

Notice of Nondiscrimination and Accessibility Services

WEC Energy Group, Inc. (the "Company") complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. The Company does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

The Company provides the following services free of charge to qualifying individuals:

- Aids and services to people with disabilities to communicate effectively with us, such as:
 - Qualified sign language interpreters; and
 - Written information in other formats (large print, audio, accessible electronic formats, other formats).
- Language services to people whose primary language is not English, such as:
 - Qualified interpreters; and
 - Information written in other languages.

If you need these services, contact the Company's Employee Benefits Committee, which serves as its Civil Rights Coordinator, at 414-221-2800. If you believe that the Company has failed to provide these services or discriminated against you because of your sex, age, race, color, disability or national origin, you can send a complaint to:

Employee Benefits Committee
WEC Energy Group, Inc.
231 West Michigan Street
Milwaukee, WI 53203

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>.

[Español (Spanish)]

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-414-221-2800).

Polski (Polish)

UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-414-221-2800.

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 1-414-221-2800。

العربية (Arabic)

ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1-414-221-2345 (رقم هاتف الصم والبكم: 1-

(Korean)

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-414-221-2800 번으로 전화해 주십시오.

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 1-414-221-2800.

Русский (Russian)

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-414-221-2800.

Tagalog (Tagalog – Filipino)

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-414-221-2800.

Hmoob (Hmong)

LUS CEEV: Yog tias koj hais lus Hmoob, cov kev pab txog lus, muaj kev pab dawb rau koj. Hu rau 1-414-221-2800.

Oromo (Cushite)

XIYYEEFFANNAA: Afaan dubbattu Oroomiffa, tajaajila gargaarsa afaanii, kanfaltiidhaan ala, ni argama. Bilbilaa 1-414-221-2800.

Deutsch (German)

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-414-221-2800.

Gujarati

સુચના: જો તમે ગુજરાતી બોલતા હો, તો નિ:શુલ્ક ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. ફોન કરો 1-414-221-2800.

Italiano (Italian)

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-414-221-2800.

أردو (Urdu)

خبردار: اگر آپ اردو بولتے ہیں، تو آپ کو زبان کی مدد کی خدمات مفت میں دستیاب ہیں۔ کال کریں 1-414-221-2800۔

Assyrian (Syriac)

ܡܠܚܘܙܬܐ: ܐܝܢܐ ܕܥܡܪܝܢ ܝܬܘܢܝܐ ܡܠܚܘܙܬܐ ܠܥܝܢܐ ܕܡܝܢ ܗܝܠܐ ܡܝܬܠܐ ܡܢ ܨܘܢܐ ܕܝܢܝܢܐ ܕܥܡܪܝܢܐ ܕܝܢܝܢܐ. ܝܬܘܢܝܐ ܡܠܚܘܙܬܐ ܕܥܡܪܝܢܐ ܕܝܢܝܢܐ ܕܥܡܪܝܢܐ ܕܝܢܝܢܐ. ܝܬܘܢܝܐ ܡܠܚܘܙܬܐ ܕܥܡܪܝܢܐ ܕܝܢܝܢܐ ܕܥܡܪܝܢܐ ܕܝܢܝܢܐ. 1-414-221-2800- ܝܬܘܢܝܐ ܡܠܚܘܙܬܐ ܕܥܡܪܝܢܐ ܕܝܢܝܢܐ ܕܥܡܪܝܢܐ ܕܝܢܝܢܐ.