cottage on Lake Ontario. Over 300 members and guests took advantage of the facilities there throughout the summer. Biweekly parties were held, which were attended by nearly a hundred members and guests who participated in the games, athletic stunts and movies that were arranged. In addition, various groups used the cottage for beach parties, sausage and steak roasts and many other forms of recreation ideally held on the fine expanse of beach. The very gratifying success of the cottage program was due to the earnest efforts of John McMaster and his cottage committee and the co-operation of the club membership at large.





ARTHUR POMEROY, WILLIAM HILDEBRAND, FRANK CROUSE

## *Suggestion Awards for Ninety-Five Employees*

Suggestion awards totaling \$516.50 were paid during the months of July and August on 109 adopted ideas. The highest individual award of \$150 went to William Hildebrand of the Dope Department, Building 13, for a suggestion relative to use of a portable cradle or can tipper for handling cotton loaded cans in charging mixers. The suggestion while submitted nearly four years ago was only recently

worked out on a practicable basis and it was felt that regardless of differences in design and operation the suggestor should be credited with originally realizing the need and advantage of such equipment.

Employees of the Roll Coating Department continued to win their share of suggestion money, three in these two months receiving \$25 awards and twelve collecting

varying smaller sums. The trio paid \$25 each were Frank Crouse, Arthur Pomeroy, and Alfred Slack all of whom have been steady contributors of their ideas through the suggestion system. This most recent award adds to an already fine suggestion record.

If you need money, and who doesn't, why not let the suggestion system help out? Cash in on some of your ideas!

## *Retirements*

Several employees have retired from active service under the Company annuity plan, within the past few months, after lengthy and loyal periods of employment. Their retirements carry with them the appreciation of the Company and the congratulations of their various department associates and friends on the splendid records they established. Listed according to length of service, those retiring were:

William DeYoung, Inside Cleaning Department, 26 years of service; Walter Stuchfield, Roll Power, 25 years of service; Michael Voellinger, D. O. P. Packing Department, 24 years of service; Fritz Keller, Paper Sensitizing Coating Department, 23 years of service; August Johns, Paper Sensitizing Coating Department, 21 years of service; Dana B. Olney, Field Division 7, 21 years of service; Cornelius VanGieson, Yard Department, 20 years of service.

Congratulations are extended to Roy W. Perkins of the Garage who recently married Elizabeth Blattner of this city.

Our felicitations are extended to Yetta Mittleman of the Sundries Department, who recently became the wife of Aaron Kinel. A variety shower was given in her honor by members of the department.

We join with the Pay Roll Department, Building 26, in tendering heartfelt sympathy to Lucille C. Lunn whose husband passed away, after a short illness, on August 28.

We join with the 13A Machine Design Department in according heartfelt sympathy to the bereaved family of Marjorie Hatch who died July 22. Miss Hatch had been an employee at Kodak Park for over seventeen years.

An expression of sympathy is extended to the family of the late Edward Hill of the Paper Sensitizing Department, who passed away very suddenly a few months ago.

The sympathy of the Box Department is extended to Emma Boas, on the recent death of her husband.

It was a shock to learn of the death of James Reddy, Field Division 7, who was drowned while swimming at Forest Lawn, Sunday, July 12. We join with the department in extending sincere sympathy to the bereaved family in their loss.

We are in deepest sympathy with Wheaton Holt of the Ridge Construction Corporation and Mrs. Holt on the loss of their son Sherwood. Mrs. Holt was formerly employed in the Ciné Slitting Department.

It is with regret we record the death of Leslie Johnson, an employee of the Electrical Construction Department for the past sixteen years, and we join with his department in expressing our sympathy to the surviving members of the family.



### Improving

The Kodak Magazine is happy to be able to spread the news that the men seriously injured in the explosion are making progress in recovery. Those less seriously hurt were nevertheless kept under observation to guard against any possible serious results; but, fortunately, no such results appeared.

The injured men received the quickest possible emergency medical treatment after the accident. Ten doctors reached the emergency hospital at Kodak Park, in addition to the two regularly on duty there, within ten minutes after the explosion. Within forty minutes after the explosion every man injured had been given first aid by the doctors and had been sent either to one of the city's hospitals or to his own home. The more serious cases, of course, were treated first and in even much shorter time.

### Soccer

Official dedication of the new K. P. A. A. soccer field on Lewiston Avenue comes shortly after the preparation of this copy. We will, however, refrain from predictions and hope as this is read that all Kodak Park employees will have witnessed and enjoyed the opening day ceremony on Sunday, September 13. In bringing the Verdun Park football team of Montreal here for that occasion, soccer fans of this vicinity were given the opportunity of seeing one of Canada's best teams in action.

Fencing and marking the new pitch, erecting goal posts and the countless other details coincident with the use of the field, week after week, offered members of the club many evenings and Saturday afternoons of work, and the zest with which these responsibilities were handled reflects much credit on their enthusiasm and interest for soccer at Kodak Park.

The Kodak Park team has entered three leagues for the 1931-32 season—namely, the U. S. Cup Competition, the Northwestern League, and the City League. With their new field available and what appears as one of the most powerful elevens ever to represent the Park, the officers of our Soccer Club are looking forward to a successful and prosperous season, and ask the support of all Kodak employees, feeling that such support will be amply rewarded by the team's showing.

### K. P. A. A. Bowlers Start Season October 8

The K. P. A. A. Bowling League was organized for the 1931-32 season at a supper meeting of team captains and league officers on September 1. The election of officers brought a unanimous expression of approval of the management of the league's affairs the preceding year, and the subsequent re-election for the fourth consecutive season of Fred Brizee, Garage, president; Harold Servis, Garage, secretary; and Jerry Morris, Finished Film Department, treasurer.

For the second season, twelve teams will compose the league. Teams and their managers are: Building 29, Al Norton; Building 34, William Bunn; Building 48, Fred Nelson; Building 52, Henry Beerly; Chemical Plant, Ernest Taylor; Drafting Room, George Nagler; Field Division 1, Michael O'Brien; Finished Film Department, Charles Forstbauer; Garage, Harold Servis; Perforator Maintenance, William Scharch; Pipe Shop, James Gallagher; Sundries Manufacturing Department, Rudolph Singer. This list includes two new entries, the Building 52 and Field Division 1 teams, taking over the franchises vacated by Building 35 and the Steel Erectors and a change in the name of last season's Engineers to the Sundries.

The season will be officially opened on Thursday evening, October 8, at Buonomo's alleys on Charlotte Street. All teams bowl every Thursday, six shooting at 7 p.m. and the remaining six at 9:30 p.m. The schedule calls for 22 weeks of bowling with three weeks of idleness from holidays falling on Thursdays.

### Trick League Championship to Building 30

The Trickworkers' League completed its first successful season early last month. The Building 30 players romped away with the championship, proving their class by suffering only one defeat in eight games. The Film Emulsion Coating team finished in second place, followed in order by the Roll Coating, Baryta, and Emulsion Melting. The K. P. A. A. in presenting a prize of \$25 to the winners to defray the expense of celebrating their victory thanks all the team captains and managers for their co-operation in conducting the league.



CHARLES NELSON

It was with the enviable record of thirty-seven and a half years of service with the Eastman Kodak Company without once being late that Charlie Nelson took his bow and retired under the Company annuity plan, September 1. Charlie is sixty-five years young and in good health and excellent spirits, as shown by the above photograph which was taken a few days before his leaving. He has many plans for enjoyable times during his retirement, and fellow workers in Building 35, as well as his other friends at Kodak Park, join together in wishing him all possible good luck and many years of happiness.

### Famous Journalist First Foremen's Club Speaker

The regular monthly meetings of the Foremen's Club will be resumed on Tuesday evening, October 13, in the Assembly Hall. Continuing the policy of engaging popular and prominent men of the day as speakers, the Entertainment Committee offers Will Irwin, brilliant editorialist and novelist and known as the "ace" of correspondents during the World War, as the feature for this opening gathering. Additional entertainment is being planned for this meeting and dinner will be served as usual at 6 p.m.

William Russell, Chairman of the Membership Committee, reports that the membership cards for the present season have been distributed to the various department representatives and urges that all payment of dues be made prior to the October meeting.





### *Mr. Sulzer Honored on Thirty-Year Service Record*

A. F. Sulzer, Kodak Park's popular and able manager, became a Kodak employee of thirty years' continuous service on August 1. In honor and celebration of the occasion his associates of the Superintendents' Lunch Club gave him a beautiful Vacheron and Constantin watch for an anniversary gift, the presentation being made by Charles F. Hutchison, General Superintendent of Film and Plate Emulsions. An engraved inscription in the

watch reads: "To Albert F. Sulzer who completes thirty years of outstandingly fine and useful service with his Company during which he has won the high esteem of all who have been associated with him."

The appointment of Mr. Sulzer as General Manager of the Kodak Park Works, January 29, 1929, climaxed a career of steady and impressive advancement from an assistant chemist in the Chemical Laboratory in 1901 to Assistant

Manager in charge of production in 1920. In recognition of his ability and responsibilities at Kodak Park he was elected a member of the Management Advisory Committee January 1, 1930.

Mr. Sulzer received congratulatory greetings from his friends throughout the Kodak organization and we prize this later opportunity of expressing to him the best wishes and good will of all Kodak Park employees.





## Twenty-Five Years

D. E. Reid, Superintendent of the Industrial Laboratory and Gelatin Department, completed a quarter century of con-

tinuous Company service September 1, having started work at Kodak Park on that day in 1906. We join with the em-

ployees of these departments in extending congratulations and best wishes for the future.

### Department Basketball League

While possibly a bit early for basketball announcements this one is intended to serve notice to all prospective department league teams and managers to be ready when the call to organize this activity is sounded. "Forewarned is forearmed," and definite decision on the part of the various departments and managers as to their ability to court teams will minimize the usual uncertainty as to the number of teams to be counted upon as entries, and other delays incidental to opening the schedule each season. Prior to the organization meeting which will be held early next month all departments, clubs, and managers, both new and former members of the league, desiring to hold a franchise are asked to notify the K. P. A. A. Office of this intention. There is no limit to the number of teams, and departments which have never been represented before are urged to get in this year.

A wedding of interest to every one at Kodak Park took place September 4, when Dorothy E. Fawcett of the K. P. A. A. Office became the bride of Leonard Gallagher of this city, at the Rectory of the Immaculate Conception, Rev. Joseph S. Cameron officiating. Anna May Wilcox of the Emulsion Coating Department and John McCabe were the attending couple.

Employees of the Acetate Sheet Film Department join in extending good luck and best wishes to Alice Murray who was married on August 22 to Aloysius Dentlinger of the Finished Film Supplies Department; and to Bertha Beehler who became the bride of Stewart Ames of the Paper Sensitizing Emulsion Department on August 21.

Dorothy Rundell of the 16 MM Film Department became the wife of George Lawrence of the Ciné Slitting Department

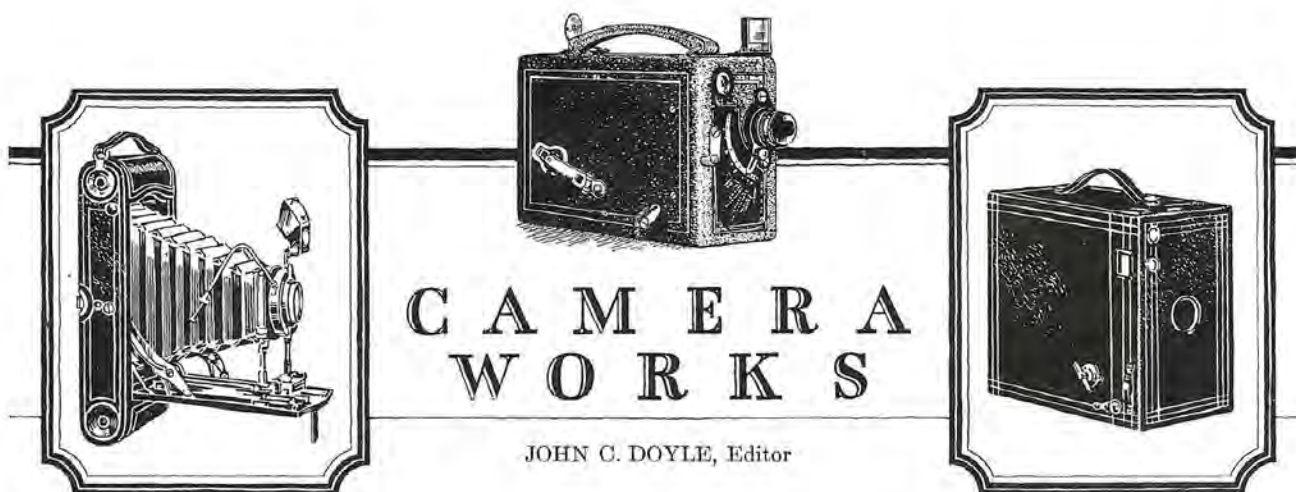
on August 29. All good wishes are extended for a bright and happy future.

The congratulations and best wishes of the Reel Gauging Department are extended to Estelle Garley who became the bride of Ben Fitzsimmons; to Natalie Verkes who was married on August 1 to John Verstraete; and to Marion Thomas who became Mrs. Homer Hoyt on August 8.

Dr. James McNally of the Research Laboratory recently married Helen Geraghty at the Sacred Heart Rectory. All good wishes are extended for years of health and happiness.

Congratulations and best wishes are tendered Dr. Philip Newsome of the Research Laboratory and Evelyn Mae Stucke who were married by Dr. L. Foster Wood of the Colgate-Rochester Divinity School in the parlors of the Baptist Temple.





## State-Wide Accident Prevention Campaign

Camera Works has again entered the State-wide Accident Prevention Campaign.

This campaign is carried on every year under the direction of the Associated Industries as a special three months' drive in the war against waste and suffering. From September 1 until November 30 over 1700 New York State industries are concentrating on accident prevention in an effort to overcome the accident demon which yearly causes undue suffering on the part of employees.

The stimulus behind this campaign is a contest in which plants of equal size and hazard are pitted against each other with the plant having the best rating receiving a trophy. Company standing will be based on the total hours lost during the campaign

compared to the total hours worked.

Last year Camera Works was not at the top of the list. This is another year and with it an opportunity to put Camera Works on top. Our chance of winning this contest depends on each one of us. Every person in Camera Works by working safely will definitely aid in winning the contest. We should forget about luck or fate or providence as a possible dispenser of these unexpected mishaps. Accidents are man-made. Believe yourself the master of your own life and have faith in your ability to see its dangers and guard against them.

Don't neglect the minor injuries. If you broke an arm or leg you would be quite willing to receive medical attention.

Yet we are having injuries which might result in the loss of an arm or leg and they are considered too insignificant to require medical attention. We refer to minor cuts, scratches, blisters, bruises, and burns. A number of our lost-time cases are due to infection resulting from such injuries. Apparently a number of us consider it a waste of time to have that small cut or scratch treated at the Medical Department, yet that is the most sensible thing to do. Immediate treatment of all minor injuries will aid in eliminating our accidents.

And in conclusion, we will all do well to remember that our campaign does not close with the contest but continues throughout fifty-two weeks year in and year out.

### Former Employee Honored in Chicago

Friends of Charles F. Rogers, former employee in our Shutter Department and nephew of our well-known Charles Rogers, will be glad to know that Mr. Rogers is now dean of the University of Arizona College of Music, and received the honorary degree of Doctor of Music recently at the commencement exercises of the Chicago College of Music held in the Chicago Civic Grand Opera House.

Charlie left us about ten years ago and has certainly made a wonderful name for himself. Dean Rogers is being honored because of his national reputation as a musical educator, and because of the constructive and creative work which he has done throughout the Southwest.

### Indoor Team Finishes in Fourth Place

Ending our first year in the West End Industrial Indoor League in fourth place is not a bad accomplishment for the Camera Works team considering the keen competition. With the exception of one other team, the Sterling Stewart outfit, all the teams in the league were composed of veterans of many gruelling indoor seasons and were tough opposition.

However, our team gave every team a real battle, with Carl Kowalski twirling a game against the Bastian Brothers team worthy of a note in Ripley's "Believe It or Not" column. Kowalski pitched a no-hit game but was defeated 1 to 0.

Players on the team will attend the league banquet which will be held at the

Blarney Stone Inn in West Webster early in October.

### Safety Department Reminds about Eyeshade Hazard

Our Safety Supervisor wishes to remind all Camera Works employees who wear eyeshades in the course of their work that the safety rules of the Plant prohibit the wearing of any shade composed of celluloid or any other inflammable material. This hazard is responsible yearly for a great many industrial accidents, all recorded being severe and painful.

Our Industrial Relations Department has found one type of eyeshade that is noninflammable and is now carrying them in stock. The shade is made of very light aluminum, is adjustable to the head and is durable and inexpensive.





### **Phil La Ruez Wins Golf Championship**

The winner of the 1931 golf championship of Camera Works was Philip La Ruez of the Accessory Department. The tall nineteen-year-old club wielder upset the golfing applecart as did so many youngsters at the United States Amateur Tournament held at Beverly Hills in Chicago in early September.

The new champion has an unusually long drive, is sure of his approaches, and on several greens imitated the great Walter Hagen. Phil turned in the score of 83, a fine score for his first trip over the tough Ridgmont layout. The runner-up this year proved to be Jerry McGurn of the Inspection Department. The winner is pictured above.

Elmer Howcroft and George Ohlau of the Lacquer and Ciné Departments, respectively, were awarded the first two gross prizes.

### **Seven Employees Retire**

During the months of July and August seven of our employees were retired under the Company annuity plan. They are:

Herbert Butler	21 years' service
William Hartell	36 "
Grace Hitt	18 "
Katherine Lauer	15 "
William Watt	21 "
Florian Siebert	35 "
Philip Stockschlaeder	20 "

These seven faithful employees had amassed a total of one hundred and sixty-six years of service between them. We wish them happiness and the best of health for years to come.

### **Suggestion Roll of Honor**

Employees receiving awards of \$25 or over during the first eight periods of 1931 were:

Charles Ehrmann	\$138.00
John W. Jasper	97.00
Lester Carrier	76.00
James D'Acquisto	71.00
Alice Woodward	66.00
Frank Reed	61.00
Robert E. Colby	57.00
Patsy Scialdone	56.00
Otto Kleist	55.00
Joseph F. Abel	53.00
Abraham Shulman	50.00
Ralph H. Baker	47.00
Alois R. Streb	43.00
Evelyn Commey	42.00
William Watt, Jr.	35.00
Charles Werder	27.00
George Doser	27.00
Lena McCormack	25.00

Send in your ideas and enroll!

During this first eight periods 207 suggestions were approved and total awards made of \$1842, or an average of \$8.90 each.

Your ideas may be just as valuable as those of the employees named above, but they can not materialize unless they are actually tried. The answer is to put your idea on paper and send it in to the Suggestion Department at once.

### **Schubert—Petrie**

Best wishes are extended to Alvin Schubert of the Engineering Department on his marriage to Miss Margaret H. Petrie on July 22 in Chicago. The department presented "Al" with a purse of gold and their congratulations.

Alvin, we believe, must hold a world's record. The bride's grandmother presented the couple with a Chevrolet Special sedan and the couple drove 1800 miles through seven states without either license plates on the car or driver's license in their pocket. "Al" was stopped only twice, once in Ohio and once after they had entered New York State. Both stops consumed only a few minutes. Page Robert Ripley!

We join with the employees of the Engineering Department in offering our sincere sympathy to John Christie, whose father died recently.



ALBERT WELTZER

### **Tennis Tournament Reaches Last Stage**

The long grind on the local tennis courts for the tennis crown of Camera Works has brought Albert Weltzer of the Purchasing Department and Harry Clemens of the Suggestion Department to the finals. Weltzer is a veteran and ex-champion, while Clemens is also a seasoned veteran having won the crown back in 1929.

The consolation tournament has yet part of the semifinal round to go before the finalists engage in combat. William McQuat of the Employment Office is bracketed with Hal Kemp of the Chemical Lab. in the semifinal round, the winner of this match to meet "Tony" Heier of the Lathe Department for the consolation championship.

Art Roberts, who has been directing the tennis activities for the Recreation Club, has organized an eight-man team to play the Kodak Park team in a series of matches on the K. P. A. A. courts. Reports of these matches will be published in our next issue.

Congratulations to James Carlin of the Engineering Department on the birth of a sparkling-eyed daughter, Helen.

Sympathy is offered to Ben Hultquist of the Engineering Department on the sudden death of his brother.



# KODAK



# OFFICE

JOHN W. NEWTON, Editor

## *Bigger and Better There is Money in This Thought*

There should be more big idea, big award thoughts from Kodak Office employees.

No department, no product of any organization has attained perfection so there must be room for improvements.

The various products we manufacture demand high technical skill to formulate, or design, and the majority of our office workers have not been educated along these lines.

On the other hand our office force numbers hundreds of employees with an excellent working knowledge of many of our products; the great majority are camera enthusiasts, and among these there must be many with very much worth while ideas for simplification or improvement.

The routine of the various departments also presents a fertile field, not only as to any one particular department but in its dependent relations with other departments.

These big idea, big award thoughts will eventually be brought to light. A little more thought will bring them now.

Put on your thinking cap and let us have them.

The Suggestion Committee will wholeheartedly assist you with every means at its command.

*Think! Suggest!  
Win a worth while award.*

### *A. C. and P. S. Outing*

For weeks the picnic spirit prevailed in the Advertising Circulation and Print Shop so on the appointed day a noisy, happy crowd was loaded into the gaily decorated cars, and started for Hamlin Beach Park.

The girls arrayed in beach pajamas, that spoke for themselves, made a gay parade as they trooped across the park to where the dinner table was waiting. Shortly after dinner, the races began, and several worth while prizes were awarded.

After the sports about half the crowd took to the water. This was followed by a tap dance—Fred Hodgson and Louisa Carroll being the gifted ones.

A few days later Al Stillson showed the Ciné pictures taken at the picnic, and for a few brief moments we lived again at the picnic and now we're hoping for another bigger and better one in the very near future.

Our deep appreciation is extended to the following members of the committee who helped to make this day such a pleas-

ant one. Albert Stillson, Dolores Kendall, Gordon Mass, Ceil Lang, Sam Markus,



THE CHAIRMAN

Evelyn Cramer, Lois Swift, Ray Ackley, Walter Clarke, Charles Goodrich, Charlotte Hollis, and Miriam Logan.

### *Welcome*

We welcome the following new employees to Kodak Office: Advertising Contest: Gertrude Connor, Margaret Hersey, Doris Wuensch; Bookkeeping: Daisy Bell; Mail and Filing: Verna Strain; Stenographic: Jean McLain; Training (Men): Frederick D. Cowels, John L. Harper, Allen H. Ottman, Paul H. Strohm; Service: Carroll Neblette.

### *Bowling*

By the time this Magazine is distributed the Kodak Office Bowling League will be in full swing. Alleys numbers 1, 2, 3, and 4 have been engaged for each Monday night at Ridge Amusement Company, corner of Dewey Avenue and Ridge Road. Eight teams are competing, commencing at 7 o'clock and 9 o'clock, alternating each Monday night. There is a lot of room for visitors, and perhaps vacancies will develop on the teams. Go down and see the boys perform.





### Quant—Wilson

Vivian Wilson of the Advertising Department recently became the bride of Ray Quant at the Church of the Ascension. The girls of the Advertising gave a dinner and shower at the Ambassador Club.

Vivian was presented with a beautiful electric percolator, with the sugar and creamer and tray by the girls of the Advertising on her last day with us.

### Going

The Tabulating Department has good reasons for disliking the fall season. This year they are losing two of their most popular girls—Rose Busch, who is to marry Joseph Trenkler, and Cora Smith, whose marriage to Robert Wulf will be performed in October. The two brides were entertained at a steak dinner given at Green Gables and each was presented with an electric coffee service.

The prenuptial events given in honor of Rose Busch also included a green kitchen shower at the home of Martha Teamerson.

### Our Sympathy

We offer our sincerest sympathies to the families of the following salesmen and demonstrators:

William A. Mulcahy who was accidentally drowned on September 6 at Virginia Beach.

David F. Mullender who died after a short illness September 5. Mr. Mullender retired under the Company annuity plan February 1, 1931.

Edwin B. Campbell who passed away after an illness of three weeks on September 6 at his home at Findlay, Ohio.

### Fall and Winter Activities

With the ending of the outdoor summer activities there will be plenty of recreation for all of us indoors for the coming months.

A four-team Basketball League has been organized, and possibly other league teams will be formed from the abundance of talent available at Kodak Office.

Volley Ball has its devotees, plenty of them, and a four-team league has been formed. If you enjoy plenty of noise and excitement you will find your fill at any one of the Volley Ball contests.

Boxing, the manly art of self-defense, is attracting quite a bit of attention.

If the interest of a sufficient number is evidenced the services of a competent instructor are available without charge to K. O. R. C. members.

Amateur boxing is a good clean sport and has much to recommend it from many angles. It not only affords splendid exercise, but teaches self-reliance and self-control. We hope to see this recreation go over in a big way.

If a less strenuous form of recreation appeals to you join the Chess Club, which will meet in the men's smoking room at least once a month.

For the girls there will again be instruction in indoor golf. This was exceedingly popular last season.

For the noon-hour period there will be dancing twice a week, the usual baseball and basketball games, with other special attractions at various times.

The Bowling League is going strong, meeting every Friday evening at the fine alleys at Ridge Road and Dewey Avenue; everybody is invited to attend.

The Rifle Team is again organized. This was a deservedly popular sport last season which insures more good times for its members from now on.

There will be the ever popular Children's Christmas Party, the date to be announced later.

Harry Irwin will, as usual, have an excellent line of Christmas cards on sale and can also assist K. O. R. C. members in the selection of a wide line of holiday gifts at a worth while saving.



### Finch—Ennis

On August 2 Leona Ennis of the Advertising Department became the bride of Theodore Finch at the home of his sister. The girls of the Advertising gave her a luncheon in the Service Dining Room. Leona received many beautiful shower gifts and also a Sessions chime clock from the girls of the department.

After a honeymoon in New York and the Adirondacks Mr. and Mrs. Finch are at home at 522 S. Goodman Street.

### Boardman—Jones

Helen Jones of the Advertising Department was married to Harland Boardman on July 11 at St. Matthew's Episcopal Church.

Prenuptials included a shower given by Dorothy Wobus. After a trip to Cleveland and Cape Cod Helen and her husband are now at home at 78 East Boulevard.

### Priest—Osler

Best wishes are extended to Mabel Osler of the Advertising Department who became the bride of Everett Priest of the faculty of Mechanics Institute. The wedding took place on August 1 at the Lake Avenue Baptist Church. Mabel was presented with silver bread and butter plates from the Advertising Department. A luncheon was given in the Service Dining Room for Mabel.

After a honeymoon to Nova Scotia and other parts of Canada, Mr. and Mrs. Priest are at home at the Phelps Apartments.

*Victories that cost little are worth little.*





### Alfred James Newton

With sincerest regret we record the death, on September 17, of Alfred James Newton, superintendent of our Photo Engraving Department.

He leaves surviving him his widow, Frances Flynn Newton, a daughter, Mrs. H. A. Thorne, a son, Frank Alfred Newton, and a sister and three brothers residing in England, to all of whom our deepest sympathy is extended.

### Ketchum—Shannon

A very pretty wedding took place on Monday, July 20. Marie C. Shannon of the twelfth floor was married in her home by the Rev. Dr. S. J. Clarkson to Lyall A. Ketchum. The employees of the Bookkeeping, Credit, and Pay Roll Departments presented her with a tea table and their best wishes. The honeymoon was spent in the Thousand Islands.

Liberty Hill Farm  
Henrietta, N. Y.  
September 15, 1931.

Dear Mr. Hord:

Mrs. Lovejoy and I wish to express our deep appreciation to the "People of the Kodak Office" for their kind sympathy so beautifully expressed.

As we cannot reach each one individually, we shall be grateful if you can find a place for this acknowledgment in the "Kodak Magazine."

Yours sincerely,  
F. W. LOVEJOY

We offer our sincerest sympathy to Harriet E. and Jessie Natt, whose mother died July 31.

We congratulate Fred W. Chapman of the Sales Department and Lowell DeWitt of the Receiving Department who completed twenty-five years of continuous service during the summer.

Our deepest sympathies are offered to Walter J. Pcer, whose young brother, Vincent, passed away August 9.

### Finished Stock Outing

The annual picnic of the Finished Stock Department was held at Grand View Beach. Upon arrival a delightful chicken dinner was served, after which a program of sports was enjoyed by all.

All those present wish to express their thanks to the committee for the good time they had, and also to Frank Carson, who was responsible for the very entertaining sports' program.



### Reynolds—Wood

George "Jerry" Reynolds of the Shipping Department and Vivian Wood of the Advertising Circulation Department were married at Naples, New York, on August 29. Their many friends and acquaintances in Kodak Office wish them much happiness. They are at home at 300 Wellington Avenue.

### Can You Beat It?

The Finishing Department must be wrongly named as there are in it seven members who are far from finished, although between them they have 252 years of service, made up of Luella Thompson, with 42 years, Hattie Stone, 39, Clara Donsbach, 36, Joseph Zierer and Minnie Glover, 35 each, Ben Harris, 34, and Fred Vogler, the youngster of the group, with 31 years of service. Some enviable record.

### McNeil—Steinlein

The bigger they are the harder they fall. Big "Hash" McNeil of the Export Shipping Department, world-renowned athlete, and Ruth Steinlein of the Traffic Department surprised their many friends by getting married on August 6. Both of them are known to practically every one at Kodak Office, and all luck and happiness are wished them by their fellow employees. The honeymoon was spent at Atlantic City, Montreal, Saratoga Springs, and New York City.

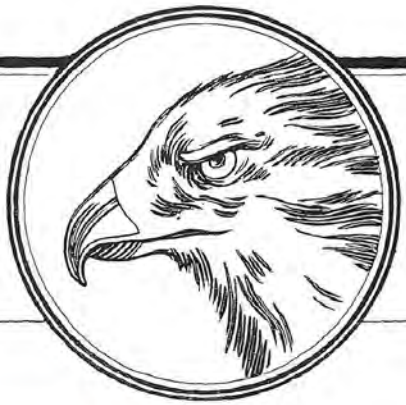


THE FINISHED STOCK OUTING





# HAWK-EYE



MELVIN DUMMER, Editor



## Our Big Outing

Look happy, don't they?—and, judging from the quantity of picnickers, and the merry hubbub set up by them, we can safely say that the picnic at Island Cottage was a howling success.

Transportation was provided from the Plant by buses.

The tasty menu proved so tempting

that the number served exceeded the expectations of the committee. With the soothing strains of music by the orchestra, however, the dinner went smoothly on.

When the last fork was laid down, the grand drawing for the door prize took place. An air of tenseness prevailed until the names of Frank Costello and Jack

Brennen were announced as the winners.

Games and dancing concluded a very pleasant afternoon.

The committee for this fine event was—"Bill" Doran, general chairman; "Phil" Michlin, publicity; "Eddie" Greenauer, sports; "Ray" Dornberger, refreshments; and "Les" Stallman, transportation.

## Retirements

The Sanitary Department has lost the services of four of its old stand-bys who have recently retired under the Company annuity plan.

James Lenny entered the employ of the Company on April 30, 1915. His retirement concludes a faithful service of 16 years.

Joseph Friedman was employed as a lens rougher on July 22, 1920. He was later transferred to the Sanitary Department, where he worked for 11 years.

Luigi Soldi started as janitor on June 25, 1919 and concludes a service of 12 years.

Darwin Conrow completes a service of 12 years, having been employed in the Sanitary Department since June 20, 1919.

## Camera Club Activities

The Camera Club members had rather an extensive program during the summer with all its meetings and hikes. They have pictures to show that they have been busy on hikes at Powder Mill Park, Churchville, Fair Haven, Durand Eastman Park, and Hamlin Beach Park.

Taking advantage of Labor Day, the club group spent three days at Eaton Lake in the Adirondack Mountains. Several of the members went a week in advance, and blazed the trail for those following. The mountain air provoked their appetites to such an extent that Syd Leggatt wanted to go out and eat a bear.

When it came time to break camp on Labor Day morning, the reluctant hikers

took lingering glances at the scene of their activities, and expressed the general sentiment that it was too bad that such a good time should end so soon.

## Baseball

The depression is, perhaps, to blame for Hawk-Eye's team withdrawing from the West End Indoor Baseball League. The boys working short time, together with those away on vacations, made it difficult to keep the team organized.

*Worth while Suggestions are needed,  
and they are worth real money  
to men with ideas.*



### Syd Says :

Hawk-Eye employees have always been "there" when there was anything to be accomplished, and without boasting, we have always taken much pride in keeping our factory a clean and safe place in which to work.

Last fall we entered into a Safety Contest with employees of other plants in New York State of similar size and hazard and won a trophy for making the best record—no accidents during September, October, and November.

Having acquitted ourselves with honor, we asked the question, "Why have accidents at any time?" To refresh the memory of some of the old-timers and to give news to the more recent members, let it be known that back in 1922 we were recipients of congratulatory messages from Mr. Eastman and others, both in the Company and outside, upon the completion of an entire year without a lost-time accident. In fact we made it thirteen months. It might be better to be a "has been" than a "never was," but no progressive bunch of people like Hawk-Eye men and women get much satisfaction from living on a past reputation.

The Safety Contest last year started us off again on the right foot and winning the trophy spurred us on to greater effort. Now it can be told. On August 2, 1931, we again completed a year without a lost-time accident, and, as we go to press, our record is still unstained. We must beat our 1922 record and we will. How? Well, each individual is appointed a committee of one to see that he himself does not get hurt, and that no injury is caused to another. Imbued with this personal sense of responsibility he will:

1. Call attention promptly to any hazardous condition.
2. Keep his mind on his work.
3. Do his work the right way—which is the safe way.
4. Wear goggles when there is any danger of flying particles.
5. Use the guards that have been provided, and suggest better ones if possible.
6. Use his head so that he knows in advance the result of his acts.
7. Report to Medical Department for treatment of even slight injuries.

Always remain safety-conscious. We have entered another Safety Contest for the months of September, October, and November, 1931. If we all subscribe to the pledge of personal responsibility as outlined above, another trophy will be added to our laurels. Let's do it!



### High Lights on a California Trip

"Chris" Haus has returned to work full of "pep" and vitality after a four months' vacation trip to California, during which he added 9,000 miles to the speedometer of his car, and accumulated a wealth of pleasant memories.

On April 22 the strains of "California, Here I Come" were on the lips of Mr. and Mrs. Haus and their daughter as they left Rochester. The most interesting impressions from that point on are described by "Chris" as follows:

"Excellent roads permitted us to make good time, and we soon passed through Missouri, where the beautiful flowers made us forget the winter so recently left behind, and on into Texas and Arizona. The beauty of the prairies, with their profusion of colors and flowers, was entrancing. We experienced a thrill at seeing the pure white sand of the Salton Sea.

"Soon we were in San Diego, California. From then until June 30, when we left for home, our impressions of what we did and saw are varied, but vivid. The buildings and their furnishings at Agua Caliente and Tia Juana, Mexico, were fascinating. We thoroughly enjoyed going through an orange packing house and picking ripe oranges off trees in a 'Sunkist Orange Grove.' Los Angeles, Catalina Island, Hollywood, Beverly Hills, Pasadena, and the Hollywood Rose Bowl were all delightful and not the least bit disappointing. The huge trees in the Redwood Forest in the Santa Cruz Mountains made us feel like pygmies standing under them.

"After seeing our first sunset on the Pacific we lost our hearts to the West completely!"



MR. AND MRS. PALLESCHI

Patsy Palleschi of the Lens Moulding Department and Mrs. Palleschi left recently for Rome, Italy, to visit relatives there. Mr. Palleschi is an ardent student of photography, and expects to make good use of the Ciné-Kodak he took with him. Best wishes for a pleasant voyage.

The sunny hills and rippling streams of Arsis, Roumania, once again beckoned to Rose Wagner of the Japanning Department. In response to that call, Rose packed her grip and set sail to visit her relatives and the scenes of her childhood.

The Camera Club and friends wish her a pleasant journey.

### Zill—Beker

Cigars were once again passed around in the Instrument Department—this time in celebration of the marriage of Max Zill to Carolyn Beker. The ceremony was performed at West Manor after which the couple took a honeymoon trip to Lake George.

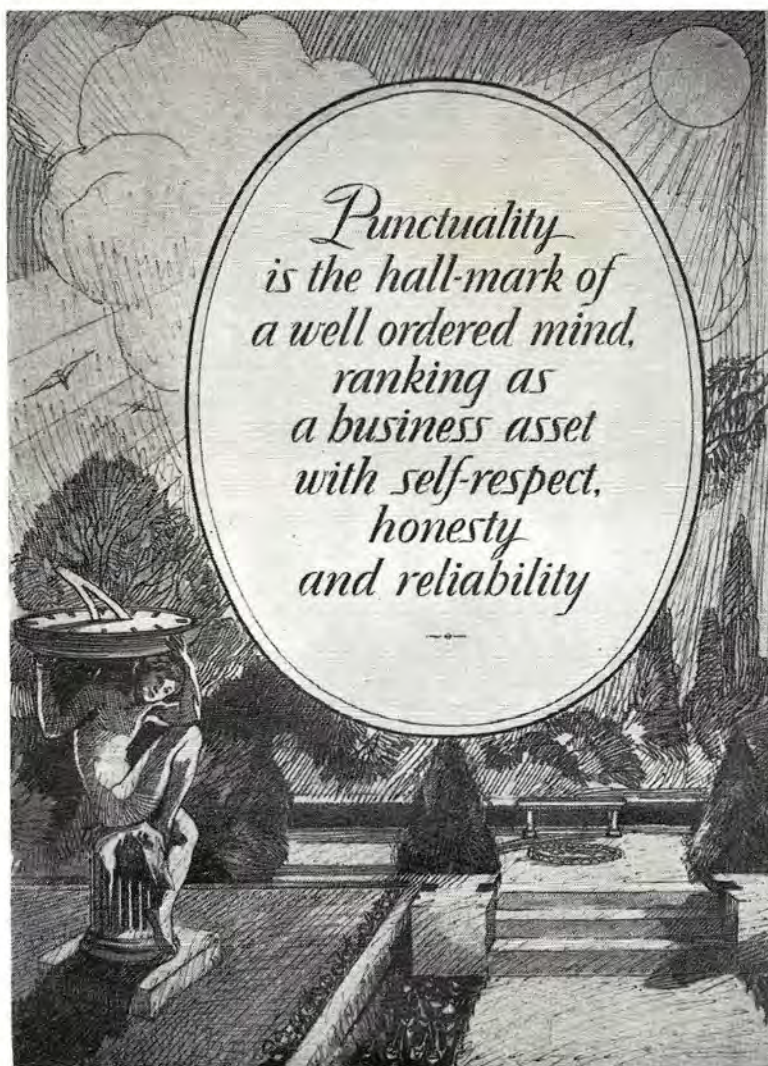
The employees of the Instrument Department wish Max and Carolyn a successful future.

### Becker—Niemeyer

The many friends of Michael Becker of the Tool Department are congratulating him on his marriage to Miss Martha Niemeyer, the marriage being performed at the Church of the Annunciation on August 17. After a motor trip to Montreal and Quebec they are now residing at their home on Avenue C.

We extend our deepest sympathy to Thomas Lawler, who suffered the loss of both his father and mother. Flowers were sent by the Fifth Floor as an expression of condolence.





*Punctuality  
is the hall-mark of  
a well ordered mind,  
ranking as  
a business asset  
with self-respect,  
honesty  
and reliability*



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

ROCHESTER PLANTS		Standing Last Month	Percentage of Employees Subscribing	Total Shares
1.	Hawk-Eye.....	1	94.8%	5,621
2.	Camera Works.....	3	59.5%	12,928
3.	Kodak Office.....	2	56.9%	16,224
4.	Kodak Park.....	4	45.8%	50,386
	Non-Employees.....			9,864
OUT-OF-TOWN PLANTS				
1.	Eastman Kodak Stores, Inc. (Sioux City).....	1	100.0%	218
1.	Eastman Kodak Stores, Inc. (Cincinnati).....	1	100.0%	139
1.	Eastman Kodak Stores, Inc. (San Diego, Calif.).....	1	100.0%	19
1.	Eastman Kodak Stores, Inc. (Tacoma, Wash.).....	1	100.0%	32
2.	Eastman Kodak Stores, Inc. (St. Louis, Mo.).....	2	96.0%	149
3.	Eastman Kodak Stores, Inc. (Atlanta).....	1	95.0%	193
4.	Taprell, Loomis & Co. (Chicago, Ill.).....	4	92.3%	1,940
5.	Salesmen and Demonstrators.....	5	90.3%	4,460
6.	Eastman Kodak Stores, Inc. (Denver).....	3	89.4%	169
7.	Eastman Kodak Stores, Inc. (Cleveland).....	8	87.9%	317
8.	Eastman Kodak Stores, Inc. (Des Moines).....	9	87.5%	105
9.	Eastman Kodak Stores, Inc. (San Francisco).....	6	85.1%	124
10.	Eastman Kodak Stores, Inc. (Washington, D. C.).....	7	84.6%	110
11.	Eastman Kodak Stores Co. (Duluth, Minn.).....	10	80.0%	52
12.	Eastman Kodak Stores, Inc. (Pittsburgh).....	12	79.4%	214
13.	Eastman Kodak Stores, Inc. (Detroit).....	15	78.7%	529
14.	Eastman Kodak Stores, Inc. (Milwaukee).....	16	76.4%	159
15.	Eastman Kodak Stores Co. (St. Paul).....	11	76.1%	163
16.	Eastman Kodak Stores, Inc. (Los Angeles).....	14	73.9%	323
17.	Eastman Kodak Stores, Inc. (Boston).....	13	73.3%	314
18.	Eastman Kodak Stores, Inc. (Minneapolis).....	17	71.4%	206
19.	Eastman Kodak Stores, Inc. (Salt Lake City).....	18	71.3%	48
20.	Eastman Kodak Stores, Inc. (Philadelphia).....	23	69.3%	403
21.	Eastman Kodak Stores, Inc. (Kansas City, Mo.).....	20	69.2%	228
22.	Eastman Kodak Stores, Inc. (Baltimore).....	21	69.2%	55
23.	Eastman Kodak Stores, Ltd. (Vancouver, B. C.).....	22	66.6%	77
24.	Eastman Kodak Stores, Inc. (Portland, Ore.).....	19	65.2%	88
25.	Eastman Kodak Stores, Inc. (New York).....	24	59.3%	816
26.	Eastman Kodak Stores, Inc. (Omaha).....	25	57.8%	269
27.	Eastman Kodak Stores, Inc. (Dallas, Texas).....	28	52.0%	104
28.	Eastman Kodak Stores Co. (Chicago).....	26	51.6%	742
29.	Chicago Branch.....	27	51.4%	1,104
30.	New York Branch.....	30	47.7%	623
31.	Eastman Kodak Stores, Inc. (Lincoln, Nebr.).....	29	46.6%	77
31.	Eastman Kodak Stores, Inc. (Seattle).....	31	39.2%	84
32.	San Francisco Branch.....	32	24.3%	396
33.	Kodak Uruguay, Ltd. (Montevideo).....	33	14.2%	5
34.	Kodak Argentina, Ltd. (Buenos Aires).....	34	2.6%	10
Total.....			53.1%	110,087
Average Subscription—16.2 shares				
Total matured or par value—\$11,008,700.00.				