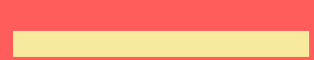




**PAY CUT  
RECOMMENDED BY  
THE ICSC IS NOT A  
DONE DEAL •**

**ONE CUT MAKES IT  
EASIER TO  
IMPLEMENT OTHERS  
& THERE'S NO  
GUARANTEE WHERE  
IT ENDS •**

**STAND FOR YOUR  
RIGHTS!**



**#NOPAYCUTS**

**STOP PAYCUTS!**