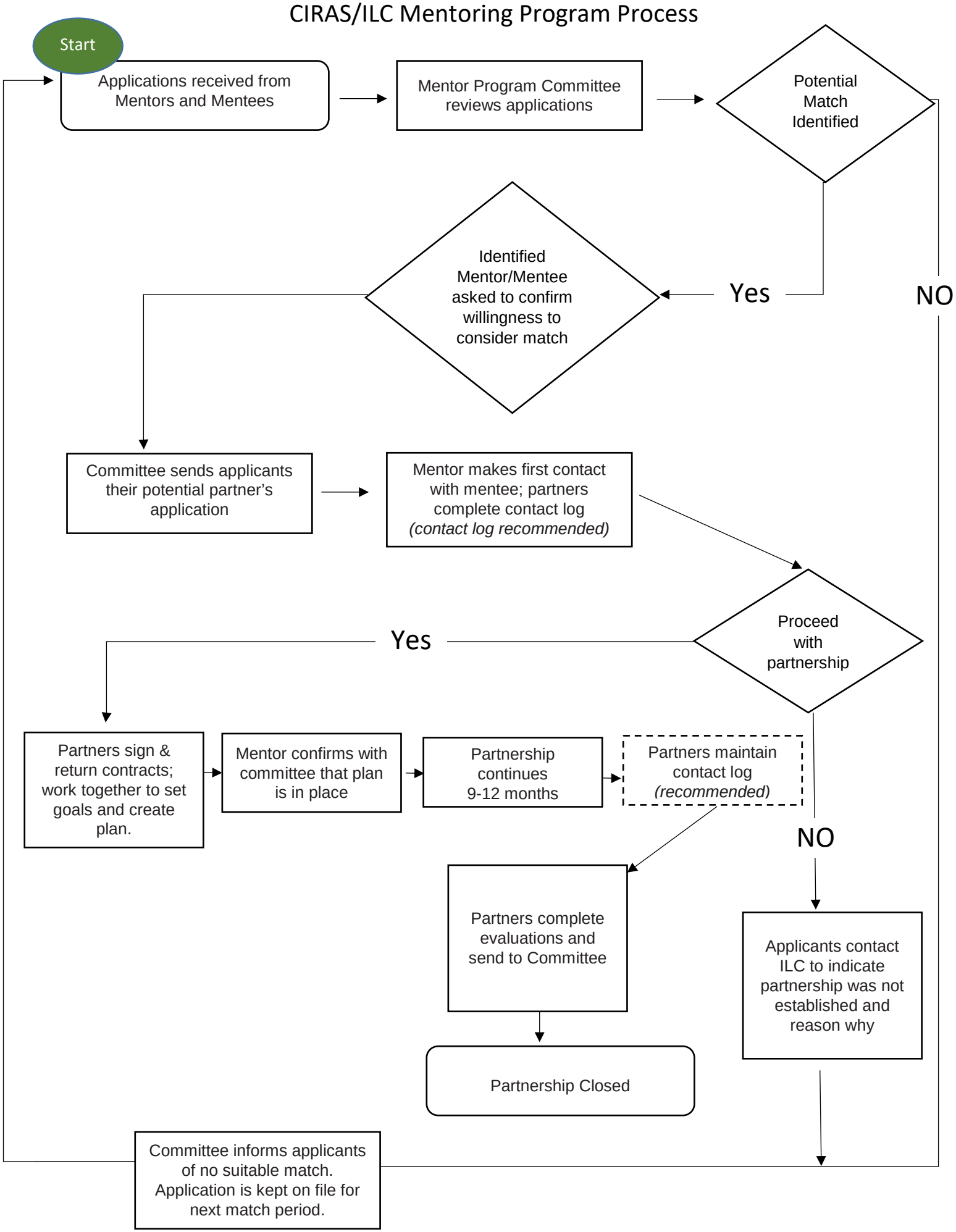CIRAS/ILC Mentoring Program Process