

## DISCRIMINATION IS AGAINST THE LAW

PRECISION ORTHOPAEDIC SPECIALTIES, INC. (“PRECISION”) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. PRECISION does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

PRECISION 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)

PRECISION provides free language services to people whose primary language is not English, such as information written in other languages. If you need these services, contact the PRECISION Compliance Officer:

Name: Molly Smith  
Mailing Address: 150 Seventh Avenue, Suite 200, Chardon, OH 44024  
Telephone number: (440) 285-4999 Ext. 254  
Fax: (440) 286-7527  
Email: [msmith@posiohio.com](mailto:msmith@posiohio.com)

If you believe that PRECISION 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 the PRECISION Compliance Officer. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, the PRECISION Compliance Officer 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 / Phone: 1-800-368-1019, 800-537-7697 (TDD). Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

### ATTENTION

ATTENTION: If you speak a language other than English, we offer translation services free of charge for the languages below. Please call 1-440-285-4999 X-254.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-440-285-4999 X-254.

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 1-440-285-4999 X-254。

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-440-285-4999 X-254.

X-254 تنبيه: إذا كنت تتحدث اللغة العربية، خدمات المساعدة اللغوية، مجاناً، تتوفر لك. استدعاء 1-440-285-4999 X-254.

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 1-440-285-4999 X-254.

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-440-285-4999 X-254.

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-440-285-4999 X-254.

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-440-285-4999 X-254.

XIYYEEFFANNA: Afaan dubbattu Oroomiffa, tajaajila gargaarsa afaanii, kanfaltiidhaan ala, ni argama. Bilbilaa 1-440-285-4999 X-254.

주의: 한국어를 ㅁㅁㅁㅁ 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다 1-440-285-4999 X-254.

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-440-285-4999 X-254.

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。1-440-285-4999 X-254.

УВАГА! Якщо ви розмовляєте українською мовою, ви можете звернутися до безкоштовної служби мовної підтримки. Телефонуйте за номером 1-440-285-4999 X-254.

AANDACHT: Als u nederlands spreekt, kunt u gratis gebruikmaken van de taalkundige diensten. Bel 1-440-285-4999 X-254.

ATENȚIE: Dacă vorbiți limba română, vă stau la dispoziție servicii de asistență lingvistică, gratuit. Sunați la 1-440-285-4999 X-254.