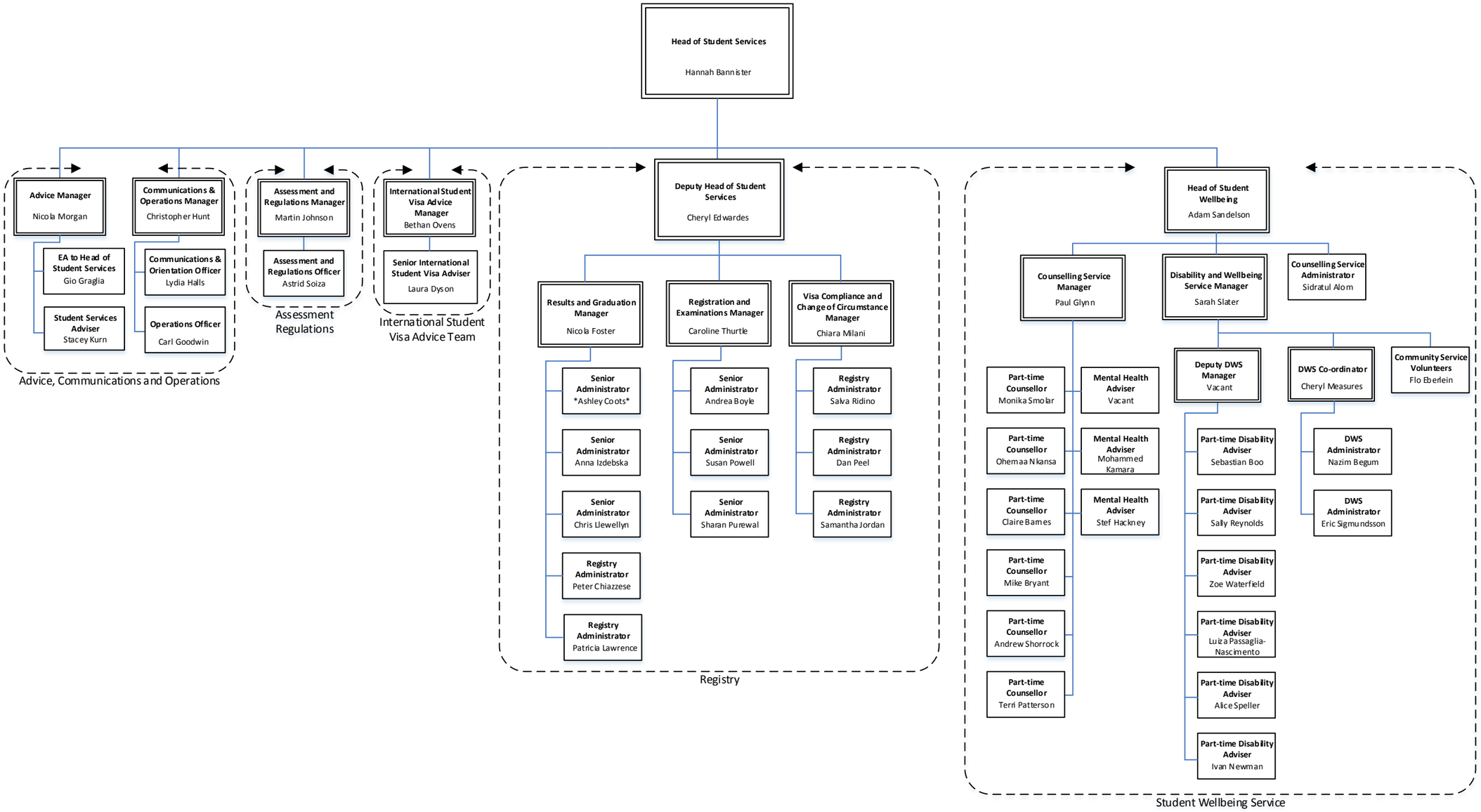

* Maternity/Paternity Leave or Sabbatical