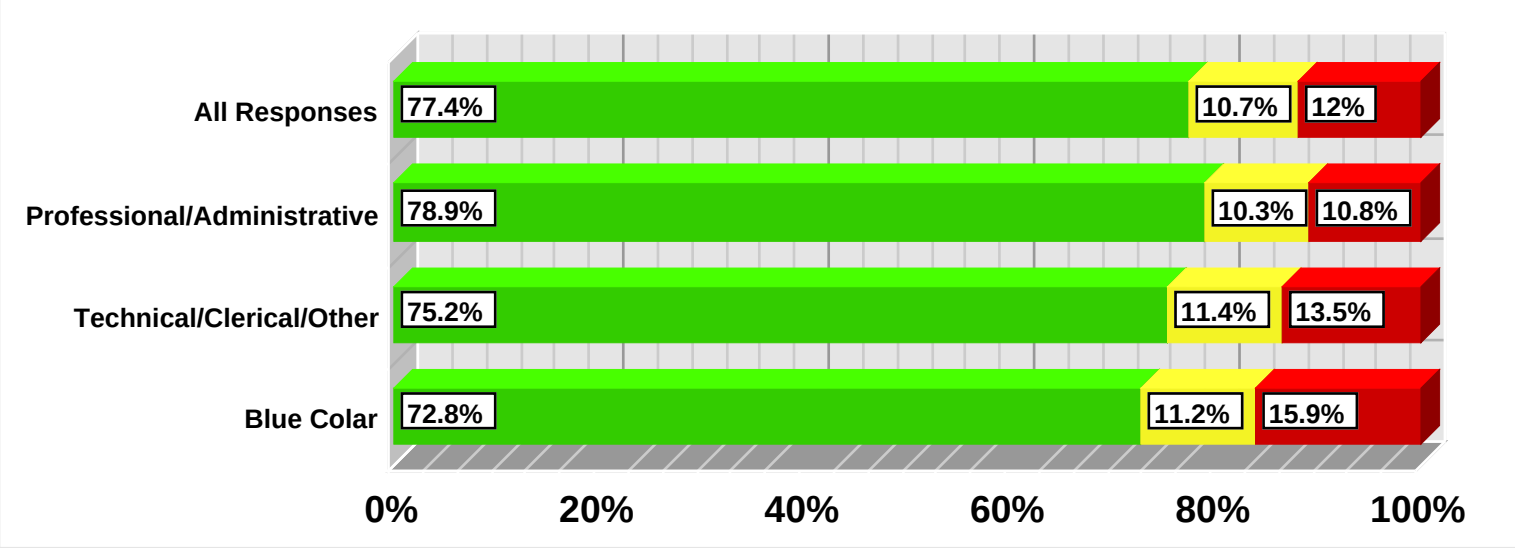(9) My supervisor supports my need to balance work and family issues.