Hints:

A = Q

C = E

I = M

L = P

Q = N

Y = O

A J C J C

**Q U E U E**

L Z P D – L D Y F D Z I I P Q F

**P A I R - P R O G R A M M I N G**

Z E W P B Y D --- I C C U P Q F B

**A D V I S O R --- M E E T I N G S**

I C B B Z F C --- P Q B U D J K U Y D --- YD --- I C Q U Y D

**M E S S A G E --- I N S T R U C T O R --- O R --- M E N T O R**