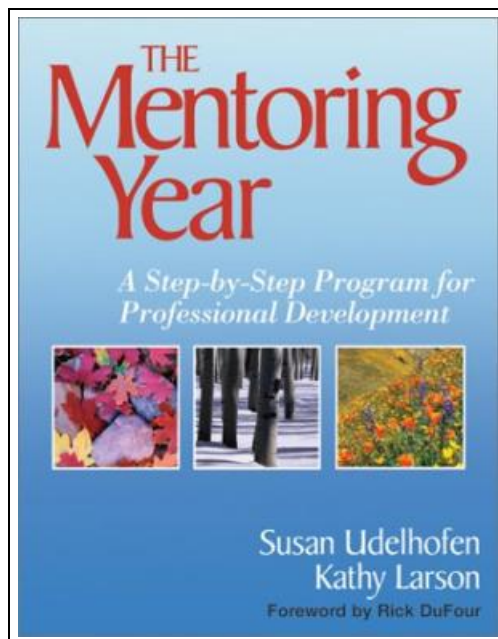


## The Mentoring Year: A Step-by-step Program for Professional Development



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