

EXHIBIT A

SHORT TITLE: Submission of Administrative Complaint

DATE: 4/10/2019

DOC TYPE: Email

DOC NUMBER: --

TRIBUNAL: Florida Commission on Human Relations

CASE NO: 2019-19238

CASE CAPTION: *Makere v Allstate*

SIZE: 1 Page

From: justice.actuarial@gmail.com
Sent: Wednesday, April 10, 2019, 8:00 AM
To: fchrinfo@fchr.myflorida.com
Subject: Complaint | Employment Discrimination | Makere v Allstate

Good Morning FCHR,

May you please investigate my employment discrimination complaint against Allstate Insurance Company?

Thank you,

Elias Makere, Complainant
904.294.0026 | justice.actuarial@gmail.com
3709 San Pablo Rd. S. #701
Jacksonville, FL 32224

EXHIBIT B

SHORT TITLE: Official Timestamp of Administrative
Complaint

DATE: 4/10/2019

DOC TYPE: Document

DOC NUMBER: --

TRIBUNAL: Florida Commission on Human Relations

CASE NO: 2019-19238

CASE CAPTION: *Makere v Allstate*

SIZE: 1 Page*

*NOTE: This is an excerpt of a larger document

Elias Makere, Complainant
3709 San Pablo Rd. S #701
Jacksonville, FL 32224

Phone: 904.294.0026
Fax:
Email: justice.actuarial@gmail.com

MAKERE
V
ALLSTATE

COMPLAINT ATTACHMENT

Employment Discrimination (Race, Sex, Retaliation)

Here is the attachment to the employment discrimination complaint.

Petitioner: Elias Makere
Dates: November 2013 – July 2018
Race: Black
Sex: Male
Retaliation: Yes

RECEIVED
FLORIDA COMMISSION ON
HUMAN RELATIONS
2019 APR 10 PM 2:35

EXHIBIT C

SHORT TITLE: Appellant's Motion for Judicial Notice...
Complaint (Dated 4/10/19)

DATE: 2/9/2021

DOC TYPE: Legal Filing (Trial Court)

DOC NUMBER 41

TRIBUNAL: US District Court, Florida, Middle District

CASE NO: 3:20-cv-00905

CASE CAPTION: *Makere v Allstate*

SIZE: 1 Page (First Page Only)*

*NOTE: This is an excerpt of a larger document

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EXHIBIT D

SHORT TITLE: Appellee's Lie about Appellant's Filing Date

DATE: 10/30/2023

DOC TYPE: Legal Filing (Trial Court)

DOC NUMBER 99

TRIBUNAL: US District Court, Florida, Middle District

CASE NO: 3:20-cv-00905

CASE CAPTION: *Makere v Allstate*

SIZE: 1 Page (Seventh Page Only)*

*NOTE: This is an excerpt of a larger document

provided argument on the Recommended Order—setting out Petitioner’s own view of the facts—without clearly identifying the disputed portion of the Recommended Order by page number or paragraph. *Id.*

C. 2019 FCHR Charge

17. In a blatant attempt to relitigate his claims, on April 26, 2019, Plaintiff filed a second Charge of Discrimination (“2019 Charge”) with the FCHR. *See Ex.*

H. Plaintiff’s 2019 Charge expressly requested it be dual filed with the EEOC and FCHR. *Id.* According the EEOC’s activity log, Plaintiff’s 2019 Charge was filed with the EEOC on May 1, 2019. *See Ex. I.* In his 2019 Charge, Plaintiff alleged:

Allstate only fires the Black employees who fail exams.

5 years of racial/sexual harassment.

- Racist Dolls, Racist Characterizations
- Date Requests (Dinner-&-A-Movie)
- Targeted Discrimination

Culminating in a discriminatory termination.

Complainant failed an actuarial exam. Respondent terminated him because of it. Respondent has half-a-dozen other employees who have failed exams. Respondent did not fire any of them. All of them were non-black. In fact, Respondent has staff that have never even passed an exam; they keep their jobs. Complainant complained (internally, externally) and Respondent retaliated against him.

See Ex. H. Except for the untimely July 2018 post-termination act of retaliation, which this Court dismissed with prejudice in its June 23 Partial Dismissal Order, the allegations in the 2019 Charge are identical to those asserted in the 2017 Charge and the First Petition.

18. On May 3, 2019, Mr. Girley’s notice of appearance the FCHR to “enter [his] appearance as attorney of record for the above-named client.” *See Ex. J.* At

EXHIBIT E

SHORT TITLE: Appellee's Admission of the Truth

DATE: 11/28/2023

DOC TYPE: Legal Filing (Trial Court)

DOC NUMBER 103

TRIBUNAL: US District Court, Florida, Middle District

CASE NO: 3:20-cv-00905

CASE CAPTION: *Makere v Allstate*

SIZE: 1 Page (Fourth Page Only)*

*NOTE: This is an excerpt of a larger document

filed against the ALJ in the Northern District of Florida lawsuit, which this Court warned Plaintiff was insufficient alone to oppose Allstate's MSJ.²

Plaintiff proffers absolutely no evidence whatsoever to support this Court finding Plaintiff did not receive a full and fair opportunity to litigate his claims. Plaintiff's mere belief the ALJ embarked on a quest to cover for Allstate is nothing more than pure speculation and is insufficient to create a genuine dispute of material fact. As argued in Allstate's MSJ, the doctrine of collateral estoppel bars Plaintiff's Title VII claims, and summary judgment should be entered against Plaintiff on Counts X-XIII. *See* Dkt. 99, pg. 18-25.

B. Plaintiff's Title VII Claims Are Time-Barred Due To His Failure To Exhaust His Administrative Remedies.

Plaintiff disputes his Title VII claims are time-barred. Despite the FCHR's stamp showing the agency received the 2019 Charge on April 26, 2019 (the date Allstate uses), Plaintiff asserts he timely exhausted his Title VII claims because "[r]eality . . . proves [] Plaintiff filed his charge on April 10, 2019." *See* Dkt. 101, ¶64. Plaintiff's assertion is nothing more than mere smoke and mirrors.

First, Plaintiff cites to Ex. 101, an incomplete copy of a Complaint bearing an FCHR received stamp of April 10, 2019, as evidence he exhausted his Title VII claims on that date.³ However, as evidenced by Ex. 1 attached hereto, the April 10, 2019, Complaint reveals the Complaint was not dual filed with the EEOC and only

² Plaintiff also submits an affidavit to support his assertion that the FCHR colluded with Allstate. However, Allstate objects to Plaintiff's Affidavit as Plaintiff's testimony inadmissible as he lacks personal knowledge as to Allstate's and/or FCHR's actions and intent.

³ Attached as Ex. 1 is a complete copy of the Complaint as maintained by the FCHR.

EXHIBIT F

SHORT TITLE: Appellant's [First] Motion for Sanctions

DATE: 1/9/2024

DOC TYPE: Legal Filing (Trial Court)

DOC NUMBER 105

TRIBUNAL: US District Court, Florida, Middle District

CASE NO: 3:20-cv-00905

CASE CAPTION: *Makere v Allstate*

SIZE: 3 Pages (1st, 3rd, + 4th pages only)*

*NOTE: This is an excerpt of a larger document

UNITED STATES DISTRICT COURT
MIDDLE DISTRICT OF FLORIDA, JACKSONVILLE DIVISION

ELIAS MAKERE, FSA, MAAA

Plaintiff

v.

ALLSTATE INSURANCE COMPANY,

Defendant

)

)

)

)

)

)

)

Case No (LT)

3:20-cv-00905-MMH-LLL

**PLAINTIFF'S MEMORANDUM OF LAW IN SUPPORT OF
'PLAINTIFF'S MOTION FOR SANCTIONS'**

Plaintiff, ELIAS MAKERE, on this 9th day of January 2024, hereby files this memorandum of law in support of *'Plaintiff's Motion for Sanctions'* (hereinafter "That Motion") {#59}. Pursuant to Local Rule 3.01(a) USFLMD, a motion may be filed together with any memorandum of law.

In short, Plaintiff hereby asks this Court to sanction Defendant for Defendant's latest act of deceit (Rule 11 Fed. R. Civ. P.; Rule 37(b)(2)A() Fed. R. Civ. P.; Local Rule 2.01(e) USFLMD; RRTFB 3-4.3). An act that exhibited Defendant's: (a) bad faith; and (b) commitment to defrauding this Court.

The parameters of the matter can be summarized as follows:

7. On May 21, 2021, Defendant filed a document in this court; one which contradicted its/the-state's original [notarized] affirmation/confirmation (§2-3 *supra*). Defendant's document was titled "*Defendant's Response in Opposition...and Supporting Memorandum of Law*" ("That Response") {#53}.

a. That Response said that Plaintiff's First Charge was on the basis of race ***only*** (ie, Defendant thereby [falsely] claimed that Plaintiff's First Charge did not include a sex discrimination basis).

8. On May 27, 2021, Plaintiff moved this Court to take judicial notice of the facts underlying Defendant's unlawful change-of-tune. The paper was titled "*Plaintiff's Motion for Judicial Notice of Defendant's Official Position Statement...*" {#54}. Soon thereafter, Plaintiff followed up with That Motion.

9. Importantly, this Court has yet to rule on That Motion.

Recent Transgressions

10. On October 31, 2023, Defendant filed a motion for summary judgment ("That Request") {#99}.

a. Therein, the former employer claimed that Plaintiff's filing date was April 26, 2019.

i. A false claim that Defendant based its arguments on.

11. Fourteen days later – on November 14, 2023 – Plaintiff responded in opposition {#101}.

a. Thereby pointing out the fatal flaw in That Request.

i. Plaintiff's response took dozens of hours to complete (assembling evidence; researching; writing; proofreading; etc.).

12. On November 28, 2023, Defendant replied {#103}. Therein, it acknowledged that April 10, 2019 was – indeed – the date that Plaintiff filed his Second Charge. Defendant even attached the document (which featured the April 10, 2019 timestamp); referencing it as follows:

“...as evidenced by Ex. 1 attached hereto, the April 10, 2019, Complaint reveals the [Second Charge]...”

– Defendant | *Reply to ‘That Request’* | Page 4 | {103}

13. In summary, Defendant:

a. claimed that April 26, 2019 was the filing date of Plaintiff's Second Charge; and

b. acknowledged that April 10, 2019 was the filing date of Plaintiff's Second Charge.

i. corroborating the April 10th date by attaching Plaintiff's officially timestamped document.

EXHIBIT G

SHORT TITLE: Order of Judicial Notice

DATE: 3/26/2024

DOC TYPE: Legal Filing (Trial Court)

DOC NUMBER 108

TRIBUNAL: US District Court, Florida, Middle District

CASE NO: 3:20-cv-00905

CASE CAPTION: *Makere v Allstate*

SIZE: 3 Pages (15th, 16th, + 18th pages only)*

*NOTE: This is an excerpt of a larger document

Notice Response); Defendant's Response in Opposition to Plaintiff's Motion for Clarification (Doc. 98; Clarification Response). Makere also filed a supplement to his Request for Judicial Notice on November 18, 2023. See Plaintiff's Memorandum of Law in Support of 'Plaintiff's Motion for Judicial Notice . . . Dated 4/10/19)' [sic] (Doc. 102; Judicial Notice Suppl.). And Allstate filed a response in opposition to that filing as well. See Defendant's Response in Opposition to Plaintiff's Memorandum of Law in Support of Plaintiff's Motion for Judicial Notice Dated 4/10/19 (Doc. 104; Response to Judicial Notice Suppl.), filed December 4, 2023.

These filings all concern Makere's ongoing contention that he filed the 2019 FCHR Charge on April 10, 2019, and not on April 26, 2019, as the Court stated in the 2021 Order. This issue is relevant solely to the Court's finding in the 2021 Order that Makere's FCRA claims are administratively barred. See 2021 Order at 14-18. The Court's ruling was premised on the finding that the FCHR issued timely "No Cause" determinations regarding both the 2017 FCHR Charge and the 2019 Charge. Id. Although the Court previously denied Makere's motion for reconsideration of this finding, see Order (Doc. 91), to ensure an adequate record on appeal, the Court finds it appropriate to address Makere's argument on the merits and put the matter to rest.

The verified 2019 Charge bears an FCHR time stamp showing receipt on April 26, 2019, see 2019 EEOC Charge Form (Doc. 6-1), and it is this 2019

Charge on which the Court relied in the 2021 Order. See 2021 Order at 11. Nevertheless, as stated above, Makere contends that he actually initiated this second round of administrative proceedings on April 10, 2019. In support, Makere submits an email he sent to the FCHR on that date requesting an investigation into his “employment discrimination complaint against Allstate Insurance Company.” See Motion for Judicial Notice at 3, Ex. A. Makere contends that he included with that email an EEOC Charge Form and a “Complaint Attachment.” See id. at 3. He submits a copy of the “Complaint Attachment,” which bears an FCHR time stamp of April 10, 2019. Id., Ex. B, part 1 at 1. Notably, the Complaint Attachment, although signed, is not verified. Id., Ex. B, part 3 at 52. Makere does not provide a copy of the “EEOC Form 5” which he maintains was also attached to that email. See id. at 3, Ex. B, part 3 at 53.¹³ On this record, it is unclear whether the operative filing date for purposes of the 2019 administrative proceedings is April 10 or April 26.

¹³ Significantly, although Makere attached numerous documents to his response to Allstate’s initial motion to dismiss, he did not submit this email or the time-stamped attachment until after the Court entered the 2021 Order. See generally Plaintiff’s Response in Opposition to Defendant’s Motion to Dismiss (Doc. 12). Notably, Allstate attached the EEOC Charge Form with the April 26, 2019 time-stamp to its initial motion to dismiss and, relying on the April 26, 2019 date, argued that the FCRA claims in the 2019 Charge were barred by the FCHR’s October 18, 2019 “No Cause” determination. See Defendant’s Dispositive Motion to Dismiss Plaintiff’s Complaint with Prejudice, and Memorandum of Law in Support Thereof (Doc. 4) at 3-4, 10 n.4; id., Ex. F (Doc. 6-1). Thus, Makere had notice of this issue and the opportunity to contest it prior to the Court’s 2021 Order. See Order (Doc. 91) (denying reconsideration based on this issue). Nevertheless, in the interest of completeness and given Makere’s pro se status, the Court takes this opportunity to address the import of the alleged April 10, 2019 filing date.

2023 Order, the Court dismissed those claims pursuant to Rule 12(b)(6) because Makere failed to allege a plausible claim for relief on that basis. See 2023 Order at 19-28, 31 n.15. Significantly, “the FCRA is modeled after Title VII, and claims brought under it are analyzed under the same framework” See Alvarez v. Royal Atl. Developers, Inc., 610 F.3d 1253, 1271 (11th Cir. 2010). As such, even if Makere’s FCRA post-termination retaliation claim is not procedurally barred, it is due to be dismissed for the same reasons Makere’s Title VII and § 1981 post-termination retaliation claims were dismissed—Makere fails to allege a plausible claim of post-termination retaliation. See 2023 Order at 19-28, 31 n.15.

In light of the foregoing, the Court will grant Makere’s Request for Judicial Notice and Motion for Clarification to the extent he asks the Court to consider his evidence of an April 10, 2019 filing date. However, having considered this evidence, the Court finds that the FCRA claims are due to be dismissed regardless of which filing date controls and will supplement the 2023 Order with these alternative bases for dismissal of those claims. See Reynolds v. Calhoun, 650 F. Supp. 3d 1272, 1275 (M.D. Ala. 2023) (“[A] district court has broad and ‘plenary power’ over its interlocutory orders, and ‘may therefore reconsider, revise, alter or amend that order at any time prior to final judgment.’” (quoting Hardin v. Hayes, 52 F.3d 934, 938 (11th Cir. 1995))). At this time, the Court has resolved all of the claims raised in this action and will

EXHIBIT H

SHORT TITLE: Appellee's [Repeated] Lie about Appellant's
Filing Date

DATE: 4/11/2024

DOC TYPE: Legal Filing (Trial Court)

DOC NUMBER 114

TRIBUNAL: US District Court, Florida, Middle District

CASE NO: 3:20-cv-00905

CASE CAPTION: *Makere v Allstate*

SIZE: 1 Page (Seventh Page Only)*

*NOTE: This is an excerpt of a larger document

Petition for Relief from an Unlawful Employment Practice (“Final Order”), which adopted the ALJ’s findings of fact and conclusions of law and dismissed his 2017 Charge and First Petition with prejudice. *See* Dkt. 99-7.

15. The FCHR also reviewed and considered Plaintiff’s Exceptions to the ALJ’s Recommended Order, and ultimately concluded Plaintiff simply took issue with the ALJ’s findings and inferences drawn from the evidence presented and/or provided argument on the Recommended Order—setting out Petitioner’s own view of the facts—without clearly identifying the disputed portion of the Recommended Order by page number or paragraph. *Id.*

C. 2019 Charge

16. In a blatant attempt to relitigate his claims, on April 26, 2019, Plaintiff filed a second Charge of Discrimination (“2019 Charge”) with the FCHR. *See* Dkt. 99-8. Plaintiff’s 2019 Charge expressly requested it be dual filed with the EEOC and FCHR, which the EEOC received on May 1, 2019. *See* Dkt. 99-9. Except for the untimely July 2018 post-termination act of retaliation, which this Court dismissed with prejudice in its June 23 Partial Dismissal Order, the allegations in the 2019 Charge are identical to those asserted in the 2017 Charge and the First Petition.

17. On October 18, 2019, the FCHR dismissed Plaintiff’s 2019 Charge and issued its No Cause Determination, which was sent to Girley, Plaintiff’s counsel of record. The Determination provided:

The facts and claims are identical to FCHR No. 201701432[,] . . . which the FCHR issued a Determination of No Cause. Complainant then filed [C]ase [No.] 2018-0373 with the [DOAH] and an Order of

EXHIBIT I

SHORT TITLE: Appellant's [Second] Motion for Sanctions

DATE: 5/6/2024

DOC TYPE: Legal Filing (Trial Court)

DOC NUMBER 122

TRIBUNAL: US District Court, Florida, Middle District

CASE NO: 3:20-cv-00905

CASE CAPTION: *Makere v Allstate*

SIZE: 2 Pages (1st + 2nd pages only)*

*NOTE: This is an excerpt of a larger document

UNITED STATES DISTRICT COURT
MIDDLE DISTRICT OF FLORIDA, JACKSONVILLE DIVISION

ELIAS MAKERE, FSA, MAAA	)	<u>Case No (LT)</u>
Plaintiff	)	3:20-cv-00905-MMH-LLL
	)	
v.	)	
	)	
ALLSTATE INSURANCE COMPANY,	)	
Defendant	)	

PLAINTIFF’S RENEWED MOTION FOR SANCTIONS

Plaintiff, ELIAS MAKERE, on this 6th day of May 2024, respectfully asks this Court to levy sanctions – pursuant to Rule 11 Fed. R. Civ. P. – against Defendant, ALLSTATE INSURANCE COMPANY.

Key Points:

- A.) Points demonstrable lies of material fact; prejudice to Plaintiff;
- B.) Grounds extrinsic fraud upon the court; bad faith;

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Background: Court judicially noticed material facts
Problem: Defendant injured Plaintiff with material lies
Request: Court punishes Defendant for defiling the judiciary

Rule 11(c)(1) | Fed. R. Civ. P. | Sanctions | (highlights added)

“If... the court determines that Rule 11(b) has been violated, the court may impose an appropriate sanction on any... party that violated [it]”

Rule 37(b)(2)(A) | Fed. R. Civ. P. | Sanctions | (highlights added)

“the court where the action is pending may issue further just orders [which may include]:

(ii) prohibiting the disobedient party from supporting or opposing designated claims or defenses...;

(iii) striking pleadings in whole or in part;

(vi) rendering a default judgment against the disobedient party;”

Local Rule 2.01(e) | USFLMD | Conduct | (highlights added)

“(e) CONDUCT. A lawyer appearing in the Middle District must remain familiar with, and is bound by, the rules governing the professional conduct of a member of The Florida Bar.”

Rule 3-4.3 | Rules Regulating the Florida Bar | Misconduct

“The commission by a lawyer of any act that is unlawful or contrary to honesty and justice may constitute a cause for discipline”

Precedent

- 3:22-cv-00731-TJC-LLL - USFLMD (2/5/24)
- 6:23-cv-01115-RBD-LHP - USFLMD (1/24/24)
- 3:20-cv-00857-MMH-LLL - USFLMD (6/13/23)
- 6:18-cv-01499-WWB-LHP - USFLMD (3/8/22)
- 5:20-cv-00095-JSM-PRL - USFLMD (2/9/22)
- 5:20-cv-00227-JSM-PRL - USFLMD (4/21/21)
- 2:19-cv-00248-JLB-MRM - USFLMD (1/19/21)

This Court has recently granted similar motions for sanctions

Abbreviations:

- {#NN} - Docket Entry NN [of this case]
- FCHR - Florida Commission on Human Relations
- FS - Florida Statutes
- USFLMD - US District Court, Florida, Middle District

ATTACHMENT A

Conferral Emails

From: Appellant/Plaintiff/Employee X'
To: Appellee/Defendant/'Company Y'

October 2024

From: Justice (Actuarial) <justice.actuarial@gmail.com>
Sent: Wednesday, October 23, 2024 11:01 AM
To: Doud, Kimberly <KDoud@littler.com>
cc: Lopez, Vivian <VLopez@littler.com>; Shelnut, Lisa <LShelnut@littler.com>; Robertson, Lauren C. <LCRobertson@littler.com>
Subject: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Hello Allstate,

As noted multiple times¹, you are destined to commit [at least] three counts of perjury [at the [11th Circuit Court of Appeals – US](#)]. Thus, it's my duty² to alert the court/public of your imminent defiling-of-the-judiciary.

So, do you have any objection to my upcoming “*Motion for Judicial Notice of Plaintiff's Full Administrative Complaint (Dated 4/10/19)*”?

I'm filing it pursuant to [Rule 10\(e\)\(2\) Fed. R. App. P.](#), [Rule 28\(j\) Fed. R. App. P.](#), [Local Rule 27-1 11th Cir. R.](#), and [Rules 201/301/302 Fed.R.Evid.](#)

Plaintiff:	Elias Makere, FSA, MAAA
Defendant:	Allstate Insurance Company
Case Number:	3:20-cv-00905-MMH-LLL
Court:	US Court of Appeals, 11 th Circuit
Lower Court:	US District Court, Florida, Middle District (Jacksonville)
Type:	Employment Discrimination (42 USC §1981 , §760 FS , EPA , Title VII)

Document: ³	<i>Appellant's Motion for Judicial Notice of Appellant's Full Administrative Complaint (Dated 4/10/19)</i>
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¹ see [Initial Brief](#) at ¶20/30/62/63/135/etc; see [Response... Summary Judgment](#) at ¶13/33/36/69/etc.

² see [Florida's False Claims Act](#); see [18 USC §1001](#); see [18 USC §1018](#)

³ the lower court (ie, [USFLMD](#)) already took judicial notice of this filing date (see {#108} at ¶136). Yet, of course, you're destined to repeat your lie [in the appellate court – [USCA11](#)].

Purpose = (1) substantiate the filing date of Appellant's state charge; (2) substantiate the date of receipt of Appellant's discrimination charge; (3) supply factual framework surrounding discriminatory retaliation; (4) streamline federal appeal; (5) help supply the details for which the Court needs; (6) corner your perjurious guilt; and more.

Please answer as soon as you can.

Thank You,

Elias Makere, FSA, MAAA | Civil Litigant
 Federal Case No.: 3:20-cv-00905 | (Allstate, USFLMD)
 Federal Case No.: 4:21-cv-00096 | (Early, USFLND)
 11th Cir. Case No.: 21-11901; 22-13587
 904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
 3709 San Pablo Rd. S. #701
 Jacksonville, FL 32224
Ancient Proverb: For every wrong there is a right.

From: Doud, Kimberly <KDoud@littler.com>
Sent: Wednesday, October 23, 2024 1:57 PM
To: Justice (Actuarial) <justice.actuarial@gmail.com>
cc: Robertson, Lauren C. <LCRobertson@littler.com>; Vega, Eddie <EVega@littler.com>;
Filmore, Michelle <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full
Administrative Complaint (4/10/19)

Mr. Makere:

I disagree with your characterizations in your email below. Allstate objects to your proposed Motion for Judicial Notice of Plaintiff's Full Administrative Complaint as unnecessary given your stated purpose. Thank you.

Kimberly Doud

Office Managing Shareholder
407.393.2951 direct, 407.864.1852 mobile, 407.641.9263 fax
KDoud@littler.com

Pronouns: She/Her



Fueled by ingenuity. Inspired by you.

Labor & Employment Law Solutions | Local Everywhere
111 N Orange Ave, Suite 1750, Orlando, FL 32801

From: Justice (Actuarial) <justice.actuarial@gmail.com>
Sent: Wednesday, October 23, 2024 2:06 PM
To: 'Doud, Kimberly' <KDoud@littler.com>
cc: 'Robertson, Lauren C.' <LCRobertson@littler.com>; 'Vega, Eddie' <EVega@littler.com>;
'Filmore, Michelle' <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Hello Allstate,

What “characterizations” do you disagree with?

Please let me know.

Thank You,

Elias Makere, FSA, MAAA | Civil Litigant
Federal Case No.: 3:20-cv-00905 | (Allstate, USFLMD)
Federal Case No.: 4:21-cv-00096 | (Early, USFLND)
11th Cir. Case No.: 21-11901; 22-13587
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
3709 San Pablo Rd. S. #701
Jacksonville, FL 32224

Ancient Proverb: For every wrong there is a right.

From: Justice (Actuarial) <justice.actuarial@gmail.com>
Sent: Thursday, October 24, 2024 8:00 AM
To: 'Doud, Kimberly' <KDoud@littler.com>
cc: 'Robertson, Lauren C.' <LCRobertson@littler.com>; 'Vega, Eddie' <EVega@littler.com>; 'Filmore, Michelle' <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Good Morning Allstate,

I haven't heard back from you regarding your bare allegation [on "*characterizations*"] (which indicates the falsehood of it – especially considering [your rampant lies](#)).

So, may you please let me know if you dispute the following fact:

1. On April 10, 2019, Elias Makere emailed [his Charge of Discrimination](#) to the [Florida Commission on Human Relations](#)
 - a. please see the first attachment ([linked here](#)).

Of course, I'm sending you these facts & questions in accordance with [Rule 3.01\(g\) USFLMD](#) (*duty to confer in good faith* – persuasive authority).

Please answer before **1:00 PM EST Today (10/24/2024)**.

Thank You,

Elias Makere, FSA, MAAA | Civil Litigant
Federal Case No.: 3:20-cv-00905 | (Allstate, USFLMD)
Federal Case No.: 4:21-cv-00096 | (Early, USFLND)
11th Cir. Case No.: 21-11901; 22-13587
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
3709 San Pablo Rd. S. #701
Jacksonville, FL 32224

Ancient Proverb: For every wrong there is a right.

From: Justice (Actuarial) <justice.actuarial@gmail.com>
Sent: Thursday, October 24, 2024 1:01 PM
To: Doud, Kimberly <KDoud@littler.com>
cc: Robertson, Lauren C. <LCRobertson@littler.com>; Vega, Eddie <EVega@littler.com>;
Filmore, Michelle <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full
Administrative Complaint (4/10/19)

Good Afternoon Allstate,

I haven't heard back from you regarding the fact that April 10, 2019 marked the date that Elias Makere (ie, me/Plaintiff/Appellant) emailed [his Charge of Discrimination](#) to the [Florida Commission on Human Relations](#). Thus, that fact has [once again] gone **undisputed**. Onwards...

May you please let me know if you dispute the following fact:

2. The [Florida Commission on Human Relations](#) placed a 4/10/2019-2:35PM timestamp on Elias Makere's [\[April 10, 2019\] Charge of Discrimination](#)
 - a. please see the first attachment ([linked here](#)).

Of course, I'm sending you these facts & questions in accordance with [Rule 3.01\(g\) USFLMD](#) (*duty to confer in good faith* – persuasive authority).

Please answer before **5:00 PM EST Today (10/24/2024)**.

Thank You,

Elias Makere, FSA, MAAA | Civil Litigant
Federal Case No.: 3:20-cv-00905 | (Allstate, USFLMD)
Federal Case No.: 4:21-cv-00096 | (Early, USFLND)
11th Cir. Case No.: 21-11901; 22-13587
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
3709 San Pablo Rd. S. #701
Jacksonville, FL 32224

Ancient Proverb: For every wrong there is a right.

From: Robertson, Lauren C. <LCRobertson@littler.com>
Sent: Thursday, October 24, 2024 12:13 PM
To: Justice (Actuarial) <justice.actuarial@gmail.com>; Doud, Kimberly <KDoud@littler.com>
cc: Vega, Eddie <EVega@littler.com>; Filmore, Michelle <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Mr. Makere,

Your initial brief sets forth your position for the basis of this appeal in your initial brief. Allstate will provide its position in its Answer Brief.

As such, Allstate opposes your motion for judicial notice as such motion is procedurally improper, unnecessary, and frivolous as the Eleventh Circuit cannot consider the same when determining the merits of your appeal if not contained in the record before the district court. In other words, the Eleventh Circuit's review of your appeal is limited to the record before the district court at that time.

Please note if you proceed with filing this motion, Allstate will seek recovery of its fees/costs incurred in defending against the motion. Thank you!

Regards,
Lauren

Lauren C. Robertson
Associate
407.393.2928 direct, 305.496.9749 mobile
LCRobertson@littler.com



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Labor & Employment Law Solutions | Local Everywhere
111 N Orange Ave, Suite 1750, Orlando, FL 32801

From: Justice (Actuarial) <justice.actuarial@gmail.com>
Sent: Thursday, October 24, 2024 12:50 PM
To: 'Robertson, Lauren C.' <LCRobertson@littler.com>; 'Doud, Kimberly' <KDoud@littler.com>
cc: 'Vega, Eddie' <EVega@littler.com>; 'Filmore, Michelle' <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Good Afternoon Allstate,

May you please **cite some legal authorities** (eg, opinions; statutes; rules; etc.) to support your contention (ie, '*judicial notice is procedurally improper, unnecessary, and frivolous*')?

From what I've seen, there are no authorities to support your contention. In fact, there are several authorities that refute your contention (eg, [Rules of Appellate Procedure](#); [USCA11 Local Rules of Court](#); [§90.201 FS](#); [§90.202 FS](#); [§90.203 FS](#); [§120.569 FS](#); [Rule 201 Fed. R. Evid.](#); [11th Circuit Internal Operating Procedures](#); etc.)

Nevertheless – as it stands right now – **you have failed to dispute both facts***:

1. On April 10, 2019, Elias Makere emailed [his Charge of Discrimination](#) to the [Florida Commission on Human Relations](#)
2. The [Florida Commission on Human Relations](#) placed a 4/10/2019-2:35PM timestamp on Elias Makere's [\[April 10, 2019\] Charge of Discrimination](#)

* please see the attached documents

Please send me your citations (if any) before **5:00 PM EST Today (10/24/2024)**.

Thank You,

Elias Makere, FSA, MAAA | Civil Litigant
Federal Case No.: 3:20-cv-00905 | (Allstate, USFLMD)
Federal Case No.: 4:21-cv-00096 | (Early, USFLND)
11th Cir. Case No.: 21-11901; 22-13587
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
3709 San Pablo Rd. S. #701
Jacksonville, FL 32224

Ancient Proverb: For every wrong there is a right.

From: Justice (Actuarial) <justice.actuarial@gmail.com>
Sent: Friday, October 25, 2024 8:01 AM
To: Robertson, Lauren C. <LCRobertson@littler.com>; Doud, Kimberly <KDoud@littler.com>
cc: Vega, Eddie <EVega@littler.com>; Filmore, Michelle <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Good Morning Allstate,

5PM came & went, but you failed to dispute the underlying fact (ie, that *The Florida Commission on Human Relations* placed a 4/10/2019-2:35PM timestamp on Elias Makere's [\[April 10, 2019\] Charge of Discrimination](#)). Thus, that fact has [once again] gone **undisputed**. Onwards...

May you please let me know if you dispute the following fact:

3. On February 9, 2021 Elias Makere (ie, Plaintiff/Appellant) moved the District Court (ie, The US District Court in-and-for the Middle District of Florida) to take judicial notice of Elias Makere's [\[April 10, 2019\] Charge of Discrimination](#)
 - a. please see the first attachment ([linked here](#)).

Of course, I'm sending you these facts & questions in accordance with [Rule 3.01\(g\) USFLMD](#) (*duty to confer in good faith* – persuasive authority).

Please answer before **12:00 PM EST Today (10/25/2024)**.

Thank You,

Elias Makere, FSA, MAAA | Civil Litigant
Federal Case No.: 3:20-cv-00905 | (Allstate, USFLMD)
Federal Case No.: 4:21-cv-00096 | (Early, USFLND)
11th Cir. Case No.: 21-11901; 22-13587
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
3709 San Pablo Rd. S. #701
Jacksonville, FL 32224

Ancient Proverb: For every wrong there is a right.

From: Doud, Kimberly <KDoud@littler.com>
Sent: Friday, October 25, 2024 7:46 AM
To: Justice (Actuarial) <justice.actuarial@gmail.com>; Robertson, Lauren C. <LCRobertson@littler.com>
cc: Vega, Eddie <EVega@littler.com>; Filmore, Michelle <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Mr. Makere:

It is unclear why you are sending these emails or what you are attempting to confer about under Middle District of Florida Local Rule 3.01(g) (or why). We have twice provided Allstate's position on your proposed Motion for Judicial Notice of Plaintiff's Full Administrative Complaint. Thank you.

Kimberly Doud

Office Managing Shareholder
407.393.2951 direct, 407.864.1852 mobile, 407.641.9263 fax
KDoud@littler.com

Pronouns: She/Her



Fueled by ingenuity. Inspired by you.

Labor & Employment Law Solutions | Local Everywhere
111 N Orange Ave, Suite 1750, Orlando, FL 32801

From: Justice (Actuarial) <justice.actuarial@gmail.com>
Sent: Friday, October 25, 2024 9:45 AM
To: Doud, Kimberly <KDoud@littler.com>; Robertson, Lauren C. <LCRobertson@littler.com>
cc: Vega, Eddie <EVega@littler.com>; Filmore, Michelle <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Good Morning Allstate,

Although I've [preemptively] addressed your inquiry multiple times already, please [also] confer these additional authorities:

- [Addendum 8, 11th Circuit Local Rules](#)
 - ie the Court's inherent power to discipline attorneys for misconduct/dishonesty
- [Rule 3-4.3 RRTFB | Misconduct and Minor Misconduct](#)
 - "The commission by a lawyer of any act that is unlawful or contrary to honesty and justice may constitute a cause for discipline whether the act is committed in the course of the lawyer's relations as a lawyer or otherwise, whether committed within Florida or outside the state of Florida, and whether the act is a felony or a misdemeanor."
 - Also see [Rule 3-5.1 RRTFB](#), [Chapter 4 RRTFB](#), etc.

These additional authorities deal with the ramifications that your attorneys will face. Ramifications, of course, for carrying out your bidding. Bidding, of course, which is centered around [your rampant perjury/dishonesty/misconduct](#). In other words, my upcoming motion will also be used **to hold your attorneys accountable** (ie, *Kimberly-Doud-0523771*, *Lauren-Robertson-1024845*, etc.). Please let me know if you have any questions about that.

Nevertheless, you still haven't responded to the underlying prompt (ie, whether-or-not you dispute fact #3). Thus – for the sake of convenience – I'm repeating the prompt here...

May you please let me know if you dispute the following fact:

3. On February 9, 2021 Elias Makere (ie, Plaintiff/Appellant) moved the District Court (ie, *The US District Court in-and-for the Middle District of Florida*) to take judicial notice of Elias Makere's [\[April 10, 2019\] Charge of Discrimination](#)
 - a. please see the first attachment ([linked here](#)).

Please answer before **12:00 PM EST Today (10/25/2024)**.

Thank You,

Elias Makere, FSA, MAAA | Civil Litigant
Federal Case No.: 3:20-cv-00905 | (Allstate, USFLMD)
Federal Case No.: 4:21-cv-00096 | (Early, USFLND)
11th Cir. Case No.: 21-11901; 22-13587
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
3709 San Pablo Rd. S. #701
Jacksonville, FL 32224
Ancient Proverb: For every wrong there is a right.

From: Doud, Kimberly <KDoud@littler.com>
Sent: Friday, October 25, 2024 9:04 AM
To: Justice (Actuarial) <justice.actuarial@gmail.com>; Robertson, Lauren C. <LCRobertson@littler.com>
cc: Vega, Eddie <EVega@littler.com>; Filmore, Michelle <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Mr. Makere:

There is no need to respond to your prompts, and we will not do so. The only upcoming motion you have indicated is your proposed Motion for Judicial Notice of Plaintiff's Full Administrative Complaint. You have Allstate's position. Thank you.

Kimberly Doud

Office Managing Shareholder
407.393.2951 direct, 407.864.1852 mobile, 407.641.9263 fax
KDoud@littler.com

Pronouns: She/Her



Fueled by ingenuity. Inspired by you.

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111 N Orange Ave, Suite 1750, Orlando, FL 32801

From: Justice (Actuarial) <justice.actuarial@gmail.com>
Sent: Friday, October 25, 2024 10:01 AM
To: 'Doud, Kimberly' <KDoud@littler.com>; 'Robertson, Lauren C.' <LCRobertson@littler.com>
cc: 'Vega, Eddie' <EVega@littler.com>; 'Filmore, Michelle' <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Good Morning Allstate,

In the interest of judicial economy (please allow [Local Rule 12-2 USCA11](#)), will you hereby admit that *April 10, 2019 marked the date that Elias Makere filed his [\[April 10, 2019\] Charge of Discrimination?](#)*

Here are the benefits (among others) to your admission:

- ✓ Save the Court's time
- ✓ Save the Parties' time
- ✓ Preclude the Need for *Appellant's Forthcoming Motion* (ie, this motion)
- ✓ Preclude the Prospects of *Appellee's Unsubstantiated Request for Costs* (regarding *Appellant's Forthcoming Motion*)
- ✓ Reduce this email chain (note: there are several more emails forthcoming – which must be communicated [for the record])
- ✓ Simplify several issues-on-appeal (see [Opening Brief at I, III, VI, VIII](#))

So, please let me know if you hereby admit that '*April 10, 2019 marked the Filing Date of my Second Charge*' (otherwise, I'll have to proceed with this motion/conferral).

Thank You,

Elias Makere, FSA, MAAA | Civil Litigant
Federal Case No.: 3:20-cv-00905 | (Allstate, USFLMD)
Federal Case No.: 4:21-cv-00096 | (Early, USFLND)
11th Cir. Case No.: 21-11901; 22-13587
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
3709 San Pablo Rd. S. #701
Jacksonville, FL 32224

Ancient Proverb: For every wrong there is a right.

From: Justice (Actuarial) <justice.actuarial@gmail.com>
Sent: Friday, October 25, 2024 11:02 AM
To: 'Doud, Kimberly' <KDoud@littler.com>; 'Robertson, Lauren C.' <LCRobertson@littler.com>
cc: 'Vega, Eddie' <EVega@littler.com>; 'Filmore, Michelle' <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Good Morning Allstate,

12PM came & went, but you failed to dispute the underlying fact (ie, that 'on February 9, 2021 Elias Makere (ie, Plaintiff/Appellant) moved the District Court (ie, The US District Court in-and-for the Middle District of Florida) to take judicial notice of Elias Makere's [\[April 10, 2019\] Charge of Discrimination](#)). Thus, that fact has [once again] gone **undisputed**. Onwards...

May you please let me know if you dispute the following fact:

4. On November 28, 2023 Allstate Insurance Company (ie, Defendant/Appellee) admitted that April 10, 2019 marked the date that Elias Makere filed his [\[April 10, 2019\] Charge of Discrimination](#)
 - a. please see the first attachment ([linked here](#)).

Of course, I'm sending you these facts & questions in accordance with [Rule 3.01\(g\) USFLMD](#) (duty to confer in good faith – persuasive authority).

Please answer before **5:00 PM EST Today (10/25/2024)**.

Thank You,

Elias Makere, FSA, MAAA | Civil Litigant
Federal Case No.: 3:20-cv-00905 | (Allstate, USFLMD)
Federal Case No.: 4:21-cv-00096 | (Early, USFLND)
11th Cir. Case No.: 21-11901; 22-13587
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
3709 San Pablo Rd. S. #701
Jacksonville, FL 32224

Ancient Proverb: For every wrong there is a right.

From: Justice (Actuarial) <justice.actuarial@gmail.com>
Sent: Monday, October 28, 2024 1:31 PM
To: Doud, Kimberly <KDoud@littler.com>; Robertson, Lauren C. <LCRobertson@littler.com>
cc: Vega, Eddie <EVega@littler.com>; Filmore, Michelle <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Hello Allstate,

You've missed another deadline (ie, 5:00 PM EST on Friday, October 25, 2024).

So, **another underlying fact has gone undisputed** (ie, *On November 28, 2023 Allstate Insurance Company (ie, You/Defendant/Appellee) **admitted that April 10, 2019 marked the date** that Elias Makere filed his [\[April 10, 2019\] Charge of Discrimination](#)*).

Onwards, may you please let me know if you dispute the following fact:

5. On January 9, 2024 Elias Makere (ie, Me/Plaintiff/Appellate) moved the District Court (ie, USFLMD) to punish you (via [Rule 11](#) sanctions) for your material lie [regarding the filing date of Elias Makere's [\[April 10, 2019\] Charge of Discrimination](#)]
 - a. please see the first attachment ([linked here](#)).

As you probably know by now – I'm sending you these facts & questions in accordance with [Rule 3.01\(g\) USFLMD](#) (*duty to confer in good faith* – persuasive authority).

Please answer before **5:00 PM EST Today (10/28/2024)**.

Thank You,

Elias Makere, FSA, MAAA | Civil Litigant
Federal Case No.: 3:20-cv-00905 | (Allstate, USFLMD)
Federal Case No.: 4:21-cv-00096 | (Early, USFLND)
11th Cir. Case No.: 21-11901; 22-13587
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
3709 San Pablo Rd. S. #701
Jacksonville, FL 32224

Ancient Proverb: For every wrong there is a right.

From: Robertson, Lauren C. <LCRobertson@littler.com>
Sent: Monday, October 28, 2024 12:57 PM
To: Justice (Actuarial) <justice.actuarial@gmail.com>; Doud, Kimberly <KDoud@littler.com>
cc: Vega, Eddie <EVega@littler.com>; Filmore, Michelle <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Allstate disagrees with your characterization of “another underlying fact has gone undisputed.” To be clear, no fact has gone undisputed. Local Rule 3.01(g) of the United States District Court Middle District of Florida requires parties to confer regarding the relief sought in a motion filed before the Middle District of Florida. The Rule has no application before the Eleventh Circuit.

Notwithstanding, you have Allstate’s position on your Motion for Judicial Notice. Allstate will address its position in its response to your Motion. Thank you!

Regards,
Lauren

Lauren C. Robertson
Associate
407.393.2928 direct, 305.496.9749 mobile
LCRobertson@littler.com



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111 N Orange Ave, Suite 1750, Orlando, FL 32801

From: Justice (Actuarial) <justice.actuarial@gmail.com>
Sent: Monday, October 28, 2024 1:15 PM
To: 'Robertson, Lauren C.' <LCRobertson@littler.com>; 'Doud, Kimberly' <KDoud@littler.com>
cc: 'Vega, Eddie' <EVega@littler.com>; 'Filmore, Michelle' <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Good Afternoon Allstate,

Four days have passed and – despite authoring multiple replies – **you still haven't disputed the fact.** Therefore, the fact is [still] undisputed; as follows:

4. It is an undisputed fact that – on November 28, 2023 – Allstate Insurance Company (ie, You/Defendant/Appellee) admitted that April 10, 2019 marked the date that Elias Makere filed his [\[April 10, 2019\] Charge of Discrimination](#)
 - a. please see the first attachment ([linked here](#)).

Of course, we're now on fact #5 (due to your failure to dispute the above-listed fact [on time]):

5. On January 9, 2024 Elias Makere (ie, Me/Plaintiff/Appellant) moved the District Court (ie, [USFLMD](#)) to punish you (via [Rule 11](#) sanctions) for your material lie [regarding the filing date of Elias Makere's [\[April 10, 2019\] Charge of Discrimination](#)]
 - a. please see the second attachment ([linked here](#)).

- It bears repeating, please confer the rules/regulations on attorney dishonesty/misconduct (eg [Addendum 8, 11th Circuit Local Rules; Rule 3-4.3 RRTFB | Misconduct and Minor Misconduct](#))

Please let me know if you dispute Fact #5 [before **5:00 PM EST Today (10/28/2024)**].

Thank You,

Elias Makere, FSA, MAAA | Civil Litigant
Federal Case No.: 3:20-cv-00905 | (Allstate, USFLMD)
Federal Case No.: 4:21-cv-00096 | (Early, USFLND)
11th Cir. Case No.: 21-11901; 22-13587
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
3709 San Pablo Rd. S. #701
Jacksonville, FL 32224

Ancient Proverb: For every wrong there is a right.

From: Justice (Actuarial) <justice.actuarial@gmail.com>
Sent: Tuesday, October 29, 2024 9:01 AM
To: 'Robertson, Lauren C.' <LCRobertson@littler.com>; 'Doud, Kimberly' <KDoud@littler.com>
cc: 'Vega, Eddie' <EVega@littler.com>; 'Filmore, Michelle' <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Good Morning Allstate,

5PM came & went, but you [once again] **failed to dispute** the underlying fact (ie, that '*On January 9, 2024 Elias Makere (ie, Me/Plaintiff/Appellant) moved the District Court (ie, [USFLMD](#)) to punish you (via [Rule 11](#) sanctions) for your material lie [regarding the filing date of Elias Makere's [April 10, 2019](#) Charge of Discrimination*) to take judicial notice of Elias Makere's [April 10, 2019](#) Charge of Discrimination)). Thus, that fact has [once again] gone **undisputed**. Onwards...

May you please let me know if you dispute the following fact:

6. On March 26, 2024 the District Court (ie, USFLMD) took judicial notice of the fact that April 10, 2019 marked the date that Elias Makere filed his [April 10, 2019](#) Charge of Discrimination
 - a. please see the first attachment ([linked here](#)).

Of course, I'm sending you these facts & questions in accordance with [Rule 3.01\(g\) USFLMD](#) (*duty to confer in good faith – persuasive authority*).

Please answer before **1:00 PM EST Today (10/29/2024)**.

Thank You,

Elias Makere, FSA, MAAA | Civil Litigant
Federal Case No.: 3:20-cv-00905 | (Allstate, USFLMD)
Federal Case No.: 4:21-cv-00096 | (Early, USFLND)
11th Cir. Case No.: 21-11901; 22-13587
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
3709 San Pablo Rd. S. #701
Jacksonville, FL 32224

Ancient Proverb: For every wrong there is a right.

From: Justice (Actuarial) <justice.actuarial@gmail.com>
Sent: Tuesday, October 29, 2024 12:15 PM
To: 'Robertson, Lauren C.' <LCRobertson@littler.com>; 'Doud, Kimberly' <KDoud@littler.com>
cc: 'Vega, Eddie' <EVega@littler.com>; 'Filmore, Michelle' <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Good Afternoon Allstate,

1PM came & went, but you [once again] **failed to dispute** the underlying fact (ie, that *'On March 26, 2024 the District Court (ie, [USFLMD](#)) took judicial notice of the fact that April 10, 2019 marked the date that Elias Makere filed his [\[April 10, 2019\] Charge of Discrimination](#)*). Thus, that fact has [once again] gone **undisputed**. Onwards...

May you please let me know if you dispute the following fact:

7. On April 11, 2024, Allstate Insurance Company (ie, You/Defendant/Appellant) told the District Court (ie, [USFLMD](#)) Allstate's repeated lie about the filing date of Elias Makere's [\[April 10, 2019\] Charge of Discrimination](#)
 - a. please see the first attachment ([linked here](#)).

Of course, I'm sending you these facts & questions in accordance with [Rule 3.01\(g\) USFLMD](#) (*duty to confer in good faith – persuasive authority*).

Please answer before **5:00 PM EST Today (10/29/2024)**.

Thank You,

Elias Makere, FSA, MAAA | Civil Litigant
Federal Case No.: 3:20-cv-00905 | (Allstate, USFLMD)
Federal Case No.: 4:21-cv-00096 | (Early, USFLND)
11th Cir. Case No.: 21-11901; 22-13587
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
3709 San Pablo Rd. S. #701
Jacksonville, FL 32224

Ancient Proverb: For every wrong there is a right.

From: Justice (Actuarial) <justice.actuarial@gmail.com>
Sent: Wednesday, October 30, 2024 9:30 AM
To: 'Robertson, Lauren C.' <LCRobertson@littler.com>; 'Doud, Kimberly' <KDoud@littler.com>
cc: 'Vega, Eddie' <EVega@littler.com>; 'Filmore, Michelle' <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Good Morning Allstate,

5PM came & went (once again), and you [once again] **failed to dispute** the underlying fact (ie, that 'On April 11, 2024, Allstate Insurance Company (ie, You/Defendant/Appellant) told the District Court (ie, [USFLMD](#)) Allstate's **repeated lie** about the filing date of Elias Makere's [\[April 10, 2019\] Charge of Discrimination](#)). Thus, that fact has [once again] gone **undisputed**. Onwards...

May you please let me know if you dispute the following fact:

8. On May 6, 2024 Elias Makere (ie, Me/Plaintiff/Appellant) moved the District Court (ie, [USFLMD](#)) to punish you (via [Rule 11](#) sanctions) for **your [repeated] material lie** [regarding the filing date of Elias Makere's [\[April 10, 2019\] Charge of Discrimination](#)]
 - a. please see the first attachment ([linked here](#)).

Of course, I'm sending you these facts & questions in accordance with [Rule 3.01\(g\) USFLMD](#) (*duty to confer in good faith* – persuasive authority).

Please answer before **2:00 PM EST Today (10/30/2024)**.

Thank You,

Elias Makere, FSA, MAAA | Civil Litigant
Federal Case No.: 3:20-cv-00905 | (Allstate, USFLMD)
Federal Case No.: 4:21-cv-00096 | (Early, USFLND)
11th Cir. Case No.: 21-11901; 22-13587
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
3709 San Pablo Rd. S. #701
Jacksonville, FL 32224

Ancient Proverb: For every wrong there is a right.

From: Justice (Actuarial) <justice.actuarial@gmail.com>
Sent: Wednesday, October 30, 2024 1:06 PM
To: 'Robertson, Lauren C.' <LCRobertson@littler.com>; 'Doud, Kimberly' <KDoud@littler.com>
cc: 'Vega, Eddie' <EVega@littler.com>; 'Filmore, Michelle' <MFilmore@littler.com>
Subject: Re: Judicial Notice (?) | 24-11336 | Makere v Allstate | Employment Discrimination | Full Administrative Complaint (4/10/19)

Good Afternoon Allstate,

2PM came & went (once again), and you [once again] **failed to dispute** the underlying fact (ie, that 'On May 6, 2024 Elias Makere (ie, Me/Plaintiff/Appellant) moved the District Court (ie, [USFLMD](#)) to punish you (via [Rule 11](#) sanctions) for **your [repeated] material lie** [regarding the filing date of Elias Makere's [\[April 10, 2019\] Charge of Discrimination](#))). Thus, that fact has gone **undisputed**.

In summary, you've failed to dispute all of these underlying facts (pointing to **your ongoing/imminent perjury**):

#	Undisputed Fact	Link
1	On April 10, 2019, Elias Makere emailed his Charge of Discrimination to the Florida Commission on Human Relations	0o_A_Email.pdf
2	The Florida Commission on Human Relations placed a 4/10/2019-2:35PM timestamp on Elias Makere's [April 10, 2019] Charge of Discrimination	0o_B_Timestamp.pdf
3	On February 9, 2021 Elias Makere (ie, Plaintiff/Appellant) moved the District Court (ie, The US District Court in-and-for the Middle District of Florida) to take judicial notice of Elias Makere's [April 10, 2019] Charge of Discrimination	0o_C_JudNote.pdf
4	On November 28, 2023 Allstate Insurance Company (ie, Defendant/Appellee) admitted that April 10, 2019 marked the date that Elias Makere filed his [April 10, 2019] Charge of Discrimination	0o_D_Admission.pdf
5	On January 9, 2024 Elias Makere (ie, Me/Plaintiff/Appellate) moved the District Court (ie, USFLMD) to punish you (via Rule 11 sanctions) for your material lie [regarding the filing date of Elias Makere's [April 10, 2019] Charge of Discrimination]	0o_E_Sanctions.pdf
6	On March 26, 2024 the District Court (ie, USFLMD) took judicial notice of the fact that April 10, 2019 marked the date that Elias Makere filed his [April 10, 2019] Charge of Discrimination	0o_F_Order.pdf
7	On April 11, 2024, Allstate Insurance Company (ie, You/Defendant/Appellant) told the District Court (ie, USFLMD) Allstate's repeated lie about the filing date of Elias Makere's [April 10, 2019] Charge of Discrimination	0o_G_RepeatedLie.pdf
8	On May 6, 2024 Elias Makere (ie, Me/Plaintiff/Appellant) moved the District Court (ie, USFLMD) to punish you (via Rule 11 sanctions) for your [repeated] material lie [regarding the filing date of Elias Makere's [April 10, 2019] Charge of Discrimination]	0o_H_Sanctions.pdf

Of course, I'm sending you these facts & questions in accordance with [Rule 3.01\(g\) USFLMD](#) (*duty to confer in good faith* – persuasive authority).

Please answer before **5:00 PM EST Today (10/30/2024)**. As usual, I'll call you to follow-up.

Thank You,

Elias Makere, FSA, MAAA | Civil Litigant
Federal Case No.: 3:20-cv-00905 | (Allstate, USFLMD)
Federal Case No.: 4:21-cv-00096 | (Early, USFLND)
11th Cir. Case No.: 21-11901; 22-13587
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