

ADA Compliance Statement

We are committed to making our website accessible to all users, including those with disabilities. Our goal is to provide an accessible website that conforms to Section 508 Guidelines and the World Wide Web Consortium's Accessibility Guidelines (WCAG) 2.0 Level AA. Some current content may not be in compliance, and some content may meet only the minimum required compliance standards. This will be resolved in the future as we continue our efforts to monitor and maintain acceptable compliance levels. While every effort will be made, it is understood that creating accessible formats for some documentation and certain graphical renderings maintained by us may be technologically unfeasible or impractical.

We continue to make every effort to test the website and to remove barriers that prevent persons with disabilities from interacting with or accessing information made available on our website. If we become aware of content that does not conform to the WCAG 2.0 Level AA standards, we will make reasonable, good faith efforts to make the content conform to the standards. We cannot control or correct problems with third-party sites, but please let us know if you encounter difficulty with any of the sites we may link to so we can pass the information along to the owners of those websites. You may also want to address your concerns directly to these third parties.

The Web Content Accessibility Guidelines (WCAG) defines requirements for web designers and developers to improve accessibility for people with disabilities. It defines three levels of conformance: Level A, Level AA, and Level AAA. To the best of our understanding, this site should be conformant with WCAG 2.1 level AA.

While this policy does provide the standard for individuals with disabilities to access Web-based information, this policy cannot anticipate every accessibility need, due to known limitations of existing technology. There may be other circumstances, independent of technology that may limit the accessibility of this website.

Adobe Acrobat is required to view and print PDF documents that may appear on this website. Download the latest free version of Adobe Reader to improve the viewing of these files. We are currently working on our processes to ensure all PDFs are accessible.

We recognize that accessibility and usability are not always possible in every area of the website, or for those visitors using assistive technologies and devices. We conduct accessibility reviews of our website and remediate issues uncovered by these audits. Please be aware that our efforts are ongoing.

While we strive to adhere to the accepted guidelines and standards for accessibility and usability, it is not always possible to do so in all areas of the website, particularly as it relates to content by third parties. We are not responsible for ensuring that third-party content, software/tools, widgets, Add-ins, APIs, etc., which are not owned by us but are otherwise located on or linked to other websites, conform to WCAG 2.0 Level AA, and we shall not be liable if they are inaccessible to individuals with disabilities.

Accessibility Assistance

We are committed to ensuring digital accessibility for people with disabilities, and continually improve the user experience for everyone by applying the relevant accessibility standards. We welcome your feedback on the accessibility of this site. If you have specific questions or feedback about this site's accessibility or need assistance using specific features, please contact us. If you have found an inaccessible area on the site, please specify the web page or element and provide any other relevant information to help us locate the problem. In the event a page cannot be made accessible, we will work with you to make a text version of the content available. Please contact us via telephone or email to request a specific electronic format. Additionally, please provide us with your contact information, the format you require, the web page address, and the location of the content. We welcome your questions about this accessibility statement and comments on how to improve our website's accessibility.

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We try to respond to feedback within five (5) business days. This

statement was approved on April 22, 2022.