

Office Location  
33 Fitch Boulevard  
Austintown, Ohio 44515  
(330) 779-8856

### **NOTICE OF NONDISCRIMINATION**

Plumbers & Pipefitters Local Union 396 Health and Welfare Fund (“the Health Plan”) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. The Health Plan does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

The Health Plan:

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 by mail or phone at:

BeneSys, Inc.  
33 Fitch Boulevard  
Austintown, Ohio 44515  
Telephone: (330) 779-8856

If you believe that the Health Plan 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, DC 20201, 1-800-868-1019, 800-537-7697 (TDD).



**ATTENTION: FOR FREE LANGUAGE ASSISTANCE CALL 1 (330) 779-8856**

Language	Message About Language Assistance
<b>Español</b> Spanish	ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1 (330) 779-8856.
<b>繁體中文</b> Chinese	注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 1 (330) 779-8859.
<b>Deutsch</b> German	ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1 (330) 779-8856.
<b>Tiếng Việt</b> Vietnamese	CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1 (330) 779-8856.
<b>한국어</b> Korean	주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1 (330) 779-8856. 번으로 전화해 주십시오.
<b>العربية</b> Arabic	ملحوظة: إذا كنت تتحدث انكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1 (330) 779-8856.
<b>Français</b> French	ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1 (330) 779-8856.
<b>Deitsch</b> Pennsylvania Dutch	Wann du Deitsch schwetzscht, kannscht du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: Call 1 (330) 779-8856.
<b>日本語</b> Japanese	注意事項：日本語を話される場合、無料の言語支援をご利用いただけます。1 (330) 779-8856まで、お電話にてご連絡ください。
<b>Italiano</b> Italian	ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1 (330) 779-8856.
<b>Українська</b> Ukrainian	УВАГА! Якщо ви розмовляєте українською мовою, ви можете звернутися до безкоштовної служби мовної підтримки. Телефонуйте за номером 1 (330) 779-8856.
<b>Русский</b> Russian	ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1 (330) 779-8856.
<b>Nederlands</b> Dutch	AANDACHT: Als u nederlands spreekt, kunt u gratis gebruikmaken van de taalkundige diensten. Bel 1 (330) 779-8856.
<b>Română</b> Romanian	ATENȚIE: Dacă vorbiți limba română, vă stau la dispoziție servicii de asistență lingvistică, gratuit. Sunați la 1 (330) 779-8856.
<b>Cushite *</b> <b>Oroomiffa</b> Oromo	XIYYEEFFANNAA: Afaan dubbattu Oroomiffa, tajaajila gargaarsa afaanii, kanfaltiidhaan ala, ni argama. Bilbilaa 1 (330) 779-8856.

\*Cushite written translated tagline is provided in the Oromo language.