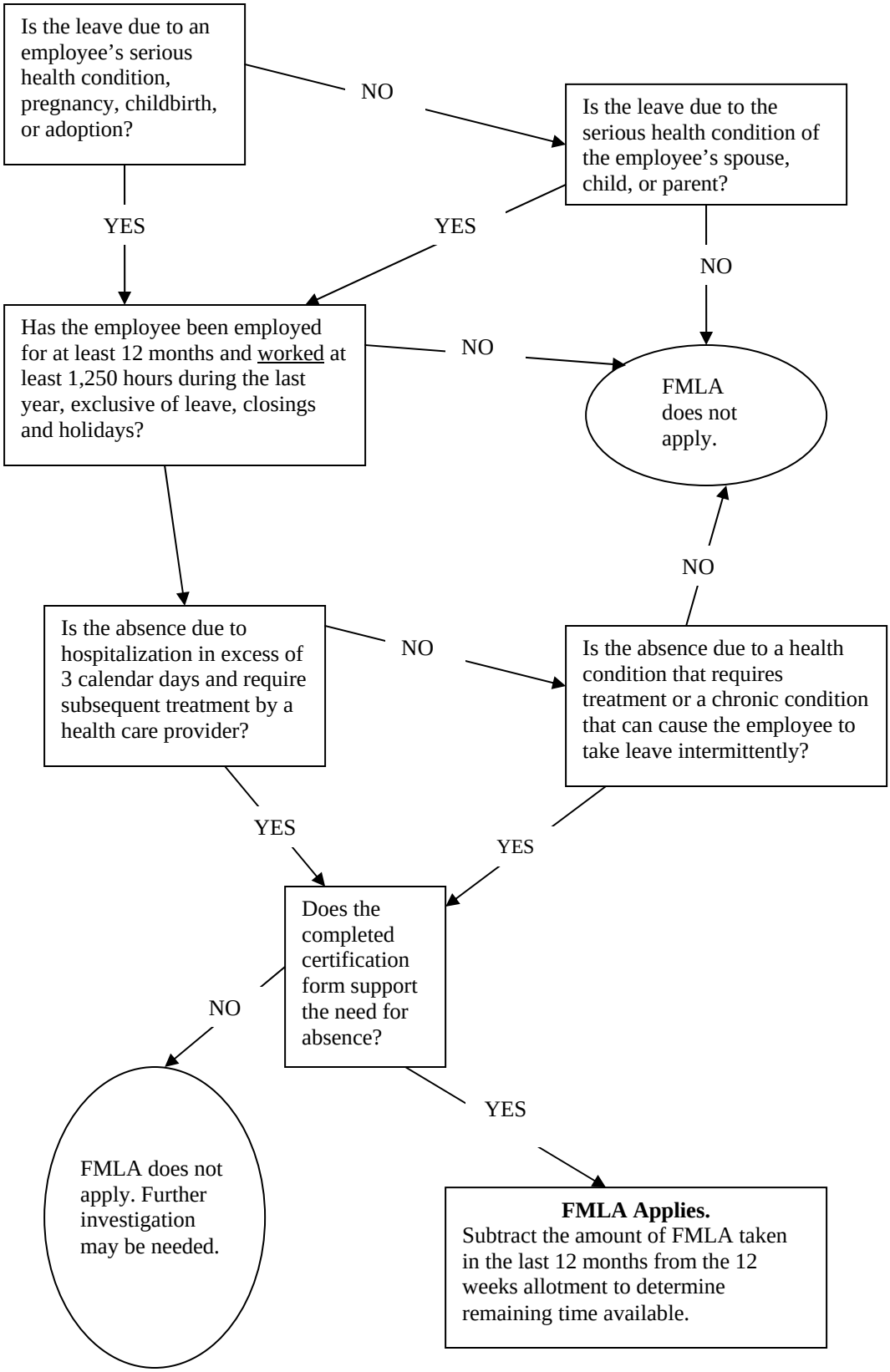FMLA Decision Tree