**Notice Regarding Nondiscrimination and Accessibility Requirements**

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

First Resources Corp

* Provides people with disabilities reasonable modifications and free appropriate auxiliary aides and services to communicate effective with us, such as:
	+ Qualified sign language interpreters
	+ Written information in other formats (large print, audio, accessible electronic formats, etc.)
* 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 aides and services, or language assistance services, contact Stephanie Gehlhaar, Director of Compliance at 641-954-7967.

If you believe that First Resources Corp has failed to provide these services or discriminated in another way based on race, color, national origin, age, disability, or sex, you can file a grievance with

Stephanie Gehlhaar, Director of Compliance

First Resources Corp

710 Gateway Dr Ottumwa, IA 52501

Phone: 641-954-7697

Fax: 641-684-4223

Email: sgehlhaar@firstresources.us

Your grievance can be filed in person, by mail, by fax or email. If you need help in filing the grievance, Stephanie Gehlhaar, Director of Compliance, 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 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

800-537-7967 (TDD)

Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>

This notice is available at the First Resource’s Corp website [www.firstresources.us](http://www.firstresources.us)