

Kodak news

No. 202 Issue Four 1990



Kodak doubles first half earnings

EASTMAN KODAK COMPANY has reported dramatic improvement in second quarter and first half earnings while sales were up slightly for the quarter and essentially level for the first half of 1990, compared with restated 1989 results.

'The company's very good second quarter performance was due to a number of factors,' Kay R. Whitmore, Kodak chairman, president and chief executive officer commented. 'Despite the sluggish U.S. economy, revenues continued at high levels and prices held firm overall. Costs are being carefully controlled, especially in photosensitive manufacturing. In addition, we saw somewhat sooner than expected the benefits of actions initiated in 1989 to sharpen our focus on value-adding parts of the business.'

In 1989, net earnings for the second quarter were reduced by US\$227 million due to the after-tax effect of restructuring costs. The 1990 earnings are substantially above 1989 levels even when the effect of restructuring costs is excluded.

Sales for the second quarter increased 2 percent to US\$4.87 billion, compared with US\$4.77 billion in 1989. Earnings from operations were US\$844 million, more than double the US\$323 million of a year ago, and a 25 percent increase over the US\$673 million prior to restructuring costs. Net earnings increased to US\$384 million, compared with US\$77 million (US\$304 million prior to the effect of restructuring). On a per-share basis, second quarter earnings amounted to US\$1.19 compared with 1989 second quarter earnings per share of US\$.24 (US\$.94 prior to the effect of restructuring).

Sales for the 1990 first half were US\$8.98 billion, essentially level with the comparable 1989 first half.

Earnings from operations totalled US\$1.34 billion, up 60 percent from US\$839 million after restructuring and up 13 percent from US\$1.19 billion before restructuring. Net earnings rose to US\$583 million, compared with US\$289 million (US\$516 million before the effect of restructuring). Earnings per share rose to US\$1.80 from the US\$.89 posted in the 1989 first half (US\$1.59 before the effect of restructuring).

* * *

Kodak has Olympic exclusive

KODAK has signed a multimillion dollar agreement with Olympic television network CBS to be exclusive film advertiser for the 1992 Winter Olympics in Albertville, France.

In addition, Kodak will be the exclusive advertiser of single-use cameras and photographic paper.

Kodak operations worldwide will tie into the company's overall Olympic involvement.

* * *

Kodak sales to expand in Eastern Bloc

EASTERN EUROPE WILL provide Kodak with a growth rate of 20 percent per annum in its imaging business, according to William F. Fowble, group vice-president and general manager of the Photographic Products Group.

'In Eastern Europe and the Soviet Union, there is a large pent-up demand for high-quality photographic products and services,' Fowble said.

Fowble noted that a joint venture established last year in Hungary has been extremely

successful in providing film and processing services to consumers and professional photographers there. A similar joint venture was launched six weeks ago in Poland.

'We are getting established well ahead of the competition,' Fowble said. 'These partnerships are an important way in which we are aggressively seeking to expand Kodak's traditional business. We have been able to maintain our pricing levels for Kodak film at a premium in these countries.'

Fowble noted that the joint ventures handle the trading arrangements to export goods, thereby paying Kodak in hard currency.

'We are also in the process of negotiating a number of joint ventures in the Soviet Union involving the sale of consumer products such as film, cameras and finishing supplies,' Fowble said. 'Other ongoing Soviet Union negotiations involve facilities to build Ektachem analysers, ink-jet printers and x-ray processors.'

'We are really at the start of a growth curve in this part of the world,' Fowble noted. 'But it is one with enormous potential and, in Eastern Europe, already a profitable one.'

* * *

Kodak donates valuable collections to George Eastman House

EXTRAORDINARY COLLECTIONS OF rare books, letters, cameras, patent materials and television commercials, illuminating more than 110 years of the history of Eastman Kodak Company, have been donated by the company to the International Museum of Photography at George Eastman House.

The gift includes:
● Almost all business and personal correspondence

received or written by George Eastman, founder of Eastman Kodak Company, from 1879 until August 1932. The letters — some handwritten and signed, some typewritten copies — had been housed in basement archives at Kodak. They will now become a part of the Richard and Ronay Menschel Library at George Eastman House; in all, more than 45,000 items.

● A sizeable collection of cameras from Kodak's Patent Collection, comprising about 28,000 items from many different manufacturers and covering a century of photographic history, from the late 19th century to 1975. The collection, valued at more than \$1 million includes many duplicates of items already in the Museum collection. Under the terms of the gift, the Museum can sell duplicate items to other museums, providing significant funds for restoration and maintenance of the remaining collection.

The cameras become part of the Eastman Historical collection, which Kodak gave to the Museum shortly after it opened 40 years ago, and other significant gifts of cameras which Kodak has donated over the years.
● Virtually every television commercial ever developed by Eastman Kodak Company and one of its advertising agencies, J. Walter Thompson, from 1951 through 1989.

● A collection of rare books and journals, totalling 5000 volumes, given to the Richard and Ronay Menschel Library. Librarian Rachel Stuhlman has termed this collection 'the largest and most significant acquisition of this decade.' It had been housed at Kodak's Research Laboratories. This collection also includes duplicate items, which will be sold.

Cover Story:

\$6m research project for Coburg

Kodak Australia's Advanced Imaging Systems group is to commence a major new research project in the field of electronic imaging. The project involves the development of a computer system to electronically manipulate images on motion picture film.

A new development centre has been established in Coburg to support the research work. The creation of this facility is part of Kodak's plan to play an active role in electronic imaging systems and further demonstrates the Company's commitment to R&D in Australia.

'This project will establish a nucleus of expertise at Kodak Australia which will eventually have applications in field beyond the motion picture industry,' commented Gerry Sutton, manager of Advanced Imaging Systems.

The project is part of a world-wide program to produce a High Resolution Electronic Intermediate system for the manipulation of motion picture images. Currently, motion picture film is edited using time-consuming optical techniques. Complex special effects sequences are therefore particularly expensive. The motion picture industry is interested in utilising digital image manipulation as a tool for reducing time and costs associated with creating sophisticated visual effects.

The proposed system will provide the benefits of interactive digital image manipulation technology without compromising picture quality or sacrificing artistic integrity. By using a computer to edit and combine the images, film sequences can be produced in a fraction of the time and cost.

The system has many immediate applications; multiple images can be electronically composited, graphics and titles can be superimposed, computer-generated images can be combined with live-action scenes, and electronic 'paint' capabilities

can be used to alter film originated images.

The system has three major parts: a film scanner will convert images shot on film to digital data; a computer workstation will edit and combine the digital data images; and finally, a film recorder will allow the images to be printed out onto a special film. The system will also be able to output High Definition Television (HDTV) images for previewing and for television presentation.

The scanner and film recorder are being developed by teams of engineers and scientists in the Eastman Kodak Research Laboratories

in Rochester, New York. The computer workstation and critical associated software will be developed by engineers in Australia. Through participating in the research program, Kodak in Australia will also be establishing significant local expertise in a growing field of high technology, and underscoring the commitment to research and development made to the Federal Government as part of the film export bounty agreement.

The \$6M project will run over a 3-year period and employ 15 engineers. First product is scheduled to be shipped to the United States early in 1992.



The AIS Development Centre team at the opening of Building 13 office on August 7.

Environmental principles adopted

Eastman Kodak Company has announced the adoption of 'Health, Safety and Environment Guiding Principles' to which the company has committed in running its operations worldwide.

'Concern for health, safety, and the environment is a natural extension of our quality management programs,' said Kay R. Whitmore, president.

'These principles establish formal company-wide guidelines vital for consistent, responsible operations everywhere we do business.'

The nine principles are:
● To extend knowledge by conducting or supporting research on the health, safety,

and environmental effects of our products, processes, and waste materials.

● To operate our plants and facilities in a manner that protects the environment and the health and safety of our employees and the public.
● To make health, safety, and environmental considerations a priority in our planning for all existing and new products and processes.

● To develop, produce and market products and materials that can be manufactured, transported, used, and disposed of safely.

● To counsel customers on the safe use, transportation, and disposal of our products.
● To participate with government and others in

creating responsible laws, regulations and standards to safeguard the community, workplace, and environment.

● To recognise and respond to community concerns about our operations, providing, to officials, employees, customers, and the public, timely information on health, safety, or environmental hazards and recommending protective and preventative measures.

● To work with others to resolve problems created by past handling and disposal of hazardous substances.
● To encourage employees to apply off-the-job the same principles for health, safety, and the environment that are applied at work.

Australian Kodak News

Editor: Keith Shipton

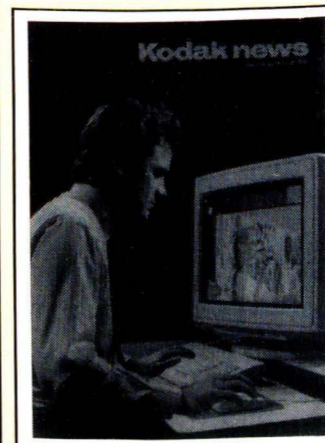
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Special Feature Quality Day 1990

see pages 5, 6 and 7



COVER PICTURE: Work at the AIS Development Centre in Building 13 will involve development of a computer workstation and associated software for digital manipulation of motion picture images.

Local Kodak video wins U.S. award.

The new Kodak Australia corporate video has won the Gold award in its category at the American Multi-Image and Video Awards. It is the first Australian-produced program to achieve such high honors overseas.

The Awards are the 'Grand Prix' of the audiovisual and video world, and attract entries from production houses around the world.

The Kodak video, *Developing The Future* had previously 'scooped the pool' at the Australian Multi-Image Association awards.

Conceptual work on the video commenced late last year, and it was first shown at this year's Annual Report to Employees sessions in February.

For the U.S. awards the video was entered in the Public Relations Image category and won acclaim from the pre-screening judges who scored it with an aggregate nine out of 10.

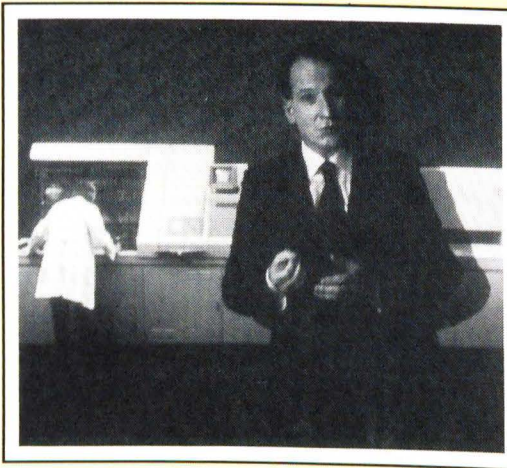
'The video graphics and editing are very good and the pacing enhanced the overall feel to the program and the product,' said one judge.

'Fantastic job!' commented another. 'To get across the information you did in four minutes was magnificent. The talent (on screen presenter) was excellent in co-ordinating with graphics and effects.'

The video was produced for Kodak Australasia by Melbourne-based company, Australian Business Theatre, in conjunction with Australian Production Facilities. Corporate Affairs manager for Kodak, Brian Pilbeam, said that the company took a gamble in departing from the traditional multi-projector slide program used in past corporate presentations.

'Slides seemed to be the logical way to go, as Kodak makes Carousel projectors and slide film — this year, however, we rejected the conventional approach and the gamble paid off,' he said.

In the format of an extended TV commercial, the program highlights the fact that Kodak is today much more than the premier photographic company. It is a world leader in the capture, storage, manipulation and retrieval of electronic images and data.



Developing The Future, the award-winning Kodak Australia corporate video, used the device of a presenter who at times became an integral element of the products he was presenting

'The challenge was to find a production style that subtly demonstrated that capability,' said Brian.

'The program certainly fulfils our corporate communications objectives but more importantly, those who use it say that it materially assists their business efforts,' he added.

The video is now being used extensively by most Kodak business units to introduce people — most importantly, prospective customers — to the breadth of Kodak expertise.

The video features a presenter who gives an overview of all Kodak's activities by being part of them rather than using traditional editing techniques.

Actual shooting took just five days — two at Coburg, one at other locations where Kodak products are in use or on sale (a Kodak Express outlet and a hospital, for instance) one with the presenter and one in the studio. However, it was many long days' work in the editing rooms before the production was finished.

Extensive use was made of a new digital editing facility called 'Harry', which allowed up to three minutes of footage to be stored on a hard disk and manipulated. The advantage of a digital system is that once material is loaded it can be used time and time again without the loss of quality associated with conventional video editing.

Graeme Lahman, director of Australian Business Theatre said that the end result provided an undeniably interesting program.

'The key to making such a program work seems to be careful planning and a client

who is willing to take the risk of doing something different,' he said.

TEAMWORK NEEDED FOR MASSIVE PROMOTION



KODAK WILL MOUNT its biggest ever film promotion this summer, in the process giving away millions of free movie passes.

Every pack like the one pictured above will contain details of how customers can get a free movie pass for each cinema ticket bought, and also have the chance of winning one of two Suzuki Vitara four-wheel drive vehicles.

The promotion, worked out between Kodak Australia, Village Roadshow, Greater Union and a number of independent cinema chains throughout Australia, gives all purchasers of Kodacolor Gold film the opportunity of viewing the latest first-run movies between November and February.

A promotion like this is not possible without a great deal

of teamwork between departments at Kodak. While the promotion was initially the 'brainchild' of the consumer film marketing team within the Consumer Imaging Division, making the original idea a successful reality involves many sectors of the Kodak Australia community. Film packaging is being produced in-house by Plastic and Metal Products, while all other sectors of Consumer Products Manufacturing are involved through increased production volumes and re-arranged schedules. Distribution must then ensure that the special-package product is ready and available for on-time delivery to retailers throughout the country.

Finally, once all the other elements are in place — the product is manufactured, packaged and ready for shipment, the television and radio ads made and air time booked, and promotional point-of-sale materials produced, the final members of the team play their crucial role. Without the skill and hard work of the sales force in selling the promotion to retailers around the country, all the efforts which have gone before to make it work would be in vain.

Quality Day reaches new heights

Quality Day at Kodak in 1990 commenced on a high note with news that Kodak Australia had received the Ektacolor Paper Gold Award (the highest award that a Kodak manufacturing facility can receive) for the manufacture of Ektacolor paper.

The award was presented by Eastman Kodak Company in recognition of the consistent quality of the Australian-manufactured Ektacolor paper, which from a customer's point of view shows almost no variation between batches.

A proud Ed Woods, Kodak Australia managing director, made the announcement at the opening ceremony that followed the now-traditional Quality Day breakfast.

Once again the Canteen in Building 9 was packed to capacity for the official opening.

'The Ektacolor Paper Gold Award is a great achievement,' said Ed Woods. 'It, along with other achievements here at Kodak Australasia, shows that we are in very good shape in the terms of performance and quality management is becoming a reality right across the company.'

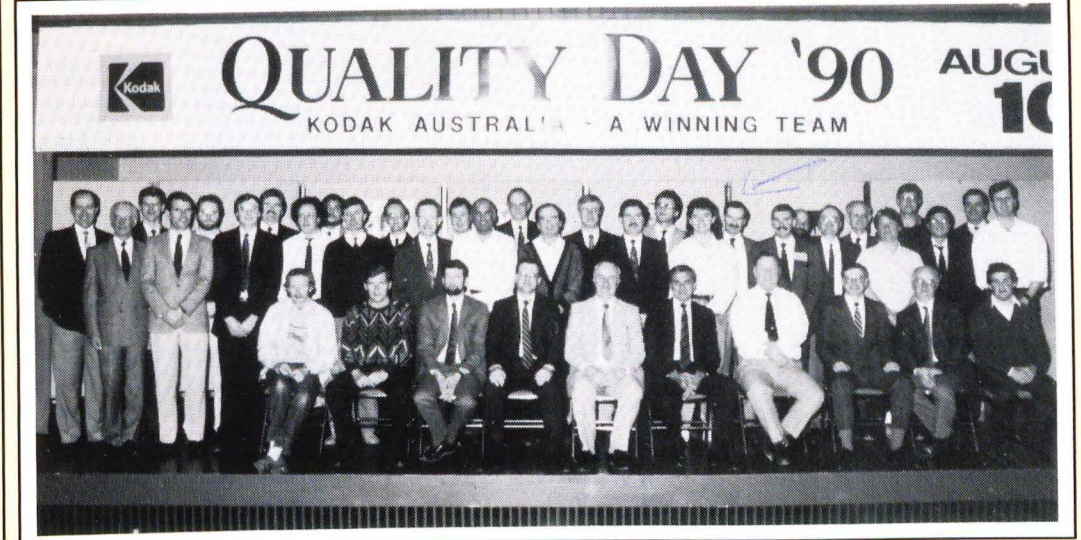
'The active involvement of the people at Kodak Australasia in quality improvement is testimony to the power of quality.'

Since the first Quality Day in 1988, Kodak has received recognition for the dedication to quality by its people in winning two quality awards — an achievement that has placed the company well ahead in its quality efforts. These wins were in part the inspiration for the 1990 Quality Day theme; 'Kodak Australia — A Team of Winners'

Guest of honour at Quality Day was Ralph J Rosati, corporate quality director at Eastman Kodak Company. Rosati's role is that of quality consultant to the chief executive, Kay Whitmore.

'I think you can be proud of yourselves,' he said during his address at the opening ceremony. 'Not only are you responding to the quality challenge with your head, you are also responding with your hearts.'

'You are, in fact, an overall model for Eastman Kodak



Company and the rest of the world to look at, because you went at the task to reduce costs, and to reduce non-necessary tasks, by using quality concepts.'

Rosati said that Kodak Australia's approach to quality embraced the five quality principles of Eastman Kodak company: — the company's customer focus, the use of the concepts of teamwork, using the analytical approach, the concept of continuous improvement and the concept of leadership.

The main display area in the canteen was decked out in a vast array of flags from all nations, a reminder that Kodak Australasia competes in a worldwide market.

The displays highlighted the achievements in quality by teams from a wide range of departments within the company. The presentation sessions proved to be a challenge for the evaluators, who had the almost impossible task of finding a winner out of the 24 excellent papers presented throughout the day.

Once again the presentations were attended well, with audiences providing an enthusiastic response.

The content of the papers reinforced one comment made during the day that the people at Kodak 'are all winners in quality'. In recent years the Quality Management Process has touched everybody working for the company, and all are reaping the benefits.

Participants in Quality Day 1990 received recognition in the form of a specially inscribed

pen, the display teams received a framed certificate, the presenting teams received a gold medallion and the winning teams were presented with a framed photograph.

The winners in the outstanding achievement section have been nominated to represent Kodak Australasia at an interstate quality conference.

1990 ROLL OF HONOR

Outstanding Achievement in Total Quality in Service:
P238 SPOOLING MACHINE UPGRADE PROJECT; Ian Richards, Neil Loft, Paul Taliana, Paul Banko

Outstanding Achievement in Total Quality in Production:
BDA (BUBBLE DETECTOR ACTIVITY); Loong Lim, Russell Ruskin, Leo Delinac, Mick Kovacevic

Outstanding Achievement in Total Quality in Sales/Marketing:
KODAK MINILAB SYSTEMS — QUALITY CUSTOMER SERVICE; Ray Hodges, Geoff Shenfield, Robert Dessmann, Nigel Foote

The CEO Award — Display of Teamwork:
STRUCTURAL EFFICIENCY THROUGH TEAMWORK; Greg Hall, Ray Perl, Danny Purches, Ron Webster

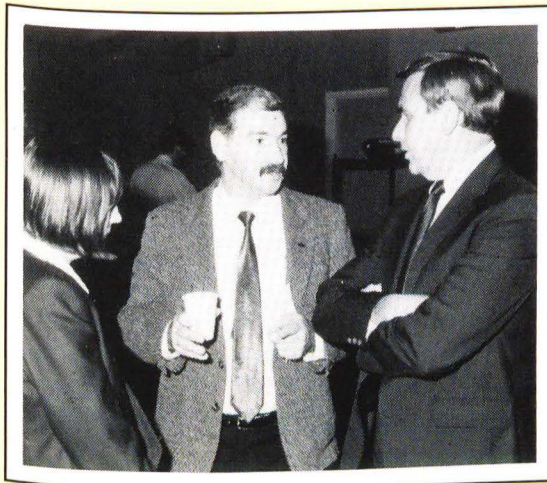
Application of TQM Tools:
SALES & OPERATIONS PLANNING; Tony Kiley, Brendan Lovelock, Brian Marr, Jim Orth

Customer Orientation and Service:
PHOTOCHEMICAL SERVICE IMPROVEMENT TO SINGAPORE; Mark Bloodworth, Stewart Dickson, Gary Carroll, Peter Bektash

Innovation in Process Improvement:
COMPUTER-BASED GRAPHICAL IMAGING OF DEFECT RATING GUIDES; Peter Simpson, Frank Crossman, Steve Brain and:
KODACOLOR LINE AND STREAK DEFECT REDUCTION; Don Pitkethly, Dave Guinea, Russell Ruskin and Colin Smith

Quality Day Collection

A selection of photos — courtesy of Lou Hickey, Phototechnology Department — which record just a small fraction of the fun and team spirit of Quality Day, 1990.



Announcements

Commercial & Industrial Markets

George Mosel is appointed equipment specialist, C.E.S.
Steve Kerison is appointed equipment specialist, C.E.S.
Ross French is appointed equipment specialist, C.E.S.
Alan Woolcock is appointed regional minilab co-ordinator, C.E.S.
Maurice Lekamge is appointed administration supervisor, C.E.S., Southern Region.
Seamus Ward is appointed technical sales representative, Graphics.
John Carey is appointed imaging technologist, C.E.S.
Leonard Duck is appointed associate imaging technologist, Copy Products Equipment Service.
Yvonne Duke is appointed customer relations representative, M.P.A.V.
Louise Moran is appointed customer service representative, B.I.S.
David Hodson is appointed development programmer, A.I.S.
Greg Giannis is appointed development programmer, A.I.S.
David Purdue is appointed development programmer, A.I.S.
Wendy Turner is appointed national customer service

manager, Commercial Markets.
Derek Williamson is appointed associate imaging technologist, C.E.S.
Geoffrey Boyse is appointed imaging technologist, C.E.S.
Domenic Angarano is appointed project engineer, A.I.S.
Michael Bednorz is appointed supervisor, support services, A.I.S.
Pauline Khoo is appointed development programmer, A.I.S.
Ricky Pistor is appointed associate imaging technologist, C.E.S.
Stephen Harries is appointed systems engineer, A.I.S.
Judith Ward is appointed technical sales specialist, Clinical Products
Helen Tsimplidis is appointed inventory analyst C.E.S.
Tony Leach is appointed systems engineer, A.I.S.
Greg Hand is appointed associate imaging technologist, Copier Products
Lee Glass is appointed imaging technologist, C.E.S.
Brenton Smallcombe is appointed associate imaging technologist, C.E.S.
Caroline Thomas is appointed sales representative, Health Sciences

Benjamin English is appointed imaging technologist, Copier Products
Kevin Heaton is appointed associate imaging technologist, Copy Products
Anthony Hill is appointed imaging technologist, C.E.S.
Thomas Christensen is appointed associate imaging technologist, C.E.S.

Photographic Products Group

Ines Dietsche is appointed installer trainer, Consumer Imaging.
Leanne Randall is appointed supervisor, Internal Traffic, Distribution.
Margaret Brumby is appointed finished inventory analyst, Commercial Planning & Procurement.
Terry Smart is appointed senior sales representative, Consumer Imaging.
Charles Edwards is appointed credit manager, Eastern Region Administration.
Kerry Wilson is appointed assistant product manager, Consumer — Retail Film.
Wayne Herring is appointed field sales manager, Consumer Imaging.
Mark Rowe is appointed sales manager, Food, Grocery & Convenience Markets, Consumer Imaging

Manufacturing Division

Elisabet Wreme is appointed quality systems accreditation consultant, Quality Systems.
Kieran Magee is appointed quality systems engineer, Quality Services.
Phouthala Thongkham is appointed design engineer, Engineering.
Ilhan Saya is appointed administrator CAD/CAM system, Engineering.
Matthew Donovan is appointed process development engineer, Consumer Process Management.
David Leavesley is appointed process engineer, Consumer Process Management.
Vicki Reynolds is appointed executive secretary, Engineering, Maintenance & Utilities.

General Management

Kate Metcalf is appointed solicitor (temporary), Legal.
Kathy Tierney is appointed manager, superannuation, Employee Relations.

Travel News

Prizes to be won

National Australia Travel Limited, in conjunction with Australian Airlines, is offering all Kodak employees a 'Spring Surprise' during the months of September through to December.

The Spring Surprise consists of monthly prizes: in September — one night's accommodation at the Park Apartments, Melbourne; in October — one night's accommodation at the Regent Hotel, Melbourne; in November — one night's accommodation at the Park Apartments, Melbourne.

The major prize will be won in December; a weekend for two people at the Sheraton Hotel in Perth, with return economy airfares courtesy of Australian Airlines.

To be eligible to enter all you have to do is book your next holiday with National Australia Travel, complete the entry form and drop it into the entry box at our office. If your next holiday is with Australian Airlines, you will receive double the chance to win.

Prize winners will be drawn at the end of each month and announced in the Kodak News.

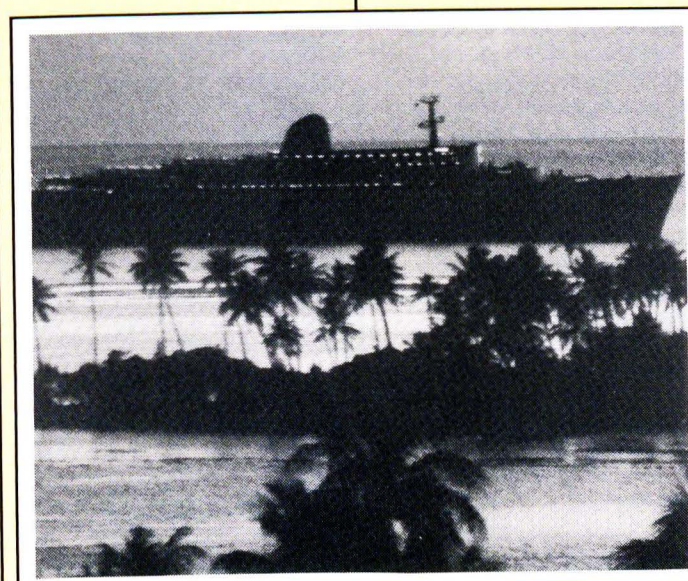
Queensland Giveaways extended

Australian Holidays have extended the Queensland Giveaways until the December 20 (excluding September 21 — October 7). Destinations include the Gold Coast, Rockhampton, Cairns, Whitsundays, Townsville and Mackay.

All packages feature reduced accommodations rates and a 40 percent discount off the normal economy airfare. Book now on a Queensland Giveaway with Australian Airlines and receive double the chance to win a Spring Surprise.

Grand Prix

The Grand Prix in Adelaide is approaching and accommodation is still available for home leasing. Flight Deck members have the opportunity to purchase a two-day pass into Australian Airlines' VIP stand. For further details contact National Australia Travel.



Fairstar holidays

Fairstar The Funship has released Asia and South Pacific Cruises for January to June, 1991. Included next year are two spectacular Asia fly/cruises. Sail the Coral Sea to Singapore with an overnight stopover in Bali or discover ports as diverse as Hong Kong, Pusan in Korea, Kobe in Japan and Guam, to name just a few.

National Australia Travel in conjunction with P&O/Sitmar offer 10 percent off B Deck and above on certain cruises

for next year. Enquire at our office for more details.

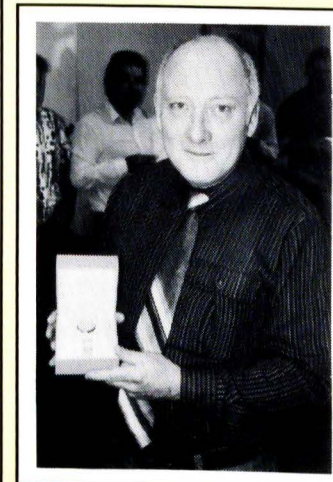
Virginia Rea has recently joined National Australia Travel as the new domestic consultant at Kodak. Virginia moved from Warrnambool at the beginning of the year to complete the Jetset Travel course and is competent in all aspects of domestic travel. For all your domestic queries please contact Virginia on 353 3536.

— Anita Frawley

Focus on people



FAREWELL TO JOHN EMERY (Commercial Markets, Central Region). After 29 years with the company, John has left to spend valuable time with his family. Pictured are, from left to right: Wilf King (34 years' service), John Emery and Colin Russell (34 years' service). That's 100 years' service between three people! Well done, John, and all at Kodak wish you and your family all the best.



IAN WATT (CES, Blg 6) celebrated 25 years' service with Kodak on July 23. Ian started work in 1965 in the Roll Paper Dept as an operator. In 1974 he joined the Maintenance Workshop as a tradesman's assistant and in 1978 switched to CES to work as a storeman, his current occupation.



DOES THIS FACE look familiar? Pencil in a mo and it's Dallas Young from Blg 6. Dallas is regularly seen as a 'fairy' at the Epping Primary School fete — selling fairy floss of course. (It's held on October 20, for those who want to go.) This year he is looking for a new outfit, so if anyone has a wig (any color) and evening/ballroom dress (size 18-20) he could use, please ring him on ext. 3140.

Weighing the risk

Maintaining your ideal weight can do more than just enhance your self image. Staying within the appropriate weight range for your height, age, sex, and body type can also reduce your risk of cardiovascular disease.

Those extra pounds and ounces not only stress your zipper, they stress your heart, too.

For every extra pound of body fat you carry, your heart needs to pump blood through an extra mile's worth of blood vessels — an immense burden on your heart. Obesity also increases your likelihood of developing atherosclerosis (fatty deposits on the inner walls of the blood vessels), diabetes, and high blood pressure, all of which put you at greater risk for heart attack and stroke.

Overweight people also find themselves in a vicious circle, as obesity makes it more difficult for people to remain active; the more sedentary your lifestyle, the greater your risk of heart disease. Fortunately, by reducing your weight to normal levels, you can also reduce your risk of developing these disorders.

An imbalanced diet and lack of exercise are two main causes of overweight. These same habits are also major factors in heart disease risk. High fat diets contribute excessive calories (which can result in overweight) as well as fatty deposits that build up on arterial walls (atherosclerosis). Lack of exercise results in fewer calories being burned (hence a greater likelihood of gaining weight), may decrease the body's ability to use oxygen, is

associated with higher levels of heart-damaging LDL cholesterol, and is known to negatively affect blood pressure. Don't diet!

If you're motivated to control your weight for your heart's health, don't diet! Weight-reduction diets rarely work. Instead, begin to incorporate a healthy, balanced eating plan with a regular program of heart-strengthening aerobic exercise.

According to the American Heart Association, the healthiest diet is one that limits sodium to no more than 3000gm a day, cholesterol to no more than 300mg a day, and fats to no more than 30 percent of your daily calorie intake.

The AHA also recommends that non-alcoholics use alcohol

in moderation only, not to exceed 1 1/2 ounces per day. In order to reap the benefits of aerobics (for both weight control and heart health), it's important to exercise vigorously for at least 20-30 minutes, 3-5 times a week.

If you need assistance in developing your personal diet/exercise plan, consult with your health-care professional, a registered dietitian, nutritionist, and/or exercise physiologist to help you get started.

A good place to start would be to consult Fitpit co-ordinator Mark McKeon, who (following an 'OK' from the Medical Centre) will design customised exercise programs for new members — whatever their fitness level. Give him a call on ext 3655 to enquire about the Fitpit and what it can provide.

Retiree roundabout

Peter Le Get told us that he saw three other retirees during the proceedings of a very auspicious event recently — the election of the Anglican Archbishop of Melbourne. Each was representing his parish as a member of the laity and participated in the voting. The other three were **John Chester, Stan Dyson** and **Perc Linsell**.

Back in 1980, a photo was published in a *Kodakery* of Peter carrying the Olympic torch down Swanston Street on its way to the stadium for the commencement of the 1956 Games.

Another photo marking Peter's Olympic past is on display at the Australian Gallery of Sport, located in front of the members' pavilion at the Melbourne Cricket Ground. In the foyer, where the cauldron used to commence proceedings in 1956 is on show, a side view of Peter can be seen in one of the accompanying prints on view.

He still runs — depending on available time and injuries — and has applied to participate in the forthcoming re-enactment of the run in a promotion for the 1996 Games bid for Melbourne.

* * *

John William's wife **Dorothy** arranged what was almost a surprise party for John's recent birthday. She contacted relatives and friends, some from interstate whom he had not seen for many years. As usually happens with such planning, a couple of those invited contacted John to wish him a happy birthday and say they were sorry they would not see him — thus letting the cat out of the bag!

However, the large gathering which assembled at the family home at Springvale obviously enjoyed the great hospitality. Among them were many retirees — **Marion Blatchly, Betty Chandler, Jack & Alice Hubble, Arthur & Wilma Jarvis, Peter Le Get, Ellen and Des McMinn, Mary Pierce, Kevin & Barbara Rose, Nellie Shields, Elvin & Nelva Teasdale, Reg & Billie Watkins, Ian & Joy Yelland**. Those who sent greetings but were unable to attend were **Nellie Fisher**,

Jean Maslen, Jean Calwell and Shirley Roberts.

* * *

Mary Pierce is one of the many retirees who has left her suburban home — but she says she is not far away. She and her husband have moved to a small town in the Dandenongs and are very happy with the change.

They did not sell their old home. A son is still living in it. It is the first time we have heard about the parents, rather than the younger members of the family leaving home!

* * *

Stan Dyson is also living in the hills these days. He says that when he lived near Wattle Park, he never took advantage of enjoying its facilities, whereas his changed environment enables him to enjoy the countryside all the time. He instanced just travelling to his local church — he is in amongst the trees and ferns all the time.

He admitted that, apart from attending meetings at the cathedral in Melbourne, he has not been into the city for about five years.

* * *

Kevin Rose recently changed tennis clubs so that he can participate in a mid-week competition. It is really just getting under way and as yet there are not many teams involved and naturally they are looking to expand.

There may be retirees who, individually or as a group or even a club may be interested in taking part in such a competition. If so, Kevin would be happy to provide details. Teams so far are mainly from the eastern suburbs of Melbourne but, with the popularity of tennis with the older brigade, location is probably no great problem.

* * *

Newcastle has not been mentioned in our news before so we contacted **Murray Tickle** who was manager of the branch for many years. Unfortunately, Murray could not tell us much about the retirees on our list who are living in the area — some may

have been employed in Sydney and moved after finishing work.

He and his wife Carol are enjoying life some 25 kilometres from the city, on the shores of Lake Macquarie. They built their house about 30 years ago right on the waters' edge when there were very few homes in the area. He travelled to work each day but, since retiring, the local scene has developed so much that there is seldom need for them to go into the city. The town of Toronto, nearby, is able to satisfy almost all their needs.

His brother and sister-in-law are still employed by the company so he hears of current news there and brother-in-law and retiree **Ray Kearton** has been enticed back into business so he is kept up to date with the photographic industry in that part of New South Wales.

Family wise, he still has his youngest daughter living at home and also a grandson who is a teenager, so there is still plenty of activity in the Tickle household.

He asked of three old friends — **Ian Docker, Bill Black and Ron Cole!** Perhaps we could ask for replies and at the same time suggest that someone in the Newcastle area give us news of other retirees on our mailing list.

* * *

Frank McCoan has extended his interest in escorting tourists both intrastate and interstate to that large continent of India.

He has toured extensively between New Delhi and Bombay and down the west coast including the tiny territory of Goa which was described recently in one of our papers as a curious ex-Portuguese enclave which has a South Seas beauty, rich red earth, vivid green vegetation, palm trees, quiet golden beaches and wide, slow running rivers which water rich pastures!! Sounds idyllic, Frank; perhaps some of our retirees could go on your next trip.

* * *

Many thanks to **Edna** and **Dennis Tregoning** for a

most interesting and detailed letter about their lives in northern New South Wales. Space does not permit us to reproduce it fully but it is available if required. We told you of their move about four years ago. Well in 1987 they spent 12 months in Europe, travelling by campervan and visiting all 18 countries — a great effort.

In 1989 they took off — again by campervan — to see more of Australia, going through the centre, up to Darwin and back via Cairns. On the Gold Coast they visited, and received warm welcomes, from **Doris Ternouth** and **Helen Manning**.

At home, they both are making great contributions to the local community. Edna has completed more than 200 editions of a weekly two-hour radio programme of Spanish and Latin-American music. This is a great achievement, requiring much training and resourcefulness and, as Dennis says, nerves of steel.

He too, gives a weekly program of news and community segments followed by an hour of classical music. What a great service, as it must take many hours preparation and there is no financial reward.

Coffs Harbour, their nearest city and the destination of their weekly shopping excursions, has a large community of Spanish-speaking people from South America. Through Edna's interest in their history and music they help people from Chile, El Salvador and Peru to learn basic English and settle in a lifestyle that is so different to the turmoil they left behind.

At other times, Dennis acts as treasurer of the Probus Club and Edna has a pottery workshop. They don't find it difficult to fill in time. So far they have not used the beautiful Kalang River for boating and fishing which they told us about when they first moved.

They miss seeing lifelong Kodak friends but extend an invitation to any who are travelling — they suggest a phone call or letter to make sure this busy couple are at home — we can give you their address.

Magda's Major Samoyed success

Six years ago Magda Brisevac decided to buy a dog. She wanted a good-sized dog, maybe not quite German Shepherd or Rottweiler size, but then again not something that was likely to fall into the cracks in the footpath.

Magda works in Photochemical Department as secretary to Photochemicals manager, Arch Robinson. She is one of no less than four Brisevacs who work at Kodak: mother Maria (KPL, Collingwood) and brothers Frank (KPL Collingwood); and Nick (Graphics).

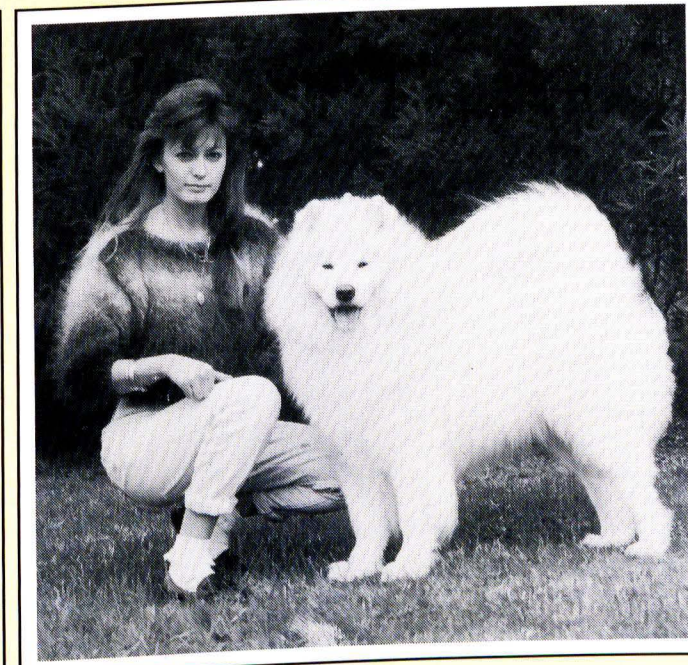
She decided upon a Samoyed because she liked the look of them, knew they had good temperaments, and also because the Samoyed is not something that every man and his...well, because they are a little unusual.

The Samoyed takes its name from a Siberian tribe, the 'Samoyede'. The breed was originally used for herding reindeer and pulling sleds across the Siberian tundra and also served the Samoyede tribe as living blankets on those icy Arctic nights.

A beautiful, strong and intelligent dog, they shot to canine stardom pulling up to one-and-a-half times their weight on early expeditions to the North Pole and other similarly chilly destinations.

So impressed were some of the early explorers with the Samoyeds that they brought them home on their return to the comparative warmth and civilisation of Northern Europe. Hence their eventual arrival in Australia.

And so it came to pass that Magda arrived home on Christmas Eve, 1984, with a furry white ball called 'Sacha'

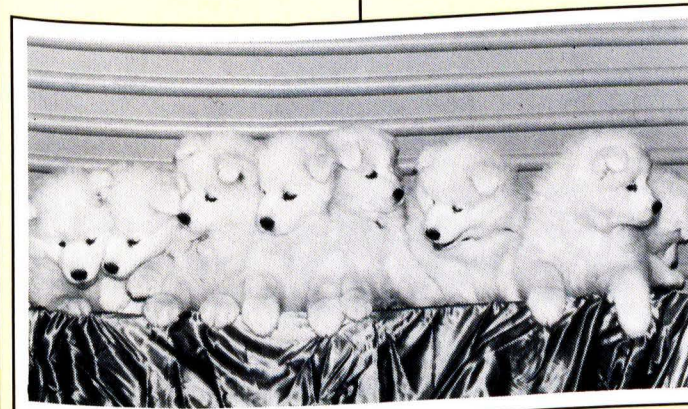


Magda and Major — like Kodak Australia, a winning team! (Photography by Twigg)

(more formally known as Moonshine Abbey Road). Though at that time she had no intention of getting involved in dog breeding or the kennel club scene, five years on she found herself the proud owner of an Australian Champion.

Sasha herself was entered in a couple of shows by the people from whom Magda bought her, but found the experience not entirely to her liking and retired at an early age to continue her main role as house pet and occasional mother.

From one of her litters, containing five males and three females, Magda had the good fortune to choose Major, the canine champion in the family. ('You guess' was Magda's



Major and his siblings as pups. How do you pick a champion? 'You guess,' says Magda.

explanation of how one goes about selecting a champion from the also-rans.)

So how does this dog show business work? What is an Australian champion, exactly? Magda explains:

'It's based on a points system. To win an Australian Champion title, your dog or bitch has to first win a series of Challenges.

'In a Challenge you get five points for winning plus one point for each dog you've beaten, with 25 points the maximum you can win at any one time.

'When a dog or bitch chalks up 100 points, it qualifies for the title of an Australian Champion.

'Some people take their animals out to distant country shows where the competition is of a lower standard so they can get the required points,' added Magda. 'Eighty-eight percent of Major's points were gained at shows held at the Melbourne Showgrounds in Ascot Vale and at the KCC Park in Cranbourne, so they are more prestigious.'

Magda went on to say that feelings among various dog-owners can run pretty high on occasions. The show ring is no place for the faint-hearted, with jealousy of others' success bringing out the worst in some of the (human) competitors. Loud and malicious asides abound when the judging goes against the expectations of the more bumptious owners.

Major's first Challenge was awarded to him in January 1988. In November 1989, after eight Challenge wins, he gained his Australian Champion title. He has been handled in all his wins by Magda.

Though he has not had so many competitive engagements since earning the Australian Champion title, Major has not been resting entirely on his laurels. Though he probably prefers hanging out in the backyard chasing balls, he occasionally deigns to enter the show ring. The ultimate objective is to take out Best of Show.

This is no mean feat. After being judged best in own breed, the dog must then go on to be judged best in one of the seven canine groups: Toys, Terriers, Gun Dogs, Hounds, Working Dogs, Utility (of which Samoyeds are a member) and Non-sporting.

Then the top seven dogs roll up for a final judging, where chihuahua is pit against bull mastiff, kelpie against corgi, to find the supreme dog on the day. Winning best of show is the canine equivalent of opening the batting for Australia. Major achieved this honor on June 2 this year at the Royal Showgrounds, competing against 1490 other dogs.

On the domestic front, Major has sired two litters to date and now finds himself with a filial rival in young Amundsen Maidjor Rivall. To date Rivall has had remarkable success in the show ring. In five months of showing, Rivall has just about scooped the pool in the puppy arena. Major is no doubt looking nervously over his shoulder at the Young Turk. At 3½ years old, Dad's still got another 18 months until he reaches his peak, and will be aiming to take out a few more Best of Shows to cap off his career.

After that, who can tell? If young Rivall fulfils his early promise, it could be the Terry and Jason Donovan story all over again.

TAILPIECE: Major will be competing at the Royal Melbourne Show in the KCC Pavilion on September 26.

Kodak Salon regional judging

Late in July the regional judging of the Kodak International Salon of Photography was held in Melbourne.

The three judges looked at nearly 200 photographs and selected winners in the five categories; pictorial black & white prints; color prints; nature prints; pictorial slides; and nature slides.

The photos were entered by Kodak employees from Australia, New Zealand, Japan, Malaysia and Taiwan.

Geoff Stretton, Chris Kremler, David Ozolins and Neville Armstrong were present at the judging helping

to project slides and arrange the prints in front of the judges. Dee Starr also helped in many ways. The photos are now in the U.S., where they will join other best photos from similar regional judgings in Europe, Rochester and the rest of North America.

In this final judging the very best photo will be chosen to receive the George Eastman

Memorial Medal.

Any Kodak employee or retiree can enter their photos in the competition next year. There are separate categories for beginners and more advanced photographers.

Gold Medals were won by:

Tony Kelly (KPL Collingwood)

Neville Hesketh (PPD Southern Region)

Col Cameron (CMD Brisbane)

Silver medals were won by:
Reg Watkins (retired)
Peter Hunter (PSD Coburg)
Julian Polson (KPL Collingwood)

Don Weston (Blg 2, Coburg)
Neville Hesketh (PPD Southern Region)

Tony Healy (retired)

Photo by Tony Kelly



Notice Board

Births

Paul Corris (Financial Accounting) has come up a winner at last! Congratulations from all in Finance & Administration to Paul and Lisa on the birth of their son, **Aaron Nathan** on June 29 at the Lilydale Bush Nursing Hospital, weighing 8lb 14oz. Father weary but mother and son both well.

Congratulations to **Bill Bright** (former Powerhouse manager) and Joy on the birth of their daughter **Alex** on July 1 at Diamond Valley Community Hospital. Both well.

Congratulations to **Ernita** and **Michael Toft** (Powerhouse) on the birth of their daughter **Estelle Melanie** on March 8 at PANCH, weighing 7lbs 13 oz. Both well.

Congratulations to **Joy** and **Chris Kremler** (Powerhouse) on the birth of their daughter **Madelyn Joy** on April 1 at Monash Medical Centre weighing 6lb 10oz. Both well.

Congratulations to **Joel Epstein** (KPL Collingwood) and wife Judith on the birth of their first child, **Daniel** on August 24 at St Andrews Hospital. Weight 7lb 11 1/2oz.

Deaths

Brian Newman, passed away on July 21. Brian, a

director of Kodak Australia until retirement in December last year, worked for Kodak for 34 years.

Engagements

Congratulations to **Agnes Lee** (KPL Collingwood) on her engagement to **Peter Lang** (CES Blg 6) on April 16

For Sale

Nikon camera gear: F3 HP black body; MD-4 motor drive; F2 Fotomic chrome body; 24mm f2.8 wide angle lens; 35mm f2.8 lens; 55mm f2.8 micro lens; 105mm f2.5 portrait lens (All AI Nikkor); Cokin filters; Lowepro 35 camera bag (free with package). Contact Nihal Fernando, ext 1091 or a.h. on 571 8587.

Holiday Accom.

Two weeks, Dec 23 1990 to Jan 5, 1991 at Chevron Paradise Hotel, **Surfers Paradise**. Five Star hotel accommodation overlooking river, one minute to beach. Large double bedroom. \$500/week. Ph ext. 3496.

Lost

Golf Clubs — pitching iron and 3 wood, at Merri Creek practice

fairway. Reward offered. Contact **Matthew Lambert** ext. 3446

Milestones

25 Years' Service

Peter Locklier (Commercial Finishing) on August 26
Donald Page (Engineering) on September 13

Stamatis Patrentis on September 17
Bob Hammond (Taxation) on October 20
Horst Kuhnemund on October 20

KODAK CHRISTMAS PARTY

Preparations are now under way for the Children's Christmas Party, to be held on **November 24**. Those people with young children should mark this day in their diary or on their wall calendar at home.

This year there will be lots of extra activities and goodies including good old Father Christmas, fun rides, Mr Super (Show) Bags, face painting and much, much more. Tickets will be on sale soon. Watch your notice-boards for more details.