

# California Nondiscrimination Notice and Language Accessibility

Globe Life Inc. and its subsidiaries (“Globe Life”) complies with applicable state laws and federal civil rights laws and does not discriminate on the basis of race, color, national origin, ancestry, religion, sex, marital status, gender, gender identity, sexual orientation, age, or disability. Globe Life does not exclude people or treat them differently because of race, color, national origin, ancestry, religion, sex, marital status, gender, gender identity, sexual orientation, age, or disability.

Globe Life provides aids and services at no cost to people with disabilities to communicate effectively with us, such as large print, audio, accessible electronic formats, and other formats upon request.

Globe Life provides language services at no cost to people whose primary language is not English, such as, qualified interpreters and written information in other languages upon request.

If you need these services contact Customer Service at the number listed below:

American Income Life Insurance Company	800-433-3405
Globe Life And Accident Insurance Company	877-577-3860
Globe Life Employee Services Division	866-298-9115
Family Heritage Life Insurance Company of America	440-922-5222
Liberty National Life Insurance Company	800-333-0637
National Income Life Insurance Company	800-516-4466
United American Insurance Company	800-331-2512

If you believe Globe Life has failed to provide these services or discriminated in another way on the basis of race, color, national origin, ancestry, religion, sex, marital status, gender, gender identity, sexual orientation, age, or disability, you can file a grievance with:

Globe Life/Appeals and Grievances  
Attn: Customer Service Grievances  
P.O. Box 8080, McKinney, TX 75070  
Phone: 1-866-412-8503  
Email: [GlobeCALAP@globe.life](mailto:GlobeCALAP@globe.life)

You can file a grievance in person or by mail or email. If you need help filing a grievance, our customer service team 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 (OCR), electronically through the Office of 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, DC 20201, (800) 368-1019; (800) 537-7697 (TTY: 711)

Complaint forms are available at [www.hhs.gov/ocr/office/file/index.html](http://www.hhs.gov/ocr/office/file/index.html).

*Globe Life Inc. and its subsidiaries: American Income Life Insurance Company, National Income Life Insurance Company, Family Heritage Life Insurance Company of America, Globe Life And Accident Insurance Company, Globe Life Insurance Company of New York, Globe Life Employee Services Division, Liberty National Life Insurance Company, and United American Insurance Company (collectively, "Globe Life")*

**English:** ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call Customer Service at 1-440-922-5222.

**Espanol (Spanish):** ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-440-922-5222 (TTY: 711).

**繁體中文 (Chinese):** 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 1-440-922-5222 (TTY: 711)。

**Tiếng Việt (Vietnamese):** CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-866-298-9115 (TTY: 711).

**한국어 (Korean):** 주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-440-922-5222 (TTY: 711).

**Tagalog:** PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-440-922-5222 (TTY: 711).

**Русский (Russian):** ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-440-922-5222 (TTY: 711).

**العربية (Arabic):** ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1-440-922-5222 (TTY: 711).

**日本語 (Japanese):** 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。1-440-922-5222 (TTY: 711)。まで、お電話にてご連絡ください。

**Հայկական (Armenian):** Ուշադրություն: Եթե խոսում եք անգլերեն, լեզվական աջակցություն ծախսաւրջաններն անվճար են, ձեզ համար ստանդերտ են: Ձանգահարել 1-440-922-5222 (TTY: 711)

**हिंदी (Hindi):** कथन: यदि आप अंग्रेजी, भाषा सहायता सेवाएं, नि: शुल्क बोलते हैं, तो आप के लिए उपलब्ध हैं। 1-440-922-5222 पर कॉल करें (TTY: 711)

**Hmoob (Hmong):** TOM QAB: Yog koj hais lus Askiv, kev pab txhais lus, pab dawb yog muaj rau koj. Hu rau 1-440-922-5222 (TTY: 711).

**ਪੰਜਾਬੀ Punjabi:** ਧਿਆਨ: ਜੇ ਤੁਸੀਂ ਅੰਗ੍ਰੇਜ਼ੀ ਬੋਲਦੇ ਹੋ, ਤਾਂ ਭਾਸ਼ਾ ਸਹਾਇਤਾ ਸੇਵਾਵਾਂ, ਮੁਫਤ, ਤੁਹਾਡੇ ਲਈ ਉਪਲਬਧ ਹਨ. ਕਾਲ ਕਰੋ 1-440-922-5222 (ਟੀਟੀਵਾਈ: 711).

**ไทย (Thai):** ความสนใจ: หากคุณพูดภาษาอังกฤษมีบริการให้ความช่วยเหลือด้านภาษาโดยไม่เสียค่าใช้จ่าย โทร 1-440-922-5222 (TTY: 711).

**فارسی (Farsi):** خدمات کمک به زبان ، بصورت رایگان ، در دسترس شما خواهد بود. زنگ زدن توجه: اگر به زبان انگلیسی صحبت می کنید ، خدمات کمک به زبان ، بصورت رایگان ، در دسترس شما خواهد بود. 1-440-922-5222 (TTY: 711).

**ជនជាតិខ្មែរ (Cambodian):**

ការយកចិត្តទុកដាក់:ប្រសិនបើអ្នកនិយាយភាសាអង់គ្លេសសេវាកម្មជំនួយភាសាដោយមិនគិតថ្លៃអាចរកបានសម្រាប់អ្នក ។ ហៅ 1-440-922-5222 (TTY: 711).