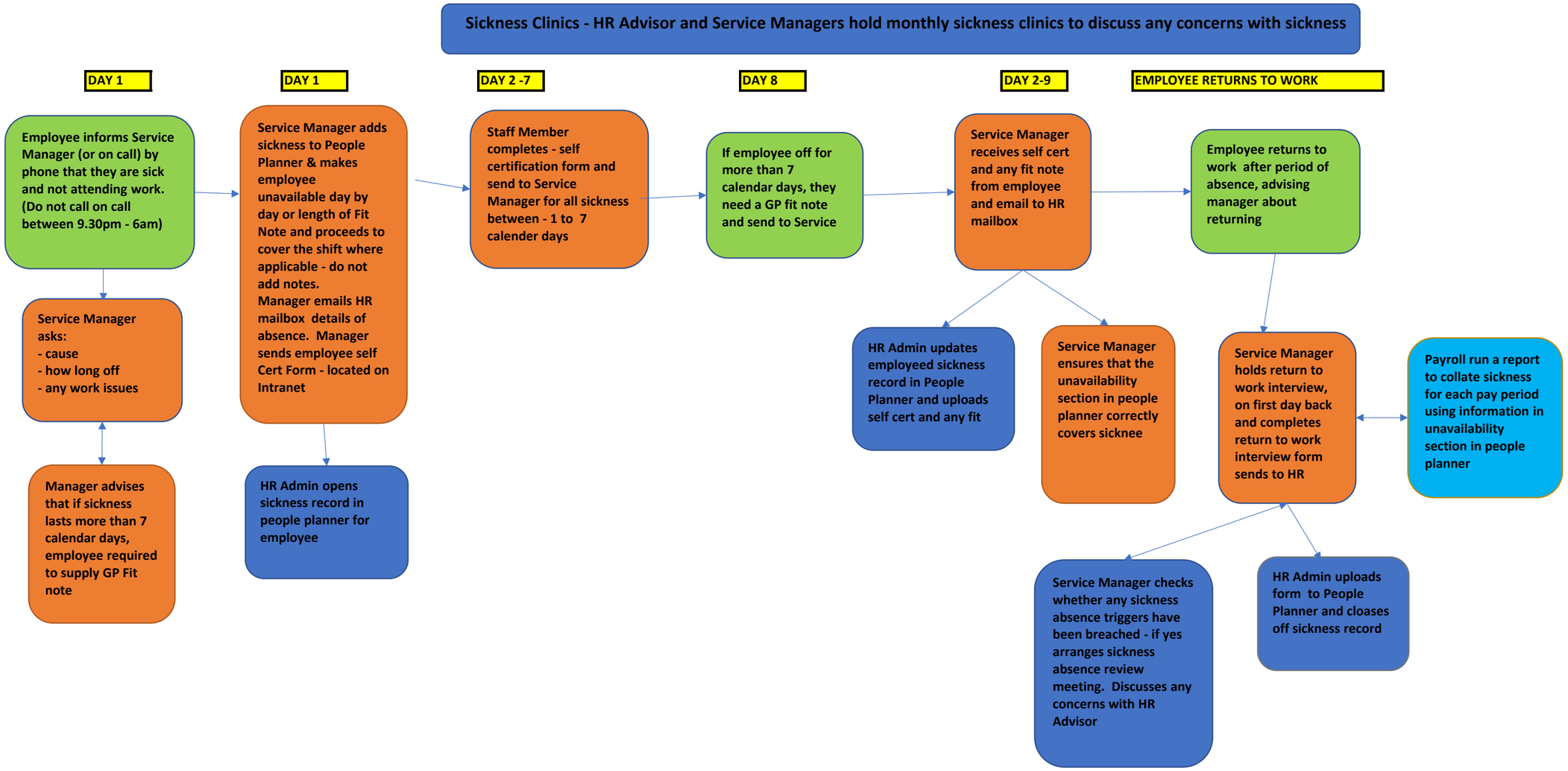SHORT TERM SICKNESS - UNDER 4 WEEKS