



UKG InTouch DX Voluntary Product Accessibility Template (VPAT)

July 2021



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The source code for Equinox is available for free download at www.eclipse.org.

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UKG Accessibility Conformance Report

Revised Section 508 Edition

(Based on VPAT® Version 2.4)

Name of Product/Version: UKG InTouch DX™; UKG InTouch DX Timeclock™

Report Date: July 2021

Product Description: UKG InTouch DX™ Timeclock

Contact Information: aaccessibility@ukg.com

Evaluation Methods Used: Testing is based on general product knowledge.

Applicable Standards/Guidelines

This report covers the degree of conformance for the following accessibility standard/guidelines:

Standard/Guideline	Included in Report
Web Content Accessibility Guidelines 2.0	Level A – Yes Level AA – Yes Level AAA – No
Revised Section 508 standards published January 18, 2017, and corrected January 22, 2018	Yes

Terms

The terms used in the Conformance Level information are defined as follows:

- **Supports:** The functionality of the product has at least one method that meets the criterion without known defects or meets with equivalent facilitation.
- **Partially Supports:** Some functionality of the product does not meet the criterion.
- **Does Not Support:** The majority of product functionality does not meet the criterion.
- **Not Applicable:** The criterion is not relevant to the product.

WCAG 2.x Report

Success Criteria, Level A and Success Criteria, Level AA also document conformance with Revised Section 508:

- Chapter 5 – 501.1 Scope, 504.2 Content Creation or Editing
- Chapter 6 – 602.3 Electronic Support Documentation

Note: When reporting on conformance with the WCAG 2.0 Success Criteria, they are scoped for full pages, complete processes, and accessibility-supported ways of using technology as documented in the [WCAG 2.0 Conformance Requirements](#).

Success Criteria, Level A

Notes: This table reports on the software that is built into UKG InTouch DX™.

Criteria	Conformance Level	Remarks and Explanations
<p><u>1.1.1 Non-text Content</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Does Not Support	Some commonly used icons, home, transfer, punch, tips, etc. do not have visible text.
<p><u>1.2.1 Audio-only and Video-only (Prerecorded)</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	No media is provided, by default. Customer may add media but is responsible for providing open captions and/or audio description.
<p><u>1.2.2 Captions (Prerecorded)</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	No media is provided, by default. Customer may add media but is responsible for providing open captions and/or audio description.
<p><u>1.2.3 Audio Description or Media Alternative (Prerecorded)</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	There is no prerecorded content provided, by default. Customer may add media but is responsible for providing open captions and/or audio description.

Success Criteria, Level A (cont'd)

Criteria	Conformance Level	Remarks and Explanations
<p><u>1.3.1 Info and Relationships</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Does Not Support	Interface components are not programmatically determinable.
<p><u>1.3.2 Meaningful Sequence</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Does Not Support	Reading sequence cannot be determined programmatically.
<p><u>1.3.3 Sensory Characteristics</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	No interface components rely on sensory characteristics alone.
<p><u>1.4.1 Use of Color</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Partially Supports	Color is used to indicate the current date in the calendar. Other options provide color, icon, and audible feedback.

Success Criteria, Level A (cont'd)

Criteria	Conformance Level	Remarks and Explanations
<p><u>1.4.2 Audio Control</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	No audio plays automatically, by default.
<p><u>2.1.1 Keyboard</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	The interface requires some touch-only interaction, but many functions can be accessed via keyboard.
<p><u>2.1.2 No Keyboard Trap</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	There is no keyboard trap.
<p><u>2.2.1 Timing Adjustable</u> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Does Not Support	The user can neither adjust time nor request additional time to complete a task.

Success Criteria, Level A (cont'd)

Criteria	Conformance Level	Remarks and Explanations
<p>2.2.2 Pause, Stop, Hide (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	There is no moving content, by default.
<p>2.3.1 Three Flashes or Below Threshold (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	Any flashes occur only once.
<p>2.4.1 Bypass Blocks (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs 	Does Not Apply	Non-web software.
<p>2.4.2 Page Titled (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Partially Supports	Not all screens have a title.

Success Criteria, Level A (cont'd)

Criteria	Conformance Level	Remarks and Explanations
<p>2.4.3 Focus Order (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	There is no concept of focus order since the interface is driven via touch only or submission of a sequential operation via keyboard.
<p>2.4.4 Link Purpose (In Context) (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Partially Supports	Not all screens have a title.
<p>3.1.1 Language of Page (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Partially Supports	The language is user selectable but is not programmatically determinable.
<p>3.2.1 On Focus (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	The currently selected option is indicated visually.

Success Criteria, Level A (cont'd)

Criteria	Conformance Level	Remarks and Explanations
<p>3.2.2 On Input (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	Navigation to new screens is expected when the user selects an option.
<p>3.3.1 Error Identification (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	Errors are indicated using color, audible notification, and visible text.
<p>3.3.2 Label or Instructions (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	Fields that require keyboard input have a label.

Success Criteria, Level A (cont'd)

Criteria	Conformance Level	Remarks and Explanations
<p>4.1.1 Parsing (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none">• 501 (Web) (Software)• 504.2 (Authoring Tool)• 602.3 (Support Docs)	Supports	Software is not implemented using markup language.
<p>4.1.2 Name, Role, Value (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none">• 501 (Web) (Software)• 504.2 (Authoring Tool)• 602.3 (Support Docs)	Does Not Support	Controls cannot be programmatically determined.

Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p><u>1.2.4 Captions (Live)</u> (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	No live media.
<p><u>1.2.5 Audio Description (Prerecorded)</u> (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	No media is provided, by default. Customer may add media but is responsible for providing open captions and/or audio description.
<p><u>1.4.3 Contrast (Minimum)</u> (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	Minimum contrast ratios are met.
<p><u>1.4.4 Resize Text</u> (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Does Not Support	There is no user mechanism to resize text.

Success Criteria, Level AA (cont'd)

Criteria	Conformance Level	Remarks and Explanations
<p>1.4.5 Images of Text (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	There are no images of text.
<p>2.4.5 Multiple Ways (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs 	Does Not Apply	Non-web software.
<p>2.4.6 Headings and Label (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Partially Supports	Screens that require input in addition to a single action have a heading. Screens with limited functionality, such as punch, may not have a title/heading.
<p>2.4.7 Focus Visible (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	Focus is visible on fields when inputting text or making a selection.

Success Criteria, Level AA (cont'd)

Criteria	Conformance Level	Remarks and Explanations
<p>3.1.2 Language of Parts (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	There are no language changes within the interface.
<p>3.2.3 Consistent Navigation (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs 	Does Not Apply	Non-web software.
<p>3.2.4 Consistent Identification (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs 	Does Not Apply	Non-web software.
<p>3.3.3 Error Suggestion (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web) (Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	Information and suggestions for correction are provided via the error messages.

Success Criteria, Level AA (cont'd)

Criteria	Conformance Level	Remarks and Explanations
<p>3.3.4 Error Preventional (Legal, Financial, Data) (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none">• 501 (Web) (Software)• 504.2 (Authoring Tool)• 602.3 (Support Docs)	Supports	No legal or financial data transactions.

Revised Section 508 Report

Notes:

Chapter 3: Functional Performance Criteria (FPC)

Notes:

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Partially Supports	User can perform some functions such as punch via an alternative device such as swipe or proximity card.
302.2 With Limited Vision	Partially Supports	Contrast requirements are met but there is no option to magnify the screen.
302.3 Without Perception of Color	Partially Supports	The current date on a calendar view is indicated via color alone.
302.4 Without Hearing	Supports	There is no information presented via audio only. Customers may upload audio-only video.
302.5 With Limited Hearing	Supports	No information is presented via audio only. Customers may upload audio-only video.
302.6 Without Speech	Supports	There is no requirement for speech input.

Chapter 3: Functional Performance Criteria (FPC) (cont'd)

Criteria	Conformance Level	Remarks and Explanations
302.7 With Limited Manipulation	Supports	Touch and keyboard input is required, but gestures are basic tap and swipe and keyboard usage. User can also complete some basic operations like punch via physical swipe or proximity card.
302.8 With Limited Reach and Strength	Supports	Must be installed via the specifications provided in the documentation.
302.9 With Limited Language, Cognitive, and Learning Abilities	Supports	Interface contains just basic functions. No large blocks of text or complicated instructions are provided.

Chapter 4: Hardware

Criteria	Conformance Level	Remarks and Explanations
<u>402 Closed Functionality</u>	Heading cell – no response required	Heading cell – no response required
402.1 General	Heading cell – no response required	Heading cell – no response required
402.2 Speech-Output Enabled	Heading cell – no response required	Heading cell – no response required
402.2.1 Information Displayed On Screen	Does Not Support	Speech output not supported.
402.2.2 Transactional Outputs	Does Not Support	
402.2.3 Speech Delivery Type and Coordination	Does Not Support	
402.2.4 User Control	Does Not Support	
402.2.5 Braille Instructions	Does Not Support	
402.3 Volume	Heading cell – no response required	Heading cell – no response required
402.3.1 Private Listening	Does Not Support	Private listening not available.
402.3.2 Non-private Listening	Does Not Support	No volume adjustment.
402.4 Characters on Display Screens	Supports	Characters meet minimum height requirements. Characters contrast with their background.
402.5 Characters on Variable Message Signs	Not Applicable	

Chapter 4: Hardware (cont'd)

Criteria	Conformance Level	Remarks and Explanations
<u>403 Biometrics</u>	Heading cell – no response required	Heading cell – no response required
403.1 General	Supports	Can use swipe or proximity card as an alternative.
<u>404 Preservation of Information Provided for Accessibility</u>	Heading cell – no response required	Heading cell – no response required
404.1 General	Not Applicable	
<u>405 Privacy</u>	Heading cell – no response required	Heading cell – no response required
405.1 General	Supports	The same degree of privacy of input and output is provided to all individuals.
<u>406 Standard Connections</u>	Heading cell – no response required	Heading cell – no response required
406.1 General	Not Applicable	No non-standard connections.
<u>407 Operable Parts</u>	Heading cell – no response required	Heading cell – no response required
407.2 Contrast	Supports	
<u>407.3 Input Controls</u>	Heading cell – no response required	Heading cell – no response required
407.3.1 Tactilely Discernible	Does Not Support	Input controls are not tactilely discernible.
407.3.2 Alphabetic Keys	Partially Supports	Alpha keypads are QWERTY, but do not have tactile F and J keys.

Chapter 4: Hardware (cont'd)

Criteria	Conformance Level	Remarks and Explanations
407.3.3 Numeric Keys	Partially Supports	Numeric keypads are arranged sequentially, but do not have tactile 5 key.
407.4 Key Repeat	Not Applicable	Key repeat is not supported.
407.5 Timed Response	Not Supported	No mechanism to extend time.
407.6 Operation	Supports	Can be operated with one hand with no special gestures required.
407.7 Tickets, Fare Cards, and Keycards	Partially Supports	Customers may provide tactilely discernible cards. UKG does not provide these. UKG provides multiple types of card readers, some of which do not require specific orientation.
407.8 Reach Height and Depth	Heading cell – no response required	Heading cell – no response required
407.8.1 Vertical Reference Plane	Supports	Supported when mounted as recommended in product installation guide.
407.8.1.1 Vertical Plane for Side Reach	Supports	Supported when mounted as recommended in product installation guide.
407.8.1.2 Vertical Plane for Forward Reach	Supports	Supported when mounted as recommended in product installation guide.

Chapter 4: Hardware (cont'd)

Criteria	Conformance Level	Remarks and Explanations
407.8.2 Side Reach	Supports	Supported when mounted as recommended in product installation guide.
407.8.2.1 Unobstructed Side Reach	Supports	Supported when mounted as recommended in product installation guide.
407.8.2.2 Obstructed Side Reach	Supports	Supported when mounted as recommended in product installation guide.
407.8.3 Forward Reach	Supports	Supported when mounted as recommended in product installation guide.
407.8.3.1 Unobstructed Forward Reach	Supports	Supported when mounted as recommended in product installation guide.
407.8.3.2 Obstructed Forward Reach	Supports	Supported when mounted as recommended in product installation guide.
407.8.3.2.1 Operable Part Height for ICT with Obstructed Forward Reach	Supports	Supported when mounted as recommended in product installation guide.
407.8.3.2.2 Knee and Toe Space Under ICT with Obstructed Forward Reach	Supports	Supported when mounted as recommended in product installation guide.

Chapter 4: Hardware (cont'd)

Criteria	Conformance Level	Remarks and Explanations
<u>408 Display Screens</u>	Heading cell – no response required	Heading cell – no response required
408.2 Visibility	Supports	Supported when mounted as recommended in product installation guide.
408.3 Flashing	Supports	There are no multiple flashes.
<u>409 Status Indicators</u>	Heading cell – no response required	Heading cell – no response required
409.1 General	Supports	Indicators are discernible visually and by sound.
<u>410 Color Coding</u>	Heading cell – no response required	Heading cell – no response required
410.1 General	Supports	Visible text content via color and tone.
<u>411 Audible Signals</u>	Heading cell – no response required	Heading cell – no response required
411.1 General	Supports	Error and success confirmation messages include sound.
<u>412 ICT with Two-Way Voice Communication</u>	Heading cell – no response required	Heading cell – no response required
412.2 Volume Gain	Heading cell – no response required	Heading cell – no response required
412.2.1 Volume Gain for Wireline Telephones	Not Applicable	No two-way communication features.
412.2.2 Volume Gain for Non-Wireline ICT	Not Applicable	
412.3 Interference Reduction and Magnetic Coupling	Heading cell – no response required	Heading cell – no response required

Chapter 4: Hardware (cont'd)

Criteria	Conformance Level	Remarks and Explanations
412.3.1 Wireless Handsets	Not Applicable	
412.3.2 Wireline Handsets	Not Applicable	
412.4 Digital Encoding of Speech	Not Applicable	
412.5 Real-Time Text Functionality	Reserved for future	Reserved for future.
412.6 Caller ID	Not Applicable	
412.7 Video Communication	Not Applicable	
412.8 Legacy TTY Support	Heading cell – no response required	Heading cell – no response required
412.8.1 TTY Connectability	Not Applicable	No TTY support.
412.8.2 Voice and Hearing Carryover	Not Applicable	
412.8.3 Signal Compatibility	Not Applicable	
412.8.4 Voice Mail and Other Messaging Systems	Not Applicable	
<u>413 Closed Caption Processing Technologies</u>	Heading cell – no response required	Heading cell – no response required
413.1.1 Decoding and Display of Closed Captions	Not Supported	No closed captioning processing technologies.
413.1.2 Pass-Through of Closed Caption Data	Not Supported	

Chapter 4: Hardware (cont'd)

Criteria	Conformance Level	Remarks and Explanations
<u>414 Audio Description Processing Technologies</u>	Heading cell – no response required	Heading cell – no response required
414.1.1 Digital Television Tuners	Not Applicable	
414.1.2 Other ICT	Not Supported	No audio description processing technologies.
<u>415 User Controls for Captions and Audio Descriptions</u>	Heading cell – no response required	Heading cell – no response required
415.1.1 Caption Controls	Not Supported	No closed captioning processing technologies.
415.1.2 Audio Description Controls	Not Supported	

Chapter 5: Software

Notes: The user interface software is a closed system and is not an authoring tool. It does not have access to platform accessibility services and does not include components that have access to platform accessibility services.

Criteria	Conformance Level	Remarks and Explanations
501.1 Scope – Incorporation of WCAG 2.0 AA	Partially Supports	See information in WCAG 2.0 section
<u>502 Interoperability with Assistive Technology</u>	Heading cell – no response required	Heading cell – no response required
502.2.1 User Control of Accessibility Features	Not Applicable	No interoperability with assistive technology.
502.3 Accessibility Services	Heading cell – no response required	Heading cell – no response required
502.3.1 Object Information	Not Supported	Closed platform does not support assistive technology.
502.3.2 Modification of Object Information	Not Supported	
502.3.3 Row, Column, and Headers	Not Supported	
502.3.4 Values	Not Supported	
502.3.5 Modification of Values	Not Supported	
502.3.6 Label Relationships	Not Supported	
502.3.7 Hierarchical Relationships	Not Supported	
502.3.8 Text	Not Supported	
502.3.9 Modification of Text	Not Supported	
502.3.10 List of Actions	Not Supported	

Chapter 5: Software (cont'd)

Criteria	Conformance Level	Remarks and Explanations
502.3.11 Actions on Objects	Not Supported	
502.3.12 Focus Cursor	Not Supported	
502.3.13 Modification of Focus Cursor	Not Supported	
502.3.14 Event Notification	Not Supported	
502.4 Platform Accessibility Features	Not Supported	
503 Applications	Heading cell – no response required	Heading cell – no response required
503.2 User Preferences	Does Not Support	No user level adjustment of preferences.
503.3 Alternative User Interfaces	Does Not Support	No user level adjustment of preferences.
503.4 User Controls for Captions and Audio Description	Heading cell – no response required	Heading cell – no response required
503.4.1 Caption Controls	Does Not Support	No closed caption processing technologies or user controls for such.
503.4.2 Audio Description Controls	Does not support	No audio description processing technologies nor user controls for such.

Chapter 5: Software (cont'd)

Criteria	Conformance Level	Remarks and Explanations
504 Authoring Tools	Heading cell – no response required	Heading cell – no response required
504.2 Content Creation or Editing (if not authoring tool, enter “not applicable”)	Not Applicable	Not an authoring tool.
504.2.1 Preservation of Information Provided for Accessibility in Format Conversion	Not Applicable	
504.2.2 PDF Export	Not Applicable	
504.3 Prompts	Not Applicable	
504.4 Templates	Not Applicable	

Chapter 6: Support Documentation and Services

Notes:

Criteria	Conformance Level	Remarks and Explanations
601.1 Scope	Heading cell – no response required	Heading cell – no response required
<u>602 Support Documentation</u>	Heading cell – no response required	Heading cell – no response required
602.2 Accessibility and Compatibility Features	Not applicable	There are no adjustable accessibility features to document other than installation guidance.
602.3 Electronic Support Documentation	Does not support	The electronic PDF documentation does not conform to PDF/UA.
602.4 Alternate Formats for Non-Electronic Support Documentation	Not Applicable	All documentation is provided in electronic format.
<u>603 Support Services</u>	Heading cell – no response required	Heading cell – no response required
603.2 Information on Accessibility and Compatibility Features	Not applicable	There are no specific accessibility features to document.
603.3 Accommodation of Communication Needs	Supports	Support services accommodate the needs of individuals with disabilities.

About UKG

At UKG (Ultimate Kronos Group), our purpose is people™. Built from a merger that created one of the largest cloud companies in the world, UKG believes organizations succeed when they focus on their people. As a leading global provider of HCM, payroll, HR service delivery, and workforce management solutions, UKG delivers award-winning Pro, Dimensions, and Ready solutions to help tens of thousands of organizations across geographies and in every industry drive better business outcomes, improve HR effectiveness, streamline the payroll process, and help make work a better, more connected experience for everyone. UKG has more than 13,000 employees around the globe and is known for an inclusive workplace culture. The company has earned numerous awards for culture, products, and services, including consecutive years on Fortune's 100 Best Companies to Work For list. To learn more, visit [ukg.com](https://www.ukg.com).