The grid may be filled as seen below. Of particular interest are the unclued words shown in red.

| R | ${ }^{2} E$ | ${ }^{3} \mathrm{~A}$ | ${ }^{4} \mathrm{D}$ |  | ${ }^{5} \mathrm{~B}$ |  | ${ }^{7}$ D |  | ${ }^{8} \mathrm{~S}$ | ${ }^{9} \mathrm{U}$ | ${ }^{19}$ | ${ }^{1} \mathrm{U}$ | 1'R | ${ }^{17}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ${ }^{1} \mathrm{E}$ | L | L | E |  | ${ }^{15}$ | T | A |  | ${ }^{16}$ | A | R | T | E | R |
| ${ }^{17}$ | E | M | A |  | ${ }^{18}$ | A | Y |  | ${ }^{1} \mathrm{R}$ | E | U | T | E | R |
| 28 | C | A | N |  | ${ }^{2} \mathrm{~K}$ | I | S | ${ }^{2} \mathrm{~K}$ | A |  | 23 | E | V | E |
|  | 24 | R | N | ${ }^{25}$ |  | $2 ¢$ | I | 0 | N |  | ${ }^{2} \mathrm{C}$ | R | E | D |
| 28 | 0 | S | E | R |  | ${ }^{29}$ | N | I | G | ${ }^{3} \mathrm{M}$ | A |  |  |  |
| ${ }^{3} \mathrm{I}$ | R | A |  | D | 33 | R | N |  | ${ }^{3} 4$ | 0 | T | ${ }^{35}$ | ${ }^{3}$ | ${ }^{3} \mathrm{H}$ |
| 38 | A | L | 39 | E | Y | S |  | ${ }^{4} \mathrm{~B}$ | E | D | E | L | I | A |
| ${ }^{4} \mathrm{E}$ | L | A | I | N | E |  | ${ }^{42}$ | A | D | E |  | 43 | N | C |
|  |  |  | ${ }^{44}$ | T | 0 | 45 | I | N |  | ${ }^{46}$ | 42 | E | E | K |
| 48 | ${ }^{40} 8$ | 50 | T |  | ${ }^{5} \mathrm{P}$ | A | R | K |  | 52 | E | R | M |  |
| $5{ }^{5}$ | P | E | E |  | ${ }^{54}$ | D | E | N | 5 |  | ${ }^{5} \mathrm{~A}$ | C | A | ${ }^{5}$ 万 |
| ${ }^{58}$ | E | N | N | ${ }^{59}$ | N |  | ${ }^{69}$ | 0 | P |  | ${ }^{6}$ b | A | T | A |
| ${ }^{6} \mathrm{G}$ | R | I | E | V | E |  | ${ }^{63}$ A | T | E |  | ${ }^{6}$ E | R | I | N |
| 65 | A | N | D | E | R |  | ${ }^{6} \mathrm{~N}$ | E | W |  | ${ }^{6}$ 万 | E | C | K |

Each of those words contains one letter which may be changed to a different letter to form a man's name, and a third letter to form a type of bird. The "man" letter and "bird" letter should be moved forward or backward in the alphabet by the amount indicated in the clue (the intro's reference to "man / bird transformations" indicates the ordering). The modifed letters read in clue order by man, then by bird, spell the message TAKE FLIGHT AND ASPIRER.
CARTER / DARTER
STAN / SWAN
LEON / LOON
VERN / TERN
MARK / LARK
MOE / MOA
XANDER / GANDER
DICK / DUCK
DAVE / DOVE
HANK / HAWK

| C / D | T / A |
| :---: | :---: |
| T / W | A / N |
| E / 0 | K / D |
| V / T | E / A |
| M / L | $F / \mathrm{S}$ |
| E / A | L / P |
| X / G | I / I |
| I / U | G / R |
| A / 0 | H/E |
| N / W | T / R |

