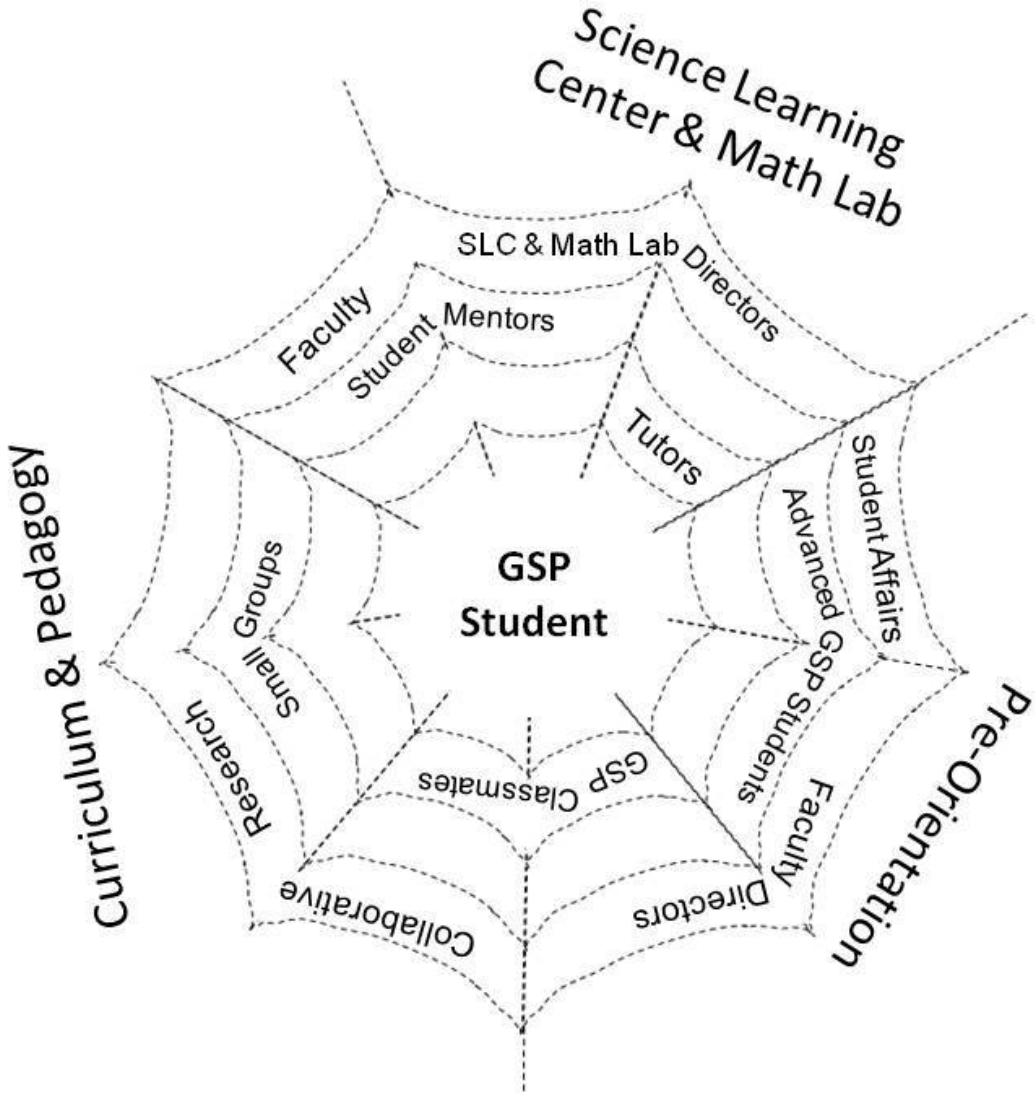Web of Mentoring