

TOLEDO ELECTRICAL BENEFIT PLANS

Toledo Electrical
Welfare Fund

Local No. 8 I.B.E.W.
Retirement Plan & Trust

Mailing Address: P.O. Box 60408 • Rossford, Ohio 43460

October 17, 2016

Dear Participant,

What is included in this mailing:

- The Nondiscrimination Notice Under Section 1557 of the Affordable Care Act is a required disclosure
- If you would like to receive these notices electronically, please fill out the enclosed Email Opt In form and return to the Fund Office

This is a notice required by law to inform you of the nondiscrimination and accessibility requirements and nondiscrimination statement. These laws are enforced by the office for Civil Rights (OCR) that prohibit discrimination, regardless of race, color, national origin, age, disability, or sex.

We have enclosed a copy of our Email Opt In Form for you to return to our office if you would like to start receiving the required disclosures electronically. Your participation in the program is completely voluntary and at any time, you can opt-out by selecting "unsubscribe" at the bottom of each email communication. Should you decide to opt-out, these notices and communications will be provided to you through the U.S. postal mail at no additional charge.

As always you can also contact the Funds Office if you have questions.

Regards,

Toledo Electrical Benefit Plans

TOLEDO ELECTRICAL WELFARE FUND SELF-FUNDED PLAN

Notice Informing Individuals About Nondiscrimination and Accessibility Requirements and Nondiscrimination Statement: Discrimination is Against the Law

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

Toledo Electrical Welfare 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 Melissa Wetzel.

If you believe that Toledo Electrical Welfare 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 grievance with: Melissa Wetzel, Fund Administrator, P.O. Box 60408, Rossford, OH 43460, Telephone: 1-419-666-4450, Fax: 1-419-666-5410, or Email: benefits@electricalfunds.org.

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Melissa Wetzel, Fund Administrator, is available to help you. You can also file a civil rights complaint with 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 509 F, 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>.

NW Ohio/SE Michigan Languages

Language	Message About Language Assistance
Arabic	ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1-419-666-4450-1. (رقم هاتف الصم والبكم: 1-419-666-4450).
Albanian	KUJDES: Nëse flitni shqip, për ju ka në dispozicion shërbime të asistencës gjuhësore, pa pagesë. Telefononi në 1-419-666-4450.
Bengali	লক্ষ্য করুন: যিদ আপিন বাংলা, কথা বলেত পােরন, তাহেল িন: খরচায় ভাষা সহায়তা পিরেষবা উপল আছ। েফান করন ১- 1-419-666-4450।
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 1-419-666-4450。
Dutch	AANDACHT: Als u nederlands spreekt, kunt u gratis gebruikmaken van de taalkundige diensten. Bel 1-419-666-4450.
French	ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-419-666-4450.
German	ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-419-666-4450.
Italian	ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-419-666-4450.
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。1-419-666-4450まで、お電話にてご連絡ください。
Korean	주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-419-666-4450. 번으로 전화해 주십시오.
Pennsylvanian Dutch	Wann du [Deutsch (Pennsylvania German / Dutch)] schwetzscht, kannscht du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: Call 1-419-666-4450.
Polish	UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-419-666-4450.
Romanian	ATENȚIE: Dacă vorbiți limba română, vă stau la dispoziție servicii de asistență lingvistică, gratuit. Sunați la 1-419-666-4450.
Russian	ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-419-666-4450.
Serbo-Croatian	OBAVJEŠTENJE: Ako govorite srpsko-hrvatski, usluge jezičke pomoći dostupne su vam besplatno. Nazovite 1-419-666-4450.
Spanish	ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-419-666-4450.
Tagalog	PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-419-666-4450.
Ukrainian	УВАГА! Якщо ви розмовляєте українською мовою, ви можете звернутися до безкоштовної служби мовної підтримки. Телефонуйте за номером 1-419-666-4450.
Vietnamese	CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-419-666-4450.