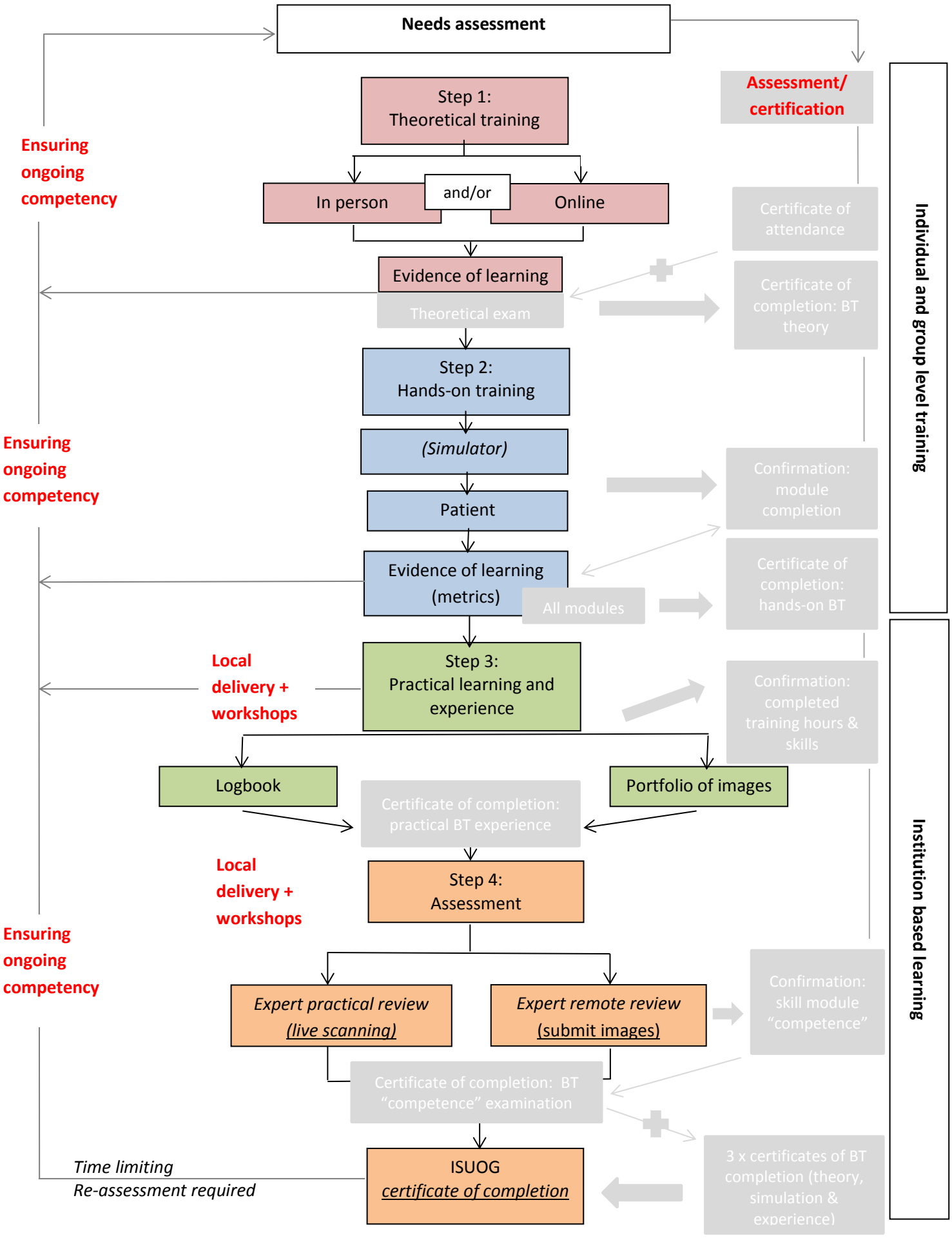Four step model of Basic Training