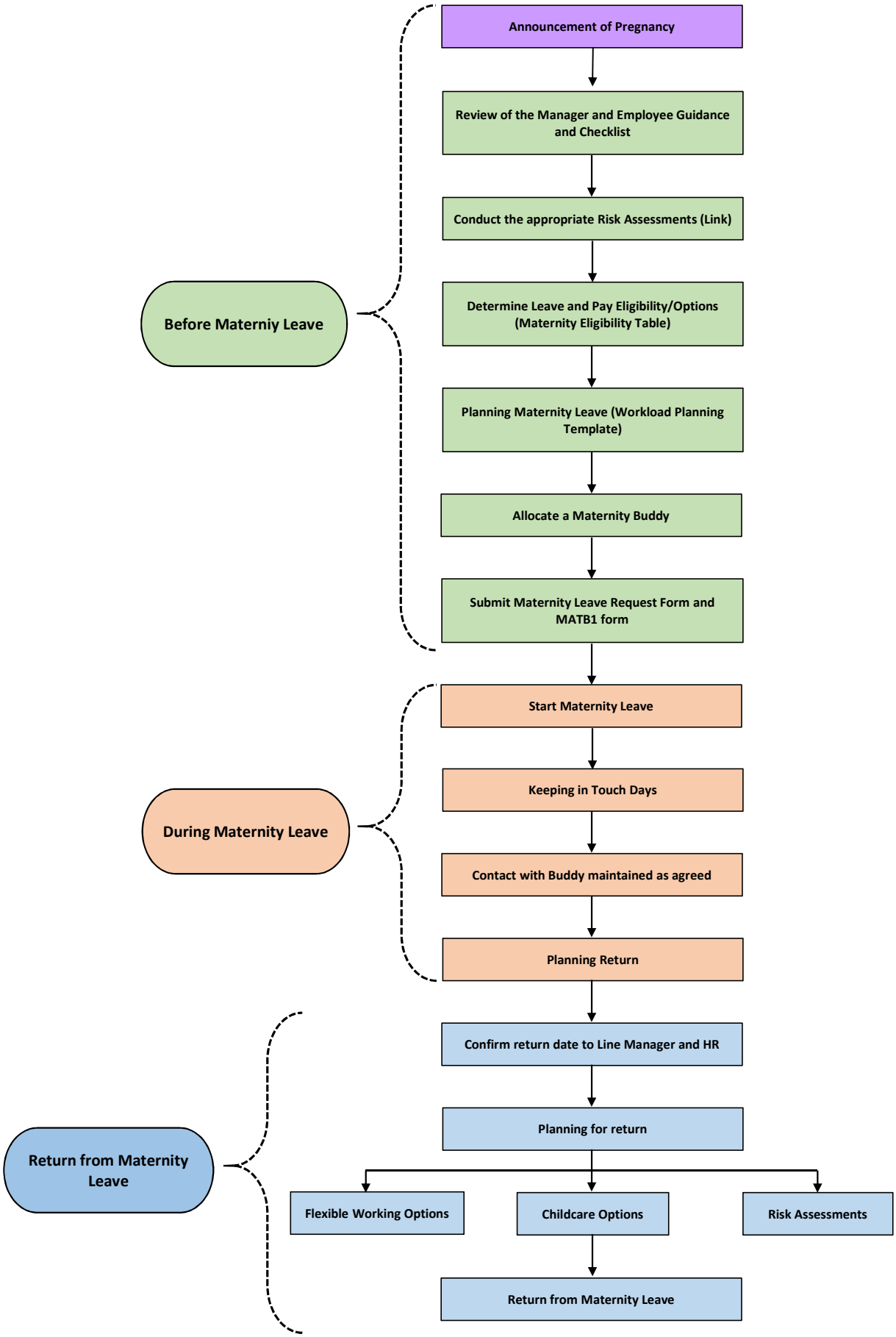Maternity Leave Process Map