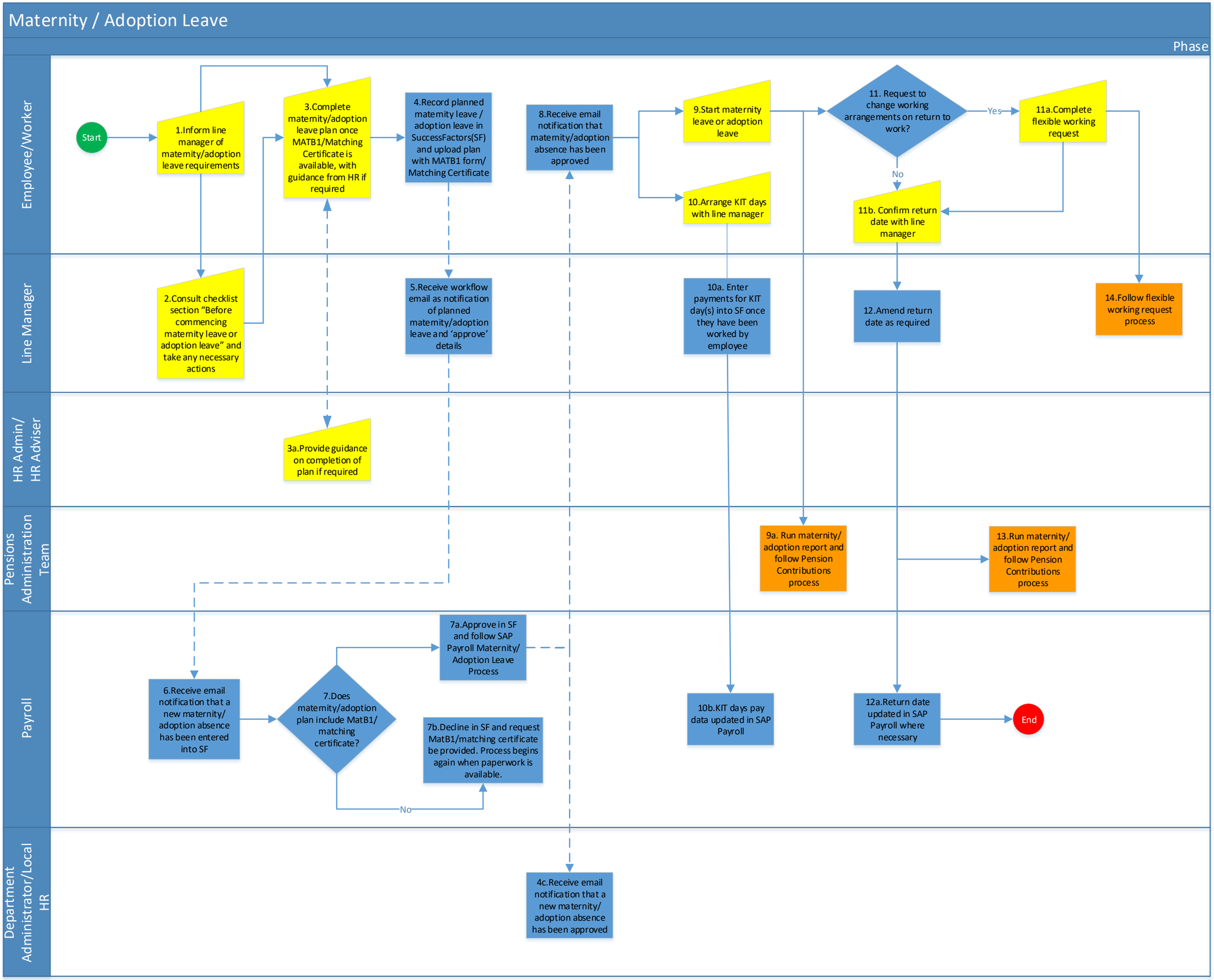Maternity / Adoption Leave