

NORTHWESTERN OHIO PLUMBERS AND PIPEFITTERS BENEFIT PLANS

7570 Caple Blvd., Suite B / Northwood, Ohio 43619 / Telephone (419) 662-1388 / Fax (419) 662-1733

TO: All Eligible Participants in the NW Ohio Plumbers and Pipefitters Health and Welfare Fund

FROM: Board of Trustees

SUBJECT: Notice of Nondiscrimination

NOTICE OF NONDISCRIMINATION: Discrimination is Against the Law

The Northwest Ohio Plumbers and Pipefitters Retiree Health & Welfare Fund ("your Fund") is considered a "covered entity" under the regulations of the Affordable Care Act. Therefore, the following statements apply to you:

Your Fund complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Your Fund does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Your Fund:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
 - Qualified sign language interpreters
 - Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language services to people whose primary language is not English, such as:
 - Qualified interpreters
 - Information written in other languages.

If you need these services, contact the Benefit Office at 419 662 1388.

If you believe that your Fund has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at:

U.S. Department of Health and Human Services
200 Independence Avenue, SW
Room 509F HHH Building
Washington, D.C. 20201
Toll Free: 1-800-368-1019
800-537-7697 (TDD)

Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>