

January 19, 2016

VIA CM/ECF

John Ley
Clerk of Court
United States Court of Appeals for the Eleventh Circuit
Elbert P. Tuttle Courthouse
56 Forsyth Street, N.W.
Atlanta, GA 30303

Re: Supplemental Authority in *EEOC v. Catastrophe Management Solutions*,
No. 14-13482

Dear Mr. Ley:

Appellee Catastrophe Management Solutions, Inc. (“CMS”) submits this letter pursuant to Rule 28(j), in response to the January 13 letter of appellant Equal Employment Opportunity Commission (“EEOC”) regarding a recent U.S. Marine Corps policy change to allow black female soldiers to wear some dreadlock and twist hairstyles.

The government’s letter is merely further illustration that the government itself has maintained policies similar to CMS’s, even as it has charged simultaneously, and without basis, that in CMS’s case such a policy constitutes race discrimination. CMS’s policy is fully consistent with Title VII, and the fact that one component of the government had a similar policy at the time this case arose, and only recently changed it—and only for women—is supportive of CMS’s arguments, not the government’s.

Respectfully submitted,

/s/ Helgi C. Walker
Helgi C. Walker

*Counsel for Catastrophe
Management Solutions, Inc.*