

MASTERS, MATES AND PILOTS HEALTH AND BENEFIT PLAN

NOTICE OF NONDISCRIMINATION

The Masters, Mates and Pilots Health and Benefit 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 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 Patrick McCullough.

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 grievance with: 700 Maritime Boulevard, Suite A, Linthicum Heights, MD 21090-1996, Phone: 410-850-8500 or 1-877-667-5522, Fax: 410-850-8655, Email: PlanOffice@mmppplans.com. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Patrick McCullough, Civil Rights Coordinator, is available to help you.

You can also 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>.

For Language Assistance please see next page.

ATTENTION: FREE LANGUAGE ASSISTANCE	
This chart displays, in various languages, the phone number to call for free language assistance services for individuals with limited English proficiency.	
Language	Message About Language Assistance
1. Spanish	ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-877-667-5522
2. 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 1-877-667-5522
3. French	ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-877-667-5522
4. Italian	ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-877-667-5522
5. German	ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-877-667-5522
6. Vietnamese	CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-877-667-5522
7. Persian	1-877-667-5522 اب. یدشاپ م مهارف یماش ارب ارینگا یتروصب نابز هستیلا ینکی، م وگتفگ یسراف نابز هب رگا: هجوت بگیرید تماس
8. Hindi	ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 1-877-667-5522 पर कॉल करें।
9. Tagalog	PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-877-667-5522
10. Korean	주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-877-667-5522 번으로 전화해 주십시오.
11. Russian	ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-877-667-5522
12. Polish	UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-877-667-5522
13. 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。1-877-667-5522 まで、お電話にてご連絡ください。
14. French Creole (Haitian)	ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-877-667-5522
15. Portuguese	ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 1-877-667-5522
16. Arabic	1-877-667-5522 ةظوحلم: اذا تك تدهت ركذا ةغلا، ناب تامدخ دءاسملا ةيوغلا رفاوئت كل ناجملااب لصتا مقرب
17. Gujarati	ધુન: જો તમે જરાતી બોલતા હો, તો િન:લુ ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. ફોન કરો 1-877-667-5522
18. Urdu	1-877-667-5522 نیرک رادرینخ: رگا پا ودر اے ظلوب نیہ، وت پا وک نابز یک دم یک تامدخ نئم نیم بایتسد نیہ۔ لاک
19. Cambodian	ខ្មែរយើងគ្រប់គ្នាមានសិទ្ធិទទួលបានសេវាភាសាសម្រាប់អ្នកដែលមានការប្រឈមនឹងបញ្ហាភាសា។ តេឡេហ្វូន 1-877-667-5522
20. Armenian	ՈՒՇԽԱՐԱՐՈՒԹՅՈՒՆՆԵՐ Եթե խոսում եք հայերեն, ապա ձեզ անվճար կարող են տրամադրվել լեզվական աջակցության ծառայություններ: Զանգահարեք 1-877-667-5522