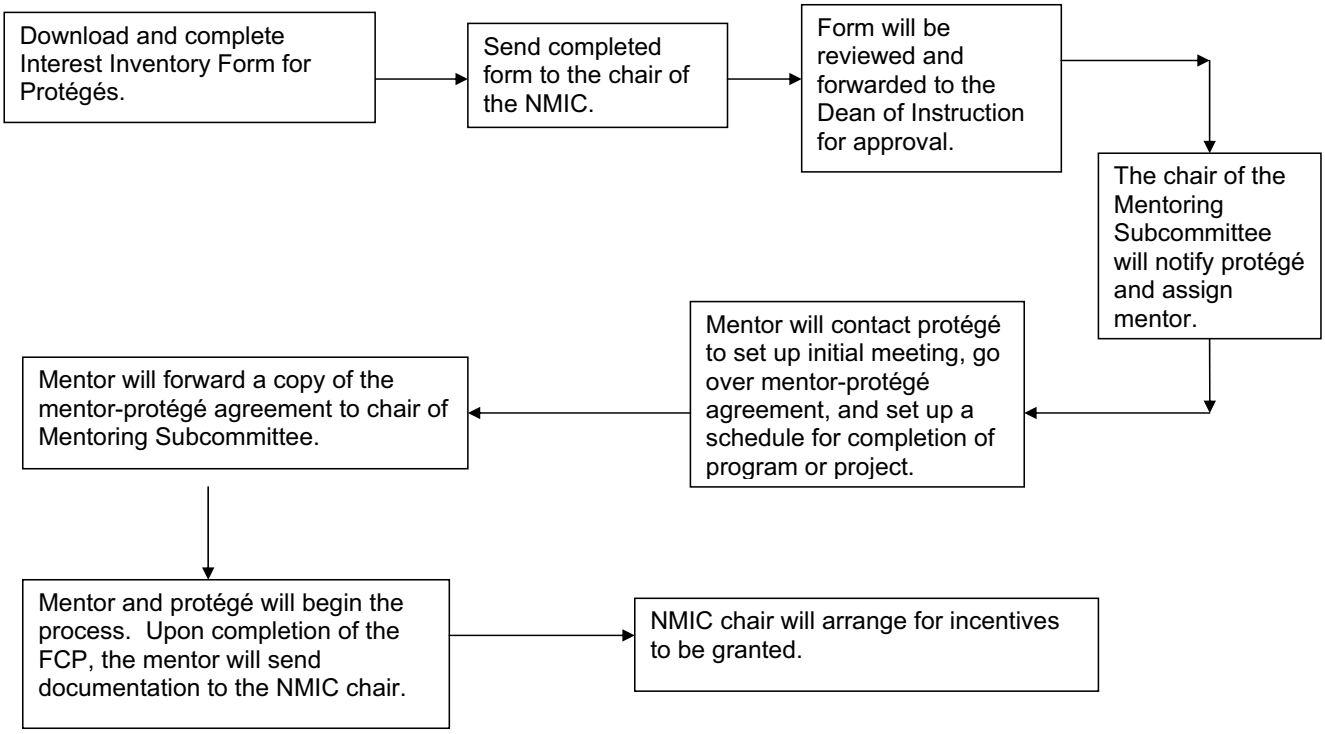Steps in the Mentor-Protégé Process