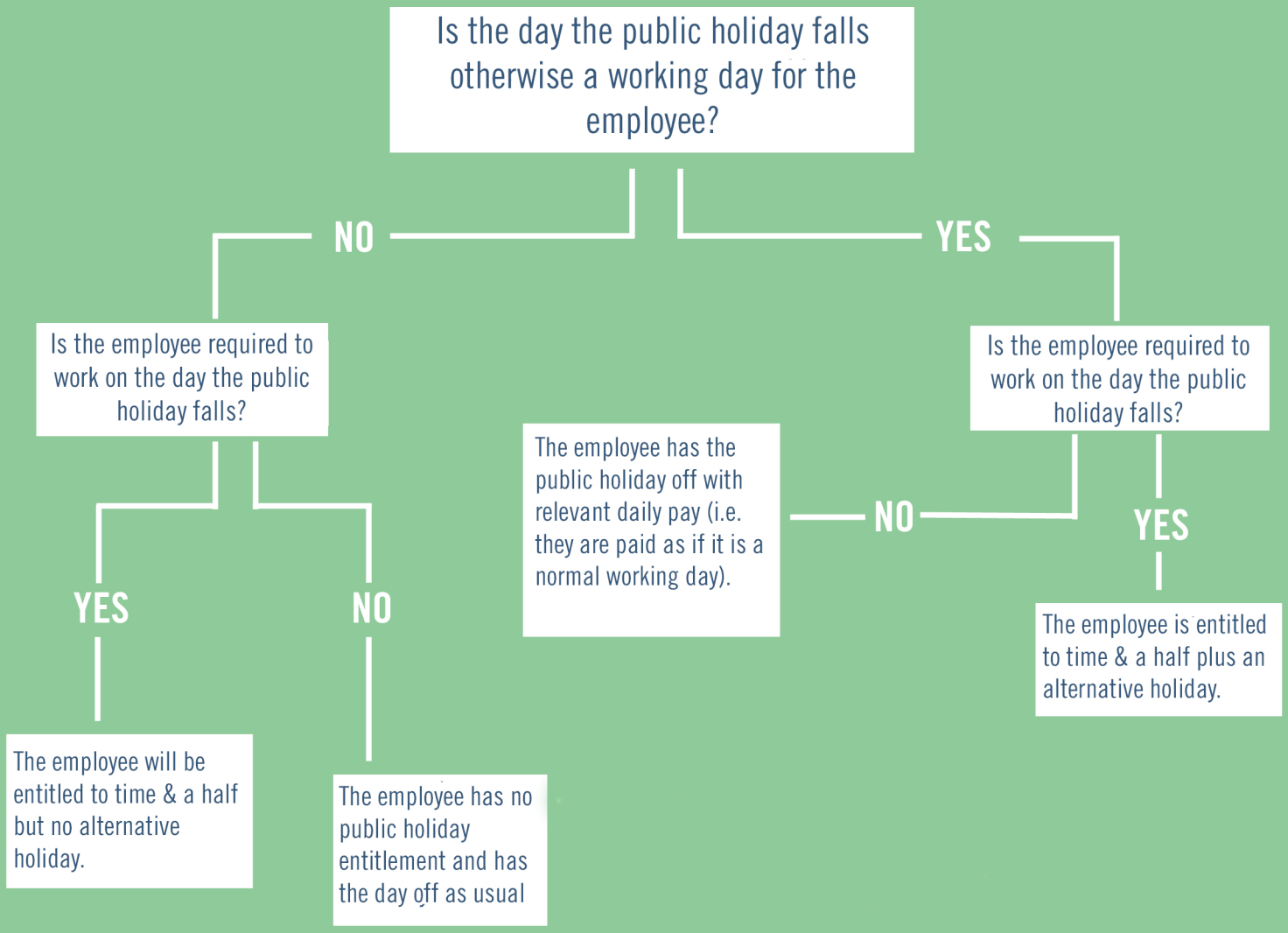PUBLIC HOLIDAY ENTITLEMENTS