SUPREME COURT OF THE UNITED STATES

IN THE SUPREME COURT OF THE UNITED STATES JATONYA CLAYBORN MULDROW,) Petitioner,) v.) No. 22-193 CITY OF ST. LOUIS, MISSOURI,) ET AL.,) Respondents.)

Pages: 1 through 107 Place: Washington, D.C. Date: December 6, 2023

HERITAGE REPORTING CORPORATION

Official Reporters 1220 L Street, N.W., Suite 206 Washington, D.C. 20005 (202) 628-4888 www.hrccourtreporters.com

IN THE SUPREME COURT OF THE UNITED STATES JATONYA CLAYBORN MULDROW,) Petitioner,)) No. 22-193 v. CITY OF ST. LOUIS, MISSOURI,) ET AL.,) Respondents.) _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ Washington, D.C. Wednesday, December 6, 2023 The above-entitled matter came on for oral argument before the Supreme Court of the United States at 10:05 a.m.

1	APPEARANCES:
2	BRIAN WOLFMAN, ESQUIRE, Washington, D.C.; on behalf of
3	the Petitioner.
4	AIMEE W. BROWN, Assistant to the Solicitor General,
5	Department of Justice, Washington, D.C.; for the
6	United States, as amicus curiae, supporting the
7	Petitioner.
8	ROBERT M. LOEB, ESQUIRE, Washington, D.C.; on behalf
9	of the Respondents.
10	
11	
12	
13	
14	
15	
16	
17	
18	
19	
20	
21	
22	
23	
24	
25	

3

1	CONTENTS	
2	ORAL ARGUMENT OF:	PAGE:
3	BRIAN WOLFMAN, ESQ.	
4	On behalf of the Petitioner	4
5	ORAL ARGUMENT OF:	
6	AIMEE W. BROWN, ESQ.	
7	For the United States, as amicus	
8	curiae, supporting the Petitioner	42
9	ORAL ARGUMENT OF:	
10	ROBERT M. LOEB, ESQ.	
11	On behalf of the Respondents	68
12	REBUTTAL ARGUMENT OF:	
13	BRIAN WOLFMAN, ESQ.	
14	On behalf of the Petitioner	105
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		

1 PROCEEDINGS 2 (10:05 a.m.) 3 CHIEF JUSTICE ROBERTS: We'll hear argument this morning in Case 22-193, Muldrow 4 versus the City of St. Louis. 5 6 Mr. Wolfman. 7 ORAL ARGUMENT OF BRIAN WOLFMAN ON BEHALF OF THE PETITIONER 8 MR. WOLFMAN: Mr. Chief Justice, and 9 may it please the Court: 10 11 Jatonya Muldrow maintains she was 12 transferred from the Intelligence Division to a different job in the Fifth District because 13 14 she's a woman. That's sex discrimination, and 15 it's unlawful under the plain terms of 16 Title VII. 17 Title VII bars an employer from 18 discriminating against an employee with respect 19 to the terms, conditions, or privileges of her 20 employment because of the employee's sex. 21 Respondent now concedes that a lateral transfer changes the terms, conditions, or privileges of 22 23 employment. After all, a transferred employee 24 cannot show up the next day and do her old job. 25 Her job tasks have changed, and that's the most

1 basic term of employment.

So the only question left is whether 2 3 transferring an employee because of sex is discrimination against that person. 4 It is. "Discrimination against" by its ordinary meaning 5 and under this Court's precedent means worse 6 7 treatment because of a protected characteristic. With that, statutory analysis is 8 9 complete, which brings us to what 703(a)(1) does 10 not do. It doesn't require that an employer's 11 conduct cause significant disadvantage, 12 objective material harm, objective tangible harm, or the like. And contrary to the Eighth 13 14 Circuit's understanding, as this Court observed 15 in Teamsters, Title VII provides for equal 16 opportunity to compete for any job, whether it 17 is thought better or worse than another. The 18 statute prohibits discrimination, period. If an employer transfers an employee 19 because of a protected characteristic, that's 20 21 discrimination, and it's prohibited by 2.2 Title VIT. 23 The Court should reverse and allow 24 Ms. Muldrow to prove her case. 25 I welcome the Court's questions.

б

1 JUSTICE THOMAS: Counsel, you said 2 that -- in -- in your opening remarks that worse 3 treatment against a protect -- member of a protected class is a Title VII violation. What 4 is the worse treatment here? 5 6 MR. WOLFMAN: The worse treatment here 7 is the discrimination itself. So differential 8 treatment and worse treatment are almost in very 9 -- invariably coterminous. And, here, the worse treatment is she was treated differently than a 10 11 male employee in the same circumstances, and we 12 are prepared to prove that if we're given the 13 opportunity. 14 JUSTICE THOMAS: So the -- it doesn't 15 matter if her salary is the same, the work arrangements are the same. I know you -- your 16 17 argument in the briefs is that her assignments changed, but her pay did not and her rank did 18 19 not. But none of that is necessary for you 20 under -- in your -- under your argument to make a claim. 21 2.2 MR. WOLFMAN: That is correct, Your 23 Honor. 24 JUSTICE THOMAS: The mere transfer is 25 enough?

1	MR. WOLFMAN: Well, the the
2	transfer we wouldn't say "mere" in this
3	particular case with respect, Your Honor, but
4	JUSTICE THOMAS: Well, transfer alone.
5	MR. WOLFMAN: but the transfer
б	itself makes the claim actionable if she was
7	treated differently than a male employee would
8	be under the same circumstances.
9	JUSTICE THOMAS: So what work does the
10	preposition "against" provide?
11	MR. WOLFMAN: It it provides that
12	the treatment has to be worse, and there may be
13	circumstances which
14	JUSTICE THOMAS: So how is it worse
15	MR. WOLFMAN: limited circumstances
16	
17	JUSTICE THOMAS: though? I mean,
18	you're saying two things. One, you say that the
19	mere transfer is enough and "against" adds
20	nothing, or it may or it requires that the
21	treatment be worse. But I don't beyond the
22	mere transfer, you don't argue that you need
23	anything else.
24	MR. WOLFMAN: That is correct with
25	respect to that is absolutely correct.

8

1 JUSTICE THOMAS: So what work does 2 "against" do? MR. WOLFMAN: The -- the word 3 "against" is -- is indicating that the -- the 4 operation of the conduct is against this 5 6 particular employee. So that's the work that 7 the -- the word "against" is doing. It could be -- it could be that it's 8 9 just for emphasis, and there may be limited 10 circumstances, as this Court indicated in 11 Bostock, where, you know, different treatment 12 among men and women is not necessarily 13 discrimination. 14 But, by and large, when a -- a male 15 employee, if we're taking sex discrimination, is 16 treated differently from a female employee in 17 similar circumstances or would be treated 18 differently, that's discrimination against, in this case, the female employee. 19 JUSTICE KAGAN: You refer --20 21 CHIEF JUSTICE ROBERTS: Well --2.2 JUSTICE KAGAN: -- to Bostock --23 CHIEF JUSTICE ROBERTS: Go ahead. 24 JUSTICE KAGAN: You refer to Bostock, 25 and Bostock says the term "discriminate against"

9

refers to distinctions or differences in 1 2 treatment that injure protected individuals. So that formulation suggests that there are 3 distinctions or differences in treatment that 4 don't injure protected individuals, in other 5 6 words, that -- that the injury is a added thing 7 that one has to show in a discrimination suit. 8 Do you not read that statement that 9 way? I do not. I think, 10 MR. WOLFMAN: generally speaking, the -- the injury is the 11 12 discrimination itself. That's this Court's decision in Heckler versus Mathews. 13 14 JUSTICE KAGAN: I mean, it's a funny 15 sentence to write if that's what we thought, and 16 then we can talk about whether -- in fact, we 17 can think about many kinds of distinctions and differences that don't injure anybody, but -- or 18 19 that don't injure the -- the -- that person at 20 least. 21 But it's a -- it's a funny sentence to 2.2 write, distinctions or differences in treatment 23 that injure protected individuals, if you think that all distinctions and differences injure 24 25 protected individuals.

1	MR. WOLFMAN: Well, not necessarily
2	all distinctions, but the way I would put it is
3	that in the vast majority of circumstances,
4	differential treatment and worse treatment are
5	going to be the same thing, and that is that
б	that injury is going to occur in the vast
7	majority of circumstances when there is
8	discrimination.
9	That's this Court's decision, I I
10	believe, in Heckler versus Mathews. That's in a
11	sense a premise of the Brown decision, that, you
12	know, discrimination itself is injurious.
13	JUSTICE JACKSON: And isn't
14	CHIEF JUSTICE ROBERTS: Well, that's
15	
16	JUSTICE JACKSON: isn't "terms and
17	conditions of employment" doing some work as
18	well? I mean, you you say that that's a
19	conceded part of the statute, and I with
20	respect to how they're interpreting it, and I
21	understand that, but I would guess that
22	differential treatment with respect to the terms
23	and conditions of employment may be what you
24	mean when you say that
25	MR. WOLFMAN: Well

1 JUSTICE JACKSON: -- discrimination is 2 happening in and of itself. 3 MR. WOLFMAN: -- that -- that is correct in this sense. I -- I believe I -- I --4 I take the -- your understanding here, which is 5 that "terms, conditions, and privileges" are --6 7 is -- are a limiting principle within 703(a)(1), which is what the D.C. Circuit said in -- in the 8 Chambers case. That's -- that's the work that 9 "terms, conditions, and privileges" are doing. 10 11 So the -- the statute --12 JUSTICE JACKSON: But I guess I'm --I'm sort of --13 14 MR. WOLFMAN: -- does not reach 15 conduct outside the workplace. 16 JUSTICE JACKSON: I -- I -- I know, 17 but I guess I'm inviting you to think about 18 "discriminate against" as Justice Kagan was 19 positing it. You know, she's -- she's highlighted a distinction between discrimination 20 21 against someone that injures them versus 2.2 discrimination that might not injure them. 23 And I'm just wondering whether the fact that we're in the context of terms and 24 conditions of employment does any work with 25

12

1 respect to a -- a -- a determination that 2 discrimination, differential treatment in this 3 context, terms and conditions of employment, is 4 inherently injurious from the -- the standpoint 5 of the point that Justice --MR. WOLFMAN: Yes, I -- I --6 7 JUSTICE JACKSON: -- Kagan is making. 8 MR. WOLFMAN: -- I do take the point, 9 and I think that is -- that is a possibility. 10 But I'm -- I'm putting it in a different frame, which is that "terms, conditions, and 11 12 privileges" is a limiting principle within the 13 statute, and that may indeed tell you what --14 what, in fact, is injurious in terms of 15 703(a)(1). I'd agree --16 JUSTICE KAGAN: But --17 CHIEF JUSTICE ROBERTS: This is very 18 19 JUSTICE KAGAN: -- you don't --20 CHIEF JUSTICE ROBERTS: -- I -- and 21 I'm sorry if I'm just repeating questions, but 22 it's -- it's a very obviously significant thing 23 and I found it extremely confusing looking at the briefs. 24 25 You each say that the other concedes

1 the point. 2 (Laughter.) 3 CHIEF JUSTICE ROBERTS: And I don't see that that can be -- be right. I -- I mean, 4 I don't know what the hypothetical would be. 5 6 Let's say, you know, the -- the transfer is from 7 an office, you know, on this hall to an office on the next hall that are identical, the 8 9 responsibilities are identical, everything is 10 the same. You know, one is a different paint 11 color. 12 MR. WOLFMAN: Right. 13 CHIEF JUSTICE ROBERTS: And yet the 14 person says, I'm transferring you from this 15 office to that office because you're a woman. 16 MR. WOLFMAN: Right. And --17 CHIEF JUSTICE ROBERTS: Is that 18 actionable? There is no injury apart from, as 19 you say, the fact of discrimination? 20 MR. WOLFMAN: You know, our position is, Your Honor, that that is injurious, and let 21 22 -- let me explain why. 23 CHIEF JUSTICE ROBERTS: When you say 24 that is injurious --25 MR. WOLFMAN: That -- that -- that

1 case --2 CHIEF JUSTICE ROBERTS: -- do you --3 I'm sorry. Let -- let me -- does that mean there is a separate -- no separate requirement 4 of injury or that everything I've said, 5 there's -- nothing is different other than that 6 7 the person is moved and -- and the -- the 8 manager says it's because you're a woman. 9 Everything else is the same. 10 You say that there is injury there or 11 that, I guess, you don't need injury? 12 MR. WOLFMAN: No, I -- I would say 13 there is injury there because there's 14 discrimination, but let -- let me explain why. 15 I -- I believe, you know, this -- that 16 the questions here are revolving around, I 17 believe, whether there's some, you know, de 18 minimus type exception to the position that 19 we're taking. And, you know, there are, of 20 course, de minimis things that happen in the 21 workplace, trivial things that happen in the 22 workplace. 23 So, if, you know, pink pens and blue 24 pens are distributed to all the employees on a random basis, I think we can consider that 25

trivial. But, if they're distributed on the
 basis of race, immediately that becomes
 nontrivial.
 And I think most people understand

that intuitively, that if those pens are 5 distributed -- distributed on the basis of race, 6 7 that could be stigmatizing. In a sense -- I 8 realize that pens are not public education, but in sense -- in a sense, that is Brown because 9 10 Brown said, look, we're going to hold constant 11 the question of any tangible harm. 12 JUSTICE KAGAN: Well, sure. JUSTICE BARRETT: Well, but unless you 13 14 _ _ 15 JUSTICE KAGAN: I mean, our 16 discrimination law has recognized for many, many 17 years that there are stigmatic injuries, right, where just the -- even if it's a very, very 18 19 minor thing, you know, sending one set of people 20 to one water fountain and another set of people to another water fountain is stigmatic injury. 21 2.2 So -- so I accept that point. 23 But are you saying that all 24 discrimination is stigmatic injury? Like --25 MR. WOLFMAN: No.

JUSTICE KAGAN: -- I mean, because you 1 2 started with, you know, you know, making people 3 worse. I mean, there are differences and distinctions that people can make on the -- on 4 the basis of protected characteristics that make 5 6 people better off, right? 7 I mean, if -- if I decide one day that, you know, every woman in my workplace 8 9 should get a raise, I mean, that makes women better off. 10 11 MR. WOLFMAN: That is correct, and --12 and -- and that -- if that is publicly known, that could be stigmatizing, in effect, both to 13 14 the women and to the men. And can I explain 15 why? 16 To -- to the women, it might be that 17 if we're doing this solely on the basis of sex, the person might say to themself, well, I earned 18 19 this, I earned this raise, and now it's being 20 meted out on the basis of my sex or race or 21 national origin. 2.2 Now, of course, in your circumstance, 23 the men might have a cause of action as well, 24 but the point is is that's stigmatizing if it's 25 done publicly. If it's done privately, it's

17

1 still denigrating and demeaning even if it is 2 not stigmatizing. And, you know, that's what 3 this statute is -- is going at. 4 Now what I do --5 JUSTICE BARRETT: But are you saying 6 then, if the employer wants to increase 7 diversity in the workplace and so promotes, say, 8 some black employees and they get better jobs, then that's discrimination? 9 10 MR. WOLFMAN: That poses -- I want to 11 answer that question, but I -- I also want to 12 say that that is -- is not posed by this case. 13 JUSTICE BARRETT: I understand that --14 MR. WOLFMAN: Of course, I know you 15 know -- I --16 JUSTICE BARRETT: -- but it seems to 17 me the answer you just gave Justice Kagan would 18 logically apply to that situation. 19 MR. WOLFMAN: Well, it -- it -- it's a 20 difficult question because, if -- if a employer 21 has an affirmative action plan, that calls up 2.2 this Court's decision in Weber and Johnson, and 23 it would have to be evaluated in terms of the --24 the guidelines set out in Weber and Johnson. 25 And so there's a separate category of

1 analysis for, you know --2 JUSTICE BARRETT: Okay. Well, let me 3 take the example --4 MR. WOLFMAN: -- this grievant and 5 affirmative action. 6 JUSTICE BARRETT: -- you just gave, 7 then I'll put race to one side. 8 The example you just gave, you said it 9 would be actionable under Justice Kagan's 10 hypothetical of all women promoted. What if it's we want to have a, you know, face first, we 11 12 want women out there, we want to promote women, 13 we want to show that we are friendly to women, 14 let's say it's a law firm and there's -- you 15 know, the numbers of female partners are low and so they want to bring that up. 16 17 That's actionable? 18 MR. WOLFMAN: I'm -- I'm not sure. 19 This is -- is this some sort of requirement? I 20 -- it's hard to answer. JUSTICE BARRETT: Well, I'm just 21 2.2 asking you on Justice Kagan's hypothetical if 23 the --MR. WOLFMAN: Yes. I think that it --24 25 JUSTICE BARRETT: -- employer agrees.

19

1	And it sounds to me like you were saying that
2	was actionable discrimination.
3	MR. WOLFMAN: if there is a
4	privilege of employment that is meted out on the
5	basis of sex, that is actionable. And I think,
6	you know, I can turn back to Justice Kagan's
7	hypothetical and, again, if if women are
8	being given raises just because they're women,
9	then that is actionable and also, as I say,
10	potentially stigmatizing to the women.
11	And and if it's being given out not
12	to the men simply on the basis of race, of
13	course, they have a claim as well.
14	JUSTICE ALITO: I don't think the
15	the problem that's presented by this case and
16	it's a it's a difficult problem is whether
17	there are forms of disparate treatment that are
18	benign.
19	I would say that all disparate
20	treatment based on race, sex, et cetera, is
21	wrong, but I think the insight, right right
22	or wrong, of the courts that have imposed
23	something like a significant disadvantage
24	requirement is that although disparate treatment
25	based on one of these characteristics is wrong,

1 there should be some sort of threshold before it 2 gets into court, and that's where the de minimis 3 idea comes from. But you say there -- there shouldn't 4 even be a de minimis exemption. 5 MR. WOLFMAN: Well, that is our 6 7 position, but I want to take your question in a 8 couple stages if I may. The first is a significant 9 disadvantage rule and these -- the others that 10 11 are similar, objective tangible harm, objective 12 harm and so forth that you see in the circuits, 13 have not been applied in anything like a de 14 minimis way, and you see that in the -- in --15 in, as we cited in our briefs, in the brief of 16 the New York Legal Aid Society at pages 27 -- 24 17 to 27 of the LDF brief, this is --18 JUSTICE ALITO: Well, I don't want to 19 interrupt you, but, I mean, the issue is whether there should be some kind of threshold --20 21 MR. WOLFMAN: Right. 2.2 JUSTICE ALITO: -- whether it's 23 de minimis, whether it's significant disadvantage, whether it's -- whether some other 24 25 terminology is appropriate, some sort of

21

1 threshold that has to be cleared before the 2 matter gets into court. 3 I mean, the -- the employer says -the employee says, on Monday morning, the -- my 4 supervisor always asks my similarly situated 5 6 coworker whether he or she had a good weekend, 7 but the supervisor never says that to me. Is that actionable? 8 9 MR. WOLFMAN: That -- that may not be 10 a term, condition, or privilege of employment if 11 this is not a requirement of the job. That --12 that -- that may be separately, you know, analyzed under the hostile work environment 13 14 type. But I -- but I don't want to evade the --15 the question. 16 And so, again, if -- our position is 17 that you don't have to get to the de minimis 18 question because discrimination itself gets over 19 the de -- de minimis hurdle, but I do want to go 20 back to my first --21 JUSTICE KAVANAUGH: Isn't your point 22 that terms, conditions of employment could not 23 cover certain things like what Justice Alito --24 MR. WOLFMAN: The --25 JUSTICE KAVANAUGH: -- just mentioned?

1 It would still be, if you're treating 2 someone differently on the basis of race, that's 3 discrimination. Then the separate question is, is it a term or condition of employment. And 4 some, you know, after-hours things or random 5 6 things in the office that are more social than 7 related to work are maybe --MR. WOLFMAN: That is --8 9 JUSTICE KAVANAUGH: -- not terms, 10 conditions of employment. That's the --11 MR. WOLFMAN: That -- that is correct. 12 JUSTICE KAVANAUGH: -- analytical way 13 to approach it. MR. WOLFMAN: 14 That is one way to go 15 about it, Justice Kavanaugh, and that's why in 16 my -- my first-line response to Justice Alito 17 was that might not have been a requirement of 18 the workplace. But --19 JUSTICE ALITO: Well, then what is a 20 _ _ 21 CHIEF JUSTICE ROBERTS: I -- go ahead. JUSTICE ALITO: Go ahead, Chief. 2.2 23 What is a requirement of the workplace? What is the definition --24 25 MR. WOLFMAN: It -- it is --

1 JUSTICE ALITO: -- of a condition of 2 employment? 3 MR. WOLFMAN: Terms, conditions, and privileges of employment are any requirement or 4 benefit imposed upon or withheld from or denied 5 an employee. That's what a term, condition, or 6 7 privilege of employment is. So, if it's just a statement made in 8 the workplace, I just don't think that is 9 necessarily a term, condition, or privilege. 10 11 JUSTICE ALITO: All right. They --12 they gave me an office with a view of the alley instead of an office with a view of a park. 13 14 MR. WOLFMAN: Your -- Your Honor --15 JUSTICE ALITO: Is that a condition of 16 employment? 17 MR. WOLFMAN: -- it -- it is a 18 condition of employment, and I -- I must say, if 19 that is meted out on the basis of race, all the employees of one race get a -- a -- a -- a 20 21 view of the alleyway and another set of 2.2 employees purely on the basis of race get a --23 deliberately get a view of the city, a beautiful view of the city, that is discrimination under 24 25 Title VII.

1 JUSTICE ALITO: Well, your --2 CHIEF JUSTICE ROBERTS: Thank you --3 JUSTICE ALITO: I'm sorry. CHIEF JUSTICE ROBERTS: Yeah. 4 Thank you, counsel. If this is your position, I don't 5 6 understand the bulk of your brief. The bulk of 7 your brief talks about different, you know, locations, different facilities, she has to wear 8 9 a uniform, different hours, no weekend, 10 different access to, you know, superiors. 11 Under your theory, all of that is 12 completely irrelevant. And as far as the terms 13 and conditions of employment, that was not your 14 argument in the brief. The argument in your 15 brief was there's no requirement. And then you 16 go on and list all these things that would count 17 under normal circumstances, I would think, as 18 adverse consequences. 19 MR. WOLFMAN: Your --CHIEF JUSTICE ROBERTS: So why is all 20 that in your brief if your argument is we don't 21 2.2 need to show any of that? 23 MR. WOLFMAN: Your Honor, the reason 24 that is in our brief is we -- we were laying out 25 the harm that these rules like significant

1 disadvantage have done in the circuits, and this 2 goes back to Justice Alito's question. 3 Significant disadvantage, as this Court itself said in Groff, is nothing like de 4 minimis. 5 6 CHIEF JUSTICE ROBERTS: Well, but, 7 just to be clear, if none of that was in your 8 brief, your argument would be the same? No --9 as far as we know, hours were the same. She did 10 not have to wear a uniform. Access to superiors would be, you know, absolutely the same. 11 12 Everything is the same except --13 MR. WOLFMAN: That is correct, Your 14 Honor. 15 CHIEF JUSTICE ROBERTS: Okay. 16 MR. WOLFMAN: No. But -- but I think 17 this is --18 CHIEF JUSTICE ROBERTS: So I should 19 have skipped those pages? MR. WOLFMAN: No, I -- I don't think 20 21 that is -- that is right. What we were 22 attempting to do in our brief was to discuss the 23 very things that have been coming up, the de minimis exception, coming up in all the lower 24 25 court cases, and with the expectation that we

1 would be asked these questions. 2 But if the Court -- the Court narrowed 3 the question to transfers, and if the Court wishes to decide this case solely on the basis 4 of transfers, my client is perfectly happy with 5 6 that. 7 CHIEF JUSTICE ROBERTS: So we limited 8 the question to transfers, and you gave us 9 arguments talking about terms and conditions and 10 the various ways in which there was actual 11 injury? 12 MR. WOLFMAN: That is correct. 13 CHIEF JUSTICE ROBERTS: Okay. 14 Justice Thomas? 15 Justice Alito? 16 JUSTICE ALITO: There -- there are a 17 number of significant differences between the 18 two positions here, no question about it, but 19 just to -- to give you a hypothetical that's 20 different but in -- is perhaps related. 21 So suppose the only difference between 2.2 the two positions is one's a desk job and one's a job on the street, okay? And a particular 23 24 employee says, they transferred me from the desk 25 job, which is safe and interesting to -- to me,

27

1	that's what I'm interested in, to the street
2	job, which is more dangerous and not interesting
3	to me. That would that would qualify, right?
4	MR. WOLFMAN: Absolutely.
5	JUSTICE ALITO: What if it was the
6	opposite way around and the employee this
7	particular employee said, I don't want to sit at
8	a desk all day, I want to be out there where
9	in the real world? That would be that would
10	qualify
11	MR. WOLFMAN: Absolutely.
12	JUSTICE ALITO: as well?
13	MR. WOLFMAN: With Justice Alito,
14	absolutely. That is that is the Teamsters
15	case. The Court says in Teamsters that some
16	people might prefer the line driving position
17	and some people might prefer the local position.
18	And Title VII protects either of those choices
19	against a determination by the employer of
20	discriminatory intent.
21	JUSTICE ALITO: No, I
22	MR. WOLFMAN: That is Teamsters.
23	JUSTICE ALITO: I mean,
24	discrimination, I can't emphasize it too much,
25	on any of these grounds is morally wrong. The

28

```
1
      question is whether it's the stuff of the
 2
     district court case.
 3
                One more question. Some of our
      Supreme Court police officers prefer to work the
 4
     day shift and some prefer to work the night
 5
 6
      shift. So, if someone is transferred from the
7
     night shift, which a lot of people wouldn't
      like, to the day shift, that may be viewed as an
8
 9
      injury by that particular officer, right, and
10
      that would be enough?
11
                MR. WOLFMAN: Absolutely actionable.
12
      That's what -- that -- that's the -- the -- the
     Threat decision in the Sixth Circuit. That's
13
     the Hamilton decision in the Fifth Circuit.
14
15
                JUSTICE ALITO: And what if it's the
16
      other --
17
               MR. WOLFMAN: Shift changes --
18
                JUSTICE ALITO: -- what if it's the
19
     other way around?
20
               MR. WOLFMAN: -- shift changes on the
21
     basis of race or sex are unlawful.
2.2
                JUSTICE ALITO: Okay. Thank you.
23
                CHIEF JUSTICE ROBERTS:
                                        Justice
24
      Sotomayor?
25
                Justice Kagan?
```

1 JUSTICE KAGAN: I mean, just to make 2 clear I understand what you're saying, you're saying that there is an injury requirement but 3 that the fact of discrimination satisfies the 4 injury requirement in all but the most 5 6 extraordinary case? 7 MR. WOLFMAN: Well, yes, I mean, and the -- you know, I -- I don't want to put my 8 9 toes in too deep, but this was what was reserved in Bostock and clearly does not have to be dealt 10 with here, which is, you know, there -- there 11 12 may be deep-seated understandings and -- that people never think of sex-segregated bathrooms 13 14 as discrimination. That's correct. 15 What -- this goes back to the point I 16 made earlier, Your Honor, which is that 17 differential treatment is almost invariably worse treatment if it's done on a basis of a 18 19 protected characteristic. 20 CHIEF JUSTICE ROBERTS: Justice 21 Gorsuch? 2.2 JUSTICE GORSUCH: There was some 23 suggestion in some of the amici -- we have so 24 many amici -- that employers might respond to a 25 decision in -- in your client's favor by

redefining the terms, conditions, and privileges 1 2 of employment so that you may be reassigned 3 here, there, or wherever. 4 And I want your thoughts about that. MR. WOLFMAN: And I'm not sure I 5 6 understand the question, Your Honor --7 JUSTICE GORSUCH: So --8 MR. WOLFMAN: -- with all respect. 9 JUSTICE GORSUCH: No, no, fair enough. 10 That's my fault. So what if an employer says, 11 your job isn't defined as sitting at a desk or 12 walking the rounds around the building or 13 whatever it may be or being on the beat, but it 14 is defined as any of those things so that there 15 is -- it isn't a term or condition of employment 16 that you are a desk job or on the beat? 17 MR. WOLFMAN: And, you know, the -- if 18 the terms and conditions and privileges of 19 employment --20 JUSTICE GORSUCH: Can an employer 21 define its way around the problem, I guess? 2.2 MR. WOLFMAN: I think the answer is If that determination that you're 23 no. 24 suggesting was made in response to a charge or a 25 suit or -- or --

JUSTICE GORSUCH: No, it would be made 1 2 ex ante. So we hire all of our police officers 3 and you can be subject to any of these things. 4 That -- that -- that -- that is the suggestion of at least some of our --5 6 MR. WOLFMAN: And --7 JUSTICE GORSUCH: -- amici. MR. WOLFMAN: -- and that --8 9 JUSTICE GORSUCH: A decision in your 10 favor. 11 MR. WOLFMAN: -- might be permissible, 12 but I want to add two caveats. JUSTICE GORSUCH: Mm-hmm. 13 14 MR. WOLFMAN: First, if there was 15 evidence that that itself was done out of 16 discriminatory intent, that would be unlawful. 17 Secondly, if any given change within 18 that broader context, so six months later a 19 change is made consistent with the literal terms 20 of that but done with discriminatory intent, that would be actionable under Title VII. That 21 2.2 may be very difficult to prove, I understand, 23 but that would still be actionable. JUSTICE GORSUCH: And then I want to 24 25 give you a chance to just flesh out your

1 position, which I understand has been subject to 2 some questioning this morning, that -- that in 3 adopting the Civil Rights Act of 1964, Congress sought to root out discrimination, root and 4 branch, and that all of it is impermissible, 5 6 presumptively injurious. 7 MR. WOLFMAN: That is our position, and if I could take you to the words of the 8 9 statute as to why we know that's so. The 10 statute prohibits discriminatory hiring and 11 discharging, and the purpose of "terms, 12 conditions, and privileges" is to catch 13 everything else between those two endpoints, and 14 that's how we know that it's meant to eradicate 15 discrimination in the workplace. It doesn't do 16 it perfectly, but that's the intent. 17 JUSTICE GORSUCH: Thank you. 18 CHIEF JUSTICE ROBERTS: Justice 19 Kavanauqh? 20 JUSTICE KAVANAUGH: The amicus brief of the District of Columbia, joined by I think 21 22 eight states, supports you but says that it 23 would be helpful if in -- if we were to rule for 24 you that we repeat something the D.C. Circuit

said in its en banc opinion in Chambers, "Not

25

1 everything that happens at the workplace affects 2 an employee's terms, conditions, or privileges 3 of employment." Are you in agreement or at least 4 tolerate a statement like that? 5 6 MR. WOLFMAN: I mean, I think that is 7 true, that not everything that happens at the --8 in the workplace alters one's terms, conditions, 9 and privileges of employment. I think that may 10 be true of the hypo --11 JUSTICE KAVANAUGH: And can a --12 MR. WOLFMAN: -- one of the 13 hypotheticals that Justice Alito posed. 14 JUSTICE KAVANAUGH: And on transfers, 15 I think your point was in the brief at least 16 that transfers are heartland terms, conditions, 17 or privileges of employment --18 MR. WOLFMAN: It's about the job 19 itself, yes, Your Honor. 20 JUSTICE KAVANAUGH: -- and that we don't need to resolve kind of the outermost 21 22 reaches of what "terms, conditions, or 23 privileges of employment" would cover. Is that correct as well? 24 25 MR. WOLFMAN: A -- a transfer

1 decision, to either withhold a transfer or to 2 give a transfer, is the functional equivalent of a hiring decision or a discharge decision. 3 Ιt is in the heartland of "terms, conditions, and 4 privileges." 5 6 JUSTICE KAVANAUGH: Thank you. 7 CHIEF JUSTICE ROBERTS: Justice 8 Barrett? 9 JUSTICE BARRETT: So let's say that I think the phrase "discriminate against" carries 10 11 with it, scoops in with it, some sort of injury, 12 but I also think -- you know, the QP was restricted to transfers, but I also think that 13 14 you can look at a transfer -- it must be looked 15 at objectively, but yet, in the eyes -- because 16 transfers can change depending on the eye of the 17 beholder, right? You had some questions like that. I prefer the day shift, you prefer the 18 19 night shift. 20 But it has to be understanding all the 21 facts and circumstances of, say, the young 22 mother who wants the day shift so that her hours 23 align with her children's hours or school and, 24 you know, the supervisor says, I don't really

25 want to work with women and I'm on the day

35

1 shift, so I'm putting you on the night shift. 2 For her, understanding her facts and 3 circumstances, an objective person in her situation would consider that injurious. 4 MR. WOLFMAN: I -- I agree with that, 5 6 but I -- I do want to offer a -- a caveat to 7 that, which is -- so I -- I certainly agree that 8 a person in those circumstances is likely to view that as injurious. 9 10 But you are suggesting that there 11 would be some sort of test that sort of marries 12 subjective and objective, sort of objective but looking at it from the circumstances of the 13 particular individual, and that worries me for 14 15 two reasons. 16 First, the -- the -- the statute 17 doesn't train on that. The track -- the -- the statute only asks questions about the employer's 18 19 conduct. JUSTICE BARRETT: Well, I -- I don't 20 think it is -- let's see -- I'm sorry to 21 22 interrupt you, but I don't think the premise of 23 your response is quite capturing what I think. I don't see it as a blending of 24 25 objective and subjective because we do that all

1 the time like, say, in -- in torts. It's the 2 reasonable man. I mean, so we're trying to 3 avoid the eggshell Title VII plaintiff, right? We're saying a reasonable person in 4 the circumstance of the plaintiff would 5 6 experience this as an injury, and I don't think 7 that's a subjective inquiry. It's putting an objective inquiry but just familiar with the 8 facts and circumstances. 9 10 MR. WOLFMAN: Okay. I -- I -- I 11 accept that, that it's objective under -- under 12 your description of it, but I -- I think that is not what the words of the statute call for. 13 14 The -- the statute asks three questions about 15 the employer's conduct, is it a term or 16 condition, is -- is it with respect to a 17 protected characteristic, and did the employer act with discriminatory intent. That's what the 18 19 statute calls for. 20 And my concern is also a practical I started reciting the pages of our brief 21 one. 2.2 and the amicus briefs. You see case after case 23 after case under the so-called objective standards, the one that used to exist in the 24 D.C. Circuit, the one that exists in the Eighth 25

37

1 Circuit, where things, you know, wildly 2 different than what anyone would view as 3 de minimis are being thrown out of court. And I -- I'll -- I'll end with this, 4 which is that the Fifth Circuit in its recent 5 en banc decision, 14 members of the court said 6 7 these doctrines are thwarting legitimate claims 8 of workplace bias. 9 JUSTICE BARRETT: Thank you. 10 CHIEF JUSTICE ROBERTS: Justice 11 Jackson? 12 JUSTICE JACKSON: So I quess I'm really confused and a little bit worried about 13 14 your concession to Justice Kagan that there is 15 some sort of injury requirement here. I -- I 16 look at the text of the statute, and it seems to 17 be doing what you said at the end with respect 18 to Justice Barrett, which is identifying when 19 there are unlawful employment practices. 20 So the statute begins, "It shall be an 21 unlawful employment practice for an employer," 2.2 and then we skip down, "to discriminate against 23 any individual with respect to the terms and conditions," et cetera, "of its employment 24 25 because of these protected characteristics."

1 So, to the extent that we are 2 identifying sort of what is morally 3 reprehensible, what is unlawful, I suppose we're just saying when someone discriminates with 4 respect to these terms and conditions. 5 6 So then the question, I guess, is what 7 does it mean to discriminate, and I don't know that that necessarily means that there has to be 8 9 some sort of injury. 10 As I look at Bostock, you know, we 11 have a -- a definition in Bostock that 12 "discriminate" means roughly the same as it meant in 1964, "to make a difference in 13 treatment or favor of one as compared to 14 15 others." 16 MR. WOLFMAN: Right. 17 JUSTICE JACKSON: That doesn't 18 necessarily mean injury. 19 And I am thinking of a scenario in 20 which a person is fired or not hired or 21 transferred because of their race, and it's not 2.2 injurious. Let's say it's the best thing that 23 ever happened to them because it was a terrible 24 job, and they're fired and, you know, they go on 25 to do great things in another area, and the

39

1 defendant is going to say that, you weren't 2 injured by my discriminatory firing. 3 So I don't understand why injury is 4 doing work in this analysis. 5 MR. WOLFMAN: Well, I -- I don't б disagree with anything you said, and I -- if I 7 made a concession, I certainly -- of the type you're suggesting, I didn't mean to do that. 8 9 What I am saying is that if there's an 10 injury requirement, and there is some injury 11 requirement to get over Article III, the -- the 12 injury is --13 JUSTICE JACKSON: That's a different 14 thing, though. But, to my --15 MR. WOLFMAN: -- the discrimination 16 itself. 17 JUSTICE JACKSON: Right. But I'm 18 sorry. 19 MR. WOLFMAN: The injury is --20 JUSTICE JACKSON: Can we just --21 MR. WOLFMAN: -- the discrimination 22 itself. 23 JUSTICE JACKSON: -- can we just 24 clarify, because, to the extent you're talking about that injury, you're talking about standing 25

1 injury, right? 2 MR. WOLFMAN: Well, I'm talking about 3 discrimination being an injury unto itself in all but the most unusual cases. That was my 4 back-and-forth with Justice Kagan. 5 JUSTICE JACKSON: But that's just when 6 7 it happens. I mean, Congress is just saying, if this -- if discrimination happens, we have an 8 9 unlawful thing, and so then the question is what does it mean to discriminate. I thought we said 10 11 in Bostock to treat someone differently because 12 of this characteristic. 13 Whether or not the person can go on to 14 establish or has to establish that they were 15 actually injured by that, I'm worried, and I 16 thought that's what the issue was in this case. 17 Do we have a separate element that a person who has been treated differently on the basis of 18 19 race or -- or sex or whatever has to also prove 20 that that differential treatment injured them? 21 MR. WOLFMAN: Well, what -- what I 2.2 would say is that they have to prove no injury 23 other than the discrimination itself. There's 24 no heightened harm requirement. 25 JUSTICE JACKSON: All right. And let

1 me just ask you one --

2 MR. WOLFMAN: There's no additional 3 harm requirement.

JUSTICE JACKSON: -- one last question 4 about that. To the extent that we're worried 5 that people who have not suffered any actual 6 7 concrete harm as a result of this discrimination are bringing these lawsuits, I'm wondering 8 whether or not that's not taken care of in 9 10 damages because, at the end of the day, you 11 bring your lawsuit, and if you've been 12 transferred to exactly the same position, you 13 say that to a jury, and they say, fine, you 14 might have been discriminated against, but your 15 damages are zero because you haven't shown any 16 harm for which you need to be compensated. 17 Am I thinking about that correctly? 18 MR. WOLFMAN: That -- that is -- that 19 is correct, and we make this point at -- at some 20 length in our opening brief and we reiterate in 21 our reply brief that the idea that, you know, 2.2 frivolous claims or marginal claims are going to

24 to have damages to have, you know, a sensibly

come through is very unlikely. One -- one needs

25 viable case to bring in federal court.

23

1	And one of the reasons that we and
2	amici talk about the kinds of cases that are
3	being brought in the federal courts and being
4	thwarted is they're all in the heartland. I
5	mean, the transfers may be most in the
б	heartland, but we see cases about denials of
7	training on the basis of race.
8	JUSTICE JACKSON: So, indeed, that
9	is that is the work of the stuff that the
10	Chief Justice is talking about in this case,
11	right? You want to show that this person
12	actually was harmed in the sense that she could
13	bring a case and get damages from the jury
14	because something, you know, happened to her,
15	but it's not an element of making the claim,
16	correct?
17	MR. WOLFMAN: Absolutely correct.
18	JUSTICE JACKSON: Thank you.
19	CHIEF JUSTICE ROBERTS: Thank you,
20	counsel.
21	Ms. Brown.
22	ORAL ARGUMENT OF AIMEE W. BROWN
23	FOR THE UNITED STATES, AS AMICUS CURIAE,
24	SUPPORTING THE PETITIONER
25	MS. BROWN: Thank you, Mr. Chief

1 Justice, and may it please the Court: 2 Forcing an employee to transfer because she is a woman is discriminating against 3 her with respect to the terms and conditions of 4 employment under Title VII regardless of whether 5 one position is significantly worse than the 6 7 other. That's the plain meaning of the text, 8 and it's consistent with this Court's 9 longstanding precedents, which recognize that 10 11 the statute strikes at the entire spectrum of 12 disparate treatment in employment. 13 The City fights against the clear text 14 principally by claiming that the phrase 15 "discriminate against" incorporates a 16 significant disadvantage requirement. But to "discriminate against" simply means drawing 17 18 distinctions that injure protected individuals. 19 And this Court has repeatedly 20 recognized that being denied equal treatment because of a protected characteristic gives rise 21 2.2 to an actionable harm. That's all the statute 23 requires. The City's contrary reading would 24 25 permit employers to designate a predominantly

1 Hispanic store, as in the Seventh Circuit's 2 AutoZone decision, to give only men their shift 3 preferences, to pay Black employees \$1 less, or to relegate Muslim employees to the back of a 4 store. Those results are inconsistent with the 5 6 statute Congress enacted. The Court should 7 reverse and instruct the lower courts to apply the text as written. 8 9 I welcome the Court's questions. 10 JUSTICE THOMAS: Can you have 11 discrimination that is perceived by someone who 12 is, say, you say that this is law enforcement 13 and we need in this particular precinct more 14 black or Hispanic officers, and so you are moved 15 or transferred because of race? 16 MS. BROWN: So there is a -- I -- I 17 think that that is a discrimination claim and that would be actionable, and -- and that would 18 19 qualify. There is a bona fide occupational 20 qualification exception --21 JUSTICE THOMAS: So doesn't --2.2 MS. BROWN: -- which does not apply to 23 race. 24 JUSTICE THOMAS: But won't that run 25 headlong into the focus on diversifying the

workforce in certain situations? 1 2 MS. BROWN: So we think that there is 3 adequate room within the bounds of Title VII to create opportunities for diversity and to ensure 4 that diverse -- that -- that there is a diverse 5 6 workforce through recruiting, through 7 mentorship, through programs that -- that --JUSTICE THOMAS: No, I'm talking 8 9 solely about transfers now, that you need more 10 black police officers in certain neighborhoods, 11 say, in St. Louis in -- and in the Sarah -- or, 12 I'm sorry, the Page, West Page, or Cook area. MS. BROWN: So, no, I don't think that 13 14 you can make a transfer on the basis of race, 15 and I think that's the clear text of the 16 statute, and that's -- that's what it requires. 17 Congress has this bona fide 18 occupational qualification standard if there is a business necessity, but Congress expressly did 19 20 not include race in that context. So Congress 21 made the judgment that there is no situation in 2.2 which it's -- it's permitted or there is a 23 business necessity or -- or Congress thinks that 24 that could be justified within the context of 25 race.

1 JUSTICE THOMAS: So simply making the 2 selection or the transfer based on race or sex 3 in and of itself becomes actionable? MS. BROWN: That is our position. 4 5 JUSTICE THOMAS: Nothing more? MS. BROWN: Yes, that's our position. 6 7 We do think that when a transfer -- when an employment decision is made on the basis of a 8 protected characteristic, that is the denial of 9 equal treatment, and that's a harm that this 10 11 Court has recognized in many cases, including 12 Heckler versus Mathews, as my -- as my friend 13 said. You know, Allen versus Wright makes the 14 same point. There are other cases as well, but 15 that we think is the only harm that the statute 16 addresses. 17 JUSTICE SOTOMAYOR: Can we go --18 CHIEF JUSTICE ROBERTS: Counsel, is 19 there -- is there anything that Mr. Wolfman said 20 with which you disagree? 21 MS. BROWN: So I think that he -- in a 2.2 colloquy with Justice Gorsuch, he was talking 23 about whether someone could change the definition of the conditions of employment or 24 25 the -- of the -- what -- the way the work or

47

your -- your job was defined. I think our position is that any kind of job assignment will necessarily qualify as a term, condition, or privilege of employment. It doesn't have to be set out in the way that the job description is written.

7 And so I think that -- that -- that we 8 think that, you know, those -- it doesn't matter 9 if the job assignment description is -- is 10 altered because of discriminatory reasons. What 11 matters is whether this particular person was 12 assigned new responsibilities based on a 13 discriminatory basis.

14 JUSTICE SOTOMAYOR: Can you see any 15 transfer that wouldn't qualify as 16 discriminatory, assuming that it was based --17 the Chief posited one where you're going to be 18 moved from one end to -- to the other end of the 19 floor, let's say. I find it hard to posit that 20 the only difference would be the color of the wall, but it could be, as the other -- as your 21 2.2 colleague said, because one has a nice window 23 and the other one doesn't, and I may think of that as de minimis. 24

25 MS. BROWN: Sure.

1	JUSTICE SOTOMAYOR: All right? And
2	some others might. So can you think of how we
3	approach those situations? The situations that
4	intuit not the significant disadvantage one
5	because I I have a very hard time
6	understanding how courts are thinking that
7	switching somebody from a day to a night job or
8	a Monday-through-Friday job to a rotating
9	week-long job where you're not getting any
10	weekends off anymore is not a significant
11	disadvantage, but we'll put aside the facts of
12	this case.
13	MS. BROWN: Sure.
14	JUSTICE SOTOMAYOR: How do we look at
15	those sorts of things?
16	MS. BROWN: So I think that, by
17	definition, if you are transferring somebody, if
18	you're changing their office location, if you
19	are, you know, altering their shift or or
20	anything like that on the basis of a protected
21	characteristic, that is inherently harmful.
22	That is that is discrimination against them
23	in the terms, conditions, and privileges of
24	employment, and I think that that is actionable.
25	I understand that there might be cases

where the specific employment action itself
seems minor. I think that those cases are
perhaps a lot less likely to be brought, in part
because of the -- the damages concerns that
Justice Jackson was -- was pointing to.

I think also in those cases, it's 6 7 going to be harder for -- as an evidentiary matter often for the employee to put forth 8 sufficient evidence to show that there is a 9 plausible inference that -- that the office 10 11 assignment was made based on a protected 12 characteristic, and so that is going to help, you know, get rid of a lot of these -- these 13 kinds of claims on that basis as well. 14

15 But what we think the inquiry should 16 be focused on and what the statute certainly 17 focuses the inquiry on is whether there is 18 intentional discrimination, not on whether the 19 particular employment action, so long as it fits within terms, conditions, and privileges, is of 20 a sufficient degree to be actionable. 21 2.2 JUSTICE KAVANAUGH: But some things --23 JUSTICE KAGAN: So just to --

24 JUSTICE KAVANAUGH: Go ahead.

25 JUSTICE KAGAN: I mean, just to

49

50

1 clarify your position just so I understand it, 2 even in your opening, you did use words like 3 "injury" or "harm" or "worse off," I'm not exactly sure which ones you used, but those 4 sorts of words, and we've used those sorts of 5 6 words in several -- many of our opinions, but 7 what you're saying is that those words do not 8 have sort of any independent consequence, that 9 once you can show the discrimination, you've 10 shown the injury, you've shown the harm, you've 11 shown the being worse off, that there's no extra 12 thing. Is that -- am I reading you right? MS. BROWN: Yes, again, in -- in 13 14 almost every situation. Of course, we do 15 recognize that there are some kind of 16 distinctions that don't give rise -- that are 17 generally viewed as innocuous, and so I would set those aside. But, in the mine run case, 18 19 when you are treating somebody differently based 20 on a protected characteristic, that is the 21 injury. 2.2 JUSTICE KAGAN: And what are you 23 setting aside? 24 MS. BROWN: Bathrooms, there are some 25 kinds of dress codes that, you know, are

1 generally viewed as equal, but they recognize 2 that men and women wear different clothes, 3 things like that. JUSTICE ALITO: What is your 4 definition of a transfer? 5 6 MS. BROWN: So we don't have a 7 definition of a transfer. The Court, you know, reformulated the -- the question presented to --8 9 to focus specifically on transfers. Nothing in 10 our position changes based on how you view a 11 transfer. I think, you know, most courts or --12 the kinds of transfers that -- that are generally addressed are, you know, a change in 13 14 location, in responsibilities, in supervisors, 15 things like that. 16 JUSTICE ALITO: You want us to hold 17 that it's always sufficient if it is alleged 18 that there was a transfer on the basis of a 19 prohibited characteristic, but you -- you don't want to tell us what a transfer is? 20 21 MS. BROWN: Again, I think that was a 2.2 term that was introduced by the Court. It's not 23 a statutory term. But I think you could say, when there are -- and the D.C. Circuit doesn't 24 25 _ _

1 JUSTICE ALITO: I'm sorry to 2 interrupt. How can we decide the case on that 3 basis? Maybe it was unwise for the Court to phrase the question that way, but the -- the 4 question is whether all transfers qualify. So 5 6 don't you have to provide a definition of a 7 transfer? MS. BROWN: So I would say that it is 8 something like what I was suggesting. 9 It's where the -- the employee's responsibilities, 10 11 job location, or supervisor have changed. I 12 don't think it needs to be all three. 13 So, for example, there's the Seventh Circuit's decision in -- in AutoZone, where an 14 15 employee was transferred from one store to 16 another on the basis of race. The allegation 17 there was that the employer wanted to maintain a 18 predominantly Hispanic store, and so they moved 19 an employee over to another store to maintain 20 that. 21 The Seventh Circuit there held that 2.2 that was insufficient under either Section 23 703(a)(2) or (a)(1). We think that's incorrect. We think that kind of a transfer would certainly 24 25 qualify.

1 CHIEF JUSTICE ROBERTS: So now -- so 2 you're saying a transfer is covered because 3 there will always be changes in conditions or terms. Well, then a transfer itself is not 4 enough. You have to look at the conditions and 5 6 If it is from one place to another, it's terms. 7 a transfer, and if everything's the same, then, under your position, it wouldn't be covered, 8 9 because you look at -- there must be new 10 conditions, there must be terms. And, 11 certainly, if there -- there are changes in 12 conditions and terms, and that's -- many were documented or at least at the summary judgment 13 14 stage in the Petitioner's brief. And that's a 15 familiar inquiry and easy. 16 But if you're -- you're saying that --17 well, if you're saying that there always has to 18 be a change in conditions and terms, that's one 19 Saying it doesn't matter whether there thing. 20 is or is not so long as there's discrimination, it seems to me that's something different. 21 2.2 MS. BROWN: So there certainly does 23 have to be a change in terms and conditions of 24 employment. We think that anytime there's a 25 transfer, there will necessarily be a change in

```
1
      terms and conditions of employment because I
 2
      take a transfer to mean at least a change in
      location, and -- and we think the location is a
 3
      part of your attendant -- the attendant
 4
      circumstances that surround your employment.
 5
 6
      That's a part of your -- your working
 7
      conditions.
                The Court has recognized in, you know,
 8
      Meritor and Oncale and -- and Harris that
 9
      working conditions are a part of what -- of what
10
11
      is encompassed within terms and conditions of
12
      employment. So I -- I think that, by necessity,
      a transfer is going to fall into -- into those
13
14
      categories.
15
                CHIEF JUSTICE ROBERTS: Okay.
                                               Thank
      you, counsel.
16
17
                Justice Thomas?
18
                Justice Alito?
19
                JUSTICE ALITO: Do you think it's
20
      helpful to say, "Not everything that happens in
      the workplace falls within Title VII"?
21
2.2
                MS. BROWN: Yes, I think that would be
23
      helpful, and it would be appropriate. I agree
      with what the District of Columbia's brief said,
24
25
      that that phrasing has helped the -- the lower
```

55

1 courts, the district courts, there have 2 sufficient leeway to continue to dismiss claims that are not actionable, that maintains the kind 3 of, you know --4 5 JUSTICE ALITO: Okay. So then --6 MS. BROWN: -- personal facts. 7 JUSTICE ALITO: -- what things that 8 happen in the workplace don't qualify? MS. BROWN: So I think that that 9 10 phrasing refers to things like informal workplace interactions, isolated incidents. 11 The 12 Court in, you know, Harris, Oncale, Meritor has referred to things like offensive and 13 14 distasteful jokes even if they are kind of, you 15 know, sex discriminatory or racist in some ways, 16 single, you know, one-off interactions like 17 that, for example. 18 JUSTICE ALITO: Well, you talk about 19 one-offs in your -- in a footnote in your brief, 20 but, when you -- when you talk about harassment, 21 are you trying to -- you don't want us to import 2.2 that statement here -- I mean that standard 23 here. It has to be severe and pervasive? 24 MS. BROWN: No. No, that's not what 25 we're suggesting. In the footnote in our brief,

56

1 we suggested that -- or we -- we were explaining 2 that I think one-off incidents in those cases, they're -- it's less likely that those are going 3 to -- enough to be actionable -- being 4 actionable, even if it is a one-off situation 5 6 that affects your terms and conditions of 7 employment, simply because, in those instances, it's going to be harder as an evidentiary matter 8 to put forth sufficient evidence to show that 9 there was intentional discrimination. 10 JUSTICE ALITO: Well, what if the 11 12 supervisor is always nasty to me because of my sex? Always. Does that qualify? 13 14 MS. BROWN: That I think would be 15 analyzed under the hostile work environment 16 cases, and it would depend on whether the -- the 17 nasty treatment was severe and pervasive. 18 JUSTICE ALITO: Well, why does that 19 have to be severe and pervasive, but there's no threshold requirement for any other form of 20 21 workplace discrimination? 2.2 MS. BROWN: So the Court has explained 23 that in the hostile work environment context, the question is whether there is a constructive 24 25 alteration of the terms and conditions of

57

1 employment, and so the -- the question is 2 essentially whether the employer has effectively 3 required you to submit to that harassing 4 treatment as part of the working environment 5 that you're in. 6 And I think, you know, a background

7 kind of lurking factor in those cases is also 8 whether the conduct that you're speaking about 9 there is attributable to the employer as an 10 employer, and, you know, the employer is not 11 always going to be responsible for everything 12 that the -- the supervisor says.

13 JUSTICE ALITO: Okay. One last 14 question.

15 Suppose you're talking to a district 16 court judge and the district court judge says, 17 look, every year I'm getting 500 new civil 18 cases, and you're telling me that I cannot 19 dismiss for failure to state a claim a case that 20 alleges only really trivial disparate treatment. 21 And you say, well, don't worry about 22 that because, after discovery, you may be able 23 -- I may be able to grant summary judgment or, after trial, the -- the damages aren't being --24 25 aren't going to be significant.

1 And, really, that's not an answer to 2 my problem. It's really helpful to me and consistent with what I think belongs in federal 3 court, not what's moral and immoral but what 4 belongs in federal court, to be able to dismiss 5 these trivial cases at the outset as soon as I 6 7 see the complaint. What do you say to that judge? 8 MS. BROWN: So, even after Chambers in 9 the D.C. Circuit, there have been cases that 10 have been able to be dismissed on a motion to 11 12 dismiss when there are conclusory allegations, when the facts pled still do not give rise to an 13 14 inference of discrimination. You know, you 15 still do have to plead something that's going to 16 help give rise to that inference of 17 discrimination, whether that's a comparator in a -- in a similarly situated position or whether 18 19 that's other conduct that suggests that these 20 minor employment incidents are attributable to 21 discrimination. 2.2 And so there are -- there are cases, 23 we've cited some in our brief, I think the District of Columbia in its amicus brief cites 24 25 additional cases from the district where those

1	cases have been able to be dismissed. And, of
2	course, discovery can be limited, motions for
3	summary judgment are often granted.
4	And I would also say that even in the
5	transfer context now, when the courts have
6	have required this kind of significant
7	disadvantage requirement, you're always getting
8	through or almost always getting through to
9	summary judgment because courts have recognized
10	that that at least in some instances, the
11	change in position is significant is
12	sufficient, and so courts are are addressing
13	those then too.
14	CHIEF JUSTICE ROBERTS: Justice
15	Sotomayor?
16	Justice Kagan?
17	Justice Gorsuch?
18	JUSTICE GORSUCH: Ms. Brown, you in
19	some of your discussions, a a lot of what you
20	said tracks what the D.C. Circuit said in
21	Chambers, and I just wonder, is there anything
22	in that opinion with which you disagree?
23	MS. BROWN: No, I don't think that
24	there is. I mean, I think they they set
25	aside the question of whether there's a

1 de minimis exception. Of course, we think that 2 the Court could -- could do the same here. Any 3 transfer is necessarily going to be, we think, more than a de minimis injury. 4 In our view, we think that there 5 6 probably is no real de minimis exception here 7 because of the significance of the -- the injury based on a protected characteristic, that that 8 discrimination in and of itself it seems hard to 9 10 characterize as trifling or insignificant or 11 hardly worthy of notice. 12 But -- but we think that, you know, 13 the opinion by Judge Tatel and -- and Judge 14 Ginsburg was a very good opinion and we -- we do 15 agree with it. 16 JUSTICE GORSUCH: That's what I 17 thought the answer would be. 18 (Laughter.) 19 JUSTICE GORSUCH: In -- in your 20 colloquy with Justice Kagan, you briefly 21 mentioned bathrooms and uniforms and suggested 2.2 they might be okay, and I'm wondering how under 23 your theory of the case. MS. BROWN: So I -- I think that there 24 25 is this kind of narrow set of circumstances that

1	I just referred to where there distinctions
2	based on sex have kind of always been treated as
3	innocuous, and I think those circumstances raise
4	their own kind of special set of issues and
5	there are cases that might arise within that
б	context where you question whether the specific,
7	you know, set of bathrooms or the grooming
8	standards fall within that innocuous kind of
9	characteristic and
10	JUSTICE GORSUCH: Innocuous by
11	innocuous, do you mean non-injurious?
12	MS. BROWN: Yes, exactly.
13	JUSTICE GORSUCH: So you think there
14	is an injury requirement here?
15	MS. BROWN: Yes. It's the injury that
16	is inherent in unequal treatment in most
17	circumstances. In almost any circumstance, when
18	you're talking about protected characteristics,
19	I think that there are some differences with sex
20	and that this Court has recognized those. Other
21	courts have recognized those. The Court hasn't
22	really fully fleshed out I think, like, the
23	theory behind that. If I had to guess, I think
24	it would be

25 JUSTICE GORSUCH: I'm not asking you

1 to guess, but I am --2 MS. BROWN: Okay. I won't quess. 3 (Laughter.) JUSTICE GORSUCH: -- but I am asking 4 for your help, so keep going. 5 6 MS. BROWN: My sense is that -- that 7 the intuition behind the distinctions in those cases is that in the mine run case, a 8 9 gender-specific bathroom or a uniform is not going to give rise to the kinds of stigmatic or 10 11 dignitary harms that we usually associate with 12 unequal treatment on the basis of sex. I think that there are obviously 13 14 distinctions or -- or there are cases when that 15 won't be the case. If the bathrooms are 16 actually unequal, if the dress and grooming 17 standards, you know, trade on sex stereotypes or 18 are themselves, you know, more -- more difficult 19 to comply with for one sex than the other, then 20 I think that you would be maybe outside of that 21 kind of innocuous area. 2.2 JUSTICE GORSUCH: You at least think 23 that there are some circumstances in which those distinctions are permissible under Title VII? 24 25 MS. BROWN: Yes, we do.

1 JUSTICE GORSUCH: Okay. Thank you. 2 CHIEF JUSTICE ROBERTS: Justice 3 Kavanauqh? JUSTICE KAVANAUGH: On bathrooms, 4 dress codes, and grooming standards, though, you 5 couldn't have, of course, different standards 6 7 based on race. MS. BROWN: Of course not. And I 8 9 think that kind of suggests that the question there is not -- or the issue there is not 10 11 whether bathrooms or dress and grooming 12 standards are conditions of employment and it's not whether distinctions with bathrooms and 13 14 dress and grooming standards are too immaterial 15 to be significant. It's just pulling out that 16 we do think that sex is sometimes different. 17 JUSTICE KAVANAUGH: And then a couple 18 times -- this is a little bit of a side point --19 but you said severe and pervasive when talking 20 about harassment. My understanding, and this 21 matters, and some cases have been on, it's 22 severe or pervasive. 23 MS. BROWN: That is correct. I apologize if I -- if I misstated that. 24 25 JUSTICE KAVANAUGH: And then, third,

1 at summary judgment, a lot of these cases are 2 resolved in my experience. Is that your 3 understanding as well?

MS. BROWN: Yeah, that's consistent 4 with what I've seen, and looking through the 5 cases that were decided in the D.C. Circuit 6 7 after Chambers, the majority of the cases where 8 summary judgment was at issue, the -- the -- the 9 employer prevailed in those cases even then, and 10 that's based on whether there's sufficient 11 evidence of -- of intentional discrimination at 12 that point.

JUSTICE KAVANAUGH: And this is Justice Alito's question, but I -- I think it's always been pretty hard to dismiss a case on 16 12(b)(6).

17 MS. BROWN: Yes, I think that's 18 correct. You don't have to plead the prima 19 facie case, as this Court has held. And so 20 there are -- there are instances in which you 21 can get -- where you can get dismissed on 2.2 12(b)(6) if you -- if -- if the -- the facts 23 there just aren't -- aren't there, but in the 24 mine run of cases, I think you are getting to 25 summary judgment even now.

1	JUSTICE KAVANAUGH: Thank you.
2	MS. BROWN: Mm-hmm.
3	CHIEF JUSTICE ROBERTS: Justice
4	Barrett?
5	JUSTICE BARRETT: I just want to be
б	sure that I understand the government's position
7	here.
8	So the word "discriminate" can have no
9	negative connotation. Like I might have a
10	discriminating palate, right?
11	MS. BROWN: Mm-hmm.
12	JUSTICE BARRETT: But, because
13	Title VII has the word "against" in it,
14	discriminate against, it does carry some sort of
15	injury, but the government's position and
16	maybe this is why bathrooms and grooming
17	standards for men and women are different the
18	government's position is not that there is no
19	injury but simply that mere discrimination is
20	the injury, and with race, that basically exists
21	all the time, but with sex, it does not always
22	exist because not every distinction between men
23	and women is injurious.
24	MS. BROWN: That's correct, yes.
25	JUSTICE BARRETT: Okay. Thank you.

1 MS. BROWN: Mm-hmm. 2 CHIEF JUSTICE ROBERTS: Justice 3 Jackson? JUSTICE JACKSON: So just going back 4 to Justice Alito's questions about trivial 5 6 disparate treatment, I guess I didn't see those 7 in the QP, and maybe I'm not looking at it 8 correctly. I thought we had isolated the transfer 9 10 determination in order to avoid having to say 11 anything about whether or not there would be an 12 injury requirement in a whole host of other situations, to include the trivial or, you know, 13 14 allegedly trivial scenario. 15 Am -- am I -- am I looking -- so I 16 thought our opinion could say whatever injury 17 requirement might exist with respect to certain 18 kinds of other kinds of employment 19 determinations, we took this case to focus on 20 transfers, and with respect to transfers, we 21 hold, and I guess you would have us hold, that 2.2 it's enough under the statute that a person is transferred because of these protected 23 characteristics. 24 25 They do not have to separately prove

1 that that transfer, because of the protected 2 characteristics, injured them or significantly 3 injured them or whatever the -- the --- the court of appeals held here about the degree of 4 5 injury. 6 MS. BROWN: That's correct. And --7 and we have a -- you know, a footnote in our brief there as well that kind of sets aside 8 9 these cases and says, you know, the -- the 10 Respondent here, the City here, has brought up a 11 host of hypotheticals. And, of course, the 12 Court has narrowed the question presented and 13 doesn't need to address any of those. I took some of Justice Alito's 14 15 questions to be about whether a transfer could

16 in some situations seem relatively minor if 17 it -- if you think that a transfer would 18 incorporate, you know, a move from one office to 19 another.

20JUSTICE JACKSON: All right. So let's21take -- Justice Sotomayor had that scenario as22well.23MS. BROWN: Mm-hmm.

24JUSTICE JACKSON: Let's take that.25You have the office, and one is red and one is

68

1 blue. They're otherwise identical. And the 2 person, the boss, says, I think women should be 3 in red offices. So, I'm sorry, I know you picked the blue office in the -- as we went 4 5 through, but I'm requiring that you sit in the 6 red office because you're a woman. 7 Is it the government's position that the woman would have to, in that scenario, not 8 9 only prove that she was selected for this 10 treatment because she was a woman but also that 11 working in a red office significantly injured 12 her? 13 MS. BROWN: No. Our position is that 14 the discrimination based on a protected 15 characteristic is sufficient to show the harm 16 that's required under the statute. 17 JUSTICE JACKSON: Thank you. 18 CHIEF JUSTICE ROBERTS: Thank you, 19 counsel. 20 Mr. Loeb. 21 ORAL ARGUMENT OF ROBERT M. LOEB 2.2 ON BEHALF OF THE RESPONDENTS 23 MR. LOEB: Thank you, Mr. Chief 24 Justice, and may it please the Court: 25 The language used in the statute

69

doesn't say "discriminate between" or "discriminate with respect to." It says "discriminate against," and that language, as used in Title VII, requires not just differential treatment but a difference that injure the employee, specifically significant material objective harm.

And reading Section 703(a)(1) to 8 9 require harm is nothing new. For example, more than 25 years ago in Oncale, this Court held 10 11 that a plaintiff needs to show both that they 12 were subject to disadvantageous conditions, there harassing conditions, and that those 13 14 adverse conditions were imposed based on a 15 protected status. And this Court went on to say 16 the severity and the negative impact of the 17 conditions must be looked at through an 18 objective lens, not based on personal 19 sensitivities, not based on personal 20 preferences. 21 That approach is fully consistent with 2.2 that of the Eighth Circuit here and consistent 23 with the approach adopted by pretty much all the circuits for the last at least 25 years. 24

25 And reading "discriminate against" as

70

1 requiring material objective harm is fully 2 consistent with how this Court read that very 3 same language in Section 704(a) in Burlington Northern as that Court looked to 7 - 703(a)(1)4 precedent and the language of 703(a)(1). 5 6 Moreover, reading "discriminate 7 against" as requiring significant material harm is a piece with the specific examples provided 8 9 in the statute. Congress gave the initial examples of refusal to hire, firing an employee. 10 11 Those are quintessential acts that are harmful 12 to the plaintiff. 13 A contextual principle that is 14 embraced by this Court for a long time is that 15 the Congress does not legislate as to trifles. 16 So it's no surprise that this Court has 17 consistently read Title VII not to speak to 18 minor slights or personal preferences of the 19 employee or job actions with no significant 20 harm. As Justice Scalia emphasized in Oncale 21 and as this Court reiterated in Burlington 2.2 Northern, Title VII is not a civility code. 23 Here, the Eighth Circuit properly held 24 that the personal preferences for one assignment 25 over another within the St. Louis police force,

71

1 without more, cannot support the harm

2 requirement of Title VII, and this Court should3 affirm that judgment.

I welcome your questions. 4 JUSTICE THOMAS: You say there --5 6 there must be harm because of the addition of 7 the preposition "against," "discriminate 8 against." But how do we quantify that harm? And if you are correct or if you think it has to 9 10 be a material harm, is there any difference 11 between that and de minimis harm? Or is it one 12 side of the same -- different sides of the same 13 coin?

14 MR. LOEB: Yeah, the other side argues 15 that it's unclear what the standard means. Tt. 16 makes arguments that it's not administrable. 17 But the courts of appeals have been applying that standard for at least 30 years and have 18 19 said that material harm means that there's 20 something that is harming you as far as in the 21 workforce. Your responsibilities, your chances 2.2 for advancement. You know, it can be your hours 23 of work. It can be a significant different --24 different functions of the job. It's not a high 25 bar, but there needs to be something more than

72

1 mere personal preferences and -- and subjective 2 sensitivities of the particular employee. 3 So it's a material objective harm. It's through the lens of an objective employee, 4 not the frailties of a particular sensitive 5 6 employee. 7 JUSTICE JACKSON: Can I ask you --CHIEF JUSTICE ROBERTS: Why doesn't 8 the -- down a hall, offices on both sides, the 9 10 employer says, I want the women on the -- the 11 east offices, I want the men on the -- the west. 12 Everything else is identical. Why -- why isn't that a sufficient 13 14 harm in the same way any type of segregation on 15 the basis of race or gender is itself harmful? 16 You're not really sure what the consequences 17 will be in terms of perception or -- or anything 18 else, but it seems to be a certain violation of 19 the statute. 20 MR. LOEB: Yeah, I think, once you add 21 into your hypothetical the overt discrimination, 2.2 then you get into a hypothetical like Justice 23 Kagan's water fountain example where by a 24 protected status you're going to allow one group 25 and -- and not another. And it could be an

2	And then you would look at it as Judge							
3	Katsas said in the in his dissent in the							
4	Chambers case. You'd look through the lens of							
5	the, you know, harassment, hostile workforce							
6	cases as to whether that statement by the							
7	employee that women you know, saying that							
8	they use need to use one bathroom or the							
9	other, that doesn't create stigma. But saying I							
10	want all women to be over here and I want all							
11	men over there in certain circumstances can be							
12	stigmatizing. For example, one of the							
13	hypotheticals, I'm going to give one protected							
14	status group just views of the alley and I'm							
15	going to give others not views of the alley.							
16	CHIEF JUSTICE ROBERTS: Right. Now							
17	you're having the same difficulty the other way							
18	as we had or at least I had before. I'm just							
19	asking about no discernible harm. And your							
20	answer is, well, there's a view of the alley,							
21	there's a view of this.							
22	MR. LOEB: No.							
23	CHIEF JUSTICE ROBERTS: I mean							
24	MR. LOEB: Let me							
25	CHIEF JUSTICE ROBERTS: am I going							

74

```
1
      to have the same problem with you, only from a
 2
     different perspective?
 3
                (Laughter.)
                MR. LOEB: No, no, let me --
 4
                CHIEF JUSTICE ROBERTS: Because, I
 5
 6
      mean, you seem to be answering questions in
 7
      which there's no harm apart from discrimination
     by saying, oh, there is harm.
 8
                Now, if the harm is the discrimination
 9
10
      itself, that's one thing. Do you think that
11
      situation could arise?
12
                MR. LOEB: No, that -- that -- their
     argument conflates the intent and the harm
13
14
     requirement. You don't just satisfy the
15
      requirement by saying: But I think it was done
16
      to me because of my protected status.
17
                What I'm suggesting is there are some
18
      cases where what the employee is -- saying
19
      something overtly, as -- as -- as Justice Thomas
      said last -- last term, that if you have a -- a
20
21
      stigmatizing segregation in the workforce, it's
2.2
      inherently going to be injurious.
23
                So it's the stigma in certain
      circumstances which are based on the statements
24
25
     being made by the -- the employer --
```

1 JUSTICE KAVANAUGH: Well, what if it's 2 not --3 CHIEF JUSTICE ROBERTS: Okay. No --JUSTICE KAVANAUGH: -- what if it's 4 not overt, though? So it's proved that that's 5 6 what's happened, but it was never said. So the 7 discrimination, after you go through discovery, 8 is proved. This is what has happened. The 9 women have to work in one place, the men in 10 another. Or the black employees are assigned to 11 different offices. It's never said, though, so 12 you can't just funnel it into harassment. MR. LOEB: I -- I -- I --13 14 JUSTICE KAVANAUGH: Under your theory, 15 that's fine. 16 MR. LOEB: Under our theory, it is the 17 statement being made by the employer which is 18 stigmatizing. 19 JUSTICE KAVANAUGH: It --20 MR. LOEB: You're saying that I think 21 it's based on my --2.2 JUSTICE KAVANAUGH: Exactly, but if you have a policy, just never stated, of I'm 23 24 assigning the black employees to work outside in the heat, as one of the cases you were --25

MR. LOEB: Right. 1 2 JUSTICE KAVANAUGH: Yeah? 3 MR. LOEB: We think --JUSTICE KAVANAUGH: But it's never 4 said. So you can't just funnel it into 5 6 harassment. 7 MR. LOEB: Well --8 JUSTICE KAVANAUGH: You would be, 9 like, that's fine, that's good to go. 10 MR. LOEB: First of all, we -- in that 11 Fifth Circuit case, in that example, that would 12 be certainly a -- a -- a -- a disadvantageous term or condition of employment. So that's --13 14 we don't have any -- any disagreement with --15 with -- with that. But --16 JUSTICE KAVANAUGH: Well, that's why I 17 think it's not a sufficient answer to just say harassment will cover this --18 19 MR. LOEB: Well --20 JUSTICE KAVANAUGH: -- because it won't cover it in the cases where it's not a 21 22 stated policy, but it is nonetheless a --23 MR. LOEB: So Congress --24 JUSTICE KAVANAUGH: -- policy. 25 MR. LOEB: -- Congress addressed that

1	kind of categorical I'm going to categorize							
2	one protected group, they get to do certain							
3	things. Another protected group doesn't get to							
4	do certain things. Under (a)(2) of the statute,							
5	which talks about classification, which talks							
6	about categories, it talks about jobs,							
7	opportunities. I don't think (a) (a)(1)							
8	should be broken open and the harm requirement							
9	completely wiped out.							
10	JUSTICE JACKSON: But wait.							
11	JUSTICE BARRETT: Okay. But							
12	JUSTICE JACKSON: Isn't (a)(1) about							
13	the intentional discrimination? I mean, I							
14	thought the difference between $(a)(1)$ and $(a)(2)$							
15	is $(a)(2)$ is about the effect and $(a)(1)$ is							
16	about the intent of the employer to make this							
17	classification, which is why I'm resisting your							
18	suggestion that there is any harm requirement,							
19	as opposed to suggesting there is and perhaps it							
20	is being automatically satisfied. I am reject							
21	sort of resisting that (a)(1) is asking							
22	anybody about whether or not the discrimination							
23	in this situation is causing someone's harm.							
24	So can you can you do my							
25	hypothetical about women in red offices and men							

1 in blue offices? The offices are otherwise 2 identical, but we have a policy, whether orally 3 stated or written or whatever, that women are in red offices. So, if there was a woman who said, 4 you know, I, for whatever reason -- well, that's 5 6 the policy, women in red, men in blue, all 7 right? Are you saying that in order to bring 8 9 an actionable discrimination claim, a woman 10 would have to say, I'm harmed by having worked 11 in a -- a -- a -- a red office, and then it 12 would have to be sort of material and objective 13 and all of the other things that you bring into 14 your harm standard? 15 MR. LOEB: I -- I would agree with 16 that, that we'd say that they're not harmed 17 unless they could show that the -- the -- the statement, the policy is stigmatizing them, 18 19 saying that --20 JUSTICE JACKSON: No, no, I 21 understand. I'm just -- that assumes there's a 2.2 harm requirement. You're -- you're sort of 23 speaking to how you would go about establishing the harm requirement, and I'm trying to 24 25 determine whether there is such a thing.

1	So you're saying, in a situation like							
2	the one I posited, if that that there is							
3	another element that the person has to show, and							
4	they have to show not just my boss said you're a							
5	woman, you're in the red office, no matter what,							
б	that's not enough, I would have to somehow							
7	marshal evidence that I'm being harmed by being							
8	put in the red office because of my gender.							
9	Is that what you're saying?							
10	MR. LOEB: I I that's correct,							
11	and I think that's actually fairly consistent							
12	with the position being taken by the other side							
13	here. That's how they get around the bathroom							
14	cases. They say, well, yeah, that's a							
15	distinction. You're not you're not being							
16	allowed in that bathroom, but you're allowed in							
17	that bathroom. But that doesn't							
18	JUSTICE KAGAN: Well, Mr. Loeb, I							
19	think that that's not quite fair. I mean,							
20	the the bathroom/grooming cases which first							
21	apply only in the cases of gender, but they're a							
22	really kind of discrete category.							
23	And the position that this side of the							
24	podium is taking is both simple and easy to							
25	understand in terms of Title VII's language,							

1 which is just to say that if there is 2 discrimination, that counts as a harm. The 3 discrimination is the harm save for these very few exceptional cases. 4 Now what you are saying is, no, there 5 has to be an additional showing of harm. 6 We 7 recognize you say that harm doesn't really have to be material because you're including 8 9 stigmatic harm in that. 10 So now a court is going to have to, 11 like, wander around going, well, how big is this 12 harm and is it really stigmatizing or is it only a little bit stigmatizing. And that sounds both 13 like something that you don't want any court to 14 15 do and also something that the statute does not 16 suggest. 17 MR. LOEB: Well, it's the kind of 18 analysis which is done all the time regarding 19 conditions cases under (a)(1). The harassment 20 cases are conditions cases, and the courts say not all conditions, even if based on a protected 21 2.2 status, based on gender or race, even if it's 23 based on that, the harassment is coming from --24 JUSTICE SOTOMAYOR: But harassment is 25 different and it's different because there

1 hasn't been a direct -- an actual change in 2 terms, privileges, or conditions. You're doing 3 the same job. You have the same supervisor. You have the same hours. You have the same 4 5 everything. 6 What we have said is, however, that 7 constructively -- and that's how you have to figure this out -- there is a change because 8 9 you're being subjected to something that might 10 force you out of the workplace. 11 Now that's a very different situation 12 from -- from one where there's an actual change in terms and conditions. 13 14 MR. LOEB: I -- I -- I -- we disagree 15 with that, Your Honor. I think if you read --16 JUSTICE SOTOMAYOR: I know you want us 17 to -- to disagree with it, but I don't see how you can get past the difference. 18 19 MR. LOEB: Well, let me -- let me --20 let me walk you through the -- our -- our 21 reading of Oncale, which is, I think, clearly the correct one. So, if you -- this is Justice 2.2 23 Scalia's unanimous opinion 25 years ago under 24 703 elements. In responding to the argument that the Court's approach was too broad, too 25

liberal, at page 80, Justice Scalia holds that
 the challenged conduct must be because of a
 protected status.

But then he goes on to say and 4 separately hold that not all conditions imposed 5 by a protected status will qualify, and he says 6 7 that's because of Title VII's text referring to "discriminate against." He says that text 8 9 indicates that the statute only covers disadvantageous terms and conditions. 10 11 So not all harassment that affects 12 your conditions of employment and even minor harassment, you know, affects your conditions of 13 14 employment. It needs to be disadvantageous. 15 And, of course, then the Court went on to 16 reaffirm the objective standard. 17 They argue there is no harm 18 requirement, and subjective preferences, 19 subjective sensitivities all will support an 20 action, and that's not only contrary to Oncale, 21 it's -- it's directly contrary to how this Court 2.2 read the very same language of "discriminate 23 against" in Burlington Northern, examining the 24 Section 703 precedent and saying you need 25 material objective harm. The same language and

1	the same statute by the passed by the same							
2	Congress needs to be read the same way.							
3	JUSTICE KAVANAUGH: Do you							
4	JUSTICE BARRETT: Counsel							
5	JUSTICE KAVANAUGH: do you agree							
б	JUSTICE ALITO: Suppose there are two							
7	women associates in a law firm, and one says,							
8	the the partner to whom I'm assigned is							
9	always nasty to me, invariably nasty to me all							
10	the time, never friendly, always critical,							
11	making my life miserable by being nasty to me.							
12	And the other one says that they							
13	assigned me to an office with a view where I							
14	don't get the afternoon sun, and they assigned a							
15	similarly situated man to an office where they							
16	get the which is there a reason to treat							
17	those two women differently?							
18	MR. LOEB: I I I don't think so.							
19	Those kind of minor slights and grievances are							
20	what this Court in Burlington Northern warned,							
21	that if you open the door to those kind of							
22	lawsuits and had no meaningful threshold, the							
23	federal courts would become the super-personnel							
24	department not just for all private employers							
25	but for state governments and for local							

1 governments.

2	JUSTICE ALITO: Well, I don't know							
3	that the woman who who says that the boss is							
4	invariably nasty is is alleging something							
5	trivial, but what I'm asking about is the							
6	suggestion that any transfer from one office to							
7	another qualifies, but if it has to do with							
8	unpleasantness in the workplace, then anything							
9	goes.							
10	MR. LOEB: I mean, there are cases							
11	about transfer from one side of the of the							
12	office to the other, and the courts of appeals							
13	have all held and the district courts have held							
14	that that is not a material objective harm.							
15	You know, if you gloss on some sort of							
16	express statement, I'm doing this because of							
17	race, I'm doing this because of protected							
18	status, then you can start looking at it under a							
19	stigmatic approach of injury, but you don't want							
20	to micromanage every personnel action.							
21	The the scary thing about their							
22	position is and the SG's position I want to							
23	be very clear is that everything that happens							
24	in the workplace, every assignment, every							
25	pens, giving out pens to employees are going to							

85

1 trigger lawsuits based not just on --2 JUSTICE BARRETT: Well, let me focus you on the facts of this case and not the pens 3 or the red office and the blue office, and I 4 want you to put aside any quibbles that you have 5 6 with the other side about the facts and, you 7 know -- and the summary judgment record. This is different than the red office 8 to the blue office, okay? So she was 9 transferred, and let's imagine here that you 10 11 have evidence that her supervisor said because 12 he did replace her with a man, I just don't really like working with women, I want to work 13 14 with a man, so I'm going to transfer you to this 15 different district. 16 And an objectively reasonable person 17 in her circumstances, even though the job title and the -- the money and all that didn't change, 18 19 would view that as less interesting, the job 20 responsibilities change, she lost access -putting aside the facts about, you know, the --21 2.2 the access to the unmarked car and the uniform changes and the FBI task force, putting all that 23 24 aside, it was -- an objectively reasonable 25 person would find that less desirable in -- in

86

1 her position because of the conditions of the 2 employment. But you say not actionable. 3 MR. LOEB: No, Your Honor. So let me 4 just talk -- there are two sort of parts to that. One is these change in the conditions 5 6 about the car, about the hours, and all those 7 things, which the district court --8 JUSTICE BARRETT: I -- I want you --MR. LOEB: I -- I know. 9 10 JUSTICE BARRETT: -- to put that 11 aside. 12 MR. LOEB: But, if -- if she had --13 JUSTICE BARRETT: Just go with my 14 hypothetical. 15 MR. LOEB: -- if she had proven those 16 things, so she alleged them --17 JUSTICE BARRETT: Okay. But -- but I 18 said just assume the facts as I told you. 19 MR. LOEB: Those could possibly --20 certainly support a -- a -- a objective material 21 change. And Burlington Northern recognizes a 22 change in hours, particularly when you have a --23 a person who's a parent, and you look at those 24 -- like you said in your hypothetical, you look at the objective facts of the person and then 25

87

1	how a reasonable person would look at them, a							
2	change in hours can be. Having a car can be.							
3	JUSTICE BARRETT: A change of							
4	responsibility.							
5	MR. LOEB: Change of responsibilities							
6	can be. If there if there's such that							
7	they're not the district court was							
8	expressive. She alleged that it wasn't							
9	prestigious enough, but she didn't prove it.							
10	She and the district court said, if she had							
11	shown me any proof that there was							
12	JUSTICE BARRETT: So, to you, this is							
13	just a dispute about the facts, this whole							
14	thing?							
15	MR. LOEB: Well, the the facts are							
16	that the Eighth Circuit and the district court							
17	ruled based on the fact that she didn't prove							
18	those things. She had waived those things by							
19	not briefing them at summary judgement. And							
20	then they have the the							
21	JUSTICE BARRETT: If she'd proved							
22	them, she should win?							
23	MR. LOEB: She if she had if she							
24	had preserved it and proved them, then I think							
25	she she may have had a a a meritorious							

1 case to get to a trial, but -- but she did not. 2 Instead, as the -- as the court of 3 appeals said, once you eliminated all the other things that were either attributable to the FBI, 4 which includes the car and the hours, and --5 6 and -- and you eliminate the things that she 7 waived, all that's left here is her personal preference that she -- instead of being in the 8 Intelligence Division, she -- she wanted to stay 9 10 in the Intelligence Division over at Department 11 5, she admits it's commonplace in the St. Louis 12 work -- police department to move people around based on safety needs. 13 14 She herself has been moved several 15 times in and out of the Intelligence Division. 16 She admits when a new supervisor comes in that 17 they commonly --18 JUSTICE BARRETT: But it's her preference, and let's say the supervisor --19 20 so -- so let's say that she doesn't prove all of 21 the other things that we're disputing and 2.2 talking about here, like the FBI stuff. 23 She says, I really like this job 24 better. This is my preference. And he says, 25 sorry, I prefer working with men.

1 MR. LOEB: Then I think you would --2 that's the other half of your question, and 3 thanks for going back to that -- is you would have to exam that through the stigmatic lens and 4 look at whether the statement there labeling 5 6 women as less than is creating a -- a -- a --7 a -- a workforce where people are unequal and 8 it's -- it's harmful just to work in that 9 environment. 10 So it very could be that overt 11 statement, whether stated to her or it's stated 12 as a class matter, in which case she might have 13 an (a)(2) claim, might in -- in some cases 14 support the -- the requirement of objective 15 material harm. But what you don't get to do is litigate about every assignment in the 16 17 workplace, every little -- you know, whether you 18 get this stapler or this pen and to say, well, I 19 think it's all being done to me for this reason, 20 and now you get to -- get to summary judgment

and you get to go on to trial because, as this Court recognized in -- in Bostock, that a sorting out of true reasons for a job action is often hard to discern and is almost always going to go to trial.

1 And so what you're going to be doing 2 is having federal courts inundated with these 3 claims with an inability to weed them out at an earlier stage. Even if --4 5 JUSTICE KAVANAUGH: Are you aware of 6 cases about pens or colors of offices? 7 MR. LOEB: There are cases about moving from identical office from here to there 8 9 and the -- and -- and the personal preference --10 JUSTICE KAVANAUGH: About pens? I 11 mean, you know, I -- I don't think -- when 12 you're transferred from one office to another or one branch to another, that -- that's a lot 13 14 different, it strikes me, than --15 MR. LOEB: Certainly, that could satisfy that as a condition. The question is, 16 17 is it a disadvantageous --18 JUSTICE KAVANAUGH: But why, though? 19 MR. LOEB: -- condition. 20 JUSTICE KAVANAUGH: Why -- why would 21 it satisfy the terms and conditions if you're 2.2 transferred from one -- one branch to another or 23 one division to another if all the pay is the same, the retirement is the same? 24 25 MR. LOEB: If you move me from our

91

1	appellate group to our tax group, where I have
2	no expertise
3	(Laughter.)
4	MR. LOEB: you know, it's certainly
5	going to be a a material change even though
б	I'm not even changing offices. So you just have
7	to look at the context of whether the
8	responsibilities are different, whether the job
9	change is disadvantageous to you viewed through
10	an objective lens. That's the standard that the
11	courts of appeals have applied for 30 years, let
12	me give you an example, and it's a well-tried
13	and and and tested standard.
14	Twenty-nine years ago, Justice
15	Sotomayor, in the Williams versus R.H. Donnelley
16	case, as a Second Circuit judge, rejected a
17	transfer claim where the person said I prefer to
18	work in the Las Vegas office as opposed to here.
19	And the transfer wasn't granted. The person
20	said, well, this was being done on the basis of

21 a protected category.

JUSTICE JACKSON: Well, that's -that's -- that's it wasn't granted, so it's a little bit different than being forced to move there. But can I just ask you a question?

1 You say whether it is the -- the --2 the job change is objectively disadvantage --3 disadvantageous, I think, is the standard that you're imposing. I'm wondering whether or not 4 that same standard is -- exists across all of 5 6 the categories in sub 1. 7 In other words, does a person who's fired have to also demonstrate that that firing 8 was objectively disadvantageous, and could the 9 10 employer defend on the grounds that you went on 11 and you got a better job and, you know, it turns 12 out this didn't hurt you at all? Is that -- is that -- is that the sort 13 14 of logical thing that one could get into if we 15 start suggesting that there's another element 16 related to harm in this statute? 17 MR. LOEB: I think there's an 18 ambiguity about whether the "discriminate 19 against" language applies to the first two listed items --20 21 JUSTICE JACKSON: Mm-hmm. 2.2 MR. LOEB: -- hiring and firing. Then 23 it says, you know, otherwise discriminate and as to conditions or otherwise. I think it's more 24 naturally read to apply to it --25

1 JUSTICE JACKSON: But I'm sorry, I 2 thought we were reading the statute in the sort 3 of way we do where all the things are similar. 4 MR. LOEB: Well, yeah. JUSTICE JACKSON: So it's hard to say 5 6 that "discriminate against" would be that 7 different, right? MR. LOEB: Yes, and I -- I think 8 9 "discriminate against" is modifying those as well and -- and it should be read similarly. 10 11 JUSTICE JACKSON: So, if that's true, 12 then we would expect the other two to work in 13 the same way. So is it your position that we 14 have a scenario in which a person who has 15 actually been fired also has to demonstrate 16 based on objective realties or whatnot that that 17 firing was harmful to them? 18 MR. LOEB: I think, as this Court has 19 -- as Justice O'Connor has said, that hirings 20 and firings are quintessentially injurious. 21 JUSTICE JACKSON: And why isn't this 2.2 the same, being treated differently -- being forced to move to a different set of 23 circumstances --24 25 MR. LOEB: Because --

1 JUSTICE JACKSON: -- which is how 2 we're defining "transfer." MR. LOEB: Because, as this Court said 3 in Burlington Northern, while many transfers and 4 reassignments will be injurious, not all will, 5 6 and you need to look at the particular context. 7 We're not -- and -- and so, in a case like this, where someone is moved on a regular basis 8 9 between departments and where the only thing she can point to as far as -- not -- not less 10 11 supervisory responsibilities, no -- not 12 different -- no different pay, no different conditions, no different benefits, and she's 13 14 waived all these other aspects, and all you're 15 left with is "I just prefer one over the other," 16 that cannot be the basis of a federal lawsuit, 17 Your Honor. 18 JUSTICE KAVANAUGH: But --19 MR. LOEB: Otherwise, you're just 20 opening the door to anything. 21 JUSTICE GORSUCH: Let me -- let me --2.2 JUSTICE KAVANAUGH: -- the premise of 23 your argument, I think, is that discrimination itself is not a harm. 24 25 MR. LOEB: You know, if -- if -- I

1 don't think it's impossible to read the statute 2 in the very broad way they suggest. Let me 3 explain to you a couple reasons why you should 4 not. First of all, it has been read that 5 6 way, and it's been applied for 30 years in the 7 courts of appeals. It's consistent with this 8 Court's (a)(1) precedent saying there needs to 9 be disadvantageous terms. 10 But also, under this Court's trifle 11 doctrine, you don't -- you don't lightly assume 12 that Congress is trying -- is legislating as to minor job actions, minor harms, personal 13 14 preferences, and --15 JUSTICE JACKSON: I'm sorry, I don't 16 understand your answer to Justice Kavanaugh's 17 question. So discrimination itself is or is not 18 a harm? 19 MR. LOEB: Is not by itself a harm. There's two elements here. There's an element 20 21 of disadvantageous terms and -- and -- and harm. 2.2 And often there may be -- they will run 23 together. In some cases, it'll be easy to show 24 the harm. But you just don't get to presume it. 25 They say you just presume the harm in every

1 case --2 JUSTICE GORSUCH: Let me -- let me try 3 it this way, Mr. Loeb. Good to see you. I understand your point that Oncale 4 and in Burlington Northern and elsewhere, we've 5 said that "discriminate" means treat worse than, 6 7 injure the plaintiff. Got it. But I think we've also kind of 8 9 indicated in our cases that when you treat 10 someone worse than another person because of 11 race or sex, that's kind of the end of it, and 12 we -- there isn't a further inquiry into how bad 13 you -- how badly you treated somebody worse. Α 14 -- a minor treating worse on the basis of sex or 15 race is something Congress in 1964 in a very 16 short and sweet statute, 28 pages long but 17 profound, said that the law will no longer 18 tolerate. 19 And once the courts get into the 20 business of asking whether that injury is 21 material or a reasonable person would be 2.2 offended by it, that's a whole different extra 23 textual layer that's going to weed out a bunch 24 of claims based on a judge's sensibilities about 25 how -- how bad is bad enough. Thoughts?

97

1 MR. LOEB: I, you know, just strongly 2 disagree with that. As -- as Justice Scalia 3 said, the language in the statute, the text 4 itself, this is a textual argument, it says 5 "discriminate against." That requires that --6 JUSTICE GORSUCH: I'm spotting you all 7 of that, right? I'm spotting you all of that. 8 "Discriminate against" means treating somebody 9 worse. That implies an injury. But Congress 10 could say that anytime you treat somebody worse 11 because of their race or their sex, you are --12 you have a claim --13 MR. LOEB: I think that --14 JUSTICE GORSUCH: -- and that layering 15 on top of that, where do we get that in the 16 statute, a material harm? How do -- or an 17 objective person or a reasonable person or 18 whatever construct we come up with that's 19 artificial, right, is going to weed out claims 20 that Congress in 1964 thought profoundly 21 important to include. 2.2 MR. LOEB: You know, Congress also, as 23 this Court has recognized repeatedly, was -- was 24 trying to preserve management prerogatives and 25 wasn't trying to open up the doors for every

little action in the workplace to be brought.
 So there was a -- it was a -- a balanced
 approach.

And this Court should not lightly 4 presume, especially given the trifle principle, 5 6 which Justice Katsas explained applies with full 7 force here, should not lightly assume that Congress wanted to simply conflate the harm and 8 9 the intent requirement where basically you're 10 reading the language "discriminate against" out 11 of the statute. You could just say --12 JUSTICE KAGAN: But isn't the -- the 13 -- the trifle principle just inconsistent with the idea that -- the idea of stigmatic injury? 14 15 I mean, we've recognized over and over again

17 people, just the -- the fact itself that you're 18 being treated differently from somebody else 19 based on your race, based on your sex, 20 et cetera. I mean, so as to -- as to anything, 21 as to pens, as to water fountains, as to

that discrimination itself can profoundly injure

22 anything.

16

23 MR. LOEB: Stigma flows from the -- -24 either the messaging from the employer saying I 25 am going to give all people this protected

99

1	status, views of the alley, that's what they						
2	deserve. That's a stigma, right? We could						
3	that's this Court has recognized in the						
4	harassment cases and outside of it that stigma						
5	is a is a material harm and it can be enough.						
6	You would look to it through an objective lens.						
7	And and that is completely consistent with						
8	our opinion. But that doesn't mean you just						
9	wipe away the harm requirement.						
10	And, again, what						
11	JUSTICE KAVANAUGH: But doesn't oh,						
12	keep going. Sorry.						
13	MR. LOEB: What work is the word is						
14	the words "discriminate against" doing if you						
15	take that view? The statute says because of						
16	protected status. It could say change of						
17	condition because of protected status. You						
18	don't need the words "discriminate against." If						
19	you listen to their arguments, they are						
20	basically admitting that language has no force						
21	and is superfluous and is redundant.						
22	JUSTICE KAVANAUGH: Well, I thought it						
23	meant treat differently because of your race,						
24	let's say						
25	MR. LOEB: That's the latter						

1 JUSTICE KAVANAUGH: -- and -- and then 2 to -- does it -- that itself is a harm I've 3 always assumed. And then the question becomes, is -- does it relate to a term, condition, or 4 privilege of employment? And not everything in 5 6 the workplace will relate to a term, condition, 7 or privilege of employment, but transfers, I think, clearly would. And then, when you get 8 past that, there might be some circumstances of 9 10 remedial programs or what have you that you 11 nonetheless justify why you're treating people 12 differently. 13 But the idea that you're treating people differently because of their race could 14 15 not be a harm, not be discrimination, I don't --16 I don't really understand that. 17 MR. LOEB: Again, they could -- you --18 you could just read the statute to either 19 eliminate those words or to say discriminate 20 between or with respect and not say against, and that last part of the statute, because a 21 2.2 protected status would be doing all the work and 23 you would just presume harm because you did it 24 because of that. And the first part of the 25 statute, the text -- that part of the text is

1 just being ignored.

2	And, look, where Congress wants to be							
3	more sweeping and to really root and branch, I							
4	think was, Justice Gorsuch, your language, they							
5	know how to do it. If you look at (e)(16) in							
6	the statute requiring the federal government, as							
7	opposed to all private employers and state and							
8								
9	local employers, they use broader language. JUSTICE JACKSON: Can I ask you a							
10	question? Are you suggesting that Congress had							
11								
12	to include a harm requirement here? I mean,							
13	are is it your position that it could not have focused in on the action, meaning make							
14	unlawful a circumstance in which the employer							
15	treats someone differently because of their race							
16	or gender? Let's just take out the word							
17	"discrimination" for a second.							
18	Are you saying that there had to be,							
19	maybe as a matter of constitutional authority or							
20	something, a a a harm that Congress was							
21	capturing with this statute?							
22	MR. LOEB: I we think Congress							
23	could do that. The question is did they do that							
24	here. Did they mean to open up for federal							
25	lawsuits for minor actions where there's no							

102

1 significant harm --2 JUSTICE JACKSON: No, no, no. I'm 3 just asking. So, if Congress had a value set that is similar to what others are focused on 4 here in -- in which they thought that we are 5 6 worried about employers that are treating people 7 differently on the basis of these characteristics, we think that's a problem. 8 9 Now whether or not they thought it was 10 causing other harm in the workplace or whatnot, 11 we think that's a problem. 12 So my question is, could they have 13 legislated to address that particular problem? 14 MR. LOEB: Yeah, and I think that goes 15 to what I was -- I was saying about the federal 16 government provision. I think they did a much 17 broader provision there which could be read that 18 way. 19 So, there, it's -- it talks about any 20 personnel action, which is then defined under 21 Title V, Section 2302(b), to be discrimination 2.2 for or against, and in (e)(16), they say not 23 just a personnel action, but they make very 24 clear they want to be sweeping. They say there 25 shall be -- the -- the workforce shall be free

103

1 from any discrimination based on the 2 characteristics, so the --3 CHIEF JUSTICE ROBERTS: Thank you, counsel. 4 Justice Thomas? 5 Justice Alito? 6 7 Justice Sotomayor? JUSTICE SOTOMAYOR: Just so I'm clear, 8 9 in responding to Justice Barrett, you said it's 10 all disputed issue. I didn't think it was 11 disputed that in her intelligence work she 12 worked essentially 9 to 5 Monday through Friday, 13 correct? 14 MR. LOEB: Correct. 15 JUSTICE SOTOMAYOR: When she moved or 16 was transferred, she didn't have a 9-to-5 job. 17 It varied -- her hours varied during the week 18 and on the weekends, correct? 19 MR. LOEB: Absolutely correct. 20 JUSTICE SOTOMAYOR: It's not disputed 21 that she had a private car in the Intelligence 22 Division that was taken away from her when she 23 went to the other position, correct? 24 MR. LOEB: Correct. 25 JUSTICE SOTOMAYOR: And there is no

1 dispute that she had to wear a uniform where she 2 wore plain clothes previously, correct? 3 MR. LOEB: Yeah. So --JUSTICE SOTOMAYOR: Now -- now stop. 4 MR. LOEB: 5 Okay. 6 JUSTICE SOTOMAYOR: Just answer my 7 question. MR. LOEB: She alleges all those 8 9 things but didn't argue them at summary 10 judgment. 11 JUSTICE SOTOMAYOR: Seems -- all 12 right. Are they material? 13 MR. LOEB: They certainly could be. 14 JUSTICE SOTOMAYOR: Are -- what 15 wouldn't make them material? What objective 16 facts would not make them material? 17 MR. LOEB: You know, if --18 JUSTICE SOTOMAYOR: I don't understand your test, is what I'm saying. 19 MR. LOEB: No, and -- and the role --20 21 JUSTICE SOTOMAYOR: It's a change in the terms, conditions, and privileges of the two 22 23 positions. You're saying we have to overlay that with some sort of objective test. Does 24 25 that mean she has to prove that she has children

1 at home at night or that she has to take care of 2 her parents on the weekend? Are we then 3 individualizing the test to find out whether she was somehow injured more than in her personal 4 preference? I don't understand what you're 5 6 saying. 7 MR. LOEB: Well, in -- in Burlington Northern, this Court said you look at the -- the 8 particular context of the individual and then 9 10 see whether a reasonable objective person would 11 have found so. 12 JUSTICE SOTOMAYOR: Okay. You've 13 answered my question. We're -- we're --14 CHIEF JUSTICE ROBERTS: Justice Kagan? 15 Justice Kavanaugh? 16 Justice Barrett? 17 Justice Jackson? 18 Okay. Thank you, counsel. 19 Rebuttal, Mr. Wolfman? REBUTTAL ARGUMENT OF BRIAN WOLFMAN 20 ON BEHALF OF THE PETITIONER 21 2.2 MR. WOLFMAN: Yes. Briefly, 23 Your Honor. The -- I want to pick up where the discussion just left off, because I think 24 25 Justice Sotomayor's question and some of the

106

1 earlier questions on the topic of what one has 2 to show under these material harm-type, objective tangible harm-type standards have been 3 encapsulated by the D.C. Circuit's opinion in 4 Chambers and I want to mention it. 5 These cases, meaning these types of 6 7 cases, asking the question whether something is harmful enough have consumed enormous judicial 8 9 resources seeking to answer a question far removed from the core Title VII inquiry whether 10 11 an employer has discriminated against an 12 employee based on a protected characteristic. I would add to that far removed is an 13 14 understatement. The -- the -- the -- the 15 statute doesn't pose that question, and that's 16 the problem. But the -- the use of judicial 17 resources is an important point. So opposing counsel has said the 18 19 courts have been applying these standards for 30 20 Some of the lower courts have, true, and vears. 21 the results are stunning. 2.2 AutoZone, mentioned by the Assistant 23 Solicitor General, the Hamilton case, the Threat 24 case, where there's a policy based on the color 25 of the officer's skin to quote Judge Sutton. Ι

1 point the Court to the amicus briefs that go 2 through these cases in quite a good bit of detail. 3 Just a few more points. 4 As Justice Kavanaugh's question posed, 5 6 the -- if the policy is covert until discovery, 7 then it doesn't impose a stigmatic harm. It imposes a purely dignitary harm. That too is 8 actionable under Title VII. And it becomes 9 10 stigmatic when it's uncloaked for all the world 11 to see. But, in either case, this -- the policy 12 violates the statute. 13 The gender cases that we've been 14 discussing, the exceptions, the outlier cases do 15 not help the City at all because every time you 16 flip the scenario to race, religion, or national 17 origin, the City loses. That shows those are 18 outliers. The City's position is a 19 cross-cutting position, and it is wrong. Unless the Court has further 20 21 questions? 2.2 CHIEF JUSTICE ROBERTS: Thank you, counsel. The case is submitted. 23 (Whereupon, at 11:42 a.m., the case 24 25 was submitted.)

			t to Final Review		
\$	11 42 :17 103 :19	Aid [1] 20:16	anybody [2] 9:18 77:	11 98 :7	15 63: 4,11,13 65: 16
\$1 [1] 44: 3	accept [2] 15:22 36:	AIMEE [3] 2:4 3:6 42:	22	assumed [1] 100:3	beat [2] 30:13,16
4	11	22 AL [1] 1:7	anytime [2] 53:24 97:	assumes [1] 78:21	beautiful [1] 23:23
1	access [4] 24:10 25: 10 85:20,22	align [1] 34:23	10	assuming [1] 47:16 attempting [1] 25:22	become [1] 83:23 becomes [4] 15:2 46:
1 [1] 92: 6	across [1] 92:5	ALITO [37] 19:14 20:	apart [2] 13:18 74:7 apologize [1] 63:24	attendant [2] 54:4,4	3 100:3 107:9
10:05 [2] 1: 16 4: 2	Act [2] 32:3 36:18			attributable [3] 57:9	
105 [1] 3: 14	action [12] 16:23 17:	18,22 21: 23 22: 16,19,	appeals [6] 67:4 71: 17 84:12 88:3 91:11	58:20 88:4	begins [1] 37:20 behalf [8] 2:2,8 3:4,11,
11:42 [1] 107:24	21 18 :5 49 :1,19 82 :	22 23 :1,11,15 24 :1,3 26 :15,16 27 :5,12,13,	95:7	authority [1] 101:19	14 4:8 68:22 105:21
12(b)(6 [2] 64:16,22	20 84 :20 89 :23 98 :1	21,23 28: 15,18,22 33:	APPEARANCES [1]	automatically [1] 77:	behind [2] 61:23 62:7
14 [1] 37: 6	101 :13 102 :20,23	13 51: 4,16 52: 1 54:	2:1	20	beholder [1] 34:17
1964 [4] 32: 3 38: 13 96:	actionable [22] 7:6 13:	18,19 55: 5,7,18 56: 11,	appellate [1] 91:1	AutoZone [3] 44:2 52:	believe [4] 10:10 11:4
15 97 :20	18 18 :9,17 19 :2,5,9	18 57: 13 83: 6 84: 2	applied [3] 20:13 91:	14 106 :22	14: 15,17
2	21 :8 28 :11 31 :21,23	103:6	11 95 :6	avoid [2] 36:3 66:10	belongs [2] 58:3,5
2023 [1] 1 :12	43 :22 44 :18 46 :3 48 :	Alito's [4] 25:2 64:14	applies [2] 92:19 98:6	aware [1] 90:5	benefit [1] 23:5
22-193 [1] 4 :4	24 49:21 55:3 56:4,5	66:5 67:14	apply [5] 17:18 44:7,	away [2] 99:9 103:22	benefits [1] 94:13
2302(b [1] 102:21	78:9 86:2 107:9	allegation [1] 52:16	22 79:21 92:25	B	benign [1] 19:18
24 [1] 20: 16	actions [3] 70:19 95:	allegations [1] 58:12	applying [2] 71:17		best [1] 38:22
25 [3] 69:10,24 81:23	13 101: 25	alleged [3] 51:17 86:	106 :19	back [7] 19:6 21:20 25:	better [6] 5:17 16:6,10
27 [2] 20: 16,17	acts [1] 70:11	16 87 :8	approach [7] 22:13	2 29 :15 44 :4 66 :4 89 :	17:8 88:24 92:11
28 [1] 96: 16	actual [4] 26:10 41:6	allegedly [1] 66:14	48:3 69:21,23 81:25	3	between [10] 11:20
3	81: 1,12	alleges [2] 57:20 104:	84:19 98:3	back-and-forth [1]	26:17,21 32:13 65:22
	actually [5] 40:15 42:	8	appropriate [2] 20:25	40: 5	69:1 71:11 77:14 94:
30 [4] 71 :18 91 :11 95 :	12 62:16 79:11 93:15	alleging [1] 84:4	54: 23	background [1] 57:6	9 100: 20
6 106: 19	add [3] 31:12 72:20	Allen [1] 46:13	area [3] 38:25 45:12	bad [3] 96:12,25,25	beyond [1] 7:21
4	106: 13	alley [5] 23:12 73:14,	62: 21	badly [1] 96:13	bias [1] 37:8
4 [1] 3: 4	added [1] 9:6	15,20 99: 1	aren't [4] 57:24,25 64:	balanced [1] 98:2 banc [2] 32:25 37:6	big [1] 80:11
42 [1] 3: 8	addition [1] 71:6	alleyway [1] 23:21	23,23	bar [1] 71:25	bit [5] 37:13 63:18 80:
5	additional [3] 41:2 58:	allow [2] 5:23 72:24	argue [3] 7:22 82:17	BARRETT [30] 15:13	13 91 :24 107 :2
	25 80 :6	allowed [2] 79:16,16	104 :9	17: 5,13,16 18: 2,6,21,	black [6] 17:8 44:3,14
5 [2] 88:11 103:12	address [2] 67:13 102:		argues [1] 71:14	25 34 :8,9 35 :20 37 :9,	45 :10 75 :10,24
500 [1] 57: 17	13	50 :14 59 :8 61 :17 89 :	argument [20] 1:15 3:	18 65: 4,5,12,25 77: 11	blending [1] 35:24
6	addressed [2] 51:13	24	2,5,9,12 4: 4,7 6: 17,20	83:4 85:2 86: 8,10,13,	blue [7] 14:23 68:1,4
6 [1] 1 :12	76:25 addresses [1] 46:16	alone [1] 7:4 alteration [1] 56:25	24: 14,14,21 25: 8 42:	17 87: 3,12,21 88: 18	78:1,6 85:4,9
68 [1] 3: 11	addressing [1] 59:12	altered [1] 47:10	22 68:21 74:13 81:24 94:23 97:4 105:20	103 :9 105 :16	bona ^[2] 44:19 45:17 boss ^[3] 68:2 79:4 84:
	adds [1] 7:19	altering [1] 48:19	arguments [3] 26:9	bars [1] 4:17	3
7	adequate [1] 45:3	alters [1] 33:8	71 :16 99 :19	based [31] 19:20,25	Bostock [9] 8:11,22,
7 [1] 70: 4	administrable [1] 71:	although [1] 19:24	arise [2] 61:5 74:11	46:2 47:12,16 49:11	24,25 29 :10 38 :10,11
703 [2] 81:24 82:24	16	ambiguity [1] 92:18	around [8] 14:16 27:6	50:19 51:10 60:8 61:	40 :11 89 :22
703(a)(1 [6] 5:9 11:7	admits [2] 88:11,16	amici [4] 29:23,24 31:	28 :19 30 :12,21 79 :13	2 63:7 64:10 68:14	both [5] 16:13 69:11
12: 15 69: 8 70: 4,5	admitting [1] 99:20	7 42: 2	80: 11 88: 12	69:14,18,19 74:24 75:	72:9 79:24 80:13
703(a)(2 [1] 52:23	adopted [1] 69:23	amicus [7] 2:6 3:7 32:	arrangements [1] 6:	21 80: 21,22,23 85: 1	bounds [1] 45:3
704(a [1] 70:3	adopting [1] 32:3	20 36:22 42:23 58:24	16	87:17 88:13 93:16 96:	branch [4] 32:5 90:13,
8	advancement [1] 71:	107 :1	Article [1] 39:11	24 98: 19,19 103: 1	22 101 :3
80 [1] 82:1	22	among [1] 8:12	artificial [1] 97:19	106: 12,24	BRIAN [5] 2:2 3:3,13
	adverse [2] 24:18 69:	analysis [4] 5:8 18:1	aside [9] 48:11 50:18,	basic [1] 5:1	4:7 105: 20
9	14	39: 4 80: 18	23 59: 25 67: 8 85: 5,	basically [3] 65:20 98:	brief [22] 20:15,17 24:
9 [1] 103: 12	affects [4] 33:1 56:6	analytical [1] 22:12	21,24 86: 11	9 99 :20	6,7,14,15,21,24 25: 8,
9-to-5 [1] 103:16	82: 11,13	analyzed [2] 21:13 56:	asks [3] 21:5 35:18 36:	basis [31] 14:25 15:2,	22 32: 20 33: 15 36: 21
Α	affirm [1] 71:3	15	14	6 16: 5,17,20 19: 5,12	41: 20,21 53: 14 54: 24
a)(1 [8] 52:23 77:7,12,	affirmative [2] 17:21	another [21] 5:17 15:	aspects [1] 94:14	22: 2 23: 19,22 26: 4 28: 21 29: 18 40: 18 42:	55: 19,25 58: 23,24 67:
14,15,21 80: 19 95: 8	18:5	20,21 23 :21 38 :25 52 :	assigned [5] 47:12 75:	28 :21 29 :18 40 :18 42 : 7 45 :14 46 :8 47 :13	8
a)(2 [4] 77:4,14,15 89:	after-hours [1] 22:5	16,19 53: 6 67: 19 70:	10 83: 8,13,14	48 :20 49 :14 51 :18 52 :	briefing [1] 87:19
13	afternoon [1] 83:14	25 72:25 75:10 77:3	assigning [1] 75:24	3,16 62 :12 72 :15 91 :	briefly [2] 60:20 105:
a.m [3] 1:16 4:2 107:	ago [3] 69:10 81:23 91:	79: 3 84: 7 90: 12,13,	assignment [6] 47:2,	20 94 :8,16 96 :14 102 :	22
24	14	22,23 92: 15 96: 10	9 49 :11 70 :24 84 :24	7	briefs [5] 6:17 12:24
able [5] 57:22,23 58:5,	agree [7] 12:15 35:5,7	answer [11] 17:11,17	89:16	bathroom [5] 62:9 73:	20: 15 36: 22 107: 1
11 59: 1	54: 23 60: 15 78: 15 83: 5	18:20 30:22 58:1 60: 17 73: 20 76: 17 95: 16	assignments [1] 6:17 Assistant [2] 2:4 106:	8 79: 13,16,17	bring ^[6] 18:16 41:11, 25 42:13 78:8,13
	J J	17 73: 20 76: 17 95: 16		bathroom/groomin	bringing [1] 41: 8
above-entitled [1] 1:	agreement [1] 22.4	104·6 106·0			
above-entitled [1] 1: 14	agreement [1] 33:4	104:6 106:9 answered [1] 105:13	22 associate [1] 62:11	g [1] 79:20	
	agrees [1] 18:25	answered [1] 105:13	associate [1] 62:11	-	brings [1] 5:9
14	-			g [1] 79: 20	

Official - Subject to Final Review						
8 102: 17	categorize [1] 77:1	Circuit [17] 11:8 28:13,	80: 23	22 70:2 79:11 95:7	12 10 :9 17 :22 43 :9	
broken [1] 77:8	category [3] 17:25 79:	14 32: 24 36: 25 37: 1,	commonly [1] 88:17	99: 7	44:9 81:25 95:8,10	
brought [4] 42:3 49:3	22 91:21	5 51:24 52:21 58:10	commonplace [1] 88:	consistently [1] 70:	courts [22] 19:22 42:3	
67:10 98:1	cause [2] 5:11 16:23	59:20 64:6 69:22 70:	11	17	44: 7 48: 6 51: 11 55: 1,	
BROWN [50] 2:4 3:6	causing [2] 77:23 102:	23 76: 11 87: 16 91 :16	comparator [1] 58:17	constant [1] 15:10	1 59: 5,9,12 61: 21 71:	
10: 11 15: 9,10 42: 21,	10	Circuit's [4] 5:14 44:1	compared [1] 38:14	constitutional [1]	17 80:20 83:23 84:12,	
22,25 44:16,22 45:2,	caveat [1] 35:6	52:14 106:4	compensated [1] 41:	101 :19	13 90:2 91:11 95:7	
13 46: 4,6,21 47: 25	caveats [1] 31:12	circuits [3] 20:12 25:1	16	construct [1] 97:18	96:19 106:19,20	
48 :13,16 50 :13,24 51 :	certain [9] 21:23 45:1,	69 :24	compete [1] 5:16	constructive [1] 56:	cover [4] 21:23 33:23	
6,21 52: 8 53: 22 54:	10 66:17 72:18 73:11	circumstance [4] 16:	complaint [1] 58:7	24	76: 18,21	
22 55:6,9,24 56:14,22	74: 23 77: 2,4	22 36:5 61:17 101:14	complete [1] 5:9	constructively [1] 81:	covered [2] 53:2,8	
58:9 59:18,23 60:24	certainly [11] 35:7 39:	circumstances [24]	completely [3] 24:12	7	covers [1] 82:9	
61:12,15 62:2,6,25	7 49:16 52:24 53:11,	6: 11 7: 8,13,15 8: 10,	77 :9 99 :7	consumed [1] 106:8	covert [1] 107:6	
63: 8,23 64: 4,17 65: 2,	22 76:12 86:20 90:15	17 10: 3,7 24: 17 34:	comply [1] 62:19	context [11] 11:24 12:	coworker [1] 21:6	
11,24 66: 1 67: 6,23	91:4 104:13	21 35: 3,8,13 36: 9 54:	conceded [1] 10:19	3 31:18 45:20,24 56:	create [2] 45:4 73:9	
68: 13	cetera [3] 19:20 37:24	5 60: 25 61: 3,17 62:	concedes [2] 4:21 12:	23 59:5 61:6 91:7 94:	creating [1] 89:6	
building [1] 30:12	98: 20	23 73:11 74:24 85:17	25	6 105 :9	critical [1] 83:10	
bulk [2] 24:6,6	challenged [1] 82:2	93:24 100:9	concern [1] 36:20	contextual [1] 70:13	cross-cutting [1] 107:	
bunch [1] 96:23	Chambers [7] 11:9	cited [2] 20:15 58:23	concerns [1] 49:4	continue [1] 55:2	19	
Burlington [8] 70:3,	32:25 58:9 59:21 64:	cites [1] 58:24	concession [2] 37:14	contrary [4] 5:13 43:	curiae [3] 2:6 3:8 42:	
21 82:23 83:20 86:21	7 73:4 106: 5	CITY [8] 1:6 4:5 23:23,	39: 7	24 82: 20,21	23	
94:4 96:5 105:7	chance [1] 31:25	24 43 :13 67 :10 107 :	conclusory [1] 58:12	Cook [1] 45:12	D	
business [3] 45:19,23	chances [1] 71:21	15,17	concrete [1] 41:7	core [1] 106:10		
96: 20	change [26] 31:17,19	City's [2] 43:24 107:	condition [16] 21:10	correct [27] 6:22 7:24,	D.C [12] 1 :11 2 :2,5,8	
<u> </u>	34 :16 46 :23 51 :13 53 :	18	22: 4 23: 1,6,10,15,18	25 11: 4 16: 11 22: 11	11:8 32: 24 36: 25 51:	
	18,23,25 54: 2 59: 11	Civil [2] 32:3 57:17	30 :15 36 :16 47 :3 76 :	25:13 26:12 29:14 33:	24 58:10 59:20 64:6	
call [1] 36:13 calls [2] 17:21 36:19	81:1,8,12 85:18,20	civility [1] 70:22	13 90: 16,19 99: 17	24 41: 19 42: 16,17 63:	106:4	
came [1] 1:14	86:5,21,22 87:2,3,5	claim [10] 6:21 7:6 19:	100: 4,6	23 64: 18 65: 24 67: 6	damages [6] 41:10,15, 24 42:13 49:4 57:24	
cannot [4] 4:24 57:18	91 :5,9 92 :2 99 :16	13 42: 15 44: 17 57: 19	conditions [60] 4:19,	71:9 79:10 81:22 103:	dangerous [1] 27:2	
71 :1 94 :16	104: 21	78:9 89:13 91:17 97:	22 10: 17,23 11: 6,10,	13,14,18,19,23,24	day [10] 4:24 16:7 27:8	
capturing [2] 35:23	changed [3] 4:25 6:	12	25 12 :3,11 21 :22 22 :	104:2	28: 5,8 34: 18,22,25	
101 :21	18 52: 11	claiming [1] 43:14	10 23 :3 24 :13 26 :9	correctly [2] 41:17 66:	41: 10 48: 7	
car [5] 85:22 86:6 87:2	changes [7] 4:22 28:	claims [8] 37:7 41:22,	30 :1,18 32 :12 33 :2,8,	8	de [17] 14:17,20 20:2,5,	
88:5 103:21	17,20 51: 10 53: 3,11	22 49 :14 55 :2 90 :3	16,22 34: 4 37: 24 38:	coterminous [1] 6:9	13,23 21 :17,19,19 25 :	
care [2] 41:9 105:1	85:23	96:24 97:19 clarify [2] 39:24 50:1	5 43 :4 46 :24 48 :23	couldn't [1] 63:6	4,24 37 :3 47 :24 60 :1,	
carries [1] 34:10	changing ^[2] 48:18 91:6	class [2] 6:4 89:12	49: 20 53: 3,5,10,12,18, 23 54: 1,7,10,11 56: 6,	Counsel [11] 6:1 24:5 42:20 46:18 54:16 68:	4,6 71: 11	
carry [1] 65:14	characteristic [15] 5:	classification [2] 77:	25 63: 12 69: 12,13,14,	19 83:4 103:4 105:18	dealt [1] 29:10	
Case [42] 4:4 5:24 7:3	7,20 29 :19 36 :17 40 :	5,17	17 80: 19,20,21 81: 2,	1983.4 103.4 105.18 106:18 107:23	December [1] 1:12	
8:19 11:9 14:1 17:12	12 43 :21 46 :9 48 :21	CLAYBORN [1] 1:3	13 82: 5,10,12,13 86: 1,		decide [3] 16:7 26:4	
19:15 26:4 27:15 28:	49 :12 50 :20 51 :19 60 :	clear [7] 25:7 29:2 43:	5 90:21 92:24 94:13	counts [1] 80:2	52 :2	
2 29: 6 36: 22,22,23	8 61:9 68:15 106:12	13 45 :15 84 :23 102 :	104: 22	couple [3] 20:8 63:17	decided [1] 64:6	
40: 16 41: 25 42: 10,13	characteristics [8]	24 103 :8	conduct [8] 5:11 8:5	95 :3	decision [15] 9:13 10:	
48:12 50:18 52:2 57:	16 :5 19 :25 37 :25 6 1:	cleared [1] 21:1	11 :15 35 :19 36 :15 57 :		9,11 17: 22 28: 13,14	
19 60: 23 62: 8,15 64:	18 66 :24 67 :2 102 :8	clearly [3] 29:10 81:	8 58:19 82:2	22 17 :14 19 :13 50 :14	29: 25 31: 9 34: 1,3,3	
15,19 66 :19 73 :4 76 :	103:2	21 100 :8	conflate [1] 98:8	59 :2 60 :1 63 :6,8 67 :	37 :6 44 :2 46 :8 52 :14	
11 85:3 88:1 89:12	characterize [1] 60:	client [1] 26:5	conflates [1] 74:13	11 82: 15	deep [1] 29:9	
91:16 94:7 96:1 106:	10	client's [1] 29:25	confused [1] 37:13	COURT [67] 1:1,15 4:	deep-seated [1] 29:	
23,24 107: 11,23,24	charge [1] 30:24	clothes [2] 51:2 104:2	confusing [1] 12:23	10 5 :14,23 8 :10 20 :2	12	
cases [51] 25:25 40:4	CHIEF [49] 4:3,9 8:21,	code [1] 70:22	Congress [23] 32:3	21:2 25:4,25 26:2,2,3	defend [1] 92:10	
42: 2,6 46: 11,14 48:	23 10:14 12:17,20 13:	codes [2] 50:25 63:5	40: 7 44: 6 45: 17,19,	27:15 28:2,4 37:3,6	defendant [1] 39:1	
25 49: 2,6 56: 2,16 57:	3,13,17,23 14: 2 22: 21,		20,23 70: 9,15 76: 23,	41:25 43:1,19 44:6	define [1] 30:21	
7,18 58: 6,10,22,25 59:	22 24: 2,4,20 25: 6,15,	colleague [1] 47:22	25 83:2 95:12 96:15	46:11 51:7,22 52:3	defined [4] 30:11,14	
1 61: 5 62: 8,14 63: 21	18 26: 7,13 28: 23 29:	colloquy [2] 46:22 60:	97:9,20,22 98:8 101:	54:8 55:12 56:22 57:	47 :1 102 :20	
64: 1,6,7,9,24 67: 9 73:	20 32 :18 34 :7 37 :10	20	2,10,20,22 102: 3	16,16 58: 4,5 60: 2 61:	defining [1] 94:2	
6 74 :18 75 :25 76 :21	42 :10,19,25 46 :18 47 :	color [3] 13:11 47:20	connotation [1] 65:9	20,21 64 :19 67: 4,12	definition [7] 22:24	
79: 14,20,21 80: 4,19,	17 53: 1 54: 15 59: 14	106: 24	consequence [1] 50:	68:24 69:10,15 70:2,	38 :11 46 :24 48 :17 51 :	
20,20 84:10 89:13 90:	63: 2 65: 3 66: 2 68: 18,	colors [1] 90:6	8	4,14,16,21 71: 2 80: 10,	5,7 52: 6	
6,7 95 :23 96 :9 99 :4	23 72: 8 73: 16,23,25	Columbia [2] 32:21	consequences [2]	14 82: 15,21 83: 20 86:	degree [2] 49:21 67:4	
106: 6,7 107: 2,13,14	74:5 75:3 103:3 105:	58: 24	24: 18 72: 16	7 87:7,10,16 88:2 89:	deliberately [1] 23:23	
catch [1] 32:12	14 107: 22	Columbia's [1] 54:24	consider [2] 14:25 35:	22 93:18 94:3 97:23	demeaning [1] 17:1	
categorical [1] 77:1	children [1] 104:25	come [2] 41:23 97:18	4	98:4 99:3 105:8 107:	demonstrate [2] 92:8	
categories [3] 54:14	children's [1] 34:23	comes [2] 20:3 88:16	consistent [10] 31:19	1,20	93:15	
77 :6 92 :6	choices [1] 27:18	coming [3] 25:23,24	43: 9 58: 3 64: 4 69: 21,	Court's [10] 5:6,25 9:	denial [1] 46:9	
•						

		Official - Subjec	t to Final Review		
denials [1] 42:6	14	distasteful [1] 55:14	19	13 56: 15,23 57: 4 89:	express [1] 84:16
denied [2] 23:5 43:20	discern [1] 89:24	distinction [3] 11:20	eliminated [1] 88:3	9	expressive [1] 87:8
denigrating [1] 17:1	discernible [1] 73:19	65:22 79:15	elsewhere [1] 96:5	equal [4] 5:15 43:20	expressly [1] 45:19
Department [4] 2:5	discharge [1] 34:3	distinctions [14] 9:1,	embraced [1] 70:14	46 :10 51 :1	extent [3] 38:1 39:24
83:24 88:10,12	discharging [1] 32:	4,17,22,24 10: 2 16: 4	emphasis [1] 8:9	equivalent [1] 34:2	41: 5
departments [1] 94:9	11	43 :18 50 :16 61 :1 62 :	emphasize [1] 27:24	eradicate [1] 32:14	extra [2] 50:11 96:22
depend [1] 56:16	discovery [4] 57:22	7,14,24 63 :13	emphasized [1] 70:	especially [1] 98:5	extraordinary [1] 29:
depending [1] 34:16 description [3] 36:12	59 :2 75 :7 107 :6	distributed [4] 14:24	20	ESQ [4] 3:3,6,10,13	6
47:5,9	discrete [1] 79:22 discriminate [30] 8:	15:1,6,6 District [15] 4:13 28:2	employee ^[28] 4:18, 23 5:3,19 6:11 7:7 8:	ESQUIRE [2] 2:2,8 essentially [2] 57:2	extremely [1] 12:23 eye [1] 34:16
deserve [1] 99:2	25 11 :18 34 :10 37 :22	32 :21 54 :24 55 :1 57 :	6,15,16,19 21: 4 23: 6	103 :12	eyes [1] 34:15
designate [1] 43:25	38 :7,12 40 :10 43 :15,	15,16 58: 24,25 84: 13	26 :24 27 :6,7 43 :2 49 :	establish [2] 40:14,14	-
desirable [1] 85:25	17 65: 8,14 69: 1,2,3,	85: 15 86: 7 87: 7,10,	8 52 :15,19 69 :6 70 :	establishing [1] 78:	F
desk [5] 26:22,24 27:8	25 70 :6 71 :7 82 :8,22	16	10,19 72: 2,4,6 73: 7	23	face [1] 18:11
30: 11,16	92:18,23 93:6,9 96:6	diverse [2] 45:5,5	74:18 106:12	ET [4] 1:7 19:20 37:24	facie [1] 64:19
detail [1] 107:3	97:5,8 98:10 99:14,	diversifying [1] 44:25	employee's [3] 4:20	98: 20	facilities [1] 24:8
determination [4] 12:	18 100 :19	diversity [2] 17:7 45:4	33: 2 52: 10	evade [1] 21:14	fact [7] 9:16 11:24 12:
1 27 :19 30 :23 66 :10	discriminated [2] 41:	Division [6] 4:12 88:9,	employees [9] 14:24	evaluated [1] 17:23	14 13 :19 29 :4 87 :17
determinations [1]	14 106: 11	10,15 90: 23 103: 22	17:8 23:20,22 44:3,4	even [17] 15:18 17:1	98:17
66 :19	discriminates [1] 38:	doctrine [1] 95:11	75 :10,24 84 :25	20:5 50:2 55:14 56:5	factor [1] 57:7 facts [15] 34:21 35:2
determine [1] 78:25	4	doctrines [1] 37:7	employer [25] 4:17 5:	58 :9 59 :4 64 :9,25 80 :	36:9 48:11 55:6 58:
difference [7] 26:21	discriminating ^[3] 4:	documented [1] 53:	19 17: 6,20 18: 25 21:	21,22 82 :12 85 :17 90 :	13 64: 22 85: 3,6,21
38 :13 47 :20 69 :5 71 :	18 43 :3 65 :10	13	3 27 :19 30 :10,20 36 :	4 91 :5,6	86:18,25 87:13,15
10 77:14 81 :18	discrimination [68] 4:	doing [12] 8:7 10:17	17 37 :21 52 :17 57 :2,	everything [13] 13:9	104: 16
differences [8] 9:1,4, 18,22,24 16:3 26:17	14 5 :4,5,18,21 6 :7 8 : 13,15,18 9 :7,12 10 :8,	11 :10 16 :17 37 :17 39 : 4 81 :2 84 :16,17 90 :1	9,10,10 64: 9 72: 10 74: 25 75: 17 77: 16 92:	14: 5,9 25: 12 32: 13 33: 1,7 54: 20 57: 11	failure [1] 57:19
61: 19	12 11 :1,20,22 12 :2	99: 14 100: 22	10 98 :24 101 :14 106 :	72:12 81:5 84:23 100:	fair [2] 30:9 79:19
different [37] 4:13 8:	13 :19 14 :14 15 :16,24	done [10] 16:25,25 25:	10 30. 24 101 .14 100 .	5	fairly [1] 79:11
11 12 :10 13 :10 14 :6	17 :9 19 :2 21 :18 22 :3	1 29 :18 31 :15,20 74 :	employer's । । 5:10	everything's [1] 53:7	fall [2] 54:13 61:8
24 :7,8,9,10 26 :20 37 :	23 :24 27 :24 29 :4,14	15 80 :18 89 :19 91 :20	35: 18 36: 15	evidence [6] 31:15 49:	falls [1] 54:21
2 39 :13 51 :2 53 :21	32: 4,15 39: 15,21 40:	Donnelley [1] 91:15	employers [6] 29:24	9 56:9 64:11 79:7 85:	familiar [2] 36:8 53:15
63:6,16 65:17 71:12,	3,8,23 41: 7 44: 11,17	door [2] 83:21 94:20	43:25 83:24 101:7,8	11	far [6] 24:12 25:9 71:
23,24 74:2 75:11 80:	48:22 49:18 50:9 53:	doors [1] 97:25	102 :6	evidentiary [2] 49:7	20 94: 10 106: 9,13
25,25 81: 11 85: 8,15	20 56:10,21 58:14,17,	down [2] 37:22 72:9	employment [51] 4:	56: 8	fault [1] 30:10
90:14 91:8,24 93:7,	21 60 :9 64 :11 65 :19	drawing [1] 43:17	20,23 5: 1 10: 17,23	ex [1] 31:2	favor [3] 29:25 31:10
23 94: 12,12,12,13 96:	68:14 72:21 74:7,9	dress [5] 50:25 62:16	11:25 12:3 19:4 21:	exactly [4] 41:12 50:4	38:14 FBI [3] 85:23 88:4,22
22	75 :7 77 :13,22 78 :9	63 :5,11,14	10,22 22: 4,10 23: 2,4,	61:12 75:22	federal ^[10] 41:25 42:
differential [7] 6:7 10:	,	driving [1] 27:16	7,16,18 24: 13 30: 2,15,		3 58 :3,5 83 :23 90 :2
4,22 12 :2 29 :17 40 : 20 69 :5	98:16 100:15 101:17 102:21 103:1	during [1] 103:17	19 33: 3,9,17,23 37: 19, 21,24 43: 5,12 46: 8,24	examining [1] 82:23 example [9] 18:3,8 52:	94 :16 101 :6,24 102 :
differently [16] 6:10 7:		<u> </u>	47:4 48: 24 49: 1,19	13 55:17 69:9 72:23	15
7 8:16,18 22:2 40:11,	27 :20 31 :16,20 32 :10	e)(16 [2] 101:5 102:22	53 :24 54 :1,5,12 56 :7	73:12 76:11 91:12	female [3] 8:16,19 18:
18 50 :19 83 :17 93 :22	36 :18 39 :2 47 :10,13,	each [1] 12:25	57 :1 58 :20 63 :12 66 :	examples [2] 70:8,10	15
98: 18 99: 23 100: 12,	16 55 :15	earlier [3] 29:16 90:4	18 76 :13 82 :12,14 86 :	•	few [2] 80:4 107:4
14 101: 15 102: 7	discuss [1] 25:22	106: 1	2 100: 5,7	exception [5] 14:18	fide [2] 44:19 45:17
difficult [4] 17:20 19:	discussing [1] 107:	earned [2] 16:18,19	en [2] 32:25 37:6	25:24 44:20 60:1,6	Fifth [4] 4:13 28:14 37:
16 31 :22 62 :18	14	east [1] 72:11	enacted [1] 44:6	exceptional [1] 80:4	5 76:11
difficulty [1] 73:17	discussion [1] 105:	easy [3] 53:15 79:24	encapsulated [1]	exceptions [1] 107:	fights [1] 43:13
dignitary [2] 62:11	24	95:23 education [1] 15:8	106:4	14	figure [1] 81:8 find [3] 47:19 85:25
107:8	discussions [1] 59:	effect [2] 16:13 77:15	encompassed [1] 54:	exemption [1] 20:5	105:3
direct [1] 81:1	19	effectively [1] 57:2		exist [3] 36:24 65:22	fine [3] 41:13 75:15 76:
directly [1] 82:21 disadvantage [11] 5:	dismiss [5] 55:2 57: 19 58:5,12 64:15	eggshell [1] 36:3	end [6] 37:4,17 41:10 47:18,18 96:11	66:17	9
11 19: 23 20: 10,24 25:		eight [1] 32:22	endpoints [1] 32:13	exists [3] 36:25 65:20 92:5	fired [4] 38:20,24 92:8
1,3 43 :16 48 :4,11 59 :	59:1 64: 21	Eighth [5] 5:13 36:25	enforcement [1] 44:	expect [1] 93:12	93: 15
7 92: 2	disparate [6] 19:17,	69:22 70:23 87:16	12	expectation [1] 25:25	firing [5] 39:2 70:10
disadvantageous	19,24 43 :12 57 :20 66 :	either [7] 27:18 34:1	enormous [1] 106:8	experience [2] 36:6	92:8,22 93:17
^[10] 69 :12 76 :12 82 :10,	6	52 :22 88 :4 98 :24 100 :	enough [12] 6:25 7:19	64 :2	firings [1] 93:20
14 90 :17 91 :9 92 :3,9	dispute [2] 87:13 104:	18 107 :11	28:10 30:9 53:5 56:4	expertise [1] 91:2	firm [2] 18:14 83:7
95: 9,21	1	element [5] 40:17 42:	66:22 79:6 87:9 96:	explain [4] 13:22 14:	first [10] 18:11 20:9 21:
disagree [6] 39:6 46:	disputed [3] 103:10,	15 79:3 92:15 95:20	25 99: 5 106 :8	14 16 :14 95 :3	20 31 :14 35 :16 76 :10
20 59: 22 81: 14,17 97:		elements [2] 81:24 95:	ensure [1] 45:4	explained [2] 56:22	79: 20 92: 19 95: 5 100 :
2	disputing [1] 88:21	20 eliminate [2] 88:6 100:	entire [1] 43:11	98 :6	24 first-line [1] 22 :16
disagreement [1] 76:	dissent [1] 73:3		environment [5] 21:	explaining [1] 56:1	11 3t-111C 11 22.10

focus (#44:25 51:9) Gorsuch (#7) 29:21, 23 07:9,20 31:1,7.9, 13 102:4 13 77:8,18,23 78:14, 22 30:7,9,20 31:1,7.9, 13 23 43:71 74 17:22 58: 10 32:12 32:17,25 84:14 881:5 13,24 32:17 45 84:14 881:5 13,24 32:17 45 84:14 881:5 13,24 32:17 45 84:14 881:5 13,25 62:4,22 63:1 13,25 62:4,22 63:17 50 conto (# 95:19,25 5,9 1002;17,25 84:14 881:5 13,25 62:4,22 63:17 50 conto (# 95:19,25 5,9 1002;17,25 84:14 881:5 13,25 82:7 98:20 50 corr,25 81:10 50			Official - Subjec	t to Final Review		
fieshed Uri 41:2 4:11.7 8:6 4:6:10.15 80:30.10 68: hurd 10 21:10 Birt 10 10 10:10 floor 107:10 givs 11 98:20 givs 11 98:20 17:11.6.8.10.11.10 72: hypothetical (10:13) informal 11 98:10 informal 11 98:11	fits [1] 49:19	91:12 98:25	11 20: 11,12 24: 25 40:	103: 17	23,25 43: 18	invariably [4] 6:9 29:
filp (1) f07:16 givs (1) 43:21 f6 82:7,9 77.12.0 hurt (1) 22:12 informal (19:5:10 informal (19:6:10 i	flesh [1] 31:25	given [5] 6:12 19:8,11	24 41:3,7,16 43:22	however [1] 81:6	inference [3] 49:10	
floor M198:25 floor M198:25 <thloor m198:25<="" th=""> floor M198</thloor>	fleshed [1] 61:22	31:17 98:5	46:10,15 50:3,10 68:	hurdle [1] 21:19	58: 14,16	inviting [1] 11:17
flows (meds2) gloss (m44.15) 3.44 73:19 747:80.3 hypothetical (m13:) inherently (m124:42:127:1377: 5 18:102:2172:56:11 inherently (m124:42:127:1377: 5 18:102:1772:56:11 inherently (m124:42:127: 5 14:24 inherently (m124:42:127: 5 14:24 inherently (m124:42:127: 5 14:124 inherently (m124:42:127: 5 14:124 inherently (m124:42:127: 5 14:14 inherently (m124:127: 5 14:14:14:11:121:14:14:14:14:14:14:14:14:14:14:14:14:14	flip [1] 107:16	gives [1] 43:21	15 69: 7,9 70: 1,7,20	hurt [1] 92:12	informal [1] 55:10	irrelevant [1] 24:12
focus (H4:25 31:9) Gorsuch (P128:21, 2 307:9 20 3117, 32, 32 42:22 48:02, 307:14 516:022 197:28: 92:22 48:02, 307:14 217:42:2 17:42:2 17:42:2 12:42:29:12 12:42:29:12 12:42:29:12 19:22:24:22:72:28: 10;00:01:19:12:01:01 10;00:01:19:12:01:01 9	floor [1] 47:19	giving [1] 84:25	71:1,6,8,10,11,19 72:	hypo [1] 33:10	inherent [1] 61:16	isn't [10] 10:13,16 21:
sis:19 23:07.20 22:24:802.30.7.9.2 12:72:25:87:19 initial II/To:9 isolated II:55:11 68: 13:02:4 17:17 13:25:23:87:72 16:14 19:17:24:25:77:83:14 19:17:25:84:11:89:13 23:24:11:22:41:68:1 isoue II/20:14:04:16 6:00:05:01:70:25:81:10 90:01:82:21:19:87: 10:77:73 10:77:74:79:77:11:79:77:11:79:77:111:79:77:117:79:77:111:79:7	flows [1] 98:23	gloss [1] 84:15	3,14 73: 19 74: 7,8,9,	hypothetical [10] 13:	inherently [3] 12:4 48:	21 30: 11,15 72: 13 77:
focused IM48:16 301 13.24 32:17 482:26 82:17.25 84:14 89:15 14.24 Injure IM92.25 13:18 9 focuse IM48:17 13.25 62.42 28:31 21.24.29 37:16 88.6 13.27 17.313 10 <th< td=""><td>focus [4] 44:25 51:9</td><td>Gorsuch [27] 29:21,</td><td>13 77:8,18,23 78:14,</td><td>5 18:10,22 19:7 26:</td><td>21 74:22</td><td>12 93:21 96:12 98:12</td></th<>	focus [4] 44:25 51:9	Gorsuch [27] 29:21,	13 77: 8,18,23 78: 14,	5 18: 10,22 19: 7 26:	21 74: 22	12 93:21 96:12 98:12
13 1624 17.18 60:10; 9:210 9:216 9424 98:18; 9; 19 19 22,24 1122 24:18 e8 issue (ll 20:19.40:16 6outose (ll 56:19,25 9/21 99:29:76; 14 99:59 100:2; 15:37 13 67:11 73:13 6 9:77 101/14 <td>66:19 85:2</td> <td></td> <td>22,24 80:2,3,6,7,9,12</td> <td>19 72:21,22 77:25 86:</td> <td>initial [1] 70:9</td> <td>isolated [2] 55:11 66:</td>	66:19 85:2		22,24 80: 2,3,6,7,9,12	19 72: 21,22 77: 25 86 :	initial [1] 70:9	isolated [2] 55:11 66:
focuses III.48:17 13.25 62:4.22 63:1 21.24.25 97:16 98:6 1 587:11 73:13 6 987 98:16 6 301 64:8 103:10 67.7 67.75 1014 1014.12 0122:10 1017.8 1017.12 0122:10 1	focused [3] 49:16 101:	13,24 32: 17 46: 22 59:	82:17,25 84:14 89:15	14,24	injure [11] 9:2,5,18,19,	9
footnote III 55:19.25 94:21 86:27 r.21 99:25 100:2, 15:23 1 Inure III 14:24:24:24:11 Issues III 61:4 force III 70:25 81:10 got III 92:11 86:7 force III 72:25 84:1 force III 72:15 78:9:12 formulation (III 92:12 49:55 governments (III 83:1 11 72:15 89:89:317 force III 72:15 78:9:08:1 force III 72:15 78:9:12 force III 72:15 78:9:12 force III 72:15 78:9:12 force III 72:15 78:9:12 force III 72:15 78:51 force III 72:15 7	13 102: 4	17,18 60: 16,19 61: 10,	92:16 94:24 95:18,19,	hypotheticals [3] 33:	23,24 11: 22 43: 18 69:	issue [5] 20:19 40:16
87.7 1014 1011.4 1011.12 1017.8 1017.1 1017.1 1017.1 1017.1 1017.1 1018.7 1017.1 1017.1 1017.1 1018.7 1017.1 1018.7 1017.1 1018.7 1017.1 1018.7 1017.1 1018.7 1017.1 1018.7 1017.1 1017.1 1018.7 <td>focuses [1] 49:17</td> <td>13,25 62:4,22 63:1</td> <td>21,24,25 97:16 98:8</td> <td>13 67:11 73:13</td> <td></td> <td>63:10 64:8 103:10</td>	focuses [1] 49:17	13,25 62: 4,22 63: 1	21,24,25 97: 16 98: 8	13 67: 11 73: 13		63:10 64:8 103:10
force (m2:25 81:10) got (#3:11 86:7) 107:78 107:77 </td <td>footnote [3] 55:19,25</td> <td>94:21 96:2 97:6,14</td> <td>99:5,9 100:2,15,23</td> <td></td> <td>injured [7] 39:2 40:15,</td> <td>issues [1] 61:4</td>	footnote [3] 55:19,25	94:21 96:2 97:6,14	99:5,9 100:2,15,23		injured [7] 39:2 40:15,	issues [1] 61:4
Bits 39 8: 23	67 :7	101 :4	101:11,20 102:1,10		20 67:2,3 68:11 105:	it'll [1] 95:23
Bases (a) (Bases) (Base	force [5] 70:25 81:10	got [2] 92:11 96:7			4	items [1] 92:20
Note of the 2012 solution Disclete of the 2012 solution <thdisclete 2012="" of="" solution<="" th="" the=""> <thdisclete< td=""><td>85:23 98:7 99:20</td><td>government [2] 101:</td><td>harm-type [2] 106:2,3</td><td>,</td><td>injures [1] 11:21</td><td>itself [26] 6:7 7:6 9:12</td></thdisclete<></thdisclete>	85:23 98:7 99:20	government [2] 101:	harm-type [2] 106:2,3	,	injures [1] 11:21	itself [26] 6:7 7:6 9:12
Process Process <t< td=""><td>forced [2] 91:24 93:23</td><td>6 102:16</td><td></td><td></td><td>injuries [1] 15:17</td><td>10:12 11:2 21:18 25:</td></t<>	forced [2] 91:24 93:23	6 102 :16			injuries [1] 15:17	10:12 11:2 21:18 25:
Immediate Instruction	Forcing [1] 43:2	government's [4] 65:	10,16 79: 7		injurious [13] 10:12	4 31: 15 33: 19 39: 16,
Internation files Governments Files Governments	form [1] 56:20	6,15,18 68: 7	harmful [6] 48:21 70:		12:4,14 13:21,24 32:	22 40:3,23 46:3 49:1
formulation (19:3) forth [12:0:12:49:86; forth [12:0:12:49:86; granted [13:52:39:1] found [12:12:3105; 19:23 28:84:1 (19:24:95:17,19:97; found [12:12:24:11:22:9] granted [13:25:2] found [12:12:24:26:11:22:9] granted [13:25:2] found [11:12:25] found [12:12:24:26:11:22:9] granted [13:12:24:26:11:22:9] granted [13:12:12:12:12:12:12:12:12:12:12:12:12:12:	forms [1] 19:17		11 72:15 89:8 93:17			53:4 60:9 72:15 74:
forth Bill IIII IIIII IIIIII IIIIIIII IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII	formulation [1] 9:3	-	106: 8			10 94: 24 95: 17,19 97:
9 3 1	forth [3] 20:12 49:8 56:	grant [1] 57:23	harming [1] 71:20		injury [45] 9:6,11 10:6	
found [4] 12:23 105: [9:23] Harris [4:6:9 55:12] Immediately [1:1:12] Immediately [1:1:12] JACKSON [4:1:13:6:37] 10 great 10:8:19 great 10:12:19 great 10:12:10:11:11 great		0				I
11 great (138:25) headlong (144:25) immoral (198:12) 15 38:33 34:11 36:63.7 JACKSON (199 10:13) 72:23 grievant (118:4) 16 38:51,11 46:51 34:4 42:46 immoral (198:16) 15 38:9,18 39:3,10,10 3711,12 38:17 39:13,1 fountains (198:21) frame (112:10) 16 63:51,11 46:51 Heckler (191:10) 16 63:51,11 46:51 Heckler (191:10) 16 63:51,11 46:51 15 65:15,10,21 60:4,7 61:14,10 77:0,12 78:20 91:22 free (1102:25) group (0772:24 73:14) Held (175:22) 64:19 106:17 migrose (197:9) 106:17 106:17 101,12 80:0,11 82:21 421.61 80:0,11 82:21 421.93:10,11 82:21 421.93:10,11 82:21 421.93:10,11 82:21 421.93:10,11 82:21 421.93:10,11 82:21 421.93:10,11 82:21 421.93:10,11 82:21 421.93:10,11 82:21 421.93:10,11 82:21 421.93:10,11 82:21 421.93:10,11 82:21 421.93:10,11 82:21 421.93:10,11 82:21 421.93:10,11 82:21 421.91:10,11 82:11 421.91:10,11 82:11 421.12 82:10,11 82:22 32:11 421.12 82:11,12 42:12 82:11 421.12 82:11,12 42:12 82:11 421.12 82:11,12 42:12 82:11 421.12 82:11,12 82:11 421.12 82:11,12 82:11 421.12 82:11 422:12 82:11,12 82:11 421.12 82:11	found [2] 12:23 105:	-				J
fountain [0] 15:20,21 grievances [0] 88:19 fountain [0] 15:20,21 grievant [0] 18:4 groop [0] 25:4 frail [0] 25:4 frail [0] 25:4 frame [0] 12:5 free [0] 102:5 group [0] 72:24 73:14 fried [0] 46:12 group [0] 72:24 73:14 fried [0] 46:12 fried [0] 46	11	,				
12:223 grievant in 18:4 heartland (# 33:6) impart (!!69:16) 12:19.25 40:1,3.22 50: 37:11/12 38:17 39:13,1 fountains (!!93:2) grooming (!!61:7 62: heartland (# 33:6) impart (!!69:16) 14:19:52 17:20:23 40:6,25 41:4 42:8.18 49:5 66:3.4 frame (!!12:2) foomds (!!27:25 92: index (!!17:2) 16:67:5 84:19 96:20 77:10;12 78:12 91:21 77:10;12 78:12 91:21 Friedly (!!14:12) 10 10 10:33:3 10:77:2,3 91:1,1 10:67:7 10:37:70:23 91:1,1 10:17 10:37:70:23 91:1,1 10:17:70:17 17:87:0 91:22 10:11:10:11:17:17:17:17:17:17:17:17:17:17:17:17:	fountain [3] 15:20,21	-				
fountains (1) 98:21 frail (1) 98:21 frail (1) 98:21 frail (1) 98:21 frie (1) 102:25 frid y (1) 103:12 frie (1) 102:25 frid y (1) 103:12 frie (1) 103:13 frie (1) 103:14 frie (1) 103:14				-		37: 11,12 38: 17 39: 13,
frailing III 72:5 grooming III 61:7 62: heat III 75:52 5 16 65:15,19,20 66:12 42:8,18 49:5 66:3,4 frame III 12:10 16 65:15,19,20 66:12 12:8,18 49:5 66:3,4 frame III 12:10 frame III 12:25 10 46:12 implies III 97:9 16 65:15,19,20 66:12 42:8,18 49:5 66:3,4 Fride III 40:225 10 46:12 heightened II 40:22 implies III 97:9 16 65:15,19,20 66:12 42:9,18 49:5 66:3,4 friend III 46:12 77:2,3 91:1.1 67:4 69:10 70:23 84: impose III 107:7 ins,01 18 2:22 15,17 53:15 96:12 15 65:15 109:19 102:11 full 198:6 12 38:6 61:23 62:1.2 62:5 107:15 impose III 107:8 impose III 107:8 insight III 91:21 100 183:12 42:12 functiona III 34:2 12 38:6 61:23 62:1.2 42:14 78:14 89:14 41:12 62:22,32:5 include III 49:22 insight III 91:21 100 183:12 11 62:11:12 62:22:32:1 funny III 91:42:11 half III 98:2 high III 71:24 high III 71:24 high III 71:24 high III 71:24 high III 71:124 106:10 instance III 95:11 100 18:25 31:18 92:24 11 95:13 103:16 10 9:23:13 88:2 24 81:3 88:17, 198:1 gender III 71:17 18:6.8 appenel III 42:22 hirring III 91:19 </td <td>fountains [1] 98:21</td> <td>•</td> <td>34:4 42:4.6</td> <td>impermissible [1] 32:</td> <td></td> <td></td>	fountains [1] 98:21	•	34: 4 42: 4.6	impermissible [1] 32:		
frame III 12:10 16 63:5,11,14 66:16 Heckler (P) 9:13 10: implies (P) 97:9 97:9 88:14 97:0 2 67:20,24 68:17 72:7 fried III 1002:5 group (P) 72:24 73:14 held (P) 82:21 64:19 import (P) 55:21 97:9 88:14 97:9 98:14 97:9 98:14 97:9 98:14 97:9 98:14 92:21 93:1,5,11,21 friendly [P] 18:13 83: 10 77:10,12 78:20 91:22 11 67:4 69:17 72:27 11 10:17 11:10:10:10:17 11:10:10:10:17 11:10:10:10:17 11:10:10:10:17 11:10:10:10:17 11:10:10:17 11:10:10:17 11:10:10:17 11:10:10:17 11:10:10:17 11:10:10:17 11:10:10:17 11:10:10:17 11:10:10:17 11:10:10:17 11:10:10:17 11:10:10:17 11:10:10:17 11:11:10:10:17 11:10:10:17 11:10:10:17 11:10:10:17 11:11:10:10:17 11:11:10:10:17 11:11:10:10:17 11:10:10:17 11:11:10:12:11:10:17 11:11:10:12:12:11:10:11:11 11:11:10:12:12:11:10:11:11 11:11:10:12:12:11:10:11:11 11:11:10:12:12:11:11:10:12:12:11:11:10:11:11 11:11:10:12:12:11:11:10:11:11 11:11:10:12:12:11:11:10:11:11 11:11:10:12:12:11:11:10:11:11:11:10:11:10:11:10:11:10:11:11		aroomina [6] 61:7 62:	,	-		42: 8,18 49: 5 66: 3,4
free (iii 102:25) grounds (ii) 27:25 92: 10 46:12 import (iii 55:21 97:9 88:14 77:10.12 78:20 91:22 Friday (ii) 103:12 10 heightened (ii) 40:24 import (iii 55:21 97:9 88:14 17:10.12 78:20 91:22 Friday (ii) 103:12 77:2.3 91:1.1 group (ii) 72:24 73:14 heightened (ii) 40:24 import (ii) 45:21 61:3.8,10,11 62:21 97:9 88:14 17:10.12 78:20 91:22 10 group (ii) 72:24 73:14 height (ii) 49:21 13:13 find (ii) 10:12 find (ii) 10:12 106:10 finais (ii) 10:12:1 106:10 100:11 100:10 100:11 100:11 100:11 100:11 100:11 100:11 100:11 100:11 100:11 100:11 100:11 100:11 100:11 100:11 100:11 100:11 100:11 100:11 100:11 </td <td>frame [1] 12:10</td> <td></td> <td>Heckler [3] 9:13 10:</td> <td>-</td> <td></td> <td></td>	frame [1] 12:10		Heckler [3] 9:13 10:	-		
Friday (!! 103:12) To heightened (!! 40:24) important [!97:21] innocuous (!! 50:17) 92:21 93:15,11,21 friendly [!: 13:83: group [!! 72:24 73:14] heightened (!! 40:24) important [!! 97:21] innocuous (!! 50:17) 51:3,81,01:162:22 10:17 61:3,81,01:162:22 10:17 61:3,81,01:162:22 10:17 61:3,81,01:162:22 10:17 61:3,81,01:162:22 10:17 61:3,81,01:162:22 10:17 61:3,81,01:162:22 10:17 61:3,81,01:162:22 10:17 61:3,81,01:162:22 10:17 61:3,81,01:162:22 10:17 61:3,81,01:162:22 10:17 61:3,81,01:162:22 10:17 61:3,81,01:162:22 10:17	free [1] 102:25		10 46: 12	-	97 :9 98 :14	
friend [11 46:12] group [17:2:24 73:14] held [17 52:21 64:19] 106:17 fi:3.8,10,11 62:21 ingus [11 0:21 11:1] frivolous [11 41:22] 77:2,3 91:1,1 67:4 69:10 70:23 84:1] impose [11 107:7] impose [11 107:7] ingus [11 10:21 11:1] 15,17 53:15 96:12 J05:13 10:21 02:1 J15:17 53:15 96:12 J15:17 53:15 96:12 J15:17 53:15 96:12 J15:17 JATONYA [2]:13 4:1 J16:17 JATONYA [2]:13 4:1 J16:17 JATONYA [2]:13 4:1 J16:17 JATONYA [2]:13 4:1 J10:13 4:2 J11:12 4:2 J10:13 4:2 J11:12 4:2 J11:13 4:1 J11:13 4:1 J11:12 4:2 J11:12 4:2 J11:12 4:2 J10:13 4:1 J10:13 4:1 J11:12 4:2 J11:12 4:2 J11:12 4:2 J10:13 4:1 J11:12 4:2 J11:12 4:2 J11:12 4:2 J11:12 4:2 J11:12 4:2 J11:12 4:2 J10:13 4:1 J11:12 4:2 J11:12 4:2 J11:12 4:2 J10:11 4:1		-	heightened [1] 40:24	important [2] 97:21		
friendly [2] 18:13 83: 77:2; 3 91:1,1 67:4 69:10 70:23 84: impose [10] 107:7 inquiry [7] 36:7,8 49: 2 105:17 10 13,13 impose [10] 107:7 inquiry [7] 36:7,8 49: 2 105:17 JATONYA [2] 13:4 10 12 38:6 61:23 62:1,2 66:6,21 62:5 107:15 impose [10] 107:8 insight [1] 19:21 insight [1] 19:22 insight [1] 19:21 insight [1] 19:22 insight [1] 19:22 insight [1] 19:21 insight [1] 19:22 insight [1] 20:23:38:22 88:17.17 89:52.117 10:64:20 insight [1] 20:23:38:22 88:22:117 insight [1] 20:23:38:22 24:81:38:61:71 89:62:117 10:62:3 10 11:1 instances [1] 56:75:9: 10:64:20 10:51:17 10:62:11 10:62:11 10:62:11 10:62:11 10:61	-	group [6] 72:24 73:14	-		61:3,8,10,11 62:21	94:1 95:15 101:9 102:
10 guess fi210:21 01:21 11: fivolous (II 41:22 13,13 imposed (IP 19:22 23: for 12 10:21 11: for 19:22 23: for 12 10:21 11: for 12 38:6 61:23 62:1.2 JATONYA [2] 1:3 4: for 13 4: for 12 38:6 61:23 62:1.2 JATONYA [2] 1:3 4: for 13 4: for 12 38:6 61:23 62:1.2 JATONYA [2] 1:3 4: for 13 4: for 14 for 13 4: for 13 4:		• •		-		
frivolous [1] 41:22 12,17 14:11 30:21 37: help [4] 49:12 58:16 5 69:14 42:5 106:10 11 full [1] 98:6 12 38:6 61:23 62:1,2 62:5 107:15 imposes [1] 107:8 insight [1] 92:4 insight [1] 92:4 functions [1] 71:22 guidelines [1] 17:24 help d1 [1] 54:25 inposes [1] 107:8 insight [1] 92:4 insight [1] 62:2,3,25 functions [1] 71:24 half [1] 99:2 incidents [1] 55:11 incidents [1] 55:11 10 64:20 38:24 47:1,25,9 48:7, 19 88: further [2] 96:12 107: half [1] 137:8 72:9 half [1] 137:8 72:9 highlighted [1] 11:20 incidents [1] 55:11 10 64:20 8 38:24 47:1,25,9 48:7, 19 88: gave [9] 17:17 18:68 happenel [8] 14:20,21 55:8 highlighted [1] 11:20 includes [1] 88:5 instruct [1] 44:7 instruct [1] 44:7 11 69:21:13 88:2 38:23 39:33 91:8 92:2, gave [9] 17:17 18:68 happenel [8] 14:20,21 55:8 hiring [1] 93:19 hispasing [1] 93:19 hispasing [1] 93:19 hispasing [1] 93:19 hispasing [1] 97:3 69: 106:11 106:11 106:12 106:12 106:12 106:12 106:12 106:11 16 106:25 106:11 16 106:25 117:61:61 68: 16 106:25	-			imposed [4] 19:22 23:		JATONYA [2] 1:3 4:
full (!) 98:6 fully (!) 61:22 69:21 fully (!) 61:22 69:21 functional (!) 34:2 functional (!) 34:2 functions (!) 71:24 funnel (!) 75:12 76:5 funny (!) 91:4,21 funnel (!) 75:12 76:5 funny (!) 91:4,21 further (!) 96:13 12 38:6 61:23 62:1,2 66:6,21 guidelines (!) 17:24 half (!) 99:2 hall (!) 13:7,8 72:9 Hamilton (!) 28:14 10 66:23 happen [!] 14:20,21 55:8 gender (!) 72:15 79:8, 33:12 26:8 70:9 gender (!) 72:15 79:8, 13:12 26:8 70:9 gender (!) 72:15 79:8, gender (!) 72:15 79:8, happen [!] 14:20,21 further (!) 96:13 12 38:6 61:23 62:1,2 62:5 107:15 helpfull (!) 32:23 54: hargs [!] 13:7,8 72:9 Hamilton (!] 28:14 10 66:23 happen [!] 14:20,21 55:8 happen [!] 14:20,21 for:23 happen [!] 14:20,21 happen [!] 14:20,21 for:23 happen [!] 14:20,21 for:33 11 02:63 for:3 gender (!] 72:15 79:8, happen [!] 14:20,21 happen [!] 14:21 happen [!] 32:10 34:3 gender (!] 72:15 79:8, happen [!] 14:22 harassing [!] 57:3 69: general [!] 2:4 106: 13 gender [!] 2:4 106: 13 g	frivolous [1] 41:22	-	,	5 69: 14 82: 5		11
fully [9] 61:22 69:21 70:1 66:6.21 belped [1] 54:25 impossible [1] 92:4 inability [1] 90:3 include [1] 45:20 insignificant [1] 60: 10 16 21:11 26:22.23.25 27: 2 30:11,16 33:18 functional [1] 34:2 H half [1] 13:7,8 72:9 herself [1] 88:14 insignificant [1] 90:3 instances [3] 56:7 59: instances [3] 23:13 88:2. 83:24 47:1,25,9 48:7, 83:24 47:1,25,9 48:7, 10 64:20 89:52:11 70:19 71: 24 81:3 85:17, 19 88: gave [0] 77:17 18:6.8 happend [4] 38:23 hiring [3] 32:10 34:3 include [1] 45:20 66: 13 97:21 101:11 instances [3] 56:7 59: 10 64:20 gave [0] 77:17 18:6.8 happend [4] 38:23 hiring [3] 32:10 34:3 including [2] 46:11 80:8 instruct [1] 44:7 instruct [1] 42:7 iohstruct [1] 42:7 13 42:14 75:6.8 happenis [0] 31:7 hold [3] 15:10 51:16 incorporate [1] 67:18 incorporate [1] 67:18 interesting [2] 22:2 interesting [2] 22:2 interesting [2] 26:2 interesting [2] 26:2 interesting [2] 26:3 interesting [2] 26:3 interesting [2] 26:3 interesting [2] 26:3 interesting [2] 26:2 interesting [2] 26:3 interesting [2] 26:3 interesting [2] 26:2 interesting [2] 26:3 interesting [2] 26:3 interesting [2] 26:3 <td></td> <td></td> <td>-</td> <td>imposes [1] 107:8</td> <td></td> <td>job [33] 4:13,24,25 5:</td>			-	imposes [1] 107:8		job [33] 4:13,24,25 5:
70.1 functional (1) 34:2 functions (1) 71:24 functions (1) 71:21 functions (1) 71:21 functional (1) 41:21 functional (1						16 21: 11 26: 22,23,25
functional [1] 34:2 functions [1] 71:24 functions [1] 71:24 functions [1] 71:24 functions [1] 71:24 functions [1] 71:24 functions [1] 71:24 functions [2] 51:2 76:5 functions [2] 51:2 77:3 functions [2] 51:2 77:3 76:5 functions [2] 51:2 77:3 76:5 functions [2] 51:2 77:3 76:5 functions [2] 51:2 77:3 76:5 functions [2] 52:2 77:3 76:5 functions [2] 52:7 77:3 77:3 77:3 77:3 77:3 77:3 77:3 7					-	27:2 30:11,16 33:18
functions (I) 71:24 funnel (2) 75:12 76:5 funny (2) 9:14,21 further (2) 96:12 107: 20 nalf (I) 89:2 hall (3) 13:7,8 72:9 hamilton (2) 28:14 106:23 happen (3) 14:20,21 55:8 herself (I) 88:14 high (I) 71:24 hamilton (2) 28:14 106:23 incidents (3) 55:11 high (I) 71:24 high (I) 71:26 high (I) 72:15 79:8 gender (6) 72:15 79:8 gender (6) 72:15 79:8 de2:9 herself (I) 88:14 high (I) 71:26 high (I) 72:15 79:8 happenig (I) 11:2 fold (I) 15:10 51:16 fold (I) 15:10 51:16 fold (I) 15:10 51:16 fold (I) 15:10 51:16 fold (I) 15:10 51:16 hord (I) 165:11 hord (I) 165:12 fold (I) 165:11 hord (I) 165:12 fold (I) 12:27 hord (I) 12:23 hire rester (I) 12:13 fold (I) 160:12 fold (I) 160:12 hord (I) 165:11 hord (I) 165:12 fold (I) 17:13 hord (I) 165:14 hord (I) 165				inability [1] 90:3		38: 24 47: 1,2,5,9 48: 7,
funnel [2] 75:12 76:5 funny [2] 9:14,21 further [2] 96:12 107: 20 half [1] 89:2 hall [3] 13:7,8 72:9 Hamilton [2] 28:14 106:23 happen [3] 14:20,21 55:8 high [1] 71:24 highlighted [1] 11:20 highlighted [1] 11:20 hirre [2] 31:2 70:10 hirre [2] 31:2 70:10 hirre [2] 31:2 70:10 hirre [3] 32:10 34:3 32:12 26:8 70:9 instacd [3] 23:13 88:2, 8 include [4] 45:20 66: 8 instruct [1] 44:7 include [4] 45:20 66: 8 instruct [1] 44:7 include [1] 86:2 include [1] 88:5 include [1] 88:5 include [1] 88:5 include [1] 88:5 include [1] 48:10 include [1] 48:10 include [1] 48:10 include [1] 48:10 include [1] 48:10 include [1] 48:10 include [1] 48:10 inconsistent [2] 44:1 inter [3] 77:16 98:9 24 81:3 88:2, 23 89:23 91:8 92:2, instruct [1] 44:7 ipb:13 103:16 jobs [2] 17:8 77:6 Johnson [2] 17:22,24 joined [1] 32:21 joined [1] 32:25 joined [1] 32:16 joinererupt [3] 26:25 joined [1] 32:16 joinererupt [3] 26:25 joinererupt [3] 26:25 joinerupt [3] 26:25 joi			-,	incidents [3] 55:11		8,9 52: 11 70: 19 71 :
funny [2] 9:14,21 further [2] 96:12 107: hall [9] 13:7,8 72:9 Hamilton [2] 28:14 106:23 happen [9] 14:20,21 55:8 highlighted [1] 11:20 hire [2] 31:2 70:10 hire [2] 31:2 70:10 hire [2] 31:2 10 34:3 92:22 include [4] 45:20 66: 13 97:21 101:11 includes [1] 88:5 includes [1] 82:1 interactions [2] 55: judgement [1] 87:16 interseted [1] 27:1 interset [1] 22:2 interset [1]		half [1] 89:2		56:2 58:20		24 81:3 85:17,19 88:
further [2] 96:12 107: 20 Hamilton [2] 28:14 106:23 hire [2] 31:2 70:10 hired [1] 38:20 13 97:21 101:11 includes [1] 88:50 instruct [1] 44:7 11 95:13 103:16 including [2] 46:11 20 G happen [3] 14:20,21 hiring [3] 32:10 34:3 including [2] 46:11 instruct [1] 42:22,24 jobs [2] 17:8 77:6 jobs [2] 17:8 77:6 </td <td></td> <td>hall ଓ 13:7,8 72:9</td> <td></td> <td>include [4] 45:20 66:</td> <td>8</td> <td>23 89:23 91:8 92:2,</td>		hall ଓ 13:7,8 72:9		include [4] 45:20 66:	8	23 89: 23 91: 8 92: 2,
20 106:23 happen [3] 14:20,21 hired [1] 38:20 includes [1] 88:5 includig [2] 46:11 insufficient [1] 52:22 jobs [2] 17:8 77:6 gave [6] 17:17 18:6,8 happend [4] 38:23 happend [4] 38:23 hiring [3] 32:10 34:3 g2:22 includig [2] 46:11 80:8 includig [2] 46:11 80:8 80:9 10:15 103:11,21 jobs [2] 17:8 77:6 Johnson [2] 17:22,24 Johnson [2] 17:22		Hamilton [2] 28:14		13 97: 21 101: 11	instruct [1] 44.7	11 95: 13 103: 16
G happen [3] 14:20,21 hiring [3] 32:10 34:3 including [2] 46:11 Intelligence [6] 4:12 Johnson [2] 17:22,24 gave [6] 17:17 18:6,8 happend [4] 38:23 42:14 75:6,8 hiring [3] 32:10 34:3 92:22 including [2] 46:11 80:8 including [2] 46:11 80:8 92:22 intelligence [6] 4:12 36:9 intelligence [6] 4:12 90:10:10:11 10:8:11 10:8:11 10:8:11 10:8:11 10:8:11 10:8:11 10:8:11 10:8:11:12 10:11:12		106: 23		includes [1] 88:5		jobs [2] 17:8 77:6
Solution55:892:2280:888:9, 10, 15 103:11, 21joined [1] 32:21gave [6] 17:17 18:6,8happened [4] 38:2342:14 75:6,8happening [1] 11:2hirings [1] 93:1998:1320 32:16 36:18 74:13judge [8] 57:16, 16 58:gender [6] 72:15 79:8,happening [1] 11:2happens [6] 33:1,7hold [5] 15:10 51:16incorporate [1] 67:18incorporates [1] 43:16 106:25gender-specific [1]happy [1] 26:5harassing [2] 57:3 69:hold [5] 15:10 51:16incorporates [1] 42:1356:10 64:11 77:13judge [8] 57:23 59:3,966:21,21 82:5harassing [2] 57:3 69:harassing [2] 57:3 69:home [1] 105:1independent [1] 50:8independent [1] 50:823harassment [12] 55:genterally [4] 9:11 50:20 63:20 73:5 75:1214 29:16 30:6 33:19independent [1] 50:832:12 23:14 24:23 25:genterally [6] 48:9 57:17hard [7] 18:20 47:199indicated [2] 8:10 96:interesting [3] 26:25genting [6] 48:9 57:17hard [7] 18:20 47:19host [2] 66:12 67:11indicates [1] 82:9indicates [1] 82:9indicates [1] 82:9getting [6] 48:9 57:17hard [7] 18:20 47:19host [2] 66:12 67:1157:23 105:9individual [3] 35:14judge [1] 10:20judge [2] 2:12,22,23,24 9:give [12] 26:19 31:25harder [2] 49:7 56:8hours [11] 24:9 25:9individual [3] 35:14individual [3] 35:14individual [3] 35:1434:22,23 71:22 81:4individual [2] 106:3individual [2] 105:3intuit [1] 48:4intuit [1] 48:4getting [6] 40:12harder [2] 49:7 56:8harde		happen [3] 14:20,21		including [2] 46:11		
gave [6] 17:17 18:6,8 23:12 26:8 70:9 gender (8] 72:15 79:8, 13 21 80:22 101:16 107: 13 gender-specific [1] 62:9 general [2] 2:4 106: 23 general [2] 2:2 11:1,3 general [2] 2:2 12:1,8 general [2] 2:2 11:1,3 general [2] 2:2 11:2,18 general [2] 2:2 12:2,18 general [2] 2:	<u> </u>	55: 8	-		-	joined [1] 32:21
23:12 26:8 70:9 42:14 75:6.8 Hispanic [3] 44:1,14 98:13 20 32:16 36:18 74:13 judge [8] 57:16,16 58: gender [6] 72:15 79:8, happenig [1] 11:2 happenig [1] 10:21 incorrect [1] 52:23 incorrect [1] 52:23 incorrect [1] 12:13 42:8 indeed [2] 12:13 42:8 interested [1] 27:1	gave [6] 17:17 18:6,8	happened [4] 38:23		inconsistent [2] 44:5		jokes [1] 55:14
gender [6] 72:15 79:8, 13happening [1] 11:2 happens [6] 33:1,7 40:7,8 54:20 84:23 happy [1] 26:5 harassing [2] 57:3 69: 2352:18 hold [5] 15:10 51:16 66:21,21 82:5 harassing [2] 57:3 69: harassment [12] 55: generally [4] 9:11 50: 17 51:1,13incorporate [1] 67:18 incorporate [1] 43: 1577:16 98:9 intentional [4] 49:18 158 60:13,13 73:2 91: 16 106:25 judge's [1] 96:2423happy [1] 26:5 harassment [12] 55: generally [4] 9:11 50: 17 51:1,13harassment [12] 55: 20 63:20 73:5 75:12 17 51:1,13harassment [12] 55: 20 63:20 73:5 75:12 14 29:16 30:6 33:19 81:15 86:3 94:17 105: 23incorporate [1] 60:14 15:1 15 86:3 94:17 105: 2377:16 98:9 interactions [2] 55: 14,13 99:4incorporate [1] 67:18 incorporate [1] 43: 1577:16 98:9 interactions [2] 55: 14 29:16 30:6 33:19 9interactions [2] 55: 11,16 indeed [2] 12:13 42:8 indicated [2] 8:10 96: 977:16 98:9 interactions [2] 55: 11,16interactions [2] 55: 11,16interactions [2] 55: 11,1634:2 24:2 50:16 58: give [12] 26:19 31:25harder [2] 49:7 56:8 harder [2] 49:7 56:8 harder [2] 49:7 56:8 harder [2] 49:7 56:8 hardly [1] 60:14interimition [1] 62:7 34:22,23 71:22 81:4individualizing [1] 105:3individualizing [1] 105:340:0.0 40 40 40 45hard prime [1] 40 40 40 45individual [2] 40:16individual [2] 40:16individual [2] 40:1652:18 (1] 52:0 16 58: (1] 52:0 16 58: (1] 52:0 16 58:harder [2] 49:7 56:8 hardly [1] 60:11individual [2] 40:16individual [2] 40:1640:10 40 40 40 45harder [2] 49:7 56:8 hardly [1] 60:14hardly [1] 60	-		•			judge [8] 57:16,16 58:
21 80:22 101:16 107: happens [6] 33:1,7 hold [5] 15:10 51:16 incorporates [1] 43: intentional [4] 49:18 16 106:25 gender-specific [1] happy [1] 26:5 harassing [2] 57:3 69: hold [5] 15:10 51:16 incorporates [1] 43: intentional [4] 49:18 16 106:25 gender-specific [1] harassing [2] 57:3 69: hold [5] 15:10 51:16 incorporates [1] 7:6 interactions [2] 55: judgement [1] 87:19 general [2] 2:4 106: 13 harassment [12] 55: harassment [12] 55: 13:21 23:14 24:23 25: indeed [2] 12:13 42:8 interested [1] 27:1 interesting [3] 26:25 53:13 57:23 59:3,9 genteral [4] 49:11 50: 20 63:20 73:5 75:12 14 29:16 30:6 33:19 9 interesting [3] 26:25 53:13 57:23 59:3,9 getting [5] 48:9 57:17 bard [7] 18:20 47:19 host [2] 66:12 67:11 host [2] 66:12 67:11 indicates [1] 82:9 indicates [1] 82:9 interrupt [3] 20:19 35: 22 52:2 intuit [1] 48:4 judgeed [2] 106:8,16 give [12] 26:19 31:25 harder [2] 49:7 56:8 hours [11] 24:9 25:9 individual [3] 35:14 37:23 105:9 intuit [1] 48:4 intuition [1] 62:7	gender [6] 72:15 79:8,	happening [1] 11:2	-	incorporate [1] 67:18		8 60:13,13 73:2 91:
13 40:7,8 54:20 84:23 holds (1) 82:1 15 15 56:10 64:11 77:13 judge's (1) 96:24 gender-specific (1) happy (1) 26:5 holds (1) 82:1 incorrect (1) 52:23 interactions (2) 55: judge's (1) 96:24 General [2] 2:4 106: 13 harassment (12) 55: home (1) 105:1 home (1) 105:1 independent (1) 50:8 interested (1) 27:1 53:13 57:23 59:3,9 generally [4] 9:11 50: 20 63:20 73:5 75:12 14 29:16 30:6 33:19 indicated [2] 8:10 96: 32:11,13 99:4 9 interesting [3] 26:25 89:20 104:10 getting [5] 48:9 57:17 hard [7] 18:20 47:19 hosti [2] 66:12 67:11 hosti [2] 66:12 67:11 indicates [1] 82:9 interrupt [3] 20:19 35: jury [2] 41:13 42:13 give [12] 26:19 31:25 harder [2] 49:7 56:8 horts [11] 24:9 25:9 individual [3] 35:14 introduced [1] 51:22 introduced [1] 51:22 intuit [1] 48:4	-					
gender-specific [1] happy [1] 26:5 holds [1] 82:1 incorrect [1] 52:23 incerase [1] 17:6 interactions [2] 55: judgement [1] 87:19 General [2] 2:4 106: 13 harassing [2] 57:3 69: home [1] 105:1 home [1] 105:1 independent [1] 50:8 interested [1] 27:1 53:13 57:23 59:3,9 generally [4] 9:11 50: 20 63:20 73:5 75:12 14 29:16 30:6 33:19 13:21 23:14 24:23 25: indicated [2] 8:10 96: 27:2 85:19 s9:20 104:10 gets [3] 20:2 21:2,18 82:11,13 99:4 81:15 86:3 94:17 105: 9 indicates [1] 82:9 indicates [1] 82:9 indicates [1] 82:9 interrupt [3] 20:19 35: 39:20 104:10 judgement [1] 40:20 judgement [1] 40:20 judgement [1] 40:20 getting [5] 48:9 57:17 hard [7] 18:20 47:19 hosti [2] 66:12 67:11 indicates [1] 82:9 indicates [1] 82:9 interrupt [3] 20:19 35: judgement [1] 51:22 intervet [3] 20:19 35: judgement [1] 40:20 judgement [1] 40:21 judgement [1] 40:20 judgement [1] 40:21 judgement [1] 40:21 judgement [1] 40:20 judgem		• • •		-		
62:9 harassing [2] 57:3 69: home [1] 105:1 increase [1] 17:6 interactions [9] 50: judgment [12] 45:21 General [2] 2:4 106: 13 home [1] 105:1 home [1] 105:1 increase [1] 17:6 interactions [9] 50: judgment [12] 45:21 23 harassment [12] 55: generally [4] 9:11 50: 20 63:20 73:5 75:12 homo [13] 6:23 7:3 independent [1] 50:8 indicated [2] 8:10 96: judgment [12] 45:21 34:2 0:2 21:2,18 82:11,13 99:4 81:15 86:3 94:17 105: 9 indicates [1] 82:9 indicates [1] 82:9 indicates [1] 82:9 judgment [12] 45:13 89:20 104:10 39:7,8 64:24 48:5 60:9 64:15 89: hostil [2] 66:12 67:11 hostil [4] 21:13 56: indicates [1] 82:9 indicates [1] 82:9 indicates [1] 52:2 individual [3] 35:14 individual [3] 52:1 individual [
General [2] 2:4 106: 13 Informe (130:1) indeed [2] 12:13 42:8 independent (1) 50:8 independent (1) 50:8 23 harassment (12] 55: 20 63:20 73:5 75:12 13:21 23:14 24:23 25: independent (1) 50:8 independent (1) 50:8 independent (1) 50:8 29 75:11,13 76:6,18 80:19,23,24 82:11,13 99:4 81:15 86:3 94:17 105: 9 indicates [1] 82:9 indicates [1] 82:4 indicates [1] 82:9 indicates [1] 82:4 indicates [1] 52:2						
23 harassment [12] 55: include [13] 21:13 independent [1] 50:8		-		indeed [2] 12:13 42:8		
generally [4] 9:11 50: 20 63:20 73:5 75:12 14 29:16 30:6 33:19 indicated [2] 8:10 96: 27:2 85:19 89:20 104:10 17 51:1,13 76:6,18 80:19,23,24 82:11,13 99:4 14 29:16 30:6 33:19 9 indicated [2] 8:10 96: 27:2 85:19 indicrem [1] 10:20 judicial [2] 106:8,16 gets [3] 20:2 21:2,18 82:11,13 99:4 81:15 86:3 94:17 105: 9 indicates [1] 82:9 indicates [1] 82:9 indicates [1] 82:9 interreting [1] 10:20 judicial [2] 106:8,16 getting [5] 48:9 57:17 hard [7] 18:20 47:19 host [2] 66:12 67:11 indicates [1] 82:9 individual [3] 35:14 justice [305] 2:5 4:3,9 formsburg [1] 60:14 24 93:5 15,23 73:5 individual [3] 35:14 individual [3] 35:14 <td< td=""><td></td><td>-</td><td></td><td></td><td></td><td></td></td<>		-				
17 51:1,13 76:6,18 80:19,23,24 81:15 86:3 94:17 105: 9 interpreting [1] 10:20 judicial [2] 106:8,16 gets [3] 20:2 21:2,18 82:11,13 99:4 81:15 86:3 94:17 105: 9 indicates [1] 82:9 indicates [1] 82:9 getting [5] 48:9 57:17 hard [7] 18:20 47:19 host [2] 66:12 67:11 indicates [1] 82:9 indicating [1] 8:4 individual [3] 35:14 59:7,8 64:24 48:5 60:9 64:15 89: host [2] 66:12 67:11 host [2] 66:12 67:11 individual [3] 35:14 individual [3] 35:14 justice [305] 2:5 4:3,9 give [12] 26:19 31:25 harder [2] 49:7 56:8 hours [11] 24:9 25:9 individual [3] 35:14 individual [3] 35:14 intividual [1] 60:17 it 10:13,14,16 11:1, 34:22 44:2 50:16 58: hardly [1] 60:11 34:22,23 71:22 81:4 105:3 individual [5] 0.5 individual [5] 0.5 individual [5] 0.5				_		
gets [3] 20:2 21:2,18 82:11,13 99:4 23 indicates [1] 82:9 indicates [1] 82:9 getting [5] 48:9 57:17 hard [7] 18:20 47:19 host [2] 66:12 67:11 indicates [1] 82:9 indicates [1] 82:9 59:7,8 64:24 48:5 60:9 64:15 89: hostile [4] 21:13 56: individual [3] 35:14 individual [3] 35:14 interrupt [3] 20:19 31:25 jury [2] 49:7 56:8 give [12] 26:19 31:25 harder [2] 49:7 56:8 hours [11] 24:9 25:9 individualizing [1] individualizing [1] 34:22 44:2 50:16 58: hardly [1] 60:11 34:22,23 71:22 81:4 105:3 individual [5] 0.0 5 individual [5] 0.0 5						
getting [5] 48:9 57:17 hard [7] 18:20 47:19 host [2] 66:12 67:11 indicating [1] 8:4 22 52:2 Justice [305] 2:5 4:3,9 59:7,8 64:24 48:5 60:9 64:15 89: host [2] 66:12 67:11 indicating [1] 8:4 individual [3] 35:14 1.14,24 7:4,9,14,17 Ginsburg [1] 60:14 24 93:5 horts [1] 24:9 25:9 15,23 73:5 individual [3] 35:14 intividual [3] 35:14 intividua				-		
59:7,8 64:24 48:5 60:9 64:15 89: Individual [3] 35:14 individual [3] 35:14 introduced [1] 51:22 6:1,14,24 7:4,9,14,17 Ginsburg [1] 60:14 24 93:5 15,23 73:5 individual [3] 35:14 37:23 105:9 intuit [1] 48:4 8:1,20,21,22,23,24 9: give [12] 26:19 31:25 harder [2] 49:7 56:8 hours [11] 24:9 25:9 individualizing [1] intuition [1] 62:7 14 10:13,14,16 11:1, 34:22 44:2 50:16 58: hardly [1] 60:11 34:22,23 71:22 81:4 105:3 individuals [5,0,0,5] intuitively [1] 15:5 12,6,18 12:5,7,6,17,	-				-	
Ginsburg [1] 60:14 24 93:5 Instant (3 2 11 3 30) 37:23 105:9 introduced (1 3 1.22) 8:1,20,21,22,23,24 9: give [12] 26:19 31:25 harder [2] 49:7 56:8 hours [11] 24:9 25:9 individualizing [1] intuition [1] 62:7 14 10:13,14,16 11:1, 34:2 44:2 50:16 58: hardly [1] 60:11 34:22,23 71:22 81:4 105:3 intuitively [1] 15:5 12,16,18 12:5,7,6,17,				-		
give [12] 26:19 31:25 harder [2] 49:7 56:8 hours [11] 24:9 25:9 individualizing [1] intuition [1] 62:7 14 10:13,14,16 11:1, 34:2 44:2 50:16 58: hardly [1] 60:11 34:22,23 71:22 81:4 105:3 intuitively [1] 15:5 12,16,18 12:5,7,16,17,						
34:2 44:2 50:16 58: hardly [1] 60:11 34:22,23 71:22 81:4 individuals [510,05] intuitively [1] 15:5 12,16,18 12: 5,7,16,17,	-					
	-					
					-	
		, 10 101	00:0,22 01:2 08:5		munualeu m90:2	-,,,,,

Official - Subject to Final Review

		Official - Subjec	t to Final Review		
14:2 15:12,13,15 16:	19,20 33: 11,14,20 34:	life [1] 83:11	54:25 106:20	25	50:13,24 51:6,21 52:
1 17: 5,13,16,17 18: 2,	6 49: 22,24 63: 3,4,17,	lightly [3] 95:11 98:4,	lurking [1] 57:7	mention [1] 106:5	8 53: 22 54: 22 55: 6,9,
6,9,21,22,25 19: 6,14	25 64: 13 65: 1 75: 1,4,	7	M	mentioned [3] 21:25	24 56:14,22 58:9 59:
20: 18,22 21: 21,23,25	14,19,22 76: 2,4,8,16,	likely [3] 35:8 49:3 56:		60:21 106:22	18,23 60: 24 61: 12,15
22: 9,12,15,16,19,21,	20,24 83:3,5 90:5,10,	3	made [11] 23:8 29:16	mentorship [1] 45:7	62:2,6,25 63:8,23 64:
22 23:1,11,15 24:1,2,	18,20 94: 18,22 99: 11,	limited [4] 7:15 8:9 26:	30: 24 31: 1,19 39: 7	mere [6] 6:24 7:2,19,	4,17 65:2,11,24 66:1
3,4,20 25:2,6,15,18	22 100:1 105:15	7 59: 2	45:21 46:8 49:11 74:	22 65:19 72:1	67:6,23 68:13
26: 7,13,14,15,16 27: 5,	Kavanaugh's [2] 95:	limiting [2] 11:7 12:12	25 75: 17	Meritor [2] 54:9 55:12	much [3] 27:24 69:23
12,13,21,23 28:15,18,	16 107 :5	line [1] 27:16	maintain [2] 52:17,19	meritorious [1] 87:25	102: 16
22,23,23,25 29: 1,20,	keep [2] 62:5 99:12	list [1] 24:16	maintains [2] 4:11 55:	messaging [1] 98:24	MULDROW [4] 1:3 4:
20,22 30:7,9,20 31:1,	kind [23] 20:20 33:21	listed [1] 92:20	3	meted [3] 16:20 19:4	4.11 5: 24
7,9,13,24 32:17,18,18,	47:2 50:15 52:24 55:	listen [1] 99:19	majority [3] 10:3,7 64:	23 :19	Muslim [1] 44:4
20 33:11,13,14,20 34:	3,14 57 :7 59 :6 60 :25	literal [1] 31:19	7	micromanage [1] 84:	must [7] 23:18 34:14
6,7,7,9 35: 20 37: 9,10,	61:2,4,8 62:21 63:9	litigate [1] 89:16	male [3] 6:11 7:7 8:14	20	53:9,10 69:17 71:6
10,12,14,18 38:17 39:	67:8 77:1 79:22 80:	little [6] 37:13 63:18	man [4] 36:2 83:15 85:	might [20] 11:22 16:16,	
13,17,20,23 40: 5,6,25	17 83:19,21 96:8,11	80:13 89:17 91:24 98:	12,14	18,23 22: 17 27: 16,17	
41: 4 42: 8,10,18,19	kinds [8] 9:17 42:2 49:	1	management [1] 97:	29 :24 31 :11 41 :14 48 :	<u> </u>
43 :1 44 :10,21,24 45 :	14 50:25 51:12 62:10	local [3] 27:17 83:25	24	2,25 60:22 61:5 65:9	narrow [1] 60:25
8 46: 1,5,17,18,22 47:	66: 18,18	101:8	manager [1] 14:8	66:17 81:9 89:12,13	narrowed [2] 26:2 67:
14 48 :1,14 49 :5,22,23,	,	location [5] 48:18 51:	many [8] 9:17 15:16,	100 :9	12
24,25 50 :22 51 :4,16		14 52 :11 54 :3,3	16 29 :24 46 :11 50 :6	mine [3] 50:18 62:8	nasty [6] 56:12,17 83:
52:1 53:1 54: 15,17,	L	locations [1] 24:8	53:12 94:4	64: 24	9,9,11 84: 4
18,19 55: 5,7,18 56: 11,	labeling [1] 89:5	LOEB [73] 2:8 3:10 68:	marginal [1] 41:22	minimis [15] 14:20 20:	national [2] 16:21 107
18 57: 13 59: 14,14,16,	language [13] 68:25	20.21.23 71 :14 72 :20	marries [1] 35:11	2,5,14,23 21 :17,19 25 :	16
17,18 60 :16,19,20 61 :	69 :3 70 :3,5 79 :25 82 :	73: 22,24 74: 4,12 75:	marshal [1] 79:7	5,24 37: 3 47: 24 60: 1,	naturally [1] 92:25
10,13,25 62: 4,22 63: 1,	22,25 92:19 97:3 98:	13,16,20 76: 1,3,7,10,	material [21] 5:12 69:	4.6 71: 11	necessarily [8] 8:12
2,2,4,17,25 64: 13,14	10 99: 20 101: 4,8	19,23,25 78: 15 79: 10,	7 70:1,7 71:10,19 72:	minimus [1] 14: 18	10:1 23:10 38:8,18
65: 1,3,3,5,12,25 66: 2,	large [1] 8:14	18 80: 17 81: 14,19 83:	3 78:12 80:8 82:25	minor [11] 15:19 49:2	47:3 53:25 60:3
2,4,5 67: 14,20,21,24	Las [1] 91:18	18 84: 10 86: 3,9,12,15,	84:14 86:20 89:15 91:	58 :20 67 :16 70 :18 82 :	necessary [1] 6:19
68 :17,18,24 70 :20 71 :	last [6] 41:4 57:13 69:	19 87: 5,15,23 89: 1	5 96:21 97:16 99:5	12 83:19 95:13,13 96:	necessity [3] 45:19,
5 72 :7,8,22 73 :16,23,	24 74: 20,20 100: 21	90:7,15,19,25 91:4	104:12,15,16 106:2	14 101: 25	23 54:12
	later [1] 31:18	92: 17,22 93: 4,8,18,25	Mathews [3] 9:13 10:	miserable [1] 83:11	need [12] 7:22 14:11
25 74: 5,19 75: 1,3,4,	lateral [1] 4:21		10 46: 12	MISSOURI [1] 1:6	24:22 33:21 41:16 44:
14,19,22 76: 2,4,8,16,	latter [1] 99:25	94: 3,19,25 95: 19 96:	matter [10] 1:14 6:15	misstated [1] 63:24	13 45 :9 67 :13 73 :8
20,24 77:10,11,12 78:	Laughter [5] 13:2 60:	3 97:1,13,22 98:23	21:2 47:8 49:8 53:19		82:24 94:6 99:18
20 79 :18 80 :24 81 :16,	18 62:3 74:3 91:3	99: 13,25 100: 17 101:	56:8 79:5 89:12 101:	Mm-hmm [6] 31:13	needs [8] 41:23 52:12
22 82:1 83:3,4,5,6 84:	law [5] 15:16 18:14 44:	22 102 :14 103 :14,19,	19	65: 2,11 66: 1 67: 23	69:11 71:25 82:14 83:
2 85:2 86:8,10,13,17	12 83:7 96:17	24 104: 3,5,8,13,17,20	matters [2] 47:11 63:	92 :21	2 88:13 95:8
87 :3,12,21 88 :18 90 :	lawsuit [2] 41:11 94:	105:7	21	modifying [1] 93:9	negative [2] 65:9 69:
5,10,18,20 91: 14,22	16	logical [1] 92:14	mean [41] 7:17 9:14	Monday [2] 21:4 103:	16
92: 21 93: 1,5,11,19,21	lawsuits [4] 41:8 83:	logically [1] 17:18	10 :18,24 13 :4 14 :3	12	neighborhoods [1]
94: 1,18,21,22 95: 15,	22 85:1 101:25	long [4] 49:19 53:20	15 :15 16 :1,3,7,9 20 :	Monday-through-Fr	45: 10
16 96: 2 97: 2,6,14 98:	layer [1] 96:23	70 :14 96 :16	19.13 18.1,3,7,9 20. 19 21:3 27:23 29:1,7	iday [1] 48:8	45. 10 never [7] 21 :7 29 :13
6,12 99: 11,22 100: 1	layering [1] 97:14	longer [1] 96:17	33:6 36:2 38: 7,18 39:	money [1] 85:18	75: 6,11,23 76: 4 83:
101: 4,9 102: 2 103: 3,	laying [1] 24:24	longstanding [1] 43:	8 40 :7,10 42 :5 49 :25	months [1] 31:18	10.0,11,23 70.4 03.
5,6,7,8,9,15,20,25	LDF [1] 20:17	10	54:2 55:22 59:24 61:	moral [1] 58:4	New [6] 20:16 47:12
104: 4,6,11,14,18,21	least [11] 9:20 31:5 33:	look [20] 15:10 34:14	11 73 :23 74 :6 77 :13	morally [2] 27:25 38:2	53:9 57:17 69:9 88:
105: 12,14,14,15,16,		37 :16 38 :10 48 :14 53 :	79 :19 84 :10 90 :11 98 :	Moreover [1] 70:6	
17,25 107: 5,22	4,15 53: 13 54: 2 59: 10 62: 22 69: 24 71: 18	5,9 57: 17 73: 2,4 86 :		morning [3] 4:4 21:4	16 next [2] 4:24 13:8
justified [1] 45:24	10 62 :22 69 :24 71 :18	23,24 87: 1 89: 5 91: 7	15,20 99: 8 101: 11,24	32: 2	
justify [1] 100:11	73:18	94: 6 99: 6 101: 2,5	104: 25	most [7] 4:25 15:4 29:	nice [1] 47:22
K	leeway [1] 55:2 left [4] 5:2 88:7 94:15	105 :8	meaning [4] 5:5 43:8	5 40:4 42:5 51:11 61:	night [6] 28:5,7 34:19
		looked [3] 34:14 69:	101: 13 106: 6	16	35:1 48:7 105:1
KAGAN [24] 8:20,22,	105:24	17 70: 4	meaningful [1] 83:22	mother [1] 34:22	non-injurious [1] 61:
24 9:14 11:18 12:7,	Legal [1] 20:16	looking [6] 12:23 35:	means [8] 5:6 38:8,12	motion [1] 58:11	11 nono 121 6:10 25:7
16,19 15 :12,15 16 :1	legislate [1] 70:15	13 64: 5 66: 7,15 84:	43: 17 71: 15,19 96: 6	motions [1] 59:2	none [2] 6:19 25:7
17: 17 28: 25 29: 1 37:	legislated [1] 102:13	18	97:8	move [5] 67:18 88:12	nonetheless [2] 76:
14 40 :5 49 :23,25 50 :	legislating [1] 95:12	loses [1] 107:17	meant [3] 32:14 38:13	90:25 91:24 93:23	22 100 :11
22 59 :16 60 :20 79 :18	legitimate [1] 37:7	lost [1] 85:20	99: 23	moved [7] 14:7 44:14	nontrivial [1] 15:3
98 :12 105 :14	length [1] 41:20	lot [6] 28:7 49:3,13 59:	member [1] 6:3	47:18 52:18 88:14 94:	normal [1] 24:17
Kagan's [4] 18:9,22	lens [6] 69:18 72:4 73:	19 64: 1 90: 13	members [1] 37:6	8 103 :15	Northern [8] 70:4,22
•		I OLUS ISLAND AND AD	men [14] 8:12 16:14,	moving [1] 90:8	82:23 83:20 86:21 94
19:6 72: 23	4 89:4 91:10 99:6	LOUIS [5] 1:6 4:5 45:		- J	
19:6 72:23 Katsas [2] 73:3 98:6	less [7] 44:3 49:3 56:3	11 70: 25 88: 11	23 19 :12 44 :2 51 :2	Ms [45] 5:24 42:21,25	4 96: 5 105 :8
19:6 72:23 Katsas [2] 73:3 98:6 KAVANAUGH [42] 21:	less [7] 44:3 49:3 56:3 85:19,25 89:6 94:10		65:17,22 72:11 73:11	-	nothing [6] 7:20 14:6
19:6 72:23 Katsas [2] 73:3 98:6	less [7] 44:3 49:3 56:3	11 70: 25 88: 11		Ms [45] 5:24 42:21,25	

Official - Subject to Final Review					
notice [1] 60:11	81:12,22 83:7,12 84:	outset [1] 58:6	19 92: 7 93: 14 96: 10,	22 104: 23	prohibited [2] 5:21
number [1] 26:17	6,11 86:5 90:12,13,22,	outside [4] 11:15 62:	21 97: 17,17 105 :10	possibility [1] 12:9	51: 19
numbers [1] 18:15	22,23 92: 14 94: 15	20 75 :24 99 :4	personal [10] 55:6 69:	possibly [1] 86:19	prohibits [2] 5:18 32:
0	106 :1	over [10] 21:18 39:11	18,19 70: 18,24 72: 1	potentially [1] 19:10	10
O'Connor [1] 93:19	one's [3] 26:22,22 33:	52:19 70:25 73:10,11	88:7 90:9 95:13 105:	practical [1] 36:20	promote [1] 18:12
objective [31] 5:12,12	8	88:10 94:15 98:15,15	4	practice [1] 37:21	promoted [1] 18:10
20: 11,11 35: 3,12,12,	one-off [3] 55:16 56:2,	overlay [1] 104:23	personnel [3] 84:20	practices [1] 37:19	promotes [1] 17:7
25 36 :8,11,23 69 :7,18	5	overt [3] 72:21 75:5	102 :20,23	precedent [4] 5:6 70:	proof [1] 87:11
70 :1 72 :3,4 78 :12 82 :	one-offs [1] 55:19 ones [1] 50:4	89: 10	perspective [1] 74:2	5 82:24 95:8	properly [1] 70:23
16,25 84:14 86:20,25	only [14] 5:2 26:21 35:	overtly [1] 74:19 own [1] 61:4	pervasive [5] 55:23 56:17,19 63:19,22	precedents [1] 43:10 precinct [1] 44:13	protect [1] 6:3 protected [38] 5:7,20
89 :14 91 :10 93 :16 97 :	18 44 :2 46 :15 47 :20		Petitioner [9] 1:4 2:3.	predominantly [2] 43:	6:4 9:2,5,23,25 16:5
17 99:6 104:15,24	57 :20 68 :9 74 :1 79 :	P	7 3 :4,8,14 4 :8 42 :24	25 52: 18	29 :19 36 :17 37 :25 43 :
105:10 106:3	21 80 :12 82 :9,20 94 :	PAGE [4] 3:2 45:12,12	105: 21	prefer [9] 27:16,17 28:	18,21 46 :9 48 :20 49 :
objectively [5] 34:15	9	82: 1	Petitioner's [1] 53:14	4,5 34 :18,18 88 :25	11 50 :20 60 :8 61 :18
85:16,24 92:2,9	open [4] 77:8 83:21	pages [4] 20:16 25:19	phrase [3] 34:10 43:	91 :17 94 :15	66: 23 67: 1 68: 14 69 :
observed [1] 5:14	97:25 101:24	36: 21 96: 16	14 52 :4	preference [5] 88:8,	15 72:24 73:13 74:16
obviously [2] 12:22	opening [4] 6:2 41:20	paint [1] 13:10	phrasing [2] 54:25 55:	19,24 90: 9 105: 5	77:2,3 80:21 82:3,6
62 :13	50 :2 94:20	palate [1] 65:10	10	preferences [7] 44:3	84:17 91:21 98:25 99:
occupational [2] 44:	operation [1] 8:5	parent [1] 86:23	pick [1] 105:23	69:20 70:18,24 72:1	16,17 100: 22 106: 12
19 45: 18	opinion [8] 32:25 59:	parents [1] 105:2	picked [1] 68:4	82:18 95:14	protects [1] 27:18
occur [1] 10:6	22 60: 13,14 66: 16 81:	park [1] 23:13	piece [1] 70:8	premise [3] 10:11 35:	prove [11] 5:24 6:12
offended [1] 96:22	23 99:8 106:4	part [9] 10:19 49:3 54:	pink [1] 14:23	22 94: 22	31:22 40:19,22 66:25
offensive [1] 55:13	opinions [1] 50:6	4,6,10 57: 4 100: 21,24,	place [2] 53:6 75:9	prepared [1] 6:12	68:9 87:9,17 88:20
offer [1] 35:6	opportunities [2] 45:	25	plain [3] 4:15 43:8	preposition [2] 7:10	104: 25
office [29] 13: 7,7,15,	4 77 :7	particular [14] 7:3 8:6 26:23 27:7 28:9 35:	104: 2	71: 7	proved [4] 75:5,8 87:
15 22: 6 23: 12,13 48: 18 49: 10 67: 18,25 68:	opportunity [2] 5:16	14 44 :13 47 :11 49 :19	plaintiff [5] 36:3,5 69:	prerogatives [1] 97:	21,24
4,6,11 73 :1 78 :11 79 :	6 :13	72:2,5 94:6 102:13	11 70 :12 96 :7	24	proven [1] 86:15
5,8 83: 13,15 84: 6,12	opposed [3] 77:19 91:	105:9	plan [1] 17:21	presented [3] 19:15	provide [2] 7:10 52:6
85: 4,4,8,9 90: 8,12 91:	18 101 :7	particularly [1] 86:22	plausible [1] 49:10	51:8 67: 12	provided [1] 70:8
18	opposing [1] 106:18	partner [1] 83:8	plead [2] 58:15 64:18	preserve [1] 97:24	provides [2] 5:15 7:
officer [1] 28:9	opposite [1] 27:6 oral [7] 1:15 3:2,5,9 4:	partners [1] 18:15	please [3] 4:10 43:1 68:24	preserved [1] 87:24 prestigious [1] 87:9	11 provision [2] 102: 16,
officer's [1] 106:25	7 42 :22 68 :21	parts [1] 86:4	pled [1] 58:13	presume [4] 95:24,25	17
officers [4] 28:4 31:2	orally [1] 78:2	passed [1] 83:1	podium [1] 79:24	98:5 100:23	public [1] 15:8
44 :14 45 :10	order [2] 66:10 78:8	past [2] 81:18 100:9	point [16] 12:5,8 13:1	presumptively [1] 32:	publicly [2] 16:12,25
offices [10] 68:3 72:9,	ordinary [1] 5:5	pay [4] 6:18 44:3 90:	15 :22 16 :24 21 :21 29 :	6	pulling [1] 63:15
11 75: 11 77: 25 78: 1,	origin [2] 16:21 107:	23 94: 12	15 33 :15 41 :19 46 :14	pretty [2] 64:15 69:23	purely [2] 23:22 107:8
1,4 90:6 91: 6	17	pen [1] 89: 18	63:18 64:12 94:10 96:	prevailed [1] 64:9	purpose [1] 32:11
often [4] 49:8 59:3 89:	other [35] 9:5 12:25	pens [10] 14:23,24 15:	4 106 :17 107 :1	previously [1] 104:2	put [9] 10:2 18:7 29:8
24 95 :22	14:6 20:24 28:16,19	5,8 84: 25,25 85: 3 90:	pointing [1] 49:5	prima [1] 64:18	48:11 49:8 56:9 79:8
Okay [20] 18:2 25:15	40 :23 43 :7 46 :14 47 :	6,10 98: 21	points [1] 107:4	principally [1] 43:14	85:5 86:10
26 :13,23 28 :22 36 :10	18,21,23 56: 20 58: 19	people [18] 15:4,19,20	police [5] 28:4 31:2	principle [5] 11:7 12:	putting 5 12:10 35:1
54 :15 55 :5 57 :13 60 :	61:20 62:19 66:12,18	16 :2,4,6 27 :16,17 28 :	45:10 70:25 88:12	12 70: 13 98: 5,13	36:7 85:21,23
22 62:2 63:1 65:25	71 :14 73 :9,17 78 :13	7 29:13 41:6 88:12	policy [9] 75:23 76:22,	private [3] 83:24 101:	Q
75 :3 77 :11 85 :9 86 : 17 104 :5 105 :12,18	79 :12 83 :12 84 :12 85 :	89: 7 98: 17,25 100 :11, 14 102 :6	24 78: 2,6,18 106: 24	7 103: 21	QP [2] 34:12 66:7
old [1] 4:24	6 88:3,21 89:2 92:7	perceived [1] 44:11	107: 6,11	privately [1] 16:25	qualification [2] 44:
Oncale [7] 54:9 55:12	93 :12 94 :14,15 102 :	perception [1] 72:17	pose [1] 106:15	privilege [7] 19:4 21:	20 45 :18
69 :10 70 :20 81 :21 82 :	10 103 :23	perfectly [2] 26:5 32:	posed [3] 17:12 33:13	10 23 :7,10 47 :4 100 :	qualifies [1] 84:7
20 96:4	others [5] 20:10 38:15	16	107:5	5,7	qualify [10] 27:3,10 44
once [4] 50:9 72:20	48:2 73:15 102:4	perhaps [3] 26:20 49:	poses [1] 17:10	privileges [18] 4:19,	19 47: 3,15 52: 5,25
88:3 96: 19	otherwise [5] 68:1 78:	3 77:19	posit [1] 47:19	22 11: 6,10 12: 12 23:	55: 8 56: 13 82: 6
One [61] 7:18 9:7 13:	1 92:23,24 94:19 out ^[28] 16:20 17:24	period [1] 5:18	posited [2] 47:17 79:2 positing [1] 11:19	4 30 :1,18 32 :12 33 :2, 9,17,23 34: 5 48 :23	quantify [1] 71:8
10 15: 19,20 16: 7 18:	18 :12 19 :4,11 23 :19	permissible [2] 31:11	position [34] 13:20 14:	9,17,23 34:5 48:23 49:20 81:2 104:22	question [44] 5:2 15:
		62 :24	18 20 :7 21 :16 24 :5	probably [1] 60:6	11 17: 11,20 20: 7 21 :
7 19: 25 22: 14 23: 20	24.24 27.8 31.15 25		10 2011 21110 2410		15,18 22: 3 25: 2 26: 3,
7 19 :25 22 :14 23 :20 28 :3 33 :12 36 :21,24,	24: 24 27: 8 31: 15,25 32: 4 37: 3 47: 5 61: 22	permit [1] 43:25	27 :16 17 32 ·1 7 41 ·	problem [9] 19.15 16	10,10 22.0 20.2 20.0,
	32: 4 37: 3 47: 5 61: 22	permit [1] 43:25 permitted [1] 45:22	27: 16,17 32: 1,7 41: 12 43: 6 46: 4 6 47: 2	problem (9) 19: 15,16 30: 21 58: 2 74: 1 102 :	
28: 3 33: 12 36: 21,24,	32 :4 37 :3 47 :5 61 :22 63 :15 77 :9 81 :8,10	-	12 43 :6 46 :4,6 47 :2	30: 21 58: 2 74: 1 102 :	8,18 28: 1,3 30: 6 38: 6
28 :3 33 :12 36 :21,24, 25 38 :14 41 :1,4,23,23	32:4 37:3 47:5 61: 22 63: 15 77:9 81: 8,10 84: 25 88: 15 89: 23 90:	permitted [1] 45:22	12 43:6 46:4,6 47:2 50:1 51:10 53:8 58:	30: 21 58: 2 74: 1 102: 8,11,13 106: 16	8,18 28: 1,3 30: 6 38: 6
28 :3 33 :12 36 :21,24, 25 38 :14 41 :1,4,23,23 42 :1 43 :6 47 :17,18,	32 :4 37 :3 47 :5 61 :22 63 :15 77 :9 81 :8,10 84 :25 88 :15 89 :23 90 : 3 92 :12 96 :23 97 :19	permitted [1] 45:22 person [30] 5:4 9:19	12 43:6 46: 4,6 47: 2 50:1 51: 10 53: 8 58: 18 59: 11 65: 6,15,18	30: 21 58: 2 74: 1 102: 8,11,13 106: 16 profound ^[1] 96: 17	8,18 28: 1,3 30: 6 38: 6 40: 9 41: 4 51: 8 52: 4,5
28 :3 33 :12 36 :21,24, 25 38 :14 41 :1,4,23,23 42 :1 43 :6 47 :17,18, 22,23 48 :4 52 :15 53 : 6,18 57 :13 62 :19 67 : 18,25,25 70 :24 71 :11	32:4 37:3 47:5 61: 22 63: 15 77:9 81: 8,10 84: 25 88: 15 89: 23 90:	permitted [1] 45:22 person [30] 5:4 9:19 13:14 14:7 16:18 35: 3,8 36:4 38:20 40:13, 17 42:11 47:11 66:22	12 43:6 46:4,6 47:2 50:1 51:10 53:8 58:	30: 21 58: 2 74: 1 102: 8,11,13 106: 16	8,18 28:1,3 30:6 38:6 40:9 41:4 51:8 52:4,5 56:24 57:1,14 59:25 61:6 63:9 64:14 67: 12 89:2 90:16 91:25
28 :3 33 :12 36 :21,24, 25 38 :14 41 :1,4,23,23 42 :1 43 :6 47 :17,18, 22,23 48 :4 52 :15 53 : 6,18 57 :13 62 :19 67 : 18,25,25 70 :24 71 :11 72 :24 73 :8,12,13 74 :	32 :4 37 :3 47 :5 61 :22 63 :15 77 :9 81 :8,10 84 :25 88 :15 89 :23 90 : 3 92 :12 96 :23 97 :19 98 :10 101 :16 105 :3	permitted [1] 45:22 person [30] 5:4 9:19 13:14 14:7 16:18 35: 3,8 36:4 38:20 40:13, 17 42:11 47:11 66:22 68:2 79:3 85:16,25	12 43:6 46:4,6 47:2 50:1 51:10 53:8 58: 18 59:11 65:6,15,18 68:7,13 79:12,23 84:	30: 21 58: 2 74: 1 102: 8,11,13 106: 16 profound ^[1] 96: 17 profoundly ^[2] 97: 20	8,18 28:1,3 30:6 38:6 40:9 41:4 51:8 52:4,5 56:24 57:1,14 59:25 61:6 63:9 64:14 67: 12 89:2 90:16 91:25 95:17 100:3 101:10,
28 :3 33 :12 36 :21,24, 25 38 :14 41 :1,4,23,23 42 :1 43 :6 47 :17,18, 22,23 48 :4 52 :15 53 : 6,18 57 :13 62 :19 67 : 18,25,25 70 :24 71 :11	32:4 37:3 47:5 61:22 63:15 77:9 81:8,10 84:25 88:15 89:23 90: 3 92:12 96:23 97:19 98:10 101:16 105:3 outermost [1] 33:21	permitted [1] 45:22 person [30] 5:4 9:19 13:14 14:7 16:18 35: 3,8 36:4 38:20 40:13, 17 42:11 47:11 66:22	12 43:6 46:4,6 47:2 50:1 51:10 53:8 58: 18 59:11 65:6,15,18 68:7,13 79:12,23 84: 22,22 86:1 93:13 101:	30: 21 58: 2 74: 1 102: 8,11,13 106: 16 profound ^[1] 96: 17 profoundly ^[2] 97: 20 98: 16	8,18 28:1,3 30:6 38:6 40:9 41:4 51:8 52:4,5 56:24 57:1,14 59:25 61:6 63:9 64:14 67: 12 89:2 90:16 91:25

13.25 (D67, 91.5 107) Creent III 37:5 C.7. 101:6 Section 114:22 S			Official - Subjec	t to Final Review		
5 recording (1982) recording (1982) questions (1962) guestions (1962) recording (1982) recording (1982	13,25 106: 7,9,15 107:	recent [1] 37:5	1,7 101: 6	S	selection [1] 46:2	6,11 63: 15 69: 6 70: 7,
quasiantic status quasianti generalization quasianti gene						19 71: 23 102 :1
12:21 14:10:26:13:41 recognized (11):15:16 resubilities (11:6):16:17:12:36:36 resubilities (11:6):16:17:12:36:36 7:56:19:36:14:44 16:32:06:21:59:33 respect (14:16:37:12:36:17:17:26:16:17:12:36:17:17:26:16:17:17:26:17:17:17:16:17:17:16:17:		recognize [4] 43:10	resisting [2] 77:17,21		sense [7] 10:11 11:4	significantly [3] 43:6
17 35:13 36:14 449 10 43/20 44:11 543 resources (2 10 65.) same (20 11,15,16) 24 33.1 102.4 33.1 102.4 066:1071.71 147.74 97.23 98:16 99.3 respect (10 41:16 7.3) 25 10.83.15 93.10 2.4 10.83.15 93.10 2.4 11 record (10 85.7) record (10 85.7) 8.36:16 71.72.3 38.1 10.20 7.72.3 71:12.12 72: simple (11 72.20 82.1) 10.22 82.10 simple (11 72.40 82.1) 10.22 82.10 simple (11 72.20 82.1) 10.22 82.10 simple (11 82.7) 11.77.22 77.85.8 10.20 7.72 83.11 10.22 82.10 simple (11 82.1) 11.77.25 77.85.8 10.20 7.72 83.11 10.22 82.10 simple (11 82.1) 11.77.25 77.85.8 11.77.25 77.85.8 11.77.25 77.85.8 11.77.25 77.85.8 11.77.25 78.11 11.77.25 78.11 11.77.25 78.11 11.77.25 78.11 11.77.25 78.11 11.77.25 78.11 11.77.25 78.11 11.77.23 78.11 11.77.23 78.11 11.77.23 78.11 11.77.23 78.11 11.77.23 78.11 11.77.23 78.11 11.77.23 78.11 11.77.23 78.11 11.77.23 78.11 11.77.23 78.11 11.77.23 78.11 11.77.23 78.11 11.77.23 78.11 11.77.23 78.11 11.77.23 78.11 11.77.23 78.11 11.77.23 78.11 <td>1 -</td> <td></td> <td>resolve [1] 33:21</td> <td></td> <td>- ,-,</td> <td></td>	1 -		resolve [1] 33:21		- ,-,	
ibit 597:15 fr14 726 950.95120.21 B922 127 128 <						
Base of the second se						
quibbles production of the second in 857 6822 production set 8622 quite second in 857 6823 quite second in 852 6823 quite second in					-	-
Quintessential 19 rot Biologinizasis 10.00. 2 98:10.371.10.02. 2 703.7112.12.72. 917.22.22.10.171.21.22. Pior 22.22.20.171.21.22. Quintessentially [N] Pior 27.25.83.61.8 74.371.77.47.181.33. Pior 22.22.3.01.17.31.22.21. Pior 22.22.3.01.17.31.22.21. Pior 22.22.3.01.17.31.22.21. Pior 22.22.3.01.17.31.22.21. Pior 22.22.3.01.17.31.22.21. Pior 22.23.22.22.22.21.01.17.12.27.21. Pior 22.23.22.22.22.22.21.01.17.12.27.21. Pior 22.23.22.22.22.22.22.21.01.17.12.27.21. Pior 22.12.23.23.17.12.0.22.1. Pior 22.12.23.22.22.22.22.22.22.21.01.17.12.27.21. Pior 22.12.23.23.17.12.0.22.1. Pior 22.23.23.17.12.0.22.1. Pior 22.12.12.2.23.17.12.0.22.1. Pior 22.12.12.2.2.3.17.12.0.22.1. Pior 22.12.12.2.2.3.17.12.0.22.1. Pior 22.12.12.2.2.2.2.2.2.2.2.1. Pior 22.12.12.2.2.2.2.2.2.2.2.2.2.2.1. Pior 22.12.12.2.2.2.2.2.2.2.2.2.2.2.2.1. Pior 22.12.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2			-			
quintessential IVIP Februard IVIP Fe	1 -					-
quintessentially [1] red first 37:25 58:3.6, 107:25 78:46,0.1 100:20 44 82:22:28 83:1.3 25 parate in y 11:42.2 98:3 98:3 100:20 98:3 100:20 17:25 78:46,0.1 17:25 78:46,0.1 17:25 78:46,0.1 17:25 78:46,0.1 17:25 78:46,0.1 17:25 78:46,0.1 17:25 78:46,0.1 17:25 78:46,0.1 17:25 78:46,0.1 17:25 78:46,0.1 17:25 78:46,0.1 17:25 78:46,0.1 17:25 78:46,0.1 17:25 78:46,0.1 17:25 78:46,0.1 17:25 78:46,0.1 17:25 78:46,0.1 18:21 48:16 18:21 48:16 18:21 48:16 18:21 48:16 18:22 48:17:18:20 18:23 48:16 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td></t<>						
33:20 11 17:72:579:48.611 respondent (24:24) 90:22:42:49:25:33:13 77:75:22:34:17:3 aingle (18:5:16 quite (01:06:25) rederming (01:00:12) rederming (01:00:12) rederming (01:00:12) staffied (07:20) separately (02:12) separa		-				
quite mask as 23 read mining read mining <thread mining<="" th=""> <thre< td=""><td></td><td></td><td></td><td></td><td>-</td><td></td></thre<></thread>					-	
Charle House 219:16 Pactor Bode 219:16 Pactor			-			-
quote III 106:25 redundant (199:21) reformed [25:13 61: 167:191:20 222 Respondents (91:6) 293:11 68:20 24 satisfied (177:20) satisfies [12:64:20 set [12:16:12:0 17:24] 23:12 47:5 50:165 (14:7 93: 23:12 47:5 50:165 (14:7 93: 23:10 22:22: 109:9 set [12:16:12:0 17:24] 23:10 22:22: 109:9 set [12:16:12:0 17:24] 23:10 22:22: 109:9 set [12:16:12:0 17:24] 23:10 22:24:15 80:11 set [12:16:12:0 17:24] 23:10 22:34:17:15 81:11 set [12:16:12:0 17:24] 23:10 22:24:10:11:8 set [12:16:12:0 17:24] 23:10 22:24:10:11:8 set [12:16:12:0 17:24] 23:10 22:24:10:11:8 set [12:16:12:0 17:22] 23:11 11:11 set [12:16:12:0 17:22] 23:11 11:11:11:11:11:11:11:11:12:11:11:11:11:1			•			
R.H. 1011:16 refor 178:20.24 2:9:3:11 68:22 satisfies (1):29:4 satisfies (1):29:4 </td <td></td> <td>-</td> <td></td> <td>satisfied [1] 77:20</td> <td></td> <td>-</td>		-		satisfied [1] 77:20		-
K referred is 52:16 referring is 71:12 struction is 71:12			-	satisfies [1] 29:4		
R.H. 1091:15 1 102:9 16.21 22102:3 445:21 50:14 65:5 187.7191:12:02:22:2 7eformulated 105:15 responsibilities (i) 30:24 35:23 saying 1947:18 6:23 setting 105:23 11 23 45:14/20.25 64:2 responsibilities (i) 107:121 85:20 87:5 saying 1947:18 6:23 setting 105:23 11 23 45:14/20.25 64:27 regarding 1080:18 107:121 85:20 87:5 53:24 16:37:16 sover 195:52:56 Sixth 107:18 23 45:14/20.25 64:27 regular 10.94:8 responsibility (197:12 65:20 87:56 Sixth 107:21 sover 195:52:56 Sixth 107:21 sover 195:52:50 Sixth 106:18 sover 195:52:50 Sixth 107:21 sover 195:22:24 sover 195:22:24 sover 195:20:21 sover 195:20:21 sover 195:20:21 sove	<u> </u>			satisfy [3] 74:14 90:		
race Pi 45:2.2 fisc20 reforming 102:7 response 102:16 save 108:3 save 108:3 <td>R.H [1] 91:15</td> <td></td> <td></td> <td>16,21</td> <td></td> <td></td>	R.H [1] 91:15			16,21		
18:7 19:12:20:22:2 refers ID is 15:0:10 30:24 35:23 saying 19/17:18 5:23 saying 19/17:18 5:23 Seventh 19/4:16:23 Seventh 19	race [34] 15:2,6 16:20			save [1] 80:3		
23:19.20,22 28:21 38: reformulated II 61:8 responsibilities II 17:5 19:1 29:2,3 36:4 severiti III 44:1 52: situations [III:61:8] 23:45:14.20,25 46:2 regarding III 80:16 13:9 41:12 51:14 52: 33:4 39:9 40:70:70 13:21 71:19 8:19 50:63: Situations [III:61:8] 33:6 61:3 67:16 23:45:14:20,25 46:2 regarding III 80:16 17:5 19:1 29:2,3 36:4 Several III:50:6 88:14 Situations [III:61:8] 15:80:22 84:17 96:11 regarding III 80:16 responsibility III:71:1						
21 40:19 42:7 44:15, 23 45:14 20:25 46:2; regardless () 43:5; 15 80:22 84:7 96:11, 15 80:22 84:7 96:11, 16 80:26 81:4 82:03 87:6 15 80:27 84:10 96:16, 15 97:19 84:19 99:23, 100:14 107:15 107:16, 15 97:11 98:19 99:23, 100:14 107:15 107:16, 16 97:12 98:10, 17 96:19 82:10, 17 97:2 12 96:82 97:21 062:6, 18 100:27 17 95:10 96:10, 17 96:10 107:16, 18 102:17 13, 18 102:17 13, 19 97:20 101:15 10, 19 94:13 10, 19 94:21 10:14 101:15 0; 19 94:12 10:14 101:15 0; 19 94:13 10:14 101:22 101:14 101:15 0; 19 94:14 11 102:14 101:15 0; 19 94:14 11 102:14 101:15 0; 19 94:12 10:14 11 102:14 11 102:14 11 102:14 11 102:14 11 102:14 11 11 102:14 11 102:14 11 11 102:14 11 11 102:14 11 11 102:14 11 11 11 11 11 11 11 11 11 11 11 11 1						situations [5] 45:1 48:
23 4514 20.25 462: regarding 1980:18 10 71:21 85:20 87:5 532.1617.19 73:79 grewral 19.50:6.81:4 Six 10 131:18 15 80:22 84:17 96:11 regular 194:20 responsibility (197) responsibility (197) responsibility (197) responsibility (197) 15 97:19 80:19 99:23 reject 10 77:20 responsibility (197) responsibility (197) <td>· · · · ·</td> <td></td> <td>•</td> <td></td> <td></td> <td></td>	· · · · ·		•			
62:16 63:7 65:20 72: regardless [143:5] regardless [143:6] regar		regarding [1] 80:18			,	six [1] 31: 18
15 97:11 98:19 99:22 105:00 <t< td=""><td></td><td></td><td>91:8 94:11</td><td></td><td>severe [5] 55:23 56:</td><td>Sixth [1] 28:13</td></t<>			91:8 94:11		severe [5] 55:23 56:	Sixth [1] 28:13
100:14 101:15 107:16 reiterated in 70:21 reject in 77:20 responsible (h 57:11) responsible (h 34:13) restricted (h 34:14) restricted (h 34:13) restricted (h 34:13) restricted (h 34:13) restricted (h 34:13) restricted (h 34:14) restricted (h 34:14) restricted (h 34:13) restricted (h 34:14) restricted (h 34:14) restrited (h 34:14) restricted (h 34:14) restrited (h 34:14)		regular [1] 94:8	responsibility [1] 87:		17,19 63: 19,22	skin [1] 106:25
racist III 65:15 reject III 77:20 reject III 72:20 reject IIII 72:20 reject III 72:20 <t< td=""><td></td><td>reiterate [1] 41:20</td><td>4</td><td></td><td>severity [1] 69:16</td><td>skip [1] 37:22</td></t<>		reiterate [1] 41:20	4		severity [1] 69:16	skip [1] 37:22
raise [9] 16:9, 19 61:3 raise [9] 16:9, 19 61:3 raise [9] 16:9, 19 61:3 raise [9] 10:8 rank [9] 61 results [9] 41:16 restate [9] 22:7 62:02 92:16 reach [9] 11:14 relate [8] 22:7 26:20 92:16 reach [9] 11:14 relate [9] 22:7 26:20 92:16 reach [9] 11:14 reach [9] 11:14 reach [9] 12:21 read [19] 9:8 70:2.17 read [19] 9:10 41:21 repeate[0] [10] 42:24 repeate[0] [10] 42:24 re		reiterated [1] 70:21	responsible [1] 57:11		sex [24] 4:14,20 5:3 8:	skipped [1] 25:19
raises (1) 19:8 random [2] 14:22 22; 5 reak [1] 14:22 22; 7 reak [1] 14:22 22; 7 reak [1] 14:22 22; 7 reak [1] 14:24 result (1) 41:17 relate [2] 100:16 reak [1] 14:24 result (1) 41:16 reak [1] 14:16 reak [1] 100:10 reak [1] 14:16 result (1) 41:16 reak [1] 14:16 result (1) 41:16 reak [1] 14:16 result (1) 41:16 reak [2] 23:23 7:43 9:13 result (1) 41:17 reak [2] 23:23 7:43 9:13 result (1) 41:16 reak [2] 23:23 7:43 9:13 result (1) 41:17 reak [2] 23:23 7:43 9:13 result (1) 41:17 reak [2] 23:23 7:43 9:13 result (1) 41:17 reak [2] 23:23 7:43 9:13 result (1) 41:17 repart [1] 22:21 result (1) 41:17 repart [1] 22:21 result (1) 41:17 repart [1] 22:21 repart [1] 42:16 repart [1] 12:21 repart [1] 42:12 repart [1] 42:12 repart [1] 42:12 repart [1] 42:16 repart [1] 42:12 repart [1] 42:12			restricted [1] 34:13	-	15 16: 17,20 19: 5,20	slights [2] 70:18 83:
random [2] 14:25 22: related [3] 2:7 28:20 related [3] 2:7 28:20 27:15 30:10 32:22 234: 12:17, [9:63:16 65:21 social [1] 2:6 5 relatively [19:67:16 relegate [1] 44:4 reverse [4] 5:23 24:57:12:16 30:10 32:22 34: 95:17:12 43:38:23 24:17:19 62:16 65:21 social [1] 2:6 social [1] 2:6 7 relatively [10:67:16 reverse [4] 5:23 reverse [4] 5:23 Social [1] 2:6 7 reach [3] 9:6 70:2,17 remarks [1] 6:2 remedial [1] 100:10 reverse [4] 5:23 Scalia [1] 70:20 82:1 Scalia [1] 70:20 82:1 <t< td=""><td></td><td></td><td></td><td>•</td><td></td><td></td></t<>				•		
5 1 elated [9] 22.17 2012 21 24 57:12,16 24 57:12,16 21 30:12 Society [102:16] reach [111:14] religate [114:14] religate [114:14] reverse [3:23:44:7] 24:57:12,16:67:9.68: 29:13 Society [102:16] society [102:16] reach [111:14] religate [114:14] religate [114:16] reverse [3:23:44:7] 24:57:12,24:3,88:23,22 29:13 Society [102:16] society [102:16] reading [104:22:45:1] remoted [100:10] remoted [100:10] remoted [103:22] resolution [101:16] ROBERTS [43:43:8:1] Coll [134:22] Society [102:16] somehow [27:16] 23:3 reading [104:22:45:1] repeated[112:21] repeate[113:22] repeate[1		,				
rank (h) 61:18 relatively (h) 67:16 relatively (h) 67:16 relatively (h) 67:16 2 69:2 72:10 82:68 solvely (h) 71:01 solvely (h) 71:01 reaches (h) 111:14 relatively (h) 67:16 revolving (h) 14:16 73:7.12 84:388:23, solvely (h) 67:16 so						
reach (I) 111:14 reaches (I) 32:24 read (I2) 87:22 83:29 22: 125 93:10 95:15 100: 13 162:27 reading (I) 43:24 50: 13 162:17 reading (I) 43:24 50: 13 162:10 revolving (II) 14:16 remarks (I) 62: remedial (I) 100:10 remedial (I) 100:10 remedial (I) 100:10 83:7,12 84:3 88:23, 24 92:23 97:4 99:15 Solicitor (I2) 24 106: shall (I) 70:225, Scalia (I) 70:20 82:1 97:2 Solicitor (I2) 24 106: shall (I) 70:226 12 69:8,25 70:6 81: 21 69:8,25 70:6 81: 21 93:29 8:10 reaffirm (I) 82:16 reaffirm (I) 82:16 realize (I) 15:8 repeat (II) 32:24 repeat (II) 32:24 repeat (II) 32:24 ROBERT (II) 28 3:10 86:21 Scalia (I) 70:20 82:1 97:2 Scalia (II) 70:20 82:1 97:2 Scalia (III) 87:20 102:25, Scalia (III) 87:20 102:25, Scalia (III) 87:20 102:25, Scalia (III) 87:20 102:25, Scalia (IIII) 82:25,67.8,17, 10 98:18 III 87:21 99:13 Somehow (I2) 79:6 10 98:18 12 69:8,25 70:6 81: 21 97:23 06:16 realize (III 5:8) realize (III 5:8) replace (III 85:12 replace (III 85:12 replace (III 85:12 35:10 88:23 100:16 101:3 realise (III 93:16 realize (IIII 93:16 realize (IIII 93:16 realize (IIIIII) ROBERT III 121 realize (IIII 93:16 realize (IIII 93:16 realize (IIIIIIII realiIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII						
reaches (1) 33:22 religion (1) 107:16 religion (1) 107:16 religion (1) 107:16 religion (1) 107:16 Scalia (3) 70:20 82:1 Solicitor (2) 2:4 106: Solicitor (2) 2:4 106: 81:15 82:22 83:2 92: remedial (1) 100:10 removed (2) 106:10 rise (9) 43:21 50:16 58: Scalia (3) 70:20 82:1 Shall (3) 77:20 102:25, Somebody (7) 48:7, 12 693:22 80:10 repeatedly (2) 43:19 repeatedly (2) 43:19 repeatedly (2) 43:19 Scalia's (1) 84:21 she's (4) 4:14 11:19, somebow (2) 79:6 12 693:22 80:10 repeatedly (2) 43:19 97:23 repeatedly (2) 43:19 Scalia's (1) 84:23 she's (4) 4:14 11:19, somebow (2) 79:6 12 693:23 96:10 repeatedly (2) 43:19 repeatedly (2) 43:19 Scalia's (1) 84:23 she's (4) 4:14 11:19, somebow (2) 79:6 12 7:25 60:6 reply (1) 41:21 repatein (1) 12:1 scoops (1) 34:23 show (19) 4:24 9:7 someone (10) 11:21 12 12 12 14:12 reply (1) 41:21 repeatein (1) 52:22 scoops (1) 34:21 show (19) 4:24 9:7 someone (10) 11:21 13 10:22 reply (1) 41:21 reply (1) 41:21 reply (1) 41:21 reply (1) 41:21 scoops (1) 34:23 show (16) 4:24 9:7 18: someone's (17) 7:23 72:16						
read (12) 9:8 70:2,17 remarks (16:2) remarks (16:2) remarks (16:2) remarks (16:2) somebody (7) 48:7, somebody (7) 48:7, <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>						
81:15 82:22 83:2 92: remedial (11 00:10) rese (13 2:24) somebody (7] 48:7, somebody (7] 48:7, 12 69:8.25 70:6 81: repeat (1) 32:24) repeating (1) 12:21 repeating						
25 93:10 95:1,5 100: 18 102:17 13,16 62:10 Scalia's (1)81:23 she'd (1)87:21 17 50:19 96:13 97:8, 12 69:82.57 0:6 81: 21 93:2 98:10 repeat (1) 32:24 repeat (1) 32:24 repeat (1) 12:21 repeat (1) 12:21 13:3,13,17,23 14:2 scenario (6) 38:19 66: 14 67:21 68:8 93:14 19 94:13 somehow (2) 79:6 12 69:82.57 0:6 81: 21 93:2 98:10 repeat (1) 32:24 repeat (1) 12:21 13:3,13,17,23 14:2 20 34:18,19,22 35:1,1 somehow (2) 79:6 realize (1) 15:8 replace (1) 85:12 21:23 10:14 12:17,20 107:16 scorps (1) 34:11 should '1 (1) 20:4 somehow (2) 79:6 realize (1) 15:8 replace (1) 85:12 22:21 24:2,42,0 25:6, scorps (1) 34:11 scorps (1) 34:11 scorps (1) 34:11 sbould'n' (1) 20:4 somehow (2) 79:6 72:16 79:22 80:7,12 require (2) 5:10 69:9 54:15 59:14 63:2 65: Second (2) 91:16 101: 17 sometimes (1) 63:6 som r1) 55:6 som r1) 14:22 som r1) 14:22 som r1) 15:6 som r1) 14:22 som r1) 14:22 som r1) 14:22 som r1) 14:22 som r1) 15:6 som r1) 14:22 som r1) 14:22 som r1) 14:22 som r1) 14:22 som r1) 14:23			-			-
18 102:17 13 14						-
reading [8] 43:24 50: 12 69:8.25 70:6 81: 21 93:29 8:10 repeat [1] 32:24 repeated[y] [2] 43:19 97:23 repeat [1] 32:24 repeated[y] [2] 43:19 97:23 scenario [6] 38:19 66: 14 67:21 68:8 93:14 14 67:21 68:8 93:14 19 94:13 19 94:13 10 101:15 10 10 11:15 10 10 107:17 11 10 107:17 10 49:12 22 42:13 11 78:17 77:13 44:14 11 12 27:15 38:29 10 10 101:15 10 10 107:17 11 22:17 42:14 43:16 12 227 42:13 43:16 12 227 42:13 43:16 12 227 42:13 43:16 12 227 42:13 44:11 12 227 42:13						,
12 69:8.25 70:6 81: 21 93:2 98:10 repeated 9/ [2/43:19] 97:23 repeated 9/ [2/43:19] 97:23 repeated 9/ [2/43:19] 97:23 14 67:21 68:8 93:14 107:16 shift 19 28:5,6,7,8,17, 20 34:18,19,22 35:1,1 tots:4 realize (1) 15:8 replace (1) 85:12 repeated 9/ [2/43:19] 97:23 13:3,13,17,23 14:2 22:21 24:2,4,20 25:6, replace (1) 85:12 20 34:18,19,22 35:1,1 someone (10) 11:21 realize (1) 15:8 replace (1) 85:12 22:21 24:2,4,20 25:6, replace (1) 85:12 school (1) 34:23 someone [10] 11:21 realize (1) 15:8 replace (1) 85:12 22:21 24:2,4,20 25:6, replace (1) 85:12 school (1) 34:23 someone [10] 11:21 realize (1) 15:8 replace (1) 85:12 15:18 26:7, 13 28:23 75:10 25:22 69: school (1) 34:17 someone's (1) 77:23 statis 83:13 00:16 require (2) 5:10 69:9 56:15 59:14 63:2 65: Scoond (2) 91:16 101: showing (1) 30:6: someone's (1) 77:23 reasona (4) 24:23 78:5 86:16 requirement [33] 14: 103:3 105:14 107:22 role (1) 104:20 role (1) 104:20 role (1) 104:20 showing (1) 80:6 24:3 35:21 39:10 24:3 35:21 39:10 10;11 18:11 showing (1) 80:6 14 52:14 63:18 45: reasonable (8) 36:2,4 93:3 7:15 39:10 role (1) 104:20 role (1) 104:20 r				-		
21 93:2 98:10 97:23 21/23 10:14 12:17.20 107:16 20 34:18,19,22.35:1,1 someone (10) 11:21 really [12] 27:9 60:6 repeating [1] 12:21 13:3,13,17,23 14:2 22:21 24:2,4,20 25:6, school [1] 34:23 someone (10) 11:21 really [14] 34:24 37:13 reply [1] 41:21 15:18 26:7,13 28:23 school [1] 34:13 school [1] 34:23 school [1] 34:13 school [1] 34:23 school [1] 34:13 school [1] 34:23 school [1] 34:13 school [1] 34:23 school [1] 34:24 school [1] 34:23 school [1] 34:24 school [1] 34:23 school [1] 34:24 school [1] 34:24 school [1] 34:15 school [1] 34:15 school [1] 34:15 school [1] 3						
reaffirm [1] 82:16 realig [2] 27:9 60:6 realig [1] 15:8 realig [1] 15:8 realig [1] 15:8 realig [1] 41:21 reprenensible [1] 38: 17:20 58:1,2 cf 1:22 72:16 79:22 80:7,12 85:13 88:23 100:16 require [2] 5:10 69:9 set in [9] 31:6 require [2] 5:10 69:9 require [3] 57:3 59:6 101:3 reason [4] 24:23 78:5 85:16,24 87:1 96:21 97:17 105:10 repeating [1] 12:21 replace [1] 85:12 replace [1] 85:14 replace [1] 85:14 replace [1] 85:14 replace [1] 85:15 replace [1]				107: 16		
real [2] 27:9 60:6 realize (1) 15:8 really [14] 34:24 37:13 3 replace (1) 85:12 reprehensible (1) 38: 3 22:21 24:2,4,20 25:6, 15,18 26:7,13 28:23 29:20 32:18 34:7 37: 10 42:19 46:18 53:1 scoops (1) 34:11 Scoops (1) 34:11 short (1) 96:16 shouldn't (1) 20:4 17 44:11 46:23 94:8 96: 10 101:15 72:16 79:22 80:7,12 85:13 88:23 100:16 101:3 require [2] 5:10 69:9 85:13 88:23 100:16 require [2] 5:10 69:9 required [3] 57:3 59:6 68:16 56:2 68:18 72:8 73: 16,23,25 74:5 75:3 16,23,25 74:5 75:3 16,23,25 74:5 75:3 16,23,25 74:5 75:3 16,23,25 74:5 75:3 16,24 87:1 96:21 short (1) 96:16 shouldn't (1) 20:4 17 short (1) 96:16 shouldn't (1) 20:4 13 24:22 42:11 49:9 50:9 56:9 68:15 69: 17 80:17 79:3,4 95: 23 106:2 sometimes (1) 63:16 sometimes (1) 52:22 69: 8 70:3 82:24 102:21 16,23,25 74:5 75:3 168:16 show (1) 80:6 17 96:3 105:10 107: 10,10,11 87:11 sometimes (1) 63:16 sometimes (1) 80:6 12 52:1 68:3 88:25 83:16 89:19 reasonable [8] 36:2,4 197:17 105:10 21:7,71:2 34:11 29:3,5 37:15 39:10, 11 40:24 41:3 43:16 56:20 59:7 61:14 66: 12,17 77:2 74:14,15 root (1) 32:2,4 rounds (1) 30:12 rounds (1) 30:12 roughly (1) 38:12 rounds (1) 30:12 seeking (1) 106:9 seem [2] 67:16 74:6 seems [7] 17:16 37: 16 49:2 53:21 60:9 77:8,18 78:22,4 82: rule [2] 20:10 32:23 rule [3] 22:2 sort [3] 61:1 seem [7] 64:5 segregation [2] 72: 13 93:2 104:24 sorts [3] 48:15 50:5,5 8:64:24 95:22 8:64:24 95:22 14 74:21 24:25 25:3 26:17 43: sorts [3] 46:17 47:14 48:1,14	reaffirm [1] 82:16			school [1] 34:23		
realize [1] 15:8 realige [1] 415:8 realige [1] 415:8 realige [1] 415:8 realige [1] 415:8 realige [1] 415:8 reprehensible [1] 38: 57:20 58:1,2 61:22 3 required [2] 5:10 69:9 s5:13 88:23 100:16 required [2] 5:10 69:9 s5:13 88:23 100:16 required [2] 5:10 69:9 required [2] 5:10 69:9 required [2] 5:10 69:9 required [2] 5:13 59:6 816 reason [4] 24:23 78:5 83:16 89:19 reasonable [8] 36:2,4 83:16 89:19 reasonable [8] 36:2,4 83:16 89:19 reasonable [8] 36:2,4 85:13 88:23 100:16 reasons [6] 35:15 42: 14 77:10 89:23 95:3 reassigned [1] 30:2 reassignments [1] 94:5 REBUTTAL [8] 3:12 REBUTTAL [8] 3:12 REBUTTAL [8] 3:12 REBUTTAL [8] 3:12 REBUTTAL [8] 3:12 REBUTTAL [8] 3:12 Reasonable [1] 31:12 Reasonable [1] 33:12 Reassignments [11] 94:5 REBUTTAL [8] 3:12 Reasonable [1] 33:12 reply [1] 41:21 rophy (1] 41:21 rophy (1] 41:21 rophy (1] 42:23 rophy (1] 41:21 rophy (1] 42:24 rophy (1] 41:21 rophy (1] 42:24 rophy (1] 41:24 rophy (1] 42:24 rophy (1] 41:24 rophy (1] 41:25 rophy (1] 41:25 rophy (1] 41:25 rophy (1] 41:25 rophy (1] 41:24 rophy (1] 41:25 rophy (1] 41:25 rophy (1] 41:24 rophy (1] 41:25 rophy (1] 41:25 rophy (1] 41:25 rophy (1] 41:25 rophy (1] 41:25 rophy (1] 41:25 rophy (1] 42:25 rophy (1] 42:	real [2] 27:9 60:6					
really [14] 34:24 37:13 57:20 58:1,2 61:22 72:16 79:22 80:7,12 85:13 88:23 100:16 101:3 realites [11] 93:16 reason [4] 24:23 78:5 83:16 89:19 reasons [4] 24:23 78:5 97:17 105:10 reasons [5] 35:15 42: 1 47:10 89:23 95:3 reassigned [11] 30:2 reassignments [11] 94:5 REBUTTAL [3] 3:12 reprehensible [1] 38: 3 29:20 32:18 34:7 37: 10 42:19 46:18 53:1 54:15 59:14 63:2 65: 3 66:2 68:18 72:8 73: 16,23,25 74:5 75:3 16,23,25 74:5 75:3 16,23,25 74:5 75:3 16,23,25 74:5 75:3 10 42:19 46:18 53:1 54:15 59:14 63:2 65: 3 66:2 68:18 72:8 73: 16,23,25 74:5 75:3 16,23,25 74:5 75:3 17,23 23:4 24:15 role [1] 104:20 role [1] 106:9 seem [2] 67:16 74:6 seems [7] 17:16 37: seem [2] 67:16 74:6 seems [2] 71:12 72:9 sides [2] 71:12 72:9 sides [2] 71:12 72:9 sorts [3] 48:15 50:5,5 sotomayor [22] 28:24 sotomayor [22] 28:				Second [2] 91:16 101:		
57:20 58:1,2 61:22 3 10 42:19 46:18 53:1 Secondly [1] 13:24:22 42:11 49:9 sometimes [1] 63:16 72:16 79:22 80:7,12 require [2] 5:10 69:9 require [2] 5:10 69:9 70:3 82:24 10:22 11 78:17 79:3,4 95: 50:9						
72:16 79:22 80:7,12 require [2] 5:10 69:9 54:15 59:14 63:2 65: Section [5] 52:22 69: 50:9 56:9 68:15 69: soon [1] 58:6 85:13 88:23 100:16 required [3] 57:3 59:6 3 66:2 68:18 72:8 73: 68:16 11 78:17 79:3,4 95: 23 106:2 24:3 35:21 39:18 45: realties [1] 93:16 requirement [33] 14: 103:3 105:14 107:22 role [1] 104:20 role [1] 104:20 76:63 105:10 107: 10,10,11 87:11 sort [21] 11:13 18:19 83:16 89:19 22:17,23 23:4 24:15 room [1] 45:3 room [1] 48:8 room [1] 48:8 17 96:3 105:10 107: 10,10,11 87:11 sort [21] 11:13 18:19 97:17 105:10 56:20 59:7 61:14 66: roughly [1] 38:12 rouds [1] 30:12 rouds [1] 30:12 rouds [1] 30:12 seem [2] 67:16 74:6 seem [2] 67:12 72:9 side [8] 18:7 63:18 71: 11,22 28 4:15 86:4 92: 14 7:10 89:23 95:3 77:8,18 78:22,24 82: rule [2] 20:10 32:23 rule [2] 20:10 32:23 rule [2] 20:10 32:23 seem [1] 64:5 segregation [2] 72: significance [1] 60:7 sorting [1] 89:23 94:5 84:14 98:9 99:9 101:	57:20 58:1,2 61:22					
85:13 88:23 100:16 required [3] 57:3 59:6 3 66:2 68:18 72:8 73: 8 70:3 82:24 102:21 11 78:17 79:3,4 95: sorry [12] 12:21 14:3 101:3 realties [1] 93:16 requirement [33] 14: 103:3 105:14 107:22 see [14] 13:4 20:12,14 23 106:2 24:3 35:21 39:18 45: 18:19 19:24 21:11 103:3 105:14 107:22 role [1] 104:20 role [1] 104:20 role [1] 104:20 room [1] 45:3 room [1] 45:3 10,10,11 87:11 sorr [21] 11:13 18:19 11 40:24 41:3 43:16 root [3] 32:4,4 101:3 seeking [1] 106:9 side [8] 18:7 63:18 71: 11,2 37:15 38:2,9 50:8 65:14 77:21 78: 12,22 84:15 86:4 92: 12,22 84:15 86:4 92: 12,22 84:15 86:4 92: 12,22 84:15 86:4 92: 12,22 84:15 86:4 92: 12,22 84:15 86:4 92: 13 93:2 104:24 12,22 84:15 86:4 92: 13 93:2 104:24 12,22 19:23 20:9,23 13 93:2 104:24 12:22 19:23 20:9,23 13 93:2 104:24 12:22 19:23 20:9,23 13 93:2 104:24 12:22 19:23 20:9,23 13 93						
101:3 realties [1] 93:16 reason [4] 24:23 78:5 83:16 89:19 reasonable [8] 36:2,4 97:17 105:1068:16 requirement [33] 14: 103:3 105:14 107:22 role [1] 104:20see [14] 13:4 20:12,14 35:21,24 36:22 42:6 47:14 58:7 66:6 81: 17 96:3 105:10 107: 11 93:5 37:15 39:10, 97:17 105:10 reasons [5] 35:15 42: 1 47:10 89:23 95:3 reassigned [1] 30:2 reassigned [1] 30:12 reassigned [1] 30:2 reassigned [1] 30:12 reassigned [1] 30:2 reassigned [1] 30:2 reassigned [1] 30:2 reassigned [1] 30:2 reassigned [1] 30:2 reassigned [1] 30:12 reassigned [1] 30:12 reassign						
realties [1] 93:16 requirement [33] 14: 103:3 105:14 107:22 35:21,24 36:22 42:6 showing [1] 80:6 12 52:1 68:3 88:25 83:16 89:19 4 18:19 19:24 21:11 room [1] 45:3 room [1] 45:3 17 96:3 105:10 107: 10,10,11 87:11 sort [21] 11:13 18:19 85:16,24 87:1 96:21 97:17 105:10 root [3] 32:4,4 101:3 root [3] 32:4,4 101:3 root [3] 32:4,4 101:3 root [3] 32:4,4 101:3 seeking [1] 106:9 shows [1] 107:17 20:1,25 34:11 35:11, 97:17 105:10 56:20 59:7 61:14 66: roughly [1] 38:12 roughly [1] 38:12 seeking [1] 106:9 seem [2] 67:16 74:6 side [8] 18:7 63:18 71: 11,12 37:15 38:2,9 147:10 89:23 95:3 77:8,18 78:22,24 82: rule [2] 20:10 32:23 rule [2] 20:10 32:23 rule [2] 20:10 32:23 seem [7] 17:16 37: sides [2] 71:12 72:9 13 93:2 104:24 94:5 889:14 98:9 99:9 rule [1] 44:24 50:18 62: segregation [2] 72: significant [20] 5:11 sorts [3] 48:15 50:5,5 94:5 requires [5] 7:20 43: 23 45:16 69:4 97:5 8 64:24 95:22 14 74:21 24:25 25:3 26:17 43: 46:17 47:14 48:1,14						
reason [4] 24:23 78:5 83:16 89:19 4 18:19 19:24 21:11 22:17,23 23:4 24:15 role [1] 104:20 room [1] 45:3 47:14 58:7 66:6 81: 17 96:3 105:10 107: 13 92:4,4 101:3 shown [5] 41:15 50: 10,10,11 87:11 93:1 95:15 99:12 reasonable [8] 36:2,4 85:16,24 87:1 96:21 97:17 105:10 29:3,5 37:15 39:10, 11 40:24 41:3 43:16 root [3] 32:4,4 101:3 rotating [1] 48:8 root [3] 32:4,4 101:3 rotating [1] 48:8 seeking [1] 106:9 seem [2] 67:16 74:6 shown [5] 41:15 50: 10,10,11 87:11 93:1 95:15 99:12 97:17 105:10 56:20 59:7 61:14 66: 12,17 71:2 74:14,15 roughly [1] 38:12 seeking [1] 106:9 seem [2] 67:16 74:6 side [8] 18:7 63:18 71: 12,14 79:12,23 84:11 11,12 37:15 38:2,9 reassigned [1] 30:2 reassigned [1] 30:2 rule [2] 20:10 32:23 reassignments [1] rule [2] 20:10 32:23 rule [1] 24:25 16 49:2 53:21 60:9 72:18 104:11 sides [2] 71:12 72:9 significance [1] 60:7 significant [20] 5:11 sorts [3] 48:15 50:5,5 94:5 requires [5] 7:20 43: 23 45:16 69:4 97:5 rul [5] 44:24 50:18 62: 8 64:24 95:22 seer [1] 64:5 segregation [2] 72: 14 74:21 sorts [3] 48:15 50:5,5 Sotomayor [22] 28:24 45:17 47:14 48:1,14 sotomayor [22] 28:24 14 74:21 24:25 25:3 26:17 43: 46:17 47:14 48:1,14		requirement [33] 14:	103 :3 105 :14 107 :22		showing [1] 80:6	12 52 :1 68 :3 88 :25
83:16 89:19 22:17,23 23:4 24:15 room [1] 45:3 17 96:3 105:10 107: 10,10,11 87:11 sort [21] 11:13 18:19 reasonable [8] 36:2,4 29:3,5 37:15 39:10, 140:24 41:3 43:16 root [3] 32:4,4 101:3 11 seeking [1] 106:9 side [8] 18:7 63:18 71: 11,12 37:15 38:2,9 97:17 105:10 56:20 59:7 61:14 66: roughly [1] 38:12 rounds [1] 30:12 seeking [1] 106:9 seeking [1] 106:9 side [8] 18:7 63:18 71: 11,12 37:15 38:2,9 14 71:10 89:23 95:3 56:20 59:7 61:14 66: rounds [1] 30:12 rounds [1] 30:12 16 49:2 53:21 60:9 seems [7] 17:16 37: 85:6 12,22 84:15 86:4 92: 18 89:14 98:9 99:9 rule [2] 20:10 32:23 rule [2] 20:10 32:23 rule [1] 64:5 seen [1] 64:5 significance [1] 60:7 sortig [1] 89:23 94:5 requires [5] 7:20 43: run [5] 44:24 50:18 62: segregation [2] 72: sortig [1] 20:2 19:23 20:9,23 sortig [1] 89:23 94:5 requires [5] 7:20 43: s 64:24 95:22 14 74:21 24:25 25:3 26:17 43: 46:17 47:14 48:1,14			role [1] 104:20		-	93:1 95:15 99:12
85:16,24 87:1 96:21 97:17 105:10 11 40:24 41:3 43:16 56:20 59:7 61:14 66: 12,17 71:2 74:14,15 rotating [1] 48:8 roughly [1] 38:12 seeking [1] 106:9 seem [2] 67:16 74:6 seems [7] 17:16 37: 16 49:2 53:21 60:9 side [8] 18:7 63:18 71: 12,14 79:12,23 84:11 11,12 37:15 38:2,9 14 7:10 89:23 95:3 reassigned [1] 30:2 reassignments [1] 94:5 77:8,18 78:22,24 82: 18 89:14 98:9 99:9 rule [2] 20:10 32:23 rules [1] 24:25 seeking [1] 106:9 seem [2] 67:16 74:6 seems [7] 17:16 37: 16 49:2 53:21 60:9 side [8] 18:7 63:18 71: 12,14 79:12,23 84:11 11,12 37:15 38:2,9 94:5 REBUTTAL [3] 3:12 rules [5] 7:20 43: 23 45:16 69:4 97:5 rules [1] 24:25 8 64:24 95:22 rules [2] 72: 14 74:21 segregation [2] 72: 14 74:21 significant [20] 5:11 24:25 25:3 26:17 43: sorts [3] 48:15 50:5,5					10,10,11 87: 11	sort [21] 11:13 18:19
97:17 105:10 1114:2:14:14:15 10:11:1 11,12:0:11:0:0:10:11:1 11,12:0:11:0:0:10:11:1 11,12:0:11:0:0:10:11:1 11,12:0:11:0:0:10:11:1 11,12:0:11:0:0:10:11:1 11,12:0:11:0:0:10:11:1 11,12:0:11:0:0:10:11:1 11,12:0:11:0:0:10:11:1 11,12:0:11:0:0:10:11:1 11,12:0:11:0:0:10:11:1 11,12:0:11:0:0:11:0:0:10:11:1 11,12:0:11:0:0:10:11:1 11,12:0:11:0:0:10:11:1 11,12:0:11:0:0:10:11:1 11,12:0:11:0:0:10:11:1 11,12:0:11:0:0:12:0:11:0:0:12:0:11 50:8:6:14:77:21:78: 50:8:6:6:14:77:21:78: 12,22:84:11:0:0:10:0:10:0:10:11:1 50:8:6:14:77:21:78: 12,22:84:12:0:0:0:10:0:10:0:10:0:10:11:1 12,22:84:12:6:0:10:0:1:0:11:1 12,22:84:12:0:10:0:12:0:10:0:1:0:11:1 12,22:84:12:0:10:0:12:0:10:0:1:0:11:1 12,22:84:12:0:10:0:1:0:11:1 12,22:84:12:0:10:0:1:0:11:1 12,22:84:12:0:10:0:1:0:1:1:1 13:93:2:104:24 12:		29: 3,5 37: 15 39: 10,	root [3] 32:4,4 101:3		shows [1] 107:17	20: 1,25 34: 11 35: 11,
reasons [5] 35:15 42: 1 47:10 89:23 95:3 reassigned [1] 30:2 94:5 REBUTTAL [3] 3:12 12,17 71:2 74:14,15 77:8,18 78:22,24 82: 12,17 71:2 74:14,15 77:8,18 78:22,24 82: 18 89:14 98:9 99:9 101:11 rounds [1] 30:12 rule [2] 20:10 32:23 rule [2] 20:		11 40 :24 41 :3 43 :16	•	•		11,12 37: 15 38: 2,9
1 47:10 89:23 95:3 reassigned [1] 30:2 reassignments [1] 94:5 REBUTTAL [3] 3:12 12,17 11.2 74.14,15 77:8,18 78:22,24 82: 18 89:14 98:9 99:9 101:11 requires [5] 7:20 43: 23 45:16 69:4 97:5 rule [2] 20:10 32:23 rule [2] 20:						
reassigned [1] 30:2 reassignments [1] 94:5 REBUTTAL [3] 3:12 171.0,16 76.22,24 02. 18 89:14 98:9 99:9 101:11 requires [5] 7:20 43: 23 45:16 69:4 97:5 rule [1] 20:16 32.23 ruled [1] 87:17 rules [1] 24:25 8 64:24 95:22 72:18 104:11 seen [1] 64:5 segregation [2] 72: 14 74:21 sides [1] 71.12 72.9 significance [1] 60:7 significance [1] 60:7 sorts [3] 48:15 50:5,5						12,22 84: 15 86: 4 92 :
reassignments [1] 101:11 rules [1] 24:25 seen [1] 64:5 significant [20] 5:11 sorts [3] 48:15 50:5,5 94:5 requires [5] 7:20 43: run [5] 44:24 50:18 62: segregation [2] 72: 12:22 19:23 20:9,23 Sotomayor [22] 28:24 405:140 20 23 45:16 69:4 97:5 8 64:24 95:22 8 64:24 95:22 14 74:21 24:25 25:3 26:17 43: 46:17 47:14 48:1,14						
94:5 requires [5] 7:20 43: run [5] 44:24 50:18 62: segregation [2] 72: significant [2] 3:12 sorts (5) 40:13 30:0,5 23 45:16 69:4 97:5 8 64:24 95:22 14 74:21 24:25 25:3 26:17 43: 46:17 47:14 48:1,14					-	-
REBUTTAL [3] 3:12 23 45:16 69:4 97:5 8 64:24 95:22 14 74:21 24:25 25:3 26:17 43: 46:17 47:14 48:1,14 405:40 20 24:25 25:3 26:17 43: 46:17 47:14 48:1,14 24:25 25:3 26:17 43: 46:17 47:14 48:1,14	-				-	
						-
requiring (4) 68:5 70: 16 48:4,10 57:25 59: 59:15 67:21 80:24 81:			8 64: 24 95: 22			
		requiring [4] 68:5 70:			16 48:4,10 57:25 59:	59: 15 67:21 80:24 81:

		Official - Subjec	t to Final Review		
16 91: 15 103: 7,8,15,	98: 23 99: 2,4	supervisors [1] 51:	17:25 18:14 24:15 39:	13:14 48:17	29:2 30:6 31:22 32:1
20,25 104: 4,6,11,14,	stigmatic [10] 15:17,	14	9 40:23 41:2 50:11	transfers [17] 5:19 26:	39:3 48:25 50:1 65:6
18,21 105:12	21,24 62:10 80:9 84:	supervisory [1] 94:11	52:13 53:20,24 56:19	3,5,8 33: 14,16 34: 13,	78:21 79:25 95:16 96:
Sotomayor's [1] 105:	19 89: 4 98: 14 107 :7,	support [4] 71:1 82:	59:25 64:10 71:19 73:	16 42:5 45:9 51:9,12	4 100:16 104:18 105:
25	10	19 86: 20 89: 14	20,21 74 :7 78 :21 81 :	52:5 66:20,20 94:4	5
sought [1] 32:4	stigmatizing [11] 15:	supporting [3] 2:6 3:	12 87:6 92:15,17 95:	100:7	understanding [7] 5:
sounds [2] 19:1 80:13		8 42 :24	20,20 101:25 106:24	treat [6] 40:11 83:16	14 11: 5 34: 20 35: 2
speaking [3] 9:11 57:	10 73:12 74:21 75:18	supports [1] 32:22	thinking [3] 38:19 41:	96:6,9 97:10 99:23	48:6 63:20 64:3
8 78:23	78: 18 80: 12,13	suppose [4] 26:21 38:	17 48: 6	treated [9] 6:10 7:7 8:	understandings [1]
special [1] 61:4	still [5] 17:1 22:1 31:	3 57 :15 83 :6	thinks [1] 45:23	16.17 40:18 61:2 93:	29 :12
specific [3] 49:1 61:6	23 58:13,15	SUPREME [3] 1:1,15	third [1] 63:25	22 96:13 98:18	understatement [1]
70:8	stop [1] 104:4	28 :4	THOMAS [19] 6:1,14,	treating [7] 22:1 50:	106 :14
specifically [2] 51:9	store [5] 44:1,5 52:15,	surprise [1] 70:16	24 7 :4,9,14,17 8 :1 26 :	19 96 :14 97 :8 100 :11,	unequal [4] 61:16 62:
69 :6	18,19	surround [1] 54:5	14 44: 10,21,24 45: 8	13 102: 6	12,16 89: 7
spectrum [1] 43:11	street [2] 26:23 27:1	Sutton [1] 106:25	46 :1,5 54 :17 71 :5 74 :	treatment [35] 5:7 6:3,	uniform [5] 24:9 25:
spotting [2] 97:6,7	strikes [2] 43:11 90:	sweeping [2] 101:3	19 103 :5	5,6,8,8,10 7 :12,21 8 :	10 62:9 85:22 104:1
ST [5] 1:6 4:5 45:11	14	102 :24	though [8] 7:17 39:14	11 9: 2,4,22 10: 4,4,22	uniforms [1] 60:21
70 :25 88 :11	strongly [1] 97:1	sweet [1] 96:16	63:5 75:5,11 85:17	12:2 19: 17,20,24 29:	UNITED [5] 1:1,16 2:6
stage [2] 53:14 90:4	stuff [3] 28:1 42:9 88:	switching [1] 48:7	90:18 91:5	17,18 38: 14 40: 20 43:	3:7 42:23
stages [1] 20:8	22	=	thoughts [2] 30:4 96:	12,20 46 :10 56 :17 57 :	unlawful [8] 4:15 28:
standard [10] 45:18	stunning [1] 106:21		25	4,20 61 :16 62 :12 66 :	21 31 :16 37 :19,21 38 :
55 :22 71 :15,18 78 :14	sub [1] 92:6	talks [5] 24:7 77:5,5,6	Threat [2] 28:13 106:	4,20 61 .10 62 .12 66 . 6 68: 10 69: 5	3 40 :9 101 :14
82: 16 91: 10,13 92: 3,	subject [3] 31:3 32:1	102: 19	23	treats [1] 101:15	unless [3] 15:13 78:
62 :10 91:10,13 92:3,	69:12	tangible [4] 5:12 15:	23 three [2] 36:14 52:12	trial [4] 57:24 88:1 89:	17 107: 20
standards [10] 36:24	subjected [1] 81:9	11 20: 11 106: 3	threshold [5] 20:1,20	21,25	unlikely [1] 41:23
61:8 62:17 63:5,6,12,	subjective [6] 35:12,	task [1] 85:23	21 :1 56 :20 83 :22	trifle [3] 95:10 98:5,13	unmarked [1] 85:22
	25 36 :7 72 :1 82 :18,	tasks [1] 4:25		trifles [1] 70:15	
14 65:17 106:3,19	19	Tatel [1] 60:13	thrown [1] 37:3 thwarted [1] 42:4	trifling [1] 60:10	unpleasantness [1] 84:8
standing [1] 39:25	submit [1] 57:3	tax [1] 91:1		trigger [1] 85:1	
standpoint [1] 12:4		Teamsters [4] 5:15	thwarting [1] 37:7		until [1] 107:6
stapler [1] 89:18	submitted [2] 107:23,	27: 14,15,22	Title [24] 4:16,17 5:15,	trivial [8] 14:21 15:1	unto [1] 40:3
start [2] 84:18 92:15	25	term [15] 5:1 8:25 21:	22 6:4 23:25 27:18	57: 20 58: 6 66: 5,13,	unusual [1] 40:4
started [2] 16:2 36:21	suffered [1] 41:6	10 22: 4 23: 6,10 30:	31 :21 36 :3 43 :5 45 :3	14 84:5	unwise [1] 52:3
state [3] 57:19 83:25	sufficient [10] 49:9,21	15 36 :15 47 :3 51 :22,	54 :21 62 :24 65 :13 69 :	,	up [10] 4:24 17:21 18:
101:7	51 :17 55 :2 56 :9 59 :	23 74 :20 76 :13 100 :4,	4 70 :17,22 71 :2 79 :	93:11 106:20	16 25 :23,24 67 :10 97 :
stated [5] 75:23 76:22	12 64:10 68:15 72:13	6	25 82:7 85:17 102:21	try [1] 96:2	18,25 101 :24 105 :23
78:3 89: 11,11	76 :17	terminology [1] 20:	106 :10 107 :9	trying [6] 36:2 55:21	V
statement [10] 9:8 23:	suggest [2] 80:16 95:	25	toes [1] 29:9	78: 24 95: 12 97: 24,25	value [1] 102:3
8 33 :5 55 :22 73 :6 75 :	2	terms [50] 4:15,19,22	together [1] 95:23	turn [1] 19:6	varied [2] 103:17,17
17 78: 18 84: 16 89: 5,	suggested [2] 56:1	10 :16,22 11 :6,10,24	tolerate [2] 33:5 96:	turns [1] 92:11	various [1] 26:10
11	60 :21	12: 3,11,14 17: 23 21:	18	Twenty-nine [1] 91:	vast [2] 10:3,6
statements [1] 74:24	suggesting [9] 30:24	22 22 :9 23 :3 24 :12	took [2] 66:19 67:14	14	Vegas [1] 91:18
STATES [6] 1:1,16 2:	35 :10 39 :8 52 :9 55 :	26 :9 30 :1,18 31 :19	top [1] 97:15	two [13] 7:18 26:18,22	versus [7] 4:5 9:13 10:
6 3:7 32:22 42:23	25 74 :17 77 :19 92 :15	32: 11 33: 2,8,16,22	topic [1] 106:1	31 :12 32 :13 35 :15 83 :	10 11 :21 46 :12,13 91 :
status [12] 69:15 72:	101 :10	34:4 37: 23 38: 5 43: 4	torts [1] 36:1	6,17 86: 4 92: 19 93:	15 11.21 40. 12,13 51.
24 73 :14 74 :16 80 :22	suggestion [4] 29:23	48: 23 49: 20 53: 4,6,	track [1] 35:17	12 95:20 104:22	viable [1] 41:25
82: 3,6 84: 18 99: 1,16,	31 :4 77 :18 84 :6	48. 23 49. 20 53. 4,0, 10,12,18,23 54: 1,11	tracks [1] 59:20	type [4] 14:18 21:14	view [14] 23:12,13,21,
17 100:22	suggests [3] 9:3 58:	56:6,25 72:17 79:25	trade [1] 62:17	39 :7 72 :14	23,24 35: 9 37: 2 51:
statute [44] 5:18 10:	19 63 :9	81 :2,13 82 :10 90 :21	train [1] 35:17	types [1] 106:6	10 60: 5 73: 20,21 83:
19 11 :11 12 :13 17 :3	suit [2] 9:7 30:25		training [1] 42:7	U	13 85: 19 99: 15
	· · · · · · · · · · · · · · · · · · ·	45 491 100 99			
32: 9,10 35: 16,18 36:	summary [11] 53:13	95:9,21 104:22	transfer [42] 4:21 6:24		
13,14,19 37 :16,20 43 :	57: 23 59: 3,9 64: 1,8,	terrible [1] 38:23	7: 2,4,5,19,22 13: 6 33:	unanimous [1] 81:23	viewed [4] 28:8 50:17
13,14,19 37: 16,20 43: 11,22 44: 6 45: 16 46:	57: 23 59: 3,9 64: 1,8, 25 85: 7 87: 19 89: 20	terrible ^[1] 38:23 test ^[4] 35:11 104:19,	7: 2,4,5,19,22 13: 6 33: 25 34: 1,2,14 43: 2 45:	unclear [1] 71:15	viewed [4] 28:8 50:17 51:1 91:9
13,14,19 37 :16,20 43 : 11,22 44 :6 45 :16 46 : 15 49 :16 66 :22 68 :16,	57: 23 59: 3,9 64: 1,8, 25 85: 7 87: 19 89: 20 104: 9	terrible ^[1] 38:23 test ^[4] 35:11 104:19, 24 105:3	7: 2,4,5,19,22 13: 6 33: 25 34: 1,2,14 43: 2 45: 14 46: 2,7 47: 15 51: 5,	unclear [1] 71:15 uncloaked [1] 107:10	viewed ^[4] 28:8 50:17 51:1 91:9 views ^[3] 73:14,15 99:
13,14,19 37:16,20 43: 11,22 44:6 45:16 46: 15 49:16 66:22 68:16, 25 70:9 72:19 77:4	57 :23 59 :3,9 64 :1,8, 25 85 :7 87 :19 89 :20 104 :9 sun ^[1] 83 :14	terrible [1] 38:23 test [4] 35:11 104:19, 24 105:3 tested [1] 91:13	7: 2,4,5,19,22 13: 6 33: 25 34: 1,2,14 43: 2 45: 14 46: 2,7 47: 15 51: 5, 7,11,18,20 52: 7,24 53:	unclear [1] 71:15 uncloaked [1] 107:10 under [32] 4:15 5:6 6:	viewed [4] 28:8 50:17 51:1 91:9 views [3] 73:14,15 99: 1
13,14,19 37:16,20 43: 11,22 44:6 45:16 46: 15 49:16 66:22 68:16, 25 70:9 72:19 77:4 80:15 82:9 83:1 92:	57:23 59:3,9 64:1,8, 25 85:7 87:19 89:20 104:9 sun ^[1] 83:14 super-personnel ^[1]	terrible [1] 38:23 test [4] 35:11 104:19, 24 105:3 tested [1] 91:13 text [10] 37:16 43:8,13	7:2,4,5,19,22 13:6 33: 25 34:1,2,14 43:2 45: 14 46:2,7 47:15 51:5, 7,11,18,20 52:7,24 53: 2,4,7,25 54:2,13 59:5	unclear [1] 71:15 uncloaked [1] 107:10 under [32] 4:15 5:6 6: 20,20 7:8 18:9 21:13	viewed [4] 28:8 50:17 51:1 91:9 views [3] 73:14,15 99: 1 VII [20] 4:16,17 5:15,22
13,14,19 37:16,20 43: 11,22 44:6 45:16 46: 15 49:16 66:22 68:16, 25 70:9 72:19 77:4 80:15 82:9 83:1 92: 16 93:2 95:1 96:16	57:23 59:3,9 64:1,8, 25 85:7 87:19 89:20 104:9 sun [1] 83:14 super-personnel [1] 83:23	terrible [1] 38:23 test [4] 35:11 104:19, 24 105:3 tested [1] 91:13 text [10] 37:16 43:8,13 44:8 45:15 82:7,8 97:	7:2,4,5,19,22 13:6 33: 25 34:1,2,14 43:2 45: 14 46:2,7 47:15 51:5, 7,11,18,20 52:7,24 53: 2,4,7,25 54:2,13 59:5 60:3 66:9 67:1,15,17	unclear [1] 71:15 uncloaked [1] 107:10 under [32] 4:15 5:6 6: 20,20 7:8 18:9 21:13 23:24 24:11,17 31:21	viewed [4] 28:8 50:17 51:1 91:9 views [3] 73:14,15 99: 1 VII [20] 4:16,17 5:15,22 6:4 23:25 27:18 31:
13,14,19 37:16,20 43: 11,22 44:6 45:16 46: 15 49:16 66:22 68:16, 25 70:9 72:19 77:4 80:15 82:9 83:1 92:	57:23 59:3,9 64:1,8, 25 85:7 87:19 89:20 104:9 sun ^[1] 83:14 super-personnel ^[1]	terrible [1] 38:23 test [4] 35:11 104:19, 24 105:3 tested [1] 91:13 text [10] 37:16 43:8,13 44:8 45:15 82:7,8 97: 3 100:25,25	7:2,4,5,19,22 13:6 33: 25 34:1,2,14 43:2 45: 14 46:2,7 47:15 51:5, 7,11,18,20 52:7,24 53: 2,4,7,25 54:2,13 59:5	unclear [1] 71:15 uncloaked [1] 107:10 under [32] 4:15 5:6 6: 20,20 7:8 18:9 21:13 23:24 24:11,17 31:21 36:11,11,23 43:5 52:	viewed [4] 28:8 50:17 51:1 91:9 views [3] 73:14,15 99: 1 VII [20] 4:16,17 5:15,22 6:4 23:25 27:18 31: 21 36:3 43:5 45:3 54:
13,14,19 37:16,20 43: 11,22 44:6 45:16 46: 15 49:16 66:22 68:16, 25 70:9 72:19 77:4 80:15 82:9 83:1 92: 16 93:2 95:1 96:16 97:3,16 98:11 99:15 100:18,21,25 101:6,	57:23 59:3,9 64:1,8, 25 85:7 87:19 89:20 104:9 sun [1] 83:14 super-personnel [1] 83:23 superfluous [1] 99: 21	terrible [1] 38:23 test [4] 35:11 104:19, 24 105:3 tested [1] 91:13 text [10] 37:16 43:8,13 44:8 45:15 82:7,8 97: 3 100:25,25 textual [2] 96:23 97:4	7:2,4,5,19,22 13 :6 33 : 25 34 :1,2,14 43 :2 45 : 14 46 :2,7 47 :15 51 :5, 7,11,18,20 52 :7,24 53 : 2,4,7,25 54 :2,13 59 :5 60 :3 66 :9 67 :1,15,17 84 :6,11 85 :14 91 :17, 19 94 :2	unclear [1] 71:15 uncloaked [1] 107:10 under [32] 4:15 5:6 6: 20,20 7:8 18:9 21:13 23:24 24:11,17 31:21 36:11,11,23 43:5 52: 22 53:8 56:15 60:22	viewed [4] 28:8 50:17 51:1 91:9 views [3] 73:14,15 99: 1 VII [20] 4:16,17 5:15,22 6:4 23:25 27:18 31: 21 36:3 43:5 45:3 54: 21 62:24 65:13 69:4
13,14,19 37:16,20 43: 11,22 44:6 45:16 46: 15 49:16 66:22 68:16, 25 70:9 72:19 77:4 80:15 82:9 83:1 92: 16 93:2 95:1 96:16 97:3,16 98:11 99:15	57:23 59:3,9 64:1,8, 25 85:7 87:19 89:20 104:9 sun [1] 83:14 super-personnel [1] 83:23 superfluous [1] 99: 21 superiors [2] 24:10	terrible [1] 38:23 test [4] 35:11 104:19, 24 105:3 tested [1] 91:13 text [10] 37:16 43:8,13 44:8 45:15 82:7,8 97: 3 100:25,25 textual [2] 96:23 97:4 thanks [1] 89:3	7:2,4,5,19,22 13:6 33: 25 34:1,2,14 43:2 45: 14 46:2,7 47:15 51:5, 7,11,18,20 52:7,24 53: 2,4,7,25 54:2,13 59:5 60:3 66:9 67:1,15,17 84:6,11 85:14 91:17,	unclear [1] 71:15 uncloaked [1] 107:10 under [32] 4:15 5:6 6: 20,20 7:8 18:9 21:13 23:24 24:11,17 31:21 36:11,11,23 43:5 52: 22 53:8 56:15 60:22 62:24 66:22 68:16 75:	<pre>viewed [4] 28:8 50:17 51:1 91:9 views [3] 73:14,15 99: 1 VII [20] 4:16,17 5:15,22 6:4 23:25 27:18 31: 21 36:3 43:5 45:3 54: 21 62:24 65:13 69:4 70:17,22 71:2 106:10</pre>
13,14,19 37:16,20 43: 11,22 44:6 45:16 46: 15 49:16 66:22 68:16, 25 70:9 72:19 77:4 80:15 82:9 83:1 92: 16 93:2 95:1 96:16 97:3,16 98:11 99:15 100:18,21,25 101:6,	57:23 59:3,9 64:1,8, 25 85:7 87:19 89:20 104:9 sun [1] 83:14 super-personnel [1] 83:23 superfluous [1] 99: 21 superiors [2] 24:10 25:10	terrible [1] 38:23 test [4] 35:11 104:19, 24 105:3 tested [1] 91:13 text [10] 37:16 43:8,13 44:8 45:15 82:7,8 97: 3 100:25,25 textual [2] 96:23 97:4 thanks [1] 89:3 themself [1] 16:18	7:2,4,5,19,22 13 :6 33 : 25 34 :1,2,14 43 :2 45 : 14 46 :2,7 47 :15 51 :5, 7,11,18,20 52 :7,24 53 : 2,4,7,25 54 :2,13 59 :5 60 :3 66 :9 67 :1,15,17 84 :6,11 85 :14 91 :17, 19 94 :2	unclear [1] 71:15 uncloaked [1] 107:10 under [32] 4:15 5:6 6: 20,20 7:8 18:9 21:13 23:24 24:11,17 31:21 36:11,11,23 43:5 52: 22 53:8 56:15 60:22 62:24 66:22 68:16 75: 14,16 77:4 80:19 81:	viewed [4] 28:8 50:17 51:1 91:9 views [3] 73:14,15 99: 1 VII [20] 4:16,17 5:15,22 6:4 23:25 27:18 31: 21 36:3 43:5 45:3 54: 21 62:24 65:13 69:4 70:17,22 71:2 106:10 107:9
13,14,19 37:16,20 43: 11,22 44:6 45:16 46: 15 49:16 66:22 68:16, 25 70:9 72:19 77:4 80:15 82:9 83:1 92: 16 93:2 95:1 96:16 97:3,16 98:11 99:15 100:18,21,25 101:6, 21 106:15 107:12 statutory [2] 5:8 51: 23	57:23 59:3,9 64:1,8, 25 85:7 87:19 89:20 104:9 sun [1] 83:14 super-personnel [1] 83:23 superfluous [1] 99: 21 superiors [2] 24:10 25:10 supervisor [10] 21:5,	terrible [1] 38:23 test [4] 35:11 104:19, 24 105:3 tested [1] 91:13 text [10] 37:16 43:8,13 44:8 45:15 82:7,8 97: 3 100:25,25 textual [2] 96:23 97:4 thanks [1] 89:3 themself [1] 16:18 themselves [1] 62:18	7:2,4,5,19,22 13 :6 33 : 25 34 :1,2,14 43 :2 45 : 14 46 :2,7 47 :15 51 :5, 7,11,18,20 52 :7,24 53 : 2,4,7,25 54 :2,13 59 :5 60 :3 66 :9 67 :1,15,17 84 :6,11 85 :14 91 :17, 19 94 :2 transferred ^[13] 4 :12,	unclear [1] 71:15 uncloaked [1] 107:10 under [32] 4:15 5:6 6: 20,20 7:8 18:9 21:13 23:24 24:11,17 31:21 36:11,11,23 43:5 52: 22 53:8 56:15 60:22 62:24 66:22 68:16 75: 14,16 77:4 80:19 81: 23 84:18 95:10 102:	<pre>viewed [4] 28:8 50:17 51:1 91:9 views [3] 73:14,15 99: 1 VII [20] 4:16,17 5:15,22 6:4 23:25 27:18 31: 21 36:3 43:5 45:3 54: 21 62:24 65:13 69:4 70:17,22 71:2 106:10 107:9 VII's [2] 79:25 82:7</pre>
13,14,19 37:16,20 43: 11,22 44:6 45:16 46: 15 49:16 66:22 68:16, 25 70:9 72:19 77:4 80:15 82:9 83:1 92: 16 93:2 95:1 96:16 97:3,16 98:11 99:15 100:18,21,25 101:6, 21 106:15 107:12 statutory [2] 5:8 51: 23 stay [1] 88:9	57:23 59:3,9 64:1,8, 25 85:7 87:19 89:20 104:9 sun [1] 83:14 super-personnel [1] 83:23 superfluous [1] 99: 21 superiors [2] 24:10 25:10 supervisor [10] 21:5, 7 34:24 52:11 56:12	terrible [1] 38:23 test [4] 35:11 104:19, 24 105:3 tested [1] 91:13 text [10] 37:16 43:8,13 44:8 45:15 82:7,8 97: 3 100:25,25 textual [2] 96:23 97:4 thanks [1] 89:3 themself [1] 16:18 themselves [1] 62:18 theory [5] 24:11 60:23	7:2,4,5,19,22 13 :6 33 : 25 34 :1,2,14 43 :2 45 : 14 46 :2,7 47 :15 51 :5, 7,11,18,20 52 :7,24 53 : 2,4,7,25 54 :2,13 59 :5 60 :3 66 :9 67 :1,15,17 84 :6,11 85 :14 91 :17, 19 94 :2 transferred [¹³] 4 :12, 23 26 :24 28 :6 38 :21 41 :12 44 :15 52 :15 66 : 23 85 :10 90 :12,22	unclear [1] 71:15 uncloaked [1] 107:10 under [32] 4:15 5:6 6: 20,20 7:8 18:9 21:13 23:24 24:11,17 31:21 36:11,11,23 43:5 52: 22 53:8 56:15 60:22 62:24 66:22 68:16 75: 14,16 77:4 80:19 81: 23 84:18 95:10 102: 20 106:2 107:9	viewed [4] 28:8 50:17 51:1 91:9 views [3] 73:14,15 99: 1 VII [20] 4:16,17 5:15,22 6:4 23:25 27:18 31: 21 36:3 43:5 45:3 54: 21 62:24 65:13 69:4 70:17,22 71:2 106:10 107:9 VII's [2] 79:25 82:7 violates [1] 107:12
13,14,19 37:16,20 43: 11,22 44:6 45:16 46: 15 49:16 66:22 68:16, 25 70:9 72:19 77:4 80:15 82:9 83:1 92: 16 93:2 95:1 96:16 97:3,16 98:11 99:15 100:18,21,25 101:6, 21 106:15 107:12 statutory [2] 5:8 51: 23 stay [1] 88:9 stereotypes [1] 62:17	57:23 59:3,9 64:1,8, 25 85:7 87:19 89:20 104:9 sun [1] 83:14 super-personnel [1] 83:23 superfluous [1] 99: 21 superiors [2] 24:10 25:10 supervisor [10] 21:5, 7 34:24 52:11 56:12	terrible [1] 38:23 test [4] 35:11 104:19, 24 105:3 tested [1] 91:13 text [10] 37:16 43:8,13 44:8 45:15 82:7,8 97: 3 100:25,25 textual [2] 96:23 97:4 thanks [1] 89:3 themself [1] 16:18 themselves [1] 62:18 theory [5] 24:11 60:23 61:23 75:14,16	7:2,4,5,19,22 13 :6 33 : 25 34 :1,2,14 43 :2 45 : 14 46 :2,7 47 :15 51 :5, 7,11,18,20 52 :7,24 53 : 2,4,7,25 54 :2,13 59 :5 60 :3 66 :9 67 :1,15,17 84 :6,11 85 :14 91 :17, 19 94 :2 transferred [13] 4 :12, 23 26 :24 28 :6 38 :21 41 :12 44 :15 52 :15 66 : 23 85 :10 90 :12,22 103 :16	unclear [1] 71:15 uncloaked [1] 107:10 under [32] 4:15 5:6 6: 20,20 7:8 18:9 21:13 23:24 24:11,17 31:21 36:11,11,23 43:5 52: 22 53:8 56:15 60:22 62:24 66:22 68:16 75: 14,16 77:4 80:19 81: 23 84:18 95:10 102: 20 106:2 107:9 understand [19] 10:	viewed [4] 28:8 50:17 51:1 91:9 views [3] 73:14,15 99: 1 VII [20] 4:16,17 5:15,22 6:4 23:25 27:18 31: 21 36:3 43:5 45:3 54: 21 62:24 65:13 69:4 70:17,22 71:2 106:10 107:9 VII's [2] 79:25 82:7 violates [1] 107:12 violation [2] 6:4 72:
13,14,19 37:16,20 43: 11,22 44:6 45:16 46: 15 49:16 66:22 68:16, 25 70:9 72:19 77:4 80:15 82:9 83:1 92: 16 93:2 95:1 96:16 97:3,16 98:11 99:15 100:18,21,25 101:6, 21 106:15 107:12 statutory [2] 5:8 51: 23 stay [1] 88:9	57:23 59:3,9 64:1,8, 25 85:7 87:19 89:20 104:9 sun [1] 83:14 super-personnel [1] 83:23 superfluous [1] 99: 21 superiors [2] 24:10 25:10 supervisor [10] 21:5, 7 34:24 52:11 56:12	terrible [1] 38:23 test [4] 35:11 104:19, 24 105:3 tested [1] 91:13 text [10] 37:16 43:8,13 44:8 45:15 82:7,8 97: 3 100:25,25 textual [2] 96:23 97:4 thanks [1] 89:3 themself [1] 16:18 themselves [1] 62:18 theory [5] 24:11 60:23	7:2,4,5,19,22 13 :6 33 : 25 34 :1,2,14 43 :2 45 : 14 46 :2,7 47 :15 51 :5, 7,11,18,20 52 :7,24 53 : 2,4,7,25 54 :2,13 59 :5 60 :3 66 :9 67 :1,15,17 84 :6,11 85 :14 91 :17, 19 94 :2 transferred [¹³] 4 :12, 23 26 :24 28 :6 38 :21 41 :12 44 :15 52 :15 66 : 23 85 :10 90 :12,22	unclear [1] 71:15 uncloaked [1] 107:10 under [32] 4:15 5:6 6: 20,20 7:8 18:9 21:13 23:24 24:11,17 31:21 36:11,11,23 43:5 52: 22 53:8 56:15 60:22 62:24 66:22 68:16 75: 14,16 77:4 80:19 81: 23 84:18 95:10 102: 20 106:2 107:9	viewed [4] 28:8 50:17 51:1 91:9 views [3] 73:14,15 99: 1 VII [20] 4:16,17 5:15,22 6:4 23:25 27:18 31: 21 36:3 43:5 45:3 54: 21 62:24 65:13 69:4 70:17,22 71:2 106:10 107:9 VII's [2] 79:25 82:7 violates [1] 107:12

W 96:22 18 93:12 99:13 100: waived [3] 87:18 88:7 whom [183:8] wild [1] 47:2 53:3,25 12 waiked [3] 87:18 88:7 77:17 76:18 82:6, 19 workforce [7] 45:1,6 walk [1] 17:10 94:55 95:22 96:17 71:21 73:5 74:21 89: waiked [3] 52:17 88:9 96:22 71:21 73:5 74:21 89: wanted [3] 52:17 88:9 96:32 71:22 75:8 warned [1] 83:20 Will [1] 87:22 57:4 68:11 85:13 88: warned [1] 83:20 Wishes [1] 26:4 57:4 68:11 85:13 88: warned [1] 83:20 Wishes [1] 26:4 57:4 68:11 85:13 88: warned [1] 83:20 Wishes [1] 26:4 57:4 68:11 85:13 88: Washington [4] 1:11 Wishes [1] 26:4 57:4 68:11 85:13 88: warter [4] 15:20,21 72: 33:13 37:6 54:21 55: 57:4 68:11 78:13 40: yay [2] 29:9 10:22 31:17 45:3,24 49:20 54:11 21:15:8 70: yay [2] 26:10 55:15 without [1] 71:1 15:41:5 102:6 worrie [2] 41:12:24:13:25 16:11 17:10 31:14:6:26:24 87:13 40: warter [4] 16:20,21 40:22:24 15:11:14:24:24:33:41:0 9:10 warter [4] 24:24:8 25:10 51: <			Official - Subject
wait (!) 77:10 whom (!) 83:8 22 103:11 94:14 waik (!) 87:18 88:7 worked [!] 78:10 103: 94:14 waik (!) 81:20 wild [!!] 12/47:2 53:3,25 94:14 waik (!) 81:20 worked [!] 78:10 103: waik (!) 81:20 waik [!] 12/47:2 53:3,25 ? waik (!] 81:20 wild [!!] 12/47:2 53:3,25 ? waik (!] 81:20 will 81:11 worked [!] 78:10 103: wander (!] 82:17 88:9 % worked [!] 81:15 warned (!] 82:17 88:9 % workpace [!] 11:15 warned (!] 82:20 wind (!] 124 ? ? warned (!] 82:20 withol (!] 124:1 ? ? warned (!] 85:20 ? ? ? ? ware (!] 45:20,217 72: ? ? ? ? ? yas [!] 26:10 55:15 ? ? ? ? ? ? yas [!] 26:10 55:15 ? ? ? ? ? ? yas [!] 26:10 52:16 ? ? ? ? ? <t< th=""><th>W</th><th>96:22</th><th>18 93:12 99:13 100:</th></t<>	W	96: 22	18 93:12 99:13 100:
waived [9167:16 88:7 94:14 94:14 94:14 94:12 94:14 94:14 94:15 95:2 96:8 96:8 96:8 96:8 96:8 96:8 97:12 9		whom [1] 83:8	22 103 :11
waiked [9] 87:18 88:7 94:14 94:14 94:14 94:14 94:14 94:15 95:20 98:8 910:22 97:19 96:24 97:12 910:22 910 910 910 910 910 910 910 910		wildly [1] 37:1	worked [2] 78:10 103:
94:14 walk (0) 81:20 walk (0) 30:12 walk (0) 47:21 warder (0) 80:11 wander (0) 80:11 wander (0) 80:11 warder (0) 80:17 84:9 98:8 72:17 76:18 82:6,19 94:5, 95:22 96:17 71:21 73:5 74:21 89: window (10) 47:22 window (10) 77:9 window (10) 47:22 window (10) 77:9 window (10) 47:22 window (10) 77:9 window (10) 47:22 window (10) 77:9 window (10) 47:22 window (10) 47:22 si 11, 74:3, 32, 49:20 si 11, 74:5, 32, 49:20 si 11, 72:14, 21:10 worried (10) 47:22 worried (10) 47:12 ued (10) 92:16 youry (10) 57:21 worried (10) 47:12 ued (10) 92:16 youry (10) 57:17 words (10) 48:13 words (10) 12 words (10) 48:13 words (10) 12 words (10) 48:13 words (10) 12 word (10) 13:2 words (10) 13:27 words (10) 13:3 words (10) 14:21 si 14:8 (16) 43:32 65:12 si 14:42:17:45:19 si 14:11:5 words (10) 19 word (10) 10 word (10) 10 word (10) 19 word (10) 10 word (10) 10 word (10) 10	waived [3] 87:18 88:7		
walk in 81:20 94:55 95:22 96:17 71:21 73:6 74:21 89: walking U130:12 Williams U191:15 7102:25 wanted [0] 52:17 88:9 yorking [0] 54:6, 10 symmed [0] 83:20 wind [0] 77:9 14:21,22 16:8 17:7 Warnel [0] 83:20 winhold [0] 35:1 sin 10 87:22 Warnel [0] 83:20 wishes [0] 26:4 wishes [0] 26:4 Warnel [0] 45:20,217 72: wishes [0] 26:4 sin 136:21 84:10 84: 23 98:21 withold [0] 34:1 sin 14 56:22 84:21 55: Warter [0] 45:20,217 72: sin 14 22:12 44 27:0 82: withold [0] 34:1 19 30:21 46:25 47: 65: without [0] 77:1 work [0] [127:9 107:10 worries [0] 26:10 55:15 work [0] [16:12 sin 14:24:24 92:0 21 04:1 Wednesday [0] 11:12 work [2] 82:10 51:1 sin 34:6,79 6:6,22 7 Wednesday [0] 11:12 week [0] 90:3 96:23 sin 34:6,79 6:6,22 7 sin 14:42 23:21:6,17 6:2,0,25 14: Wednesday [0] 11:12 work [0] [16:10,31:49 7 sin 36:12 40:2,21 44: sin 36:13:24:17 Wednesday [0] 11:12 sin 36:12 40:2,21 44: sin 36:13:34:17 sin 36:33:14:17 Wednesday [0] 11:12 sin 36:13:14:19:42:1 sin 36:13:24:17 yright	94 :14		. –
walking [1] 30:12 walking [1] 47:21 wander [1] 47:21 wander [1] 47:21 wander [1] 47:21 wander [1] 80:11 window [1] 47:22 warks [1] 47:21 warks [1] 47:24 warks	walk [1] 81.20	· ·	
wall [0] 47:21 Williams [0] 91:15 working [0] 54:6,10 wanted [0] 80:11 window [0] 47:22 working [0] 54:6,10 wantes [0] 17:6 34:22 window [0] 47:22 working [0] 54:6,10 warned [0] 83:20 window [0] 47:22 working [0] 54:6,10 Waster [0] 18:20 witheld [0] 23:5 working [0] 54:6,10 Water [0] 15:20,21 72: 31:17 45:3,24 49:20 54:11,21 61:5,8 70: 23 98:21 withold [0] 34:1 withold [0] 23:5 9 30:21 46:25 47:5 withold [0] 71:1 15:14 56:21 81:10 84: 9 30:21 46:25 47:5 Still 7 46:3,24 49:20 6102:10 9 30:21 46:25 47:5 Woll,FMAN [19] 22:2 3: Working [1] 43:1 9 30:21 46:25 47:5 Still 7 46:3,244 80:01 Worries [1] 35:14 9 30:21 46:25 47:5 Still 7 46:3,244 80:01 Worries [1] 35:14 9 30:21 46:25 47:5 Still 7 46:3,211 Still 56:05 9 40:12 21:14 27:14 27:6 28: Morries [1] 35:14 Worries [1] 35:14 9 40:2 Still 7 46:8,11 48:41 Still 76:0,11,14 97: 2 10:1 2 21:13:14:14 12:12 Still 74:68:13 80:1 11,14 25:2 51:3,16,20 Still 77:36:68:27 82:10 Worries [1] 57:76:10			
wander [1] 80:11 win [1] 87:22 win [1] 87:22 98:8 window [1] 47:22 window [1] 47:22 98:8 window [1] 47:22 window [1] 47:22 98:8 window [1] 77:9 window [1] 42:12 101:2 warned [1] 82:0 wiped [1] 77:9 warned [1] 82:0 wishes [1] 26:5 33:1,8 37:8 54:21 55: Washington [4] 1:11 within [1] 11:7 12:12 31:17 45:3,24 49:20 5 23 98:21 within [1] 11:7 12:12 31:17 45:3,24 49:20 5 Yuater [4] 15:20,21 72: 31:17 45:3,24 49:20 5 6:102:10 23 98:21 9:31:14 (25:26 47:5) Wolf [4] (27:9 107:10 0 Yuay [2] 9:10:2 20: 15:11,15,24 83:9 9:10 15:11:5 8:21 worried [4] 37:13 40: 14 22:12,14 27:6 28: 3:31:4:6,7.9 6:6,22 7: yoorse [22:5:6,17 6:2, 5:6,8,9 7:12,14,21 10: Ways [2] 26:10 55:15 ware [4] 24:8 25:10 51: 15:13:12:14:21 2: 3:11 9:6:6,10,13;14 97: 10:12 Yuas [1] 11:22 21:11,12: 21:5:25:16:11 17:10, 3:11 9:6:6,10,13;14 97: Weber [2] 17:22,24 Yuas [1] 11:22 3:11:15:17:5:30: Yias [1] 11:16 Yias [1] 11:16 W		100: 6	7 102: 25
wanted [8] 52:17 88: 98:8 wants [8] 17:6 34:22 wipe [1] 99:9 Washington [4] 1:12 wishes [1] 26:4 withold [1] 23:5 withhold [1] 24:4 withold [1] 23:5 withold [1] 24:4 withold [1] 23:5 withold [1] 24:4 withold [1] 23:5 withold [1] 24:4 withold [1] 23:5 withold [1] 24:4 22:18, 24 23:9 32:15 33:1, 8 37:8 54:21 55: 33:1, 8 37:8 54:21 55: 31:17 45:3, 24 49:20 54:11, 21 61:5, 870: worried [4] 37:13 40: withold [1] 71:1 102:18 Weber [2] 17:22, 24 Weber [2] 17:22, 24 Weber [2] 17:22, 24 Weber [2] 17:22, 24 Wedened [3] 24:6 25:10 Weber [2] 17:22, 24 Week [1] 03:17 weekend [3] 21:6 24: 9 105:2 9 105:2 9 105:2 9 105:2 9 105:2 10 What or [3] 51:25 44: 9 105:2 9 105:2 10 What or [3] 51:25 44: 9 105:2 10 Weber [3] 52:25 44: 9 105:2 10 Weber [3] 52:25 44: 9 105:2 10 Weber [3] 52:25 44: 9 105:2 10 Weber [3] 52:25 44: 9 105:2 10 Week [1] 03:17 weekend [3] 21:6 24: 9 105:2 9 105:2 10 What or [3] 52:55 44: 9 105:2 10 What or [3] 52:55 44: 9 105:2 24 Word [3] 93:16 102: 10 What or [3] 52:55 44: 9 105:2 24 Word [3] 93:16 102: 10 What or [3] 52:55 44: 9 105:2 10 10 10 10 Weber [3] 52:25 44: 9 105:2 10 Word [3] 52:55 44: 9 105:2 10 10 10 Weber [3] 52:55 44: 9 105:2 10 Word [3] 52:55 44: 9 105:2 10 Word [3] 52:55 44: 9 105:2 10 10 10 What or [3] 52:55 44: 9 103:3 Wether [3] 52:26 9: 10 11 12 22 23 25 13 24 25 14 15 24 15 24 15 24 25 25 25 25 25 25 25 25 25 25		Williams [1] 91:15	working [6] 54:6,10
98:8 winct (0) 47:22 25 warned (0) 83:20 wipe (1) 99:9 workplace (23) 11:15 11:2 warned (1) 83:20 wishes (1) 26:4 22:18,24 23:9 32:15 Washington (4) 1:11 22:5,8 withheld (1) 23:5 33:18 37:84:21 55: water (4) 15:20,21 72: 31:17 45:3,24 49:20 6102:10 workglace (23) 17:10 23 98:21 withold (1) 34:1 withold (1) 23:5 33:18 37:86 4:21 55: 14 22:12,14 27:6 28: without (1) 71:1 work (4) 37:13 40: 15 41:5 102:6 19 30:21 46:25 47:5 WOLFLANN (89) 22: 3 3,13 4:6,7,9 6:6,22 7: 15,11,15,24 8:39 9:10 102:18 without (1) 71:1 worrse (2) 5:6,17 15 41:5 102:6 worrse (2) 5:6,17 ways (2) 26:10 55:15 ware (4) 24:22 23:3,14,17 21 64:12 41:22,22 54:4: 12 15:25 16:11 17:10, 3,11 96:6,10,13,14 97: Weber (2) 17:22,42 23:11,11,22 22:3,24,14:11 14,14:25 22:3,14,17 24:19,22 22:3,24,14:11 24:19,22 23:3,14,17 Week (1) 103:17 week (1) 103:17 week (1) 103:17 wortse (1) 104:13 14:14:22:22:73:14:23:11 10:3:18 weil:10:41:12 15 14:8 16:8 43:3 68: 6,8,10 78:4,9 79:58:4: 78:3,6 83:7,17 85:13 </th <th></th> <th>win [1] 87:22</th> <th>57:4 68:11 85:13 88:</th>		win [1] 87:22	57:4 68:11 85:13 88:
98:8 wipe (1) 99:9 workplace [23] 11:15 warned (1) 83:20 wipe (1) 77:9 14:21,22 16:8 17:7 Warned (1) 83:20 witheld (1) 23:5 33:1,8 37:8 54:21 55: Washington (4) 11:12 22:5,8 witheld (1) 23:5 8,11 56:21 81:10 84: 23:98:21 witheld (1) 23:5 8,11 56:21 81:10 84: 8,24 89:70 Way (29) 9:0 10:2 20: 54:11,21 61:5,8 70: 25: 8,11 56:21 81:10 84: 930:21 46:25 47:5 without (1) 71:1 WOLFMAN (89) 22: 2: Worried (4) 37:13 40: 14 22:12,14 27:6 28: 31:3 46:7,9 6:6,22 7: 15,11,15,24 83:9:10 15 41:5 102:6 102:16 without (1) 71:1 WOLFMAN (89) 22: 2: Worried (4) 37:13 40: 14 63: 29:18 43:650: 102:12 31:3 95:2,6 96:3 10:1,25 11:3,14 12:6 56,8,9 7:12,14,21 10: 3,11 96:6,10,13,14 97: 20:62,2 12:19,24 22:3 11:1,14,25 23:3,14,17 20:6,21 21:9,24 22:3 3,11 96:6,10,13,14 97: Weber (2) 17:22,24 20:6,21 21:9,24 22:5 3,11 96:6,10,13,14 97: 3,11 96:6,10,13,14 97: Weichensday (1) 11:2 21:62:27:4,11,13,22 21:62:13:13,10:2 worthy (1) 60:11 Weber (2) 17:22,24 22:5:53:6:10 38:16 39: 27:16:8,11,7 </th <th>wanted [3] 52:17 88:9</th> <th>window [1] 47.22</th> <th>25</th>	wanted [3] 52:17 88:9	window [1] 47.22	25
warned [0] 83:20 Washington [0] 1:11 2:2,5,8 water [0] 15:20,2172; 33 98:21 water [0] 15:20,2172; 33 98:21 water [0] 15:20,2172; 33 98:21 water [0] 15:20,2172; 33 98:21 water [0] 15:22 02; 14 22:12,14 27:6 28; 19 30:21 46:25 47:5 52:4 72:14 73:17 83; 19 30:21 46:25 47:5 52:4 72:14 73:17 83; 10 1:25 11:3,14 12:6 ways [2] 26:10 55:15 wear [2] 24:22 28; 10:1,25 11:3,14 12:6 10:1,25 11:3,14 12:6 10:1,27 14; 19 48:12 82:10 51:1 21 46:12 9:12; 22 66:12 67:3 78:3,5 97:18 whatnot [2] 93:16 102; 10 Whereupon [1] 107; 24 97:18 whatnot [2] 93:16 102; 10 Whereupon [1] 107; 24 Whereupon [1] 107; 24 Whereupon [1] 107; 24 Whereupon [1] 107; 24 Word [0] 8:3,7 65:8,13 97:18 whatnot [2] 93:16 102; 10 Whereupon [1] 107; 24 Whereupon [1] 107; 24 Whereupon [1] 107; 24 Whereupon [1] 107; 24 Whereupon [1] 107; 24 Whereupon [1] 107; 24 Whereupon [1] 107; 24 Word [0] 8:3,7 65:8,13 99:14, 18 100:19 Word [1] 9:12; 24 71:18 81:23 91:11, 19:14, 18 100:19 Word [1] 9:12; 24 71:18 81:23 91:11, 19:14, 18 100:19 Word [1] 9:12; 24 71:18 81:23 91:11, 19:13, 101:16 Words [1] 9:13 101:16 Words [1] 9:14, 18 100:19 Words [1] 9:14, 18 100:19 Words [1] 9:14, 18 100:19 Words [1] 9:14, 12 9:15, 22:1 15, 23 71:23 75:9, 24 Words [2] 86:23 92:7 Words [2] 86:13 38:12 89:8 91: 14.12 42:1 12.51 14.7	98: 8		
101:2 wishes (126:4) 21:18,24:23:93:21:5 22:5,8 wishes (126:4) wishes (126:4) water (4) 15:20,21 72: 23:98:21 within (1111:7 12:12 way (20) 9:9 10:2 20: 31:17 45:3,24 49:20 6 102:10 39:30:21 46:25 47:5 within (1111:7 12:12 31:17 45:3,24 49:20 6 102:10 9:30:21 46:25 47:5 without (1171:1 15:41:5 102:6 worried (437:13 40: 102:18 31:3 46:7,9 6:62:7 worries (13:5:6,17 6:2, 5,6,8,9 7:12,14,21 10: 9:30:13 95:2,6 96:3 15:11,15,24 8:3 9:10 worries (13:5:6,17 6:2, 5,6,8,9 7:12,14,21 10: 10:125 11:3,14 12:6, 8:13:12,16,20,25 14: 12 15:25 16:11 17:10, 3,11 96:6,10,13,14 97: 11:14 22:2,24 Wednesday (11:12) 21:19,24 22:8, 3,11 96:6,10,13,14 97: 12 97:19 20:6,21 21:9,24 22:8, 11,14,25 23:3,14,17 20:6,21 21:9,24 22:8, 11:14 22:16 9:11 11:14,25 23:13,16,20 26:12 27:4,11,13,22 27:118 81:23 91:11, 14:10 103:17 week 19:10:12:2 25:13,16,20 26:12 27:4,11,13,22 27:118 81:23 91:11, 19:6:16 67:37 8:3,59 5,51,92:14 40:2,114 12:1 14:14:12 27:118 81:23 91:11, 14:9:6:16 20:2 <th>wants [3] 17:6 34:22</th> <th></th> <th></th>	wants [3] 17:6 34:22		
warned [1] 83:20 Washington [4] 1:11 2:2,5,8 withhold [1] 23:5 withhold [1] 23:5 worrse [1] 23:5 yorrse [1] 23:1 year [1] 5:1 year [1			,
Washington [4] 1:11 2:2,5.8 withhold [1] 34:: withhold [1] 34:: within [11] 11:7 12:12 33:13 14:20,21 72: 23 98:21 8,11 65:12 81:10 84: 8,24 89:17 98:1 100: 6102:10 Way [20] 9:9 10:2 20: 14 22:12,14 27:6 28: 19 30:21 46:25 47:5 52:4 72:14 73:17 83: 2 93:3,13 95:2,6 96:3 102:18 3,13 46.7.9 6:6,22 7: 15,11,15,24 8:3 9:10 8,11 65:18 1:10 84: 8,24 89:17 98:1 100: 64:12.721 Wolk FMAN [89] 2:2 3: Veys [2] 26:10 55:15 3,13 46.7.9 6:6,22 7: 15,11,15,24 8:3 9:10 worrige [1] 35:14 worrige [1] 35:14 Weys [2] 26:10 55:15 15:11 15,24 8:3 9:10 10:1,25 11:31 41 2:6, 813:12,16,20,25 14: 14,19 18:4,18,24 19:3 worry [1] 57:21 Weed [2] 17:22,24 Weed [2] 17:22,24 11,14,25 23:3,14,17 worthy [1] 66:11 Weed [2] 17:22,24 28:11,17,20 29:73 0: 58,17,22 31:6,8,11 worthy [1] 66:11 Weekend [3] 21:6 24: 9 105:2 55:5 36:10 38:16 39: 58,17,22 31:6,8,11 worthy [1] 66:10 10:3:18 woren [27] 8:12 16:0; 51,51,92 1 40:2,21 40: 21 40:22,11 40:2,21 40: 21 41:23 42:17 9:16 year [1] 57:17 years [9] 15:17 69:10, 24 71:18 81:23 91:11, 14 45:6 106:20 10 60:16 67:3 78:3,5 9:6 word [1] 38:3 68:16 39: 39:6 yeig [1] 59:21 Whatever [1] 30:3 whether [63] 52:,26:67, 92:7 9:13 10:16 Word [1] 32:14 9:13 10:16 30:19 96:32 10 0:10:17,10 yeig [1] 59:21 yei			
2:2,5,8 within (11) 11:7 12:12 within (11) 11:7 12:12 31:17 45:3,24 49:20 54:11,21 61:5,8 70: 25 14 22:12,14 27:6 28: 19 30:21 46:25 47:5 52:4 72:14 73:17 83: 23 33 35:2,6 96:3 10:1,25 11:3,14 12:6, 23 33:3 95:2,6 96:3 10:1,25 11:3,14 12:6, 21 04:12 WOLFMAN (19) 2:2 3: 31,13 4:6,7,9 6:6,22 7: 15,5,11,15,24 8:3 9:10 worried (13) 7:13 40: 10:1,25 11:3,14 12:6, 81 3:12,16,20,25 14: 12 15:25 16:11 17:10, 9,10 worried (13) 7:12,14,21 10: 41 6:3 29:18 43:6 50: 30:12 51:51 6:11 17:10, 9,10 worried (12) 21:8 43:6 50: 30:12 15:25 16:11 17:10, 9,10 worried (12) 11:2 week (12) 103:17 weekends (12) 48:9 9 105:2 weekends (12) 48:9 9 105:2 weekends (12) 48:10 10:1,22 21:41,13,22 9 105:2 weekends (12) 48:10 10:1,22 35:3,14,17 24:19,23 25:13,16,20 35:5 36:10 38:16 39: 5,15,19,21 40:2,21 41: 2,18 42:17 46:19 105: 19,20,22 worman (12) 4:14 13: 11 4 45:6 106:20 York (12) 20:16 young (11) 44:15 9 71:8 whether (13) 51:2,16 9: 16 11:23 14:17 19:16 20:19,22,23,24 24 21: 41:6 18:10,12,12,13 19:7,8,10 34:25 51:2 65:17,23 68:7,17 85:13 89:6 worder (11) 59:21 works (12) 92:14, 13 52:5 53:19 56:16, 24 57:2,8 58:17,18 59:25 61:6 63:11,13 65:17,23 68:2,7 22:10 73:7,10 75:9 77:25 73:3,6 83:7,17 85:13 89:6 worder (11) 59:21 works (12) 92:23 42:14, 13 22:7 28:4,5 37:13 89:6 words (11) 9:6 32:8 36:13 50:2,5,6,7 92:7 99:14,18 60:22 92:4 work (10) 10:7,10 works (10) 9:6 32:8 36:13 50:2,5,6,7 92:7 99:14,18 10:19 wore (10) 10:2 10 Works (10) 9:6 32:8 36:13 50:2,5,6,7 92:7 99:14,18 10:19 works (10) 9:6 32:8 37.12 42:19 15,17 69:10 15,17 69:10 15,17 79		withheld [1] 23:5	33 :1,8 37 :8 54 :21 55 :
water [4] 15:20,21 72: 23 98:21 within [10] 11,7 12,12 31:17 45:3,24 49:20 6 102:10 way [20] 9:9 10:2 20: 14 22:12,14 27:6 28: 19 30:21 46:25 47:5 51:17 36: 24 472:14 73:17 83: 29 33:3,13 95:2,6 96:3 31:3 4:6,7,9 6:6,22 7: 1.5,11,15,24 8:3 9:10 worries [1] 35:14 Way [20] 9:9 10:2 20: 10 2:16 without [1] 71:1 WOL FMAN [89] 2:2 3: 3,13 4:6,7,9 6:6,22 7: 1.5,11,15,24 8:3 9:10 worreg [1] 35:14 Ways [2] 26:10 55:15 ways [2] 26:10 55:15 31:3 4:6,7,9 6:6,22 7: 1.5,11,15,24 8:3 9:10 worreg [1] 35:14 Weber [2] 17:22,24 Wednesday [1] 1:12 21:622 16:11 17:10, 20:621 21:9,24 22:3,14,17 3,11 96:6,10,13,14 97: 9,10 Weber [2] 17:22,42 Week [1] 103:17 26:12 27:4,11,13,22 worthy [1] 60:11 Week-long [1] 48:9 26:12 27:3,16,8,11, 14 32:7 33:6,12,18,25 writte [2] 9:15,22 week-long [1] 10:17 24:8 42:17 46:19 105: 19,20,22 worthy [1] 60:11 Weilster [1] 5:21 worthat [12] 4:14 13: 19 46:16 67:3 78:3,5 worthat [12] 4:14 13: 19 4:16 18:10,12,12,13 Weilster [1] 30:3 9:13 10:1:6 word [1] 3:3,7 78:13 89:6 Worthat [2] 93:16 102: 10 9:7:13 03:1:6 27:13 03:1:6 Worthat [2] 93:16 102: 10 9:7:13 03:1:6 27:10 11:23 Whether [1] 10:12: 19 66:16 67:3 78:3,5 9:6 <th>-</th> <th>withhold [1] 34:1</th> <th>8,11 56:21 81:10 84:</th>	-	withhold [1] 34:1	8,11 56:21 81:10 84:
water [4] 15:20,21 72: 23 98:21 31:17 45:3,24 49:20 54:11,21 61:5,8 70: 25 6 102:10 way [20] 9:9 10:2 20: 14 22:12,14 27:6 28: 19 30:21 46:25 47:5 52:4 72:14 73:17 83: 22 47:21 473:17 84:22 474:13 475: 22 47:22 474:43 47:6 23 57:36:10 38:16 39: 57:18 472 471:18 81:23 97:11 41:14 42:7 73:6;17,22 51:2 41:16 47:3 78:3,5 97:18 41:16 47:3 77:3 41:16 47:3 77:3 41:16 47:3 77:3 41:16 47:3 77:3 41:16 47:17 73 41:16 47:17 73 41:17 47:17	2: 2,5,8	within [11] 11:7 12:12	8.24 89:17 98:1 100:
23 98:21 54:11,21 61:5,8 70: way [20] 9:9 10:2 20: 14 14 22:12,14 27:6 28: without [0] 71:1 WOL [FMAN [89] 22 3: worried [4] 37:13 40: 15 213,13 95:2,6 96:3 3,13 4:6,7,9 6:6,22 7: 102:18 3,13 4:6,7,9 6:6,22 7: ways [2] 26:10 55:5 3,13 4:6,7,9 6:6,22 7: ways [2] 26:10 55:5 15:11,15,24 8:3 9:10 Weber [2] 17:22,24 15:11,15,24 8:3 9:10 Weber [2] 17:22,24 14:19 48:4,18,24 19:3 Weber [2] 17:22,24 26:6,21 7:4,11,13,22 Weber [2] 17:22,24 26:6,21 7:4,11,13,22 Weber [2] 17:22,24 20:6,21 21:9,24 22:8, Weber [2] 17:22,22 26:12 27:4,11,13,22 weekend [3] 21:6 24: 9 9 105:2 56:17,22 31:6,8,11, Weekend [3] 21:6 24: 9 9 105:2 55:5 6:10 38:16 39: weekends [2] 48:10 10; 12:14 45:12 72:11 10 30:18 14:42:14 413: welcome [3] 5:25 44: 9 9 71:18 whatever [7] 30:340: 19 66:16 67:3 78:3,5 9 97:18 whatever [1] 30:340: 10 14:14 61:80,12,12	water [4] 15:20,21 72:	-	,
way [20] 9:9 10:2 20: 14 22:12,14 27:6 28: 9 30:21 46:25 47: 52:4 72:14 73:17 82: 9 30:3,13 95:2,6 96:3 102:18 25 worried (4) 37:13 40: 15 41:5 102:6 ways [2] 26:10 55:15 wOLFMAN [89] 2:2 3: 1,5,11,15,24 8:3 9:10 15 41:5 102:6 ways [2] 26:10 55:15 81312,16,20,25 14: 12 15:25 16:11 17:10 416:3 29:18 43:6 50: 3,11 44:18,24 19:3 Weber [2] 17:22,24 14 19 18:4,18,24 19:3 9,10 Weeked [0] 90:3 96:23 97:19 26:12 27:4,11,13,22 97:19 26:12 27:4,11,13,22 worthy [1] 60:11 Wiright [1] 48:9 worthy [1] 60:11 week-long [1] 48:9 58,17,22 31:6,8,11, 14 32:7 33:6,12,18,25 9 105:2 55:5 36:10 38:16 39: 55:5 36:10 38:16 39: 597:18 Yeithor [1] 51:17 69:10, 22 471:18 81:23 91:11, 14 95:6 106:20 Well-tried [1] 91:12 Women [12] 41:1 13: 92:78,10 34:25 51:2 Yeithor [12] 51:17 69:10, 22 471:18 81:23 91:11, 19:78,10 34:25 51:2 10 Wherever [1] 30:3 women [12] 81:12 16:9, 19:78,10 34:25 51:2 Yeithor [12] 41:15 24 9:13 101:16 words [11] 9:6 32:8 36:13 50:2,56,7 92:7 97:14 words [11] 9:6 32:8 36:13 50:2,56,7 92:7 99:14,18 100:19 10 Wherever [1] 30:3 9:14,18 100:19	23 98: 21	,	
14 22:12,14 27:6 28: 19 30:21 48:25 47:5 19 30:21 48:25 47:5 52:4 72:14 73:17 83: 29 33:31 39:2.6 96:3 15,11,524 83 9:10 102:18 15,11,15,24 83 9:10 Ways [2] 26:10 55:15 8 13:12,16,20,25 14: Weber [2] 17:22,24 14 19 18:4,18,24 19:3 Wednesday [1] 11:1 20:6,21 21:9,24 22:8 Wednesday [1] 14:2 20:6,12 19:24 22:8 9 71:9 20:6,12 11:3,14 12:6, 9 105:2 21:1,7,20 29:7 30: 9 105:2 21:1,77,20 29:7 30: 9 105:2 35:5 36:10 38:16 39: 9 71:4 54:81:7 48:33 61:0 9 71:4 14 32:7 33:6,12,18,25 9 71:4 14 32:7 33:6,12,18,25 9 71:4 15 41:8 16:8 43:3 68: 9 66:16 67:3 78:3.5 97:18 97:18 14:16 18:10,12,12,13 19 66:16 67:3 78:3.5 97:78 97:18 14:16 18:10,12,12,13 97:18 14:16 18:10,12,12,13 97:18 14:16 18:10,12,12,13 97:18 14:16 18:10,12,12,13 97:18 15:14:31 61:2,12,13 97:18 14:16 18:10,12,12,13 97:13	way [20] 9.9 10.2 20.		
$\begin{array}{c c c c c c c c c c c c c c c c c c c $		-	
$\begin{array}{llllllllllllllllllllllllllllllllllll$			15 41: 5 102: 6
2 93:3,13 95:2,6 96:3 102:18 worry (197:121 wear (19 24:8 25:10 51: 1,5,11,15,24 8:3 9:10 101;1,25 11:3,14 12:6, 8 13:12,16,20,25 14: 12 15:25 16:11 17:10, 3,11 96:6,10,13,14 97: 2 16:22 16:21 14:22:13,16,20 2 16:21 21:9,24 22:8, Worry (19,103:17 week (19 103:17 week (19 121:6 24: 9 105:2 word [11 48:9 week (19 121:6 24: 9 71:4 whatover (7) 30:13 40: 19 66:16 67:3 78:3,5 97:18 whatnot [2] 93:16 102: 10 Whereupon (11 107: 24 whatnot [2] 93:16 102: 10 Whereupon (11 107: 24 word [10 8:3,7 65:8,13 99:13 101:16 20:19,22,23,24,24 21: 6 28:140:13 41:9 43: 5 46:23 47:11 49:17, 19 2:14,18 100:19 word [10 9:24 word [10 9:32] 5 46:23 47:11 49:17, 19 2:14,18 100:19 wore (11 104:2) work [20 66:12 87:13 10 106:7,10 who's [21 86:23 92:7] whole [31 66:12 87:13 10 106:7,10 who's [21 86:12 87:13 10 106:7,10 wore [31 102:6 10 107: 10 10 10 10 10 10 10		WOLFMAN [89] 2:2 3:	worries [1] 35:14
2 93:3.13 95:2,6 96:3 102:18 1,5,11,15,24 83 9:10 10:1,25 11:3,14 12:6, 8 13:12,16,20,25 14: 12 15:25 16:11 17:10, 14,16 18:4,18,24 19:3 12 15:25 16:11 17:10, 14,16 18:4,18,24 19:3 9,10 worse [22] 5:6,17 6:2, 5,6,8,9 7:12,14,21 10: 4 16:3 29:18 43:6 50: 3,11 96:6,10,13,14 97: 4 163 29:18 43:6 50: 12 15:25 16:11 17:10, 14,16 18:4,18,24 19:3 9,10 Weber [2] 17:22,24 Wednesday [0] 11:12 week [0] 90:3 96:23 97:19 14,16 18:4,18,24 19:3 20:6,21 21:9,24 22:8, 11,17,20 29:7 30: 5,8,17,22 31:6,8,11, 14 32:7 33:6,12,18,25 35:5 36:10 38:16 39: 5,8,17,22 31:6,8,11, 14 32:7 33:6,12,18,25 35:5 36:10 38:16 39: 5,8,17,22 31:6,8,11, 14 32:7 33:6,12,18,25 35:5 36:10 38:16 39: 5,8,17,22 31:6,8,11, 14 42:7 46:19 105: 19,20,22 Year [157:17 Years [9] 15:17 69:10, 24 71:18 81:23 91:11, 14 95:6 106:20 York [1] 20:16 24 90:11 20:16 25:17,23 68:2 72:10 73:7,10 75:9 77:25 78:3,6 83:7,17 85:13 89:6 worder [1] 59:21 worder [1] 59:21 worder [1] 48:02: 29:4 words [1] 9:6 32:8 36:13 50:2,5,6,7 92:7 99:14,18 100:19 wore [1] 10:2 27 28:4,5 34:25 56: 15,23 71:23 75:9,24 85:13 88:12 89:8 91:		3,13 4: 6,7,9 6: 6,22 7:	worry [1] 57:21
$\begin{array}{llllllllllllllllllllllllllllllllllll$	2 93:3,13 95:2,6 96:3		
$\begin{array}{llllllllllllllllllllllllllllllllllll$	102: 18		
wear [4] 24:8 25:10 51:12 15:25 16:11 17:10, 12 15:25 16:11 17:10, 12 15:25 16:11 17:10, 14,19 18:4,18,24 19:3 20:6,21 21:9,24 22:8, 11,14,25 23:3,14,17 20:6,21 21:9,24 22:8, 11,14,25 23:3,14,17 20:6,21 21:9,24 22:8, 11,14,25 23:3,14,17 21:19 29:15,22 22:11,17,20 29:7 30: 26:12 27:4,11,13,22 28:11,17,20 29:7 30: 26:12 27:4,11,13,22 28:11,17,20 29:7 30: 5,8,17,22 31:6,8,11, 14 32:7 33:6,12,18,25 35:5 36:10 38:16 39: year [1] 57:17 years [9] 15:17 69:10, 24 71:18 81:23 91:11, 14 32:7 33:6,12,18,25 35:5 36:10 38:16 39: togo 21:15,19,21 40:2,21 41: 2,18 42:17 46:19 105: 19,20,22 woman [12] 4:14 13: 19 66:16 67:3 78:3,5 97:18 whatnot [2] 93:16 102: 10 Whereupon [1] 107: 24 wherever [1] 30:3 whether [53] 5:2,16 9: 16 11:23 14:17 19:16 20:19,22,23,24,24 21: 41:8 60:22 92:4 word [1] 59:21 word [1] 19:3:13 101:16 words [11] 99:14,18 100:19 words [11] 99:12,18 101:16 words [11] 99:14,18 100:19 words [11] 92:5 11: 39:14,18 100:19 words [11] 92:5 11: 39:14,18 100:19 words [11] 92:5 11: 39:14,18 100:19 words [11] 92:5 11: 39:4 42:9 46:25 56: 15,23 71:23 75:9,24 85:13 88:12 89:8 91:11 0.1000000000000000000000000000000000	ways [2] 26:10 55:15		
2 104:1 Weber [2] 17:22,24 Wednesday [1] 1:12 week [3] 90:3 96:23 97:19 week [1] 103:17 week [1] 103:17 weekehong [1] 48:9 weekend [3] 21:6 24: 9 105:2 weekend [3] 5:25 44: 10 20:19 27:14 whatever [7] 30:13 40: 19 66:16 67:3 78:3,5 97:18 whatnot [2] 93:16 102: 10 Whereupon [1] 107: 24 wherever [1] 30:3 whether [53] 5:2,16 9: 16 11:23 14:17 19:16 20:19 22,23,24,24 21: 6 28:1 40:13 41:19 43: 5 46:23 47:11 49:17, 18 52:5 53:19 56:16, 24 57:2,8 58:17,18 59:25 61:6 63:11,13 9:13 101:16 words [11] 9:6 32:8 36:13 50:2,5,6,7 92:7 93:13 101:16 words [11] 9:6 32:8 36:13 50:2,5,6,7 92:7 93:14 42:9 46:25 56: 15,23 71:23 75:9,24 85:13 88:12 89:8 91: Weekend [3] 66:12 87:13 8:13 88:12 89:8 91:			
Weber [2] 17:22,24 Wednesday [1] 1:12 weed [3] 90:3 96:23 97:199,10 20:6,21 21:9,24 22:8, worthy [1] 60:11 Wright [1] 46:13 write [2] 9:15,22 written [3] 44:8 47:6 78:3yeek [1] 103:17 week-long [1] 48:9 week-long [1] 48:9 weekend [3] 21:6 24: 9 105:2 9 105:2 weekend [3] 21:6 24: 9 71:4 well-tried [1] 91:12 Well-tried [1] 91:12 West [2] 45:12 72:11 whatever [7] 30:13 40: 19 66:16 67:3 78:3,5 97:18 whatnot [2] 93:16 102: 109,10 24 71:18 81:23 91:11, 14 16 18:10,12,12,13 19:7,8,10 34:25 51:2 65:17,23 68:2 72:10 73:7,10 75:9 77:25 78:3,6 83:7,17 85:13 89:6 wonder [1] 59:21 wonder [1] 10: 24 41:8 100:19 word [6] 8:3,7 65:8,13 99:13 101:16 word [1] 99:13 101:16 word [1] 99:13 101:16 word [1] 99:13 101:16 word [1] 99:14,18 100:19 word [1] 99:13 101:16 word [1] 99:14,18 100:19 word [1] 104:2 99:13 101:16 word [1] 104:2 99:14,18 100:19 word [1] 1			
Wednesday [1] 1:12 weed [3] 90:3 96:23 97:19 11,14,25 23:3,14,17 24:19,23 25:13,16,20 Writh [1] 010:17 24:19,23 25:13,16,20 week-long [1] 48:9 weekend [3] 21:6 24: 9 105:2 26:12 27:4,11,13,22 28:11,17,20 29:7 30: 5,8,17,22 31:6,8,11, 14 32:7 33:6,12,18,25 write [3] 91:5,22 weekends [2] 48:10 5,8,17,22 31:6,8,11, 14 32:7 33:6,12,18,25 year [1] 57:17 weekends [2] 48:10 5,15,19,21 40:2,21 41: 2,18 42:17 46:19 105: years [9] 15:17 69:10, 24 71:18 81:23 91:11, 14 95:6 106:20 y 71:4 woman [12] 4:14 13: 15 14:8 16:8 43:3 68: 68,10 78:4,9 79:5 84: 3 years [9] 15:17 69:10, 24 71:18 81:23 91:11, 14 95:6 106:20 y 0ng [1] 34:21 68,10 78:4,9 79:5 84: 3 3 whatnot [2] 93:16 102: 19,78,10 34:25 51:2 65:17,23 68:2 72:10 73:7,10 75:9 77:25 78:3,6 83:7,17 85:13 89:6 wonder [1] 97:8,10 41:23 41:16 18:10,12,12,13 39:6 wonder [1] 59:21 wonder [1] 59:21 wonder [1] 59:21 wonder [1] 59:21 word [6] 8:3,7 65:8,13 99:13 101:16 yeit3 101:16 words [11] 9:6 32:8 36:13 50:2,5,6,7 92:7 99:14,18 100:19 word [6] 8:3,7 65:8,13 99:13 101:16 word [6] 8:3,7 65:8,13 99:14,18 100:19 yeit4,18 100:19 word [1] 104:2 yeit4,18 100:19 work [28] 6:15 7:9 8:1, 13 22:7 28:4,5 34:25 30:4 42:9 46:25 56: 15,23 71:23 75:9,24 whole [3] 66:12 87:13 85:13 88:12 89:8 91: 51:3 88:12 89:8 91:			
Wednesday [0] 11:12 week [1] 03:17 week [1] 103:17 week-long [1] 48:9 weekend [3] 21:6 24: 9 105:2 weekend [3] 25:5 44: 9 71:4 whatever [7] 30:13 40: 19 66:16 67:3 78:3,5 97:18 whatnot [2] 93:16 102: 10 Whereupon [1] 107: 24 wherever [1] 30:3 whether [53] 5:2,16 9: 16 11:23 14:17 19:16 20:19,22,23,24,24 21: 6 28:1 40:13 41:9 43: 5 46:23 47:11 49:17, 18 52:5 53:19 56:16, 24 57:28 58:17,18 54 67:28 58:17,18 54 67:28 58:17,18 54 67:28 58:17,18 54 67:28 58:17,18 54 66:21 87:13 6 77:22 78:2,25 89:5, 11,17 91:7,8 92:14, 13 92:7 28:4,5 34:25 10 work [2] 86:23 92:7 whole [3] 66:12 87:13 8 5:13 88:12 89:8 91: Work [2] 86:12 87:13 15 13 88:12 89:8 91: Work [2] 86:23 92:7 whole [3] 66:12 87:13 8 5:13 88:12 89:8 91:		20:6,21 21:9,24 22:8,	worthy [1] 60:11
weed $[3]$ 90:3 96:23 97:1924:19,23 25:13,16,20 26:12 27:4,11,13,22 28:11,17,20 29:7 30: 5,8,17,22 31:6,8,11, 14 32:7 33:6,12,18,22 35:5 36:10 38:16 39: 5,8,17,22 31:6,8,11, 14 32:7 33:6,12,18,22 35:5 36:10 38:16 39: 5,15,19,21 40:2,21 41: 2,18 42:17 46:19 105: 19,20,22 woman [12] 4:14 13: 19,20,22 woman [12] 4:14 13: 14 95:6 106:20 York [1] 20:16 young [1] 34:21 6,8,10 78:4,9 79:5 84: 3 whathot [2] 93:16 102: 19 66:16 67:3 78:3,5 97:18 wherever [1] 30:3 whether [53] 5:2,16 9: 16 11:23 14:17 19:16 words [11] 9:632:8 36:6 33:7,17 85:13 89:6 4 57:2,8 58:17,18 59:25 61:6 63:11,13 99:13 101:16 word [6] 8:3,7 65:8,13 99:13 101:16 words [11] 9:6 32:8 36:13 50:2,5,6,7 92:7 99:13,101:16 work [28] 6:15 7:9 8:1, 13 22:7 28:4,5 34:25 30: 10 106:7,10 work [28] 66:15 7:9 8:1, 13 22:7 28:4,5 34:25 30: 15,23 71:23 75:9,24 whole [3] 66:12 87:13wite [2] 91:5,22 work [28] 91:2		11,14,25 23: 3,14,17	
97:19 26:12 27:4,11,13,22 written [3] 44:8 47:6 week-long [1] 48:9 28:11,17,20 29:7 30: 5,8,17,22 31:6,8,11, weekends [2] 48:10 5,8,17,22 31:6,8,11, 14 32:7 33:6,12,18,25 9 105:2 35:5 36:10 38:16 39: 5,15,19,21 40:2,21 41: welcome [3] 5:25 44: 9,0,22 5,15,19,21 40:2,21 41: 24 71:18 81:23 91:11, welcome [3] 5:25 44: 9,0,22 woman [12] 4:14 13: 14 95:6 106:20 9 71:4 woman [12] 4:14 13: 15 14:8 16:8 43:3 68: 6,8,10 78:4,9 79:5 84: 3 whatever [7] 30:13 40: 3 women [27] 8:12 16:9, 14,16 18:10,12,12,13 19:7,8,10 34:25 51:2 9 71:8 66:16 67:3 78:3,5 9:6 women [27] 8:12 16:9, 2 2 10 Whereupon [1] 107: 24 73:,6 83:7,17 85:13 39:6 wonder [1] 59:21 wond er [1] 59:21 wond [8] 8:3,7 65:8,13 9:13 101:16 36:13 50:2,56,7 92:7 9:13 101:16 14 12 2,2 78:2,2 58:5, 9:13 101:16 work [28] 6:15 7:9 8:1, 6 10:17 11:9,25 21: 13 22:7 28:4,5 34:25 39:4 42:9 46:25 56: 39:4 42:9 46:25 56: 15,23 71:23 75:9,24 10 106:7,10 9:4 42:9 46:25 56: 15,23 71:23 75:9,24	weed [3] 90:3 96:23		•
week (1) 103:17 28:11,17,20 29:7 30: 78:3 week-long (1) 48:9 5,8,17,22 31:6,8,11, 14 32:7 33:6,12,18,25 79:3 9 105:2 5,55 36:10 38:16 39: 5,51,51,9,21 40:2,21 41: 79:3 weekends [2] 48:10 5,15,19,21 40:2,21 41: 14 95:6 106:20 70:16 9 71:4 woman [12] 4:14 13: 19 56:10 67:3 78:3,5 90:17,23 68:2 72:10 70:16 Whatover [7] 30:13 40: 3 women [27] 8:12 16:9, 14:16 18:10,12,12,13 22 10 Whereupon [1] 107: 24 78:3 683:7,17 85:13 89:6 77:10 75:9 77:25 24 Whereupon [1] 107: 24 78:3 683:7,17 85:13 89:6 78:3 683:7,17 85:13 9:19,22,23,24;24 21: 16 86:22 92:4 word [0] 8:3,7 65:8,13 99:13 101:16 89:6 words [11] 9:6 32:8 36:13 50:2,56,7 92:7 99:13 101:16 86:13 50:2,56,7 92:7 99:13 101:16 41:10 66:11 67:15 73: 610:17 11:9,25 21: 13 22:7 28:4,5 34:25 39:4 42:9 46:25 56: 15,23 71:23 75:9,24 words [2] 86:23 92:7 work [28] 6:15 7:9 8:1, 610:17 11:9,25 21: 13 22:7 28:4,5 34:25 91:4 12:3 75:9,24 words [2] 86:23 92:7 91:4 29:46:25	97 :19		,
week-long [1] 48:9 20:11;11/20 231:6,8,11, 10:3 weekend [3] 21:6 24: 5,8,17,22 31:6,8,11, 14 32:7 33:6,12,18,25 9 105:2 5,5,17,9,21 40:2,21 41: 2,18 42:17 46:19 105: 103:18 5,15,19,21 40:2,21 41: 2,4 71:18 81:23 91:11, welcome [3] 5:25 44: 9,20,22 woman [12] 4:14 13: 14 95:6 106:20 9 71:4 woman [12] 4:14 13: 15 14:8 16:8 43:3 68: 6,8,10 78:4,9 79:5 84: 2 19 66:16 67:3 78:3,5 women [27] 8:12 16:9, 14,16 18:10,12,12,13 19:7,8,10 34:25 51:2 6 10 Whereupon [1] 107: 24 78:3,6 83:7,17 85:13 89:6 wonder [1] 59:21 wonder [1] 59:21 wonder [1] 59:21 wonder [1] 19:6 32:8 36:13 50:2,5,6,7 92:7 97:13 101:16 word [6] 8:3,7 65:8,13 99:13 101:16 word [1] 10:6 32:8 36:13 50:2,5,6,7 92:7 99:14,18 100:19 24 57:2,8 58:17,18 59:25 61:6 63:11,13 99:14,18 100:19 work [28] 6:15 7:9 8:1, 6 10:17 11:9,25 21: 13 22:7 28:4,5 34:25 39:4 42:9 46:25 56: 15,23 71:23 75:9,24 10 106:7,10 work [28] 6:15 7:9 8:1, 15,23 71:23 75:9,24 85:13 88:12 89:8 91: 15.23 71:23 75:9,24	week [1] 103:17		
weekend [3] 21:6 24: 9,0,17,22 31:6,12,18,25 9 105:2 14 32:7 33:6,12,18,25 weekends [2] 48:10 13:5 36:10 38:16 39: 103:18 5,15,19,21 40:2,21 41: welcome [3] 5:25 44: 9,20,22 9 71:4 19,20,22 woman [12] 4:14 13: 14 95:6 106:20 York [1] 20:16 24 71:18 81:23 91:11, 14 92:6 106:20 York [1] 20:16 9 71:4 woman [12] 4:14 13: well-tried [1] 91:12 15 14:8 16:8 43:3 68: West [2] 45:12 72:11 6,8,10 78:4,9 79:5 84: 9 71:8 14,16 18:10,12,12,13 whatnot [2] 93:16 102: 19:7,8,10 34:25 51:2 10 73:7,10 75:9 77:25 78:3,6 83:7,17 85:13 89:6 wonder [1] 59:21 wonder [1] 59:21 wonder [1] 59:21 word [6] 8:3,7 65:8,13 9:13 101:16 words [11] 9:6 32:8 36:13 50:2,5,6,7 92:7 9:13 101:16 work [28] 6:15 7:9 8:1, 610:17 11:9,25 21: 13 22:7 28:4,5 34:25 39:4 42:9 46:25 56: 14.18 88:12 89:8 91: 39:4 42:9 48:25 89:7 10 106:7,10 9:4 42:9 46:25 56: whothe [3] 66:12			10.0
9 105:2 weekends [2] 48:10 103:18 welcome [3] 5:25 44: 9 71:4 well-tried [1] 91:12 West [2] 45:12 72:11 whatever [7] 30:13 40: 19 66:16 67:3 78:3,5 97:18 whatnot [2] 93:16 102: 10 Whereupon [1] 107: 24 wherever [1] 30:3 whether [53] 5:2,16 9: 16 11:23 14:17 19:16 20:19,22,23,24,24 21: 6 28:1 40:13 41:9 43: 5 46:23 47:11 49:17, 18 52:5 53:19 56:16, 24 57:2,2 858:17,18 59:25 61:6 63:11,13 64:10 66:11 67:15 73: 6 77:22 78:2,25 89:5, 11,17 91:7,8 92:1,4, 18 96:20 102:9 105:3, 10 106:7,10 who's [2] 86:23 92:7 whole [3] 66:12 87:13 81:1 88:12 89:8 91: 14 32:7 35:0,12,16,25 35:5 36:10 38:16 39: 41:4 32:17 46:19 105: 19,20,22 woman [12] 4:14 13: 19,7,8,10 34:25 51:2 65:17,23 68:2 72:10 73:7,10 75:9 77:25 78:3,6 83:7,17 85:13 89:6 wonder [1] 59:21 wonder [1] 59:21 wonder [1] 9:22 41:8 60:22 92:4 word [0] 8:3,7 65:8,13 99:13 101:16 words [11] 9:6 32:8 36:13 50:2,5,6,7 92:7 99:14,18 100:19 wore [1] 104:2 work [28] 6:15 7:9 8:1, 6 10:17 11:9,25 21: 13 22:7 28:4,5 34:25 39:4 42:9 46:25 56: 15,23 71:23 75:9,24 85:13 88:12 89:8 91:			Y
weekends [2] 48:10 35:5 36:10 38:16 39: years [9] 15:17 69:10, 103:18 5,15,19,21 40:2,21 41: 2,4 71:18 81:23 91:11, welcome [3] 5:25 44: 19,20,22 woman [12] 4:14 13: 14 95:6 106:20 9 71:4 woman [12] 4:14 13: 15 14:8 16:8 43:3 68: 6,8,10 78:4,9 79:5 84: 7000 York [1] 20:16 19 66:16 67:3 78:3,5 97:18 women [27] 8:12 16:9, 14,16 18:10,12,12,13 19:7,8,10 34:25 51:2 10 Whereupon [1] 107: 24 73:7,10 75:9 77:25 78:3,6 83:7,17 85:13 89:6 wonder [1] 59:21 wonder [1] 59:21 wonder [1] 59:21 wonder [1] 11:23 41:8 60:22 92:4 word [6] 8:3,7 65:8,13 99:13 101:16 words [11] 9:6 32:8 36:13 50:2,5,6,7 92:7 99:13 101:16 words [11] 9:6 32:8 24 57:2,8 58:17,18 36:13 50:2,5,6,7 92:7 99:14,18 100:19 words [11] 9:6 32:8 36:13 50:2,5,6,7 92:7 99:14,18 100:19 words [11] 9:6 32:8 36:13 50:2,5,6,7 92:7 99:14,18 100:19 words [11] 04:2 6 77:22 78:2,25 89:5, 13 22:7 28:4,5 34:25 39:4 42:9 46:25 56: 15,23 71:23 75:9,24 10 106:7,10 words [2] 86:23 92:7 word [2] 85:13 88:12 89:8 91: 122:7 28:4,5 34:25 <th></th> <th></th> <th></th>			
103:18 0,10,10,2140,2,2141 24 71:18 81:23 91:11, 2,18 42:17 46:19 105; 19,20,22 9 71:4 2,18 42:17 46:19 105; 19,20,22 24 71:18 81:23 91:11, 14 95:6 106:20 West [2] 45:12 72:11 woman [12] 4:14 13; 15 14:8 16:8 43:3 68; 6,8,10 78:4,9 79:5 84; 3 24 71:18 81:23 91:11, 14 95:6 106:20 West [2] 45:12 72:11 woman [12] 4:14 13; 15 14:8 16:8 43:3 68; 6,8,10 78:4,9 79:5 84; 3 2 19 66:16 67:3 78:3,5 97:18 women [27] 8:12 16:9, 14,16 18:10,12,12,13 2 10 Whereupon [1] 107: 24 19:7,8,10 34:25 51:2 65:17,23 68:2 72:10 73:7,10 75:9 77:25 78:3,6 83:7,17 85:13 89:6 whether [53] 5:2,16 9: 16 11:23 14:17 19:16 20:19,22,23,24,24 21: 6 28:1 40:13 41:9 43: 5 46:23 47:11 49:17, 18 52:5 53:19 56:16, 24 57:2,8 58:17,18 86:13 50:2,5,6,7 92:7 99:13 101:16 99:13 101:16 words [11] 9:6 32:8 36:13 50:2,5,6,7 92:7 99:14,18 100:19 6 77:22 78:2,25 89:5, 11,17 91:7,8 92:1,4, 18 96:20 102:9 105:3, 10 106:7,10 99:14,18 100:19 wore [1] 104:2 work [28] 6:15 7:9 8:1, 6 10:17 11:9,25 21: 13 22:7 28:4,5 34:25 39:4 42:9 46:25 56: whole [3] 66:12 87:13 39:4 22 9:8 91:		35:5 36:10 38:16 39:	
welcome [3] 5:25 44: 9 71:4 19,20,22 14 95:6 106:20 9 71:4 woman [12] 4:14 13: 15 14:8 16:8 43:3 68: 14 95:6 106:20 West [2] 45:12 72:11 the set of		5,15,19,21 40: 2,21 41:	
welcome [3] 5:25 44: 19,20,22 14 95:6 106:20 9 71:4 woman [12] 4:14 13: 15 14:8 16:8 43:3 68: York [1] 20:16 West [2] 45:12 72:11 is 14:8 16:8 43:3 68: joung [1] 34:21 whatever [7] 30:13 40: 3 women [27] 8:12 16:9, Z 97:18 whatnot [2] 93:16 102: 19:7,8,10 34:25 51:2 65:17,23 68:2 72:10 10 65:17,23 68:2 72:10 73:7,10 75:9 77:25 78:3,6 83:7,17 85:13 wherever [1] 30:3 wonder [1] 59:21 wonder [1] 59:21 wonder [1] 59:21 16 11:23 14:17 19:16 wonder [1] 59:21 wonder [1] 11:23 41:8 60:22 92:4 92:19,22,23,24,24 21: 41:8 60:22 92:4 word [6] 8:3,7 65:8,13 99:13 101:16 82:1 40:13 41:9 43: 56:13 50:2,5,6,7 92:7 99:14,18 100:19 word [6] 8:3,7 65:8,13 99:14,18 100:19 44:10 66:11 67:15 73: 36:13 50:2,5,6,7 92:7 99:14,18 100:19 wore [1] 104:2 work [28] 6:15 7:9 8:1, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 39:4 42:9 46:25 56: 39:4 42:9 46:25 56: 39:4 42:9 46:25 56: 15,23 71:23 75:9,24 whole [3] 66:12 87:13 85:13 88:12 89:8 91: 15,23 71:23 75:9,24 85:13 88:12 89:8 91:	103: 18	2 18 42 :17 46 :19 105 :	24 71: 18 81: 23 91: 11,
9 71:4 woman [12] 4:14 13: York [1] 20:16 well-tried [1] 91:12 15 14:8 16:8 43:3 68: 6,8,10 78:4,9 79:5 84: Z whatever [7] 30:13 40: 3 women [27] 8:12 16:9, Z 19 66:16 67:3 78:3,5 women [27] 8:12 16:9, 14,16 18:10,12,12,13 Z whatnot [2] 93:16 102: 19:7,8,10 34:25 51:2 65:17,23 68:2 72:10 Z 10 65:17,23 68:2 72:10 73:7,10 75:9 77:25 78:3,6 83:7,17 85:13 89:6 wherever [1] 30:3 worder [1] 59:21 wonder [1] 59:21 word [6] 8:3,7 65:8,13 99:13 101:16 20:19,22,23,24,24 21: 61:2 57:19 56:16, word [6] 8:3,7 65:8,13 99:13 101:16 word [6] 8:3,7 65:8,13 546:23 47:11 49:17, 99:13 101:16 word [1] 9:6 32:8 36:13 50:2,5,6,7 92:7 99:14,18 100:19 59:25 61:6 63:11,13 99:14,18 100:19 work [28] 6:15 7:9 8:1, 6 10:17 11:9,25 21: 13 22:7 28:4,5 34:25 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 13 22:7 28:4,5 34:25 39:4 42:9 46:25 56: 10,106:7,10 39:4 42:9 46:25 56: 15,23 71:23 75:9,24 85:13 88:12 89:8 91:	welcome [3] 5:25 44:		14 95: 6 106: 20
well-tried [1] 91:12 15 14:8 16:8 43:3 68: young [1] 34:21 West [2] 45:12 72:11 6,8,10 78:4,9 79:5 84: 3 Z 19 66:16 67:3 78:3,5 women [27] 8:12 16:9, 14,16 18:10,12,12,13 Z 97:18 women [27] 8:12 16:9, 14,16 18:10,12,12,13 Z whatnot [2] 93:16 102: 19:7,8,10 34:25 51:2 65:17,23 68:2 72:10 Z 10 65:17,23 68:2 72:10 73:7,10 75:9 77:25 78:3,6 83:7,17 85:13 89:6 wherever [1] 30:3 worder [1] 59:21 wonder [1] 59:21 wonder [1] 59:21 word [6] 8:3,7 65:8,13 9:14 14:17 19:16 word [6] 8:3,7 65:8,13 99:13 101:16 word [6] 8:3,7 65:8,13 20:19,22,23,24,24 21: 41:8 60:22 92:4 word [6] 8:3,7 65:8,13 9:13 101:16 word [1] 9:6 32:8 36:13 50:2,5,6,7 92:7 99:14,18 100:19 99:14,18 100:19 word [1] 104:2 6 77:22 78:2,25 89:5, work [28] 6:15 7:9 8:1, 6 10:17 11:9,25 21: 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 13 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: 39:4 42:9 46:25 56: words [2] 86:23 92:7 word [2] 66:12 87:13 85:13 88:12 89:8 91:	9 71:4	, ,	York [1] 20:16
West [2] 45:12 72:11 Is 14.8 16.8 43.3 68. 5 whatever [7] 30:13 40: 6,8,10 78:4,9 79:5 84: 3 19 66:16 67:3 78:3,5 women [27] 8:12 16:9, 14,16 18:10,12,12,13 97:18 14,16 18:10,12,12,13 19:7,8,10 34:25 51:2 10 19:7,8,10 34:25 51:2 65:17,23 68:2 72:10 78:3,6 83:7,17 85:13 89:6 wherever [1] 30:3 89:6 whether [53] 5:2,16 9: wonder [1] 59:21 16 11:23 14:17 19:16 wonder [1] 59:21 20:19,22,23,24,24 21: 41:8 60:22 92:4 62:13 40:13 41:9 43: sord [6] 8:3,7 65:8,13 99:13 101:16 words [11] 9:6 32:8 36:13 50:2,5,6,7 92:7 99:14,18 100:19 words [11] 9:6 32:8 36:13 50:2,5,6,7 92:7 99:14,18 100:19 words [11] 9:6 32:8 67:22 78:2,25 89:5, 36:13 50:2,5,6,7 92:7 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 13 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: whole [3] 66:12 87:13 85:13 88:12 89:8 91:	well-tried [1] 91.12		voung [1] 34·21
whatever [7] 30:13 40; 0,0,10 70.4,9 79.50 44. 19 66:16 67:3 78:3,5 3 97:18 women [27] 8:12 16:9, 10 14,16 18:10,12,12,13 10 19:7,8,10 34:25 51:2 10 65:17,23 68:2 72:10 78:3,6 83:7,17 85:13 99:7 24 78:3,6 83:7,17 85:13 wherever [1] 30:3 89:6 whether [53] 5:2,16 9: wonder [1] 59:21 16 11:23 14:17 19:16 wondering [4] 11:23 20:19,22,23,24,24 21: 41:8 60:22 92:4 628:1 40:13 41:9 43: word [6] 8:3,7 65:8,13 99:13 101:16 words [11] 9:6 32:8 36:13 50:2,5,6,7 92:7 99:14,18 100:19 work [28] 6:15 7:9 8:1, 610:17 11:9,25 21: 13 22:7 28:4,5 34:25 39:4 42:9 46:25 56: 11,17 91:7,8 92:1,4, 610:17 11:9,25 21: 18 96:20 102:9 105:3, 10:17 11:9,25 21: 13 22:7 28:4,5 34:25 39:4 42:9 46:25 56: whole [3] 66:12 87:13 85:13 88:12 89:8 91:			· <u> </u>
19 66:16 67:3 78:3,5 yomen [27] 8:12 16:9, 97:18 14,16 18:10,12,12,13 whatnot [2] 93:16 102: 19:7,8,10 34:25 51:2 10 65:17,23 68:2 72:10 Whereupon [1] 107: 73:7,10 75:9 77:25 24 78:3,6 83:7,17 85:13 whether [53] 5:2,16 9: wonder [1] 59:21 16 11:23 14:17 19:16 wondering [4] 11:23 20:19,22,23,24,24 21: 41:8 60:22 92:4 6 28:1 40:13 41:9 43: word [6] 8:3,7 65:8,13 5 46:23 47:11 49:17, 99:13 101:16 18 52:5 53:19 56:16, words [11] 9:6 32:8 24 57:2,8 58:17,18 36:13 50:2,5,6,7 92:7 59:25 61:6 63:11,13 99:14,18 100:19 wore [1] 104:2 work [28] 6:15 7:9 8:1, 6 10:17 11:9,25 21: 13 22:7 28:4,5 34:25 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 13 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: whole [3] 66:12 87:13 85:13 88:12 89:8 91:		6,8,10 78: 4,9 79: 5 84:	Z
19 60. 10 67.3 78.3,3 women [27] 8:12 16:9, 97:18 14,16 18:10,12,12,13 whatnot [2] 93:16 102: 19:7,8,10 34:25 51:2 10 65:17,23 68:2 72:10 Whereupon [1] 107: 73:7,10 75:9 77:25 24 78:3,6 83:7,17 85:13 wherever [1] 30:3 89:6 wherever [1] 30:3 89:6 wherever [1] 30:3 89:6 whether [53] 5:2,16 9: wonder [1] 59:21 16 11:23 14:17 19:16 wondering [4] 11:23 20:19,22,23,24,24 21: 41:8 60:22 92:4 6 28:1 40:13 41:9 43: 546:23 47:11 49:17, 5 46:23 47:11 49:17, 99:13 101:16 words [11] 9:6 32:8 36:13 50:2,5,6,7 92:7 59:25 61:6 63:11,13 99:14,18 100:19 99:14,18 100:19 words [11] 04:2 work [28] 6:15 7:9 8:1, 6 10:17 11:9,25 21: 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 13 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: whols [2] 86:23 92:7 15,23 71:23 75:9,24 whole [3] 66:12 87:13 85:13 88:12 89:8 91:		3	zero [1] 41 ·15
97:18 14,16 18:10,12,12,13 whatnot [2] 93:16 102: 19:7,8,10 34:25 51:2 10 65:17,23 68:2 72:10 Whereupon [1] 107: 73:7,10 75:9 77:25 24 78:3,6 83:7,17 85:13 wherever [1] 30:3 89:6 whether [53] 5:2,16 9: wonder [1] 59:21 16 11:23 14:17 19:16 wonder [1] 59:21 20:19,22,23,24,24 21: 41:8 60:22 92:4 6 28:1 40:13 41:9 43: word [6] 8:3,7 65:8,13 5 46:23 47:11 49:17, 99:13 101:16 18 52:5 53:19 56:16, words [11] 9:6 32:8 36:13 50:2,56,7 92:7 99:14,18 100:19 99:14,18 100:19 work [28] 6:15 7:9 8:1, 6 77:22 78:2,25 89:5, 91:4,18 100:19 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 13 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: whols [2] 86:23 92:7 39:4 42:9 46:25 56: whole [3] 66:12 87:13 85:13 88:12 89:8 91:			2010 0141.10
whatnot [2] 93:16 102: 19:7,8,10 34:25 51:2 10 65:17,23 68:2 72:10 Whereupon [1] 107: 73:7,10 75:9 77:25 24 78:3,6 83:7,17 85:13 wherever [1] 30:3 89:6 whether [53] 5:2,16 9: wonder [1] 59:21 16 11:23 14:17 19:16 wonder [1] 59:21 20:19,22,23,24,24 21: 41:8 60:22 92:4 6 28:1 40:13 41:9 43: word [6] 8:3,7 65:8,13 5 46:23 47:11 49:17, 99:13 101:16 18 52:5 53:19 56:16, word [1] 9:6 32:8 24 57:2,8 58:17,18 36:13 50:2,56,7 92:7 59:25 61:6 63:11,13 99:14,18 100:19 64:10 66:11 67:15 73: work [28] 6:15 7:9 8:1, 610:17 11:9,25 21: 13 22:7 28:4,5 34:25 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 13 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: whols [2] 86:23 92:7 99:4 32: 89:8 91:			
10 65:17,23 68:2 72:10 Whereupon [1] 107: 73:7,10 75:9 77:25 24 78:3,6 83:7,17 85:13 wherever [1] 30:3 89:6 whether [53] 5:2,16 9: wonder [1] 59:21 16 11:23 14:17 19:16 wondering [4] 11:23 20:19,22,23,24,24 21: 41:8 60:22 92:4 6 28:1 40:13 41:9 43: word [6] 8:3,7 65:8,13 5 46:23 47:11 49:17, 99:13 101:16 18 52:5 53:19 56:16, words [11] 9:6 32:8 24 57:2,8 58:17,18 36:13 50:2,56,7 92:7 59:25 61:6 63:11,13 99:14,18 100:19 64:10 66:11 67:15 73: work [28] 6:15 7:9 8:1, 6 77:22 78:2,25 89:5, 11,17 91:7,8 92:1,4, 18 96:20 102:9 105:3, 10 2:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: whols [2] 86:23 92:7 39:4 42:9 46:25 56: whole [3] 66:12 87:13 85:13 88:12 89:8 91:	whatnot [2] 93:16 102:		
Whereupon [1] 107: 73:7,10 75:9 77:25 24 73:7,10 75:9 77:25 wherever [1] 30:3 89:6 whether [53] 5:2,16 9: wonder [1] 59:21 16 11:23 14:17 19:16 wondering [4] 11:23 20:19,22,23,24,24 21: 41:8 60:22 92:4 6 28:1 40:13 41:9 43: word [6] 8:3,7 65:8,13 5 46:23 47:11 49:17, 99:13 101:16 18 52:5 53:19 56:16, word [6] 8:3,7 65:8,13 24 57:2,8 58:17,18 36:13 50:2,5,6,7 92:7 59:25 61:6 63:11,13 99:14,18 100:19 64:10 66:11 67:15 73: work [28] 6:15 7:9 8:1, 6 10:17 11:9,25 21: 13 22:7 28:4,5 34:25 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 10 106:7,10 who's [2] 86:23 92:7 39:4 42:9 46:25 56: whole [3] 66:12 87:13 85:13 88:12 89:8 91:	10		
24 78:3,6 83:7,17 85:13 wherever [1] 30:3 89:6 whether [53] 5:2,16 9: wonder [1] 59:21 16 11:23 14:17 19:16 wonder [1] 59:21 20:19,22,23,24,24 21: 41:8 60:22 92:4 6 28:1 40:13 41:9 43: word [6] 8:3,7 65:8,13 5 46:23 47:11 49:17, 99:13 101:16 18 52:5 53:19 56:16, word [1] 9:6 32:8 24 57:2,8 58:17,18 36:13 50:2,56,7 92:7 59:25 61:6 63:11,13 99:14,18 100:19 64:10 66:11 67:15 73: 99:14,18 100:19 work [28] 6:15 7:9 8:1, 10:17 11:9,25 21: 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 13 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: who's [2] 86:23 92:7 39:4 42:9 48:25 56: who's [2] 86:23 92:7 55:13 88:12 89:8 91:		,	
wherever [1] 30:3 89:6 whether [53] 5:2,16 9: wonder [1] 59:21 16 11:23 14:17 19:16 wondering [4] 11:23 20:19,22,23,24,24 21: 41:8 60:22 92:4 6 28:1 40:13 41:9 43: word [6] 8:3,7 65:8,13 5 46:23 47:11 49:17, 99:13 101:16 18 52:5 53:19 56:16, word [6] 8:3,7 65:8,13 24 57:2,8 58:17,18 36:13 50:2,5,6,7 92:7 59:25 61:6 63:11,13 99:14,18 100:19 64:10 66:11 67:15 73: work [28] 6:15 7:9 8:1, 6 77:22 78:2,25 89:5, work [28] 6:15 7:9 8:1, 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 13 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: whols [2] 86:23 92:7 15,23 71:23 75:9,24 whole [3] 66:12 87:13 85:13 88:12 89:8 91:		,	
whether [53] 5:2,16 9:wonder [1] 59:2116 11:23 14:17 19:16wonder [1] 59:2120:19,22,23,24,24 21:41:8 60:22 92:46 28:1 40:13 41:9 43:word [6] 8:3,7 65:8,135 46:23 47:11 49:17,99:13 101:1618 52:5 53:19 56:16,words [11] 9:6 32:824 57:2,8 58:17,1836:13 50:2,5,6,7 92:759:25 61:6 63:11,1399:14,18 100:1964:10 66:11 67:15 73:work [28] 6:15 7:9 8:1,6 77:22 78:2,25 89:5,work [28] 6:15 7:9 8:1,11,17 91:7,8 92:1,4,6 10:17 11:9,25 21:18 96:20 102:9 105:3,13 22:7 28:4,5 34:2510 106:7,1039:4 42:9 46:25 56:whole [3] 66:12 87:1385:13 88:12 89:8 91:			
16 11:23 14:17 19:16 wondering [4] 11:23 20:19,22,23,24,24 21: wondering [4] 11:23 6 28:1 40:13 41:9 43: word [6] 8:3,7 65:8,13 5 46:23 47:11 49:17, 99:13 101:16 18 52:5 53:19 56:16, words [11] 9:6 32:8 24 57:2,8 58:17,18 36:13 50:2,5,6,7 92:7 59:25 61:6 63:11,13 99:14,18 100:19 64:10 66:11 67:15 73: work [28] 6:15 7:9 8:1, 6 17:22 78:2,25 89:5, work [28] 6:15 7:9 8:1, 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 10 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: whols [2] 86:23 92:7 15,23 71:23 75:9,24 whole [3] 66:12 87:13 85:13 88:12 89:8 91:		89: 6	
20:19,22,23,24,24 21: wondering (9,11,23) 6 28:1 40:13 41:9 43: 41:8 60:22 92:4 6 28:1 40:13 41:9 43: word [6] 8:3,7 65:8,13 5 46:23 47:11 49:17, 99:13 101:16 18 52:5 53:19 56:16, words [11] 9:6 32:8 24 57:2,8 58:17,18 36:13 50:2,5,6,7 92:7 59:25 61:6 63:11,13 99:14,18 100:19 64:10 66:11 67:15 73: work [28] 6:15 7:9 8:1, 6 77:22 78:2,25 89:5, work [28] 6:15 7:9 8:1, 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 13 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: whols [2] 86:23 92:7 15,23 71:23 75:9,24 whole [3] 66:12 87:13 85:13 88:12 89:8 91:	,	wonder [1] 59:21	
20:19,22,32,42,42 41:8 60:22 92:4 6 28:1 40:13 41:9 43: 5 46:23 47:11 49:17, 99:13 101:16 18 52:5 53:19 56:16, 99:13 101:16 24 57:2,8 58:17,18 36:13 50:2,5,6,7 92:7 59:25 61:6 63:11,13 99:14,18 100:19 64:10 66:11 67:15 73: wore [1] 104:2 6 77:22 78:2,25 89:5, work [28] 6:15 7:9 8:1, 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 13 22:7 28:45 34:25 10 106:7,10 39:4 42:9 46:25 56: 39:4 42:9 46:25 56: whole [3] 66:12 87:13 85:13 88:12 89:8 91:	16 11: 23 14: 17 19: 16	wonderina [4] 11:23	
6 28:1 40:13 41:9 43: word [6] 8:3,7 65:8,13 5 46:23 47:11 49:17, 99:13 101:16 18 52:5 53:19 56:16, words [11] 9:6 32:8 24 57:2,8 58:17,18 36:13 50:2,5,6,7 92:7 59:25 61:6 63:11,13 99:14,18 100:19 64:10 66:11 67:15 73: wore [1] 104:2 6 77:22 78:2,25 89:5, work [28] 6:15 7:9 8:1, 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 13 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: who's [2] 86:23 92:7 15,23 71:23 75:9,24 whole [3] 66:12 87:13 85:13 88:12 89:8 91:	20: 19,22,23,24,24 21:	-	
5 46:23 47:11 49:17, 99:13 101:16 18 52:5 53:19 56:16, 99:13 101:16 24 57:2,8 58:17,18 36:13 50:2,5,6,7 92:7 59:25 61:6 63:11,13 99:14,18 100:19 64:10 66:11 67:15 73: work [11] 04:2 6 77:22 78:2,25 89:5, work [28] 6:15 7:9 8:1, 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 10 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: whols [2] 86:23 92:7 15,23 71:23 75:9,24 whole [3] 66:12 87:13 85:13 88:12 89:8 91:	6 28:1 40:13 41:9 43:		
18 52:5 53:19 56:16, 95:13 101.16 24 57:2,8 58:17,18 36:13 50:2,5,6,7 92:7 59:25 61:6 63:11,13 99:14,18 100:19 64:10 66:11 67:15 73: wore [1] 104:2 6 77:22 78:2,25 89:5, work [28] 6:15 7:9 8:1, 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 10 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: whol's [2] 86:23 92:7 15,23 71:23 75:9,24 whole [3] 66:12 87:13 85:13 88:12 89:8 91:			
24 57:2,8 58:17,18 36:13 50:2,5,6,7 92:7 59:25 61:6 63:11,13 99:14,18 100:19 64:10 66:11 67:15 73: wore [1] 104:2 6 77:22 78:2,25 89:5, work [28] 6:15 7:9 8:1, 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 13 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: whol's [2] 86:23 92:7 15,23 71:23 75:9,24 whole [3] 66:12 87:13 85:13 88:12 89:8 91:			
59:25 61:6 63:11,13 99:14,18 100:19 64:10 66:11 67:15 73: wore [1] 104:2 6 77:22 78:2,25 89:5, work [28] 6:15 7:9 8:1, 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 13 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: whol's [2] 86:23 92:7 15,23 71:23 75:9,24 whole [3] 66:12 87:13 85:13 88:12 89:8 91:			
64:10 66:11 67:15 73: 677:22 78:2,25 89:5, wore [1] 104:2 work [28] 6:15 7:9 8:1, 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 13 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: whol's [2] 86:12 87:13 85:13 88:12 89:8 91:	, ,	36: 13 50: 2,5,6,7 92: 7	
64:10 66:11 67:15 73:22 6 77:22 78:2,25 89:5, 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 13 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: whol's ^[2] 86:12 87:13 88:12 89:8 91:	,	99: 14,18 100: 19	
6 77:22 78:2,25 89:5, work [28] 6:15 7:9 8:1, 11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 13 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: who's [2] 86:23 92:7 15,23 71:23 75:9,24 whole [3] 66:12 87:13 85:13 88:12 89:8 91:	64 :10 66 :11 67 :15 73 :		
11,17 91:7,8 92:1,4, 6 10:17 11:9,25 21: 18 96:20 102:9 105:3, 13 22:7 28:4,5 34:25 10 106:7,10 39:4 42:9 46:25 56: who's ^[2] 86:23 92:7 15,23 71:23 75:9,24 whole ^[3] 66:12 87:13 88:12 89:8 91:	6 77:22 78:2,25 89:5,		
18 96:20 102:9 105:3, 10 10:17 11:3,25 21: 10 106:7,10 13 22:7 28:4,5 34:25 who's [2] 86:23 92:7 39:4 42:9 46:25 56: whole [3] 66:12 87:13 85:13 88:12 89:8 91:	11,17 91: 7.8 92: 1.4.		
10 106:7,10 13 22.7 26.9,3 34.23 who's [2] 86:23 92:7 39:4 42:9 46:25 56: whole [3] 66:12 87:13 15,23 71:23 75:9,24 85:13 88:12 89:8 91: 10 10 10 10 10 10 10 10 10 10 10 10 10 1		,	
who's [2] 86:23 92:7 15,23 71:23 75:9,24 whole [3] 66:12 87:13 85:13 88:12 89:8 91:			
whole [3] 66:12 87:13 85:13 88:12 89:8 91:			
00.10 00.12 00.0 01.		15,23 71: 23 75: 9,24	
· · · · · · · · · · · · · · · · · · ·	wnole 3 66:12 87:13	85:13 88:12 89:8 91:	