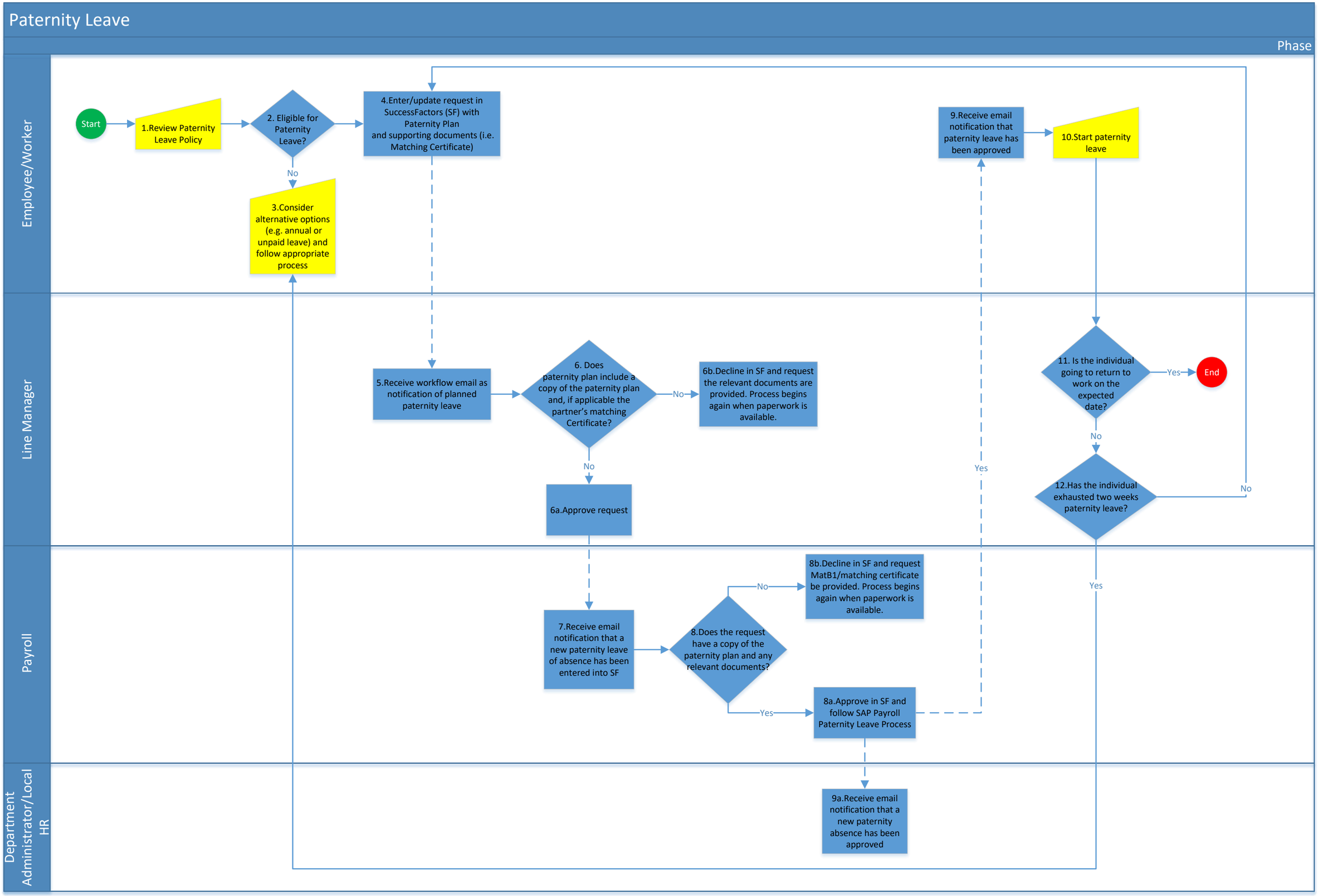Paternity Leave