

## To Kodak Men and Women:

One hundred years ago, a young inventor looked forward to the new year. He could do so with satisfaction and with hope, for his energy and his insight showed signs of positive application. For George Eastman, the holiday season of 1879 was the eve of a dream come true.

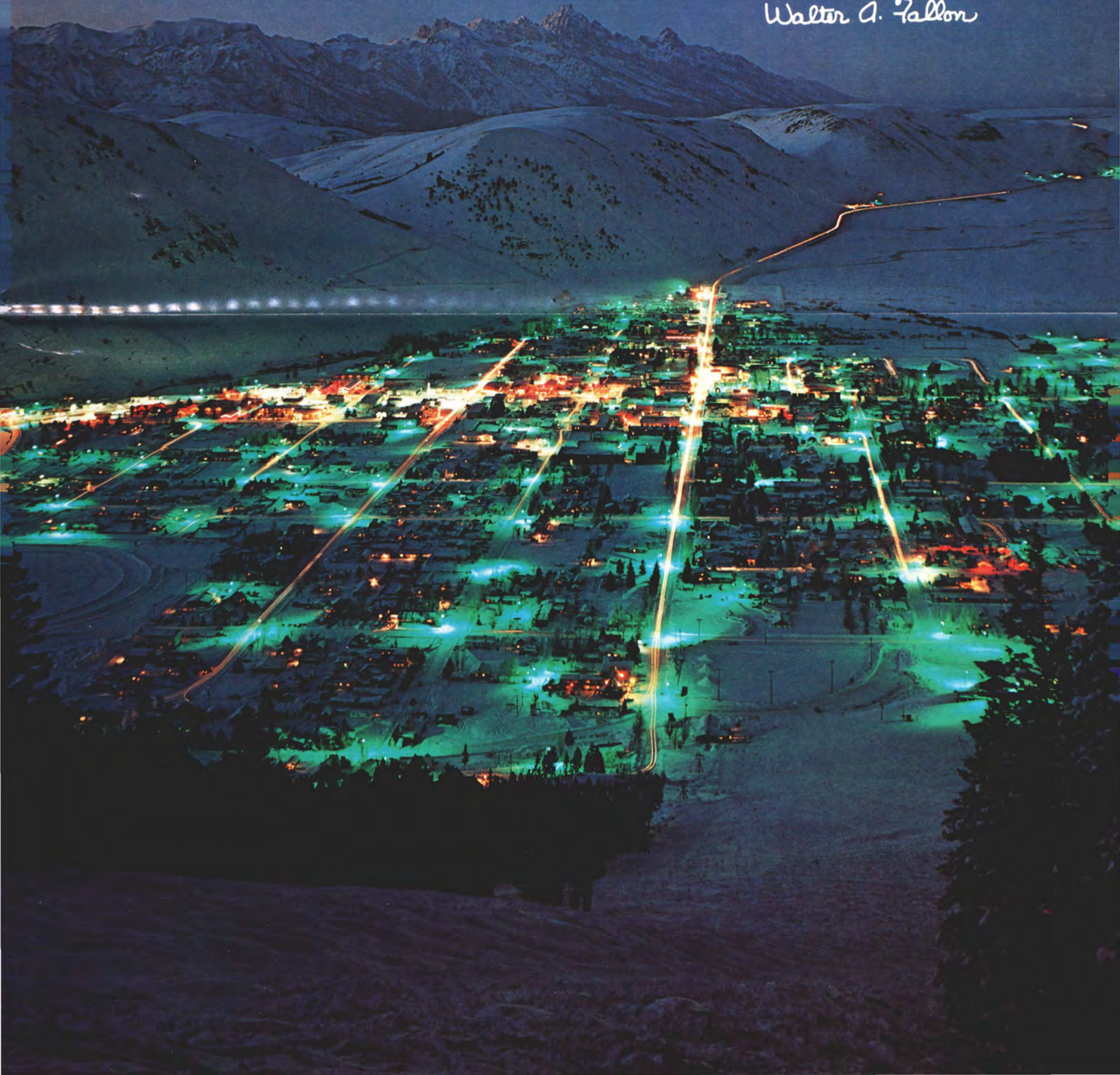
I doubt that Mr. Eastman, even in his most ambitious moments, could have foreseen the point to which his dreams would be realized. Some 125,000 men and women are at work in Kodak jobs. The products they make are marketed virtually everywhere in the world. A quarter of a million shareowners are committed to our future. Our reputation for quality, in every aspect of corporate life, is unequalled.

But there is more to Kodak than its size and its reach. The fabric of our company and its reputation is spun by people. In my mind, there are none finer.

At this time of year, it is natural to look back with pride on our accomplishments. It is just as natural to look ahead from our 100-year start on tomorrow. So it is with special feeling that I extend my thanks to you for what we have accomplished together in 1979. And it is with confidence in each other, and in our future, that we all should look forward to the new year.

With my best personal wishes for a happy holiday to each of you and to your families.

*Walter A. Fallon*





## Travel Services Keeping EKers On the Move



The lights. They're always on.

Seven lights indicating seven telephone lines, and it seems they're always on.

You'd have to wonder just what makes Kodak Travel Services so popular.

You'd wonder, that is, until someone explained that one call to Travel Services can book Kodak business travelers in domestic hotels, arrange for rental cars and prepare airline tickets on the spot.

One call can arrange an international itinerary to be booked through an agency.

One call can handle group reservations in local hotels.

Or one call can set up a meeting or convention in Rochester or elsewhere, arranged by an expert.

In addition to convenience, Travel Services offers other advantages. "For one thing," said Ron Chenette, Travel Services, "the airline tickets are paid for in advance and then charged to individual departments later through the Travel and Entertainment Reporting System.

"Also, because Travel Services does a large volume of business, we can assure that our travelers are getting fair rates and good treatment. Our reservationists can save people time, too. They call major cities many times a day, and often they will know which hotels are or are not available on certain dates in certain places. And, when a business trip is completed, we retain a microfiche record of all the information pertinent to it."

In addition to the advantages and the resulting popularity, the "hold time" for callers to Travel Services is getting shorter. Improvements have recently been added to enhance productivity and service. An automatic device answers the calls and puts them in sequence, so that no one waits unfairly. It also measures the hold time per call. A direct link to American Airlines computers provides current flight information, and flights may be booked on the spot. The tickets are later printed in Travel Services' offices in the Distribution Div., Bldg. 205, and delivered to the client's Kodak office.



**Helping the Traveler**—Chris Copenhagen, Travel Services, Distribution Div., uses computer terminal to get information quickly for Kodak business traveler.

"Even with the high volume of calls, our five reservationists are expected to answer 85 to 90 percent with less than three minutes' hold time," said Ron. "All of them are highly qualified and have attended classes at American Airlines Training Center or have graduated from an airline training school."

"Of course," he said, "we'd very much like to cut down on that time and provide faster service. This is where the assistance of all Kodakers would benefit Travel Services and the traveler. Our functional responsibility is to assist Kodak travelers in arranging business trips, and calls to Travel Services should be limited to Kodak business travel only."

A bit of prior planning, some thought about possible alternatives, and good communication between the traveler and the secretary making the arrangements are key factors in improved service.

"For example," Ron said, "about 25 percent of hotel first choices are not available, necessitating an alternate selection. And 45 percent of the trips we arrange are changed at least once by the client before the trip even begins. Many times, changes are made for valid reasons, but some are really unnecessary and cost valuable time and money."

Here are some key elements of information for secretaries to consider when calling Travel Services:

- **Basic information**—You'll need to provide traveler's name, insurance number or KP registration number, home telephone number, and secretary's name and office phone.

- **Airlines**—Know as much as possible about when traveler wants to depart, in order to avoid time-consuming return calls. Is it critical for traveler to arrive at a certain time? Is traveler willing to change airlines? What is time and place of departure, and what is destination? Is anything desired other than normal routing (such as a flight from Rochester to Dallas via Pittsburgh)?

- **Hotels**—Make sure traveler provides a second or third choice or at least indicates what part of a major city is desired. If no preference after first choice, indicate this. Make sure to give duration of a stay at a hotel—this may not necessarily coincide with dates of trip or flights.

- **Rental cars**—If the car is not to be picked up in direct conjunction with a flight, know where and at what time traveler will pick it up. Is traveler a member of any car rental club? If so, what is membership identification number? Know what type of car is needed and any necessary special requirements.

- **Miscellaneous tips**—If booking for two people, let Travel Services representative know this immediately. To do so, all aspects of the travel, including where the tickets are to be delivered, must be the same. (KP and KO, for example, have different codes for charging tickets.) If one traveler is returning to Rochester a day before the other, separate airline bookings will be required.

Don't book a flight with an airline and then ask Travel Services to generate the tickets.

If traveler is attending a meeting or conference which has arranged group reservations, submit the registration card to hotel or housing bureau indicated. If no card was enclosed (an infrequent occurrence), let Travel Services know the name of the hotel where the block is being reserved and the name of the meeting.

In addition to these tips, Ron warned that travelers should not place great reliance on Official Airline Guides which are available in many Kodak offices. "Since the airlines have been deregulated," he explained, "the information in the guides is changing so fast that it is frequently outdated before it is even received. If a client calls us, however, and says he wants a flight from Rochester to Dallas at 8 a.m. on a certain date, our computer terminal will quickly display the six most direct flights closest to that time. If he chooses one, we can check availability and reserve the space instantly."

All of the trip information is stored in the computer until 24 hours after the last day of a trip. Within a week, a microfiche record is produced and stored at Travel Services.

When a client wants to arrange a meeting or convention in a hotel, the expertise of Travel Services often proves invaluable.





**Worldwide Assistance**—When an international itinerary is needed, Martha Rutner handles the call.

“Our convention planners have had a great deal of experience in hotel administration,” said Ron. “They know all of the local hotel facilities and are familiar with many hotels in other cities. They know what to look for, what questions to ask hotel management and how to avoid problems. If they go to a city to review a potential meeting site, they may visit several other hotels as well, taking notes. We have six file cabinets full of hotel and convention facilities information, including room dimensions and complete layouts.”

Although Travel Services is a busy place, Ron would like to see an increase in activity in one area in particular—booking hotel rooms in Rochester.

“As a company, Kodak books thousands of room nights a year in Rochester,” he said. “But, in most cases, reservations are made directly by a secretary or in a larger block by other company units. If all of these reservations were to go through Travel Services, we would be in a position to negotiate more favorable rates for everyone. Perhaps we could even lease blocks of rooms in several hotels. The same might be true of hotels in other major cities.

“Doing a large volume of business through one source may guarantee the best possible service to everyone, and we believe Kodak business travelers are entitled to that.”



**Convention Planning**—Nick DiPonzio and Donna Landry check information in file on possible convention sites.



**Tickets, Please**—Travel Services prints the tickets and delivers them to Kodak offices.



**In-House Printer**—Irene Salamone checks airline tickets as they come off printer.

## Booklet Lists Available Shows

The recently published 1980 edition of “Your Programs from Kodak” describes movies and slide shows available on a free-loan basis to groups needing informative and interesting programs about photography, travel, sports and other exciting subjects.

Effective use can be made of the offerings by anyone involved in planning presentations for groups, ranging from photography classes to camera clubs, travel enthusiasts, sports fans and others seeking entertaining and informative programs.

Of the many movies listed, most are 28 minutes long. They give insight into life in other countries and also depict the geography of some sections of the United States.

“Canada...A Holiday in Pictures” offers a close look at the way our northern neighbors live, from participants in the Quebec Winter Carnival to the famed Royal Canadian Mounted Police. Viewers visit a logging competition in Sooke, British Columbia; skiing in Banff National Park, and the exciting chuck wagon races in the Calgary Stampede.

“Hawaii...The Picture Islands” highlights various areas of activities on the islands, including outrigger canoe fishing, tropical flower gardening, several types of boating activities, ranching and some spectacular surfing sequences. Also included is a sprinkling of picture-taking suggestions for vacation pictures.

Other movies are set in such picturesque locales as Mexico, Washington, D.C., the South Pacific, Florida, the Caribbean and Scandinavia.

An estimated ten million will have seen the programs by the end of 1979.

Camera club members will be interested in slide programs on basic and advanced photographic techniques. Photographic composition, camera handling, film processing and printing are covered in addition to other programs of special interest to photography instructors and camera club advisers.

Programs offered also will interest sports fans. Players may strive to improve their performance by watching movies of themselves in action, a technique described in “Watch It.” Offerings include movies on All-America football teams, women’s All-America basketball and cross-country skiing.

The 1980 edition of “Your Programs from Kodak” may be obtained without charge by writing Eastman Kodak Company, Dept. 841, Rochester, N.Y. 14650.



**60th Anniversary**—Family and friends gathered at a party to celebrate the recent 60th wedding anniversary of Christof and Susanna Holz. Christof retired from KO Facilities in 1963 after 11 years with the company.



**Golden Event**—John and Martha Roberts celebrated their golden wedding anniversary at a reception with family and friends. They have three daughters and eight grandchildren. John retired from KP Facilities Maintenance in 1970 with 30 years of service.





## Sports and Activities

Would you like to join the **Total Sound** choral group? The group is in need of singers. Rehearsals are held every Monday in the EK Recreation Center from 6:30 to 8:30 p.m. Interested Kodakers and their spouses are invited to attend. Shown going over some music for the next rehearsal are Dave Rogemoser, Kodak Research Laboratories, director of the group, and Betty Halpin, wife of KPer Robert Halpin. She's the musical accompanist.

Effective Jan. 2, the sale of multivitamins, vitamin E and Eastman 910 adhesive in Bldg. 28 at KP will shift from the KPAA office to Photographic Sales.

**KADRC** will accept registrations for its **Women's Basketball League** until Wednesday, Jan. 9. The league's schedule will be played in the Elmgrove Plant auditorium on Wednesday evenings.

Want a chance to recover from any extra plumpness resulting from holiday season indulgences? Registrations for a seven-week session of exercise classes are being accepted at both KPAA offices through Jan. 4. The classes will be held in the EK Recreation Center gym annex, starting Jan. 8. Sessions for shiftworkers, retirees and spouses will be held on Tuesdays and Fridays at 10 a.m. Classes for employees only are on Tuesdays and Thursdays at 5:30 p.m. The cost is \$18.

**Charm classes for daughters** (ages 12 to 17) of **KPAA** members will be held in the EK Recreation Center on Wednesday evenings from 6:30 to 8, starting Jan. 23. The instruction includes personal grooming, figure control, poise, personality, posture, skin care, makeup, hair care, hairstyling and wardrobe planning. The cost of the five-week session is \$15. Registrations will be accepted at both KPAA offices, starting Dec. 21 at 11:30 a.m.

**KPAA** is accepting registrations for new team entries in the **softball program** through Feb. 29. Teams may sign up for the Men's Slow Pitch, Men's Fast Pitch or the Women's Slow Pitch leagues. Registration forms are available at both KPAA offices.

## Rounds and Squares for EKC-Os

### Interplant

**Dec. 14** ... EKC-O Squares, caller Ken Anderson, EK Recreation Center gymnasium, 8 p.m.

**Dec. 18** ... Kodak Stamp Club, EK Recreation Center second floor cafeteria, 7:30 p.m.

**Dec. 19** ... Kodak Aquarium Club, EK Recreation Center, 7:30 p.m.

**Dec. 19** ... Kodak Genealogical Club, EK Recreation Center, 7:30 p.m.

**Dec. 26** ... EKC-O Squares, callers Betty Wolcott (rounds) and Mike Callahan, KO auditorium, 7:30 p.m.

### Kodak Park

**Dec. 20** ... OP-KODES Computer Club, EK Recreation Center, second floor cafeteria, 5:45 p.m.

**Honored**—Alfred Vragel was awarded the Outstanding Alumni Service Award from the Rochester Institute of Technology (RIT) during RIT's 150th anniversary celebration. The award is the highest citation the RIT Alumni Association confers upon its members.

Alfred retired from KP Emulsion Coating in 1972 after 35 years with the company and is a past-president of the Alumni Association's Executive Council.

**Attention Getters**—The print section of the KADCC salon drew many viewers. In the foreground are Dolores and Syd Leggatt. Frank Kittlinger, Graphic & Radiographic Products, left background, is the current KADCC president; Robert Krueger, Research & Engineering, is president-elect.



## Half Century Milestone for KADCC

The KAD Camera Club combined its 50th anniversary celebration with its recent 49th annual salon awards dinner. It was quite an event.

Emcee Tim Keady, a past president, introduced 26 former presidents, among them fellow retiree Syd Leggatt, who was the club's first prexy. Just about everyone among the 95 guests had at one time or another held office in the club.

The highlight of the evening's entertainment was a showing of the movie "Dixie Takes a Ride." This epic was first shown by the club's cine group in 1938 and featured a cast made up of club members of the day. Some of the guests brought albums dating back several decades, and these received a lot of attention.

Art Lutes, QC Services: Consumer Products Testing, earned a trophy for the best four pictorial prints; Gary Hoover, Research and Engineering, for the best four color transparencies; Rulon Simmons, Research and Engineering, for the four best nature prints, and Gary Hoover for the best four nature slides.

Here's a listing of the first-place finishers in the salon:

**Beginners Color Prints**—Jan Dubey, QC Services: Consumer Products Testing.

**Advanced Color Prints**—Maggie Bogart, Research and Engineering.

**Expert Color Prints**—Rulon Simmons.

**Beginners Monochrome Prints**—Gene Nietzsche, Package Design and Sundries.

**Advanced Monochrome Prints**—Peter Head, Research and Engineering.

**Expert Monochrome Prints**—Walter Chase, QC Services: Consumer Products Testing.

**Beginners Commercial Prints**—Walter Sweeting, Graphic and Radiographic Products Engineering.

**Advanced Commercial Prints**—Terry Rieck, Electronic Products Assembly.

**Beginners 110 Slides**—Delight Brown, retired.

**Advanced Stereo**—Richard Roberts, Training.

**Beginners Pictorial Slides**—Carlos Gonzalez, Real Time Systems Development.

**Advanced Pictorial Slides**—David Hodder, Current Product Design.

**Expert Pictorial Slides**—Gary Hoover.



Former Presidents—Syd Leggatt was the first president of the KAD Camera Club. Frances Becker, Medical, held the post in 1959.

**Beginners Nature Slides**—Dick Bourne, Systems Control.

**Advanced Nature Slides**—Leo Dodd Jr., Research and Engineering.

**Expert Nature Slides**—Fred Clauss, retired.

**Beginners Nature Commercial Prints**—Walter Sweeting, Graphic and Radiographic Product Engineering.

**Beginners Nature Prints**—Winsor Larter, QC Metrology Services.

**Advanced Nature Prints**—Maggie Bogart.

**Expert Nature Prints**—Walter Chase.

**Experimental**—Richard Roberts.

## Operation in Santiago, Chile, Has New Look

The location's the same—and that's about all.

Foto Interamericana de Chile, the Kodak Company in Chile, has what amounts to a brand new building on the property it has occupied in downtown Santiago since 1948.

It was work as usual during the two-year construction period and, what's more, a computer was installed during that time.

John Dowd, general manager, reports that all the employees, now numbering 90, deserve great credit for coping with the inconvenience of literally having a new headquarters built around them.

During the opening ceremonies and also on television, Patricio Guzman, mayor of Santiago, spoke of the company's contribution to the capital city's urban renovation program which has resulted in a tremendous resurgence of the downtown area.

New to the building is a Marketing Education Center, making the company a leader in providing training facilities for customers in Chile.

With sales increasing at a rapid rate, John points out that the MEC staff can expect to be very busy providing customers with product information.

To provide the additional office, MEC and laboratory space required, the warehouse moved to the outskirts of Santiago.





**Record**—Tom Begley's suggestion award was a record.

## Tom's Award KO's Highest

A KO Suggestion System record was set when Tom Begley, International Order Services, Distribution Div., was presented a final payment of \$32,775 for his suggestion to change the preparation of documentary drafts for an overseas distributor of Kodak products that expedited the payment procedure. He previously was paid \$14,760 to bring the total to \$47,535.

"No question about it, it was a great feeling to receive such a large award," Tom said.

"Before coming to Kodak, I worked for companies where new ideas weren't particularly encouraged and certainly not recognized the way they are here. To say I'm appreciative of the suggestion system would be putting it mildly."

Peter Zasadny, MEC, Riverwood, received \$1,300 for suggesting that finisher control modules used in the Ektaprint labs at MEC be distributed to the Regional Conditioning Centers.

John Lynch, CESC Amateur/Audiovisual Repair, was paid \$535 for a cost-saving repair method on Kodak Carousel projectors.

Lawrence Russo, Administrative Services, Advertising and Promotion, showed the benefits of reorganizing the file kept by Microfilm Services and earned \$505.

George Bower, Patent, was paid \$422 (orig. \$375) for his suggestion to reorganize the method of filing Kodak patents.

Stephen Fichter, CESC Amateur/Audiovisual Repair, earned \$290 for his suggestion to replace the entire motor assembly when plastic gear teeth shear off.



**Module Use**—Regional Conditioning Centers got finisher control modules as the result of Peter Zasadny's suggestion.

Roscoe Wolfe, International Shipments, Distribution Center-Rochester, was awarded \$276 for his suggestion that improved the method for shipping paper rolls from Bldg. 62 to Bldg. 605.

Lauren Ziemniak, KO Payroll, received \$246 for suggesting that the diskette used in payroll computer input operations be changed.

### Other KO high awards:

- \$244 Patricia Schwab, Computer Oper.
- \$220 David Hayes, Intl. Shipments, DC-Rochester (two awards).
- \$180 Mary Zornow, Credit Dept.
- \$175 Richard Rypma, Riverwood Fac.
- \$172.50 Daniel Strong, Warehousing, DC-R (three awards).
- \$150 Richard Kreiley, KO Fac.
- \$128 Gail McMillan, Legal Admin. Serv.
- \$130 Sharon Grossman, Cent. Info. Serv.
- \$120 Patricia Gallagher, RM&DC Eastern Reg. (three awards).
- \$100 Daniel Raymond, CESC PCI-Equip. Serv.
- \$98 Larry Parker, CESC PCI-Equip. Serv.
- \$90 Ninfa Bailey, CESD Parts Serv. (two awards); Kingsley Hake, Intl. Shipments, DC-R (three awards); Frank Lang, CESD Tech. & Educ. Serv. (two awards).
- \$80 Ralph Moore, Warehousing, DC-R.
- \$75 George Bauman, retired; Elmer Brown, CESD Tech. & Educ. Serv.; Melvin Greiner, Corp. Syst. Dev. & Serv.; Richard Johnson, CMD Cust. Serv.; Caroline Keller, P&FMD Cust. Tech. Serv.; Stephen Metildi, CESD Equip. Serv.-Roch.; John Pokorny, retired (three awards).
- \$65 Anita Hartwig, RM&DC, Eastern Reg.; Marian Schickling, Mktg. Info. Syst.; Helene Shields, MEC, Riv.
- \$57.50 David Higgins, Warehousing, DC-R (two awards).
- \$52.50 Kenneth Warren, Warehousing, DC-R (two awards).
- \$50 Thomas Ciuffo, Bldg. Serv., Dist. Div.; Karen Dwyer, CESD Parts Serv.; Dianne Howcraft, Copy Prod. Dist. Div.; Lucille Izzo, KO Fac. (two awards); Linda Lettan, Intl. Order Serv., DC-R (two awards); Richard Maciulis, CESD Parts Serv.; Georgiana Manning, Credit; Nancy McClarrrie, CESD Parts Serv.; Margaret Wolk, Mktg. Staff Serv.

## Dave Easy Victor

Dave Thorne won a seat on the Brevard, N.C., board of aldermen in the November elections. He captured the largest number of votes of any of the candidates.

Since retiring from KP Manufacturing Services in 1975 after 41 years with the company and locating in Brevard, Dave has been active in numerous community groups. He is involved in scouting, has served as an elder and sings in the choir of the Presbyterian Church, is a member of the Brevard Redevelopment Council and is active in the Transylvania chapter of the American Association of Retired Persons and the Carolina Hiking Club.

## Time To Apply for Summer Job

Personnel offices at Kodak Apparatus Div., Kodak Park and Kodak Office are accepting applications from undergraduate college students for plant summer jobs.

This year, interviews will not be required.

Completion of one full year of college and the intention to return to school in the fall are prerequisites for plant summer employment at all locations.

The KP General Employment office will accept applications Mondays-Fridays, 7:30 a.m. to 4:30 p.m. KAD and KO hours will be 8 to 5, also Mondays-Fridays.

The Business and Technical summer employment program, which requires the student to be within one year of graduation, is applied for by writing to B & T Personnel, KO.



**Congrats**—Bob and Millie Lawrence recently celebrated their 50th wedding anniversary in Gainesville, Ga., their retirement home since 1974. Bob was Kodakery editor for some 25 years retiring in 1971. A mass, dinner and reception marked the occasion. Art and Marie Wood (Art, also retired, succeeded Bob as editor) were among the guests.

## Deaths

**Alfred J. Bonanno**, Regional Marketing & Distribution Center, MWR—Died Nov. 27. Started with the company in 1938.

**Haywood Burmon**, KP Facilities Construction—Died Nov. 24. Started in Facilities Construction in 1965.

**Louis C. Carges**, KP Film Emulsion Coating, retired—Died Nov. 28. Started in Film Emulsion Coating in 1935. Retired in 1966.

**Glenn J. Carroll**, KP Facilities Maintenance—Died Nov. 23. Started in Plant Services in 1947.

**William H. Costello**, KAD Business & Professional Products Model Shop—Died Nov. 21. Started in Commercial Fabrication, Assembly & Engineering Services in 1967.

**Alva C. English Jr.**, KAD Business Products Assembly—Died Nov. 20. Started in Business Products Assembly in 1966.

**Carl E. Hinds**, BSMD Processing Services, NYCR, retired—Died Nov. 12. Started with the former Recordak Corp. in 1929. Retired in 1968.

**Harold J. Meehan**, KAD Research & Engineering, retired—Died Nov. 23. Started with the company the first time at KAD in 1920. Retired in 1967.

**Albert J. Moyse**, Kodak Research Laboratories, retired—Died Nov. 23. Started in Kodak Research Laboratories in 1929. Retired in 1971.

**Paul Peter**, KP Film Emulsion Coating, retired—Died Nov. 28. Started in Film Emulsion Coating in 1948. Retired in 1971.

**Margaret I. Schnetzer**, Government and Education Markets Services, retired—Died Nov. 17. Started at KO in 1917. Retired in 1961.

**Edwin G. Tibbills**, P&FMD Professional Photography and Dealer Markets—Died Nov. 26. Started in Kodak Research Laboratories in 1937.

**John A. Wheeler**, KP Synthetic Chemicals, retired—Died Nov. 23. Started in Synthetic Chemicals in 1947. Retired in 1960.



### Retirements

**Kodak Park**  
**Thomas F. Herendeen**, 34 years  
Film Emulsion & Plate Mfg.

**Donald E. Stein**, 33 years  
Film Emulsion Coating



**Donald Englert**, 32 years  
Film Emulsion Coating

**Dominick L. Liberatore**, 32 years  
Utilities



**Warren M. Plopper**, 32 years  
Kodacolor Processing

**William LaManna**, 31 years  
Roll Coating



**Spencer Burgess Sr.**, 23 years  
Plant Services

**William N. Coon Jr.**, 13 years  
Industrial Safety



### Kodak Apparatus Div.

**John M. Vogt**, 41 years  
Optical Materials

**Robert J. Schaubroeck**, 38 years  
Optics Quality Control



**Gertrude B. Abernethy**, 35 years  
Optics Quality Control

**John R. Gentile**, 30 years  
Finishing-Plating



### Distribution Div.

**Oscar W. Wiegell**, 38 years  
General Transportation

### Out of Rochester

**Peter D. Gales**, 31 years  
Photographic Illustrations, PSR

### Not Pictured

#### Kodak Park

**Robert Money Penny**, Plant Services, 30 years  
**Katherine J. Capiersheo**, Photochemicals, 6 years

#### Out of Rochester

**Ramor W. Dippe**, Reg. Dist. Ctr., PNR, 43 years  
**Andrew C. White**, Fair Lawn Lab, 42 years  
**Louis W. Gangwisch**, BSMD Processing Serv., Hartford, 40 years  
**Beatrice A. McCardell**, Fair Lawn Lab, 33 years  
**Frank J. Garramore**, Reg. Mktg. & Dist. Ctr., NYCR, 9 years



## Job Changes Bring Challenges

### Kodak Park

The following appointments have been announced in the Facilities Organization:

Robert MacConnell and Hammand R. Hauck, unit supervisors, Project Planning and Coordination, Facilities Administration Div., have been named section supervisors, Project Planning and Coordination.

Thomas W. Bober, Frank E. Wright and Robert C. Ramsey have been named supervisors, Environmental Technical Services.

Ghassan N. Kahwati, John D. Lang, Javier Pabalan Jr. and Raymond F. Bilinski, senior engineers, Facilities Engineering, have been named engineering associates.

F. Richard Frew, general foreman, Construction Unit B, Facilities Construction, has been named department head, Covering Services.

■ The following appointments have been announced in the Photochemicals Div.:

Michael Schelkun, senior chemist, Development, has been named technical associate, Development.

William V. Goode, staff assistant, Production Control, has been named department head, Processing Chemicals Schedule and Materials Services.

### Marketing

John E. Altberg, marketing specialist, Sales Development, Professional and School Finisher Markets, Professional and Finishing Markets Div., has been named regional marketing specialist, PNR.

Warren C. Paul, professional technical sales representative, Professional and Finishing Markets Div., SER, has been named marketing specialist, Sales Development, Professional and School Finisher Markets.

■ The following appointments have been announced in the Customer Equipment Services Div.:

Thomas Gorman, equipment service representative, New York City District, NYCR, has been named service engineer, Professional and Finishing Equipment, Field Support, Technical and Educational Services.

John J. Dever III, supervisor, Order Layout, Parts Distribution, Parts Services, has been named supervisor, Stock Service.

J. Craig Everson, supervisor, Equipment Service Center, NYCR, has been named manager, Equipment Service Center, PNR.

### In On-Premises Services:

James H. Dillinger, manager, Equipment Service Center, PNR, has been named assistant to the regional manager, Equipment Service, MWR.

Ronald R. Bern, administrative assistant to the manager, On-Premises Services, has been named district manager, Equipment Service, Los Angeles North District, PSR.

John J. McTigue Jr., specialist, Regional Equipment Service Staff, NYCR, has been named district supervisor, Equipment Service, Long Island District, NYCR.

Nick Naples Jr., customer relations specialist, Copy Products, Business Systems Markets Div., has been named district supervisor, Equipment Service, Coral Gables District, SER.

Arnold Smith, service engineer, Professional and Finishing Equipment, Field Support, Technical and Educational Services, has been named specialist, Regional Equipment Service Staff, WDCR.

■ The following appointments have been announced in Business Systems Markets Div.:

David T. Giddings, assistant field sales manager, Information Technology Products, has been named district sales manager, Micrographics Markets, New York Financial District, New York City Region.

James F. O'Donnell, district sales manager, Micrographics Markets, Oak Brook District, Midwestern Region, has been named district sales manager, Micrographics Markets, Federal Government District, Washington, D.C., Region.

James E. Morrow, marketing specialist, Program Sales Development, has been named regional staff coordinator, M-IT Markets, Pacific Region.

Danny L. Dolan, senior processing services operator, Processing Services, Minneapolis, Midwestern Region, has been named district manager, Processing Services, Minneapolis.

### Corporate Staffs

Darlene J. Aiken, news digest assistant, Editorial Services, Corporate Communications, has been named historical information specialist.

■ The following appointments have been announced in Industrial Relations-Marketing, Distribution and Corporate Staffs, Corporate Relations:

Arthur J. Fandel, manager, Industrial Relations, PNR, has been named director, Industrial Relations, Corporate Staffs.

Donald F. Duval, industrial relations specialist, SWR, has been named manager, Industrial Relations, PNR.

Gerald F. Bremer, director, Industrial Relations, Corporate Staffs, has been placed on a developmental assignment as an industrial relations specialist, SWR.

Stephen M. Gladwin, placement specialist, Business Placement, Personnel Resources, has been named industrial relations specialist, PNR.

Richard C. Stewart, specialist, Administrative and Financial Services, Customer Equipment Services Div., has been named industrial relations specialist, Distribution.

# TRASOP Contribution Is \$36.85

The company's contribution to the Kodak Tax Reduction Act Stock Ownership Plan (TRASOP) this year (for the year 1978) amounted to \$36.85 per eligible employee. Statements are in the mail this week from the plan's trustee, Bankers Trust Company.

The statements will indicate the contribution received this year for the individual's account, total contributions to date (this is the third year for the plan), market value of the account as of Oct. 31, 1979, and equivalent Kodak common stock shares to date.

The company contributed a total of \$2,572,884 for nearly 69,800 eligible U.S. employees this year.

Amounts contributed to the plan on behalf of employees are invested principally in Kodak stock.

The plan results from a special U.S. tax credit available to the company on its taxes. The funds this year are allocated to accounts on behalf of

employees who had some service in 1978 plus some service in two or more years before 1978.

Under the plan, payouts to employees from the trust are only permitted upon separation from the company, as by retirement or resignation, etc.

Eligibility for participation in allocations next year (for 1979) will change slightly. For 1979 and beyond, an individual must be employed with the company on the last scheduled workday of the Kodak year as well as have some service in two or more earlier years.

Kodak has contributed \$9,627,698 to the plan since it was instituted in 1977 for the year 1976. For each employee who has been eligible to participate each year, the total contributed by Kodak on his or her behalf is \$139.09.



**Kodak Float**—Kodak's float, "Centennial," will debut Dec. 31 in the annual King Orange Parade in Miami, Fla. The float depicts colorful scenes from James Michener's classic, "Centennial." It also will

feature Kodak's Centennial logo and theme line, "A 100-year start on tomorrow." The parade will be televised live on NBC.

## Here Are Chances To Save Energy . . . and Dollars

**Car Pool**—Fairport High School area to KP Bldg, 328 area, 7:30-4:12. 223-6451.

**Car Pool**—Or ride, Chili Ave.-Westgate Plaza area to KPE Bldg. 56, 7:30-4:12. 235-3316.

**Car Pool**—Westside Dr., N. Chili, to KPE Lot 41, 7:30-4:12. 594-8426.

**Ride**—Mt. Read-Latta Rd. area to H-E, 7:30-4:30. 621-1397.

**Ride**—EP to area south of Chili Ave. near Union St., 5 p.m. 889-1092.

**Ride**—For two, Woolston Rd., Holcomb, to KO, 8-5. 394-5133.

**Ride**—Hard and Five-Mile Line Rds. area, Webster, to KO, 8-5. 671-6669.

**Ride**—KO to Farmington, 4:15. 924-2784.

**Ride**—Wood Rd. to EP, 7-3:30. 225-6943.

**Ride**—Klem-Bay Rds. area, W. Webster to KP, 7:30-4:12. 671-6197.

**Ride**—Emerson-Mt. Read area to EP, 8-5. 254-2272.

**Ride**—Larkspur Lane off Titus Ave. to H-E, 7:30-4:30. 342-9382.

**Ride**—Elmwood Ave.-Clover St. area to KP, 8-5. 442-1288.

**Ride**—Share driving, expenses, Avon to KP, 7:30-4:10. 226-6365.

**Ride**—Or car pool, Route 441, Penfield, to KP, 7:30-4:12. 586-7096.

**Ride**—Share expenses and driving, Churchville-Chili area to KO, 8-4:50. 293-3049.

**Ride**—Or riders, Hemlock to KP Bldg. 59, 7-3:30. 367-3322.

**Ride**—Or riders, Newark to KP, 7-3:30. 1-315-331-6893.

**Ride**—Or riders, Livonia, Lakeville, Avon to KP, 3 shifts. 346-5721.

**Ride**—Or share driving, Corley Dr., East Irondequoit, to KP Bldg. 326, 7:30-4:12. 467-6809.

**Ride**—Ridge Rd. West, near Albion, to KP, 8-4:40. 392-3171.

**Ride**—Coldwater-Buffalo Rds. area to KPE, 7:30-4:12. 247-4713 eves.

**Ride**—Share driving, 1043 Stowell Dr. to KP Bldg. 81, 8-5. 225-1116.

**Rider**—Share driving, currently 3 members, Calkins, Pinnacle, E. Henrietta Rds. to KPE, 8-4:40. 334-9377.

**Riders-Drivers**—Vicinity Cross Gates Rd., Gates-Greece area, to KP bus line, 7:30-4:10. 247-4463.

**Riders**—Avon via Route 15 to KP, 4-12. 226-2129.

**Riders**—Byron-Bergen area to KP, 7:30-4:10. 548-2592.

**Riders**—Winton Village apts., Community Manor, Suburban Plaza-MCC area, to KO, 8-5. 334-5936.

**Riders**—Corner Routes 19, 104 to KP Lot 75, 7:30-4:12. 637-9647.

**Riders**—Honeoye Falls and en route to KP via Clover St., 8-4:40 or 5. 624-2328 eves., weekends.







# High Spots

## Social Security Wage Base Hiking

The wage base on which the Social Security tax rate is applied will be increased in 1980 from \$22,900 to \$25,900. The tax rate continues at 6.13 percent of your taxable earnings.

The effect of the change in the wage base will be that persons with taxable earnings of more than \$22,900 will pay more in Social Security taxes (it is labeled FICA tax on your deductions stub). Persons with \$25,900 or more in taxable earnings will pay approximately \$1,588, about \$184 more than the maximum tax in 1979.

Kodak pays a Social Security tax equal to the amount paid by employees.

The taxable wage base increase will have an effect on benefits payable under the Kodak Retirement Income Plan for those retiring Feb. 1, 1980, and later.

The average of the three Social Security taxable wage bases for the three years prior to retirement is one of the factors used in determining retirement benefits. This average will increase, starting Feb. 1, 1980, from \$19,033.33 to \$22,166.67.

The other factors used in determining retirement income are length of service and the average of the highest three consecutive annual normal salary rates during the last ten years before retirement.

**Next Kodakery Jan. 3**—This is the last issue of Kodakery for 1979. Publication is traditionally ceased in late December in cooperation with the U.S. Postal Service. Your next Kodakery will be the Jan. 3 issue.

## ESL Cites PASS Tax Benefit

Eastman Savings and Loan Association is reminding Kodak people in New York State that they can still gain 1979 tax benefits by opening or contributing to a Parent's and Student's Savings (PASS) plan before the end of the year.

PASS is intended to help New York State residents who are saving money to defray the cost of a youngster's future education. The plan is available through ESL.

PASS allows persons to create a higher education trust fund into which they may deposit up to \$750 annually for each eligible beneficiary under age 21. These beneficiaries must be dependents listed on tax returns and can include a child, grandchild, brother, sister, nephew or niece.

In computing New York State adjusted gross income, plan participants can reduce their federal adjusted gross income by the amount of the annual PASS deposit.

Further details of PASS are available from any branch of ESL.

**Cover Illustration**—This week's greeting-card cover is another reminder of the company's 100-year start on tomorrow. It is an adaptation of an illustration from an advertisement appearing in 1904, at the conclusion of Kodak's first quarter century. The copy with the illustration spoke of the simplicity and convenience of Kodak products that "render the correct values with remarkable fidelity." Then, as now, there was emphasis on the importance of quality to the company's success.

**Kodakery**  
DECEMBER 13, 1979

# Season's Greetings



Editor-in-Chief **Ron Wiley**  
Managing Editor **Dotty Luebke**  
Editor, Kodakery International **Kaye Lechleitner**

1880  1980

*A 100-year start on tomorrow*

Published weekly  
by Corporate Communications  
and printed at Kodak Park  
in Rochester, New York

**Kodakery**®

Eastman Kodak Company  
343 State Street

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BULK RATE  
U.S. POSTAGE PAID  
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