

## UFCW Unions & Participating Employers Retiree Health and Welfare Plan

911 Ridgebrook Road  
Sparks, Maryland 21152-9451  
Telephone: (410) 683-6500  
(800) 638-2972  
[www.associated-admin.com](http://www.associated-admin.com)

8400 Corporate Drive, Suite 430  
Landover, Maryland 20785-2361  
Telephone: (301) 459-3020  
(800) 638-2972  
[www.associated-admin.com](http://www.associated-admin.com)

### NOTICE OF NONDISCRIMINATION

The UFCW Unions and Participating Employers Retiree Health and Welfare Plan (the “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 Plan does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

The Plan:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
  - Qualified interpreters for individuals with disabilities
  - Written information in other formats
  
- Provides free language services to people whose primary language is not English, such as:
  - Oral interpretation
  - Information written in other languages

If you need these services, contact the Fund Office in writing at 8400 Corporate Drive, Suite 430, Landover, MD 20785-2361, by phone at (301) 459-3020 or (800) 638-2972, or by fax at (877) 227-3536.

If you believe that the 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, D.C. 20201

1-800-368-1019, 800-537-7697 (TDD)

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

**ATTENTION: Language Assistance Services, free of charge, are available to Individuals With Limited English Proficiency. Call 1-800-638-2972.**

**ATENCIÓN:** si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-800-638-2972

**ACHTUNG:** Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-800-638-2972

**ATENÇÃO:** Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 1-800-638-2972

**CHÚ Ý:** Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-800-638-2972

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 1-800-638-2972

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-800-638-2972

**PAUNAWA:** Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-800-638-2972

**ВНИМАНИЕ:** Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-800-638-2972

**ATTENZIONE:** In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-800-638-2972

**ATTENTION :** Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-800-638-2972

**UWAGA:** Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-800-638-2972

**ATANSYON:** Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-800-638-2972

1-800-638-2972 اذانتك نك دد تت ركذا الالعة، نإف ت امدخ ددعا سملاتو وغل لار ف اوت ت كل ن اجملاب. ل صد تامقرب : ةظود لم

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。1-800-638-2972

رگا هب ناب زي سراف وگ ت فگ يم كزيد، تالا يهست ي ناب زت رو صب ناگ يار يارب امش دير ي گب ت: هجو s  
1-800-638-2972