

## Photography Plays Important Role



**Tool of Industry** — Photography is widely used in the industrial field. Above is just one of scores of applications—a high speed camera is set up to film a cutting operation on a lathe at 3000 frames a second. Engineers are thus enabled to slow up the machine's action to determine faults or to improve design.

### Company Employee Benefits Reach New All-Time High

Kodak Employee Benefits provisions reached a new high of \$24,121,985 in 1946, an increase of \$4,307,731 or 22 per cent over 1945, when they hit \$19,814,254.

In comparison, benefits far exceeded dividends paid to the Company's 42,055 stockholders, which amounted in 1946 to \$17,702,033.

The \$24,121,985 cost of benefits was over and above total wages and salaries paid during the year and amounted to 20 per cent of the total payroll. This means that for each dollar of wages and salaries, 17 cents additional was spent voluntarily for the various Kodak "extras" and 3 cents was paid in Social Security taxes, or an overall total of 20 cents per dollar of wages and salaries.

The Wage Dividend is the largest item among 1946 benefits, representing 35 per cent of the total.

#### Annuities Costs Up

There was an increase of \$425,852 in the cost of retirement annuities, life insurance and total and permanent disability benefits in 1946, compared with 1945. The total cost for 1946 was \$6,015,031. Included in this is \$5,001,816 paid to the Metropolitan Life Insurance Company in 1946 for the provision of retirement annuities; \$817,029 for life insurance; \$145,803 for total and permanent disability benefits and \$50,383 for special retirement provisions.

Sick benefits amounted to \$1,626,707 in 1946. Other miscellaneous benefits totaled \$142,590 in '46.

Of the total cost—\$24,121,985—of all these benefits enjoyed by Kodak men and women, all but \$3,430,476 was voluntarily paid by the Company. This latter figure is the cost of statutory benefits—that is, payments required by law for unemployment insurance and Federal Old Age Benefit Tax—which increased \$394,949 in 1946.

Insurance coverage for Kodak folks was increased to \$201,001,000

in 1946 under liberalization of the Company's plan.

Vacation allowance amounted to \$2,776,784 in 1946, which was an increase of \$887,057 over 1945. Holiday allowance last year was \$1,583,824 for the six holidays.

Kodak people are justly proud of their Company's wartime achievements in the production of huge quantities and a wide variety of vital materials of war which helped greatly to speed the day of victory.

The most sensational product, in the manufacture of which the Company had a major role, of course, was the atomic bomb. Kodak, through its subsidiary, Tennessee Eastman Corporation, was one of the companies chosen by the War Department to operate the gigantic Oak Ridge project.

TEC also operated Holston Ordnance Works for the government where RDX, the most powerful explosive before the atomic bomb,

### SAVE THIS KODAKERY

This special issue of KODAKERY was prepared with the Company's new employees especially in mind, to sort of acquaint them with Kodak, its people, its production, its policies—past, present and future. It is being sent to older employees as well in the belief that it will be of interest to them and their families.

### Kodak Products Put to Varied Uses In Many Fields Throughout World

Photography serves the world.

For almost countless purposes it is used in practically every field—commercial, scientific, industrial, medical, entertainment and scores of others.

Most of Kodak's products come within the scope of photography, a field which enjoys practically limitless horizons with new uses being added almost daily.

The Company produces films, papers, chemicals, cameras, lenses and a wide range of accessories and highly specialized products used in every field of photography all over the world.

Photography is one of the most versatile of pursuits. The art and science of photography is used by mankind in many forms and in many ways for many things. Hardly a single phase of our daily lives is untouched by photography in one form or another.

Photography plays a prominent role in the field of entertainment. Movies provide amusement and education for millions of theatergoers. Picture-takers in countless numbers—amateur and professional alike—use photography every day to record the milestones of their very existence.

However, photography brings more than enjoyment and happiness to the world. Every hour of the day, in all parts of the globe, it serves literally thousands of purposes.

Photography is an indispensable tool in the realm of science—where it sees far beyond the limitations of human vision and records what it sees far beyond the capabilities of the human brain to remember. Practically every branch of science uses it, for, in

the space of split seconds, it can see and tell scientists what they could possibly never find out through other means. Photography is used to locate oil deposits, to analyze chemicals, to study human reactions, to record astronomical observations, to name only a few. It has an integral part in nuclear physics, one of the leading sciences of the new atomic age. Its other uses by science alone are legion.

Photography is playing an important part in business and industrial achievement. It is used in a great number and a great variety of businesses and industries where it is being applied to design, engineering, training, production, metallurgy, inspection, research and administration.

In the field of business also, photography records reams upon reams of bulky drawings, charts, papers, documents, bank checks, bills and other business data on compact reels of microfilm.

Many professions use it in their daily work. Photoengravers who make reproduction plates of pictures for your daily newspapers and magazines use photography. Bankers, astronomers, airmen, draftsmen, detectives, engineers, microscopists and scores of others use it.

Photography is charged in a large way with the responsibility of guarding the nation's health. Radiography—which is one of photography's numerous facets—is credited with much of the progress

medical science has made in its fight against tuberculosis, and the diagnostic powers of X-ray film are widely used by doctors, surgeons and dentists everywhere.

Radiography plays a vitally important role in industry too—recording metal structures, detecting weaknesses, looking inside machines. The use of radiography reached its height in World War II, when it assured highest quality in U.S. planes, guns, tanks, ammunition, etc.

Photography, by utilizing high-speed motion-picture cameras which operate at speeds of 3000 frames and more a second, slows the action of a machine, the speed of a bullet, the blending of chemicals, so that the eye can see what happens. It has taken much of the guesswork out of engineering.

Photomicrography, electron microscopy, microradiography, spectroscopy, X-ray diffraction, stress analysis—are just a few of the many technical applications of photography in the field of industry.

Through its extensive research and development program Kodak keeps pace with the ever-expanding photographic field and the needs of a rapidly changing world, with new products, improvements in products, techniques and processes, and is constantly alert for new uses. A good example of this is the trend toward color, in which Kodak has been a pioneer, and in the advancement of which the Company continues to make important contributions.

But all of Kodak's products are not of a photographic nature, a

(Continued on Page 7)

### War Achievements Add Brilliant Chapter to Kodak History

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TEC also operated Holston Ordnance Works for the government where RDX, the most powerful explosive before the atomic bomb,

was manufactured.

Right in Rochester, the proximity fuze was, and still is, being made. It was one of the war's most sensational weapon developments.

Kodak went all-out for war production and the Company converted practically 100 per cent to turning out goods for the Army and Navy. The wide variety of this output is amazing, ranging from photographic products and optical items to pontoons, bombsight parts and submarine cameras.

World War II was often referred to as the "photographic war" and so it was, with Kodak its photographic arsenal. Millions of feet of film were produced, enough to encircle the globe many, many times. No great offensive was launched until aerial reconnaissance took thousands of pictures—still and movie—and produced a photographic map showing every detail. Pictures taken by the AAF of bomb targets ran over 20 million a month at the peak.

Photography also had an important role in the training of our Army and Navy. Through training



**Photographic War**—World War II was a photographic war and Kodak was its photographic arsenal. Millions of feet of film were exposed in mapping every inch of terrain before an invasion. Here Navy men chart a beachhead from photos.

(Continued on Page 3)



# Kodak Code of Industrial Relations

**THE CODE** of Industrial Relations, reprinted here from the *Employees' Guidebook*, is not new. It is a summary, arranged in somewhat formal manner, of long-established Company policies. It seems appropriate to include the Code in this special edition of KODAKERY

published to give the men and women, newly associated with Kodak, information about the Company which may be of particular interest to them. The Code represents the aims and purposes of Company management, their fulfillment being constantly worked for.

The following policies and principles governing the relationship between the Company and its employees comprise the Code of Industrial Relations of the Eastman Kodak Company.

## Wages

Wage rates are established on the basis of fairness to the individual for the work he is doing. It is the Company's intention:

1. To maintain uniform wage standards which will insure equitable wage payments throughout all divisions of the Company and, consistent with this,
  2. To pay wages equal to or above those generally prevailing in the community for similar work performed under comparable conditions and requiring like responsibility, experience, effort, and skill.
- Constant attention is required, and is being given, to developing and maintaining this policy.

## Hours of Work

The normal working hours are eight hours per day and forty hours per week. These hours are paid for at the individual's regular wage rate.

Time worked in excess of eight hours per day or forty hours per week is paid for at the overtime rate of one and a half times the individual's regular wage rate. Overtime payments for any particular week are based on either the amount of daily overtime or the amount of weekly overtime, whichever will give the individual the greater amount.

Time worked on Sundays is paid for at twice the individual's regular rate and is not included in the calculation of other overtime payments.

The Company observes six holidays—New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas. So far as possible, all operations are closed down on those days. The individual receives a holiday allowance at his regular rate for the hours he would normally be scheduled to work on the day on which the holiday falls, whether he works or not. In addition, twice the individual's regular rate is paid for time worked on these holidays.

The special payments listed above are not paid in the case of certain staff and supervisory people.

## Stability of Employment

There are wide seasonal variations in the demand for many of the Company's products. In order to avoid, so far as possible, the effect of these seasonal variations upon stability of employment, the Company for many years has given constant attention to the planning of its production schedules. As a result, a marked stability of employment has been achieved.

This planning program can not, of course, prevent lessened employment when business in general is bad and the demand for the products of the Company is greatly reduced.

## Vacations with Pay

Annual vacations with pay, to provide a period of rest and relaxation, are allowed all those hired on a regular full-time basis. Subject to the rules of eligibility, those who have completed one year of continuous service receive two weeks of vacation which, after five years of continuous service, is increased to two and a fraction weeks. Three weeks of vacation may be taken after fifteen years of continuous service.

## Wage Dividend

For many years, Kodak people have received an annual lump-sum payment in addition to their wages, which is called the wage dividend. The wage dividend is not taken into account by the Company in establishing wage rates. It is paid in

recognition of the contribution made by the loyal, steady, and effective efforts of Kodak people to the Company's success. Payment of the wage dividend in any year is dependent upon the dividends declared on the Company's common stock and upon special action by the directors.

## Retirement Annuities, Life Insurance, and Benefits for Total and Permanent Disability

The Company assists Kodak men and women in providing for themselves and for their families against old age, disability, and death. For this purpose, a program of payments, based upon length of service and amount of earnings, has been established through a group contract between the Company and the Metropolitan Life Insurance Company. While sharing the cost of the life insurance with those who are insured, the Company pays the full cost of the retirement annuities. It also pays the full cost of disability benefits after the individual has had 15 years of service, having shared the cost of these benefits with him up to that point.

## Sickness Allowance

Under an established plan, Kodak people absent on account of illness are paid definite allowances based on their length of service and their earnings.

## Freedom of Discussion with Management

The Company can not emphasize too strongly its desire that all Kodak people shall feel free to seek information or advice from the management on any matter which is troubling them, or to call attention to any condition which may appear to them to be operating to their disadvantage. No individual need hesitate to do this, and his standing with the Company will not thereby be prejudiced in any way. He will find his foreman or supervisor or the plant employment department ready to talk over any of these matters and to give any assistance they can. The Company believes that most difficulties will be satisfactorily adjusted between the individual and the foreman or supervisor; but, if for any reason a person is not satisfied with such adjustment, he or she is and should feel completely at liberty to bring the matter to the attention of anyone in the management.

A definite and formal procedure for getting assistance in handling personal problems and complaints is available to anyone who may wish to use it.

## Improvements in Methods and Processes

The continual development and introduction of new and improved methods and processes are necessary to the successful conduct of the business; and only by utilizing such improvements can the Company continue to provide stable employment at adequate wages. Nevertheless, before such improvements are made, careful attention is given to any possible effect upon the individuals concerned. This policy makes it possible to adopt improved methods essential to the growth of the Company and at the same time to avoid any considerable hardship to the individual.

## Safety

The Company has endeavored for years to lessen the accident hazards in its plants by the installation of safety devices, and by systematic safety instruction and supervision. Constant study is carried on to discover possible sources of accidents and to plan means of avoiding them. As a result of this intensive work and the co-operation of Kodak people, both the number and severity of accidents in the Company's plants have been kept at a very low rate.

## Working Conditions

The Company makes every reasonable effort to provide and maintain sanitary working conditions.

Protective clothing is supplied by the Company whenever it is deemed necessary for safety or health reasons.

## Savings and Home-Financing

A plan for systematic saving and for financing the purchase of homes is available through the Eastman Savings and Loan Association, a corporation organized independently of the Eastman Kodak Company and operated under the Banking Law of the State of New York.

## Hiring Ages

The Company has not established any arbitrary age limit beyond which applicants will not be hired, provided they are physically and mentally able to perform the work.

No one below the age of 16 is hired in any department.

## Promotion

The Company aims to provide channels of promotion and to advance Kodak people to more responsible work on the basis of their record of workmanship, competence, and general ability. Insofar as practicable, promotions will be made from within the organization.

## Layoffs and Re-employment

In the event of business conditions requiring reduction in the force, consideration will be given to individual ability, workmanship, length of service, general record, and financial and family circumstances. The same factors will determine the rehiring of any who may have been laid off.

## Medical Service

Adequate medical personnel and equipment are available in case of accident or illness at work. Special attention is given to the avoidance of health hazards and to the placement of Kodak men and women in work for which they are physically adapted.

## Educational Assistance

The Company encourages Kodak people to pursue suitable courses of study which will help them in their work, and refunds part of the tuition when the requirements of the course have been met satisfactorily.

## Apprentice Training

A systematic plan of apprentice training is in operation. It gives opportunity for the training of young men in various trades.

## Suggestion System

The Company welcomes constructive suggestions from Kodak people on all matters in connection with the business. All suggestions are impartially considered and cash awards are made for original ideas adopted and put into operation.

## Employee Co-operation

Since the success of any company depends very largely on the ability fairly to satisfy the interests of customers, employees, and stockholders, and since this responsibility can be met only with the wholehearted co-operation of all the employees, the management anticipates such co-operation on the part of everyone in the organization.

\* \* \*

The foregoing statement of principles will remain in effect unless changes are considered necessary because of general economic conditions or because of conditions pertaining particularly to the industry. No such change will be made except after due consideration of the mutual advantages, benefits, and responsibilities of the Company and its employees. In some cases, application of these principles may be affected by government regulations.



## Oh Happy Day . . . Dividends



**Dividend Smile**—Geraldine Mehne, Dept. 16, Hawk-Eye, beams as Carl Rexer hands her a wage dividend check. Wage dividend day is a day of smiles everywhere for Kodak folks when they receive their checks.

## Company's '47 Wage Dividend Hits \$8,100,000 for New All-Time High

Mar. 14, 1947, was a big day around Kodak. That was wage dividend day and more than 47,000 Company folks all over the Western Hemisphere wore great big smiles when they received their checks.

\$8,100,000 was the 1946 wage dividend figure set for payment on Mar. 14, 1947, a new all-time high since the plan was inaugurated back in 1912. This was the 35th payment and brought to more than 75 millions the wage dividend paid over the years.

### 31,000 in Rochester

In Rochester alone, the wage dividend for the 31,800 men and women, was approximately \$5,800,000 calculated at \$17.50 for each \$1000 of an individual's wages during 1942, 1943, 1944, 1945 and 1946. That meant that if you'd been with the Company five years by the end of 1946, you'd get a wage dividend check for about 4½ times your average weekly pay check for the five-year period.

All people who joined Kodak on or before Oct. 1 who were at work at the end of the year were eligible for the payment. Those who came with the Company after Oct. 1 and before Jan. 1 were eligible, on the condition that they were at work on the date of payment.

The amount of the Wage Dividend depends each year on the dividends declared on the Company's common stock being sufficient to provide payment under the formula and is subject to annual authorization by the board of directors.

## 24,298 EKers Belong to RHS

Rochester Hospital Service numbers 24,298 Kodak folks from the Rochester divisions among its members along with some 31,526 of their dependents.

Kodak men and women, since the plan was inaugurated in August 1935 up to December 1946, had received \$1,952,482 in hospital benefits. In that time, 34,146 members were hospitalized—11,004 being employees and 23,142 members of their families.

In 1946 alone, Kodak members of the RHS received \$397,774 in hospital credit on 6096 claims filed for a total of 43,703 days hospitalized.

Kodak folks, not familiar with the RHS plan, may obtain additional information from their employment or personnel department or supervisor.

## EK Folks Buy 31 Millions In War Bonds

1,104,815 bonds totaling \$31,050,675. . . .

That's what the purchases of Kodak men and women amounted to before, during and after World War II.

This covers only Series E bonds bought by payroll deductions or in one of the eight campaigns conducted by the Treasury Department. It is estimated that if "F" and "G" bond purchases were counted, another million dollars would be added.

By their bond buying, Kodak folks made a valuable contribution toward financing the country's war effort as well as helping to assure their future security.

Kodak people responded wholeheartedly to the various War Loan drives, their efforts reaching the peak in the "Mighty Seventh."

To handle the vast detail in connection with the War Bond campaigns and payroll deduction bond buying, the Company set up special War Bond departments at each of the plants. All bonds were issued through the Eastman Savings and Loan Association.

## 12,426 from EK Answer Call to Arms During War

Kodak men and women served their country well in World War II, a total of 12,426 answering the call to duty from the Rochester divisions, stores, branches, processing stations and subsidiaries in North America.

The company's service flag bore 287 gold stars, in honor of the men who gave their lives for their country.

From Kodak Park, 4444 men and women donned the blue and khaki and 104 sacrificed their lives; Camera Works, 1814 with 41 casualties; 1279 from Hawk-Eye with 25 giving their lives; Kodak Office saw 457 march away and displayed 5 gold stars. This makes a total of 7994 from Rochester who served and 175 who died.

Stores, branches, processing stations and subsidiaries contributed 4432 to the services, including 2420 from Tennessee Eastman.

Kodak folks served with distinction all over the globe and took part in practically every major engagement from the frozen North to the hot, sticky Pacific jungles, and many were the medals and awards they won for bravery and service "above and beyond the call of duty."

## War Output Hit Fast Pace

(Continued from Page 1)

ing films, better troops were produced more quickly than could have been possible any other way.

Kodak was the largest producer of film, sensitized goods and kindred products for the armed services—in 1944 alone turning out 161,111,000 square feet of film for war purposes.

But the Company's war story is far from complete. It manufactured more than 2,000,000 time fuzes, over 1,600,000 magazines for gunsight cameras, more than 128,000 telescopes, just to name a few. Kodak produced 1000 height finders, the ingenious device of 10,000 parts so effective against enemy aircraft and which Ordnance officials described as "the most difficult optical instrument to make."

### Cameras Go to War

Kodak's camera production went to war, too, and the Company made more than 21,000 K-24 aerial cameras for use in bombers; more than 72,500 drift meters; 37,200 airborne radio control boxes; 36,500 gyro gunsights for fighter planes; 700 gyro gunsights for ships; more than 4200 astrographs; 4300 range finders; 4700 rocket launchers; 19,750 aiming circles for use in directing artillery fire; more than 26,400,000 cores of incendiary bullets for aircraft machine guns; more than 450,000 canisters, which sprayed shot like gigantic shotgun shells; more than 600,000 variable condensers for aircraft radios.

Not only did the Company turn out these and thousands of other products, but it saved millions of dollars for the government by voluntarily making cost reductions. There were few items given to Kodak to produce that weren't improved in design—some being completely redesigned to increase efficiency, speed output or cut cost.

The Company's enviable record of quality as well as quantity in manufacture won it five Army-Navy "E" production awards and scores of commendations from top ordnance officers.

Yes, Kodak went to war in a big way, and, in doing so, wrote one of the most brilliant chapters in its history.

## Park's Boy Scouts Claim 40 Members

With upwards of 40 members, Boy Scout Troop 50, sponsored by Kodak Park, is one of the city's most active scouting units.

Lester Brown of Bldg. 34 is scoutmaster, assisted by Al Leusch, Bldg. 18. A full year's program is carried out for the kids.

The troop this year celebrated the 25th anniversary.

## Softball Program Gains Wide Fame

Hailed locally as an outstanding civic endeavor, the KPAA-sponsored softball program for boys of Rochester has attracted nationwide attention as a unique and worthwhile juvenile experiment.

Inaugurated in 1944, the program for boys 11 to 15 years of age exceeded all expectations as it drew more than 1000 youngsters. In 1946, the response was almost doubled as nearly 2000 boys participated.

The KPAA signed up "Spike" Garnish of the U. of R. physical education staff to head the program and gave him a capable staff composed of local high school coaches and Kaypee softball stars.

The KPAA provides all equipment—balls, bats, masks and gloves—and, in addition, furnishes lettered jerseys to all the boys. The program continues over nine weeks.

## KODAKERY

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## 6½ Million Meals a Year Prove Cafeterias Can 'Dish It Out'

An estimated 6½ million meals were served last year by Kodak's 15 cafeterias, and, figured in terms of tons of meat, fruits, vegetables, flour, sugar, etc., and thousands of gallons of coffee, milk and tea, that's a lot of groceries!

Serving more than 20,000 meals a day has a lot of complications, too.

Just ask Fred Grastorf, superintendent of the Kodak Park cafeteria.

The rationing of wartime years, for instance, Fred says, posed many a problem for the harassed cafeteria managers faced with the task of providing energy for the war-production front. The continued scarcity of some commodities plus the increased food costs of postwar days hasn't helped the situation for the cafeterias, either, he adds.

Trained dietitians at each plant are charged with the responsibility of planning well-balanced menus for every taste with an eye to nutritive value as well as to serving meals under cost.

Large kitchen staffs handle the preparation of the daily huge quantities of food to satisfy the appetites of the hungry EK folks at mealtime.

At the Park, Fred has the direction of 10 cafeterias—some open continuously to accommodate all shifts—located in Bldgs. 28, 57, 23, 59, 60, 21, 53, 29, 117 and at the Special Products Division of Camera Works. The Bldg. 28 cafeteria alone dishes out 5000 meals a day.

Larger and greatly improved facilities will be provided at the Park when its new cafeteria building, now partially completed, is finally finished.

The Camera Works main cafeteria on the fifth floor of Bldg. 10 serves more than 2500 meals daily, under the supervision of Dorothea Criss. There are other cafeterias in the J Bldg. as well as the Company's new Navy Ordnance Division, once a part of Camera Works.

Some 3000 meals are served daily in the Hawk-Eye cafeteria, under the direction of Josephine Bemish, and each day more than 1300 meals are served at the Kodak Office cafeteria, of which Marie Dutch is in charge.



**Food Line**—Here's a typical scene in one of Kodak's 15 cafeterias where more than 20,000 people eat daily. Meals are carefully planned to give well-balanced menus to suit a wide variety of tastes, keeping in mind the many vitamin and calorie requirements.



## Statement of Operations For Kodak in 1946

Sales - - - - -	\$274,703,448
Cost of Sales and Expenses -	224,734,456
Income from Operations - - -	49,968,992
Other Income—Net - - - -	1,422,326
Profit before Taxes - - - -	51,391,318
Provision for Income Taxes -	15,700,000
Net Profit - - - - -	35,691,318
Dividends Paid to Stockholders	17,702,033
Balance of Profit Retained for Future Use of the Business -	17,989,285

## Company's Sales for 1946 Reach Peacetime High Mark

Kodak sales reached a peacetime peak in 1946 when they totaled \$274,703,448, the Company's annual report for the year revealed. Although 1945's sales were higher this was due to the fact that the 1945 figure included large sales of special military apparatus.

The Company's 1946 sales figure for photographic and other regular products was at a record level for a year in which operations were not significantly affected by war business.

The Company's investment in new buildings, machinery, tools and other equipment totaled \$44,581,688 in 1946—the greatest amount expended in any one year in the history of the Company. Kodak contemplates further expansion in buildings and equipment in 1947 to the extent of some \$40,000,000.

The report pointed out, however, that despite the Company's high production during 1946 and near-capacity operation, customer demand was not fully met.

Consolidated net earnings amounted to \$35,691,318 in 1946,

being increased, as they were in 1945, by tax reductions that will not hereafter recur.

Operating costs of the Company were higher in relation to sales in 1946 due to wage increases and increased costs of raw materials and supplies. The cost of sales, which included these items, amounted to \$224,734,456.

Taxes continued to be a large item in 1946 and \$15,700,000 was provided for the payment of income taxes alone.

In concluding its resume of 1946 Company operations, the report lauded Kodak men and women "for the fine job they have done in far exceeding the best peacetime record for production and sales."

"The record is one of which all can be proud," the report states. "The spirit and goodwill shown throughout the organization are excellent."

## EK Folks Turn Their Ideas into Cash; \$66,136 Paid for Suggestions in 1946

What makes the world go 'round? Probably as good an answer to that as any is "ideas." In the world of business, they're the driving force of a progressive company. Kodak puts a lot of emphasis on ideas from its men and women and every year awards thousands of dollars for them.

In 1946, for example, Kodak folks set an all-time high for suggestions when they turned in 15,385. Another record was set when the Company paid \$66,136 for the 5067 approved.

The previous high year was 1944 when \$55,290.50 was awarded for 4308 approvals of the 12,059 suggestions turned in.

Folks who have worked at Kodak for a while know all about the history of the suggestion system and how it works. Newcomers perhaps don't.

Well, anyway, Kodak inaugurated its suggestion system back in 1898, and since then nearly 200,000 ideas have been turned in. The number of suggestions and the amounts received have mounted steadily with the years. The quality of suggestions and the thought put behind them have been on an ever-upward scale.

It's simple to turn in an idea. Just write it down the best you can and put it in one of the suggestion boxes you'll find in convenient spots around the plant. You don't have to make detailed diagrams or complicated models. Just put the bare idea down.

Suggestion committees, made up of folks in the plant, meet at regular intervals and go over the ideas. It's no hit-or-miss guesswork with them, either. They weigh each suggestion carefully and investigate it fairly, then make awards accordingly. Sometimes it isn't possible to determine how much a suggestion might save in time, effort or materials and it is then considered later for an additional award.

There's no limit as to how many suggestions can be turned in. Awards vary, according to value.

Men aren't the only ones making suggestions, either. Every year, more and more women are turning their ideas into cash. In 1946 they



**Thinking Pays** — Roy Gertin, top left, KP Metal Shop, collected \$350 on two ideas; top right, Lawrence Peck, CW, who got \$1000; Dorothy Bundschuh, KO, seated, lower left, received \$100 and, right, Margaret Bird, H-E, who garnered two \$25 awards.

had 673 ideas approved for a new record.

It's a swell way to help yourself ... and your company.

## Medical Staffs Guard On-Job Health of Kodak People

"Looking after the on-the-job health of Kodak's 32,000 men and women in Rochester keeps us stepping."

That's Dr. W. A. Sawyer, head of the Company's medical staff, talking, and just a glance at the stack of medical records proves he isn't fooling.

Dr. Sawyer, who has headed the Medical Dept. since 1919, has seen the Kodak staff grow and expand just as industrial medicine as a whole has done.

Industrial medicine, in fact, was little known back in 1914 when Kodak first instituted it. Then one doctor and two nurses served the 6000 Company employees.

Today, on guard of the health of EK folks, is a staff of 22 doctors and 42 nurses. There are an additional 34 laboratory and X-ray technicians, clerks and stenographers to make the many daily laboratory tests, scores of radiographs and keep the records of the hundreds of Kodak people who visit the medical departments each day.

"Yes, industrial medicine has grown up," Dr. Sawyer admits. "It has gained a place of recognition in medical circles and is charged with the responsibility of protecting the health of a great segment of America—the men and women of its industrial plants."

"Our first duty is to give emergency attention to illness and accidents of Kodak people while at work. Some may be minor, it's true, but prompt treatment has prevented many small injuries and sicknesses from developing into something serious."

Kodak folks call on their medical departments for just about everything, Dr. Sawyer points out—scratched fingers, aches and pains, faulty vision, common sniffles and a score or more other



**Eye Safety** — William J. Hickey, optician, fits a pair of safety glasses on a Kodak Park man.



**First Aid** — Catherine Heveron of the Camera Works Dispensary, gives first aid for a scratched finger.



**Test** — Eunice Van Alstyne, laboratory technician, makes a test in the Hawk-Eye Medical Department.



**X-ray** — Neva Potts of the State Street Medical Department, takes an X-ray of an injured hand.

minor complaints for diagnosis and early treatment.

"You should see our medical departments at the height of the cold season," Dr. Sawyer remarks. "It looks like the crowd at a nylon sale in mid-war."

"Seriously, however, it's a good thing they come in, for many of them shouldn't be at work at all. We send them home promptly, and suggest they call their family doctor if we deem it advisable."

On their return to the job, they go to Medical to check in to be

sure they've fully recovered.

A lot of Kodak men and women who are perfectly healthy call on the medical departments, too, Dr. Sawyer adds, for advice on diets if they're over or underweight. Then they see the nutrition adviser.

Each Kodak newcomer is given a pre-placement examination, Dr. Sawyer says, to see that he is assigned a job best suited to his physical condition and ability.

"This is an important function of the medical staff," he declares, "and it's invaluable to employee

and Company alike."

Dr. Sawyer is located at the State Street Medical Dept., where there are four full-time doctors, 10 part-time doctors and six nurses. They serve Camera Works as well as Kodak Office, and, in addition, CW folks are served by four nurses in their own medical department, two more being at Bldg. J and three at Navy Ordnance Division.

Heading the Hawk-Eye staff is Dr. Gordon Hemmett, who's assisted by one full-time doctor, three part-time and six nurses.

Dr. Benjamin Slater is the Kodak Park Medical Dept. director as well as associate Kodak medical head. Helping him are three other full-time doctors, four part-time doctors and a staff of 13 nurses, including a physiotherapist. There's also a nurse at Kodak West.

A laboratory technician and two X-ray technicians are included on the State Street staff, and one each at Hawk-Eye. Kodak Park's Industrial Medicine Lab does its lab work and the X-ray Dept. takes care of X-rays.



# GEORGE EASTMAN — *From an Idea, Photography for the Millions*

The story of George Eastman's life is the story of photography. Many are the chapters in its history that he wrote with the sweat of his brow, for his was a long, hard struggle upward from a humble beginning.

George Eastman, a determined man, saw his dream come true and more. He saw photography grow from a tottering infant to a position of recognition in the field of science.

He made photography more than a science, however. His greatest contribution was that he made it a household word and practically a universal hobby.

His biography reads almost like fiction. Responsibilities fell on his shoulders at an early age. His father died when young George was 7—just a year after the family moved to Rochester from Waterville.

At 14 he went to work in a real estate office as an errand boy for \$3 a week. A year later he joined an insurance firm and in 1874 became a bookkeeper in the Rochester Savings Bank.

## Starts in Late '70's

Quite by chance he entered the field of photography in the late '70's. He was planning a vacation and the suggestion was made that he take some pictures.

Those were the days before the streamlining of photography. The "push the button" era was far away. Negatives were made on wet plates which had to be freshly sensitized in the dark and the exposure made while plates were still wet.

The camera was bulky and the photographer had to lug with him a tripod, glass and chemicals for sensitizing, developing and fixing, as well as a dark tent in which to perform the chemical operations and load the plateholders.

The young bank clerk knew nothing of the "mysteries" of pic-

ture taking and paid a photographer \$5 to teach him.

He made pictures on his holiday and they were good ones, too, and thus he became one of the first truly amateur photographers.

George Eastman became greatly interested. Characteristically, he delved deeply into photography.

An avid photography "fan," he was ever alert to new developments, and dry-plate experiments in England caught his attention.

His mother's kitchen became his first research laboratory and he spent long off-duty hours in it trying to produce his own plates. After long experimentation he was able to make good pictures on his plates.

The die was cast . . . he decided to manufacture dry plates commercially and financed the venture with \$5000—his savings over 12 years of work.

He continued his job at the bank but nights found him and a helper making dry plates in a rented room on the third floor of a building at 73 State St.

Their products were excellent. The market far exceeded his little factory's capacity. He went to his close friend, Col. Henry A. Strong, and told him of his prospects and need for capital. Colonel Strong became his business partner and Mr. Eastman left his job at the bank in 1881 to run the company that bore his name—Eastman Dry Plate Company.

The company sent shipments of plates to jobbers each month, but in those days photography was highly seasonal, and during the winter the jobbers' stocks accumulated. In the spring, the young company received a terrific blow. The plates on the jobbers' shelves had



George Eastman

deteriorated and were almost worthless. The company felt obligated to take the plates back and did.

Then came the second shock. The Eastman formula suddenly, for some unexplainable reason, refused to work. He no longer could make good plates, toil and experiment as he would. The factory was closed.

Those were dark days and this might have been the end, but George Eastman wasn't the kind of man to give up. Undaunted, he went to England where he bought the formula of the best English dry plate, and, to be assured of successful production, he went to work in the factory until he was sure he could make the same type of plates at home. The company was reopened on his return.

His efforts this time met with success and expansion began . . . bromide paper—still a standard product in this line—was added soon after.

Then George Eastman devised another outstanding innovation. He coated a negative emulsion on a thin rollable paper base instead of glass. Next came stripping film—the paper base was coated first with a soluble gelatin, topped with the sensitized emulsion.

## Opens London Branch

The company was encountering prosperous years. It expanded its line of products to include cameras, roll holders and other accessories. It expanded physically, too. A branch was opened in London.

Then in 1888 came one of George Eastman's greatest achievements—the Kodak was born and photography entered a revolutionary era. It was available to everyone.

The first Kodak was a small, oblong box and came ready loaded for 100 exposures and sold for \$25. It made round pictures, 2½ inches in diameter, and when the customer had made the 100th exposure, he sent the Kodak back to the factory along with \$10 to cover cost of developing, printing and reloading, giving rise to the slogan that was to become a byword all over the globe—"You push the button, we do the rest."

George Eastman wasn't satisfied with his film, so he directed his research toward finding a thin, flexible, transparent base with all the advantages of glass without its weight and fragility. His transparent base film came in 1889. It was another revolutionary milestone in the march of photography.

The company grew and expanded into other fields, sometimes of necessity, as was the case in 1914 when the Germans invaded Belgium, cutting off the European supply of raw photographic paper. On the eve of this, the Kodak Park

always near and dear to George Eastman's heart, and even though the company grew to giant stature he never lost sight of his people's interests. He inaugurated a steady stream of plans in their behalf, the wage dividend in 1912 being one of the first. This and other programs have paid millions of dollars to EK folks.

## Gives Liberally

He gave liberally of his wealth, his thought and his energy to many things. In the span of his lifetime he gave millions to further education, medicine, music, and other worth-while and deserving pursuits. Gifts to the University of Rochester and its famed medical school, to Massachusetts Institute of Technology and for the Eastman Theater, Eastman School of Music, Kilbourn Hall, and the Rochester Philharmonic Orchestra did much to foster education and music. He established the Eastman Dental Dispensary in Rochester and in other cities throughout the world as a contribution toward the well-being of his fellow man.

In 1925 George Eastman resigned as president of the company to become its chairman of the board, and, with many of the business responsibilities off his shoulders, devoted more time to the outdoors he loved so well. He delighted in camp life and reveled in the role of cook. In hunting and fishing he excelled. He loved to shoot and got an equal thrill from hunting pheasants in the Town of Greece near his beloved Rochester or tracking lions in Africa.

He died Mar. 14, 1932, to ring down the curtain on one of the most remarkable careers in the annals of American business.

paper mill began producing.

The war and the unavailability of imported lenses motivated Eastman lens makers to produce a lens—fast and sharp—at prices far below those previously prevailing. This was just another of many steps in Kodak's struggle for self-sufficiency so it no longer depended on others for basic materials.

Kodak men and women were



**Movie Men** — George Eastman with his film and Thomas Edison with his cameras and projectors combined to give the world one of its greatest of entertainments—movies.



**Early Plant** — Back in 1891, this is how Kodak looked, and the slogan "You press the button, we do the rest" was gaining fame.



**Birthplace** — This is the little home in Waterville, N.Y., in which George Eastman was born on July 12, 1854. Inset is how the photographic-wizard-to-be looked at the age of three.



**Career Begins** — Young George Eastman was a bank clerk when he first became interested in photography, and he spent long off-duty hours in his first research lab—his mother's kitchen. Later, when his experimenting with plates succeeded, he rented a room at 73 State St., right, where he opened his first plant.



# Kodak President Discusses Traditional Company Policy

If you wish to reread the statement of Company policy which Mr. Hargrave explains in detail (not quoted verbatim here), it is in your Guidebook. A definition of the Square Deal, on which this and all other Industrial Relations policies are based, also appears in the Guidebook.

**To Kodak Men and Women:** Kodak expects that every decision made in the management of Company affairs will take full account of the individual interests of Kodak people. The Company endeavors in a number of ways to insure that this policy is observed. But in an organization of our size, questions regarding the application of this policy will sometimes arise. If you have such a question at any time, Kodak provides you with a means for calling attention to the matter and for initiating corrective action if needed. It may be that an unfavorable situation needs attention or that a simple misunderstanding needs clearing up. In either case, and whatever the nature of the problem or complaint, the Company wants you to call attention to it.

I believe that those who have been here for some time understand this, but it may be desirable—particularly for those who have recently joined us—to review this point in detail.

Our success depends primarily on our combined efforts—on our working together toward common goals. That is why supervision of our individual efforts is an important responsibility of management. Management includes all those responsible for the direction of the various aspects of the business, including as one of the most important of these aspects the supervisory function of directing the work of others. Thus it includes everyone from those in first line or direct supervisory positions to the chief executive. Management responsibility includes employment and placement on jobs where the individual's efforts and abilities will be used to the best advantage of both the individual and the Company. Sometimes this responsibility involves the transfer, layoff, or even the dismissal of an individual. And, in one of its very important applications, this responsibility applies to training, upgrading, and promotion in line with our policy of providing every available opportunity for advancement.

Every decision made in performing these management responsibilities directly affects the interests of one or more persons. In view of this, it is expected that all members of management will make all

decisions in the spirit of a square deal. If at any time you feel that this has not been done—that any decision or situation is unfair to you—the Company wants you to call attention to the matter immediately.

In the Code of Industrial Relations, which appears in your Guidebook, you will find a sincere invitation to bring your problems to any member of management. I cannot emphasize too strongly that you may do this without any prejudice to yourself whatsoever.

For getting assistance in handling your problems, steps of a somewhat formal nature are available, if you choose to use them. I should like to review these steps with you.

- (1) Your foreman or supervisor is responsible for seeing that you receive fair treatment. Take your problem to him. Discuss it fully and frankly.

If you prefer, either before or after discussing the matter with your supervisor, you may bring it to the attention of:

- a. Your foreman's or supervisor's superior.
- b. The department in your plant, known as the Industrial Relations, Personnel, or Employment Department. Your supervisor may suggest that you do this. It is the function of this department to assist you in every way possible, to make necessary investigations, and to see that your problem is fully and fairly dealt with.

In those departments where they are available, the Personnel Counselors may be able to give helpful advice on your personal problems.

If you wish to bring another employee with you in taking the above or any of the following steps in this procedure, you may do so.

Since all manufacturing and business operations require a general rule that the individual not leave his work for any purpose for any considerable length of time without permission, you should ask your supervisor for the time necessary to talk with the plant Industrial Relations Department or with higher supervision. He will give permission to do this, and he will be glad to help you make the necessary arrangements. In some cases, of course, operating requirements may have to be taken into account in arranging a time for leaving your work. Your supervisor will not ask you any questions regarding the nature of the matter you wish to discuss if you have not already talked it over with him.

- (2) If you are not satisfied with the results accomplished through any of the above means, you may take up the matter with any member of departmental or division management within your plant or office. Your supervisor or the plant Industrial Relations Department will make arrangements for you to do this if you request it.

It is the Company's desire that your problem or complaint be carried through either of the above two steps within not more than two or three working days. If circumstances make it impossible to reach a decision within this time, a decision will be reached and given to you by your supervisor as quickly thereafter as possible.

- (3) If, after you have taken the above steps, you are not satisfied with the decision made or action taken, you should so notify either the member of departmental or division management with whom you dealt in (2) or the plant Industrial Relations Department. Notification will be made to the division head or general superintendent who will then arrange a meeting if you request that this be done or if he deems it necessary even without your request. This meeting will be attended by you and a member of the plant Industrial Relations Department familiar with your problem, by other employees who may contribute to a solution, and by such members of management from supervisor to and including the plant manager as the problem requires. Discussions at such a meeting or meetings will be expected to lead to a final decision.

We are confident that these steps provide the safeguards and assistance which every Kodak man and woman should have. We know you will recognize your obligation to use these procedures wisely, and that your supervisor will recognize his obligation for seeing that these procedures are used effectively in the best interests of all concerned. Finally, I want to emphasize that these procedures are not intended to relieve the supervisor or any other member of management of his personal responsibility

## Vacation: Mapping Stage



**Three-Weeker** — Donald Snover of Kodak Park's Ciné Processing Dept., Bldg. 5, is among Kodak folks who will be taking three-week vacations this year, having been with the Company over 15 years. Don smiles in anticipation of his trip.

## Vacation Plan Liberalized To Give Up to 3 Weeks Off

Kodak liberalized its Vacation Plan, beginning with this year. Under the new plan, all Kodak people on meeting the service requirements will have up to three full weeks of vacation and all full-time Kodakers receive two weeks of vacation after one year of unbroken service.

Here's how the longer vacations are determined:

- (a) After one year of continuous service, two weeks of vacation.
- (b) After five to fourteen years of continuous service, two and a fraction weeks of vacation as follows:  
Five, six and seven years of service, two weeks and one day of vacation—  
Eight, nine and ten years

of service, two weeks and two days of vacation—  
Eleven and twelve years of service, two weeks and three days of vacation—  
Thirteen and fourteen years of service, two weeks and four days of vacation.  
(c) After fifteen years of continuous service and thereafter, three weeks of vacation.

## Camera Clubs 5000-Strong

Postmen taking walks on their holidays have nothing on EK folk. Photography in its various phases is not only their daily chore but provides enjoyment on their off-time.

Proof is the fact that 5000 of them are members of one of the camera clubs within the organization. Additional thousands, not members of the groups, have photographic hobbies.

The Kodak Camera Club—the largest in the world—with 4000 members from all the Company's Rochester divisions, has its headquarters at Kodak Park.

The Hawk-Eye Camera Club claims over a thousand members in that division.

Headed by Joe Hale, the Kodak Camera Club is an ever-active group, sponsors classes for instruction, brings experts from all fields of photography to the city for talks and demonstrations, sponsors salon competition, holds parties, hikes and picnics. The club plans an even greater expansion of activities when its new quarters are available, including 58 individual darkrooms, a room for color work, portrait studio, ciné studio, projection rooms and small movie theater.

The Hawk-Eye club, whose president is Tim Keady, sponsors a full program, including salon competitions, dances and picnics.

Kodak folks interested in joining either of these clubs are invited to contact the club offices or their employment department.



Hale



Keady



(T.M. Reg. U. S. Pat. Off.)

Test your knowledge of Kodak with the questions below. Grade 10 for each question. If you score 60 you're "super"; 50—you are still remarkable; 40—not bad at all; 30—time to brush up a bit.

(Answers on Page 9)

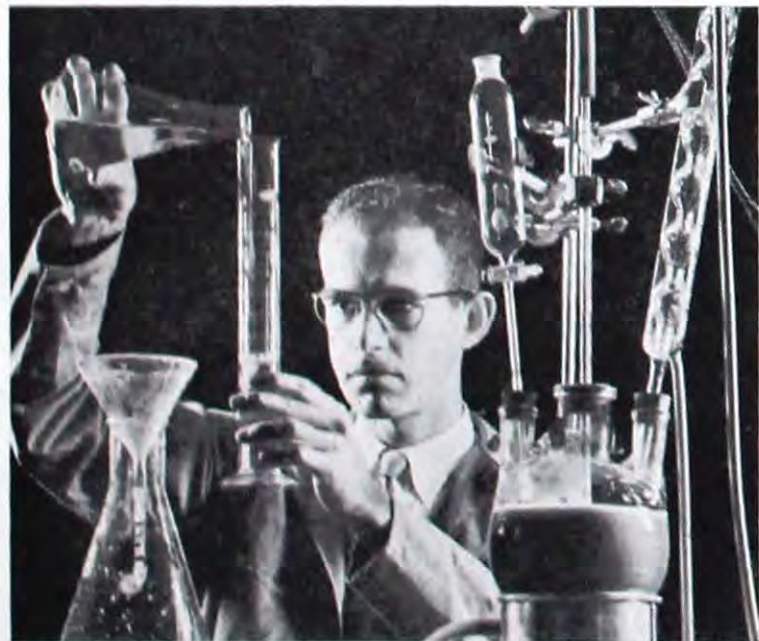
### Questions

1. How many presidents has Kodak had?  
3      5      7      9
2. When was the first Kodak made?  
1880      1888      1898
3. When was Kodak's wage dividend plan adopted?  
1892      1901      1912      1921
4. How tall are the Kodak Park stacks?  
210 feet    323 feet    366 feet    428 feet
5. In what years did the Kodak Park softball team win the world's championship?  
1930      1936      1940      1942
6. When was Kodak's Suggestion System inaugurated?  
1850      1898      1910      1920
7. How many individual pictures are there on a 100-foot roll of 16-mm. movie film?  
99      220      2400      4000
8. The Kodak Ektra is:  
(a) A lens  
(b) A miniature camera  
(c) A camera viewfinder

bility for safeguarding the individual's interests in his day-to-day relationships with the Company.

*W. Hargrave*  
President

## Keeping Pace with Changing World



**Research** — Constant improvement of the Company's products, evolving new uses and applications for them and developing new products to meet the needs of an ever-changing world, is the responsibility of Kodak's Research Laboratories. The Company places much emphasis in these functions, each year setting aside sizeable amounts for research, development and process improvement.



# Recreation Group Activities Fill Off-Time Hours with Fun



**Fun for All**—A wide variety of activities is carried on throughout the year by the Kodak recreation clubs, providing plenty of off-time entertainment and enjoyment. At left, one of the KPAA's outstanding events is its annual outdoor program. Center, CWRC members enjoy a skating party. Right, the balloons cascade at an HEAA affair.

## Thousands of Kodakers Take Part in Year-Around Program

Participation and attendance last year in activities sponsored by the Company's recreation clubs totaled upwards of a million.

Like a three-ring circus, the groups plan their programs so there's something going on all the time throughout the year for Kodak folks.

Attesting to the club's popularity, too, is the fact that practically every Kodak employee belongs to one of the clubs. Total membership is well over 25,000.

During the war, the clubs made an invaluable contribution to the war effort by keeping employee morale high. Their programs for postwar years are nonetheless full.

What with softball, bowling, basketball, golf, tennis, horseshoe pitching, table tennis and shuffleboard, the groups have a year-round sports program which draws thousands—spectators and participants alike.

The social side finds the clubs holding parties of all kinds, smok-

ers, dinners, picnics, dances. Miscellaneous activities include excursions, movies, chess, bridge and many others.

The Recreation Club staffs are kept busy arranging for this wide variety of off-hour entertainment.

Each of the groups has a director—C. A. Benson of the Kodak Park Athletic Association, John Doyle of the Camera Works Recreation Club, "Cap" Carroll of the Hawk-Eye Athletic Association and Harry Irwin of the Kodak Office Recreation Club.

Officers of clubs and the staffs take the responsibility of planning for the various affairs.

Membership is \$1 per year. The Company matches dollar-for-dollar the fees paid into the club treasuries by members, and activities are financed out of this fund.



**Dig In!**—Picnics are always a lot of fun and all the clubs have them. The one above happens to be an outing sponsored by the KORC at Sea Breeze. Food, dancing, rides and prizes were among the feature attractions.



Clayt



Johnnie



Cap



Harry

## Kodak Welcomes Over 7500 Veterans Back from War Duty

Over 7500 men and women who wore their country's uniforms in World War II are on the job in the Company's Rochester plants and Office. Most of these left Kodak to enter service but many were not previously employed by the Company.

Kodak long ago set up its re-employment program to serve Kodak veterans reapplying for work and to take care of as many non-Kodak veterans as possible.

Some Kodak folks are still in the service and the Company is making every effort to keep in touch with them and is studying

job opportunities awaiting them. Throughout the war, Kodak maintained contact with its service people in every corner of the globe. That was one of the jobs of KODAKERY, which was mailed all over the world. It followed many of them across continents and oceans and even to remote spots to keep them informed of what the Company and their friends at Kodak were doing. This contact was further maintained by Christmas messages from T. J. Hargrave and through thousands of letters from their fellow Kodakers who were left at home.

## When You're Ill, EK's Sickness Allowance Plan Comes in Pretty Handy; Company Bears All Costs

"Ask the man who owns one" reads the advertising slogan of a well-known automobile manufacturer. And, by the same token, if you want to find out something about Kodak's Sickness Allowance Plan, just "ask the man who's got it."

The man in this particular case happens to be Ernest Minzenmayer, now of Dept. 75, Hawk-Eye.

Not so long ago, when he was in Dept. 57, Camera Works, Ernie was like a lot of other Kodak folks, and didn't know too much about the plan . . . that is, until he became ill. Then he found out a lot of things about it that he didn't know before—call it the "hard" way, if you will.

Ernie was off work 15 weeks, and after a one-week waiting period he received 75 per cent of his normal wages under the Company's Sickness Allowance Plan.

"It sure was swell having that money come in," says Ernie. "And

it helps a guy get well faster.

"I didn't know much about the plan," Ernie admits. "It goes without saying that I was agreeably surprised when Mrs. Bergener, a visiting nurse, told me I was entitled to 75 per cent of my pay for as long as 26 weeks, because I'd been with the Company long enough to qualify for that much."

Most Kodak folks, off the job because of illness, start receiving payments after their first week's absence. Those with the Company from three months to a year get 50 per cent of their normal weekly wage for a period not exceeding six weeks. To those with one to two years, 50 per cent of wages paid up to 13 weeks; two to three years, 65 per cent for 20 weeks; and three years or more, 75 per cent for 26 weeks.

Payments are based on scheduled working hours.

EK men and women on the "no lost or overtime" payroll receive full pay for an absence up to two weeks during the first year with the Company, and during the second year and each year thereafter get full pay up to an amount equal



**Hare-Raising**—Ernest Minzenmayer got a lot of enjoyment out of his rabbits when he was convalescing from an illness and he and his daughters, Jo Ann and Karen, proudly showed them to Visiting Nurse Josephine Bergener when she called on him.

to two days' full pay for each completed month of service. The maximum is 26 weeks during any employment year or during any one period of illness.

During 1946, EK men and women received \$1,626,000 under the Company's Sickness Allowance Plan, cost of which is borne entirely by Kodak.

### If You Move . . .

When you have a change of address be sure and report it to your plant employment or personnel office.

This not only keeps your employment record up to date but also enables you to receive KODAKERY on time.

## Photography Widely Used

(Continued from Page 1)

fact, however, which was more true during the war than now.

The Company's chemical operations cover a wide and varied field. Photographic chemicals it produces by the ton. Other rare preparations are arduously produced in extremely small quantities for highly specialized use by chemists, doctors and scientists in research laboratories and hospitals throughout the world.

Kodak's associate company, Tennessee Eastman Corporation, in Kingsport, Tenn., manufactures plastics used in far-flung fields, and, in the textile line, it makes synthetic yarns and staple fibers. TEC also produces a wide range of chemicals, gasoline inhibitors, dyes, fertilizers, etc.



## Just Living the Life of Riley

### Jack Beldue Finds His Retirement Days Exactly to His Liking



**Rake 'Em Up**—What does a fellow do when he retires? Well, here's one of the answers of Jack Beldue as he gets caught up on a little leaf raking around his home at 240 Curlew St. It isn't all work, however, Jack likes to travel, and does.

Jack Beldue, formerly of the Kodak Office Stock Dept., is "living the life of Riley."

Jack, who retired in 1945 after 41 years with the Company, is a pretty typical Kodaker, and he and his wife, to use Jack's own words, are "having the time of our lives."

"I haven't a care in the world," chuckles Jack, "and I'm really enjoying myself."

Jack declares he "hasn't slowed up a bit" and looks it. He proved it, too, last summer when he painted his house by himself, which is quite a task for anybody.

"I never had a chance to really catch up on my work around the house until I retired because there's always something coming up to be done," says Jack, who adds that "when I retired I just got myself another boss—my wife—who keeps me busy."

Jack likes to travel, too, and has been doing quite a lot of it since he left Kodak. He and his wife

have taken a couple of trips up into Canada, they've gone up the East Coast and down into Pennsylvania.

"I always looked forward to traveling, which I had promised myself when I retired," Jack says, "and we've had a fine time."

Jack's just one of 1490 Kodak men and women who have retired under the Company's Retirement Annuity Plan, cost of which is borne entirely by the Company. Since the plan was put into operation, EK folks have received more than \$5,600,000 in retirement benefits.

Payments are made monthly for life, the amount determined by the salary received and length of service. Normal retirement age for men is 65 and 60 for women.

## Company Had Important Atomic Role

Kodak, through its subsidiary, Tennessee Eastman Corp. played a prominent role in the nation's most closely-guarded wartime operation—the gigantic Manhattan Project at Oak Ridge, Tenn., where U-235 was produced for the atomic bomb.

TEC operated the huge Y-12 plant, consisting of 175 buildings, where the first fissionable material in large amounts was produced and from which came U-235 for the Hiroshima bomb.

Kodak was first contacted late in 1942 by the government and took part on all phases of the plant—from the early planning and design to final demobilization. Work started in 1943 on the big operation and TEC employed and trained personnel and got ready for production starting in 1944. The huge project cost \$400,000,000.

At its peak, shortly after the Hiroshima bomb drop, the Y-12 plant employed 22,000 people.

Its big wartime emergency job at an end, TEC asked to be relieved of the responsibility, and, on May 4, 1947, it turned the plant back to the government, marking the close of another outstanding chapter in Kodak history.



**U-235 Plant**—This is the Y-12 plant at Oak Ridge, Tenn., which Tennessee Eastman Corp. operated for the government as part of the wartime top-secret Manhattan Project, where U-235 for the atomic bomb was produced. Many Kodak men from Rochester moved to Oak Ridge with their families to assist in planning and operating the plant. Oak Ridge sprang out of the rugged Tennessee hills to be the state's fifth largest city.

## EK Folks' Accounts Hit New High In Eastman Savings and Loan Assn.

Accounts of the 25,859 members of the Eastman Savings and Loan Association soared to a new all-time high of \$14,664,331 in June 1947. Assets of the Association also hit a new peak of \$16,316,186 at the mid-year mark.

The ES&L report for the first six months of 1947 showed the Association was in a strong financial condition with surplus, reserve, etc., amounting to \$1,210,383 and more than \$7,500,000 in cash and invested in government bonds.

Dividends paid and credited to members in the first six months of 1947 totaled \$157,757, an increase of more than 22 per cent over a like period in 1946.

The association reported a 130 per cent increase in home modernization loans over last year. Many Kodak folks also are financing home purchases through ES&L mortgages. During 1946, a total of 573 mortgage loans were granted, amounting to \$2,260,937. In all, over \$20,000,000 in mortgages have been granted to Kodak folks for home buying since the inception of the ES&L.

### Saving's Nice Habit

Saving always has been a habit of Kodak folks, but it's grown by leaps and bounds in recent years, Doug Foxall, secretary-treasurer of the Association, points out.

"There are several reasons for the jump in members' accounts of over two million dollars for 1946," Doug declares, "but we have folks tell us that the convenience of payroll deductions is one of our most popular features."

Some of them say, Doug adds, that they wouldn't be saving a cent if they didn't sign up with the Savings and Loan to deduct so much each week from their pay.

### Plans to Suit All

Its savings program is threefold—installment accounts, savings accounts and income accounts.

"Kodak folks sign up for installment accounts when they want to save a certain amount each week or month over a period of years," Doug says. "They have a wide variety of reasons—down payment on a home, education of the kids or just as a future security."

### They Add Up Rapidly

People are greatly surprised to learn how quickly sizable sums accumulate, Doug adds. As an example, he cites the fact that \$5 a week plus dividends will amount to \$2000 in around seven years.

Savings accounts are established by Kodak people who want a convenient method of accumulating money by weekly payroll deductions from which they can make



**Subject: House**—Hazen Coulter, left, of the Eastman Savings and Loan, explains mortgage details to Fen Small of Kodak Office, one of the many services offered by the ES&L.



**Savings Line-Up**—The Park's branch of the Eastman Savings and Loan is a busy place, handling the hundreds of accounts of KP men and women and answering questions on mortgages and modernization loans.

periodic withdrawals for such things as taxes, insurance, monthly bills and other fixed expenses.

Kodak folks with \$100 or more to invest at one time for income purposes take the income accounts.

Doug gives a lot of credit for the Savings and Loan's success to Harry "Papa" Haight, who's the real "daddy" of the ES&L. It was he who presented plans for the ES&L to George Eastman, who accepted the idea enthusiastically and became its first shareholder. This was in 1921, and Mr. Haight was prominently identified with the group until his retirement. It began on a small scale but

made great strides as an increasing number of Kodak folks became members.

Recently the ES&L moved to enlarged quarters on the first floor of Bldg. 10 with entrance at 377 State St. To better serve its many members at Kodak Park, a branch has been opened there under the direction of Jim Killip.

M. B. Folsom is president of the Association; J. L. Gorham, vice-president; M. J. Hayes, vice-president; D. H. Foxall, secretary-treasurer; E. W. Mason, assistant treasurer; J. D. Fewster, assistant treasurer; A. J. Bain, assistant secretary.

## 6 'Red Letter' Days Each Year; They're Holidays for Kodakers

There are six holidays on Kodak's calendar—New Year's, Memorial Day, July Fourth, Labor Day, Thanksgiving and Christmas—for which Company folks get paid for the hours which they would normally be scheduled to work on the day on which the holiday falls, whether they work or not, and if they are required to work on these days, they receive the full holiday pay allowance in addition to wages at double time for the work performed.

When holidays fall on Sunday and are legally celebrated on Monday, the holiday provisions apply to Monday only.

Holiday pay is based on the regular rate and the holiday hours

are counted in calculating overtime for the week.

All employees are eligible for the holiday allowance providing they work some time during the week in which the holiday falls.

If the holiday falls on Monday through Friday, in a week an individual is on vacation, he is eligible for an additional day of vacation or for an additional day's pay, whichever can be most satisfactorily arranged in view of work requirements.



## NOD Brings Kodak Units To 5 in City

Kodak became a five-unit company in Rochester in January 1946 when the departments of Bldgs. Z and J of Camera Works combined to form the Navy Ordnance Division, still under CW management.

NOD's product is the VT Radio Proximity Fuze, which ranked next to the atomic bomb among the war's sensational developments.

The Company's engineers were among the pioneers in its research and Kodak played a prominent role in its perfection and production. Today, it is the only company still engaged in its manufacture.

The fuze is a five-tube radio sending and receiving set, compact enough to fit into the nose of a shell. Briefly, here's how it works. Electromagnetic waves sent out by the fuze are reflected by the target, causing the shell to automatically explode as soon as the projectile is close enough to inflict damage. They proved most effective against German buzz bombs, Jap kamikazes and against the Germans in the Battle of the Bulge.

For a time, operations were carried out in Camera Works until production requirements brought expansion and Bldg. Z, the former Duffy-Powers building, was utilized.

The fuze for a long time was top-secret and the Kodak folks on the production lines had no idea what was being turned out, until announcement was made in September 1945.

## \$1,630,000 Paid to Kodak Folks Under Company's Disability Plan

Since Company plans for their protection have been in existence, Kodak men and women who have become totally and permanently disabled while employees have received a total of \$1,630,000.

Authority for that statement is Carl Stevenson of the Employees' Benefits Dept., who has at his fingertips literally stacks of figures about the Company.

Digging further into his statistics, Carl finds that disability payments to subscribers of the group life insurance plan have amounted to \$909,000. Disability payments under the Company's Retirement Annuity Plan have totaled \$721,000.

Here's how the two-way insurance-annuity protection works. In cases of total and permanent disability before the age of 60 and before 15 years of service, regardless of how or where the disability occurs, benefits equal to the amount of life insurance in force at the time will be paid in monthly installments, starting at the end of 26 weeks of disability. If the employee is covered for the full amount of life insurance equal to two years' normal wage or salary, the disability payments will be paid for 72 months. (Another story in this issue tells how the Company's Sickness Allowance Plan covers employees prior to their being eligible for disability payments.)

Disability payments under the insurance plan total about one-



**Nurse Calls** — Elizabeth Statt, Kodak visiting nurse, makes a call on Fred Penzlin, Camera Works, who will be on total and permanent disability two years until eligible for retirement.

third of normal salary for a period of 6 years and are in lieu of life insurance. Any installments that may remain unpaid at death will be paid in a lump sum to the beneficiary.

But what if an employee over 60 years of age but with less than 15 years of service becomes totally and permanently disabled? Well, there's a supplementary arrangement that takes care of him in the same manner as employees under 60 and before 15 years of service.

If a Kodak man or woman becomes totally or permanently disabled after 15 years of service, regardless of age, benefits will be paid starting at the end of 26 weeks of disability, the cost being borne entirely by the Company under its Retirement Annuity Plan.

Carl can supply details on how the plan works, too. Payments are made, he says, at a monthly rate equal to one-sixth of one per cent of the employee's total earnings from the beginning of his employment up to the Jan. 1 preceding the date of his disability.

Carl goes on to add that this is

equivalent to a yearly payment of 2 per cent of the average yearly earnings, multiplied by the number of years of service. These payments continue as long as the employee remains disabled, up to the normal retirement date when disability payments cease and retirement annuity payments begin.

Disability payments to those with over 15 years of service do not reduce the life insurance prior to normal retirement date, the cost of which is paid entirely by the Company during the disability period and after retirement.

Under the Company's combination of disability and annuity payments, Kodak men and women with 15 years or more of service are protected for life. This type of benefit is unusual, Carl points out, and adds:

"Such protection as this is not obtainable in any new contract from any insurance company, through either the group or individual plan, and it is made possible because Kodak started the plan a long time ago when such coverage was available."

## Group Life Insurance Offered For Only 6 Cents per \$100

"What? Life insurance for six cents a month per \$100?"

That was a new Kodak employee's startled comment recently when he inquired about the group life insurance plan offered by Kodak.

That's exactly what it costs Kodak folks. The rest of the cost is paid by the Company.

Employees may subscribe to an amount approximately two times their normal year's wage or salary.

All full time employees are eligible after they have been with the Company for six months, and one of the advantages the policy offers

is that no medical examination is required if the employee applies for the insurance within 31 days after they are eligible.

The insurance is paid to the beneficiary named in the policy in the event of death from any cause while the policyholder is insured under the plan.

What if you retire? Well, then the entire cost of continued life insurance is paid by the Company, the amount being reduced in five annual installments after age 65 to the lifetime minimum of \$500 plus the amount of yearly annuity, or \$1000, whichever is greater. This is kept in force for life.

It's more than a plain life insurance policy, too, because it covers total and permanent disability benefits for employees before the age of 60 and before 15 years of service. In such cases, the amount of life insurance carried is paid in 72 monthly installments.

The policy is convertible to other types, too, if the employee ever leaves Kodak, and again no medical examination is needed if the change is made within 31 days.

A great percentage of Kodak people subscribe to the insurance, and, to date, beneficiaries have received some \$4,600,000 in death claims and EK folks have received \$909,000 in total and permanent disability benefits in lieu of life insurance.

## Kodak Owned By 42,000 Stockholders

Who owns Kodak?

The answer is more than 42,000 people, for that's the number of Company stockholders.

Kodak's president is T. J. Hargrave. Perley S. Wilcox, formerly president of Tennessee Eastman Corporation, is chairman of the Kodak board, holding a similar position at TEC. W. G. Stuber is honorary chairman of the board.



Mr. Hargrave

The Company has 10 vice-presidents, each charged with some particular phase of the business. Albert K. Chapman is vice-president and general manager. The other vice-presidents in order of appointment are: C. E. Kenneth Mees, Charles K. Flint, Adolph Stuber, Myron J. Hayes, Ivar N. Hultman, Edward S. Farrow, James E. McGhee, Edward P. Curtis and Donald McMaster.

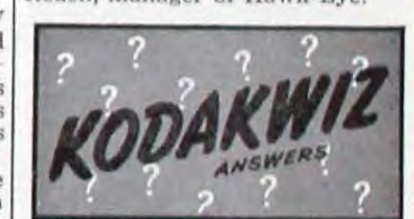
I. L. Houley is assistant vice-president. Company treasurer is Marion B. Folsom. There are three assistant treasurers — Archibald H. Robinson, J. Donald Fawcett and David H. Fulton. Milton K. Robinson is secretary. William F. Shepard and Harman Brereton are assistant secretaries. General Comptroller is Cornelius J. Van Niel. Thomas J. McCarrick is assistant comptroller.

Mr. Wilcox

Members of the board of directors are: James S. Watson, William G. Stuber, George H. Clark, C. E. Kenneth Mees, Thomas J. Hargrave, Perley S. Wilcox, Raymond N. Ball, Paul Strong Achilles, Albert K. Chapman, James F. Bell, Charles K. Flint, Adolph Stuber and Marion B. Folsom.

Each of the Company's Rochester plants is headed by a manager. Charles K. Flint is manager at Kodak Park; Myron J. Hayes, general manager of Camera Works and Hawk-Eye; Newton Green, manager of Camera Works and Navy Ordnance Division; William Roach, manager of Hawk-Eye.

Each of the Company's Rochester plants is headed by a manager. Charles K. Flint is manager at Kodak Park; Myron J. Hayes, general manager of Camera Works and Hawk-Eye; Newton Green, manager of Camera Works and Navy Ordnance Division; William Roach, manager of Hawk-Eye.



(Questions on Page 6)

### Answers

1. Kodak has had five presidents — Henry A. Strong, George Eastman, W. G. Stuber, Frank W. Lovejoy and T. J. Hargrave.
2. George Eastman's "brain child," the Kodak, was born in 1888. It was sold for \$25, ready loaded for 100 exposures.
3. Kodak's wage dividend plan was adopted in 1912.
4. Kodak Park's "twin stacks" are 366 feet tall.
5. Kodak Park's softball team won the world's championship in 1936 and again in 1940.
6. Kodak's Suggestion System, one of the first in the country, was launched in 1898.
7. There are 4000 individual pictures or frames on a 100-foot roll of 16-mm. movie film.
8. The Kodak Ektra is a miniature camera.



**EK Book** — Every new Kodak employee receives a copy of the "Employees' Guidebook" through the mail a few days after starting on the job. Above, Jane Reilly of Spooling, Bldg. 25, Kodak Park, takes her copy of the "Guide" out of her mailbox. The booklet contains information about employee-Company relationships, various benefit plans and rules, and many other Kodak facts in which a newcomer would be interested. The books are available to older employees, too, at the plant industrial relations departments.

## Tuition Plan Offers Education Opportunities

Every year hundreds of Kodak folks take advantage of Kodak's Tuition Refund Plan.

Under the program, employees are encouraged to pursue suitable courses of study which will help them in their work. The Company refunds up to 50 per cent of tuition paid, not exceeding \$75 per year for any one person.

### Must Make Application

Application must be made with the Company before starting the course and the student must receive a satisfactory grade and attend at least 80 per cent of the classes to be eligible for the refund.

Applications for such educational courses may be obtained from departmental supervisors or industrial relations departments.



### Pay-Off

Wesley Ashman, left, assistant superintendent of the Cine Processing Dept., Kodak Park, hands Tuition Refund checks to Dorothy Hartwig and Frank Croston of that department.



## Outstanding Safety Records Attest To Success of Company's Program

"Safety First, isn't just a motto at Kodak . . . It's a reality. And the Company has scores of awards to prove it. In 1946, for example, Camera Works and Hawk-Eye won the highest awards in the 22nd Annual State-wide Accident Prevention Campaign of the Associated Industries.



Baker

Camera Works won its award for 1,505,392 accident-free man-hours during the 13-week competition period. Hawk-Eye had 1,303,454 man-hours before a lost-time accident.

In 1945, Hawk-Eye received the state's coveted cup for top honors with 1,940,129 man-hours without a lost-time accident. Twice before in the state safety competition Hawk-Eye achieved a perfect record but was edged out for the trophy by plants with more accident-exposure hours.

The state's highest safety honor for 1944 was won by the Finished Film, Sundries and Printing Depts. of Kodak Park for 1,551,027 man-hours without a reportable accident. At this time, Hawk-Eye received a special trophy for achieving 2,247,860 man-hours before a lost-time accident.

"The Company is proud of these trophies," Harold Baker, Kodak safety director, declares, "but

awards for contests aren't the only things that go to make a safety record. It's the day-in-day-out safety practices that count."

The Company, he says, has one of the most complete safety programs of any in the country, besides being one of the most effective. Kodak's safety record of the last five years is three times better than the national average.

"Kodak's accident frequency rate is low because its long-range program has wholehearted employee cooperation," Baker adds. "The Company and its safety departments are ever alert to accident causes and changing conditions. With emphasis on the educational phase, the EK safety program has paid dividends."

Safety is stressed from the time a new person joins the Company, and he constantly is reminded of the ever-present accident dangers and how best to avoid them. Newest safety devices and equipment constantly are being added.

Others in the Company associated with Baker in his constant safety vigil are Al Cobb, his assistant at the Park; Earl Carson at Camera Works; Bill Dermody at Hawk-Eye, and H. G. Lehrbach at KO.



**Safety Smile**—W. T. Roach, H-E plant manager, right, smiles proudly as he receives the gold trophy of the Associated Industries of New York, from Dr. A. K. Chapman, for his plant's outstanding safety record set in 1945.

## Long Service Records Abound; 5300 at EK More than 15 Years

Working at Kodak is more than just a job to a lot of folks . . . it's a career, to which the many long service records attest.

For example, nearly 5300 men and women have been with the Company for 15 years or more; more than 3000 have been at Kodak for 20 years and about 2300 for 25 years or over.

But the statistics don't stop there, and they get more and more impressive as they go along. Veterans of between 25 and 40 years' service number nearly 2200, too. There are nearly 90 who have been with Kodak 40 to 50 years and three with over a half-century.

Each year the Company stages a dinner in honor of its men and

women who observe their 25th anniversaries with Kodak during that year. A fitting program includes talks by Company officials, entertainment and presentation of 25-year George Eastman Medals.

In 1946, the Company inaugurated presentation of pins in recognition of long service—silver for 25 years and gold for 40 and 50.



**Honored**—Each year Kodak pays tribute to its folks who complete 25 years with the Company. Above, President T. J. Hargrave, right, presents a George Eastman medal to Rose I. Clark of Kodak Office. C. P. Cochran, Industrial Relations director, is at center. Below, Myron Hayes, EK vice-president, left, puts a 40-year button in the lapel of William Lawrence of CW.

## Visiting Nurses Have Lots of Jobs to Do . . . and Do Them Well

Those Kodak visiting nurses are mighty busy gals! Why, in 1946 alone, they made 59,791 calls at homes of Company men and women.

Maybe you've wondered what they do. The answer is: a lot of things.

Just ask Mrs. Corrine Waldert who directs the staff of eleven nurses.

"First of all," Corrine says, "they call on all employees reported ill on the third day of their absence, offering whatever help possible and finding out for department heads the probable period of absence so that departmental work can be planned accordingly."

Often, Mrs. Waldert adds, the nurse finds the employee seriously ill and in need of nursing care. If so, she can make arrangements for a Metropolitan Life Insurance Company nurse to call, because employees' group insurance policies entitle them to bedside nursing care without charge if they live within the area served by the insurance company.

Company men and women out ill for an extended period are entitled to payments under Kodak's Sickness Allowance Plan. The visiting nurses make necessary arrangements so these payments can be made. Then they make periodic visits to authorize continued payments.

"It's the visiting nurse's job, too," Mrs. Waldert continues, "to explain to holders of Metropolitan Group Life Insurance policies how to obtain benefits in case of permanent and total disability and to help make out necessary forms."

Those who retire under the Company's Retirement Annuity Plan while ill also depend on the nurses

to explain details and handle necessary arrangements, Mrs. Waldert points out.

That isn't all, either, by any means.

"The visiting nurse is expected to be a veritable information booth, errand boy and adviser all rolled into one and to have at her fingertips facts on hospitalization, sanitarium care, clinics, social agencies,

specialists, convalescent homes and the approximate fees for each," Mrs. Waldert explains.

"Lots of times family problems arise during an illness," she said, "and the nurse helps to solve them. She can assist in obtaining sick-room supplies and delivers such things as canes and crutches which are loaned through the Company's Medical Dept."

"The nurse is in the best position to know what the family needs in cases of sickness emergency,

whether it's financial assistance or what."

In case of the death of an employee, the nurse calls to offer any assistance she can give, such as obtaining insurance and any other benefits that might be due the family of the deceased.

Summing it up, Mrs. Waldert declares: "Putting it briefly, in cases of sickness, the visiting nurses keep the employee in touch with the Company and the Company in touch with the employee."



**Work Aplenty**—Corrine Waldert, left, head of Kodak's visiting nurses, checks daily call slips with Josephine Bergener, Evelyn Ireland and Mary Coggins, from left. At right, Pauline Nack, another visiting nurse, hands Minnie Schneider of Camera Works, her first retirement check, part of her daily round of duties. Minnie was with Kodak 28 years.

## Kodakers Tops In Homefront War Effort

Besides producing vital war goods in volume and buying War Bonds to the limit, Kodak folks did themselves proud in other phases of the all-out home-front war effort.

EK men and women were wholehearted and liberal supporters of the Red Cross' stepped-up program for our men in service at home, and overseas. They were generous contributors to the Community and War Chest, including the USO.

But money wasn't all they gave. Kodak people donated nearly 24,000 pints of blood to the Red Cross Blood Bank. A mobile unit made 20 visits to the plants and Office. Kodak proudly held the Rochester industrial plant record for number of contributions.

The Company also laid claim to the most prolific donors in Frank Noce of the Ciné Slitting Dept., Kodak Park, who gave 22 pints, and Mr. and Mrs. Homer Kenyon with 21 pints apiece. Homer is in the Park's Silver Nitrate Dept. and his wife in the Kodacolor Roll Film and Paper Print Dept.

Kodak folks also gave unselfishly of their time, volunteering for canteen service, as nurses' aides, hospital aides and many other kindred activities in connection with the war effort, donating hundreds of their off-the-job hours to this.

## Legal Advice Available To Kodak People

For Kodak men and women with personal legal problems, the K.E.A. provides an attorney for consultation at State Street.

He is available at certain periods each week for legal advice without charge. The service does not include preparing of legal papers or court appearances. It is confined to legal advice only.

Appointments may be made by calling extension 5116 at State St.



Noce



## EK Foreign Subsidiaries Stepping Up Production

Kodak's foreign subsidiaries, some hard hit by the war, are swinging into the peacetime era faced by a large photographic market. As in the United States, a great pentup demand was created by the war. However, this is multiplied by the fact that so much in the way of photographic equipment was destroyed and must be replaced.

At Kodak Ltd., Harrow, England, the production exceeds that in the prewar period despite being hampered by shortages of manpower and materials. A five-year program has been mapped with an aim to help meet the demand. Harrow also plans to add greatly to its research facilities.

### Does Big War Job

Harrow did a noble job during the war, producing vitally needed photographic materials. Its camera plant was entirely converted to produce mechanical devices for war.

Production of sensitized goods at Kodak-Pathé at Vincennes, France, is going on at a higher rate than ever and more men and women are on the job than in the best prewar years. It was a long uphill struggle, for, besides lacking materials, the French were greatly handicapped by a coal shortage.

The future of the Kodak plants in Germany is in the questionable category until conditions become more stable. The camera plant at Stuttgart, in the American zone, is being operated for the United States Army, turning out cameras for the post exchanges under American Military Government control. This plant was damaged by bombings, but not badly.

### Copenick Is Question Mark

The Company's sensitized goods plant at Copenick, in the Russian zone, is under the direction of a custodian appointed by the Soviets, and it is understood that the plant is being prepared for partial operation although some machinery has been removed.

No attempt is being made to do anything with the sensitized paper plant at Vac, Hungary, because of the chaotic conditions existing in that country. The same holds for distributor properties in other Balkan countries and Italy.

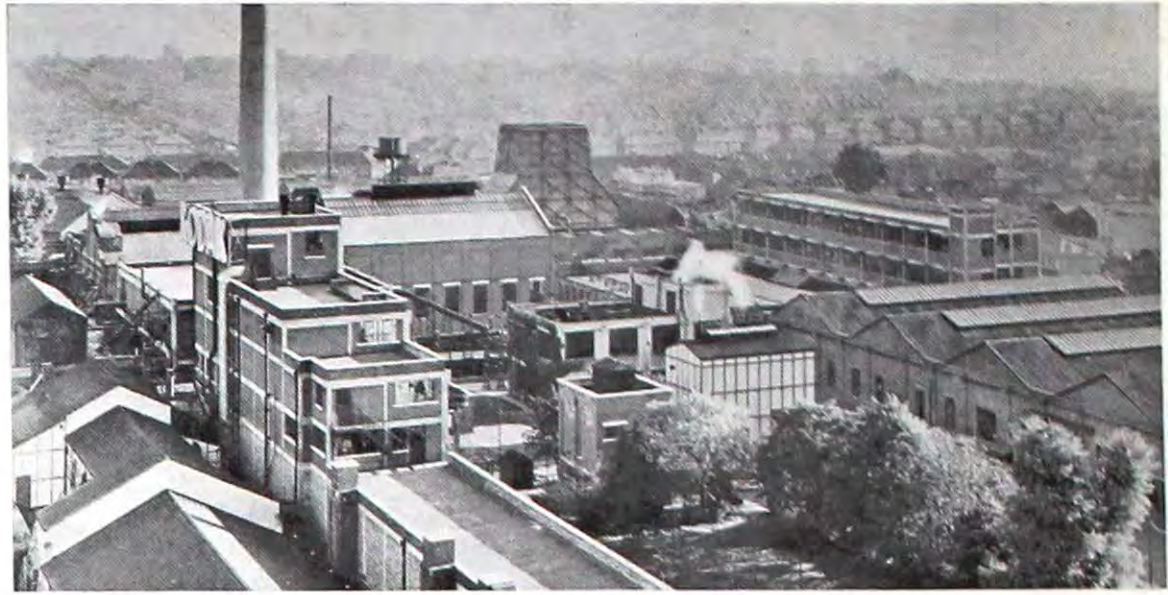
Kodak distributors in such countries as Belgium, Denmark, Holland, Switzerland, Portugal, Spain

and others are set up for business, reporting a large demand.

Kodak already is getting its Far Eastern offices in readiness for an expected surge in that area, too, as soon as products are available in quantity. Branches already have been opened in Manila, Shanghai, and Hong Kong and others are contemplated in the near future.

Kodak Australasia is also expanding to meet a brisk postwar market after turning in a most creditable job of producing for the war effort in the South Pacific.

At Canadian Kodak, Toronto, the output has hit a new high with expansion planned. This plant also went all-out in its war production.



**Kodak, Ltd.** — This is part of Kodak's plant at Harrow, England, which, like the Company in the U.S. is producing at capacity and expects to for some time to come to help fill the world's photographic wants. Here, as elsewhere, expansion programs await only the availability of materials and manpower, before they are gotten under way.

## Tennessee Eastman Corporation Becomes 2nd Largest EK Unit

The Tennessee Eastman plant at Kingsport, Tenn., is second only to Kodak Park in size and number of employees among Kodak divisions.

In the 26 years since TEC was established, it has become one of the largest industrial plants in the South, employing some 9500.

It is rated the world's second largest producer of cellulose acetate yarn and the largest producer of cellulose esters thermoplastic molding compounds. It is also one of the leading makers of dyes for acetate rayon and nylon.

Originally the Kingsport plant was purchased in 1920 to supply methanol and other necessary raw materials for Kodak's photosensitive products. In 1929, Kodak decided to center production of cellulose acetate, the raw material for safety film, at Kingsport, and the modern-day TEC expansion began.

Following a period of development Tennessee Eastman in 1931 started production of cellulose acetate yarn—rayon—on a commercial scale, and in 1933 introduced Tenite, a thermoplastic molding composition.

Tennessee Eastman by 1931 was making more than 25 principal products and by 1947 the Corpora-

tion had become prominent in the rayon and plastic markets.

After branching from the manufacture of photographic chemicals to the rayon field, Tennessee Eastman undertook in 1937 the manufacture of acetate dyestuffs to give the advantages of better quality and lower cost to buyers of acetate yarn. Today, Tennessee Eastman is one of the leading makers of dyes for acetate rayon and nylon.

The Kingsport plant has expanded its facilities on a 372-acre site along the Holston River, until it consists of over 100 buildings with a large expansion program under way. Last year, a new manufacturing unit of the cellulose esters division went into operation, closely followed by a new yarn production building.

Most famous products of TEC are—Koda, acetate filament yarn, Teca, a wool-like crimped acetate staple fiber, and Tenite I and Tenite II, cellulose acetate and cellulose butyrate acetate respectively, plastic compounds used in the automotive industry for steering wheels, interior appointments and instrument panels, and for radio parts, hardware, telephones and numerous other applications.

Other TEC chemicals are—hydroquinone and its derivatives for use in photographic developers and inhibitors in essential oils, lubricating oils, vegetable oils and fats, and in natural and synthetic rubber, triethyl phosphate, for insecticides, ethyl acetate, alcohol denaturants, manganese sulfate, for fertilizers, and gasoline antioxidants.



**TEC** — Here's an aerial view of Tennessee Eastman, where acetate yarn, staple fiber, plastic molding compounds, film base and a wide variety of chemicals are produced in huge quantities.

## Your Check Stubs Tell Story Of Amount of Each Deduction

Kodak's payroll check stubs, for your convenience, show the various deductions from your pay, either authorized by you or required by governmental regulations. First, your check shows the gross wage. Next, the Federal Old Age Benefit Tax is listed. Fixed by the government as 1 per cent of your pay, this is deducted under the Social Security Act and is matched by Kodak and sent to the Social Security Offices at Baltimore where a record is kept of each individual's earnings and payments. These Social Security payments are entirely apart from the Company's retirement annuities, cost of which is borne by Kodak.

### Withholding Tax Next

The second deduction is your U.S. Withholding Tax, deducted by Kodak and paid to the government, the amount, fixed by law, depending on your salary and family exemptions. At the end of the year, the Company gives each employee a Withholding Receipt which shows U.S. tax deductions for the year and which also may be used to file income tax returns. In some cases government refunds are due. In others, the employee may owe an additional sum, as the withholding tax is only the approximate amount due.

Also indicated on the check stub are the deductions you authorize for the various savings plan or home payments in the Eastman Savings and Loan Association, War Bond purchases, group life insurance, etc.

Many Kodak folks find the check stubs a handy means of keeping track of their income and various amounts deducted and file them over the period of a year.

## What Is Kodakery?

### What is KODAKERY?

Well, first of all it's YOUR newspaper, keeping you informed each week about Kodak, its people and its products. It is mailed to your homes so that your families can read about the place in which you work and the folks with whom you work.

KODAKERY has quite a staff to keep you up to date on Company happenings. It has editors in each of the plants and Office, who in turn have correspondents in each department for the gathering of news.

During the war, KODAKERY went all over the face of the globe, wherever Kodak men and women in uniform were stationed, to keep them in touch with the Company and their friends at home. KODAKERY still is going to Kodakers in the occupation troops, but, for the most part, it has lost its international aspect. . . . it's a homebody again. Its readers are back on the job and KODAKERY is reporting their civilian doings and chronicling their company's peacetime pursuits.

## Company Training Dietitians In First Industrial Program

Far afield of its line of photographic products, Kodak is also turning out dietitians. This calls for a little explanation. Recognizing the important role nutrition plays in the well-being of employees, the Company inaugurated an Administrative Training Course for Student Dietitians in November 1943.

### Company Is Pioneer

Kodak was a pioneer in the field, and the course was the first in-plant nutrition training established by an industrial concern and the only course in industrial nutrition approved by the American Dietetic Association.

Thus far, 26 young women have been graduated and eight are now taking the year's course.

### Learn First Hand

The training provides actual experience in all phases of dietetic work. In the Company's cafeterias, for example, the girls perform every job from waiting table to cutting meat. In the medical departments they learn the significance of laboratory tests in nutrition and how to consult with individual employees on health and diet. The students also spend a month at Distillation Products, Inc., a Kodak affiliate, to study the value of vitamin supplements.

Graduates of the course now hold responsible positions in the educational and cafeteria fields all over the country.



**Here's How** — Student dietitians, taking the course at Kodak, are taught every phase of their profession and they learn by doing. Here Marie Daansen, Camera Works pastry maker, gives a couple of the dietitians some tips on pie crusts.





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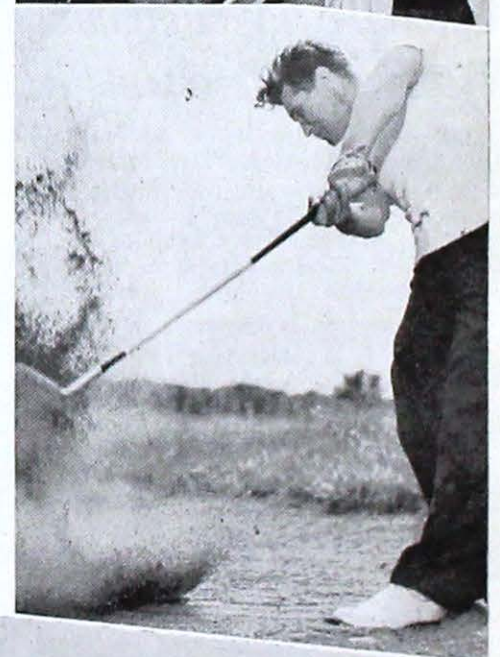
**T**HE ACCENT is on sports in Kodak's off-hour recreation program and thousands of its men and women participate in the many activities or enjoy them as spectators. Probably the most popular sport, Kodakwise, is softball, and plant teams always sparkle on the field. This goes for the gals as well as men. Two world titles, city and district togas galore have been hung up by EK outfits. Not only does each plant have representative teams in at least one league, but interplant teams by the score cavort on the diamond.

Bowling doesn't draw the crowds of onlookers as does softball but it takes top spot in participation, with over a thousand keggers taking to the maple lanes each fall in Kodak leagues. Recreation club-sponsored tournaments always hold a lot of interest and representative plant teams vie each year for the Lovejoy and Sulzer trophies for men and women.

Basketball is another wintertime sport in which Kodak plant teams excel in league play, as well as the ever-popular interplant contests. Both men's and women's teams wear Kodak colors on the court.

Every summer you'll see hundreds of Kodak golf enthusiasts take to the links to participate in KPAA, CWRC, HEAA and KORC meets in the spirit of fun and friendly rivalry.

There are many other sports endeavors that attract hundreds of Kodakers—tennis, badminton, shooting, horseshoes, table tennis, shuffleboard, horseback riding, gym and swimming—to mention only a few.



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