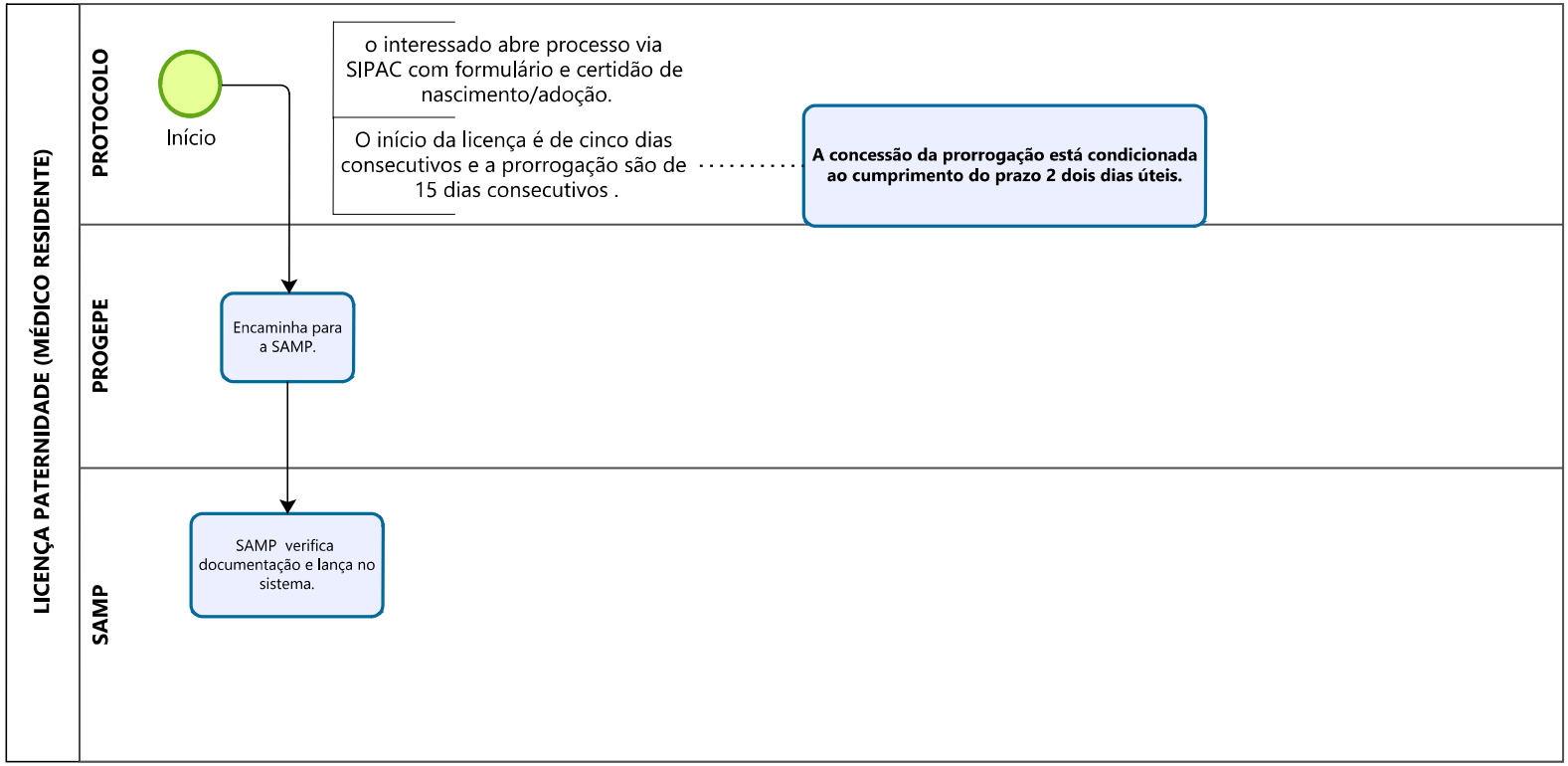1 LICENÇA PATERNIDADE