

KODAK

A MAGAZINE FOR EASTMAN EMPLOYEES



FEBRUARY 1942



"TIME WAS"

By Arthur Young, Hawk-Eye Works

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KODAK

Volume 21

FEBRUARY 1942

Number 2

Lincoln Speaks to His People

IT DOES NOT SEEM too much to say that in all history, no other man ever earned a respect and an affection so universal as did our country's martyred president, Abraham Lincoln. His rugged simplicity, his unwavering honesty, and his courageous devotion to the principles of righteousness gave him a stature that may well cast its benevolent influence over the affairs of men for centuries to come.

Speaking in Columbus, Ohio, on September 16th, 1859, Lincoln declared:

I believe there is a genuine popular sovereignty. I think a definition of genuine popular sovereignty, in the abstract, would be about this: That each man shall do precisely as he pleases with himself, and with all those things that exclusively concern him. Applied to government, this principle should be, that a general government shall do all those things which pertain to it, and all the local governments shall do precisely as they please in respect to those matters which exclusively concern them. I understand that this government of the United States, under which we live, is based upon this principle. . . .

In his famous Cooper Union address on February 27th, 1860, Lincoln submitted a creed for free and honorable men:

Neither let us be slandered from our duty by false accusations against



From negative presented to New York Public Library by Mr. Robert Bruce

us, nor frightened from it by menaces of destruction to the government, nor of dungeons to ourselves. Let us have faith that right makes might, and in that faith let us to the end dare to do our duty as we understand it.

Following his election to the presidency, Lincoln spoke to the people of Indianapolis:

. . . And I want you to remember, now and forever, that it is your business and not mine; that if the union

of these States and the liberties of this people shall be lost, it is but little to any one man of fifty-two years of age, but a great deal to the thirty millions of people who inhabit these United States, and to their posterity in all coming time. It is your business to rise up and preserve the Union and liberty for yourselves, and not for me. I appeal to you again to constantly bear in mind that not with politicians, not with presidents, not with office-seekers, but with you, is the question: Shall the Union and shall the liberties of this country be preserved to the latest generations?

Speaking at Albany on February 18th, 1861, Lincoln suggests the true significance of political parties:

In this country, and in any country where freedom of thought is tolerated, citizens attach themselves to political parties. It is but an ordinary degree of charity to attribute this act to the supposition that in thus

attaching themselves to the various parties, each man in his own judgment supposes he thereby best advances the interests of the whole country. And when an election is past, it is altogether befitting a free people . . . that, until the next election, they should be one people.

In his first inaugural address, March 4th, 1861, Lincoln said:

By the frame of the government under which we live, this same people

(Continued on page 16)

For Kodak Men in the Armed Forces

Company Policies Relating To Employees on Active Service Are Here Described in Brief

MANY HUNDREDS of Kodak employees have already volunteered or been selected for military service. Many more will undoubtedly follow them in the months to come. The Company, reflecting its continued interest in the welfare of these men, has formulated certain policies to serve as a guide to its future relationship with employees who have left to serve their country. In the belief that every Kodak employee will be interested in learning the general nature of these policies, a summary of the plan is presented here. Individual notices are given all employees when they leave for service.

Re-employment

At the close of World War I, the Company made every effort to re-instate in active employment on the same or comparable jobs all employees who applied for re-employment after demobilization. This policy will be followed after the present war;

and the Company will, of course, comply with the Federal statutes dealing with re-employment.

Continuous Service

The same rules for determining benefits that now apply to leave of absence will govern those leaving for military service, that is, reinstatement upon prompt application and re-employment after discharge from military duty without any break in Company service. Time on military duty will be counted in computing length of service after employment.

This rule will be used in determining eligibility of the returning employee for all benefits, such as wage dividend, sickness allowance, vacation, insurance, disability, and annuity. His wage dividends and annuities will, of course, continue to be based on his actual earnings with the Company.

Benefit Coverage

While no sick-benefit payments or vacations will be provided for employees while on military service, an employee who is eligible for vacation at the time of leaving for military

duty will be allowed wages in lieu of vacation, provided that six months have elapsed since his last vacation and that he has not taken a vacation within the calendar year in which he is called to duty. Upon re-employment, reinstatement for all benefit coverage will be made immediately on the basis of continuous service.

Employees in military service will, if otherwise eligible, participate in any wage dividend which may be declared on the basis provided by the regulations set forth in the *Employees' Guidebook*. Since the Company pays no wages during the period of military service, there are no additions to annuity credits during the period, but credit for the entire time will be given in calculating length of service for annuity eligibility.

Insurance

Group life insurance and total-and-permanent disability benefits will be continued for a period of four months after an employee leaves for military service. After this period, the Company will assist employees with respect to the National Service Life Insurance available to men in service, by reimbursing them for premiums paid by them for a period of ten months for an amount of National Life Insurance equivalent to the amount of group insurance for which they were covered during the first four months of military service. Such reimbursement will be made upon the employee's application following discharge from military duty.

Financial Allowances

Employees receive a bonus of two weeks' full pay if they have completed six months but less than a year of continuous service, and four weeks' pay if they have completed a year's continuous service. These allowances are included in earnings for benefit purposes.

Though it expects that the policies outlined here will continue for the duration, the Company necessarily reserves the right to modify them should circumstances so require. Should any changes be made, however, they will not affect employees previously called to military duty.

Tenite's on Active Service Too



Tenite handles for the troops' toothbrushes: they are produced in multicavity molds by the injection process, require only a few seconds for completion. Many other Tenite products are on active service today

Kodak Plant Makes Aiming Circles



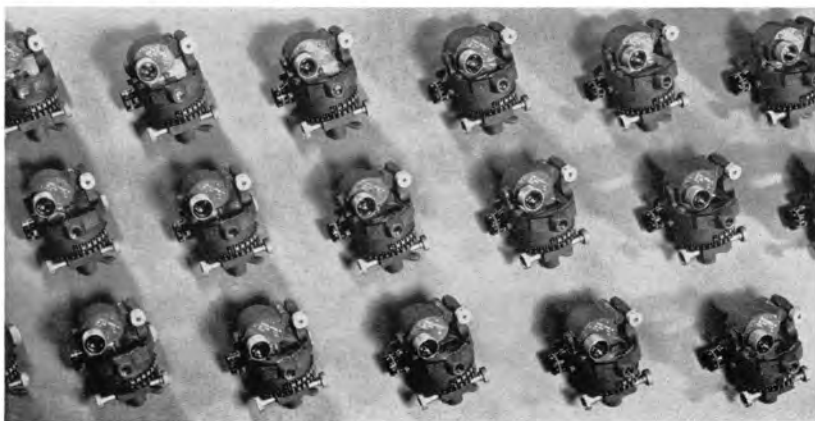
Assembling an aiming circle. This exceedingly precise device is used by the artillery, in conjunction with other fire-control instruments, for locating a target that is invisible from the guns



Above: removing specks of dust or lint. Assembly work is done in dust-free, air-conditioned areas, and any stray particles are sucked off through a tube capped with a paper cone to prevent scratching the glass. Below: an aiming circle is examined to assure that it is absolutely level. Measurements in manufacturing and inspecting are read in tenths of a thousandth of an inch



Government inspection, above. Ninety-four points are checked for precision in each instrument—a 2½-hour job—by a Government inspector . . . after a Company inspector has gone through the same operations, before an instrument is turned over to the Government. Below: the finished product. These high-precision aiming circles were manufactured under the national-defense program





Close-Up

WILLIAM (BILL) WESTON, of the Eastman Kodak Stores, Lincoln, Nebraska, was mulling over this and that the other day when he happened to remember the Strange Case of the Lady and the Brownie Reflex.

A lady approached the counter, relates Bill, with a Reflex in one hand and a group of pictures in the other. "She asked if I would, or could, tell her what was the matter with 'this darn thing.'"

"I checked over the camera and, finding nothing immediately wrong with it, turned to the prints. They were queer-looking things, and seemed to be candid shots or close-ups of various persons whom I recognized as her companions. Again I looked at the prints. They were slightly blurred and not properly exposed. I was about to expound some advice when I was struck by an absolutely silly, yet possible, solution. I walked around the counter and stood beside her.

"Let's pretend," I said, "that you are taking a picture of this gentleman," indicating the man standing beside her.

"All right," she said, confidently. She grasped the camera, stood about eight feet from the subject, held the camera at her waist, and pushed the plunger. All this with the ease and familiarity of a good amateur photographer."

Still, Bill concludes, there was one slight mistake in her procedure, and thus the point of his story. She held the camera horizontally, using the

finder as the lens, and peering down at the lens as if it were the finder! Naturally, the pictures resulted in a close-up of the face of the person taking them.

Composite Soldier

THE AVERAGE YOUNG MAN starting service in the United States Army is 5 feet 8 inches tall, weighs 144 pounds, has a chest measurement of 33½ inches, a 31-inch waistline, wears a 9½-D shoe, and a size 7 hat, according to figures compiled by the War Department. The data are based on records of the Army Quartermaster Corps, which has directed the measuring and clothing of more than 1,500,000 men.

After a few months in the Army, however, the recruit has gained in weight on Army food, wears shoes one-half size larger, and has an expanded chest measurement. This is indicated by a sample test, although complete examination comparable to that given upon induction is not routine.

To keep this average soldier in fighting trim for the first year, the Quartermaster Corps spends \$404.65, of which \$175.20 is for his food; \$162.05 for clothing; \$15.79 for individual equipment; and \$51.61 for barracks equipment. Weapons, ammunition, pay, and other expenses incurred during his training are not included in these estimates.

Uncle Sam spends about 48 cents a day, or \$175.20 a year, to feed the average enlisted man.

Further Explanation

A SUGGESTION received recently asks us to reconcile our advising early preparation of Federal income-tax returns (see January KODAK, page 6) with the fact that employees will not receive their earnings statements from the Company until the week of February 23rd. The suggester also asks why these statements are not furnished earlier.

This is a fair question, and it points out a shortcoming in the article mentioned.

The principal reason why earnings statements are not available to employees earlier can be found in the article on page 10, in which are outlined the steps involved in the early preparation of the wage dividend. Along with this, required employee-earnings information must be supplied to the U.S. Treasury; and Social Security tax information filed with the Federal and State governments.

KODAK's article, however, failed to make clear, as it should have, what the individual can do in connection with his income-tax return, even before he receives his earnings statement. Most people tell us that the slow part of the job is assembling the miscellaneous items of information for deductible expenses, and for any income other than wages. Deductible expenses include: contributions; taxes, such as real estate, gasoline, and auto license; interest paid on a mortgage or on other loans; and amusement taxes. Income other than wages would be, for instance, bank interest or dividends on loan-association shares.

Once you've set these down, the job of entering regular wages and calculating the tax is not too difficult. Of course, if a person has no allowable deductions and no income other than wages, or if he intends to use the new short form (described in January KODAK), he must wait until he receives his earnings statement. But we would repeat that it may be better, because of time saved, to mail the return to Buffalo—purchasing a money order if necessary—than to file it personally in Rochester.

FOR DEFENSE

Buy United States Savings Bonds

(On sale now at the Eastman Savings and Loan office; or through the Cashier's office, Kodak Park; and the Employment offices, Camera Works and Hawk-Eye.)

The Emphasis Is on Waste Control

Wartime Shortages Make it Imperative that We Get the Most Out of the Things We Work With

FOR MANY YEARS, the Company has been developing a comprehensive program designed to keep waste at a minimum and to re-use or reclaim such unavoidable waste as does result from manufacturing operations. Rigid specifications for raw materials, maintenance of production equipment at maximum efficiency, the most thoroughgoing control of quality, and the salvaging or reclaiming of materials and equipment have been some of the broad phases of this waste-control program.

There is no question that these waste-control efforts have saved the Company many millions of dollars over the years. It is equally certain that they have contributed greatly to the Company's successful operation and to the security of its employees.

Vital Now

But if waste control has been supremely important to the Company's success in the past, it is vital now. Drained by the country's expanding war effort, many raw materials and processed goods are falling short of the need for them. All kinds

of metal, rubber, paper, and other materials are being rationed, and some are no longer available for any but war purposes.

This situation calls urgently for conservation of all the things we deal with while at work. Already the Company is expanding its waste-control efforts to limits not thought of in normal times. It is plainly our duty, both as employees and as citizens, to help in making this waste-control program effective by striving constantly and conscientiously to avoid waste whenever and wherever we can.

The rules for avoiding waste in shop and factory are bound to vary somewhat from one job to another and between one department and another. But careful workmanship and good housekeeping are general requirements everywhere in keeping waste at a minimum. The tools we work with last longer and the materials that pass through our hands go further when we work attentively. Standard shop practices are invariably designed to prevent waste, so that the right way is always the most economical way.

In the offices, there are so many supplies used in everyday routine that special suggestions have been made recently with a view to con-

serving them. When we consider that the Stationery Department at Kodak Office furnishes 880 distinct items of office equipment—some of these items being used in almost astronomical figures each year—we can understand how important it is to exercise every waste precaution. Every office employee should give full attention to these suggestions for controlling waste.

Eleven Pointers

Clean out your desk and stationery cupboards, and return all unneeded or excess supplies to the central stationery office.

Remove clips, rubber bands, and pins before filing papers, and re-use these items.

Don't use envelopes for inter-company mail unless the matter is of a confidential nature, or unless there is an enclosure. Open envelopes carefully so that they may be re-used.

Re-use file guides and manila folders.

In making copies of two-page letters, use both sides of the copy paper, starting the copy of the second sheet at the bottom of the reverse side.

Eliminate duplicate copies wherever possible.

Use both sides of paper for duplicating work, such as ditto, mimeograph, multilith, and multigraph.

Get the most out of carbon paper by turning it frequently, top for bottom.

Save "one-time" carbon paper interleaved in 8½ x 11-inch continuous forms, and send it to the central stationery office for possible further use.

Consider all reports you prepare or receive to see if they can be eliminated, simplified, or produced less frequently, and report your opinions to your department head.

Use your lead pencils down to the limit of handling convenience.

Remember!

To a greater degree than ever before, the present war is a war of materials. Each one of us must do his part to save, to conserve, and to re-use the materials and equipment of home, plant, and office.



This early step in the recovery of silver is but one instance of the Company's unrelenting fight against waste. Prevention of waste in the home is extremely important, too, now that our country is at total war.

Seven Stores Reach 40-Year Mark

Chicago, St. Paul, Sioux City, Duluth, Minneapolis, Milwaukee, and Boston
Establishments Round Out Fourth Decade this Year



Herman C. Sievers



William G. Homeyer



Thomas Roberts, Jr.

LAST MONTH, CHICAGO. This month, St. Paul, Sioux City, Duluth, and Minneapolis. June, Milwaukee. August, Boston.

Greetings to these Eastman Kodak Stores whose service years cover the goodly span of four decades. Greetings, too, to five Store managers, to a former Store manager; and to six staff employees who this year mark "40" on their Company service records.

The managers: Carl E. Anderson, Minneapolis; Robert F. Hoffman, St. Paul; William G. Homeyer, Boston; Thomas Roberts, Jr., New York; and William W. Althans, Des Moines.

The former manager: Herman C. Sievers, vice-president of the Eastman Kodak Company in charge of sales and advertising.

The staff employees: William S. Anderson, and Joseph J. Soukup,

Chicago; Frank Rutzatz, Detroit; Albert J. Bollow, Milwaukee; Dennis H. Carroll, Boston; and Frank A. Danneker, St. Paul.

Mr. Sievers has spent more than 47 years in the photographic industry. He entered the employ of the O. H. Peck Company, Minneapolis, in November, 1894, as bookkeeper. A year later, he became manager. In 1898, Mr. Sievers went to Zimmerman Brothers, St. Paul, as country sales-



William W. Althans



Robert F. Hoffman



Carl E. Anderson

man, and in the following year he was given charge of the firm's correspondence. In December, 1900, he was transferred, as manager, to a newly acquired Zimmerman house in Sioux City. This store was bought by Kodak in February, 1902, and Mr. Sievers was continued as manager until June, 1903, when Kodak bought the Robert Dempster Company and Mr. Eastman appointed him manager of that concern.

On December 8th, 1904, Mr. Sievers was transferred to Chicago, as president and treasurer of Sweet, Wallach and Company, an Eastman subsidiary. In 1920, he became general manager of all the Eastman Kodak Stores; and in 1929 his headquarters were moved to Rochester. Three years later, he was appointed general sales manager of the Company; in September, 1934, he was elected vice-president of the Company in charge of sales and advertising; and in March, 1935, a director.

Mr. Anderson was an employee of the O. H. Peck Company when that firm became an Eastman subsidiary. He began with the firm as an errand boy, worked in the shipping department, later became a traveling salesman. He was appointed manager of the Minneapolis Store in October, 1927.

Mr. Hoffman was employed in 1899 by Zimmerman Brothers, St. Paul, as an errand boy. When that firm was acquired by Kodak, in 1902, he became store salesman. In 1919, he was appointed local manager of the Davenport branch of Sweet, Wallach and Company. Two years later he was transferred to the St. Paul Store, as manager.

Mr. Homeyer began work in the receiving department of the Robey French Company, Boston, on January 1st, 1897. When that firm was acquired by Kodak, he was appointed a store salesman. In January, 1909, he was made city salesman. Two years later, he was transferred to Kodak Brasileira. He returned to become manager of the Eastman Kodak Stores, Boston, in 1924.

Mr. Roberts entered the employ of the Company in Chicago on October 1st, 1902, as bookkeeper and office manager of the newly acquired Sweet, Wallach and Company. He was appointed manager of the Des Moines

(Continued on page 13)

Star Sells for Uncle Sam



They got a good look at Miss Lamour when she visited Kodak Park on her Defense Savings Bonds tour, but for those of us who missed seeing her, here she is. Oh yes, that's an Eastman Aero Film reel beside her

FOR DEFENSE

Buy United States Savings Bonds

(On sale now at the Eastman Savings and Loan office; or through the Cashier's office, Kodak Park; and the Employment offices, Camera Works and Hawk-Eye.)

**Most Important
Picture-Taking News Since the Introduction of Roll**

KODACOLOR

The Full-Color Roll Film for Color Prints on Paper



A color negative such as this is obtained after properly exposed Kodacolor Film is processed by Kodak in Rochester

Kodacolor Prints such as this are obtained from the Kodacolor negative

Film



Now... with Kodacolor Film practically every camera owner can make color snapshots like these

SNAPSHOTS in color for anyone who can click a shutter—even with simple cameras. That's the big news. That's how easy it is to get Kodacolor pictures.

Practically everyone has seen color motion pictures—color reproductions in magazines—projected miniature Kodachrome stills, all of which has made the public keenly alive to color.

Kodacolor prints now bring color photography directly to this public—to practically every camera owner, making color snapshots almost as simple to obtain as black-and-white prints.

How do you get Kodacolor prints?

The camera user buys a roll of Kodacolor Film—exposes it in his camera—turns it in to his usual photofinisher. The film, for which the processing cost was included in the purchase price, is then returned to Rochester for processing.

The processing and printing of Kodacolor are so complicated and involve the use of such expensive specially designed machines, operating under exacting laboratory control, that the work would not be practical in any finishing plant.

A Detailed Explanation

The exposed Kodacolor Film is developed to a color negative. The colors which you see in this negative are reversed, or represented by their complementaries—as illustrated in the color negative and print on the opposite page. These negatives are returned with the prints—and may be sent in for duplicate prints—or the photofinisher can make quite satisfactory black-and-white prints from sharp Kodacolor negatives.

Complicated semiautomatic equipment has been designed and built at Kodak Park for the involved printing

and processing of Kodacolor prints. The prints are made to a standard width of $2\frac{7}{8}$ inches, regardless of negative size, with length in proportion to that of the negative. In addition, the prints have a white margin.

The prints retail at 40 cents each regardless of the size of the negatives. Minimum charge per order is \$1.00 except when prints are ordered at time of film processing.

Kodacolor Film is available in six-exposure rolls in the popular 127, 120, 620, 116, 616, and 122 sizes, selling from \$1.25 to \$2.40 a roll. The rolls are also numbered for special-frame cameras using these sizes.

With Kodacolor Film, snapshots in color can be made with practically any camera—even with a Brownie, in bright summer sunlight.

THE EDITOR'S PAGE

To George Eastman

MAY I PAUSE HERE FOR A MOMENT to pay tribute to a man whose services to this community, to the nation, and the world mark a high spot in Rochester's history. A man is not always fully measured by his contemporaries because they are too close to him. They may know his faults, but not the larger and more permanent values of his life. George Eastman believed in the possibilities of this organization as a civic, economic, and social force in this community, and therefore made possible this beautiful home for the Chamber. He was truly a great captain of industry. He was not only an industrial statesman, but a wise and farsighted humanitarian, and a loyal friend. May his memory ever stir in us a deep and abiding gratitude that he lived and worked among us.

—Roland B. Woodward, speaking at the annual dinner of the Rochester Chamber of Commerce, January 19th, 1942.

The Thirtieth Wage Dividend

NEXT MONTH, for the thirtieth time since 1912, Kodak employees will share in the Company's earnings under the provisions of the Wage-Dividend Plan. While final figures are not yet available, it is estimated that approximately \$4,000,000 will be distributed in wage-dividend

checks—raising the grand total for these payments to more than \$52,000,000. Nearly 28,000 employees in the Western Hemisphere will share in this distribution.

Individual checks will be computed by the usual formula. For every dollar of dividends over \$3.50

per share, declared on the common stock of the Company, eligible employees will receive .5 per cent of their combined earnings for the past five years. Since an extra dividend of \$1 was declared on the common stock in November—bringing the year's total dividends to \$7—the wage-dividend rate is 1.75 per cent or \$17.50 for each \$1,000 earned over the past five years. This compares with last year's rate of 1.25 per cent or \$12.50 for each \$1,000 earned. On the basis of this year's dividend rate, eligible employees who have been in the Company's service for five years or more will receive checks equal to approximately 4½ times their average weekly wage over the past five years.

Computing the individual wage dividend and preparing the checks for distribution is a huge job. At the end of the year, each employee's earnings for the previous twelve months are entered on a card that carries both the record of his annual earnings and the record of his total earnings for the previous five years. Work cannot be started on these computations until the end of the year because figures must be complete.

These figures, prepared at Kodak Park for all Rochester employees, and prepared by the various branches and subsidiaries for their employees, are sent to the assistant treasurer's office for a final check. After being approved, these reports are used for preparing the dividend checks.

Since all these computations must be made and approved, and all dividend checks drawn and prepared for distribution, between the first of the year and March 13th, the element of time is a pressing one.

As in the past, employees who have been with the Company for at least 26 weeks of the past year and are still employed on March 13th will be eligible to receive the wage dividend. Employees in military service will likewise, as explained on page 2, participate in the wage dividend.



All wage-dividend computations, both from Rochester and the branches and subsidiaries, are checked at State Street. Individual five-year earnings records determine the amount of each employee's wage-dividend check

How Giant Cameras Aid War Work

An Example of Photography As an Invaluable Tool in The Production of Vital Equipment

TWO HUGE CAMERAS, one of them 34 feet in length and equipped with one of the largest photographic lenses ever made, the other standing ten feet high and looking more like an oil-well derrick than a photographic device, are employed by the Lockheed Aircraft Corporation to turn out patterns for factory and shop fabrication (see June, 1941, KODAK, page 3).

The latter camera is used first, in the "loft," where the picture of the engineer's drawing is taken. The negative is then enlarged on sensitized metal to the exact dimensions of the parts to be fabricated. These sensitized metal parts are cut out and become the templates, or patterns, that go to the shop. The photographic department can make as many copies or duplicate prints as may be necessary to furnish the various groups within the plant.

The Details

Mounted on a derrick arrangement on rubber wheels that are about six inches in diameter, the camera points straight down. There are approximately 8½ feet between the lens and the drawing, which is made by engineers on a sheet of metal-surfaced wood that forms the top of the new 12-foot by 96-foot loft.

The "derrick" is covered with sheet metal to keep out all outside light. Inside this strange-looking structure there are eight 48-inch fluorescent tubes that light up the drawing when the picture is taken. The camera is fixed focus, set for one scale ($\frac{1}{4}$) reduction. The focus is checked every two weeks. An $f/12.5$ lens with 19-inch focal length is employed, and the plates are 14 by 17 inches.

The Procedure

After the picture is taken in the loft, the plates are developed and put in a special combination camera and projector. This camera is 34 feet long. Its "dark part," instead of being a bellows and an ordinary camera box, is actually a 16 by 25-

foot darkroom with the lens set in the wall. The sensitized metal plate on which the print is to be made is suspended in this darkroom, the negative in another 16- by 25-foot room beyond the wall partition that houses the lens. Distances between plate and negative are adjusted according to the size of the projection to be made.

The lens remains stationary at all times. It is a 70-inch focal length lens having a diameter of about six inches. It is approximately ten inches long from front to back and weighs eighteen pounds.

The giant camera projects the negative back to full scale exactly as it was on the loft. Check dimensions

are included in the loft drawing, and obviously if one dimension in the projection is accurate, they all are.

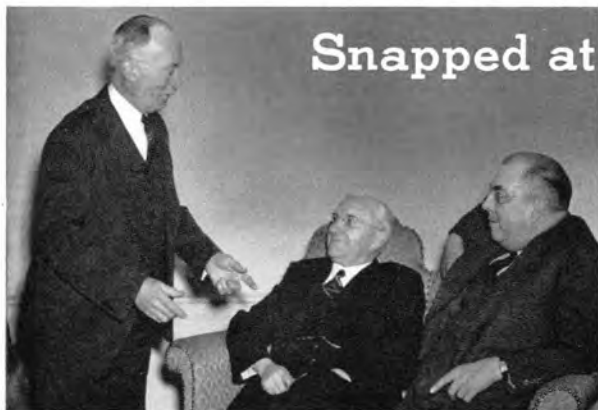
Developing Tank

This camera handles metal sheets up to 4 by 12 feet in size. Instead of being handled in the processing tanks by hand, as in the case of ordinary photographic material, the sheets are carried overhead by electric cranes. The developing tank is 12½ feet long, nearly 5 feet deep, and 3 inches wide, and holds 115 gallons of developer. For a single loading, 1800 pounds of hypo are used. The tank is water-jacketed and kept at constant temperature by a refrigerating system.

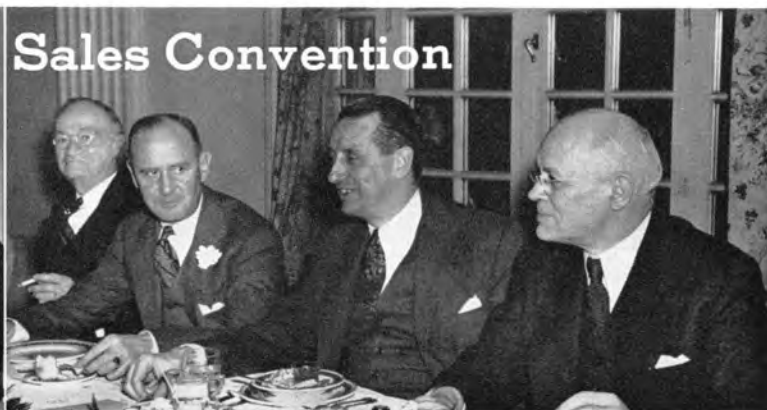


A specially designed camera, ten and a half feet high, which is being used by the Lockheed Aircraft Corporation to photograph drawings for projection on metal sheets laminated with Eastman's new Matte Transfer Film

Snapped at Sales Convention



Branch Managers E. T. McDermott (New York), A. W. Pye (San Francisco), and J. C. Schulz (Chicago) discuss the convention



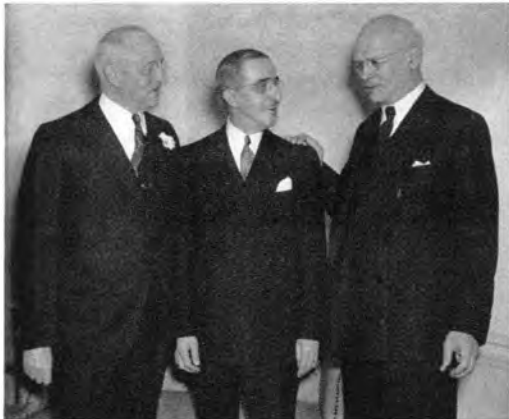
Mr. McDermott, Thomas J. Hargrave, president of the Company, James E. McGhee, general sales manager, and Herman C. Sievers, vice-president, talk things over



"Sweet (?) Adeline": the co-operative choristers are Victor Rayment, C. C. Parks, and R. G. Satterwhite



Ross A. Robertson, assistant sales manager, greets Arthur B. Sansom, who retired from service on January 1st



Albert F. Sulzer, vice-president and general manager, and Fred W. Chapman, the oldest salesman with the Company in years of service, talking it over with Mr. Sievers



Charles J. McNary, youngest salesman in years of service, and Mr. Chapman



Assistant Branch Managers Thomas M. Connors (New York), Julian A. Parvin (Chicago), and Joseph R. Allendorf (San Francisco) take time out to check up on each other



Adolph Stuber, assistant vice-president, converses with Dr. A. K. Chapman, vice-president and assistant general-manager of the Company



Horace S. Thomas, assistant sales manager, chatting with William S. Allen and Howard F. Kalbfus. The topic's a pleasant one, too, judging by this smiling trio

Second Roll of Employees in the Armed Forces

Kodak Park

John Huntington Arthur
David B. Bates
Howard W. Benedict
Amherst W. Bingham
Jim Bird
Robert O. Boheen
Carlton F. Bown, Jr.
Eugene M. Brennan
Robert W. Brown
Howard W. Burnham*
Kenneth Busch
Martin A. Byrnes
Francis J. Carroll
Arthur W. Coapman
Thomas J. Coleman
John H. Currie
James M. Dalton*
Parkman W. Davis*
Aubrey E. DeRycke
Robert Doyle
Harold E. DuBois
Richard A. Eckberg
Jack G. Eckhardt
William C. Farnan
Francis E. Ferguson
John H. Finucan
Frank E. Gerstner
Eugene F. Graham
Gordon D. Gray
Robert C. Gray
Edgar L. Green, Jr.
Martin R. Hall
Robert H. Hartman
William H. Heuseveldt
Robert H. Hudson
Elmer Huehn
Harold Humby
William A. Izard
Enos B. Janes, Jr.
Paul P. Jungjohann
Augustine M. Keene
Thomas H. Kenney
Earl G. Kinsella
Willard C. Knight
Gordon R. Knobel
Joseph F. Lally
Earl A. Lenhard
Elmer T. Lindquist
Robert Looney
Stephen M. May
Edward E. Milligan
Ernest E. Mohr
Floyd Morey
Patrick J. Morrissey, Jr.
William H. Mossbrooks
William R. Murney
Lewis H. Nagle
Charles D. Nelson
Harold A. Neville
LeRoy C. Nielsen
Thomas W. Nulty
Harry R. Oakley
Charles O'Mealia
Norris A. Perry
Gordon L. Puffer

William A. Riker
W. Frank Rogers
W. John Scanlon
Charles B. Smith
Elmer Jay Smith
Ira R. Snively
Marshall F. Snook*
Theodore F. Spall
Burton A. Stanley
Silas L. Strivings
John D. Sullivan
Charles R. Terry
Andrew H. Thompson
John W. Thompson
Neill Van de Venter
Albert Vermeulen
Norman A. Wall
Francis J. Wanamaker
William H. Wanamaker
Richard A. Yates
Bruce F. Zimmerman

Kodak Office

Donald Calnan
Gerard F. Creamer
Duane L. Doty
William Hartley
William F. Kane
Richard Maccio
Robert W. Maher
Samuel B. McCarrick
Donald H. Neufeglise
Douglas H. Neville
Charles A. Schwonke*
Harry G. Stape
J. Paul Tobin

Hawk-Eye

Charles Case
Harold Doty
Donald Dunbar
Walter Ferguson
John Fisher
Vincent Lopez
Peter Makahon
William Montgomery
James O'Donnell
George Parkhouse
Earl Reeves
Donald Roach
Leo Wesley
Richard Ziegler

Camera Works

Everett J. Allard
John C. Aulenbacher
Robert L. Blum
William L. Bowe
Teal Bullock
Roger H. Cash
Robert L. Chiverton
Raymond E. Cook
George A. Embury
William E. Forney
Robert C. Freisner

Charles J. Fuller
George F. Haefner
George T. Hanley, Jr.
Thomas W. Hoffmaster
James A. Kirk
Harry G. Lee
Herbert J. Maxwell
Donald F. Megerle
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Robert C. Mitchell
Robert W. Napier
Kenneth A. Olds
Captain J. Edwin Olsson
James E. Passero
Edward F. Poshadel
Melvin D. Putnam
Kenneth H. Rice
Edwin A. Roberts, Jr.
Elbert F. Robinson
Henry A. Rockenbrock, Jr.
Paul E. Schick
John J. Sellinger
Robert C. Siebert
Raymond Stankiewicz
James L. Stockdale, Jr.
Gordon R. Tarbox
Charles E. Traub
Charles J. Westra
Leroy V. Zinn

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A. M. Bartkowski
A. Beno
G. W. Bettke
M. Beukema
J. H. Brinkman
James Canepa
J. J. Cook
Frank Demikis
L. Ensinger
Joseph Fitzsimmons
M. H. Gebert
Wilbur H. Goltermann
C. R. Greenleaf
Kent Hansen
Warren A. Herman, Jr.
James S. Hislop
Robert Johnston
E. G. Konkel
Frank Kristofic
Elroy R. Lancaster
Donald M. Lewis
B. S. Lonngrén
E. M. Maloney
Lawrence McLean
Ralph W. Quinlan
V. Rakow
E. J. Rampage
Theodore H. Rohr
A. L. Runkle
Harold E. Taylor
E. P. Trumbull
A. Uhler
W. A. Van Horn
S. J. Warchol

Eastman Kodak Stores

George Allyn
Robert Andrews
Edward M. Appel
Alfred Bachna
J. G. Bantel
James L. Burch
Christopher Cawley
Frank J. Cerney
Ralph Combs
Harold Cooper
Robert Dickinson
Raymond Emeritz
Raymond Enzenbacher
Walter Evans
Joseph Gabriel
Herbert Garner
Elwood J. Goodrich
Carl D. Gustafson
Donald Hardesty
Richard Harvey
John W. Hejduk
Steve Hofmeister
E. C. Jennings
John E. Johnson
Stuart Johnston
Clyde J. Kohn
Glenn Larsen
James E. Leer
Harold Liebert
Donald Minnick
Robert E. Mulvey
Dexter Nichols
Edward Noller
Raymond Pacholke
James Rice
Karl E. Schultheis
Almiran L. Segar
Radine E. Smith
Maxwell A. Snead
Harold E. Snow
Howard P. Stevens
Russell Stryker
Samuel P. Viscomi
John J. White
Ray W. Wick
Clifton Wilson
Paul A. Wilson
John Winters
Stuart Wright
Arthur R. Young

Salesmen and Demonstrators

Charles G. Gruber
Elbert M. Jones
Myron Kerney
Joseph F. Weller

Taprell, Loomis

V. Bartunek
Herbert Jochens
George Kimball

*Second period of military service.

Seven Stores

(Continued from page 7)

Store in 1910, transferred as manager of the Boston Store in 1912, and transferred as manager of the New York Store in 1922.

Mr. Althans began his career in the industry back in June, 1892, with

the Albert Sellner Company, Quincy, Illinois, subsequently an Eastman subsidiary, where he worked in turn as office boy, bookkeeper, traveling salesman, and branch manager. In June, 1907, he was transferred to Sweet, Wallach and Company, Chicago; and he became manager of

the Des Moines Store on April 9th, 1917.

Portraits of the six staff employees who have reached the 40-year point in the service of the Company are not available as we go to press. They will be reproduced in our March issue.



ACTIVITIES



KODAK PARK ACTIVITIES: The Soccer Team had advanced to the quarter-finals of the National Amateur Challenge Cup competition by downing the Thistles, 3-1. The team was about to enter the first round of the National Challenge Cup competition. Bud Gray, star center forward and high-scoring ace, had left to enlist in the Air Corps. . . . The Basketball Team was out front in the National Division of the Dusty League with 6 wins and 0 losses. Marty Byrnes, a star of the team, had enlisted in the Navy. . . . The Research Department was leading the Departmental Basketball League with a perfect score of eight wins. . . . In the Rochester Table-Tennis League, the two K.P.A.A. entries were in 4th and 6th places. Captain Schilling of No. 1 Team was undefeated in singles play. Twenty-four entries were registered for the Singles Table-Tennis Tournament starting January 15th. . . . The K.P.A.A. entry won the 9th week roll-off of the WHEC tournament and took high single-game honors with a 1036. Currently holding 5th place in the Culver League, the team was to compete in the National Bowling Tournament on March 28-29 in Columbus, Ohio. . . . The first Mixed

Doubles Bowling Tournament was held on January 10th with 110 teams competing. Beatrice Oliphant and Harold Servis took down the first prize of \$20. . . . Leaders in the various bowling leagues as we went to press: Building 30 in the "A"; N.C.P. in the Thursday B-16; Carpenter Shop in the Tuesday B-16; Field Division 7 in the Tuesday B-8; and Storage in the Trickworkers'. Crozier, Morgan, Towriss, and McStravick had qualified for the *Times-Union* Classic with scores of 607, 602, 613, and 686. . . . In the girls' bowling, Spooling 1 and Building 58 were tied for first in the 16-Team League, while the Box Department was leading the 12-Team League. Virginia Moyer had added her name to the list of qualifiers for the *Times-Union* Classic. . . . Plans were under way for a card party to be held February 6th for the benefit of the American Red Cross.

HAWK-EYE HAPPENINGS: Bill Archibald, Bob Reinhard, Lou Parker, Don Foley, and John Ziobrowski had been nominated to head the Athletic Association for the coming year. . . . In the Senior Bowling League, Time Clerks and Molding Department

Activities Calendar

- February 13—K.P.A.A. men's smoker, in the assembly hall
- February 14—Hawk-Eye Camera Club, Valentine dance, at Masonic Temple
- February 15—Kodak Choral Society will sing at the Youth Forum, Y.W.C.A.
- February 17—Camera Works girls' annual party, at the Powers Hotel
- February 19—Camera Club pictorial section monthly competition, for black-and-white prints
- February 23—Kodak Office Bridge Club open-pair tournament, for the President's Cup
- March 5—Camera Club monthly meeting. Adolph Fassbender, guest speaker
- Early March—Interplant bowling tournaments for the Lovejoy Trophy (men) and the Sulzer Trophy (women)
- March 10—Kodak Park Foremen's Club monthly dinner meeting
- March 12—Camera Club pictorial section monthly competition, for black-and-white prints
- March 19—Camera Club, opening of First Pictorial-Section Salon, for black-and-white prints, at 8 p.m.

were battling for top position. Pete Pero was still high-individual bowler with a 191 average. In the Junior League, Drill Press was out front in the team standings, Ralph Werner leading with an average of 180. . . . The Hawk-Eye Bowling Team was just one game out of first place in the Industrial League. . . . The Basketball Team celebrated Booster Night with a 37-17 victory over Defender Photo.

KODAK OFFICE ITEMS: The Recreation Club is sponsoring a first-aid unit of the Red Cross. Meetings are being held from 7:30 to 9:30 p.m. in the Chamber of Commerce Building every Thursday for ten weeks. . . . Volendas were leading the parade in the Girls' Bowling League with the Bullets close behind. In the American Division of the Men's Bowling League, the Bromides were ahead with 32 wins and 19 losses. Kodachrome topped the National Division with 29 wins and 22 losses. Walt Kerbs had qualified for the *Times-Union* Classic with a 611. . . . The Bridge Club was in its Mixed Pair fray.



The Red Cross educates the citizen in many ways to prepare for his wartime duties. More than 225 Kodak Park employees signed up for instruction in first aid. Here they are practicing artificial respiration

Teaching Films Enter a New Field

A 540-foot Sound Kodachrome Reel Teaches the Manufacturer How to Produce 75-mm. Shell

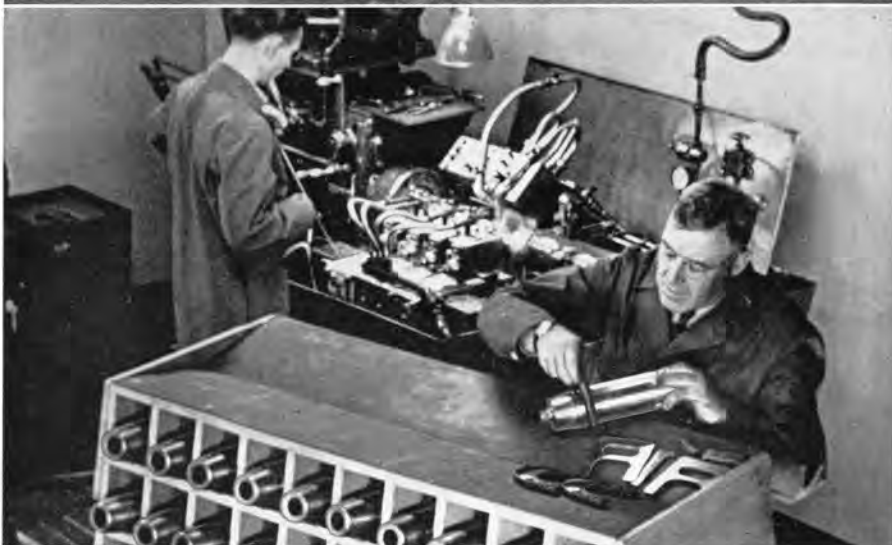
ONE OF THE MOST difficult problems to face U.S. ordnance officials during the defense program and, now, in the war, has been the need for teaching manufacturers of peacetime products how to make the implements and matériel of war. Heretofore, a production analysis in written form with supplementary blueprints and "stills" has been furnished the manufacturer.

Recently, a notable improvement to this procedure has been developed by the Teaching Films Division of the Eastman Kodak Company. In co-operation with the General Railway Signal Company, which had been working on an educational order for manufacturing 75-millimeter shell, the Teaching Films Division produced a sound film in color outlining the various manufacturing steps (see also July, 1941, KODAK).

As a contribution to production analysis, this film, writes Lieutenant Colonel Roy L. Bowlin in a recent issue of *Army Ordnance*, is "a valuable service and short cut not previously applied to ordnance manufacture." It will serve as a guide, he continues, "to other manufacturers who may in the future be engaged in the machining of 75-millimeter shell," and it is "a significant, valuable, new application of the motion picture to instructional purposes."

The great value of the new 16-millimeter sound film, *Machining 75-Millimeter Shell*, derives from the specific answers it gives to the engineer visually. It shows him in detail how he can adapt his machine tools to the work, and it gives him valuable information on spacing arrangements, methods of handling the shell, scrap disposal, and the economical sequence of machining methods.

Already, as Lieutenant Colonel Bowlin points out in his article, it appears desirable that a permanent file of production-analysis films covering all regularly required materials should be made available to promote prompt and economical execution of ordnance contracts by manufacturers.



These scenes from the 16-millimeter sound film, "Machining 75-Millimeter Shell," show (from top to bottom) the squeezing of a rotating band on the machined shell, checking exterior dimensions with a gauge, and the final machining of the shell's exterior. The film, exposed entirely on Kodachrome, shows close-ups and semi-close-ups of every step in the machining of the rough castings up to the point where the shell is ready for loading

OUT OF THE HAT

Mink Raiser



Irwin F. Schmitt: mink aren't sociable

MILADY'S MINK COAT is a luxurious and costly garment. Its carefully graded pelts, selected and tanned with infinite care, may have come from wild mink trapped in the United States and Canada or from ranch mink raised mainly in the United States.

We learned with interest about mink farming from Irwin F. Schmitt, of the Roll Coating Department, Kodak Park. Mr. Schmitt took up this fascinating pursuit two years ago, and he now has two males and eleven females in his pens. With the spring litters, he hopes to have about sixty mink by summer.

"Successful mink raising," Mr. Schmitt tells us, "requires a great deal of study and an almost scientific regard for details. The big problem is to raise the young to maturity with a minimum of loss, and to care for them in such a way as to develop prime pelts that will bring good prices in the market. This isn't an easy job."

The mink are kept in individual pens because, Mr. Schmitt points out, they're quarrelsome and ruin one another's fur by fighting. They are fed a carefully balanced diet of

horsemeat, fish, cereal, and vegetables—this diet having much to do with the quality of the fur. While the mink is thought of as a water-loving animal, ranch mink are not allowed in the water since it is likely to bleach the fur.

"Mink have two different kinds of fur or hair," Mr. Schmitt informs us, "a thick underfur which serves as protection, and a 'guard' or outer fur which determines the appearance. It is this guard fur which, when even in length and of proper color, makes a pelt valuable."

The litter, which arrives in May, runs from one to ten furry little fellows. They remain in the nest for four weeks, while the anxious owner can only guess from the noise they make as to their number and condition. After having doubled their size in six weeks, they are separated from the mother and placed in pens.

In December, the best of the lot are selected for breeding, and the others prepared for the fur market. All furs are shipped to New York.

"Mink do not make agreeable pets—not for a minute," Mr. Schmitt assures us. "They're naturally rather vicious and not a bit sociable. It's necessary to wear heavy leather gloves when working around them, and we generally trap them in wire cages when we want to move them from one place to another. I did have one mink that would submit to being stroked with a spoon—but he was an unusually chummy fellow."

It is not likely that you'll ever meet a Schmitt mink out for a stroll in person. There's a high wire fence enclosing all the pens. This fence is buried to a depth of fifteen inches, and at its top is a strip of sheet metal which balks any miscreant with a mind to go "A.W.O.L."

Lincoln Speaks to His People

(Continued from page 1)

have wisely given their public servants but little power for mischief; and have, with equal wisdom, provided for the return of that little to their own hands at very short intervals. While the people retain their virtue and vigilance, no administration, by any extreme of wickedness or folly, can very seriously injure the government in the short space of four years.

And his memorable words at Gettysburg, on November 19th, 1863, are known wherever the English language is spoken:

Fourscore and seven years ago our fathers brought forth on this continent a new nation, conceived in liberty, and dedicated to the proposition that all men are created equal. Now we are engaged in a great civil war, testing whether that nation, or any nation so conceived and so dedicated, can long endure. We are met on a great battlefield of that war. We have come to dedicate a portion of that field, as a final resting-place for

those who here gave their lives that that nation might live. It is altogether fitting and proper that we should do this. But, in a larger sense, we cannot dedicate—we cannot consecrate—we cannot hallow—this ground. The brave men, living and dead, who struggled here, have consecrated it, far above our poor power to add or detract. The world will little note, nor long remember, what we say here, but it can never forget what they did here. It is for us the living, rather, to be dedicated here to the unfinished work which they who fought here have thus far so nobly advanced. It is rather for us to be here dedicated to the great task remaining before us—that from these honored dead we take increased devotion to that cause for which they gave the last full measure of devotion—that we here highly resolve that these dead shall not have died in vain—that this nation, under God, shall have a new birth of freedom—and that government of the people, by the people, for the people, shall not perish from the earth.

Navy Department Warning

NAVY DEPARTMENT
OFFICE OF INSPECTOR OF NAVAL MATERIAL
PITTSBURGH DISTRICT

A8-5 (4)

EV

401 Old Post Office Bldg.,
Pittsburgh, Pa.
19 January 1942

Subject: Safeguarding Information.

Gentlemen:

It is the imperative duty of all Americans to safeguard the National security. To this end, the realization of danger from a careless word must be impressed on all, especially during the present emergency; and information obtained either as a "defense worker" or in private life should not be disclosed.

All employees of your company should be made aware of the fact that the responsibility of safeguarding information which might prove of benefit to the enemy is theirs at all times and that a carelessly written or spoken word might be the germ of a disaster.

Yours very truly,
(SIGNED)
F. L. OLIVER,
Captain, USN (Ret.),
Inspector of Naval Material.

Eastman Kodak Co.
Rochester, N. Y.

*Every employee is urged to give Captain Oliver's letter his full attention. Its importance can scarcely be overemphasized.
Read it carefully, and remember it—both on the job and off*

**Instantáneas soberbias de gran variedad
son fáciles de tomar con—**

KODAK PLUS-X

La
Película
de Luxe



Su total pancromatismo proporciona efectos maravillosos en monocromo de sujetos en colores, especialmente con filtros.



Su gran rapidez se presta para exposiciones breves en acción rápida y pequeñas aberturas para gran profundidad de campo.



Su grano fino y mejor respaldo antihalo conservan el detalle fino notable especialmente en las ampliaciones grandes.



Su emulsión equilibrada produce excelentes fotos tomadas de día o de noche, bajo luz solar o artificial.



CON las cualidades de más arriba, la Película Kodak Plus-X tiene además latitud amplia que corrige los errores razonables de exposición . . . características que han logrado para esta película la preferencia de los más destacados aficionados. La Película Kodak Plus-X ahora se suministra en todos los tamaños populares de rollos y paquetes y para cámaras miniatura. De venta en las casas de los distribuidores Kodak.

EASTMAN KODAK COMPANY, ROCHESTER, N. Y., E. U. A.

This Eastman advertisement is scheduled for magazines circulating principally in Latin America