



NOTICE OF NONDISCRIMINATION

It is the policy of CEI Vision Partners (CVP) not to discriminate on the basis of race, color, national origin, sex, age or disability. CVP complies with applicable Federal civil rights laws and does not exclude people or treat them differently because of race, color, national origin, age, disability or sex.

CEI Vision Partners:

- 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
- Provides free language services to people whose primary language is not English, such as:
 - Qualified interpreters
 - Information written in other languages (see below).

If you need these services, contact Amy MacLean (Director of Corporate Compliance) at 1945 CEI Drive, Cincinnati, Ohio 45242 or by phone at (513)569-3481.

Any person who believes someone has been subjected to discrimination on the basis of race, color, national origin, sex, age or disability may file a grievance with Amy MacLean. You may file a grievance following the procedure below:

- Grievances must be submitted to the Director of Corporate Compliance within 60 days of the date the person filing the grievance becomes aware of the alleged discriminatory action.
- A complaint must be in writing, containing the name and address of the person filing it. The complaint must state the problem or action alleged to be discriminatory along with the remedy or relief sought.

CVP will not retaliate against anyone who files a complaint or participates in the investigation of a grievance.

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 of Civil Rights Complaint Portal available at

<https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>. Complaints can also be filed 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 or at 1(800)368-1019.

LANGUAGE ASSISTANCE SERVICES

<p>ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-XXX-XXX-XXXX. (Teletipo: 1-513-984-5133).</p>	<p>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 1-513-984-5133</p>
<p>ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-513-984-5133</p>	<p>ملحوظة: إذا كنت تتحدث اللغة العربية، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل على الرقم 1-513-984-5133</p>
<p>Wann du [Deutsch (Pennsylvania German / Dutch)] schwetzsch, kansch du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: Call 1-513-984-5133.</p>	<p>CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-513-984-5133.</p>
<p>LET OP: Als u Nederlands spreekt, kunt u gratis gebruikmaken van taalkundige diensten. Bel 1-513-984-5133.</p>	<p>ВНИМАНИЕ! Если вы говорите по-русски, то можете бесплатно пользоваться услугами перевода. Звоните 1-513-984-5133</p>
<p>ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-513-984-5133.</p>	<p>주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-513-984-5133번으로 전화해 주십시오.</p>
<p>ध्यान दिनुहोस्: तपाईंले नेपाली बोल्नुहुन्छ भने तपाईंको निम्ति भाषा सहायता सेवाहरू निःशुल्क रूपमा उपलब्ध छ। फोन गर्नुहोस् 1-513-984-5133</p>	<p>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。1-513-984-5133まで、お電話にてご連絡ください。</p>
<p>HUBACHIISA: Yoo afaan Oromoo dubbachuu dandeessu ta'e tajaajila gargaarsa afaanii kaffaltii malee argattu. Bilbilaa 1-513-984-5133.</p>	<p>DIGNIIN: Haddii aad ku hadashid af Soomaali, adeegyada caawinta luuqada, oo bilaash ah, ayaa laguu heli karaa. Soo wac 1-513-984-5133.</p>
<p>PAUNAWA: Kung nagsasalita ka ng Tagalog, may makukuha kang mga libreng serbisyo ng tulong sa wika. Tumawag sa 1-513-984-5133</p>	<p>□□□□□□□□ - □□□□□ □□□□□□ □□□□□□□□□□ □□□ □□□□□□□□ □□□□□□□□ □□□□□□□ □□□□□□ □□□□□□□□□□ □□□□□□□□□□□□□□□□□□□□□□□□□□□□ □□□□□□□□□□□□□□□□□□□□□□□□□□□□ □□□□□□□□□□ 1-513-984-5133 □□□□ □□□□□□□□□□</p>
<p>ATTENZIONE: Se parlate italiano, un servizio di assistenza linguistica gratuito è disponibile al seguente numero telefonico: 1- 513-984-5133.</p>	<p>УВАГА! Якщо ви розмовляєте українською мовою, ви можете безкоштовно скористатися послугами перекладача. Телефонуйте за номером 1-513-984-5133</p>
<p>ATENȚIE: Dacă vorbiți limba română, vă stau la dispoziție servicii de asistență lingvistică, gratuit. Sunați la 1-513-984-5133</p>	<p>ਧਿਆਨ ਦਿਓ: ਜੇ ਤੁਸੀਂ ਪੰਜਾਬੀ ਬੋਲਦੇ ਹੋ, ਤਾਂ ਭਾਸ਼ਾ ਵਿੱਚ ਸਹਾਇਤਾ ਸੇਵਾ ਤੁਹਾਡੇ ਲਈ ਮੁਫਤ ਉਪਲਬਧ ਹੈ। 1-513-984-5133 'ਤੇ ਕਾਲ ਕਰੋ।</p>
<p>ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 1-513-984-5133 पर कॉल करें।</p>	<p>PAŽNJA: Ako govorite srpsko-hrvatski jezik, usluge jezičke pomoći dostupne su vam besplatno. Nazovite 1-513-984-5133</p>
<p>ICO KWITONDERA: Namba uvuga Ikirundi, serivisi z'ugufasha mu biraba indimi, k'ubuntu, ziragutegekanirijwe. Woterefona 1-513-984-5133</p>	