Summary Table		
Criteria	**Supporting Features**	**Remarks and explanations**
Section 1194.21 Software Applications and Operating Systems	Supports	See Below.
Section 1194.22 Web-based internet information and applications	Supports	See Below.
Section 1194.23 Telecommunications Products	Not Applicable	No Comments.
Section 1194.24 Video and Multi-media Products	Not Applicable	No Comments.
Section 1194.25 Self-Contained, Closed Products	Not Applicable	No Comments.
Section 1194.26 Desktop and Portable Computers	Not Applicable	No Comments.
** Section 1194.31 Functional Performance Criteria	Supports	See Below.
** Section 1194.41 Information, documentation, and support.	Supports	See Below.

Section 1194.21 Software Applications and Operating Systems
Refer to (http://www.access-board.gov/sec508/guide/1194.21.htm) for details on the guidelines listed below.

Criteria	Supporting Features	Remarks and explanations
(a) When software is designed to run on a system that has a keyboard, product functions shall be executable from a keyboard where the function itself or the result of performing a function can be discerned textually.	Supports	Our application supports standard browser, key-based navigation. Supporting features: Our web-based management tool and flash-based training have been developed to support keyboard-based navigation.
(b) Applications shall not disrupt or disable activated features of other products that are identified as accessibility features, where those features are developed and documented according to industry standards. Applications also shall not disrupt or disable activated features of any operating system that are identified as accessibility features where the application programming interface for those accessibility features has been documented by the manufacturer of the operating system and is available to the product developer.	Supports	Our application is a browser-based application that does not require any changes to the operating system, so that any accessibility features would not be disrupted or disabled by using our browser-based application.
(c) A well-defined on-screen indication of the current focus shall be provided that moves among interactive interface elements as the input focus changes. The focus shall be programmatically exposed so that Assistive Technology can track focus and focus changes.	Supports	Our application supports standard browser, key-based navigation. The focus moves with key selection. The visual indication from the focus is provided when navigating.
(d) Sufficient information about a user interface element including the identity, operation and state of the element shall be available to Assistive Technology. When an	Supports	We use standard HTML checkboxes, buttons, menus, etc. in the visual representation

image represents a program element, the information conveyed by the image must also be available in text.		provided by the browser for these elements. The images in our application include alt attributes to describe the image textually.
(e) When bitmap images are used to identify controls, status indicators, or other programmatic elements, the meaning assigned to those images shall be consistent throughout an application's performance.	Supports	Our visual controls and status indicators are consistent throughout the application.
(f) Textual information shall be provided through operating system functions for displaying text. The minimum information that shall be made available is text content, text input caret location, and text attributes.	Supports	Our application is browser based and uses the underlining fonts and text implementation from the browser.
(g) Applications shall not override user selected contrast and color selections and other individual display attributes.	Supports	Our application does not interfere with contracts and color selections in the individual display.
(h) When animation is displayed, the information shall be displayable in at least one non-animated presentation mode at the option of the user.	Supports	None of our screens are based solely on animation but also include audio, text and static graphics such as photographs. Animations are not required to communicate the necessary information.
(i) Color coding shall not be used as the only means of conveying information, indicating an action, prompting a response, or distinguishing a visual element.	Supports	No information is conveyed solely relying on color coding. Text is always included.
(j) When a product permits a user to adjust color and contrast settings, a variety of color selections capable of producing a range of contrast levels shall be provided.	Not Applicable	No Comments.
(k) Software shall not use flashing or blinking text, objects, or other elements having a flash or blink frequency greater than 2 Hz and lower than 55 Hz.	Supports	No flashing or blinking text, objects, or other elements having a flash or blink frequency greater than 2 Hz and lower than 55 Hz.
(l) When electronic forms are used, the form shall allow people using Assistive Technology to access the information, field elements, and functionality required for completion and submission of the form, including all directions and cues.	Supports	Electronic forms utilize HTML labels.

Section 1194.22 Web-based Internet information and applications		
* *Refer to (http://www.access-board.gov/sec508/guide/1194.22.htm) for details on the guidelines listed below.*		
Criteria	**Supporting Features**	**Remarks and explanations**
(a) A text equivalent for every non-text element shall be provided (e.g., via "alt", "longdesc", or in element content).	Supports	The images in our application include alt attributes to describe the image textually.
(b) Equivalent alternatives for any multimedia presentation shall be synchronized with the presentation.	Supports	Multi-Media features are not required to complete the user task. Text, audio and graphics are provided along with and synchronized with the presentation.
(c) Web pages shall be designed so that all information conveyed with color is also available without color, for example from context or markup.	Supports	No information is conveyed solely relying on color coding. Text is always included.
(d) Documents shall be organized so they are readable without requiring an associated style sheet.	Supports	All pages within our application are readable and usable without an associated style sheet.
(e) Redundant text links shall be provided for each active region of a server-side image map.	Supports	Our applications do not include server-side image maps.
(f) Client-side image maps shall be provided instead of server-side image maps except where the regions cannot be defined with an available geometric shape.	Supports	Our applications do not include server-side image maps. In a few cases we have client-side image maps and the map areas include "alt" text.
(g) Row and column headers shall be identified for data tables.	Supports	HTML tables include row and column headers as appropriate.
(h) Markup shall be used to associate data cells and header cells for data tables that have two or more logical levels of row or column headers.	Not Applicable	Our application does not include any instances of tables with 2 or more levels of headers.
(i) Frames shall be titled with text that facilitates frame identification and navigation	Not Applicable	Our application does not use frames.
(j) Pages shall be designed to avoid causing the screen to flicker with a frequency greater than 2 Hz and lower than 55 Hz.	Not Applicable	Our application does not include flashing or flickering elements.
(k) A text-only page, with equivalent information or functionality, shall be provided to make a web site comply with the provisions of this part, when compliance cannot be accomplished in any other way. The content of the text-only page shall be updated whenever the primary page changes.	Not Applicable	We believe we are fully compliant with all other above-mentioned criteria. If something is found not to be compliant, we can create a text-only page.

(l) When pages utilize scripting languages to display content, or to create interface elements, the information provided by the script shall be identified with functional text that can be read by Assistive Technology.	Supports	All web page scripts provide Functional text/HTML.
(m) When a web page requires that an applet, plug-in or other application be present on the client system to interpret page content, the page must provide a link to a plug-in or applet that complies with 1194.21(a) through (l).	Supports	Web pages that require flash will display a link to download the application if it is not installed on the user's computer.
(n) When electronic forms are designed to be completed on-line, the form shall allow people using Assistive Technology to access the information, field elements, and functionality required for completion and submission of the form, including all directions and cues.	Supports	Electronic forms utilize HTML labels.
(o) A method shall be provided that permits users to skip repetitive navigation links.	Supports	Repetitive navigation links are minimal. We can collaborate to identify areas requiring repetitive navigation removal.
(p) When a timed response is required, the user shall be alerted and given sufficient time to indicate more time is required.	Not Applicable	In general, we do not have time-sensitive tasks in the application and our session timeout is longer than average.

Note to 1194.22: The Board interprets paragraphs (a) through (k) of this section as consistent with the following priority 1 Checkpoints of the Web Content Accessibility Guidelines 1.0 (WCAG 1.0) (May 5 1999) published by the Web Accessibility Initiative of the World Wide Web Consortium: Paragraph (a) - 1.1, (b) - 1.4, (c) - 2.1, (d) - 6.1, (e) - 1.2, (f) - 9.1, (g) - 5.1, (h) - 5.2, (i) - 12.1, (j) - 7.1, (k) - 11.4.

Section 1194.31 Functional Performance Criteria		
Criteria	**Supporting Features**	**Remarks and explanations**
(a) At least one mode of operation and information retrieval that does not require user vision shall be provided, or support for Assistive Technology used by people who are blind or visually impaired shall be provided.	Supports	Our application supports Assistive Technology throughout our website and Audio in our training.
(b) At least one mode of operation and information retrieval that does not require visual acuity greater than 20/70 shall be provided in audio and enlarged print output working together or independently, or support for Assistive Technology used by people who are visually impaired shall be provided.	Supports	In addition to Assistive Technology and audio, our application supports the use of browser zooming and large fonts.
(c) At least one mode of operation and information retrieval that does not require user hearing shall be provided, or support for Assistive Technology used by people who are deaf or hard of hearing shall be provided	Supports	The application is 100% usable without audio. All user tasks can be completed visually using text and graphics.
(d) Where audio information is important for the use of a product, at least one mode of operation and information retrieval shall be provided in an enhanced auditory fashion, or support for assistive hearing devices shall be provided.	Supports	The web-based management application does not require audio. The online training audio enhances the user experience but audio is not required for training.
(e) At least one mode of operation and information retrieval that does not require user speech shall be provided, or support for Assistive Technology used by people with disabilities shall be provided.	Not Applicable	No functions require user speech.
(f) At least one mode of operation and information retrieval that does not require fine motor control or simultaneous actions and that is operable with limited reach and strength shall be provided.	Supports	No user tasks require fine motor control or simultaneous actions.

Section 1194.41 Information, documentation, and support.		
Criteria	**Supporting Features**	**Remarks and explanations**
(a) Product support documentation provided to end-users shall be made available in alternate formats upon request, at no additional charge.	Supports	Alternative product support documentation formats and will be made available upon request at no additional charge.
(b) End-users shall have access to a description of the accessibility and compatibility features of products in alternate formats or alternate methods upon request, at no additional charge.	Supports	End-users will have access to a description of the accessibility and compatibility features of products in alternate formats or alternate methods upon request, at no additional charge.
(c) Support services for products shall accommodate the communication needs of end-users with disabilities.	Supports	Support services for products will accommodate the communication needs of end-users with disabilities.