

MODEL NOTICE

Discrimination is Against the Law

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

Lithko Contracting

- 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 no English, such as:
 - Qualified interpreters
 - Information written in other languages

If you need these services, contact Brian Albanese

If you believe that Lithko Contracting 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 Brian Albanese, 2958 Crescentville Rd, West Chester, OH 45069, 1-513-564-2002, 1-513-863-2409, albaneseb@lithko.com. You can file a grievance in person or by mail, fax or email. If you need help filing a grievance, Brian Albanese 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
Rom 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>