

{#53-1}
Page 8 of 16
Page ID 1653
5/21/2021
3:20-cv-00905

EXHIBIT A

Charge of Discrimination

6/30/2017

From: Plaintiff
To: State Agency (FCHR)

Makere v Allstate

FCHR: 2017-01432
USFLMD: 3:20-cv-00905-MMH-LLL

[marked]

{first page only}

Case 3:20-cv-00905-MMH-JRK Document 53-1 Filed 05/21/21 Page 8 of 16 PageID 1653

201701432

RACIAL DISCRIMINATION | ALLSTATE CORPORATION | FLORIDA | 6/30/2017

Elias Makere, ASA

Phone

Fax

Email inquiry.allstate@gmail.com

Allstate

EMPLOYEMENT DISCRIMINATION

Racial Discrimination, Sex Discrimination

This document introduces the racial discrimination of a former Allstate employee. The discrimination involved racist dolls, epithets, hostility, ostracism, discrimination of terms/conditions/compensation, and termination. I am looking for justice, an examination of the facts, and an eradication of Allstate's racial discrimination.

RECEIVED
U.S. DISTRICT COURT
SOUTHERN DISTRICT OF FLORIDA
2017 JUN 30 PM 12:32

EXHIBIT B

Position Statement

9/8/2017

From: Defendant

To: State Agency (FCHR)

Makere v Allstate

FCHR: 2017-01432

USFLMD: 3:20-cv-00905-MMH-LLL

[marked]

{first page only}



Charmaine Neal
Lead Consultant
Workforce Relations Team
Human Resources

September 8, 2017

Alicia Maxwell
Employment Investigator
Florida Commission on Human Relations
4075 Esplanade Way, Room 110
Tallahassee, FL 32399

Re: Charge No.: FCHR 201701432
Complainant: Elias Makere
Respondent: Allstate Insurance Company

Investigator Maxwell,

This letter sets forth the position of Respondent, Allstate Insurance Company ("Allstate"), regarding the above-referenced charge of discrimination. I am serving as the contact person; therefore, please address all communications to my attention.

The facts set forth in this letter are based upon a preliminary investigation of the circumstances of the allegations against Allstate.¹ It is Allstate's policy not to discriminate with regard to race, sex, age, national origin, sexual orientation, gender identity/gender expression, citizenship, disability, and status as a veteran with a disability or veteran of the Vietnam Era (Exhibit 1-Policy Guide). As outlined below, the allegations of discrimination based upon race and sex discrimination from Elias Makere (hereinafter "Ms. Makere" or "Complainant") are without merit.

FACTS

EXHIBIT C

Notice of Determination

12/15/2017

From: State Agency (FCHR)
To: Plaintiff/Defendant

Makere v Allstate

FCHR: 2017-01432
USFLMD: 3:20-cv-00905-MMH-LLL

[marked]

{first page only}



Rick Scott
Governor

State of Florida
Florida Commission on Human Relations

An Equal Opportunity Employer • Affirmative Action Employer

4075 Esplanade Way • Room 110 • Tallahassee, Florida 32399-7020
(850) 488-7082 / FAX: (850) 487-1007

<http://fchr.state.fl.us>

United in One Goal: Equal Opportunity and Mutual Respect



Rebecca Steele
Chair
Michelle Wilson
Executive Director

FCHR No. 201701432

Mr. Elias Makere
3709 San Pable Road S., #701
Jacksonville, FL 32224

COMPLAINANT

Allstate Corporation
c/o Ms. Charmaine Neal, HR-Workforce Relations Lead Consultant
2775 Sanders Rd. F5
Northbrook, IL 60062

RESPONDENT

DETERMINATION: NO REASONABLE CAUSE

Complainant filed a complaint of discrimination alleging that Respondent violated the Florida Civil Rights Act of 1992. The Florida Commission on Human Relations has completed its investigation of this matter.

Complainant worked for Respondent as an Actuary. Complainant alleged that Respondent discriminated against him based on his race and sex. However, the investigation did not support Complainant's allegations. The investigation did not reveal enough evidence to establish that Complainant reported discriminatory harassment to Respondent. Complainant alleged that Respondent graded his required exams so that he would fail as an excuse to terminate him based on his race. However, the investigation revealed that the required exams were administered and graded anonymously by "The Society of Actuaries" and not Respondent. Therefore, the Respondent could not have been responsible for Complainant failing his exams. Complainant was terminated for failing his exam and not securing a non-actuarial position. The investigation did not reveal evidence of discrimination.

On the basis of the report from the Commission's Office of Employment Investigations and recommendation from the Commission's Office of General Counsel, pursuant to the authority delegated to me as Executive Director of the Florida Commission on Human Relations, I have determined that no reasonable cause exists to believe that an unlawful practice occurred.

Michelle Wilson

Dated: Dec. 15, 2017

EXHIBIT D

Plaintiff's Submission of Administrative Complaint
(ie, 'Second Charge')

4/10/2019

Email

From: Plaintiff

To: State Agency (FCHR)

Makere v Allstate

FCHR: 2019-19238 | EEOC: 15D-2019-00685

USFLMD: 3:20-cv-00905-MMH-LLL

[marked]

{entire email}

Williams, DarLinda

From: justice.actuarial@gmail.com
Sent: Wednesday, April 10, 2019 8:00 AM
To: FCHR Website Email
Subject: Complaint | Employment Discrimination | Makere v Allstate
Attachments: EEOC-Form-5.pdf; 0a_Complaint_001_Employment.pdf



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 E

Plaintiff's Submission of Administrative Complaint
(ie, 'Second Charge')
4/10/2019
Charge

From: Plaintiff
To: State Agency (FCHR)

Makere v Allstate

FCHR: 2019-19238 | EEOC: 15D-2019-00685
USFLMD: 3:20-cv-00905-MMH-LLL

[marked]

{first page only}

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 F

*Plaintiff's Good Faith Efforts to Allow Defendant to Correct
Misconduct*

4/10/2024 through 5/2/2024

Emails
Between Plaintiff & Defendant*

Makere v Allstate

FCHR: 2017-01432
FCHR: 2019-19238 | EEOC: 15D-2019-00685
USFLMD: 3:20-cv-00905-MMH-LLL

* via counsel

From: justice.actuarial@gmail.com
Sent: Thursday, April 11, 2024 1:00 PM
To: KDoud@littler.com
Cc: lcrobertson@littler.com; VLopez@littler.com; LShelNut@littler.com
Subject: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Hello Allstate,

Do you have any opposition to my upcoming “*Motion for Sanctions*” (attached, [linked](#))?

I plan on filing it due to:

- (a) **your [repeated] lies of material fact;**
- (b) your frivolous motion (filed on 4/10/24); and
- (c) the prejudice that your obstructive/dilatory maneuvers have caused me.

Of course, I’ll be filing it under [Rule 11\(c\) Fed. R. Civ. P.](#) (also confer [Local Rule 2.01\(e\) USFLMD](#); and [Rule 3-4.3 RRTFB](#)).

Plaintiff:	Elias Makere, FSA, MAAA
Defendant:	Allstate Insurance Company
Case Number:	3:20-cv-00905-MMH-LLL
Court:	US Middle District – Jacksonville Division
Type:	Employment Discrimination (\$1981 US, §760 FS, EPA, Title VII, etc.)

Document:	<i>Plaintiff’s Renewed Motion for Sanctions</i>
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Purpose = (1) deter further falsehoods; (2) prevent miscarriage of justice; (3) streamline district court proceeding; (4) eliminate/crystallize point-on-appeal; (5) streamline federal appeal; (6) help supply jurors with details of state-sponsored discrimination (as detailed in [the complaint](#)).

Of course, **if you rescind your latest filing** (ie, the one with your demonstrable lies - ≈4/10/24), **then I’ll forego my sanctions request** (please see [Rule 11\(c\)\(2\) Fed. R. Civ. P.](#)).

Please answer as soon as you can.

- Note: Due to time constraints, I will follow-up with you by phone to get your answer(s).

Thank you,

Elias Makere, FSA, MAAA | Plaintiff
Federal Case No.: 3:20-cv-00905-MMH-LLL | (Allstate, USFLMD)
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
PO Box 324
Hobart, IN 46342
Ancient Proverb: For every wrong there is a right.

From: justice.actuarial@gmail.com
Sent: Thursday, April 11, 2024 5:51 PM
To: KDoud@littler.com
Cc: lcroberson@littler.com; VLopez@littler.com; LShelNut@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Good Afternoon Allstate,

May you please reference these three documents as you contemplate my forthcoming motion for sanctions

	Description	Signature Date	Docket Entry	Filename
First Attachment	<i>Plaintiff's First Administrative Complaint</i>	6/30/2017	53-1	Sanctions02-001-20000905 GRSP 20210521 190224 ExhA.pdf
Second Attachment	<i>Defendant's Official Position Statement</i>	9/8/2017	54-1	Sanctions02-002-4h Motion 007 JudNote-PositionStatement.pdf
Third Attachment	<i>Defendant's Response in Opposition to...Motion to Amend</i>	5/21/2017	53	Sanctions02-003-20000905 GRSP 20210521 190224 ExhA.pdf

This pertains to Sanctions (under [Rule 11\(b\) Fed. R. Civ. P.](#)).

Just a few minutes ago, you called me to discuss **your violative court filing**. A violative court filing which the Court just rejected – *sua sponte* (≈ Docket Entry 113). A violative court filing which ***featured your two lies of material fact*** (each thereby debunked by your own signed submissions – to government entities {please see [§837.06 FS](#)}). During your call with me, you feigned ignorance to your contradictions/lies.

Therefore, I'm supplying you with these documents which crystallize one of your crucial lies. Of course, I'll follow up accordingly.

Please let me know if you have any questions.

Thank you,

Elias Makere, FSA, MAAA | Civil Litigant
Federal Case No.: 3:20-cv-00905-MMH-JRK | (Allstate, USFLMD)
Federal Case No.: 4:21-cv-00096-MW-MAF | (Early, USFLND)
11th Cir. Case No.: [21-11901](#)

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: KDoud@littler.com
Sent: Thursday, April 11, 2024 6:16 PM
To: justice.actuarial@gmail.com
Cc: lcrobertson@littler.com; VLopez@littler.com;
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Mr. Makere:

As Lauren advised you earlier today, Allstate opposes your motion for sanctions. 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

From: justice.actuarial@gmail.com
Sent: Friday, April 12, 2024 9:51 AM
To: KDoud@littler.com
Cc: lcrobertson@littler.com; VLopez@littler.com; LShelNut@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Good Morning Allstate,

What is your availability for a **conferral phone call** to discuss 'This Motion' (and this motion only)?
Where: **"This Motion"** ~ *"Plaintiff's Renewed Motion for Sanctions"* (to be filed on-or-before May 3, 2024)

[USFLMD Local Rule 3.01\(g\)](#) states that civil litigants have a **duty to confer**. Considering the nature of this motion (ie, *sanctions*), I think it's particularly important to do so:

"Thus, although an effective opportunity to contest and explain does not always necessitate a separate, full-blown evidentiary hearing, there must be some reasonable opportunity to challenge the imposition of [Rule 11](#) sanctions."

- [Donaldson v. Clark, 819 F.2d 1551 \(11th Cir. 1987\)](#)

This "reasonable opportunity to challenge sanctions" begins with conferral:

"[Middle District Local Rule 3.01\(g\)](#) requires a moving party to confer with opposing counsel prior to filing a motion... The purpose of the rule is to require the parties to communicate and resolve certain types of disputes without court intervention."

- [Desai v. Tire Kingdom, 944 F.Supp. 876 \(USFLMD 1996\)](#)

USFLMD has established that the word "communicate" requires an in-person and/or telephonic discussion:

"[Rule 3.01\(g\)](#) requires counsel and unrepresented parties to confer, which I construe to mean speak to each other in person or by telephone, in a good faith attempt to resolve disputed issues"

- [Davis v. Apfel, 6:98-cv-00651; 2000 WL 1658575 \(USFLMD 8/14/00\)](#)

Given the geographic distance between you & I, a telephonic conferral would be most logical. Moreover, the public records (which showcase your extrinsic fraud upon the court) can easily be discussed over-the-phone.

So, may you please tell me what your availability is for the following windows:

Date	Option A	Option B
Fri., April 12, 2024	--	14:00
Mon., April 15, 2024	10:00	14:00
Tue., April 16, 2024	10:00	14:00
Wed., April 17, 2024	10:00	

Thu., April 18, 2024		14:00
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Thank you,

Elias Makere, FSA, MAAA | Plaintiff

Federal Case No.: 3:20-cv-00905-MMH-LLL | (Allstate, USFLMD)

904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com

PO Box 324

Hobart, IN 46342

Ancient Proverb: For every wrong there is a right.

From: lcrobertson@littler.com;
Sent: Friday, April 12, 2024 10:08 AM
To: justice.actuarial@gmail.com
Cc: KDoud@littler.com; MFilemore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Mr. Makere,

I responded to you yesterday (April 11, 2024) at 5:40 p.m. confirming our conferral call on both Defendant's Motion for Fees and your Motion for Sanctions. Attached above for ease reference is the 4/11/24, 5:40 p.m. email.

Allstate opposes your motion, which the Court previously denied in its March 27, 2024 Order. There is no need for further an additional conferral call as our position has not changed.

However, if you're still attempting to leverage your potential motion for sanctions as a settlement offer (i.e., you will forego filing your motion for sanctions if Allstate withdraws its motion for fees), I will confer with my client and let you know their response. Please confirm if this is still your intent.

Regards,
Lauren

Lauren C. Robertson

Associate

407.393.2928 direct, 305.496.9749 mobile

LCRobertson@littler.com

From: justice.actuarial@gmail.com
Sent: Friday, April 12, 2024 11:01 AM
To: KDoud@littler.com
Cc: MFilmore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Good Morning Allstate,

The word “settlement” never came out of my mouth yesterday. Nor did I ever discuss/suggest settlement with you (during our call on 4/11/24). Perhaps it’d be a good idea to review the [call transcript](#).

The last time I ever mentioned settlement [with you] was on March 24, 2022 (ie, 2+ years ago). If you confer the attached document you’ll find the outline of that discussion. Nevertheless, here’s a quick breakdown:

“

The material issues of this case are clear: you're guilty as sin. The severity of your guilt, however, is still to be determined.

Material Fact #1:	You fired the black guy “ <u>solely</u> ” because he failed actuarial exam #9.
Material Fact #2:	You never fired anyone else for failing an actuarial exam.
Material Fact #3:	None of your other employees – who also failed exams – were black men.
Material Fact #4:	All of your other employees – who also failed exams – failed easier exams (eg, Exam 1, Exam 7, etc.)
Material Fact #5:	Material facts 1-4 are indisputable
Material Fact #6:	You made the black guy pay \$ <u>1,025</u> for an actuarial exam fee
Material Fact #7:	You never made any of your other employees do the same (none of whom - of course - were black men)
Material Fact #8:	You denied the black guy the <u>work-from-home privilege</u> (on countless occasions)
Material Fact #9:	You granted the work-from-home privilege for all of your other actuarial employees (all of whom were non-black-men).
Material Fact #10:	Out of all your ASAs, you paid the black guy the <u>lowest salary</u>

*You know these facts; and I know these facts.
We don't need to do the song & dance for these issues...
So, I'm offering to rescind all discovery... In return, I'm asking that you:
(a) pay me liquidated damages (see attachment - 14th page; and [Rule 26\(a\)\(1\)\(iii\)](#));*

”

If you’d like to accept what’s in that attached email (or rebut it) then just let me know. Plus, if you’d like a more formal version then let me know.

Please know, though, that **I will not entertain any offers [from you] that fail to include compensatory damages** (for the injuries you inflicted upon me). Please also know that I cannot afford to entertain any further delays (especially regarding my forthcoming motion for sanctions – for *your repeated frauds upon the court*). So, I'm moving onto the next phase.

Thank you,

Elias Makere, FSA, MAAA | Plaintiff

Federal Case No.: 3:20-cv-00905-MMH-LLL | (Allstate, USFLMD)

904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com

PO Box 324

Hobart, IN 46342

Ancient Proverb: For every wrong there is a right.

From: justice.actuarial@gmail.com
Sent: Friday, April 12, 2024 12:03 PM
To: lcrobertson@littler.com
Cc: KDoud@littler.com; MFilmore@littler.com;
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Hello Allstate,

May you please answer either 'yes' or 'no' to the following question?

➤ *Did Elias Makere's 6/30/17 administrative complaint charge you with sex discrimination?*

Please feel free to consult the attached document ([linked](#)). It's **your official position statement** (from September 8, 2017). It was the very first document that you filed in this case. Whereby you confirmed that:

"...the allegations of discrimination based upon race and sex discrimination from Elias Makere"
- [Allstate Insurance Company \(9/8/17\) - Official Position Statement](#)

You even notarized it.

Well, according to [11th Circuit](#) precedent (please see [Donaldson v. Clark, 819 F.2d 1551 \(11th Cir. 1987\)](#); among other decisions/rules), **you deserve the opportunity to address the facts surrounding my upcoming motion for sanctions**. Of course, I'm seeking sanctions against you for your [repeated] material lie about [not] being charged with sex discrimination. The facts/records show that you always were charged with sex discrimination. In fact, you – yourself – acknowledged that you were sued on the basis of sex discrimination. Now, you're telling a lie (one which forms the basis of your latest molestation of my substantial rights).

Therefore, I'm giving you this opportunity to address the facts surrounding my upcoming motion for sanctions. For your convenience, here's the question:

➤ *Did Elias Makere's 6/30/17 administrative complaint charge you with sex discrimination?*

Please let me know your answer as soon as possible (I have to move onto the next phase).

Thank you,

Elias Makere, FSA, MAAA | Plaintiff
Federal Case No.: 3:20-cv-00905-MMH-LLL | (Allstate, USFLMD)
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
PO Box 324
Hobart, IN 46342

Ancient Proverb: For every wrong there is a right.

From: lcrobertson@littler.com
Sent: Friday, April 12, 2024 12:12 PM
To: justice.actuarial@gmail.com
Cc: KDoud@littler.com; MFilmore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Mr. Makere,

This is my third response to you confirming the outcome of our conferral call yesterday afternoon. I responded to you yesterday 4/11/24 at 5:40 p.m. and this morning at 10:08 a.m. Kimberly Doud also responded to you in writing twice yesterday as well confirming Allstate opposes your motion.

I, again, confirm the outcome of our conferral call, and Allstate opposes your motion for sanctions. Your motion for sanctions re-raises the same arguments previously asserted in your prior motion, which the Court denied in its March 27, 2024 Order. We will respond in writing to your motion.

Regards,
Lauren

Lauren C. Robertson

Associate

407.393.2928 direct, 305.496.9749 mobile

LCRobertson@littler.com

From: justice.actuarial@gmail.com
Sent: Friday, April 12, 2024 1:06 PM
To: KDoud@littler.com
Cc: lcrobertson@littler.com; MFilemore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Hello Allstate,

The correct/only answer to my previous question is “yes”. As in, “Yes, *Elias Makere’s 6/30/17 administrative complaint charged Allstate Insurance Company with sex discrimination*”. This [previously-listed] question is a key part of my upcoming motion for sanctions.

Here’s another key question:

- *On September 8, 2017, did you acknowledge that Elias Makere’s first discrimination complaint was on the bases of race **and** sex?*

Please feel free to consult the attached document ([linked](#)). It’s **your official position statement** (from September 8, 2017). It was the very first document that you filed in this case. Whereby you confirmed that:

“...the allegations of discrimination based upon race and sex discrimination from Elias Makere”
- [Allstate Insurance Company \(9/8/17\) - Official Position Statement](#)

You even notarized it.

Please know that your opposition to my forthcoming motion [for sanctions] is unavailing here. The questions I’m putting to you deal with the “*good faith efforts*” that litigants must engage in (prior to seeking sanctions). Please see:

- [Local Rule 3.01\(g\) USFLMD](#);
- [Davis v. Apfel, 6:98-cv-0651, 2000 WL 1658575 \(USFLMD 8/14/00\)](#);
- [Desai v. Tire Kingdom, 944 F.Supp. 876 \(USFLMD 1996\)](#); and
- [Donaldson v. Clark, 819 F.2d 1551 \(11th Cir. 1987\)](#)

Also, please remember that the Court used **a procedural technicality to save you from previous sanctions**. A technicality that was not supported by any binding appellate court precedent (from an published opinion – which was authored **after** my original motion). You’ve obviously used that unwarranted grace as a greenlight to further molest my substantial rights. I’m giving you a chance – as prescribed by the 11th Circuit – to honor the factual red light (which should preclude your continued extrinsic frauds).

Therefore, please answer that question. For your convenience, here it is:

- *On September 8, 2017, did you acknowledge that Elias Makere’s first discrimination complaint was on the bases of race **and** sex?*

So, please let me know your answer (I'm moving onto the next phase).

Thank you,

Elias Makere, FSA, MAAA | Plaintiff

Federal Case No.: 3:20-cv-00905-MMH-LLL | (Allstate, USFLMD)

904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com

PO Box 324

Hobart, IN 46342

Ancient Proverb: For every wrong there is a right.

From: justice.actuarial@gmail.com
Sent: Friday, April 12, 2024 1:38 PM
To: KDoud@littler.com
Cc: lcrobertson@littler.com; MFilemore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Hello Allstate,

Your answer to my second question is still outstanding. May you please answer it **before 3:30 PM EST today (4/12/24)**?

- Question #2: *On September 8, 2017, did you acknowledge that Elias Makere's first discrimination complaint was on the bases of race and sex?*

Moreover, you've had ample time to answer (dating back to May 27, 2021 – when I first notified you of your prejudicial *fraud upon the court* (now you're repeating/compounding it); see [Rule 11\(c\) Fed. R. Civ. P.](#))

Undue delay is a factor in handing down sanctions (please see [Hutto v. Finney, 437 US 678](#)).

Plus, your delay is harming me.

So, may you please answer Question #2 **by 3:30 PM EST today (4/12/24)**?

- Question #2: *On September 8, 2017, did you acknowledge that Elias Makere's first discrimination complaint was on the bases of race and sex?*

Thank you,

Elias Makere, FSA, MAAA | Plaintiff
Federal Case No.: 3:20-cv-00905-MMH-LLL | (Allstate, USFLMD)
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
PO Box 324
Hobart, IN 46342

Ancient Proverb: For every wrong there is a right.

From: justice.actuarial@gmail.com
Sent: Thursday, April 12, 2024 5:01 PM
To: KDoud@littler.com
Cc: lcrobertson@littler.com; MFilemore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Hello Allstate,

3:35 PM came & went, but I didn't get your answer. So, I'll have to move onto the **third & fourth** questions [of factual concern].

- **Question #3:** *On May 21, 2021, did you lie about whether Elias Makere charged you with sex discrimination?*
- **Question #4:** *On April 11, 2024, did you lie about whether Elias Makere charged you with sex discrimination?*

Of course – and as you know – I'm seeking sanctions against you for (among other things) your [repeated] material lie about [not] being charged with sex discrimination. The facts/records show that you always were charged with sex discrimination. In fact, you – yourself – acknowledged that you were sued on the basis of sex discrimination (see Question #2 below). Now, you're telling your redundant lie (one which forms the basis of your latest molestation of my substantial rights). Well, jurisprudence holds that you deserve a chance to address the facts surrounding your transgressions.

So, may you please give me your answer before **10:00 AM EST** (on Monday, April 15, 2024)?

Thank you,

Elias Makere, FSA, MAAA | Plaintiff
Federal Case No.: 3:20-cv-00905-MMH-LLL | (Allstate, USFLMD)
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
PO Box 324
Hobart, IN 46342

Ancient Proverb: For every wrong there is a right.

From: justice.actuarial@gmail.com
Sent: Monday, April 15, 2024 10:30 AM
To: KDoud@littler.com
Cc: lcrobertson@littler.com; MFilemore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Good Morning Allstate,

10:00 AM came & went, but I didn't get your answer. So, I'll have to move onto the fifth & sixth questions:

- **Question #5:** *Did Elias Makere email the FCHR his Second Charge of discrimination on April 10, 2019?*
- **Question #6:** *Did the FCHR put a timestamp on Elias Makere's Second Charge of Discrimination (featuring a 4/10/19 date)?*

Please feel free to refer to the following public records:

	Description	Date	Filename
First Attachment	Plaintiff's Email to the FCHR (w/ Second Charge attached)	4/10/2019	Sanctions02-004-4p Brief 004 Complaint-B-FCHR-Email.pdf
Second Attachment	The FCHR's Official Timestamp (of Plaintiff's Second Charge)	4/10/2019	Sanctions02-005-4p Brief 004 Complaint-B-FCHR-Timestamp.pdf

note: "Second Charge" refers to the dual-filed charge of employment discrimination which Elias Makere filed against Allstate Insurance Company (on April 10, 2019).

Of course, these questions pertain to sanctions (under [Rule 11\(b\) Fed. R. Civ. P.](#)).

According to [11th Circuit](#) precedent (please see [Donaldson v. Clark, 819 F.2d 1551 \(11th Cir. 1987\)](#); among other decisions/rules), **you deserve the opportunity to address the facts surrounding my upcoming motion for sanctions.** Of course, I'm seeking sanctions against you – among other things – for your [repeated] material lie about the filing date of my *Second Charge of Discrimination* [against you]. The facts/records show that I filed that charge on April 10, 2019 (ie, not the April 26, 2019 date that you've lied about). In fact, you – yourself – acknowledged that I filed my charge on April 10, 2019 (see {#103}). Now, you're compounding your lie (one which forms the basis of your latest molestation of my substantial rights).

Therefore, I'm giving you this opportunity to address the facts surrounding my upcoming motion for sanctions. For your convenience, here are the questions:

- **Question #5:** *Did Elias Makere email the FCHR his Second Charge of discrimination on April 10, 2019?*
- **Question #6:** *Did the FCHR put a timestamp on Elias Makere's Second Charge of Discrimination (featuring a 4/10/19 date)?*

Please give me your answers before **2:00 PM EST today** (ie, Monday, April 15, 2024)?

Thank you,

Elias Makere, FSA, MAAA | Plaintiff

Federal Case No.: 3:20-cv-00905-MMH-LLL | (Allstate, USFLMD)

904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com

PO Box 324

Hobart, IN 46342

Ancient Proverb: For every wrong there is a right.

From: lcrobertson@littler.com
Sent: Monday, April 15, 2024 10:39 AM
To: justice.actuarial@gmail.com
Cc: KDoud@littler.com; MFilmore@littler.com;
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Mr. Makere,

This is now our fourth response to you on this issue. We previously conferred with you last week and advised Allstate opposes your motion for sanctions.

Regards,
Lauren

Lauren C. Robertson

Associate

407.393.2928 direct, 305.496.9749 mobile

LCRobertson@littler.com

From: justice.actuarial@gmail.com
Sent: Monday, April 15, 2024 10:50 AM
To: KDoud@littler.com
Cc: lcrobertson@littler.com; MFilemore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Allstate,

I've made it clear – on multiple occasions – that I'm no longer asking you about your stance on my upcoming motion [for sanctions]. Rather, **I'm asking you direct questions about your guilt.**

For convenience, here are the last two questions (which you've yet to answer):

- **Question #5:** *Did Elias Makere email the FCHR his Second Charge of discrimination on April 10, 2019?*
- **Question #6:** *Did the FCHR put a timestamp on Elias Makere's Second Charge of Discrimination (featuring a 4/10/19 date)?*

If I don't get your answers **by 2:00 PM EST today (ie, 4/15/24)**, then I'm going to move onto the next phase. As an alternative, you can just tell me – explicitly – that you refuse to answer these two questions.

Please let me know as soon as you can (note: I'll call you to follow up).

Thank you,

Elias Makere, FSA, MAAA | Plaintiff
Federal Case No.: 3:20-cv-00905-MMH-LLL | (Allstate, USFLMD)
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
PO Box 324
Hobart, IN 46342

Ancient Proverb: For every wrong there is a right.

From: lcrobertson@littler.com
Sent: Monday, April 15, 2024 10:54 AM
To: justice.actuarial@gmail.com
Cc: KDoud@littler.com; MFilemore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Mr. Makere,

We have advised you Allstate opposes your motion. Allstate will state its position in writing when it files its brief in opposition to your forthcoming motion.

Regards,
Lauren

Lauren C. Robertson

Associate

407.393.2928 direct, 305.496.9749 mobile

LCRobertson@littler.com

From: justice.actuarial@gmail.com
Sent: Monday, April 15, 2024 11:16 AM
To: KDoud@littler.com
Cc: lcrobertson@littler.com; MFilemore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Allstate,

I just called you to reiterate that I'm no longer seeking your stance on my upcoming motion [for sanctions]. Rather, **I'm asking you direct questions about your guilt**.

For convenience, here are the last two questions (which you've yet to answer):

- **Question #5:** *Did Elias Makere email the FCHR his Second Charge of discrimination on April 10, 2019?*
- **Question #6:** *Did the FCHR put a timestamp on Elias Makere's Second Charge of Discrimination (featuring a 4/10/19 date)?*

Once again – if I don't get your answers **by 2:00 PM EST today (ie, 4/15/24)**, then I'm going to move onto the next phase. As an alternative, you can just tell me – **explicitly** – that you refuse to answer these two questions.

Please let me know as soon as you can.

Thank you,

Elias Makere, FSA, MAAA | Plaintiff
Federal Case No.: 3:20-cv-00905-MMH-LLL | (Allstate, USFLMD)
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
PO Box 324
Hobart, IN 46342

Ancient Proverb: For every wrong there is a right.

From: lcrobertson@littler.com
Sent: Monday, April 15, 2024 11:18 AM
To: justice.actuarial@gmail.com
Cc: KDoud@littler.com; MFilmore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Good morning,

The case has been dismissed and there is nothing further to discuss.

Regards,
Lauren

Lauren C. Robertson

Associate

407.393.2928 direct, 305.496.9749 mobile

LCRobertson@littler.com

From: justice.actuarial@gmail.com
Sent: Monday, April 15, 2024 11:26 AM
To: KDoud@littler.com
Cc: lcrobertson@littler.com; MFilemore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Allstate,

Is your communication (regarding case dismissal) **an affirmation that you've rescinded your violative motion?**

Your violative motion, of course, was titled "*Defendant's Amended Motion for Determination of... Attorneys' Fees*" (filed on April 11/12, 2024; see {#110} and {#114}). Your violative motion, of course, featured multiple lies of material fact. Material lies, of course, which have sparked my forthcoming *motion for sanctions*. Of course, my forthcoming motion for sanctions is contingent upon you rescinding your violative motion (ie, {#110} and {#114}).

Therefore – pursuant to [Rule 11\(c\) Fed. R. Civ. P.](#) – are you rescinding your violative motion?

Please let me know as soon as you can.

Thank you,

Elias Makere, FSA, MAAA | Plaintiff
Federal Case No.: 3:20-cv-00905-MMH-LLL | (Allstate, USFLMD)
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
PO Box 324
Hobart, IN 46342

Ancient Proverb: For every wrong there is a right.

From: justice.actuarial@gmail.com
Sent: Monday, April 15, 2024 2:34 PM
To: KDoud@littler.com
Cc: lcrobertson@littler.com; MFilemore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Good Afternoon Allstate,

2:00 PM came & went, but I didn't get your answers. So, I'll have to move onto the seventh question:

- **Question #7:** *On February 9, 2021, did Elias Makere send you – via a Court filing – a copy of his officially-timestamped Second Charge of Discrimination (which featured a 4/10/19 date)?*

Please feel free to refer to the following public records:

	Description	Filed on Date	Filename
First Attachment ¹	Plaintiff's Request for Judicial Notice of the Correct Date	2/9/2021	Sanctions02-006-3w Motion 004 JudNote-FCHRCharge.pdf

note: "Second Charge" refers to the dual-filed charge [of employment discrimination] which Elias Makere filed against Allstate Insurance Company (on April 10, 2019).

¹ the document is too large [for this mail server] to deliver. Thus, please access/download it via the [link](#) (above).

Of course, this question pertains to sanctions (under [Rule 11\(b\) Fed. R. Civ. P.](#)).

According to [11th Circuit](#) precedent (please see [Donaldson v. Clark, 819 F.2d 1551 \(11th Cir. 1987\)](#); among other decisions/rules), **you deserve the opportunity to address the facts surrounding your guilt**. Of course, I'm seeking sanctions against you – among other things – for your [repeated] material lie about the filing date of my *Second Charge of Discrimination* [against you]. The facts/records show that I filed that charge on April 10, 2019 (ie, not the April 26, 2019 date that you've lied about). In fact, you – yourself – acknowledged that I filed my charge on April 10, 2019 (see {#103}). Now, you're compounding your lie (one which forms the basis of your latest molestation of my substantial rights).

Therefore, I'm giving you this opportunity to address the facts surrounding my upcoming motion for sanctions. For your convenience, here are the questions:

- **Question #7:** *On February 9, 2021, did Elias Makere send you – via a Court filing – a copy of his officially-timestamped Second Charge of Discrimination (which featured a 4/10/19 date)?*

Please give me your answer **before 5:00 PM EST today** (ie, Monday, April 15, 2024)? Thereafter, I'll be moving onto the final leg of this due process journey.

Lastly, please remember that I'm not asking you for your stance on my motion. Rather, I'm asking you direct questions about your guilt. So, please refrain from injecting empty gripes into this electronic record.

Thank you,

Elias Makere, FSA, MAAA | Plaintiff

Federal Case No.: 3:20-cv-00905-MMH-LLL | (Allstate, USFLMD)

904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com

PO Box 324

Hobart, IN 46342

Ancient Proverb: For every wrong there is a right.

From: lcrobertson@littler.com
Sent: Monday, April 15, 2024 4:04 PM
To: justice.actuarial@gmail.com
Cc: KDoud@littler.com; MFilmore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Mr. Makere,

The Court already considered your position on your request for sanctions associated with our position regarding the filing date and denied the same. There is nothing further to discuss. If you plan on moving forward with your motion for sanctions, which at this juncture we find to be vexatious, please be advised Allstate will seek all appropriate relief under Rule 11 for having to defend against the same.

Regards,
Lauren

Lauren C. Robertson

Associate

407.393.2928 direct, 305.496.9749 mobile

LCRobertson@littler.com

From: justice.actuarial@gmail.com
Sent: Monday, April 15, 2024 5:25 PM
To: KDoud@littler.com
Cc: lcrobertson@littler.com; MFilemore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Allstate,

Given the circumstances (ie, your dishonesty; time limitations; etc), I find that your lack-of-an-answer reflects your [continued] refusal-to-answer. A refusal-to-answer that highlights your **failure to confer in good faith**. A failure which violates [USFLMD Local Rule 3.01\(g\)](#). A violation, of course, which the Court has [repeatedly] had to admonish you for (ie, see [#113](#)).

Moreover, the 5:00 PM EST deadline has come & gone; and I must move onto the next questions:

- **Question #8:** *On October 31, 2023, did you claim that April 26, 2019 was the filing date of my Second Charge of Discrimination (which featured a 4/10/19 timestamp)?*
- **Question #9:** *On November 28, 2023, did you concede that April 10, 2019 was – indeed – the filing date of my Second Charge of Discrimination (which featured a 4/10/19 timestamp)?*
- **Question #10:** *On April 11, 2024, did you claim that April 26, 2019 was the filing date of my Second Charge of Discrimination (which featured a 4/10/19 timestamp)?*

Please feel free to refer to the following public records:

	Description	Date Filed	Docket Entry	Filename
First Attachment	Defendant's 2023 Lie about the Filing Date	10/31/23	{#99}	Sanctions02-008-20000905 GMOT 20231030 150426.pdf
Second Attachment	Defendant's 2023 Contradiction Regarding the Filing Date	11/28/23	{#103}	Sanctions02-009-20000905 RP 20231128 222755.pdf
Third Attachment	Defendant's 2024 Lie About the Filing Date	4/11/24	{#114}	Sanctions02-010-20000905 GMOT 20240411 165100.pdf

1st note: “Second Charge” refers to the dual-filed charge [of employment discrimination] which Elias Makere filed against Allstate Insurance Company [on April 10, 2019].

2nd note: I marked [each of] the attached documents to highlight your immediately-pertinent lies

Of course, this question pertains to sanctions (under [Rule 11\(b\) Fed. R. Civ. P.](#)).

According to [11th Circuit](#) precedent (please see [Donaldson v. Clark, 819 F.2d 1551 \(11th Cir. 1987\)](#); among other decisions/rules), **you deserve the opportunity to address the facts surrounding your guilt**. Of course, I’m seeking sanctions against you for – among other things – your

[repeated] material lie about the filing date of my *Second Charge of Discrimination* [against you]. The facts/records show that I filed that charge on April 10, 2019 (ie, not the April 26, 2019 date that you've lied about). In fact, you – yourself – acknowledged that I filed my charge on April 10, 2019 (see {#103}). Now, you're compounding your lie (one which forms the basis of your latest molestation of my substantial rights).

Therefore, I'm giving you this opportunity to address the facts surrounding my upcoming motion for sanctions. For your convenience, here are the questions:

- **Question #8:** *On October 31, 2023, did you claim that April 26, 2019 was the filing date of my Second Charge of Discrimination (which featured a 4/10/19 timestamp)?*
- **Question #9:** *On November 28, 2023, did you concede that April 10, 2019 was – indeed – the filing date of my Second Charge of Discrimination (which featured a 4/10/19 timestamp)?*
- **Question #10:** *On April 11, 2024, did you claim that April 26, 2019 was the filing date of my Second Charge of Discrimination (which featured a 4/10/19 timestamp)?*

Please give me your answers **before 10:00 AM EST tomorrow** (ie, Tuesday, April 16, 2024)? Thereafter, I'll be moving onto the next phase.

Lastly, please remember that I'm not asking you for your stance on my motion. Rather, I'm asking you direct questions about your guilt. So, please refrain from injecting empty gripes into this electronic record.

Thank you,

Elias Makere, FSA, MAAA | Plaintiff
Federal Case No.: 3:20-cv-00905-MMH-LLL | (Allstate, USFLMD)
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
PO Box 324
Hobart, IN 46342

Ancient Proverb: For every wrong there is a right.

From: justice.actuarial@gmail.com
Sent: Tuesday, April 16, 2024 9:02 AM
To: KDoud@littler.com
Cc: lcrobertson@littler.com; MFilemore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Good Morning Allstate,

The 10:00 AM EST deadline has come & gone, but I didn't get your answer (neither via phone nor email). So, I have to move onto the next [and – perhaps – final] question:

- **Question #11:** *On April 26, 2024, did the Court judicially notice the fact that I filed my Second Charge of Discrimination on 4/10/19?*

Please feel free to refer to the following public records:

	Description	Filed on Date	Filename
First Attachment	<i>Court's Judicial Notice of the 4/10/19 Filing Date</i>	3/26/24	Sanctions02-011-20000905_OGEN_20240326_1540.pdf

note: “Second Charge” refers to the dual-filed charge [of employment discrimination] which Elias Makere filed against Allstate Insurance Company (on April 10, 2019).

Of course, this question pertains to sanctions (under [Rule 11\(b\) Fed. R. Civ. P.](#)).

According to [11th Circuit](#) precedent (please see [Donaldson v. Clark, 819 F.2d 1551 \(11th Cir. 1987\)](#); among other decisions/rules), **you deserve the opportunity to address the facts surrounding your guilt**. Of course, I'm seeking sanctions against you for – among other things – your [repeated] material lie about the filing date of my *Second Charge of Discrimination* [against you]. The facts/records show that I filed that charge on April 10, 2019 (ie, not the April 26, 2019 date that you've lied about). In fact, you – yourself – acknowledged that I filed my charge on April 10, 2019 (see {#103}). Now, you're compounding your lie (one which forms the basis of your latest molestation of my substantial rights).

Therefore, I'm giving you this opportunity to address the facts surrounding my upcoming motion for sanctions. For your convenience, here are the questions:

- **Question #11:** *On April 26, 2024, did the Court judicially notice the fact that I filed my Second Charge of Discrimination on 4/10/19?*

Please give me your answer **before 1:00 PM EST today** (ie, Tuesday, April 16, 2024)? Thereafter, I'll be moving onto the terminal point of this due process journey.

Lastly, please remember that I'm not asking you for your stance on my motion. Rather, I'm asking you direct questions about your guilt. So, please refrain from injecting empty gripes into this electronic record.

Thank you,

Elias Makere, FSA, MAAA | Plaintiff

Federal Case No.: 3:20-cv-00905-MMH-LLL | (Allstate, USFLMD)

904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com

PO Box 324

Hobart, IN 46342

Ancient Proverb: For every wrong there is a right.

From: justice.actuarial@gmail.com
Sent: Tuesday, April 16, 2024 10:21 AM
To: KDoud@littler.com
Cc: lcrobertson@littler.com; MFilemore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Good Afternoon Allstate,

The 1:00 PM EST deadline came & went, but I didn't get your answer (neither via phone nor email). So, I have to move onto the next phase.

Do you dispute any of the following recorded facts:

#	<u>Fact</u>
<u>1</u>	Elias Makere's First Charge charged Allstate with sex discrimination
<u>2</u>	On September 8, 2017, Allstate acknowledged that Elias Makere's First Charge charged Allstate with sex discrimination
<u>3</u>	On May 21, 2021, Allstate lied – in a court filing – about whether Elias Makere's First Charge charged Allstate with sex discrimination
<u>4</u>	On April 11, 2024, Allstate lied – in a court filing – about whether Elias Makere's First Charge charged Allstate with sex discrimination

#	<u>Fact</u>
<u>5</u>	Elias Makere emailed [the FCHR] his Second Charge on April 10, 2019
<u>6</u>	The FCHR put an April 10, 2019 timestamp on Elias Makere's Second Charge
<u>7</u>	On February 9, 2021, Elias Makere sent Allstate – via a court filing – a copy of his officially-timestamped Second Charge
<u>8</u>	On October 31, 2023, Allstate claimed that April 26, 2019 was the filing date of Elias Makere's Second Charge
<u>9</u>	On November 28, 2023, Allstate conceded that April 10, 2019 was the filing date of Elias Makere's Second Charge
<u>10</u>	On March 26, 2024, the Court judicially noticed the fact that Elias Makere filed his Second Charge on April 10, 2019
<u>11</u>	On April 11, 2024, Allstate lied – in a court filing – about the filing date of Elias Makere's Second Charge

Where:

- "First Charge" = the employment charge of discrimination that Elias Makere filed [against Allstate Insurance Company] on June 30, 2017.
- "Second Charge" = the employment charge of discrimination that Elias Makere filed [against Allstate Insurance Company] on April 10, 2019.

Of course, these facts come from public record. Plus, they relate to my upcoming motion for sanctions (under [Rule 11\(b\) Fed. R. Civ. P.](#)).

According to [11th Circuit](#) precedent (please see [Donaldson v. Clark, 819 F.2d 1551 \(11th Cir. 1987\)](#); among other decisions/rules), **you deserve the opportunity to address the facts surrounding your guilt**. Of course, I'm seeking sanctions against you for – among other things – your [repeated] material lie about:

- (a) the fact that I always/originally charged you with sex discrimination; and
- (b) the filing date of my *Second Charge of Discrimination* [against you].

The facts/records show that my original complaint charged you with sex discrimination. In fact, you – yourself – acknowledged that I charged you with sex discrimination. Yet, now you're telling a lie (one which forms the basis of your latest molestation of my substantial rights).

The facts/records also show that I filed my *Second Charge* on April 10, 2019 (ie, not the April 26, 2019 date that you've lied about). In fact, you – yourself – acknowledged that I filed my charge on April 10, 2019 (see {#103}). Now, you're compounding your lie (one which forms the basis of your latest molestation of my substantial rights).

Therefore, I'm giving you this opportunity to address the facts surrounding my upcoming motion for sanctions. For your convenience, here are the questions:

Please give me your answer **before 4:00 PM EST today** (ie, Tuesday, April 16, 2024)? Thereafter, I'll be moving onto the court-intervention phase of this due process journey.

Lastly, please remember that I'm not asking you for your stance on my motion. Rather, I'm asking you whether you dispute the undisputed/recorded facts (from above). So, please refrain from injecting empty gripes into this electronic record.

Thank you,

Elias Makere, FSA, MAAA | Plaintiff
Federal Case No.: 3:20-cv-00905-MMH-LLL | (Allstate, USFLMD)
904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com
PO Box 324
Hobart, IN 46342

Ancient Proverb: For every wrong there is a right.

From: KDoud@littler.com
Sent: Tuesday, April 16, 2024 2:20 PM
To: justice.actuarial@gmail.com
Cc: lcrobertson@littler.com; MFilemore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Mr. Makere:

Allstate's position has been provided. We dispute your claims and characterizations. There is no basis for sanctions. The Court dismissed the case. 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

From: justice.actuarial@gmail.com
Sent: Tuesday, April 16, 2024 2:51 PM
To: KDoud@littler.com
Cc: lcrobertson@littler.com; MFilemore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Allstate,

Please be specific about which one of the recorded facts you dispute (so far, you've failed to do so via email/phone). To make things easier, I used hyperlinks to help you read/download the public records from which these facts are derived. For convenience sake, here are those recorded facts:

#	<u>Fact</u>
1	Elias Makere's First Charge charged Allstate with sex discrimination
2	On September 8, 2017, Allstate acknowledged that Elias Makere's First Charge charged Allstate with sex discrimination
3	On May 21, 2021, Allstate lied – in a court filing – about whether Elias Makere's First Charge charged Allstate with sex discrimination
4	On April 11, 2024, Allstate lied – in a court filing – about whether Elias Makere's First Charge charged Allstate with sex discrimination

#	<u>Fact</u>
5	Elias Makere emailed [the FCHR] his Second Charge on April 10, 2019
6	The FCHR put an April 10, 2019 timestamp on Elias Makere's Second Charge
7	On February 9, 2021, Elias Makere sent Allstate – via a court filing – a copy of his officially-timestamped Second Charge
8	On October 31, 2023, Allstate claimed that April 26, 2019 was the filing date of Elias Makere's Second Charge
9	On November 28, 2023, Allstate conceded that April 10, 2019 was the filing date of Elias Makere's Second Charge
10	On March 26, 2024, the Court judicially noticed the fact that Elias Makere filed his Second Charge on April 10, 2019
11	On April 11, 2024, Allstate lied – in a court filing – about the filing date of Elias Makere's Second Charge

Also, please take note that these facts pertain to my upcoming motion for sanctions (under [Rule 11\(b\) Fed. R. Civ. P.](#)). *But for* your violative motion (see {#110} and {#114}) – which the Court sua sponte struck (without prejudice) – I wouldn't be compelled to seek sanctions against you.

Of course, please give me your answer **before 4:00 PM EST today** (ie, Tuesday, April 16, 2024)? Alternatively, please tell me – explicitly – that you refuse to answer my question. For clarity, here it is:

- Which one of the recorded facts (*supra*) do you dispute (if any)?

Thank You,

Elias Makere, FSA, MAAA | Plaintiff

Federal Case No.: 3:20-cv-00905-MMH-LLL | (Allstate, USFLMD)

904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com

PO Box 324

Hobart, IN 46342

Ancient Proverb: For every wrong there is a right.

From: justice.actuarial@gmail.com
Sent: Tuesday, April 16, 2024 3:17 PM
To: KDoud@littler.com
Cc: lcrobertson@littler.com; MFilemore@littler.com
Subject: RE: Sanctions (?) | 3:20-cv-00905 | Makere v Allstate | Employment Discrimination

Allstate,

The **4:00 PM EST** deadline came & went, but you've – once again – failed to provide a direct answer. Your failure's highlighted by the fact that you've had ample time to *confer in good faith* (via phone and/or email). Your failure further illustrates your contempt for [honesty](#); the [Local Rules of Court](#); and [the equal protections of the law](#).

So, I'm moving onto the next phase. I'm doing so, of course, while equipped with your [demonstrated] failure to dispute any of the pertinent facts. As summarized in this table:

#	<u>Fact</u>
1	Elias Makere's First Charge charged Allstate with sex discrimination
2	On September 8, 2017, Allstate acknowledged that Elias Makere's First Charge charged Allstate with sex discrimination
3	On May 21, 2021, Allstate lied – in a court filing – about whether Elias Makere's First Charge charged Allstate with sex discrimination
4	On April 11, 2024, Allstate lied – in a court filing – about whether Elias Makere's First Charge charged Allstate with sex discrimination

#	<u>Fact</u>
5	Elias Makere emailed [the FCHR] his Second Charge on April 10, 2019
6	The FCHR put an April 10, 2019 timestamp on Elias Makere's Second Charge
7	On February 9, 2021, Elias Makere sent Allstate – via a court filing – a copy of his officially-timestamped Second Charge
8	On October 31, 2023, Allstate claimed that April 26, 2019 was the filing date of Elias Makere's Second Charge
9	On November 28, 2023, Allstate conceded that April 10, 2019 was the filing date of Elias Makere's Second Charge
10	On March 26, 2024, the Court judicially noticed the fact that Elias Makere filed his Second Charge on April 10, 2019
11	On April 11, 2024, Allstate lied – in a court filing – about the filing date of Elias Makere's Second Charge

These pertinent facts, of course, pertain to my upcoming motion for sanctions (under [Rule 11\(b\) Fed. R. Civ. P.](#)). A motion that I seek to file as soon as possible.

Therefore, please be on the lookout for an accompanying email.

Thank You,

Elias Makere, FSA, MAAA | Plaintiff

Federal Case No.: [3:20-cv-00905-MMH-LLL](#) | (Allstate, USFLMD)

904.294.0026 | justice.actuarial@gmail.com | www.TextBookDiscrimination.com

PO Box 324

Hobart, IN 46342

Ancient Proverb: For every wrong there is a right.

From: justice.actuarial@gmail.com
Sent: Thursday, May 2, 2024 11:00 AM
To: KDoud@littler.com
Cc: lcrobertson@littler.com; MFilemore@littler.com
Subject: Aborted Phone Call | 3:20-cv-00905-MMH-JRK | Makere v Allstate | Employment Discrimination | Renewed Motion for Sanctions

Hello Allstate,

Would you like to **review** a copy of my **phone call recitation**? It's 7 pages. It's based on my contemporaneous notes.

Note: Just a few minutes into our conversation I gave you the greenlight to record the call. Yet, you hung up just seconds later (objecting to any recording).

Please know that I was planning on supplementing this transcript with additional conversations (from a formal conferral – see [Local Rule 3.01\(g\)](#); [Rule 11\(c\) Fed. R. Civ. P.](#)). However, your subsequent actions (eg, bad faith refusal to confer; continued dishonesty) made that impossible.

Of course, all of this pertains to my forthcoming motion for sanctions. A motion that – as you know – is based on:

- (a) **your [repeated] lies of material fact;**
- (b) your frivolous motion (filed on 4/11/24);
- (c) the prejudice that your obstructive/dilatory maneuvers have caused me; and
- (d) more

Thus, please let me know if you'd like to review a copy of my phone call recitation?

Thank You,

Elias Makere, FSA, MAAA | Plaintiff
Federal Case No.: [3:20-cv-00905-MMH-LLL](#) | (Allstate, USFLMD)
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