

1st  
totally  
Union  
Made  
by hand  
Font  
A.D. 2014



is honored to announce  
129BB9L9H  
to be SWMCA's first font that's  
100% Union Made from start to  
finish in it's entire history going  
back to 1977. Use it with PRIDE!!!

**UNION LOGO NOT TO BE USED BY NON-MEMBER ARTISTS! Except for it's Membership, SWMCA has no other affiliation and does not own or control the Freelancers Union. If you're a freelancer check out the union's online website @ [www.freelancersunion.org](http://www.freelancersunion.org) for more details or to join.**

**Union is NOT affiliated with the AFL-CIO at this time.**

**Copyright © 2014 Freelancers' Union & SWMCA Catalogs All Rights Reserved**

**This copyright applies only to this notice & it's design.**

**The copyright for the actual font is 100% owned by SWMCA Catalogs.**



*Union made by hand!*

2014 A.D.



*This is to certify that:*

(the) Kabbalah Sampler

is a totally union made font!

NOT TO BE SOLD FOR ANY PRICE AT ANYTIME! This was a free download!

**UNION LOGO NOT TO BE USED BY NON-MEMBER ARTISTS! Except for it's Membership, SWMCA has no other affiliation and does not own or control the Freelancers Union. If you're a freelancer check out the union's online website @ [www.freelancersunion.org](http://www.freelancersunion.org) for more details or to join.**

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Font Download:

Copyright © 2014 SWMCA Catalogs All Rights Reserved

This union label & it's design:

Copyright © 2014 Freelancers' Union & SWMCA Catalogs All Rights Reserved



## END USER LICENSE AGREEMENT (EULA)

### GENERAL EULA WHICH APPLIES TO ALL SWMCA CATALOGS FONTS.

#### USAGE:

SWMCA is Christian owned, but those of all other faiths or of no faith of all may use this/these or any other SWMCA font(s) for any use they please providing they are not violating this EULA and where a fee is required it has been paid. As a part of the unedited Apostles' Creed, SWMCA believe it to the fullest including the phrase "and I believe in all things seen and unseen" which may include UFO's, ghosts, spirits, unexplained philosophies or phenomena, the paranormal, aliens, metaphysics, or any of these happening now or in the future. Because of this SWMCA neither endorses nor condemns any view, products, documents, etc produced using SWMCA's fonts using processes or medias of the past, currently in use, or yet to be invented. SWMCA has no control over who buys, downloads or uses our fonts or how they're use.

#### COPYRIGHT:

SWMCA copyrights all it's fonts. Because outside contractors and programs may be used for digitalization of SWMCA fonts, copyrights of other entities may also apply.

#### WHAT YOU CAN DO:

Download and use SWMCA fonts at your own risk. (because SWMCA does not control the age, condition, or use of computers or equipment using our fonts). We will NOT be responsible for crashes, viruses etc.

Use the font's however you want.

Have two (2) backup copies on disk, usb stick, micro SD, or other storage system.

Sell or trade equipment without removing SWMCA fonts.

Use SWMCA fonts if on units acquired used {but you may make only ONE (1) copy of each font in this case}. Units bought at auctions, closeout, hand-me-down, from liquidators, or more than 12 months old are considered used. The one copy restrictions do not count if you got SWMCA fonts from authorized download websites. It only applies if to SWMCA fonts already installed BEFORE you gained ownership of the unit.

Commercial use is welcome unless you're reselling the fonts or restrictions regarding this is included in your EULA or at the authorized download website you used.

Use of most SWMCA fonts is usually free for Government Agencies, Daycare/Senior Centers, Educational or Scientific Institutions, Penal Institutions, Homeless Agencies, Religious Groups, Hospitals and non-profits even if we charge for the fonts. E-mail us at least a month in advance if it's a fee fonts. Covers all computers at all locations.

Additional copies outside of backups may be made but for in-house use only.

#### WHAT YOU CAN NOT DO:

Re-engineer our fonts or anything generating them with trojan horses or other viruses or vices that may crash hard drives or other calamities.

Make copycat copies or mimic our fonts in a manner where they can't be easily distinguished from SWMCA's originals.

Take credit for work done by SWMCA or it's contractors unless we commissioned you to do the work.

Offer SWMCA fonts for download to the public without our express written permission.

Use SWMCA fonts with the intent of putting SWMCA or any of our contractors or competitors out of business. This includes any attempts to diminish or lower the revenues of all above entities. We believe in earning the trust of our clients the old-fashioned way, HONESTLY! We also honor and value our competitors [all of them], and try to give them the same respect SWMCA hopes to get from them.

Offer our fonts for any price if you got them for free.

Resell our fonts when you got them free, or beyond a reasonable price if you paid a fee. You may not sell multiple copies of SWMCA fonts without consent. (There's a reason why even SWMCA's free fonts are copyrighted). When a fee is paid for SWMCA fonts, they should be at fair prices.

Offer our fonts as part of a "package" (especially if consumers must pay for it) without consent or prior written agreement.

Any other prohibited practices listed in our Pirate & Bootlegger EULA . Note: Has very explicit language! (download available in EULA AREA of corporate website under "PIRACY & VOID COPY")

#### **COST:**

All freeware fonts are still copyrighted. This font may or may not be freeware. Commercial usage is also allowed unless the font was furnished with a EULA speaking to the contrary . Just because the font is freeware now does not mean it will be indefinitely. SWMCA may at any time make it a fee font for any reason or at will. SWMCA may also keep the font free but place restrictions on use of free versions.

#### **CLOSING of SWMCA Catalogs-Death of Operator(s)-New Ownership and this EULA.**

If SWMCA closes, merges, is bought out etc., it's successor or in the event of the owner's death that person's estate may have these rights as well as that of replacing this EULA. If SWMCA is a partnership at the time the surviving partner(s) may make the same decisions, and if it's a corporation at a later date, decisions made regarding this [or these] font(s) are to be made according to the wishes of the shareholders or the board it elects. SWMCA may offer this font for free or fee as long as it's the same at all offering websites. We may create an expanded or drastically version as a fee font while continuing to offer this font (or this package) for free as long as the paid one is a better value. Currently all SWMCA fonts are offered at fontspace.com and a select number at dafonts.com and a few other outlets. We may change where our fonts may be acquired or discontinue a font at will.

For the most current EULA with any addendums or changes, use the corporate web address then click "EULA AREA" from the main menu. EULAs are or will be on file at archive.org (Wayback Machine). within 30 days of posting.

**THIS EULA REPLACES ALL PRIOR VERSIONS AND MAY BE UPDATED OR REPLACED IN THE FUTURE.**  
SWMCA Catalogs Kansas City, Missouri. #swmca

**CORPORATE:** [www.swmca-catalogs.tk](http://www.swmca-catalogs.tk)

**FREEBIE:** <http://fontspace.com/swmca-catalogs>

**TOLL SALES:** [www.swmca.com](http://www.swmca.com)



## FREELANCERS' UNION ADDENDUM for the EULA ALL UNION MADE FONTS.

Effective September 5, 2014

There is a Freelancers' Union addendum for **all** SWMCA fonts. **This copy** applies **only** for **UNION-MADE** products. Union products have both the SWMCA and Freelancer's logos at the top. The non-union version of this addendum has ONLY a SWMCA logo at the top. Also this addendum has a logo reading "SWMCA Catalogs" where the logo on the other one omits the word "Catalogs". This is done to make it easier to distinguish between the two addendums. If you get both addendums in your download, you should read both. Although both parallel each other in well over half the info, there are also some major differences between the two addendums. This addendum is indeed longer as it also contains other information not needed for the non-union one...such as how to read both Grade A and Grade B Union Label Certificates. In illustrations only used here in the union-made product addendum, the Freelancers Union logo may appear. For illustrations used in both addendums a faux union logo is used.

By law, SWMCA can't knowingly put a union label on non-union products. This is the reason why two different addendums were created instead of just one.



For any download of a single font you will only get ONE of these two addendums as a part of your download. For FONT FAMILIES... (two or more individual fonts in a single download), you may get a copy of BOTH. If that is the case, this addendum copy will **ONLY** apply for the fonts that **ARE SUPPLIED** WITH A UNION LABEL! The rest of the fonts will be covered by the NON-UNION product addendum. Should it be the case that a Grade B union label certificate has been issued it **will apply to this download but not any download before the posted date on the Union Label Certificate(s)**. By possessing this copy you agree **not to attach any union label or representation of one whatsoever to any other works unless you're a member of the particular union and furthermore you won't attach to any work not your own or contracted for by you.** *This is an union work.*

*Grade A Union Work:*

All works done FROM START TO FINISH ON or AFTER 12:01 am Central Time, September 5, 2014 ARE union made works. THE FONT(S) IN THIS DOWNLOAD WITHOUT A GRADE A UNION LABEL CERTIFICATE DO NOT (and never will) HAVE QUALIFICATION FOR THIS DESTINATION!

*Grade B Union Work:*

Older works are to be considered union made only after they have been reworked. How? By one or more of the following methods:

1. At least ten or more current ASCII characters that did not exist in previous editions of the font have been made.
2. A minimum of 25% of the characters have been altered.
3. Work to improve spacing and/or kerning.
4. The font had major deficiencies  
(i.e. appears smaller than fonts by others besides SWMCA typed at the same size, uneven letters, etc.)
5. Had to be redone to work out bugs or remove viruses  
(such as those that might crash a clients computer)
6. Was drawn earlier but never digitalized.

## Grade A union seal:



*CENTERED on CERTIFICATE. Only for new works on or after Sept.5, 2014!*

*The actual union seal (logo) will differ from the mock one shown in the samples presented here.*

## Grade B union seal:



*Always in upper right-hand corner.*

What **CAN-NOT** be considered Union Made by SWMCA

1. Fonts that were merely renamed
2. Fonts that were digitalized before September 5, 2014 but not introduced to the public until after that date.
3. Fonts SWMCA doesn't own the rights to.
4. Painted signs and previous products or services by SWMCA  
(however the fonts used can later be digitalized to be union products)
5. Private fonts (those not being offered to the public with no intent to offer them in the near future).
6. Non-union fonts where only minor changes were made.
7. Pirated and counterfeit works by others labeled as SWMCA or a mimic of the name.
8. [May God graciously prevent this but:] works made after SWMCA leaves unionization (if it ever does).
9. Fonts not furnished with an official Union Label Certificate issued by SWMCA.
10. Incomplete fonts.
11. Non-digitalized fonts drawn before September 5, 2014, they can however become labeled as "union made" upon digitalization but only in the Grade B destination.
12. Fonts where the TOTAL copyright was or will be sold to non-union entities.
13. Fonts where any court of law within the United States has ordered the removal of the Union Label [only copies made on or after date of judgement].

**SWMCA's "FUTURE" destination and what it is:**

All works with the "FUTURE" destination are non-union works that are scheduled for major overhaul and will soon become union works. Any font or font family download given the future destination will be given a Grade B union labeling upon the completion of the overhaul. In this case, once the certificate is included, it only applies to the downloads made AFTER the posted date and only applies for the fonts listed.

Although the actual union mark appears, it is in inverted colors. The notification of this destination will appear at or nearest the point of download or along with the font samples on websites or within advertizing for the particular font(s). It is ILLEGAL in the United States and most other nations to alter this label. Unless you're a member of the Freelancers Union, you DO NOT have permission to reproduce this notification and if caught are subject to prosecution and possible restitution to the fullest extent allowed by law! You could also be prosecuted in more than one jurisdiction as all union related designs and materials associated with SWMCA Catalogs [including even the addendum you're reading now] are protected with copyrights -not just by SWMCA, but by the Freelancers Union as well.

*Below is a sample of "FUTURE" union work notification:*



**This is NOT a union-made font  
and prior versions aren't either.  
They never will be!**

**A major overhaul of this  
font has been scheduled  
and is either in progress  
or will be soon. Upon the  
completion of this task...  
the resulting replacement  
and all future revisions  
legally can and WILL be  
furnished with a official  
Union Label certificate.**

Copyright ©2014  
All Rights Reserved  
SWMCA Catalogs  
Kansas City



# How to read your union certificate

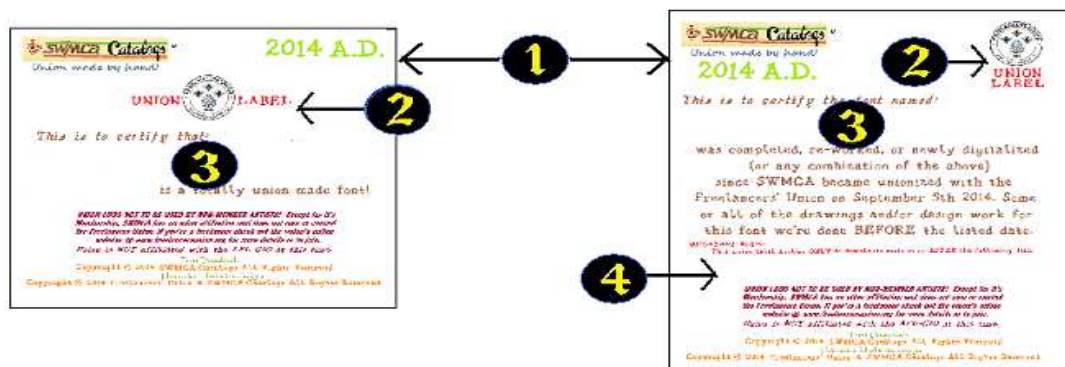
## "By the Numbers"

1. Year Grade "A" First introduced to the public. Grade "B" First introduced as a Union product.
2. Certification Notice the difference in location and design between Grade "A" and "B"?
3. Name of Font(s) For single font downloads or font families where only one font is a union work only ONE name will appear, for font families with more than one union font there will be a multiple number of names. More than one certificate may be issued for a font family download.
4. Effective Date Grade "B" ONLY! This certificate NOT VALID for downloads made before the posted date no matter when or where they were made!

## Union Label Certificates for single fonts:

### New Work (Grade "A")

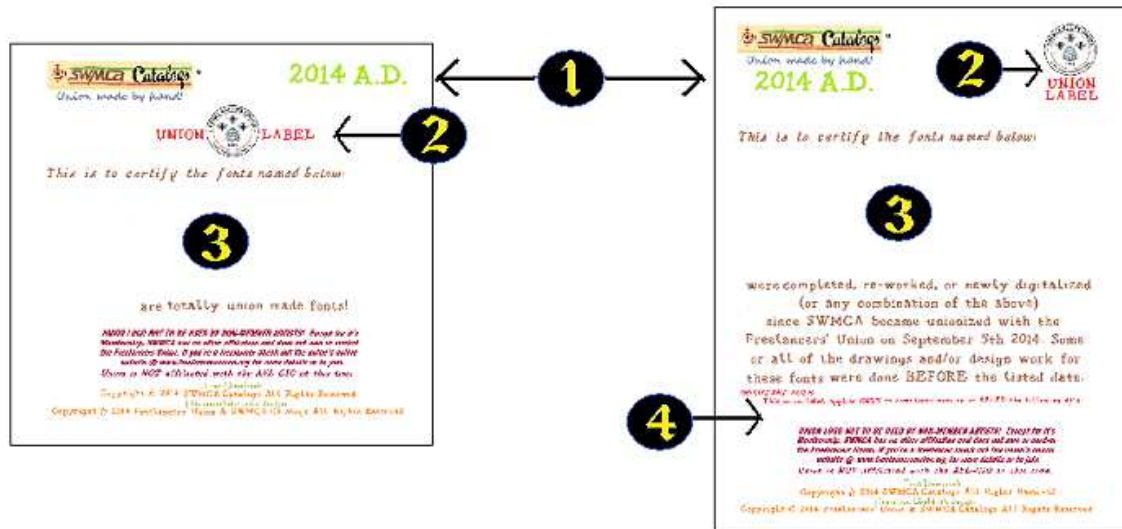
### Reworked (Grade "B")



## Union Label Certificates for font families:

### New Work (Grade "A")

### Reworked (Grade "B")



## Other Unions:

SWMCA Catalogs is proud to now be organized by the Freelancers Union. As long as SWMCA has at least one employee (counting even the founder), all workers have the right to organize and vote to pursue a bargaining agreement with any union that will accept them. By law SWMCA Catalogs can not demote, suspend, or fire any employee for joining a labor union, and wouldn't even if it could. Therefore every SWMCA workers may organize to be represented by additional workers' unions. In this case additional addendums may be written and added to cover those unions or a new one replacing this one could be made to accommodate all unions representing those employed by SWMCA. It is however solely the members' responsibility to pay union dues and remain in good standing with the union they choose.

## Advantages of joining the Freelancers Union.

If you do freelance work, now you can be a unionized firm. One major problems with most other unions is freelancers would have a difficult time joining because, they would be considered to be "management". As a result they couldn't get benefits union members would and yet

were too small to have any real "teeth" in their given industry. Now you can speak your mind by joining an "hive" (in fact you can even create one), shop each other's venues, find and join coops, buy more local and regional, showcase your offerings, and more...**and still get the benefits of union members while still owing your own operation.** Oh yeah there's some other benefits like discounts on select services such as car rental. If you're in New York you've got it made, but this union is expanding not just here in the States, but GLOBALLY! Although it's not affiliated with the AFL-CIO or like organizations at this time, there are a number of independent unions that are successful and very active and this is one of the biggest and best. There's plenty of activism, uniting, and organizing too...What's a union without that????!!!! The Freelancers Union calls it "New Mutualism" For those who are musicians or in the arts, NO YOU DON'T have to give up your current ASCAP, BMI, SESAC, or like membership to belong to the Freelancers Union.

SWMCA encourage all freelancers (including the competition) to be into New Mutualism, the organizing of the future. To check this out, go to [www.freelancersunion.org](http://www.freelancersunion.org).

#### **Special promotions by SWMCA:**

SWMCA Catalogs gives discounts at [swmca.com](http://swmca.com) (Scubbly) from time to time. While not all promos are aimed at union members, the best ones will be. Many union discounts will have an extended time before expiration too. You may also buy from the other Scubbly online merchants too, but **SWMCA issued coupon codes are only good for purchases from SWMCA**, and only for the specific product(s) the code was issued for. While SWMCA will still currently issue online coupons for non-union products, this practice is soon getting phased out and will eventually be totally eliminated. This practice will only continue until there is enough union made font downloads available for purchase by the general public. All SWMCA font downloads made on or before September 4, 2014 midnight



(Central Time) are NON-UNION regardless of where the download came from. This is true even if the current offering(s) is (are) being sold as [an]

Grade B union product(s). Representation of SWMCA by the Freelancers Union of New York City has officially begun on September 5, 2014.

If your union, activist or labor rights organization wants the promo codes when they're issues, send who they are to be sent to along with the address (both snail and url) of your union to:

*swmca@nokiamail.com (RE: Union Coupon Code Request).*

*Allow up to 30 days for a decision.*

Certain labor rights and activism organizations are also eligible. Keep in mind that requests will be checked to assure it's by a bonifide union, activist, or labour rights organization. SWMCA may accept or deny any request at will.

### **Free and toll fonts:**

Free fonts will still be offered from time to time at places such as Fontspace. There is a real advantage of going to toll fonts. All of these have complete character sets. Freebies may have very limited characters, some only caps and numbers. Fonts in the freebie market may still be in the development stage. Tribal is an excellent example of this. The spacing is wrong in all versions and worse in the early version, it don't look good below 48 picas unless bold is used, it does not appear the way it was designed to, etc. In fact it was so problematic that it will be reintroduced under a older name from SWMCA's days when it actually had paper type specimen catalogs. This isn't done on purpose, it's just that not all the testing is complete and new methods of editing have since been developed.

If it was meant to be a totally free offering, the regular checks have been done (such as SWMCA Schoolhouse line), but if it was a toll font

you may actually be a part of the "test market" to determine what fare may be charged and what bugs need to be fixed. These are the versions used to announce that the new font is coming soon to the public (on the corporate website *swmca-catalogs.tk*) and to make online samples. These may not have been tested. If it's gonna go one sale, then commercial use may be limited or still require a donation. You won't get different versions like "condensed" should they be offered. Generally font families aren't offered as complete except in the Schoolhouse line. Free fonts can not be resold and will be marked "NOT TO BE SOLD FOR ANY PRICE AT ANYTIME!" on their Union Label Certificate.

With toll fonts you have the option of buying the whole font family, or just what you want of it. SWMCA Catalogs' fares are almost always at least 50% lower than they should be and are carefully priced with the low income in mind (if you buy from *swmca.com*). Everything offered there is the complete work. 30 days to download on multiple computers [free fonts except the Schoolhouse line has a limit of one computer and one back-up copy at this time]. All toll fonts now feature at a minimum Latin (English), Cyrillic (Russian), and Greek characters. Many of the newer toll fonts, and all of the Union-Made ones also feature Hebrew and symbols. When a font family is expanded, it will always be for the toll market. At free font websites, you may get a font being offered for free by SWMCA or a bootleg copy full of stuff like worms. When downloading our free fonts, always look for SWMCA Catalogs as the submitter or be sure it's an authorized dealer of SWMCA downloads! If you're not sure, contact us and we'll tell ya if the site is authorized to distribute SWMCA fonts. To protect you the consumer is a BIG part of the reason *why* we copyright the stuff -*yeah even the freebies!* These days we generally copyright our stuff in the form of whole compilation works to save money and keep our prices low on the toll offerings. All toll purchases are of Genuine SWMCA Fonts...please be sure you don't let our *Pirates and Bootleggers' EULA* apply to any part of your download [especially with the free fonts!]...it automatically makes Union-Made

downloads non-union and may subject you to penalties even if it's not your fault.

**"Copy-cat" Works (Imitation Jobs, Reworks, and Reincarnations):**

Only works done TOTALLY by SWMCA or its contractors can include any SWMCA Union Label Certificate for SWMCA downloads. Only members or those operations organized by this (or any other labor union) can use this union's marks or incorporate them in their own designs and works. This part of the addendum will apply even to any works which SWMCA is not the original author (except when the work was gifted or commissioned by SWMCA). In the case of imitation (fake), counterfeit, etc. versions of SWMCA's downloads the NON-UNION version of this addendum applies ...and there's also an Pirates' EULA just for these works. In the case of reworked (altered) fonts based off of SWMCA fonts and works abandoned by SWMCA the NON-UNION addendum applies unless a unioned firm is doing the work, only then can they use union labeling. SWMCA must be credited for creating the base font used to form any works that are authored by others regardless of the circumstances for any works based on SWMCA fonts. This is true even if characters are borrowed from other fonts not by SWMCA in which case those artists are expected to be given credit as well. New fonts made by the imitation or alteration of a SWMCA font that's union made does not qualify the "new" work as "union made" unless the one doing the work is a bonafide union member.

**Licensees and Resellers:**

This extension of your EULA(s) contains some terms not normally in this kind of document. Because of the nature of the product SWMCA sells and the segments of the graphics industry that make and distribute downloads, the extra stuff normally found in business contracts has been added. This is so areas not covered by off-the-shelf forms that are concerns can be addressed. Depending on your intentions for your download, some of these items may not be applicable for your use. Since stuff can be lifted from authorized dealers; this text has been



added, for current and future commercial clients.

The desire is to make sure "everyone's on the same page". SWMCA is now a unionized firm. This means that it not only have a duty regarding it's own reputation, but also has an huge obligation to protect that of the Freelancers Union and it's members as well. All those who do any work for or act on behalf of SWMCA Catalogs are expected to conduct business affairs in a dignified manner with other involved firms be they unionized or not. They're expected to work together so the customer is happy with the end product.

Nobody can please everyone, but everyone can try to please as many possible. Fellow workers and/or contractors, the Freelancers (or any other future unions), the general public; and yes even the competition, is expected to be treated in a civilized manner with all their dealings involving SWMCA.

This extra stuff is important or it wouldn't have been made available in the document A lot of these issues and concerns were "pulled" directly from the by-laws governing this enterprise (some going back to 1986 when the first *real effort* was made to make SWMCA more "business-like" as well as others then "unwritten but followed" since the 1977 founding) and have guided this operation for almost 40 years. While SWMCA is smaller than a lot of operations of it's type, it has no desire get "top heavy" (so large that it takes hundreds of folks to do basic stuff). **Sometimes being #1 can be the worse option out there!** Being now represented by the Freelancers Union means SWMCA has a whole lot more teeth and can truthfully call it's downloads "UNION-MADE" ...and legally too. With that; however, comes a deeper responsibility. "QC" or Quality Control has to be looked at more closely. New fonts have to be better than previous ones, just as existing ones must be perfected to meet or exceed union standards, and yes...SWMCA must also be very much more aggressive in stuff such as enforcing it's EULAs and copyrights. That's why this was written just for you.

While SWMCA is Christian owned, all who have business affairs involving SWMCA are expected to treat everyone with the same courtesy and fairness even if their choice is not to ever choose Jesus as long as they live. SWMCA is NOT in the business of playing judge and jury or being the morality police. It is indeed true that SWMCA can't tell you with assurance that you'll have salvation or the joy of everlasting eternal life without the Lord Jesus Christ, but thanks you for considering us still hopes to have your business no matter what your beliefs are. No matter how strong the Christian foundation of this enterprise is, SWMCA would be a lousy operation if it refused to associate in a dignified with those of other outside faiths. Except the fact that we're honestly sure of our salvation, us Christians are really no different [and definitely not any better] than anyone else out there. We goof-up, swear, get angry, and die too.

SWMCA strives to treat everyone encountered like the humans [with real feelings and ideas] that they are no matter what they choice to believe in spiritually.

**Marriage-Domestic Partnerships-Long Term Loves:**

For the sake of benefits, contests, etc. SWMCA considers any marriage or domestic relationship recognized by the Federal Government (USA) or the United Nations to be valid in most cases. An on-going relationship of 5 or more years with no more than a 120 day split is also considered as de facto married regardless of if it's actually legally common law or not. This also includes those declaring themselves as sovereign.

*The exceptions to the above statement are spouses under 18 (which eligibility will start upon that age), forced relationships (including "shotgun weddings"), relationships with substantial domestic violence or other dangers to any spouse, their offspring, or their family and friends.*

### **Discrimination Issues:**

The *Equal Employment Opportunity Commission (EEOC)*; an agency of the U.S. Federal Government prohibits the following forms of discrimination:

**Age, Disability, Genetic Info, Nationality, Gender, Pregnancy, Ethnic Race, and Religion.**

SWMCA prohibits all of these types of discrimination in it's dealings with suppliers, vendors, employees, and helping the consumer in addition to the following ones;

**LGBT/Size and Weight Discrimination and other "legal" prejudices. Included is one of the newest forms of discriminatory practices: Lifestyle Discrimination**

Lifestyle discrimination is firing people based on purchases (like cigarettes & liquor), and activities done outside of company time and not using their property. Other forms of discrimination that are prohibited in SWMCA's operations, in addition to those already listed include discrimination in hiring or promotions against people based on Income/Neighborhood Location (like unfair treatment merely due to living in a trailer park, the ghetto a/k/a "d' hood", homeless shelters, etc.) based on Immigration Status -except to the extent *required by law*, Sunbathers (Nudists), Swingers/Current or Former Sex Workers, Substance Users [that aren't a public threat or major nuisance] (providing it's not done using company property or time), and [select] Felons who were wrongly accused and it's been proven in the courts; along with petty crimes such as possession of weed (marijuana, K2, etc.); providing they didn't cause extreme loss of someones life or any endangerment of people against their will\*, being Vegan or a "Hippie", and Solders-Veterans (regardless of rank or military status)! **Bullying** of ANY FORM out there (including Facebook, Tweets, Craigslist, and any other forms or forums in Cyberspace) **is strictly prohibited by *this* enterprise!**

*Capitalization of covered discriminations done on purpose.*

\*Felons are considered on a case by case basis. Active couesling



and/or community service may be required for employment or getting contracts and a condition of keeping them in the event it's awarded to you.

SWMCA has very little patience for those engaged in discrimination! Contractors that are caught promoting or engaging in such practices should consider their contract(s) -***every last one*** of them- as **TERMINATED; effective immediately!** It makes SWMCA look terrible and the clients/employees who depend on this engagement; along with union(s) organizing to keep SWMCA on the right track and an respectable institution, look even worse. If you're an employee of SWMCA engaged in any such practices, please write and sign your resignation letter right now! This enterprise would much rather see you leave on your own than to end up firing you on the spot when it's discovered. NO KIDDING!

#### **Right to Work:**

SWMCA Catalogs font foundry considers Right to Work to be a big rip-off to employees, their families, and worst of all the community. SWMCA usually doesn't need to do most business with firms doing Right to Work tactics and tries to avoid using them at all costs!

#### **Scab Workers:**

SWMCA does not break up labor dispute pickets. We have zero tolerance for those who hire scab workers. We don't do dealings with those who do...at least not and know it. If they do have any relations with SWMCA, they won't for long if it's ever discovered. Ya can bet SWMCA will also try real hard to get you on every single union and labour dispute boycott list we possibly can for using "scabs"-not just with the Freelancers Union. No matter what you believe, we have the freedom to do commerce and sell a lot more freely in the United States, it's territories, and with select allies than in most other countries on Earth. The labor movement and unions do a splendid job of making sure that it stays that way. You just can't argue against that no matter how you feel about organized labor!

### **Sweatshop Operations and Child Labor**

Same as those using scab labor [see above]. In addition to that we'll probably turn you in to authorities. As a Christian Owned operation, there's NO WAY a blind eye can be turned away from victims suffering in sweatshops! That also applies to all those who dare employ child labor -and for them even more so. SWMCA believes in offering fair cheap prices for you to have a quality download done to the best of it's capability.... BUT **NOT THAT** CHEAP! No amount of money or savings of it is worthy of any human sacrifice and **SWMCA won't put up with it** from any agents, vendors, or suppliers! In nations or areas when no regulations exist regarding child labor and/or sweatshop conditions, SWMCA will turn to and work with international activist groups to make sure you're exposed if your practices includes these misdeeds to the widest audience that's possible. If you wouldn't work in those conditions, please don't have any of your employees doing it either.

### **Temp Workers and the Homeless:**

Temp workers and homeless people if given a chance are hard workers. SWMCA tries hard to deal with only respectable dealers, suppliers, and contractors. They are [both] **expected and** [really] **are demanded to use *the same pay scales for these workers*** as regular employees in regards to temp and homeless employees except for a reasonable cut to accomindate temp agency fees. The purpose is to make sure that if the average worker get a "living wage", so do these workers, and if not, they get as close to it as possible. Sometimes it may be best employees of all types including these listed, to be handed their "walking papers". Firings and exit interviews are to be done in a humane and dignified manner. Contractors firing folks or ending jobs merely to halt advancement of the individuals or in efforts to retard or eliminate union representation will be promptly fired by SWMCA and replaced once such actions are revealed!

### **Guinea Pigs and Animal Testing:**

It is understood by SWMCA human guinea pig studies are need to determin how safe drugs, foods, and cosmetics actually are for human use. Animal testing is need to determine which veterianarian surgeries are dangerous and how products enrich or further harm the wellness of our pets. The problem SWMCA has is with unnecessary use of guinea pigs and animal testing merely to speed approval for marketing products or to woo customers away from the competition with bragging right on offering a "safer modern product"...largely due to corporate greed. Close to 70% of human guinea pig use and animal testing is for those two purposes or for product elevation. Even if the percentage is far less it's disturbing and too close for comfort with SWMCA Catalogs.

It's prohibited to use human guinea pig or animal testing for those types of reasons **not approved** above, with **all** who do business with or on behalf of SWMCA.

### **Enviromental Issues:**

Sustainable energy use (solar and wind), recycling, upcycling, low emmision vehicles, natural and hemp products, historic preservation, "fair-trade" for items involving imported materials and/or ingredients, and adaptive reuse are all pluses with SWMCA. While can't always afford to do these, SWMCA makes an sincere effort to. When SWMCA can afford it, bids from firms engaged in one or more of these practices along with firms organized with a union and non-profits will get first consideration with our purchasing.

### **Termination of Contract with the Union:**

SWMCA plans to be a member of the Freelancers Union as long as both exists be it in current form or as a successor. In the event that SWMCA has to leave this union for any cause or chooses to, the Freelancers Union still has the right to enforce this addendum for all downloads eligible for this non-union made addendum available in 2012 up until the date the relations ended, for union products (none

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