???? | ????-??????????? | ??????? ???????? | ??????? ?????????? ?? ??????

Q-E-E | P----P--O--MM-N- | -----O- MEE--N-- | ME----E -N------O- O- MEN-O-

AJCJC | LZPD-LDYFDZIIPQF | ZEWPBYD ICCUPQFB | ICBBZFC PQBUDJKUYD YD ICQUYD

QUEUE | PAIR-PROGRAMMING | ADVISOR MEETINGS | MESSAGE INSTRUCTOR OR MENTOR

AJCJC | LZPD-LDYFDZIIPQF | ZEWPBYD ICCUPQFB | ICBBZFC PQBUDJKUYD YD ICQUYD

J = U

D = R

U = T

K = C

B = S

P = I

F = G

Z = A

E = D

W = V