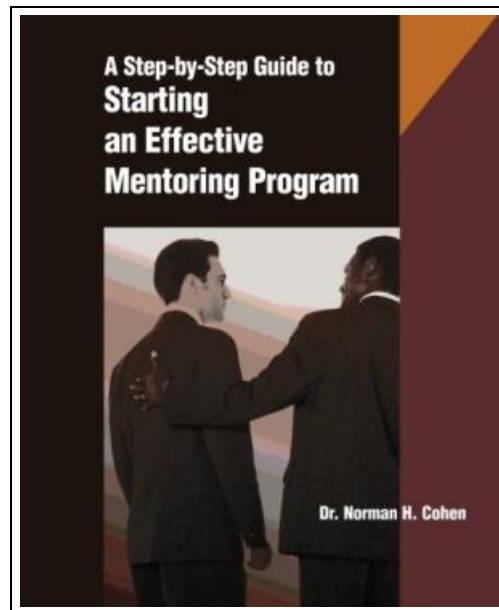


## The Step-by-Step Guide to Starting an Effective Mentoring Program



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