

1 where I'm having a problem.

2 And it isn't just -- he's quite right, your
3 colleague, where he says this isn't just a simple
4 reversal of a regulation. It isn't that. They never
5 really had the regulation acquiescing. And they've had
6 to find things in handbooks and so forth. But the
7 practical fact is everybody thought the law was what the
8 Court said. And so now suddenly, in the -- in --

9 MR. YANG: Well, not --

10 JUSTICE BREYER: This is the problem,
11 because after all, different administrations have
12 different policies. And there's some protection in the
13 ABA from preventing too big a shift too quickly, the
14 protection being, address it. Address it. Think about
15 it.

16 MR. YANG: I think what's necessary is for
17 the agency to recognize that it had a prior position,
18 which it did here. It also has to explain what it's
19 doing, which it did here. It explained how it
20 understood the statute to be most appropriately read.

21 Now, to the extent you also have to --
22 you're suggesting that the agency has to explain why its
23 prior interpretation was wrong --

24 JUSTICE BREYER: No. No.

25 MR. YANG: I don't think --

1 JUSTICE BREYER: Because I don't think
2 either would be wrong. But they have to explain why are
3 we, despite 30 years of --

4 MR. YANG: Right.

5 JUSTICE BREYER: -- going long with the
6 other, why now do we think that was a mistake?

7 MR. YANG: I think you can -- you can -- if
8 that were a requirement, we don't think it's necessary.
9 But if it were, you could easily see the answer by
10 reading the -- the 1978 opinion letter in conjunction --
11 if I can follow -- finish. Thank you.

12 The 1978 opinion letter was based on the
13 theory that service advisors are selling, they're doing
14 selling. And so as a result, they said, well, when
15 you're working on service under warranty. You're no
16 longer selling, so you don't count for the exemption.
17 Only when you're selling nonwarranty services --

18 CHIEF JUSTICE ROBERTS: Thank you, counsel.

19 MR. YANG: Thank you.

20 CHIEF JUSTICE ROBERTS: Mr. Clement, four
21 minutes.

22 REBUTTAL ARGUMENT OF PAUL D. CLEMENT

23 ON BEHALF OF THE PETITIONER

24 MR. CLEMENT: Mr. Chief Justice, and may it
25 please the Court:

1 Just a few points in rebuttal, starting
2 right where Justice Breyer and my friend from the SG's
3 office left off. Which is to say, I think, you know, if
4 you look at what they did in the preamble, they did what
5 agencies do every day, which is first they say, we have
6 some comments that say this; we have some comments that
7 say that. They simply relate what the comments were.
8 Then there's the money paragraph that explains what they
9 actually did, what justifies their decision, and there's
10 nothing in there about reliance interests at all. So if
11 there's anything to your Fox position, then I think this
12 does not get a passing grade; it gets a flunking grade.

13 And what I'd like to just offer as a
14 potential comparison: As you may know, the agency has
15 also revisited the issue you addressed in Long Island
16 Care, and they did that through notice-and-comment
17 rulemaking. And it's worth a quick look to show what
18 night looks like and what day looks like, because that
19 is all about the reliance interests of the fact that
20 they treated this one way for many, many years, and
21 there are sections of that preamble explaining when they
22 change it how this is going to impose costs and why
23 those costs are justified. It's -- it's -- it is a
24 stark example of how the agency should behave when
25 they're changing the position.

1 And here's the last thing to add about this:
2 It also -- if they give that kind of analysis, it gives
3 some reason for people, especially in the Fourth and the
4 Fifth Circuit, who already have a binding circuit
5 precedent that say that service advisors are not -- are
6 exempt, it gives them a reason to maybe think about
7 changing.

8 But when they do nothing to address the
9 reliance interests and they just say, gosh, we really
10 think we were right all along, why is anybody,
11 especially in the Fourth and Fifth Circuit, supposed to
12 change the way they're doing things, and that's the only
13 way that they say that they can even possibly get within
14 the protection against massive, retroactive damage
15 liability.

16 So I think, in a sense, the State Farm
17 principles or the Fox principles would work hand-in-hand
18 with this concern about retroactivity.

19 JUSTICE SOTOMAYOR: So is it okay if we just
20 send it back?

21 MR. CLEMENT: Sure. As long as it means
22 that there is no retroactive liability. I mean, I --

23 JUSTICE SOTOMAYOR: They've already conceded
24 there's not. So they're -- they're not going to claim
25 any.

1 MR. CLEMENT: No, no. What -- no, no. What
2 they won't concede -- we're not talking about
3 retroactive liability. I'm talking about liability that
4 predates when they clearly explained why they changed
5 their position, which would be sometime in late 2016 as
6 opposed to in 2011. So -- so in that sense, it does
7 make a big difference.

8 Just a couple of other textual points,
9 because I do think you actually don't even need to get
10 to any kind of deference issue.

11 My friend on the other side -- I think we
12 have a better reading of 203(j), if you want to look at
13 it, because Congress specifically -- it's a definition
14 session. Everything in there is what they deem things
15 to mean. And then they deem "production" to mean one
16 thing, and then they mean "engaged in production" to
17 mean something broader.

18 But in all events, my friends concede that
19 "engaged in" means taking part. Well, the service
20 advisors take part in servicing, just like the partsmen
21 take part in servicing.

22 Mr. Chief Justice, if you have any questions
23 about what the service advisors do, a good place to look
24 is the complaint. JA40, they tell you what they are --
25 they evaluate the service and/or repair needs of the

1 vehicle, and they write up an estimate for the repair
2 and services. That, to me, seems to be taking part in
3 the servicing process. I'm not so sure that's not more
4 integral to the servicing process than what the partsmen
5 do.

6 The last point I'd like to make here is that
7 there is a practical anomaly that will be created with
8 siding with the other side, is that the best-paid people
9 in the servicing departments will now be the only ones
10 that are not exempt.

11 On average, the service advisors make about
12 \$66,000 and -- a year. The average partsman makes
13 \$51,000 a year. The average mechanic makes \$59,000 a
14 year.

15 Now, I'd hate to be the person that has to
16 go explain to the partsmen and the mechanics why it is
17 that their better-paid service advisor colleagues are
18 the only ones that aren't exempt from the FLSA overtime
19 provisions and are going to get a windfall in litigation
20 like this. That would be --

21 JUSTICE GINSBURG: Because they would be
22 exempt to the extent they paid on commission which, as I
23 understand it, most of them --

24 MR. CLEMENT: Yes, Justice Ginsburg. But to
25 repeat my answer to you, there are people right now who

1 are service advisors who are not paid principally on a
2 commission, and they like it that way. And the
3 consequences of ruling in the other side's favor is that
4 automobile dealerships are going to have to go to these
5 people because FLSA provisions are not waivable. And
6 they're going to have to say, look, I know you like it
7 this way, but we've got the Supreme Court decision. We
8 have to rejigger things. You get into this different
9 7(i) exemption position, so you can no longer be paid
10 the way you've been paid for the 30-plus years the way
11 the Labor Department has been acquiescing in this, save
12 the Ninth Circuit below, and find that service advisors
13 are salesmen principally involved in servicing
14 automobiles.

15 Thank you.

16 CHIEF JUSTICE ROBERTS: Thank you, counsel.

17 The case is submitted.

18 (Whereupon, at 12:29 p.m., the case in the
19 above-entitled matter was submitted.)

20

21

22

23

24

25

behave 55:24	breadth 4:12	calipers 26:20	27:2 36:4	class 4:7 38:21
belief 28:9	breakdown 5:3	call 8:9 33:25	37:21,25 55:22	39:1
belt 32:9,17,18	Breyer 6:11 7:6	35:3	56:12	classic 37:16
32:20,21	7:14,15,20	called 18:21	changed 18:18	clause 46:8
benefit 19:9	33:19,23 34:2	35:10	19:13 34:23	cleaner 38:19
best 9:8 50:14	34:12 35:22	candid 11:9,11	35:6 38:1	clear 3:13 14:7
best-paid 58:8	36:10 37:21	canon 20:1,3,9	40:22 41:1	16:19 17:6
better 10:6	38:7,10 44:17	50:1	45:20 51:6	19:21 24:20
15:24 16:12	52:9,20,23	capacious 25:16	57:4	34:11 42:9
17:23 18:9	53:10,24 54:1	car 11:13 13:14	changes 34:17	47:8
19:13 35:7	54:5 55:2	23:6,9 24:15	35:18,20 37:2	clearer 17:18
57:12	brief 14:22	27:20,23 30:17	51:20	clearly 14:1 57:4
better-paid	21:10 28:24	31:15 45:3	changing 16:15	Clement 1:16
58:17	29:15 33:13	48:25	55:25 56:7	2:3,13 3:5,6,8
beyond 44:1	36:18 37:3,8,9	car's 30:16	chapter 48:10	4:15,20 5:2,21
Bibas 1:18 2:6	40:7 44:13	care 35:17 36:14	Chevron 9:23	6:1,7 7:1,14,16
25:20,21,23	51:13	51:19 55:16	10:6,13 12:1	7:21 9:22,24
26:15 27:6	bring 8:22	careful 19:2,16	12:16,20 13:21	10:4,10 11:2
28:4 29:14,17	broad 43:1	cars 22:2 23:8	13:24 14:4,7,9	11:15,20 12:12
30:22 31:2,22	broaden 30:8	25:25 26:1,2,2	18:22 19:19	12:19 14:5,9
31:25 32:6,19	broadens 28:18	26:9,21 33:4,5	34:11	15:15,25 17:5
33:1,7,22 34:1	29:9	33:15	Chief 3:3,8	18:17 19:1
34:10 35:13	broader 28:23	carving 33:11	25:19,23 29:11	21:2,4,13,16
36:9,13 37:9	30:2 57:17	case 3:4 6:9 8:2	29:16 30:12,23	22:5,22 23:10
38:6,9,12 39:7	brother 48:6,12	10:19 13:24	32:15 40:3,11	23:13 26:13
39:18,21,25	brought 9:16	17:7 29:23	40:21 41:1,7	34:24 39:4
40:5,13,19,24	10:16	30:3 34:14	41:11,15,19,25	42:20 50:15
41:3,10,13,18	build 26:20	39:13 44:7	44:24 45:6,21	54:20,22,24
41:23 42:6,11	27:11	59:17,18	46:1 54:18,20	56:21 57:1
42:15,18,24	bunch 20:5,5	cases 9:18 10:9	54:24 57:22	58:24
44:12 45:5,8	bushings 27:12	10:11,15,16,18	59:16	clerk 43:24
45:18	business 15:9	10:20 12:3,4	choice 6:5	client 18:12
big 25:10 53:13	busy 8:8	17:16	choosing 44:6	clients 17:16
57:7		cat 20:8,13	church 44:16	18:17 19:3
binding 56:4	C	categories 33:12	circuit 12:5	clipboard 31:7
bit 8:16,17 11:3	c 2:1 3:1 13:2,13	categorize 42:17	17:16,17,20	close 24:24
49:13 50:19	50:24	category 33:5	18:1,8,12,15	28:10 43:21
boats 47:13	c)1 51:4	44:9 52:2	35:1 56:4,4,11	closely 27:19
bookkeeping	c)4 51:4,7,11	cause 14:9	59:12	29:21
38:22	C1 35:4	certain 8:22	Circuits 17:20	closely-related
books 18:14,15	C3 37:4,10	certainly 12:17	circumstance	29:1
bottom 37:10	C4 18:6 37:14	45:12	16:3,5 18:4	clubs 44:16
43:2	C5 14:21 16:2	cetera 32:10	cite 28:12,24	clutch 27:11,12
boy 18:5 19:4	37:3,4,11	chance 12:7	cited 28:20	27:12
brake 26:22	38:13	chances 19:17	civil 40:9	coating 48:25
brakes 32:10	C6 14:21 16:2	change 17:25	claim 6:8 40:19	codify 16:9
branded 49:1	37:3,10	18:10,13 19:16	56:24	19:12

colleague 53:3	36:25	counsel 25:19	D 1:16 2:3,13	defer 12:16,23
colleagues 34:19	concede 3:23	36:20 45:21	3:1,6 54:22	12:25
58:17	42:6 57:2,18	54:18 59:16	D.C 1:9,16,21	deference 10:14
combination	conceded 46:17	count 35:20 40:8	damage 56:14	10:22 12:21,22
3:25 20:10	56:23	54:16	damages 17:3,8	13:22,25 15:11
come 9:12 18:5	conceding 28:10	counter 48:25	18:24 39:5,24	15:13,21 16:13
18:5 19:23	concern 56:18	couple 5:6 28:4	40:12,18,19	18:22 34:11
20:1,25 24:8	concerned 46:19	57:8	41:12,20 42:4	50:10 57:10
24:24 32:12	conduct 39:6	course 5:15	42:7	defined 21:25
42:22	40:6	12:21 14:8	darn 17:23	22:3 48:15
comes 5:19	confirm 30:7	19:25 28:6	date 13:2 17:9	51:15
28:10 47:17	conform 18:1	34:11 35:25	36:20 39:10	defines 29:6
comfortable	Congress 6:18	Court 1:1,13 3:9	40:2	definition 14:12
44:4	7:7 21:23 22:7	5:16 15:9,17	day 7:19 8:10	28:8,24,25
coming 10:18	22:10,17 25:15	16:5 20:2	18:9 55:5,18	51:17,17,21
31:20	39:14 44:5,9	25:24 29:24	days 36:19	57:13
commentators	44:12 45:11,18	35:19 43:15	deal 43:14	definitional 48:7
37:11,22,23	46:6,19,22,25	44:21 46:2	dealer 11:13	definitions
commenters	47:6,14,20	53:8 54:25	dealers 11:7,21	28:20 29:4
37:15	49:16 57:13	59:7	18:8 21:9	depart 49:12
comments 37:4	conjunction	Court's 29:23	dealership 8:9	department
37:5,13 55:6,6	54:10	30:3,7	11:23 17:19	1:21 9:14 12:7
55:7	connected 27:19	courts 9:23 10:2	24:6,18 33:8	12:17,21 16:19
commission	consequences	13:6 16:10	49:8	19:10 24:7
4:19,23 5:8	4:17,21 59:3	19:17 45:13	dealership's	33:13,15,21
6:13,16,23	considered 14:1	cover 46:21	49:2	34:5 41:2,7,8
8:19,21 19:8	consistent 36:6	48:23	dealerships 8:6	41:20 42:3
44:8,11 46:15	36:12 38:2,3	covered 4:9	43:10 59:4	59:11
46:18 58:22	45:3	22:12 23:3,17	dealerships'	Department's
59:2	construed 50:9	25:2,14 27:24	8:12	12:3 18:3
commissioned	52:3,5	44:6 51:21	dealing 42:16	departments
5:1,11 21:15	construing	covering 26:14	deals 40:7	8:12 58:9
42:23	51:23	covers 15:1	dealt 39:14	describe 33:3
commissions 5:5	context 15:18	created 47:9	decades 9:13	35:9
43:8	19:24 44:19	58:7	decide 8:1	despite 54:3
comparison	continue 20:10	criminal 40:9	decided 22:1	diagnose 24:9
55:14	contrasting	criteria 44:5	47:6	diagnosis 31:13
compensated	29:25	crystal 19:21	decision 12:5,14	diagnostic 11:9
4:23 5:14 19:5	convince 9:19	curiae 1:22 2:10	12:16 14:14,15	11:23
compensation	coordinating	45:24	18:15 55:9	dictionary 21:18
42:25	37:17	customer 24:8,9	59:7	21:25 22:2
complaint 17:6	core 28:14	24:16 31:6,7,8	deem 57:14,15	23:4 28:8,20
21:5 39:7	correct 27:3	customer-facing	deemed 29:19	difference 31:3
57:24	32:6 36:14	27:17 31:5	48:11	46:24 51:3
completely	cost 32:1,3,9	customers 8:6	deeming 29:21	57:7
15:13 20:11	costs 11:20,22		defense 40:14,20	different 18:4
component	55:22,23		41:16,23 42:2	21:20,24 24:19
		D		

<p>44:10 47:3 48:14 53:11,12 59:8 differently 7:3 21:25 differs 30:13 direct 26:8 directly 11:4 dirty 25:12 disagree 16:13 discharge 8:10 discuss 46:5,9 46:13 discussed 44:13 45:18 discussion 37:13 disks 27:12 dispenses 27:11 dispensing 26:25 27:7 dispersion 43:2 dispute 3:12 disruptive 9:5 9:11 distributive 49:17 50:2 Division 9:17 10:17,21 doctor 43:18,19 doctrine 18:21 document 35:4 doing 14:25 18:24,25 21:8 27:7,22 29:7 30:24 32:21 45:4,4 48:8 53:19 54:13 56:12 dollars 32:3 door 30:6 dozens 33:14 drafting 50:23 drawing 37:16 38:13,18,24 49:12,19,20 drawn 28:1,5 38:14</p>	<p>driving 31:9 drum 26:22 27:12 due 10:13 dynamic 17:14 17:15</p> <hr/> <p style="text-align: center;">E</p> <hr/> <p>E 2:1 3:1,1 earlier 8:16 30:24 43:15 early 10:15 easily 54:9 effect 40:23,25 effected 14:2 effective 17:9 36:20,24 39:10 40:2 either 20:3 34:6 54:2 eliminate 47:6 employed 28:21 29:20 employee 5:20 5:22 29:10,19 33:3 36:1 44:9 employees 5:1 28:2 33:10,12 33:14 42:21,23 44:6,10 45:9 employer 5:24 enacted 46:6,6 46:22 Encino 1:3 3:4 end-run 26:7 enforce 41:5,9 41:21 42:4 enforcement 9:16 10:16 35:18 41:4 engaged 3:11,15 3:20 4:8 19:22 23:22,23 24:2 24:25 27:4,21 27:22 28:7,17 28:21,23,25 29:4,6,7,19,22</p>	<p>30:1,5 33:3,4,4 33:16 34:3,4 43:18,19 46:11 47:12,22 48:4 48:17,22 49:2 49:7,9,10,15 51:14,24 52:6 57:16,19 engaging 47:25 engendered 16:17 engine 26:22 entirely 13:10 entitled 13:18 50:10 entries 21:20 entry-level 43:5 equal 29:6 equivalent 35:3 era 12:16 especially 56:3 56:11 ESQ 1:16,18,20 2:3,6,9,13 essence 37:20 essential 48:9 essentially 3:23 17:1 46:17 49:9 estimate 24:12 31:24 32:7 58:1 et 1:6 32:10 evaluate 23:8 57:25 events 57:18 everybody 5:5 8:20 49:8 53:7 exact 15:18 exactly 14:1 23:20 30:25 36:7 example 4:1 6:11 55:24 exception 6:14 7:24 exempt 3:18</p>	<p>8:25 9:10 12:9 12:15 13:4 17:22 18:7 33:11 43:10,22 43:23 52:13 56:6 58:10,18 58:22 exemption 3:17 4:18 5:10 6:10 7:25 8:5 9:2 19:9 45:10 47:1,7,10 54:16 59:9 exempts 3:18 25:25 exist 4:7 existed 21:24 existence 21:12 21:19 expand 44:1 45:13 46:21 48:22 expect 51:1,1 expert 12:17,18 experts 31:19 explain 28:1 34:17 51:3 53:18,22 54:2 58:16 explained 13:3 48:12 49:23 53:19 57:4 explaining 55:21 explains 33:14 48:13 55:8 explanation 14:23 15:1 18:7 50:13,14 50:17,18 51:8 explicit 22:17 explicitly 36:4 expressly 26:16 45:19 extant 18:1 extend 48:22 extent 53:21</p>	<p>58:22 extra 15:20 extreme 36:3</p> <hr/> <p style="text-align: center;">F</p> <hr/> <p>facing 17:10 35:24 fact 3:13 6:4 8:18 16:18 19:5 20:19 21:22,23 22:7 36:10 37:19 53:7 55:19 fails 26:5 fair 5:16 10:11 fall 46:20 52:1 falls 28:22 familiar 11:22 fan 32:17,18,20 32:21 far 16:13 30:5 34:7 38:4 farm 3:21,24 4:2 7:18 16:14 23:24 26:9 56:16 Farmers 30:3 48:12 favor 59:3 favored 10:7 37:5 Federal 9:19,21 feel 44:4 field 4:25 44:18 Fifth 17:20 18:8 18:12,14 56:4 56:11 figure 24:11 38:4 figures 43:3 filed 17:7 39:7 final 31:13 finally 46:13 find 53:6 59:12 fine 50:19 finger 30:25 36:7</p>
---	--	---	---	---

<p>finish 54:11 firms 36:21 first 7:24 12:15 14:10 15:5,6 16:6 17:6 20:14,14 26:6 26:16 27:10,11 28:5 31:23 35:17,21 38:20 46:4,22 55:5 fit 26:21 five 37:5 fix 6:21 7:9 24:12,15 fixes 49:6,7 FLSA 7:25 25:25 28:22 58:18 59:5 flunking 55:12 fobs 49:1 focus 7:24 follow 54:11 force 40:1 forced 49:16 former 41:3 forth 27:16 53:6 forward 18:19 18:21 found 22:17 four 33:10 35:13 54:20 Fourth 12:4 17:19 18:8,12 35:1 56:3,11 Fox 16:14 34:15 34:18 35:8 55:11 56:17 frankly 34:6 Friday 8:8 friend 55:2 57:11 friends 3:22 4:9 9:14 24:22 57:18 front 32:23 44:3 full 29:18 function 37:18</p>	<p>functions 23:5,5 funny 30:16</p> <hr/> <p style="text-align: center;">G</p> <hr/> <p>G 3:1 gain 15:20 general 1:21 28:13 33:9 52:4 generally 5:10 gerund 4:5 gerunds 50:6 getting 25:12 Ginsburg 4:15 4:21,24 5:2 12:6,13,19 20:18 21:3 31:17 32:25 33:2 40:16 41:6 42:13,16 42:19 58:21,24 give 15:12 23:8 24:12,23 31:24 37:7 56:2 given 4:17 6:5 18:21 20:18 34:20 gives 56:2,6 giving 6:14 32:7 go 4:2 6:19 7:8 10:25 19:6 20:9 24:13,15 30:15,16,17,19 31:19 37:22 38:4 44:3,14 52:10 58:16 59:4 goes 4:3,5 27:14 27:15 31:6 32:11 39:8 going 8:2 9:8,9 11:2 12:13 18:5,6,19,21 18:22,23 19:12 23:7,8,19 24:8 24:8,9 31:11 32:13,17,19</p>	<p>34:21 36:11 41:21 42:3 43:6 44:15,18 54:5 55:22 56:24 58:19 59:4,6 good 7:22 15:6 35:22 38:5 57:23 good-faith 39:16 goods 29:7 gosh 17:23 56:9 government 28:21 government's 40:6 46:24 grab 24:13 grade 51:10 52:7 55:12,12 grain 10:11 grammar 20:19 50:4 grant 17:15 25:1 grease 25:8 greet 24:8 grind 26:19 grinders 26:22 guess 13:23 16:23 23:13 50:17 52:24 guts 49:7 guys 18:7</p> <hr/> <p style="text-align: center;">H</p> <hr/> <p>hand-in-hand 49:23 56:17 handbook 12:10 23:12 handbooks 53:6 handing 27:7 44:2 hands 20:17 27:15 happen 9:7 happened 34:23 happens 34:25 hard 18:11</p>	<p>22:24 44:19 harder 23:2 hate 58:15 head 26:22 hear 3:3 HECTOR 1:6 hello 33:24 high-paid 46:15 highly 43:9 history 47:8 hold 34:13 homes 44:15 Honor 14:5,24 17:6 26:15 32:6 35:13 36:13 38:12 hood 25:8,12 31:12 32:14,18 hook 18:20 hooks 31:15 hospital 43:23 43:24 hour 9:17 10:17 10:21 15:18 hours 6:15,15,22 6:23 8:7,15 9:4 9:5 21:1,8 44:20 HVAC 49:6</p> <hr/> <p style="text-align: center;">I</p> <hr/> <p>identical 52:17 ill-defined 30:6 imagine 24:6 imagined 45:3 implement 3:21 implements 3:24 4:2 7:18 23:24 26:9 implication 47:15 implications 6:9 import 5:9 important 10:15 22:15 31:3 34:16 impose 55:22</p>	<p>impression 33:9 inadvertent 50:23 51:2 incentivized 46:16 include 22:4,19 23:19 44:9 included 11:8 47:3 49:18 51:13 includes 27:25 29:1 including 11:6 incomplete 13:15 incorporating 37:12 incorrect 21:3 32:5 indicators 4:12 individuals 3:18 5:12,14 industries 5:11 industry 9:12 informal 36:2 information 31:14 informed 5:4 14:13 50:22 insurance 32:23 intake 43:23,24 integral 9:7 25:13 28:14 58:4 integrated 37:19 intended 22:19 49:17 interest 40:8 interests 16:16 16:21 55:10,19 56:9 intermediate 35:18 interpret 4:13 20:11 interpretation 9:20 10:7 17:2</p>
---	---	--	---	---

17:4 35:7 40:23 53:23 interpreted 29:25 interpreting 29:24 interpretive 9:15 13:1,10 invent 10:14 involved 26:24 59:13 irregular 6:22 6:22 Island 35:17 36:14 55:15 issue 28:2 35:8 37:5 38:19 39:12,14,20,21 39:22 42:17 43:15 46:14 55:15 57:10 issuing 34:21	29:16 30:12,23 31:16,17,18,23 32:1,15,25 33:2,19,23 34:2,12 35:22 36:10 37:7,21 38:7,10 39:4 39:16,19,23 40:3,11,16,17 40:21 41:1,6,7 41:11,15,19,25 42:8,13,16,19 44:4,17,22,23 44:24,24 45:1 45:6,7,14,14 45:21 46:1 50:12,25 51:8 52:9,20,23 53:10,24 54:1 54:5,18,20,24 55:2 56:19,23 57:22 58:21,24 59:16 justified 55:23 justifies 55:9	knew 21:24 know 6:3,7 7:11 7:18 10:1 11:21,22 18:17 18:24 19:14 20:16 23:1 25:15 27:10 30:15 35:2,5 35:23 41:25 42:20 45:19 50:18 52:24 55:3,14 59:6 knowing 34:13	liable 41:12,20 42:4 likes 5:18 limitations 39:8 line 15:14 28:1,5 37:15 38:13,14 38:24 49:12,19 49:20,21 lines 38:18 link 50:5 linked 47:14 listed 26:10 listen 30:17 listening 10:20 literal 3:16 19:21 litigated 42:14 42:15 litigating 9:18 litigation 58:19 little 8:14,16,16 11:3 49:13 50:19 LLC 1:3 logically 49:24 49:25 logo 49:2 long 15:16 35:17 36:14 54:5 55:15 56:21 longer 13:10 52:12 54:16 59:9 look 12:24 14:20 29:18,23 30:17 30:20 32:18 47:11,16 55:4 55:17 57:12,23 59:6 looked 16:5 looking 50:17 looks 55:18,18 lose 20:9 lot 8:25 19:4 20:9 46:14 lots 33:8	<hr/> M <hr/> Machinists' 33:13 main 25:11 maintained 41:3 maintaining 28:8 maintenance 30:9 48:19 making 6:7 13:17 30:16 31:8 51:24 manages 28:16 manual 26:3 27:21 30:10 34:21 manuals 36:4 massive 56:14 materials 41:4 matter 1:12 8:24 46:11 47:19 51:7 59:19 mean 6:18 13:24 14:3 15:6,13 16:14,20 17:10 17:16 18:4 22:25 23:13 25:3,6 30:14 30:18 32:15 34:7 36:5 49:14 50:13 52:23 56:22 57:15,15,16,17 meaning 28:18 49:17 52:2 means 15:3 16:7 19:24 28:21,23 28:25 30:9 32:8 48:17 51:24 56:21 57:19 meant 16:6 22:2 49:16 measure 26:20 measuring 32:20
<hr/> J <hr/> JA40 57:24 job 5:23,23 27:9 45:17 50:19 jobs 43:5 judge 9:19 judges 10:19 judgment 14:2,2 Justice 1:21 3:3 3:8 4:15,21,24 5:2,20,22 6:2,3 6:11 7:6,14,15 7:20 9:22,24 10:1,5,10,23 11:11,19 12:6 12:13,19 13:23 14:8 15:5,22 16:20 18:16 19:1 20:18 21:2,3,11,14 21:18 22:6,14 22:22 23:4,11 25:19,23 26:12 27:1,18 29:11	<hr/> K <hr/> Kagan 13:23 14:8 15:5,22 16:20 18:16 19:1 31:23 39:4 50:12,25 51:8 keep 18:24 KENNEDY 31:16,18 32:1 39:16,19,23 40:17 42:8 key 49:1 50:1 kind 8:21 11:5 13:24 15:1 21:10 36:3 52:4 56:2 57:10 kinds 33:10,14 36:1 38:18 40:7	<hr/> L <hr/> labor 5:16 9:14 12:3,6,17,21 16:18 18:2 19:10 26:3 27:21 30:10 59:11 lane 11:18 language 13:13 22:12 29:9,22 34:8,9 large 52:11 late 57:5 lathes 26:22 Laughter 31:21 51:9 law 5:24 29:23 34:16 36:21 53:7 lawyer 19:2 lawyers 10:21 leasing 33:15 leave 8:16 45:16 leaves 33:9 left 26:13 55:3 legislative 47:8 let's 38:21 52:14 letter 12:9,10 38:14 40:1 54:10,12 liability 32:22 56:15,22 57:3 57:3		

<p>mechanic 3:19 8:4 10:25,25 21:21 22:4 23:22 27:3,10 27:13,16 30:19 31:6,14 32:5 32:11,12 49:6 51:15 58:13 mechanic's 27:8 mechanic-faci... 27:17 mechanics 6:19 7:3,7,23 8:14 8:20 20:21 22:20,25 23:8 26:1,25 37:16 44:17 45:16 46:7 47:2,7,16 47:18 49:18,23 52:13 58:16 mechanics' 26:18 meet 45:9 members 36:23 men 26:19 mentioned 20:22 merely 26:3 merits 12:20 met 44:16 methods 42:25 middle 6:20 mind 10:22 19:13 25:6 34:17,24 35:6 52:10 minds 18:19 minimize 11:25 minimum 9:2 43:4,12 minimum-wage 8:2 minute 4:7 minutes 54:21 missed 31:16,18 mistake 50:23 54:6</p>	<p>mix 21:16 modern 24:18 modifications 51:19 modified 22:8 moment 20:19 Monday 8:8 money 55:8 month 36:24 morning 7:9 8:9 Motorcars 1:3 3:4 multiple 4:12</p> <hr/> <p style="text-align: center;">N</p> <hr/> <p>N 2:1,1 3:1 nails 25:8,12 name 3:14 named 26:17 narrow 18:4 25:7,16 narrower 29:25 45:10 National 11:6 21:9 natural 48:3 nature 44:10 Navarro 1:6 3:4 necessary 49:12 53:16 54:8 need 8:5,7 22:10 22:17 30:20 32:8,12 36:24 57:9 needs 27:10 57:25 NELA 38:13,24 never 15:9 42:11 53:4 new 14:12 18:6 18:6,9 32:8 36:23 39:10 40:2 night 6:21 55:18 Ninth 17:17 59:12 noise 30:16,18</p>	<p>31:9 32:8 non-mechanic 11:13 non-warranty 38:15 nonmechanics 11:17 nonresponsive 17:14 nonwarranty 38:23 54:17 normal 48:14,16 normally 43:20 noted 39:9 noteworthy 36:17 notice 14:17 notice-and-co... 13:9,21,25 14:11 16:8 36:15 38:20 40:24 50:9 51:18 55:16 notice-and-co... 14:3 noting 36:4 notwithstandi... 6:10 18:13,14 noun 20:14,14 50:6 noun-verb 3:25 noun/verb 20:10 nouns 3:24 20:5 20:15 NPR 19:11 number 5:4 36:21 numbers 5:13 nurse 43:19,21 43:21,23,25</p> <hr/> <p style="text-align: center;">O</p> <hr/> <p>O 2:1 3:1 O.R 43:21,23 objects 26:8 obtain 27:2 obtaining 51:25</p>	<p>occupation 30:2 occupational 22:21 23:11 Occupations 21:19,25 off-hours 44:15 off-site 44:20 offer 43:16 55:13 office 44:3 55:3 oh 9:24 15:10 35:6 okay 17:20 29:14 36:9 56:19 old 17:2 older 10:8,11 omitted 22:23 Once 24:11 one-and-a-half 43:4,13 ones 43:7,10 58:9,18 open 8:12 32:18 39:20,22 opens 30:5 operates 43:21 operating 43:18 43:20 44:1 operations 17:25 opinion 12:10 35:16 38:14 40:1 54:10,12 opposed 22:19 57:6 opposite 29:3 34:22 35:1 42:5 52:16 oral 1:12 2:2,5,8 3:6 25:21 45:23 ordering 11:24 orders 51:25 ordinary 28:18 original 11:23 45:11</p>	<p>Originally 12:7 ought 15:2 18:12 35:23 outliers 5:6 outside 11:17 46:20 overhaul 32:13 overnight 17:25 overtime 3:17 5:25 6:6 7:24 8:1 9:1,10 44:20 58:18</p> <hr/> <p style="text-align: center;">P</p> <hr/> <p>P 3:1 p.m 59:18 Pa 1:18 page 2:2 28:9 29:15 37:3,14 38:13 46:23 47:12 51:12 pages 14:21 37:3 37:8,10,12,14 paid 5:8,18 6:16 6:23 7:4 8:18 9:1,2,8 21:14 43:9 46:18 58:22 59:1,9 59:10 paperwork 26:4 30:24 43:24 paragraph 14:17,22 16:2 16:17 37:2 55:8 parrot 15:19 parroting 15:22 part 9:7 11:24 24:3,13,13,14 24:15,21 25:13 27:3 28:13,21 33:8 36:5,6 48:2,18 50:13 57:19,20,21 58:2 partially 8:19 particular 16:25</p>
--	--	---	---	--

<p>32:16 particularly 13:5 16:3 parts 20:20 22:16 26:19,21 26:25 27:2,3,7 31:12 33:15 partsman 3:19 23:22 27:10,14 27:21 51:15 58:12 partsmen 7:3,7 7:23 8:4,13,20 20:20 21:21 22:2,15,18,20 22:23,25 25:11 25:11 26:1,14 26:19 31:4 43:15,16 44:17 45:4,16 46:7 47:2,7,15,17 49:18,22,22 57:20 58:4,16 party 10:18 passing 51:10 52:7 55:12 PAUL 1:16 2:3 2:13 3:6 54:22 pay 5:24 penalties 40:9,9 people 4:7,18 6:12,22 8:3,16 8:25 11:16 12:8,15 16:21 24:19 30:14,15 33:7 37:24 38:21 42:17,22 43:5,11 44:16 46:15,18,19,20 48:22 52:14 56:3 58:8,25 59:5 people's 44:15 percent 8:11 43:2 percentage 4:25 perfect 52:7</p>	<p>perfectly 36:12 50:14 period 39:8 41:5 perplexing 50:19 person 24:7,7 44:1 58:15 personally 25:17 persons 33:25 persuasive 13:5 Petitioner 1:4,17 2:4,14 3:7 28:10,16,22 29:9 33:9 43:22 46:14,16 47:22 48:5,8 54:23 Petitioner's 26:5 26:7 29:5,15 43:16 46:9 48:21 49:9 Petitioners 36:21 Petitioners' 36:22 Philadelphia 1:18 phone 33:20,23 phrase 28:17 30:1,2 phrasing 50:2 physically 27:6 27:22 pick 26:12 place 30:13,13 35:21 57:23 plain 3:16 19:23 46:12 plastic 47:24 48:1 plates 27:12 plead 40:14 pleaded 42:11 please 3:9 25:24 33:21 46:2 54:25 pled 39:12,22</p>	<p>pluck 9:9 point 10:8 11:4 12:2 15:4 16:4 34:15 35:16,22 37:11,15,22,23 42:8 50:15 52:11 58:6 pointed 36:18 points 13:17 17:5 23:14 38:13 46:3 55:1 57:8 policies 53:12 policy 19:16 46:15 Portal-to-Portal 17:1,11 39:11 40:13 41:13 42:2 position 4:1,4,16 10:9 12:4 16:6 16:15 19:14 25:4 34:20 35:16,18,20 36:5 37:2,6 41:21,23 42:9 43:17 53:17 55:11,25 57:5 59:9 positions 21:24 possible 18:23 possibly 56:13 post 39:24,25 post-2011 39:24 40:6 post-Chevron 12:4 potential 36:16 55:14 practical 8:24 10:23 36:2 53:7 58:7 practices 18:10 18:13 pre-2011 39:5 39:24 42:7 preamble 14:17</p>	<p>14:21 55:4,21 preceded 37:13 precedent 17:21 18:2 30:7 56:5 precisely 29:3 preclude 41:24 predates 57:4 predominates 35:11 prefer 6:6 preliminary 32:7 preserved 47:10 presumably 38:16 pretty 8:7 17:15 preventing 53:13 previous 37:14 previously 13:22 38:16 primarily 3:19 4:8 5:6,14,18 19:22 23:23 24:2,25 46:10 47:12 51:14 principal 15:18 principally 3:10 3:15 4:21 14:24 59:1,13 principles 56:17 56:17 prior 41:9 47:1 51:4 53:17,23 private 10:18 probably 19:2 19:15 34:18 problem 24:10 24:11 25:10 35:8,9,25 36:2 52:10,18 53:1 53:10 problems 37:16 38:13,18 44:21 process 13:8 16:11 24:4,21 25:1,5,14</p>	<p>28:13 29:1,20 30:2,6,19 31:18 33:9 36:15 47:23,23 48:3,23 49:10 58:3,4 processes 29:21 produced 29:4,6 producing 29:5 production 29:6 29:20 30:1,3 48:9,9,11,14 48:15 57:15,16 professor's 36:18 promotes 49:4 promulgated 36:19 proposal 16:9 prospectively 16:25 protected 5:24 protection 53:12 53:14 56:14 prove 40:15 proved 42:12 proven 39:12 provide 22:16 29:4 providing 48:18 proving 30:5 provision 10:3 13:2 14:15 16:25 17:12 28:24 29:24,25 39:17 44:7 51:24 52:5 provisions 8:1,2 58:19 59:5 publicizing 36:22 pulled 29:2 punished 16:22 purposes 7:23 40:8 45:11 48:10 put 11:6 20:13</p>
---	--	---	---	---

24:14 30:25 36:7 puts 32:4 putting 19:8 41:15	54:10 57:12 real 4:17 11:22 52:20 real-world 4:21 6:9 realistic 3:12 really 8:5 12:25 13:17,18 14:18 15:1,20 17:24 19:5,16,16,19 34:7 45:2 46:13,18 48:21 50:25 51:16 52:25 53:5 56:9 reason 7:22 8:3 9:3 10:13 17:13 34:25,25 35:3,5,24 38:5 43:25 45:11,12 46:20 51:6 52:12,14,16 56:3,6 reasoning 37:10 reasons 15:12 26:6 28:19 32:22 rebuttal 2:12 54:22 55:1 recall 21:4 recognition 13:15 50:2 recognize 10:15 53:17 recognized 15:18 recognizing 12:2 recommendati... 32:2 record 11:3 50:22 recording 31:10 records 31:7 red 14:22 37:9 Reddendo 20:1 20:3,8 50:1 redid 51:4	redone 27:9 reenacted 51:18 refacers 26:23 reference 37:12 38:25 referring 38:25 regs 13:10,19,20 regular 6:15,15 8:7 44:20 regulation 9:15 17:9 39:11,15 40:2,5,10,22 40:22,25 41:4 53:4,5 rejected 12:3 rejigger 59:8 relate 55:7 related 29:20,21 34:9 relays 31:14 reliably 5:3 reliance 16:16 16:21,22 35:10 35:16 36:17 39:17 40:8,15 55:10,19 56:9 relied 17:2 rely 48:6 49:22 relying 13:12 16:22 remainder 27:14 remand 39:13 39:20,22 remanufacture 26:21 remind 14:6 removed 13:9 rendering 31:12 reorder 20:11 reorienting 19:7 repair 57:25 58:1 repairing 28:8 28:11,11 48:18 repairs 27:19 30:9	repeal 45:12 repeat 58:25 rephrase 7:2 replace 32:3 reply 28:9,24 29:15 reprint 51:5 reproduced 51:12 require 38:22 requirement 54:8 requires 26:3 32:23 50:5 requisitioning 26:25 rescinded 41:4 reserve 25:18 Reservoir 30:4 48:13 respect 4:5 8:13 8:14 10:13 17:3 18:20 Respondents 1:7 1:19,22 2:7,11 25:22 45:25 49:13 response 44:21 responses 28:4 responsible 34:13 responsive 6:8 7:17 restrict 45:12 restructured 43:8 result 54:14 rethink 12:7,14 retroactive 39:15 40:4 56:14,22 57:3 retroactively 16:24 retroactivity 56:18 reversal 53:4 revisit 38:19	revisited 55:15 right 4:13,22 7:20 9:19 12:14 18:2 31:2 34:19,24 41:17,18 44:2 49:14 52:19 53:2 54:4 55:2 56:10 58:25 right-hand 26:19 rights 13:1 risk 18:18 19:3 ROBERTS 3:3 25:19 29:11,16 30:12,23 32:15 40:3,11,21 41:1,7,11,15 41:19,25 44:24 45:6,21 54:18 54:20 59:16 role 27:17,17 31:5 room 44:1 rotate 21:7 rule 16:8,10,24 34:15,16 36:19 36:23 50:4 rulemaking 13:9 13:21,25 14:12 16:8 17:22 36:15 37:1 38:20 50:9 51:19 55:17 rules 5:16 9:1,10 14:18,18 35:19 ruling 43:6 59:3 rush 8:10
<hr/> Q <hr/> qualify 5:10 7:5 43:7 question 5:9 6:25 7:1 10:24 14:1 16:20,23 20:19 23:14 27:20 33:1 34:8,13 36:8 36:25 37:25 45:7 50:6 52:20 questions 31:4 35:14 43:14 46:4 57:22 quibble 15:16 25:3 quick 55:17 quickly 53:13 quite 10:7 24:20 36:17 47:8 48:14 53:2 quotation 29:5 quote 29:9,17 48:13	<hr/> R <hr/> R 3:1 raised 43:15 range 42:24 43:1 rationale 13:4 read 11:3 14:24 15:7,8,23 21:21,22,23 22:6,7 25:4 34:6,25 50:3 52:24 53:20 reading 16:2 19:21 20:4 29:12 48:21	<hr/> S <hr/> S 2:1 3:1 salaried 5:1,6,23 7:4 21:15 salaries 43:1 salary 5:14,18 19:6 sale 49:4		

<p>sales 8:21,22 10:24 11:8 22:4 25:1 28:14 33:15 51:13,25,25 salesman 13:14 19:22 23:16,21 24:25 44:22 47:12 49:25 51:14,17,18,23 salesmen 4:6,8 7:13 13:13 21:20 22:1,8 25:25 44:13 45:4,15 46:7 46:16 47:2,10 47:15 48:23,24 48:25 49:15,16 49:18,20 51:21 52:2,3,5 59:13 salespeople 3:10 3:13 12:8 salesperson 3:19 22:2 44:8 salt 10:12 Saturday 8:11 8:17 Saturdays 8:12 save 59:11 saying 7:2 15:9 15:23 24:24 28:17 32:17 34:22 35:11 36:14 39:1 41:16 43:22 says 13:13,16 14:24 15:10 17:1,21,23 18:2 20:4,9 23:7,21 28:22 29:3,8,10,19 31:8 35:1 37:11 42:3 43:19 47:12,22 48:10 51:13 53:3 scales 18:23</p>	<p>scalpels 44:2 scares 11:12 school 10:25 second 15:4 16:1 16:4 20:14,15 23:18 26:11 46:9 47:21 Secondly 26:18 28:7 secretaries 6:17 secretary 6:24 section 29:8,18 30:7 48:6,7 51:22 sections 55:21 see 6:25 16:17 34:23 46:23,24 52:25 54:9 seek 17:8 seeking 39:5 40:12,17 seen 43:3 48:2 segue 16:4 sell 6:13 25:25 26:2 46:16 48:24,24,25 49:4 selling 3:20 4:3 4:5 22:9 23:6 23:23 26:6,8,9 33:4,6,16,17 34:4 37:20 38:17 39:2,3 44:13,15 46:10 47:13,15,21,22 47:24,24 48:1 49:2,9,11,15 52:6 54:13,14 54:16,17 sells 13:14 Senate 45:18 Senator 7:18 send 56:20 sense 8:25 23:7 25:16,16 31:10 43:19 48:14,15 48:16 49:3</p>	<p>52:4 56:16 57:6 sentence 37:23 separate 4:18 29:4 separated 20:5,6 46:7 separately 22:11 September 17:7 39:8,9 serious 40:7 service 3:10,12 3:14 4:22,25 5:7,17 6:4,13 7:13,22 8:4,5,7 8:12 9:6 13:3,4 13:7,11 14:16 17:21 19:6 20:24 21:12,20 22:11,15,19 23:3,7,19,22 24:1,7,20 26:1 26:1,2,16 28:14 31:3,5 33:13,24 34:1 34:2 43:2 44:11 48:19 49:21 52:1,14 54:13,15 56:5 57:19,23,25 58:11,17 59:1 59:12 servicers 37:17 services 26:6,9 33:16,17 46:10 54:17 58:2 servicing 3:11 3:15,20 4:2,8 11:17 14:13 19:23 22:9 23:9,23 24:2,3 24:21,25 25:7 25:13,14,15,17 26:7 27:4,25 28:11,18 30:6 30:8,9 33:5,6 33:18,20 34:3</p>	<p>34:4 37:20 39:2,3 46:11 47:16,17,21,23 47:24 48:3,4 48:17,22 49:7 49:10,11,15,24 49:25 57:20,21 58:3,4,9 59:13 session 57:14 set 35:19 setting 14:3 seven 37:4 SG's 55:2 share 8:21,23 shift 20:25 53:13 shop 32:22 show 36:11 55:17 shows 23:25 47:14,19 shrunk 45:10 side 3:22 24:22 57:11 58:8 side's 59:3 siding 58:8 significance 4:16 significant 5:4 5:13 signs 43:25 similar 30:9 simple 53:3 simpler 38:19 simply 19:14 25:4 49:6 55:7 single 9:19 14:17 47:1 sitting 10:20 situation 40:14 52:15 sleep 20:9 slightly 7:2 small 24:6 Smiley 35:19 sold 38:16 Solicitor 1:20 somebody 13:14</p>	<p>sorry 29:11 37:15 40:3 44:24 sort 8:7 Sotomayor 5:20 5:22 6:2,3 9:22 9:25 10:1,5,10 10:23 11:11,19 21:11,14,18 22:6,14,22 23:4,11 37:7 44:22 45:7,14 56:19,23 sound 32:16 speaks 43:17 special 6:19 7:10 48:15 specially 10:24 specific 5:3 13:2 50:16 specifically 13:7 13:12 14:16 57:13 squealing 31:8 32:8,16 stability 5:19 stage 39:13 Standard 5:16 stark 55:24 started 16:9 starting 55:1 State 16:14 56:16 States 1:1,13,22 2:10 45:24 statistical 5:3 statute 3:18 4:1 4:10,11,13 7:12 9:20 13:15 14:6,25 15:3,8,8,10,11 15:20,23,23 16:6 19:20,21 19:24 20:4,11 20:12 22:12 23:20,20 24:24 25:5,6 26:17</p>
---	--	---	---	---

28:15,17 38:2 38:3 41:2 43:17,19 46:5 46:6,22 48:10 49:13,14 50:3 50:9,24 52:3 53:20 statute's 26:8 statutes 28:12 statutory 3:17 3:23 51:23 STEPHANOS 1:18 2:6 25:21 strong 6:8 11:4 structuring 43:11 studiously 12:22 stuff 11:25 subject 17:3 18:24 29:7 submissions 20:23 submit 4:11 submitted 59:17 59:19 subsection 29:2 46:8 47:9,11 50:24 succeed 42:1 sudden 9:6 13:19 suddenly 53:8 suggest 50:4 suggested 39:5 48:6 suggesting 53:22 suggestion 48:8 suggests 3:14 4:12 29:5 sum 14:23 supply 27:3 supporting 1:22 2:11 10:9 45:25 Suppose 33:19 supposed 17:24 17:25 56:11	Supreme 1:1,13 59:7 sure 10:8 19:6 23:1 37:24 52:4 56:21 58:3 surgery 47:25 48:1 surprise 36:16 suspect 18:16 30:13 suspicion 11:4 sweeps 29:21 symptoms 31:8 sync 27:8 system 49:7 system-wide 21:10	terms 3:16 17:9 19:23 text 46:5 textual 4:12 46:11 47:19 57:8 Thank 25:19 29:16 45:21 54:11,18,19 59:15,16 theory 28:13 54:13 they'd 12:23 44:15 thing 7:24 14:20 20:8 23:18 26:6 31:23 35:20 56:1 57:16 things 14:5,9 33:8 48:8 49:1 53:6 56:12 57:14 59:8 think 3:11 5:7 5:15 7:1,17,21 9:11,21 10:10 10:14,19 11:12 11:16 12:1,20 12:25 13:5,14 13:18 14:23,25 15:2,10,11,16 15:21,24 16:1 16:11,12,14,21 17:13,17,19,23 18:9 19:20,20 21:4,8,16 22:3 22:10,23,23 23:1,15,16,18 23:20,25 24:5 24:22 25:15 32:8 34:6,11 34:16 35:1,6 36:13 38:2,3,7 38:8,25 41:12 41:19 42:3 43:20 46:12 47:19 48:5	49:13 52:11,11 53:14,16,25 54:1,6,7,8 55:3 55:11 56:6,10 56:16 57:9,11 thinking 7:18 20:12 thought 6:18 7:7 10:5 22:14 23:16 34:18,24 35:8 47:25 53:7 three 3:23 9:8 10:12 20:15 24:19 26:5,8 28:19 33:10 46:3 three-plus 9:13 threshold 42:17 throw 20:16 thumb 18:22 time 11:12 12:15 15:7 18:11 25:18 32:2 36:11 38:20 41:5 47:17 times 8:9 43:4 43:13 timing 32:8 today 7:21 told 19:10,12 top 47:11 total 14:23 touching 32:20 track 44:19 tractor 6:21 7:9 traditional 23:7 trailers 47:4,7 47:13 trained 10:24 11:1 training 11:7,8,8 transmission 27:8,9,15 travel 45:15 treat 7:22 38:21 52:17	treated 6:17,24 7:3 55:20 treatment 7:10 trim 17:11 trouble 19:7 truck 3:20 trucks 3:24 4:2 23:24 26:9 true 7:11,12 37:25 44:23 45:1 try 7:2 11:25 19:1 23:1 52:25 trying 6:8 30:23 30:25 47:20 turn 35:14 two 10:12 12:2 13:17 14:5,9 17:5 20:15,16 23:14 37:3,12 two-year 39:8 type 27:21 types 47:3
	T			
	T 2:1,1 take 4:1,4 5:9 6:4,15 9:6 10:1 10:11,12 11:12 13:18 24:14 27:8 35:14 36:24 42:5 44:7 51:19 57:20,21 takes 43:25 talk 24:16 talking 6:12 7:25 42:21 43:1,9,11 44:25 46:18 48:16 57:2,3 team 8:4 9:7 24:20 tell 19:2,15,18 24:16 29:12 57:24 telling 11:13 48:5 tension 32:20 term 22:8,21,21 23:3 25:15 51:23			
			U	
			U.S 30:4 U.S.C 29:14,18 39:18 unadministra... 15:14,17 understand 6:1 11:15 13:23 43:20 58:23 understandably 9:12 understanding 30:22 31:2 32:24 41:2 44:12 understood 44:5 49:24,25 53:20 unequivocally 10:9 unfair 36:16 unique 16:3,4 17:15	

uniquely 4:5	warranties	24:9 27:8	year 43:5 58:12	207(i) 5:10 43:7
unit 33:12	48:24	31:13 32:22	58:13,14	43:10 46:20
United 1:1,13,22	warranty 38:15	38:15,15,16,23	years 16:18	213(b)(1)(A)
2:10 45:24	38:16,22 54:15	44:18,20 51:14	19:11 34:23	46:21
units 27:11	Washington 1:9	51:16 56:17	36:4 52:18	22,000 43:5
universe 42:20	1:16,21	workday 21:8	54:3 55:20	25 2:7
45:9	wasn't 34:4	workers 19:4	59:10	259 39:18
unnatural 24:1	way 4:13 5:15	working 4:18		29 29:14,18
use 15:14 22:1	7:22 8:19	8:14 20:24	Z	39:18
22:20 23:5,6,9	10:25 15:7,8	24:19 26:18		2A 46:23
26:20,22 35:2	15:23,24 16:9	27:13 44:8,11	0	
35:9 50:5	16:19 20:12	49:23 54:15		3
uses 28:23	21:15 22:3	works 8:19	1	3 2:4 51:5
utensils 44:2	24:5 25:4	world's 50:14	1 13:13	3:00 7:8
	28:11,16 34:6	worry 17:2	10 43:2	30 34:23 36:4
V	36:11 44:3	18:19 19:19	11 28:9 29:15	52:18 54:3
v 1:5 3:4	48:7 49:21	20:2	11:27 1:14 3:2	30-plus 59:10
vague 12:22	50:3 55:20	worse 52:15	12:29 59:18	33 16:18 19:10
value 10:2	56:12,13 59:2	worth 12:2	13(b)10 51:22	337 30:4
valve 26:23	59:7,10,10	14:23 16:2	15 21:1	3A 47:12
vehicle 58:1	We'll 3:3	55:17	15-415 1:4 3:4	
vehicles 22:9,10	we're 6:12 9:8	wouldn't 6:16	1918 20:2	4
39:2,2,3 47:3	12:13 14:25	6:24 10:12	1966 21:11,19	4 13:2 51:5
51:25	17:10 38:2	22:18 23:1	45:2	40 8:15 9:4
verb 20:14,15	42:3,16,21	35:3 48:23	1970 13:2 19:15	40-hour 20:22
30:8	43:1,9,11	Wow 50:25	1974 46:6,6,23	45 2:11
verbs 20:6,16	46:17 48:16	write 26:4 58:1	47:1,6 51:20	46 9:4 20:22
versus 38:15,22	57:2	writing 35:15	1978 38:14	21:8
view 16:12	we've 59:7	written 34:14	54:10,12	
17:24 42:4,5	Wednesday 1:10	wrong 11:14,23	2	5
49:9	week 8:15 9:4,5	11:24 18:3	2 51:5	5 35:5 39:11
virtually 52:16	20:22	46:12 49:5,11	20 1:10 33:12	40:1
vital 43:25	went 9:16 21:18	53:23 54:2	2010 39:9	5:00 8:8
	weren't 10:17		2011 12:11,12	50 9:4
W	13:4 20:20	X	12:20,24 13:1	51,000 58:13
wage 9:2,17	wide 42:24	x 1:2,8 16:7,7	13:8,18 17:8	54 2:14
10:17,21 43:4	willing 42:6	32:3	36:19 39:11,15	55-hour 21:7
43:12	win 41:17		40:1,5,12,23	59,000 58:13
waivable 5:17	windfall 58:19	Y	40:25 41:9	5th 40:25
59:5	women 26:19	Yang 1:20 2:9	57:6	
Walton 12:5	word 23:6,9	45:22,23 46:1	2012 12:11 17:7	6
18:13	34:14 35:9,10	50:12,21 51:2	39:8	6:00 21:6
want 5:23 7:16	words 23:5 35:2	51:10 52:19,22	2016 1:10 57:5	6:00-a.m.-to-7...
11:9 14:6 15:8	42:1	53:9,16,25	203(j) 28:24	20:25
15:15,25 19:15	work 6:14,15,21	54:4,7,19	29:14,18 30:7	60 30:4
25:3 30:20	6:22 8:7 9:4	Yeah 7:16 15:5	48:6,7 57:12	60s 44:14 45:19
41:8 57:12	20:21,22 23:8	21:2 34:2,12		66,000 58:12

6a 51:12				
<hr/>				
7				
<hr/>				
7(i) 6:10 19:9 59:9				
7:00 21:5				
701(i) 42:23				
759 30:4				
<hr/>				
8				
<hr/>				
9				
<hr/>				
9:00 8:8				
90 8:11				