

April 30, 1940

KELLOGG *EW JV*

George W. Kellogg  
1417 West Water St.  
Elmira, N. Y.

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now 80 years old.  
worked for E.K.Co. for 39 years (1891)

Mr. George W. Kellogg happened to be in Rochester and saw Mr. Paul Favour who told him about the research work being done on Mr. Eastman's life - and Mr. Kellogg offered to tell us what contacts he had with Mr. Eastman during his time at Kodak.

Mr. Kellogg said Mr. Eastman was a man who made quick decisions and when talking to his employees he wanted prompt answers. Mr. Kellogg felt Mr. Eastman was the man to go to when you wanted a decision on any phase of the work but it was difficult for an employee to do this for Mr. Eastman was so busy doing so many different things in connection with the business.

Mr. Kellogg's <sup>first</sup> ~~was~~ personal contact with George Eastman was one time when he was making ~~some~~ lantern slides for a Kodak exhibit and he had been given conflicting information on the work. So he took the "bit in his teeth" and walked in on Mr. Eastman and asked him just how he wanted the work as to tone quality. Mr. Kellogg had been working for warm tones, as previously instructed, and then was told by the lecturer of the exhibit that Mr. Eastman had criticized these warm tones and wanted them on the black. Mr. Eastman said very decisively to Mr. Kellogg - "No such thing, I simply criticized the black tones." So you see Mr. Kellogg got a decision at once to proceed with the work in the warm tones.

While Mr. Kellogg never had any real personal contact with Mr. Eastman, yet wherever they met it was always - Hello George when Mr. Eastman spoke to Mr. Kellogg. Too, Mr. Eastman

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was always quick to recognize his employees no matter where he met them whether it was on a streetcar, in the street or in the factory.

Mr. Kellogg felt Mr. Eastman was very fair and very impartial in dealing with his employees and whenever he made a decision he always abided by it.

Mr. Kellogg made some progress pictures when Mr. Eastman was building his home at 900 East Avenue but in doing this did not come into contact with Mr. Eastman.

Mr. Kellogg came to Rochester and the Kodak Company in April 1891 and his first work was the developing of amateur films. Two years later he started to work on the making of lantern slides as the company had launched on a project after the World's Fair at Chicago in 1893 of sending out slides showing the various scenes of the Fair. Later he tried out the various kinds of papers put out by the company. Mr. Kellogg mentioned the fact that Mr. Eastman always tried out the new Kodaks as they were put on the market and would send his film to the Developing Department for finishing. While the film was in the Development Department, he often came into the department and would talk to the man working on his film. Mr. Eastman wasn't a man to talk anything but business. In other words, Mr. Eastman had no "small talk," and if he did he just wasn't the type to be friendly and joke with people he came in contact with. He was of a retiring nature.

Mr. Kellogg had a hobby of making pictures of the Indians on their Reservations. He was trying to get a series of pictures illustrating their customs. (Mr. Kellogg adopted an Indian boy and brought him up). So after the 16 story building had been built and Mr. Eastman met Mr. Kellogg in the hall one day, he said - "Well Kellogg how are the Indians?" Mr. Eastman had a faculty of not forgetting things of this nature.

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Mr. Eastman was very fair about wages and things of that nature and did much for the betterment of his employees. Mr. Kellogg said he felt Mr. Eastman liked to see his employees show initiative and advance on their own merits.

Mr. Kellogg saw Mrs. Eastman, Mr. Eastman's mother, once on the occasion of a preview of the showing of the lantern slides of the Chicago World's Fair of 1893 which <sup>took place</sup> was done in about 1894. In those days the equipment was cumbersome and it took considerable time to get the work out.

Mr. Kellogg knew Mr. Glaser, whom he thought was Mr. Eastman's first factory superintendent, and heard him tell a story about Mr. Eastman when he was working as a bank clerk and experimenting on emulsions, etc. He said Mr. Eastman hired Mr. Glaser to coat the plates for him but that Mr. Glaser often times had to wait for his pay until Mr. Eastman got his from the bank as salary.

Mr. Kellogg knew Frank Crouch very well but never happened to hear him tell any of his stories about Mr. Eastman - so he could not help us interpret Mr. Crouch's little book on stories.

Mr. Kellogg said Mr. Samuel Mora preceeded Mr. Ames as Sales Manager of the EKCo. Mr. Mora is now dead.

Mr. Kellogg said Mr. William G. Stuber was the man who cleared up the emulsion trouble for Mr. Eastman in the early days when sometimes he was very hard put when films went bad after they had been developed and printed.