



Privacy Notice

Our Commitment to Individual Privacy: Des Moines Orthopaedic Surgeons (“DMOS” or “we”) supports the protection of individual privacy and is committed to ensuring the confidentiality of personal information. This privacy policy provides a general description of the ways we collect information about individuals, how we may use or disclose this information, and how we safeguard this information.

Online Privacy Notice: DMOS supports the protection of the privacy of individuals who visit our website. It recognizes the numerous laws that govern the collection, storage, transfer, use and access to personal information. This statement extends to the collection of all personal information, regardless of source or medium; it does not govern or apply to the collection of data collected by a DMOS covered component, as defined under the Health Insurance Portability and Accountability Act of 1996, as amended.

Children’s Privacy: Any child under the age of 13 should not register to use any portion of the DMOS website, or provide any personal information. It is not DMOS’s desire or intent through its Site to collect and store any personal information from any person known by DMOS to be under the age of 13.

What You are Consenting to: By using the Site(s), you are consenting to the use and processing of your information as set forth in this Privacy Notice, almost all of which activities will take place in the United States. If you reside outside the U.S., your information will be transferred to the U.S., and processed and stored there under U.S. privacy standards. By using the Site and providing information to us, you consent to such transfer to, and processing in, the U.S.

If DMOS collects information based on your consent, DMOS will conform to the processes outlined in any applicable consent form. If you provide information based on consent, you may generally withdraw your consent at any time. However, withdrawal will not affect the processing based on such consent prior to withdrawal.

My Rights Regarding my Personal Information: The rights you have regarding the use and disclosure of your personal information depend on the nature of your relationship to DMOS, applicable law, and the type of the information DMOS holds about you. Please be aware that personal information rights under international, United States, and Colorado information and privacy laws may differ. Depending on the applicable law(s), you may have the right to request:

- A list of the types of the personal information DMOS has about you;
- That DMOS correct inaccurate information about you (For example, updates to your name, contact information, etc.);
- That DMOS deletes information about you. (Depending on your role at DMOS, the information DMOS stores about you, applicable law, and DMOS’s record retention requirements, DMOS may not delete your information); and/or
- To have DMOS stop processing your information.

You should direct all requests to exercise these rights to the contact information provided in the Comments and Feedback section.

Collection of Information: It is the practice of DMOS to collect the least amount of personal information required to fulfill its duties and responsibilities, to complete a particular transaction, or as required by law. Personal information includes, but is not limited to, a name, email address, postal address, telephone number, username and password, and other information specific to you.

You have the right to choose whether or not to provide personal information to DMOS via the Internet and still receive services from our locations.

For website administration purposes, non-personal information is collected for analysis (“Usage Information”). Usage Information includes, but is not limited to, number of visitors, number of page views, IP address, website pages visited prior to visiting the Site(s), browser information, technical information about your device, system, software, and peripherals.

Usage Information is used to help diagnose problems, assess what information is of most interest, determine technical design specifications, and identify system performance and/or problem areas, and other administrative functions. DMOS may use Usage Information to facilitate the provision of software updates, support and other services to you (if any).

Sharing and Disclosing Your Information: DMOS may, for example, provide your personal information to third parties in the following instances: (i) to the extent necessary to comply with applicable law and our legal obligations, such as to comply with a subpoena or similar legal process; (ii) when DMOS believes in good faith that disclosure is necessary to protect its rights, your safety or the safety of others; (iii) with third party vendors, consultants and other service providers who work for us and need access to your information to do that work; (iv) to investigate fraud, or respond to a government request; (v) to comply with an appropriate legal request (vi) if you request that someone from DMOS share your information; and (vii) in connection with or during negotiation of any merger, financing, acquisition, or dissolution, transaction or proceeding involving sale, transfer, divestiture, or disclosure of all or a portion of our business or assets to another company.

Protecting Your Information: DMOS has security policies and standards regarding the protection of personal information. These standards include both administrative and technical requirements to appropriately protect personal information.

When third party vendors, consultants, and other service providers who work for DMOS handle your information, DMOS relies on a combination of contractual requirements, third-party audits, security reviews and assessments and as assurances that personal information is appropriately protected.

Third Party Tracking and Advertising: DMOS is not responsible for the content or privacy statements of those links or the content of any third-party websites. If you are asked to supply personal information to websites not wholly owned by DMOS. We suggest you read carefully through the privacy statements of those websites or mobile applications.

DMOS may include information on the Site including social media features. Social media features may collect your IP address, which page you are visiting on our Site, and may set a cookie to enable the social media feature to function properly. Social media features may be hosted by a third party or hosted directly on the DMOS Sites. Your interactions with these social media features are governed by the privacy statement of the company providing your internet access.

DMOS may use your information to re-target or re-market to you via advertisements on the Site. DMOS may partner with a third party ad network to manage our advertising on other sites. Our ad network partner may use cookies and Web beacons to collect non-personally identifiable information about activities on the Site and to then provide you with DMOS advertising on other websites.

Cookies, Web Beacons and Trackers: DMOS uses certain technologies to help us provide you with personalized service, and to help make our websites, applications and services perform better for you.

Cookies are small text files sent from the Site and stored on your device. Use of cookies are a necessary and widely accepted technology utilized to improve functionality, performance, user tracking, and personalization. Our Site cookies may be either session or persistent cookies or a combination or both:

1. Session Cookies are temporary cookies that identify and track users within our Site, applications or services which are deleted when you close your browser or leave your session in the application or service.
2. Persistent Cookies are cookies which enable our websites, applications or services to “remember” who you are and to remember your preferences within our Site, applications or services and which will stay on your computer or device after you close your browser or leave your session in the application or service.

DMOS also uses another similar website technology known as web beacons to count users who have visited our Site after clicking through from one of our advertisements on another website or in emails and to collect details of any website services utilized. These web beacons collect limited information which does not identify particular individuals. While it is not possible for you to restrict the use of web beacons, because they are used in conjunction with cookies, you can effectively disable them by setting your browser to restrict or block cookies.

Comments and Feedback: If you send comments regarding this privacy notice, please include a mailing address. Do not send emails with attachments. (Due to concern about computer viruses and the damage they cause, email messages containing attachments will be deleted without opening them.)

Disclaimer: The information provided in this Privacy Notice should not be construed as giving business, legal or other advice, or as guaranteeing the security of information provided through DMOS’s websites.

Updates and Future Changes: This Privacy Notice may be modified or updated at any time by DMOS.

Website End User Notice

The websites of Des Moines Orthopaedic Surgeons, P.C. (“DMOS”) include websites operated by DMOS. This includes our home page and our affiliate sites, such as urgentinjury.com. This end user agreement covers all sites operated or maintained by DMOS for those accessing DMOS websites.

Website access is offered to end users in the United States. Accessing and using the DMOS website establishes the end users agreement to the terms, conditions, and notices and Privacy Policies. DMOS websites and the information housed on the websites are not appropriate to, suitable for, or intended for end users outside the United States. Using the DMOS websites in a location where content housed on the website is prohibited. If an end user accesses the DMOS websites from a prohibited location, end users who choose to access the DMOS websites are solely liable and responsible for compliance with their local laws.

Use of DMOS websites is not permitted in any jurisdiction that does not give weight to all provisions of these terms and conditions listed in this document. End users who do not approve of DMOS Terms and Conditions, DMOS requests that the end user refrain from using the DMOS managed sites.

Changes to Terms: As the property owners, DMOS may change the website, conditions of use and any other notices at any time. End users should check the policies regularly as they are subject to change. Continuing to use the DMOS websites is the agreement between the end user and DMOS that demonstrates the end user agreement to any updated, changed or new terms and conditions.

Expectations of Civility: DMOS expects that end users will use the site in a positive and proactive manner to assist in health related decisions and patient care access. DMOS does not condone defamation of others, patients or competitors. DMOS does not allow posts that are abusive, harassing, or threaten behavior (physically or psychologically). DMOS will not allow or condone abusive, hateful, threatening, deceptive, fraudulent materials or posts on its websites or content. DMOS complies with laws and regulations. End users agree to abide by these standards. If found, DMOS manages, updates or removes content at the sole discretion of DMOS.

Trademarks and Copyright: Trademarks appearing on the website are the property of the respective owners including DMOS. End users may not use DMOS trademarks and are not granted use by these Terms and Conditions.

Personal Information: Some websites include personally identifiable or otherwise sensitive data or information. By accessing and using the DMOS website, end users agree that the end user is an authorized user of the site; the end user agrees to follow any Privacy Policies and terms and conditions posted; end users will manage and keep confidentiality of their own personally identifiable information. End users are reminded to use minimal information required in accordance with the posted Privacy Policy Notice, Terms and Conditions and any other posted notices.

Ownership of Feedback: DMOS does not claim ownership feedback, suggestions or materials submitted through any DMOS website. These are referred to collectively as “Submissions”. However, by posting, uploading, inputting, providing or sending in a Submission an end user grants DMOS personnel and affiliated professionals to use any Submission in association with legitimate interests. This means that Submissions regarding services offered by or received at DMOS may be published, copied, circulated, and/or displayed with the end user name related to the Submission. Once a Submission is received, it becomes usable and the end user no longer

controls access of the Submission. By publishing a submission, the end user allows DMOS to use the name in connection with the Submission. DMOS does not pay for Submissions. DMOS chooses Submissions to post and/or use, when, where and how any Submission an end user provides may be used. End users may request that information be removed, however, the discretion of how Submissions are used lies with DMOS. End users are responsible for the contents of private and public transmitted communications.

Outside Sites: Any information obtained through hyperlinks outside of the DMOS website are separate from DMOS management. DMOS does not claim any ownership or management of content on sites connected through the DMOS websites. DMOS does not approve or condone any outside content that may be updated once published. If there is concern on the content that DMOS is linked to, please contact 515-224-1414 and request to speak to the Marketing Director to alert us to questionable content.

Illegal Access or Use of DMOS Content or Website: As an end user in agreement with the Terms and Conditions of the DMOS website, end users agree to refrain from using the DMOS website for any reason that may be prohibited by law. End users may not use DMOS materials or websites in a way that could disrupt patient care, operations or interfere with patient care. DMOS does not condone behavior that is harmful to others and may damage DMOS reputation or content. DMOS does not condone disclosure of personally identifiable or sensitive information. End users agree not to interfere with DMOS content that may impact others enjoyment of DMOS websites.

Commercial Access to DMOS: End users are not to use materials or information found on DMOS websites for commercial purposes or separate individual gain, such as connecting DMOS to a business not authorized by DMOS.

Indemnification: As an end user, you agree to indemnify (hold harmless) DMOS as an organization, including those related to DMOS such as employees and partner organizations from liabilities, claims, and expenses. This includes attorney's fees that arise from an end user misuse of DMOS websites. DMOS reserves the right to control third parties that is secured against legal liability for one's actions through a third party defense counsel attained by the end user. At that point, the end user agrees to combine forces in asserting any available defenses.

Legal Disclaimer: End users use websites, such as DMOS websites at their own risk. All DMOS website information, communication, materials and shared information about programs, services or items offered by DMOS are in no way medical advice. Medical advice is attained through DMOS patient and provider relationship and this site is not intended to replace the care of an individual. DMOS is not liable for financial or physical damages related to use of DMOS websites. This includes damages caused on any theory of liability, whether strict liability, contractual liability or tort liability (including negligence) that comes from DMOS websites use. End users who do not feel the DMOS website is of benefit or disagree the terms and conditions must stop using the DMOS website, as this is the available remedy to the concern.

DMOS reserves the rights to respond to legal processes of government or the legal system. DMOS may disclose information necessary to satisfy an applicable law, regulation, legal process or governmental request. DMOS reserves the right to edit, refuse input on changes to the website, and remove information or materials at DMOS sole discretion. This includes end user access to the websites operated by DMOS with or without notice. Nothing in this agreement is in an exemption from or relaxation of a rule or law of DMOS's right to comply with any government agency, court and/or law enforcement requests related to the end user use of DMOS website information that is gathered by DMOS during use.

To the maximum extent acceptable by law, these Terms and Conditions, including any posted privacy policies, are administered under State of Iowa law. Should remedy be required in court, the end user consents to the exclusive jurisdiction and venue of courts in Dallas County, Iowa, U.S.A. for disputes relating to the use of DMOS websites.

By accessing the website, end users agree that no joint venture, partnership, employment, or agency relationship exists between the end user and DMOS Ortho as a result of the agreement of the terms and conditions when using the DMOS websites.

Unless otherwise specified herein, these terms and conditions and the posted privacy policies establish the agreement between the end user and DMOS relating to websites. This agreement supersedes prior agreements or concurrent electronic, oral or written communications between the end user and DMOS about the DMOS websites.

Any notice of these terms and conditions may be used in a printed format or in electronic format. Either will be admissible in legal or administrative proceedings when referring to the terms and conditions just like any other business document or records which have been in printed form. DMOS may assign these terms and conditions at any time as part of a sale to, merger with, or other transfer to another owner or partner firm.

Discrimination Reporting

Des Moines Orthopaedic Surgeons, P.C. (DMOS) is in full compliance with Federal and State civil rights laws. DMOS does not discriminate in employment or treatment on the basis of race, age, disability, sex, marital status, gender or national origin. DMOS provides an inclusive atmosphere free of exclusion based on these characteristics.

DMOS provides services to people with disabilities and those who are not able to communicate effectively with a medical provider. This includes qualified professional interpreters for sign language and non-English languages as required by law.

If a party suspects that DMOS has failed to provide the above services or believes that a patient has been discriminated on the basis of race, age, disability, sex, marital status, gender or national origin, please contact our Compliance Officer to start a grievance procedure. Impacted parties may send a letter by mail, by appointment, or in writing through email.

Impacted parties or those interested in filing a grievance should provide a name and a strong method for contact. This may be a mailing address, email address and/or best phone number. In order to receive the best possible service, please make sure the impacted party is identified so that the Compliance Office is able to research the case post haste.

Des Moines Orthopaedic Surgeons, P.C. (DMOS)
c/o Renee Pile, Director of Compliance and Employment
6001 Westown Parkway
West Des Moines, Iowa 50266
Office Direct Line: 515-224-5202
Email: rpile@dmos.com

Impacted parties may also chose to file a civil rights compliant with the U.S. Department of Health and Human Services (H.H.S.), Office for Civil Rights, through the following methods:

- File a complaint on the OCR website:
- <https://ocrportal.hhs.gov/ocr/smartscreen/main.jsf>
- By Mail: U.S. Department of Health and Human Services 200 Independence Avenue, SW Room 509F, HHH Building Washington, D.C. 20201
- By phone: 1-800-368-1019, 800-537-7697 (TDD)
- Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.htm>

Supplemental CA Privacy Notice

Des Moines Orthopaedic Surgeons, P.C. (DMOS) provides this Privacy Notice for California Residents (this “California Notice”) to supplement the information and disclosures contained in our Website Privacy Policy. This California Notice applies to all customers, website visitors, and others who reside in the State of California. We adopt this California Notice to comply with the California Consumer Privacy Act of 2018 (“CCPA”), which is effective January 1, 2020. Any terms defined in the CCPA have the same meaning when used in this California Notice.

California residents have the right to request that a business disclose what personal information it collects, uses, discloses, and sells. The CCPA allows California residents to request that a business that collects consumers’ personal information disclose to consumers the categories of personal information that the business collects from consumers, the business or commercial purposes for collecting the information, and the categories of third parties with which the information is shared. California residents also have the right to submit a “Verifiable Consumer Request” to a business to request access in a portable and readily usable form (if technologically feasible) to the specific pieces and categories of personal information that the business has collected about the consumer, and to request the deletion of information under certain circumstances. Consumers have the right not to receive discriminatory treatment by a business for the exercise of the privacy rights conferred by the CCPA.

Please note that the California Consumer Privacy Act (CCPA), creates an exemption designed around the federal Health Insurance Portability and Accountability Act (HIPAA). That exemption is codified at section 1798.145(c)(1) of the California Civil Code. HIPAA exemption will cover only the PHI and patient information of HIPAA-regulated organizations, such as DMOS. DMOS has designed privacy policies and practices accordingly.

Sale of Personal Information: We do not sell your personal information to third parties.

Collection of Personal Information: We collect personal information about consumers and allow third parties to collect personal information on our behalf. In the last twelve months, we have collected the following categories of personal information for the business purpose(s) identified below (some categories may overlap):

| Category of Information | Collected? | Business Purpose(s) for Use |
|--|------------|--|
| Identifiers such as a real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, social security number, driver's license number, passport number, or other similar identifiers. | Yes | <ul style="list-style-type: none"> To comply with legal obligations To maintain an ongoing business relationship with you To verify your identity To provide goods and services to you To market our and our affiliates' goods and services to you To improve our internal processes and the services we offer |
| Any categories of personal information described in subdivision (e) of Section 1798.80 (the California Customer Records statute). | Yes | <ul style="list-style-type: none"> To comply with legal obligations To maintain an ongoing business relationship with you To verify your identity To provide goods and services to you To market our and our affiliates' goods and services to you To improve our internal processes and the services we offer |
| Characteristics of protected classifications under California or federal law. | No | We do not collect this information. This type of information may be received incidental to other information you provide to us for business purposes, such as when you provide a copy of a drivers' license. However, we do not use this information. |
| Commercial information, including records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies. | Yes | <ul style="list-style-type: none"> To provide goods and services to you To market our and our affiliates' goods and services to you To improve our internal processes and the services we offer |
| Biometric information. | Yes | <ul style="list-style-type: none"> To comply with legal obligations To maintain an ongoing business relationship with you To verify your identity To provide goods and services to you To improve our internal processes and the services we offer |
| Internet or other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding a consumer's interaction with an Internet Web site, application, or advertisement. | No | We do not collect this information. |
| Geolocation data. | No | We do not collect this information. |
| Audio, electronic, visual, thermal, olfactory, or similar information. | Yes | <p>Our ignition devices may record this type of information. This information may be collected and used for the following business reasons:</p> <ul style="list-style-type: none"> To comply with legal obligations To maintain an ongoing business relationship with you To provide goods and services to you To improve our internal processes and the services we offer |
| Professional or employment-related information. | Yes | <ul style="list-style-type: none"> To comply with legal obligations To maintain an ongoing business relationship with you To verify your identity To provide goods and services to you To improve our internal processes and the services we offer |

| Category of Information | Collected? | Business Purpose(s) for Use |
|--|------------|---|
| Education information, defined as information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. section 1232g, 34 C.F.R. Part 99). | Yes | <ul style="list-style-type: none"> To comply with legal obligations To maintain an ongoing business relationship with you To verify your identity To provide goods and services to you To improve our internal processes and the services we offer |
| Inferences drawn from any of the information identified in this subdivision to create a profile about a consumer reflecting the consumer's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes. | Yes | <ul style="list-style-type: none"> To provide goods and services to you To market our and our affiliates' goods and services to you To improve our internal processes and the services we offer |

Sharing of Personal Information: In the last twelve months, we have shared the following categories of personal information with the following categories of third parties (some categories may overlap):

| Category of Information | Shared? | Categories of Third Parties |
|--|---------|---|
| Identifiers such as a real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, social security number, driver's license number, passport number, or other similar identifiers. | Yes | <ul style="list-style-type: none"> Service Centers Probation Officers Monitoring Authorities The State of California Courts Parties that you authorize Our affiliate companies, including Breathe Easy Insurance and DUI.org Payment processors Debt collectors Other service providers to assist us with our business operations, including shipping companies, auditors, and marketing, advertising, and communications service providers As part of a legal process |
| Any categories of personal information described in subdivision (e) of Section 1798.80 (the California Customer Records statute). | Yes | <ul style="list-style-type: none"> Service Centers Probation Officers Monitoring Authorities The State of California Courts Parties that you authorize Our affiliate companies, including Breathe Easy Insurance and DUI.org Payment processors Debt collectors Other service providers to assist us with our business operations, including shipping companies, auditors, and marketing, advertising, and communications service providers As part of a legal process |

| Category of Information | Shared? | Categories of Third Parties |
|--|---------|---|
| Characteristics of protected classifications under California or federal law. | No | We do not collect this information. This type of information may be received incidental to other information you provide to us for business purposes, such as when you provide a copy of a drivers' license. However, we do not use this information. |
| Commercial information, including records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies. | Yes | <ul style="list-style-type: none"> Parties that you authorize Our affiliate companies, including Breathe Easy Insurance and DUI.org Other service providers to assist us with our business operations, including shipping companies, auditors, and marketing, advertising, and communications service providers |
| Biometric information. | Yes | <ul style="list-style-type: none"> Service Centers Probation Officers Monitoring Authorities The State of California Courts Parties that you authorize As part of a legal process |
| Internet or other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding a consumer's interaction with an Internet Web site, application, or advertisement. | Yes | We do not collect this information. |
| Geolocation data. | No | We do not collect this information. |
| Audio, electronic, visual, thermal, olfactory, or similar information. | Yes | <ul style="list-style-type: none"> Service Centers Probation Officers Monitoring Authorities The State of California Courts Parties that you authorize As part of a legal process |
| Professional or employment-related information. | Yes | <ul style="list-style-type: none"> To comply with legal obligations To maintain an ongoing business relationship with you To verify your identity To provide goods and services to you To improve our internal processes and the services we offer |
| Education information, defined as information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. section 1232g, 34 C.F.R. Part 99). | Yes | <ul style="list-style-type: none"> Our affiliate companies, including Breathe Easy Insurance and DUI.org Payment processors Debt collectors Other service providers to assist us with our business operations, including shipping companies, auditors, and marketing, advertising, and communications service providers |
| Inferences drawn from any of the information identified in this subdivision to create a profile about a consumer reflecting the consumer's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes. | Yes | <ul style="list-style-type: none"> Our affiliate companies, including Breathe Easy Insurance and DUI.org Other service providers to assist us with our business operations, including shipping companies, auditors, and marketing, advertising, and communications service providers |

RIGHT TO KNOW REQUESTS: If you are a California resident, you have the right to request that we disclose to you:

- (1) The categories of personal information we have collected about you,
- (2) The categories of sources from which the personal information is collected,
- (3) The business or commercial purpose for collecting personal information,
- (4) The categories of third parties with whom we share personal information, and
- (5) The specific pieces of personal information we have collected about you.

To submit a request, please review **“How to Submit a Request”** below.

Deletion Requests: If you are a California resident, you have the right to request the deletion of your personal information. We may claim legal exemptions for deletion of certain types of personal information pursuant to various CCPA exemptions. To submit a request, please review **“How to Submit a Request”** below.

How to Submit a Request: To submit a request under the CCPA, please contact us humanresources@dmos.com or call our toll-free number: 1-800-245-6129.

If you have questions or concerns about our privacy policies and practices, you can contact us humanresources@dmos.com or call our toll-free number: 1-800-245-6129.

Verification Process: In order to process your request, we will need to verify your identity. A consumer can designate an authorized agent to make a request under the CCPA on the consumer’s behalf. If you are a California resident who would like to designate an authorized agent to make a request under the CCPA on your behalf, you can contact us humanresources@dmos.com or call our toll-free number: 1-800-245-6129.

Notice to Patients: ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call (515) 224-1414.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al (515) 224-1414.

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(515)224-1414。

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số (515) 224-1414.
OBAVJEŠTENJE: Ako govorite srpskohrvatski, usluge jezičke pomoći dostupne su vam besplatno. Nazovite (515) 224-1414.

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: (515) 224-1414.

ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। (515) 224-1414.

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. (515) 224-1414.

ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le (515) 224-1414.

Wann du [Deitsch (Pennsylvania German / Dutch)] schwetzsch, kannscht du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: Call (515) 224-1414.

PAKDAAR: Nu saritaem ti Ilocano, ti serbisyo para ti baddang ti lengguahe nga awanan bayadna, ket sidadaan para kenyam. Awagan ti (515) 224-1414.

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa (515) 224-1414.

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните (515) 224-1414