



# Press Release

## **For Immediate Release**

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### **Amalgamated Bank: Recoup Executive Bonuses Based on Misreported Results Kodak Should Adopt an “Earn it or Return it” Policy, say Investors**

New York, NY— Shareholders will cast their votes tomorrow on a proposal by Amalgamated Bank’s LongView Funds at the annual meeting of Eastman Kodak (NYSE: EK). The measure asks the company to adopt a policy that, in the event of financial restatement, the board will review executive bonuses that were awarded for meeting performance targets and recoup awards that were unearned.

"If executives are paid bonus money they don't deserve, the money should go back to the company," said Amalgamated Bank's legal counsel Con Hitchcock.

LongView submitted the proposal following Kodak's disclosure of accounting errors leading to an overstatement of earnings in 2003 and the first three quarters of 2004. Earnings fell to \$556 million from preliminary figures of \$649 million for 2004. An informal inquiry by the SEC is pending.

Following the submission of the LongView proposal, Kodak adopted a policy to recoup executive bonuses in the event of "certain restatements." The policy requires that funds be returned in cases where the beneficiary of the unearned bonus is found to be responsible for fraud or misconduct.

"Kodak has not endorsed the principle of our proposal, further than stating that the board will recoup monies in cases of fraud," said Hitchcock. "That doesn't add much beyond what is already required under current law. All unearned executive incentive compensation should be recouped, including in cases of error."

"Our measure is intended to strengthen the principle of pay for performance," said Julie Gozan, Director of Corporate Governance for Amalgamated Bank. "Returning unearned performance-based bonuses to the company should be a matter of policy if incentive compensation is to be meaningful."

"We believe the link between executive pay and performance could be stronger at Eastman Kodak," said Gozan. Total compensation of former CEO and Board Chair Daniel Carp increased from \$3.4 million in 2003 to \$4.5 million in 2004, while the Company's net income fell from \$238 million to \$81 million.

The clawback shareholder proposal was first introduced by the LongView Funds at Computer Associates in 2004. The LongView Funds hold 111,206 shares of Eastman Kodak common stock.

Founded in 1923, Amalgamated Bank invests workers' retirement savings through its LongView Funds. With \$10 billion in assets under management, LongView works to enhance shareholder value through corporate governance reforms at portfolio companies. The Bank is available online at [www.AmalgamatedBank.com](http://www.AmalgamatedBank.com).

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