

**THE RAWLINGS GROUP COMPLIES WITH APPLICABLE  
FEDERAL CIVIL RIGHTS LAWS AND DOES NOT DISCRIMINATE  
ON THE BASIS OF RACE, COLOR, NATIONAL ORIGIN, AGE, DISABILITY, OR SEX.**

**FREE AID AND ASSISTANCE SERVICES ARE AVAILABLE AT NO CHARGE TO YOU.**

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**We provide free aid and assistance to communicate effectively with us.**

**SERVICES**

**Free communication and translation services:**

- Qualified sign language interpreters
- Information in other formats: large print, audio, accessible electronic formats, other formats

**Free language services to those who primary language is not English:**

- Qualified interpreters
- Information written in other languages

**GRIEVANCES**

If you believe that The Rawlings Group has failed to provide these services, or has discriminated in another way (on the basis of race, color, national origin, age, disability, or sex), you can file a grievance with the Civil Rights Coordinator. You can file a grievance by mail, email, telephone, or fax. If you need help filing a grievance, the Civil Rights Coordinator is available to help you.

The Rawlings Group  
Attn: Civil Rights Coordinator  
1 Eden Parkway  
LaGrange KY 40031-2000

**Email:** civilrightscordinator@rawlingscompany.com  
**Phone:** 1-800-928-1279  
**Fax:** 1-502-873-3688

You can also file a civil rights grievance electronically with the U.S. Department of Health and Human Services, Office for Civil Rights, through the Office for Civil Rights Complaint Portal, online at:

<https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>

U.S. Dept. of Health and Human Services  
200 Independence Ave SW  
Room 509F, HHH Building  
Washington DC 20201

**Phone:** 1-800-368-1019  
**TDD/TTY:** 1-800-537-7697

Complaint forms are available at:

<http://www.hhs.gov/ocr/office/file/index.html>