**Matching Process Criteria:**

1. **Experience Level:** Align mentees with mentors who have suitable level of experience. *(Columns G, H)*
2. **Geographical Proximity:** If relevant, consider pairing individuals who are geographically close for easier collaboration. *(Columns K, L)*
3. **Areas of Growth:** Identify mentees’ areas of growth and match with mentors who have expertise in those areas. *(Columns N, O, P)*
4. **Expertise:** Match mentors with mentees based on the mentors’ identified Knowledge, Skills, and Abilities (KSA’s). *(Columns Q, R, S)*
5. **Career Alignment:** Ensure alignment between the mentor’s career path and the mentee’s aspirations. *(Columns T, U, V)*
6. **Diversity and Inclusion:** Consider diversity factors such as race/ethnicity and gender for fostering inclusion. *(Columns X, Y)*

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| **MATCHING RECOMMENDATIONS** | **Grouping #** | **Mentor Nominee Name** | **Mentee Nominee Name** | **Notes/Reasoning** |
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