



UKG webTA Voluntary Product Accessibility Template (VPAT)

Version 4.x/Document Revision 2021



Overview

The purpose of the VPAT is to assist federal contracting officials in making preliminary assessments regarding the availability of commercial electronic and information technology products and services with features that support accessibility. It is assumed that suppliers will provide additional contact information to facilitate more detailed inquiries.

Table 1 summarizes the Section 508 standards for voluntary product accessibility and identifies whether each standard is applicable to UKG webTA. Tables 2–5 provide more details on how UKG webTA fulfills criteria for applicable standards.

Table 1 contains the following columns.

- 508 Subsection. Lists the subsections of Subpart B Technical Standards, Subpart C Functional Performance Criteria, and Subpart D Information, Documentation, and Support of the Section 508 standards.
- Supporting Features. Identifies whether UKG webTA product features support the requirements of each Section 508 subsection.
- Remarks and Explanations. Explains why the product features are or are not supported and refers to details in Tables 2–5.

Tables 2–5 contain the following columns:

- 508 Subsection Criteria. Contains the lettered paragraphs of the subsections.
- Supporting Features. Identifies whether UKG webTA product features support the requirements of each Section 508 subsection criteria.
- Remarks and Explanations. Explains why the product features are or are not supported.

UKG will endeavor to update and publish these tables upon each major release of the UKG webTA product. Updates are recorded on page 2 in the Document Control table.

UKG webTA VPAT

Document Revision: 2021

Guideline	Applicable	Compliance
§1194.21 – Software Applications and Operating Systems	Supported	See Table 2 below for more information.
§1194.22 – Web-Based Intranet and Internet Information and Systems	Supported	See Table 3 below for more information.
§1194.23 – Telecommunications Products	Not applicable	UKG webTA is not considered a telecommunications product.
§1194.24 – Video and Multimedia Products	Not applicable	UKG webTA does not use multimedia except as covered in sections 1194.21 and 1194.22.
§1194.25 – Self-Contained, Closed Products	Not applicable	UKG webTA is a self-contained product.
§1194.26 – Desktop and Portable Computers	Not applicable	UKG webTA is software and web-based as defined under 1194.21 and 1194.22.
§1194.31 – Functional Performance Criteria	Supported	See Table 4 below for more information.
§1194.41 – Information, Documentation, Support	Supported	See Table 5 below for more information.

Section 1194.21

Software Applications and Operating Systems – Detail

Criteria	Supporting Features	Remarks
(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.	Not applicable	UKG webTA is a web-based application that is subject to the web browser's built-in functions.
(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	UKG webTA is a web-based application that does not disrupt other applications and/or operating systems on a machine. Also, UKG webTA supports all the available exported accessibility features in the operating system/browser that it is running on (Microsoft Internet Explorer, Mozilla variant).
(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	UKG webTA uses HTML to allow the focus of the screen to be clearly identified for assistive technology. Users can tab between elements in the application.
(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 image represents a program element, the information conveyed by the image shall also be available in text.	Supports	UKG webTA makes use of specific HTML to support assistive technology. Each element provides the identity, operation, and state. All images have associated text descriptions.

Section 1194.21 (cont'd)

Software Applications and Operating Systems - Detail

Criteria	Supporting Features	Remarks
(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	UKG webTA does not use bitmap images to identify controls. All images used to identify controls, status indicators, or other programmatic elements have consistent labels and meanings 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.	Not applicable	UKG webTA is a web-based application that is subject to the web browser's built-in functions.
(g) Applications shall not override user-selected contrast and color selections and other individual display attributes.	Supports	UKG webTA is a web-based application that does use a style sheet. However, the style sheets do not override user selections or display attributes.
(h) When animation is displayed, the information shall be displayable in at least one non-animated presentation mode at the option of the user.	Not applicable	UKG webTA does not use animation to display information to the user.
(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	In UKG webTA, where color is used to convey information, there is an alternate means used to convey the same information.
(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	UKG webTA is a web-based application; color and contrast settings are provided by the user's web browser.

Section 1194.21 (cont'd)

Software Applications and Operating Systems - Detail

Criteria	Supporting Features	Remarks
(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.	Not applicable	UKG webTA does not use flashing objects in its user interface.
(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	UKG webTA uses HTML to support the use of assistive technology.

Section 1194.22

Web-Based Internet Information and Applications – Detail

Criteria	Supporting Features	Remarks
(a) A text equivalent for every non-text element shall be provided (e.g., via “alt,” “longdesc,” or in element content).	Supports	UKG webTA provides alternative text and long description tags for all images.
(b) Equivalent alternatives for any multimedia presentation shall be synchronized with the presentation.	Not applicable	UKG webTA does not contain any multimedia presentations.
(c) Webpages shall be designed so that all information conveyed with color is also available without color, for example from context or markup.	Supports	UKG webTA does not represent meaning with color.
(d) Documents shall be organized so they are readable without requiring an associated style sheet.	Supports	UKG webTA online content is comprehensible to assistive technology tools regardless of the style sheet.
(e) Redundant text links shall be provided for each active region of a server-side image map.	Not applicable	UKG webTA does not contain or create 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.	Not applicable	UKG webTA does not contain or create image maps.
(g) Row and column headers shall be identified for data tables.	Supports	UKG webTA equips data tables with row and column headers and uses clear markup to associate data cells with headers.
(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.	Supports	Pages containing data tables can still be read effectively and successfully using assistive technology tools.

Section 1194.22 (cont'd)

Web-Based Internet Information and Applications – Detail

Criteria	Supporting Features	Remarks
(i) Frames shall be titled with text that facilitates frame identification and navigation.	Supports	Frame titles accurately describe the frame's content or purpose.
(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	UKG webTA webpages do not contain flashing or blinking text, objects, or other elements having a flash or blink.
(k) A text-only page, with equivalent information or functionality, shall be provided to make a website 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	UKG webTA webpages have been made accessible; therefore, there is no need for text-only versions of the site pages.
(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.	Not applicable	When scripting is used to create interface elements, an alternative method to display the content is also provided.
(m) When a webpage requires that an applet, plug-in,	Supports	Links to other applications are available upon customer request.
(n) When electronic forms are designed to be completed online, 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	On applicable pages, directive keywords were added to form fields. This allows people using assistive technology tools to access the information and complete the form.

Section 1194.22 (cont'd)

Web-Based Internet Information and Applications – Detail

Criteria	Supporting Features	Remarks
(o) A method shall be provided that permits users to skip repetitive navigation links.	Supports	A skip link is available on each page.
(p) When a timed response is required, the user shall be alerted and given sufficient time to indicate more time is required.	Supports	UKG webTA notifies the user if the session is about to time

Section 1194.31

Functional Performance Criteria – Detail

Criteria	Supporting Features	Remarks
(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	<ul style="list-style-type: none"> Support for assistive technology used by people who are blind or visually impaired is provided.
(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	UKG webTA does not limit a web browser from increasing font size and supports commercial off-the-shelf (COTS) screen reader products.
(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.	Not applicable	UKG webTA does not require user hearing for access to any of its functionality.
(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.	Not applicable	UKG webTA does not contain audio information.
(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	Speech recognition is not required to access any information contained within UKG webTA.
(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	UKG webTA is a web-based application, and COTS assistive technology can be used by the user to meet this requirement.

Section 1194.41

Information, Documentation, and Support – Detail

Criteria	Supporting Features	Remarks
(a) Product support documentation provided to end-users shall be made available in alternate formats upon request, at no additional charge.	Supports with exceptions	UKG uses Adobe Acrobat XI Pro Accessibility Checker for 508 compatibility acceptance with PDF files. Additional compatibility issues are considered beyond scope and may require a separately funded custom engagement for resolution. Alternate formats include MS Word and FrameMaker. Additional charges may apply.
(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 with exceptions	Description of the accessibility and compatibility features of products can be provided in alternate formats upon request; additional charges may apply.
(c) Support services for products shall accommodate the communication needs of end-users with disabilities.	Supports with exceptions	Support is provided via telephone and email. Support is not provided by TTY phone.

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).