



National HealthCare Corporation (NHC) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex (consistent with the scope of sex discrimination described at 45 CFR § 92.101(a)(2)). NHC does not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex.

NHC:

- Provides people with disabilities reasonable modifications and free appropriate auxiliary

aids and services 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 assistance services to people whose primary language is not English, which may include:
 - Qualified interpreters
 - Information written in other languages.

If you need reasonable modifications, appropriate auxiliary aids and services, or language assistance services, contact NHC's Civil Rights Coordinator, Kitty Locke.

If you believe that NHC 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:

Kitty Locke, Civil Rights Coordinator
100 E. Vine Street Murfreesboro, TN 37130
Phone: 615-890-2020
TTY 7-1-1
Fax: 615-278-1232
klocke@nhccare.com.

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, Kitty

Locke 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>.

This notice is available at NHC's website:

www.nhccare.com.

Notice of Availability of Language Assistance Services

1.ATTENTION: If you speak English, free language assistance services are available to you.

Appropriate auxiliary aids and services to provide information in accessible formats are also available free of charge. Call 1-615-890-2020 (TTY: 7-1-1) or speak to your provider.”

2.ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. También están disponibles de forma gratuita ayuda y servicios auxiliares apropiados

para proporcionar información en formatos accesibles. Llame al 1-615-890-2020 (TTY: 7-1-1) o hable con su proveedor. (Spanish)

3.ATANSYON: Si ou pale [insert language], sèvis asistans lang gratis disponib pou ou. Èd ak sèvis adisyonèl ki apwopriye pou bay enfòmasyon nan fòm aksesib yo disponib tou gratis. Rele 1-615-890-2020 (TTY: 7-1-1) oswa pale ak founisè ou. (French Creole)

4.LƯU Ý: Nếu bạn nói tiếng Việt, chúng tôi cung cấp miễn phí các dịch vụ hỗ trợ ngôn ngữ. Các hỗ trợ dịch vụ phù hợp để cung cấp thông tin theo các

định dạng dễ tiếp cận cũng được cung cấp miễn phí. Vui lòng gọi theo số 1-615-890-2020 (Người khuyết tật: 7-1-1) hoặc trao đổi với người cung cấp dịch vụ của bạn.” (Vietnamese)

5.注意：如果您說[中文]，我們可以為您提供免費語言協助服務。也可以免費提供適當的輔助工具與服務，以無障礙格式提供資訊。請致電 1-615-890-2020（TTY：7-1-1）或與您的提供者討論。」

(Chinese)

6. 주의: [한국어]를 사용하시는 경우 무료 언어 지원 서비스를 이용하실 수 있습니다. 이용 가능한 형식으로 정보를 제공하는 적절한 보조 기구 및 서비스도 무료로 제공됩니다. 1-615-890-2020 (TTY: 7-1-1)번으로 전화하거나 서비스 제공업체에 문의하십시오." (Korean)
7. ATTENTION : Si vous parlez Français, des services d'assistance linguistique gratuits sont à votre disposition. Des aides et services auxiliaires appropriés pour fournir des informations dans des formats accessibles sont également disponibles gratuitement. Appelez le 1-615-890-2020 (TTY : 7-1-1) ou parlez à votre fournisseur. » (French)
8. كما تتوفر وسائل مساعدة وخدمات مناسبة إذا كنت تتحدث اللغة العربية, فستتوفر لك خدمات المساعدة اللغوية المجانية. تنبيه: 1-615-890-2020, TTY: 7-1-1 اتصل على الرقم لتوفير المعلومات بتنسيقات يمكن الوصول إليها مجانًا. (Arabic)
9. PAALALA: Kung nagsasalita ka ng Tagalog, magagamit mo ang mga libreng serbisyong tulong sa wika. Magagamit din nang libre ang mga naaangkop na auxiliary na tulong at serbisyo upang magbigay ng impormasyon sa mga naa-access na format. Tumawag sa 1-615-890-2020 (TTY: 7-1-1) o makipag-usap sa iyong provider." (Tagalog)
- 10.ATENÇÃO: Se você fala [inserir idioma], serviços gratuitos de assistência linguística estão disponíveis para você. Auxílios e serviços auxiliares apropriados para fornecer informações em formatos acessíveis também estão disponíveis

gratuitamente. Ligue para 1-615-890-2020 (TTY: 7-1-1) ou fale com seu provedor.” (Portuguese)

11. ВНИМАНИЕ: Если вы говорите на русский, вам доступны бесплатные услуги языковой поддержки. Соответствующие вспомогательные средства и услуги по предоставлению информации в доступных форматах также предоставляются бесплатно. Позвоните по телефону 1-615-890-2020 (TTY: 7-1-1) или обратитесь к своему поставщику услуг.
(Russian)

12. ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlose Sprachassistentendienste zur Verfügung. Entsprechende Hilfsmittel und Dienste zur Bereitstellung von Informationen in barrierefreien Formaten stehen ebenfalls kostenlos zur Verfügung. Rufen Sie 1-615-890-2020 (TTY: 7-1-1) an oder sprechen Sie mit Ihrem Provider.“ (German)

13. ધ્યાન આપો: જો તમે ગુજરાતી બોલતા હો તો મફત ભાષાકીય સહાયતા સેવાઓ તમારા માટે ઉપલબ્ધ છે. યોગ્ય ઓફિસિલરી સહાય અને એક્સેસિબલ ફોર્મેટમાં માહિતી પૂરી પાડવા માટેની સેવાઓ પણ વિના મૂલ્યે ઉપલબ્ધ છે. 1-615-890-2020 (TTY: 7-1-1) પર કોલ કરો અથવા તમારા પ્રદાતા સાથે વાત કરો.” (Gujarati)

14. ማሳሰቢያ፡- አማርኛ የሚናገሩ ከሆኑ፣ የቋንቋ ድጋፍ አገልግሎት በነፃ ይቀርብልዎታል። መረጃን በተደራሽ ቅርጸት ለማቅረብ ተገቢ የሆኑ ተጨማሪ እገዛዎች እና አገልግሎቶች እንዲሁ በነፃ ይገኛሉ። በስልክ ቁጥር 1-615-890-2020 (TTY: 7-1-1) ይደውሉ ወይም አገልግሎት አቅራቢዎን ያናግሩ።” (Amharic)

15. همچنین اگر [وارد کردن زبان] صحبت می‌کنید، خدمات پشتیبانی زبانی رایگان در دسترس شما قرار دارد. توجه: با کمک‌ها و خدمات پشتیبانی مناسب برای ارائه اطلاعات در قالب‌های قابل دسترس، به‌طور رایگان موجود می‌باشند.

(Farsi) تماس بگیریڊ یا با ارائدهنده خود صحبت کنیڊ. (7-1-1) (تله‌تایپ: 1-615-890-2020 شماره

16. ध्यान दें: यदि आप हिंदी बोलते हैं, तो आपके लिए निःशुल्क भाषा सहायता सेवाएं उपलब्ध होती हैं। सुलभ प्रारूपों में जानकारी प्रदान करने के लिए उपयुक्त सहायक साधन और सेवाएँ भी निःशुल्क उपलब्ध हैं। 1-615-890-2020 (TTY: 7-1-1) पर कॉल करें या अपने प्रदाता से बात करें।” (Hindi)



Notice of Rights Under Federal Conscience and Nondiscrimination Laws

National HealthCare Corporation and its affiliate companies and managed clients ("NHC") complies with applicable Federal health care conscience protection statutes, including the Church Amendments, 42 U.S.C. 300a-7; the Coats-Snowe Amendment, section 245 of the Public Health Service Act, 42 U.S.C. 238n; the Weldon Amendment, e.g., Consolidated Appropriations Act, 2023, Public Law 117-328, div. H, title V General Provisions, section 507(d)(1) (Dec. 29, 2022); Sections 1303(b)(1)(A), (b)(4), and (c)(2)(A), and 1411(b)(5)(A), and 1553 of the ACA, 42 U.S.C. 18023(b)(1)(A), (b)(4), and (c)(2)(A), 18081(b)(5)(A), and 18113; certain Medicare and Medicaid provisions, 42 U.S.C. 1320a-1(h), 1320c-11, 1395i-5, 1395w-22(j)(3)(B), 1395x(e), 1395x(y)(1), 1395cc(f), 1396a(a), and 14406; the Helms, Biden, 1978, and 1985 Amendments, 22 U.S.C. 2151b(f), *accord, e.g., Consolidated Appropriations Act, 2023, Public Law 117-328, div. K, title VII, section 7018 (Dec. 29, 2022); 22 U.S.C. 7631(d); 42 U.S.C. 280g-1(d), 290bb-36(f), 1396f, 1396s(c)(2)(B)(ii); 5106i(a)); and 29 U.S.C. 669(a)(5). More information to help entities determine which statutes are applicable to them is available at <https://www.hhs.gov/conscience/conscience-protections/index.html>. You may have rights as a provider, patient, or other individual under these Federal Statutes which prohibit coercion and other discrimination on the basis of conscience, whether based on religious beliefs or moral convictions, in certain circumstances. If you believe that NHC has violated any of these provisions, you may file a 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://www.hhs.gov/ocr/complaints/index.html> or by mail or phone at: U.S. Department of Health and Human Services, 200 Independence Avenue SW, Room 509F, HHH Building, Washington, DC 20201, 1-800-368-1019, 800-537-7697 (TDD) or by email at ocrmail@hhs.gov. Complaint forms and more information about Federal conscience protection laws are available at <https://www.hhs.gov/conscience>.*