**Dear Editor,**

**On behalf of my co-authors, we would like to say thank you for the opportunity to make revisions to our manuscript based on the comments from the reviewers. In all caps below, you will see how we addressed each of the reviewers’ comments in the manuscript.**

**We look forward to your feedback.**

**Sincerely,**

**Andrea Kent**

[**akent@usouthal.edu**](mailto:akent@usouthal.edu)

**Reviewer Comments #1**

* A discussion on literature and program evaluation on other mentor programs in the United States could strengthen the literature review.

FURTHER RESEARCH FINDINGS WERE ADDED TO THE DISCUSSION IN THE LITERATURE REVIEW ON MENTORING PROGRAMS IN THE UNITED STATES. SPECIFICALLY SEE PAGE 8 OF THE MANUSCRIPT.

* There needs to be a clearer connection between the literature and the data and results. IN BOTH THE DISCUSSION SECTION AND THE CONLCUSION SECTION, SENTENCES WERE ADDED TO MAKE DIRECT LINKS TO THE LITERATURE REVIEW SECTION.
* The data, findings, and the conclusion need to be presented more concisely and better organized. A TABLE WAS ADDED TO MAKE SOME OF THE DESCRIPTIVE STATISTCS MORE CONCISE AND BETTER ORGANIZED. THE FINDINGS AND CONCLUSION WERE ENHANCE WITH FURTHER RESEARCH STUDIES, WITH LINKS WOVEN TO HELP WITH ORGANIZATION.
* The findings from the survey need to clarified with more summary or descriptive statistics and context. THE FINDINGS AND CONCLUSIONS WERE ENHANCED WITH ADDITIONAL INFORMATION. FOR CLARIFICATION. IN ADDITION, THROUHGOUT THE MANUSCRIPT THE AUTHORS ATTEMPTED TO CLARIFY THE WRITING, ADDING REFERENCES AND FURTHER EXPLANTION.

**Reviewer Comments #2**

* The theoretical foundation needs to be clearer

WE HAVE WORKED TO CLARIFY THE THEORETICAL FOUNDATION BY REVISING SENTENCE STRUCTURE, ADDING ADDITIONAL STUDIES TO THE LIT REVIEW, AND ESTABLISHING LINKS THROUGHOUT THE MANUSCRIPT BACK TO THE LIT REVIEW

* The data/ procedures need to be written out clearer.

A TABLE WAS ADDED TO MAKE SOME OF THE DESCRIPTIVE STATISTCS MORE CONCISE AND BETTER ORGANIZED. THE FINDINGS AND CONCLUSION WERE ENHANCE WITH FURTHER RESEARCH STUDIES, WITH LINKS WOVEN TO HELP WITH ORGANIZATION.

* Scores need to reported using statistically significant measures

A TABLE WAS ADDED TO MAKE SOME OF THE DESCRIPTIVE STATISTCS MORE CONCISE AND BETTER ORGANIZED. THE FINDINGS AND CONCLUSION WERE ENHANCE WITH FURTHER RESEARCH STUDIES, WITH LINKS WOVEN TO HELP WITH ORGANIZATION.