

## A REPORT TO THE ROCHESTER COMMUNITY

### What has happened:

Much attention has been focused in recent months on discussions that have taken place between Kodak and the Fight organization. We believe the people of the community have a deep interest in knowing the facts. We hope these answers to some basic questions will remove some of the confusion which appears to exist and provide a better understanding of the company's position:

### What did Fight want from Kodak?

- Last September, Fight demanded an arrangement with Kodak whereby Fight would exclusively recruit 500-600 "individuals with limited education and skills" over an 18-month period, and the company would, in turn, hire and train these people to qualify for "entry-level positions."

### What was unacceptable about this proposal?

- Despite our own awareness of the need to try to develop employment opportunities for local people who are unable to find rewarding jobs and our past efforts in this direction, Kodak could not and cannot accept the Fight proposal. Simply stated, that proposal would have required Kodak to delegate to Fight the responsibility which management has to determine what Kodak's employment policies and practices shall be. For many, many years these policies and practices have been established and implemented by Kodak in the best interests of Kodak people, the company itself, and the community. Kodak cannot delegate decisions relating to recruitment, selection, and training for Kodak jobs to any outside person or group.

### Has Kodak done anything about job opportunities for disadvantaged people?

- Kodak has long been concerned about this problem, and we believe the company's record speaks for itself. In 1962, for example, we were among the first to volunteer to join the "Plans for Progress" program in cooperation with the President's Committee on Equal Employment Opportunity. Since then—and long before Fight appeared in our community—our efforts to provide employment opportunities for members of minority groups have been increasingly more positive and far-reaching. Later, we announced plans for a number of new training activities to help untrained and under-educated people qualify for Kodak jobs. We expanded these special training activities again last fall. In all of our efforts we have sought and received the assistance of a number of community organizations in referring to us members of minority groups.

### What happened in the discussions between Kodak and Fight?

- In four meetings last September, Kodak representatives repeatedly explained to Fight officials that, although we could not accept their demand, we would welcome their cooperation by referring applicants for Kodak's own job training activities. These discussions and subsequent correspondence produced no tangible results. Fight refused at all times to discuss anything but its own "proposal." Fight began a campaign of harassment of the company. Realizing that this atmosphere of conflict was not beneficial to the community nor to constructive work on the basic problem, Kodak management decided to make one further attempt to solicit the cooperation of Fight. On December 16, a different group was formed to hold discussions—which were held on December 19 and 20. On the latter date, Fight announced publicly that Kodak had entered into an agreement. As pointed out in the Kodak statement which promptly followed, such an arrangement had neither been intended nor authorized by the company. No person had been given authority to sign any document on behalf of Kodak.

### What happens now?

- The misunderstanding of last week is regrettable. However, Kodak management is determined to continue to move forward with positive steps. The statement which follows here is a further demonstration of our intent to be as helpful as we can in finding answers to a difficult and perplexing problem that faces the community.