

QJEJE | PZPD-PDOFDZMMPNF | ZEWPBOD MEEUPNFB | MEBBZFE PNBUDJKUOD OD MENUOD  
AJCJC | LZPD-LDYFDZIIPQF | ZEWPBYD ICCUPQFB | ICBZFC PQBUDJKUYD YD ICQUYD

A=Q

C=E

I=M

L=P

Q=N

Y=O

Z=A

D=R

F=G

P=I

B=S

E=D

W=V

K=C

J=U

U=T

QUEUE PAIR-PROGRAMING ADVISOR MEETINGS MESSAGE INSTRUCTOR OR MENTOR