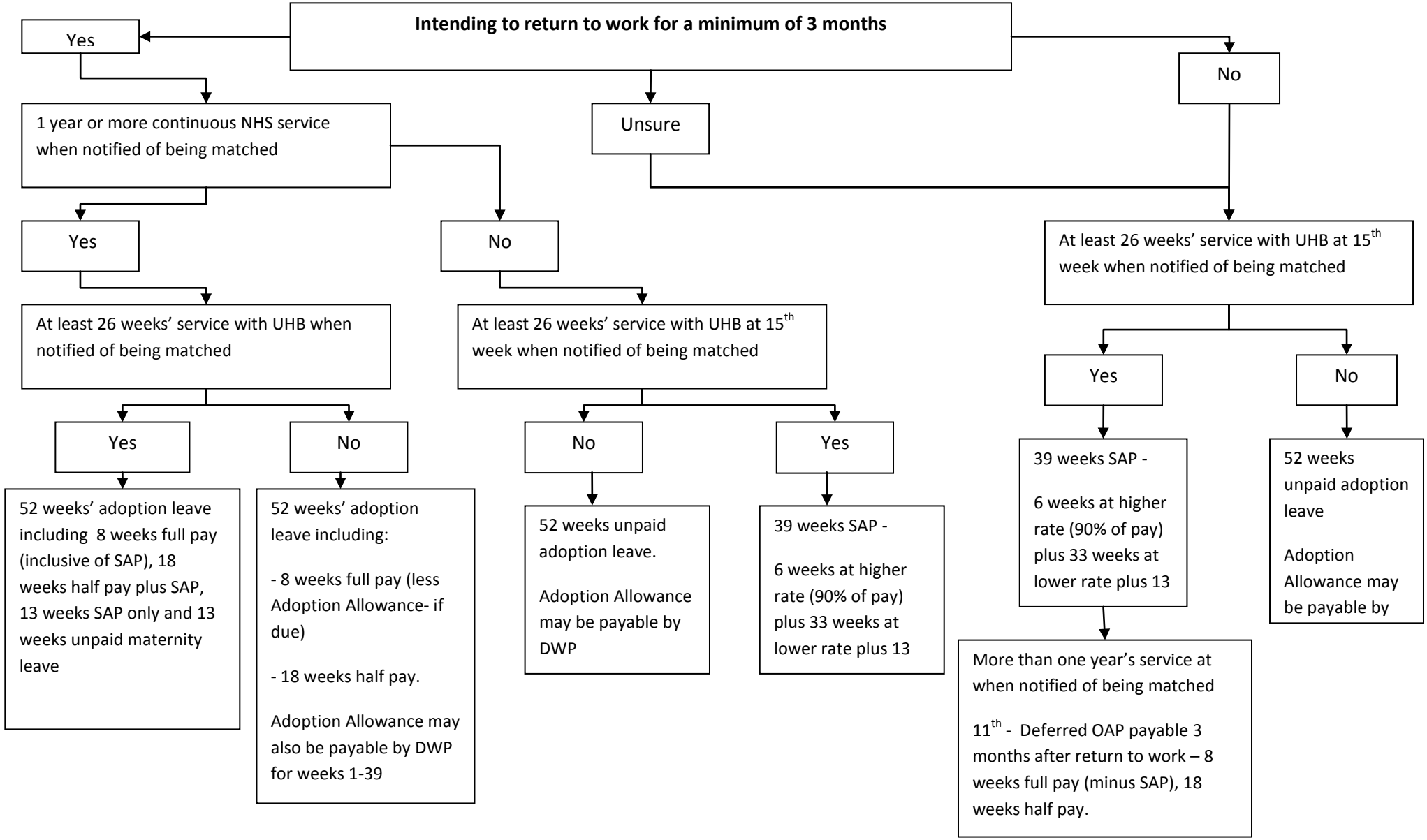Adoption Leave and Pay Entitlements