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# Voluntary Product Accessibility Template (VPAT)<sup>®</sup> 2.0

<b>Product Name:</b>	Kronos webTA Federal Time and Attendance System 5.0
<b>Issue Date:</b>	January 31, 2019
<b>Version:</b>	2.0

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# Kronos webTA Federal Time and Attendance System 5.0 Accessibility Conformance Report

VPAT® 2.0 Version 2.0 – January 31, 2019

<b>Name of Product/Version:</b>	Kronos webTA Federal Time and Attendance System 5.0
<b>Product Description:</b>	Web application
<b>Date:</b>	January 31, 2019
<b>Evaluation Methods Used:</b>	<p>This VPAT® is based on the results of an accessibility audit and a subsequent retest conducted by <b>The Paciello Group – a VFO™ company</b>, for the purpose of assessing compliance with the Web Content Accessibility Guidelines (WCAG) 2.0.</p> <p>The Paciello Group used a variety of browsers (including Internet Explorer 11; Mozilla Firefox 60; and Safari 11.1), screen reader software (including NVDA and JAWS 2019 on Windows, and VoiceOver on macOS), as well as accessibility-testing tools such as aViewer, the Colour Contrast Analyser and developer tools / accessibility extensions for Firefox and Internet Explorer, to perform the audit.</p>
<b>Applicable Standards/Guidelines</b>	<p>This report covers the degree of conformance for the following accessibility standards/guidelines:</p> <ul style="list-style-type: none"> <li>• <a href="#">Web Content Accessibility Guidelines (WCAG) 2.0</a> Level A and Level AA.</li> <li>• <a href="#">Revised Section 508</a>.</li> </ul>

## Terminology

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.
- **Supports with exceptions:** 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.
- **Not evaluated:** The product has not been evaluated against the criterion. This can only be used in WCAG 2.0 Level AAA.

## Section 508 Chapter 1: Application and Administration

This VPAT is based on the [Revised 508 Standards](#) which incorporates [WCAG 2.0](#) by reference.

## Section 508 Chapter 2: Scoping Requirements

As Kronos webTA Federal Time and Attendance System 5.0 is a web application, the following standards specifically apply:

- All Web Content Accessibility Guidelines (WCAG) 2.0 Level A and Level AA, available at <http://www.w3.org/TR/WCAG20>.
- Section 508 Chapter 3: Functional Performance Criteria (FPC).
- Section 508 Chapter 6: Support Documentation and Services.

**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](#).

### WCAG 2.0 Report

### Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A

Notes:

Criteria	Conformance Level	Remarks and Explanations
<a href="#">1.1.1 Non-text Content</a>	Supports	All non-text content within Kronos webTA Federal Time and Attendance System 5.0 are provided with a text alternative that services the equivalent purpose.
<a href="#">1.2.1 Audio-only and Video-only (Prerecorded)</a>	Not applicable	Kronos webTA Federal Time and Attendance System 5.0 does not include audio-only or video-only content.
<a href="#">1.2.2 Captions (Prerecorded)</a>	Not applicable	Kronos webTA Federal Time and Attendance System 5.0 does not include synchronized media.
<a href="#">1.2.3 Audio Description or Media Alternative (Prerecorded)</a>	Not applicable	Kronos webTA Federal Time and Attendance System 5.0 does not include synchronized media.

Criteria	Conformance Level	Remarks and Explanations
<a href="#">1.3.1 Info and Relationships</a>	Supports	All information, structure and relations conveyed through presentation within Kronos webTA Federal Time and Attendance System 5.0 can be programmatically determined or are available in text.
<a href="#">1.3.2 Meaningful Sequence</a>	Supports	A correct reading sequence can be programmatically determined throughout Kronos webTA Federal Time and Attendance System 5.0.
<a href="#">1.3.3 Sensory Characteristics</a>	Supports	Instructions provided for understanding and operating content within Kronos webTA Federal Time and Attendance System 5.0 do not rely solely on sensory characteristics of components such as shape, size, visual location, orientation, or sound.
<a href="#">1.4.1 Use of Color</a>	Supports	Color is not used as the only visual means of conveying information, indicating and action, prompting a response, or distinguishing a visual element within Kronos webTA Federal Time and Attendance System 5.0.
<a href="#">1.4.2 Audio Control</a>	Not applicable	Kronos webTA Federal Time and Attendance System 5.0 does not include any audio that plays automatically for more than three seconds.
<a href="#">2.1.1 Keyboard</a>	Supports	All functionality of the content within Kronos webTA Federal Time and Attendance System 5.0 is operable using the keyboard alone.
<a href="#">2.1.2 No Keyboard Trap</a>	Supports	Focus can be moved to all components on pages within Kronos webTA Federal Time and

Criteria	Conformance Level	Remarks and Explanations
		Attendance System 5.0 without incurring a keyboard trap.
<a href="#">2.2.1 Timing Adjustable</a>	Supports	Kronos webTA Federal Time and Attendance System 5.0 features time limits but provides a mechanism for users to extend the time limit. For example, users are notified that their session will expire after a period of inactivity but are given the opportunity to continue working.
<a href="#">2.2.2 Pause, Stop, Hide</a>	Not applicable	Kronos webTA Federal Time and Attendance System 5.0 does not include content that blinks, scrolls, or updates very regularly.
<a href="#">2.3.1 Three Flashes or Below Threshold</a>	Supports	Kronos webTA Federal Time and Attendance System 5.0 does not include pages that flash more than three times in any one second, or the flash is below the general and red flash thresholds.
<a href="#">2.4.1 Bypass Blocks</a>	Supports	Mechanisms are available within Kronos webTA Federal Time and Attendance System 5.0 to bypass blocks of content that are repeated on multiple Web pages.
<a href="#">2.4.2 Page Titled</a>	Supports	Web pages within Kronos webTA Federal Time and Attendance System 5.0 have titles that describe their topic or purpose.
<a href="#">2.4.3 Focus Order</a>	Supports	Where web pages within Kronos webTA Federal Time and Attendance System 5.0 can be navigated sequentially and the navigation sequences affect meaning or operation, focusable components receive focus in an order that preserves meaning and operability.

Criteria	Conformance Level	Remarks and Explanations
<a href="#">2.4.4 Link Purpose (In Context)</a>	Supports	The purpose of each link within Kronos webTA Federal Time and Attendance System 5.0 can be determined from the link text alone or from the link text along with the programmatically determinable context.
<a href="#">3.1.1 Language of Page</a>	Supports	The human language of all pages in Kronos webTA Federal Time and Attendance System 5.0 is correctly identified.
<a href="#">3.2.1 On Focus</a>	Supports	When components within Kronos webTA Federal Time and Attendance System 5.0 receive focus, changes of context (such as opening a new page) are not initiated.
<a href="#">3.2.2 On Input</a>	Supports	Changing the setting of any user interface component within Kronos webTA Federal Time and Attendance System 5.0 does not automatically cause a change of context.
<a href="#">3.3.1 Error Identification</a>	Supports	Errors within Kronos webTA Federal Time and Attendance System 5.0 are identified and described to the user in text.
<a href="#">3.3.2 Labels or Instructions</a>	Supports	Labels or instructions within Kronos webTA Federal Time and Attendance System 5.0 are provided when content requires user input.
<a href="#">4.1.1 Parsing</a>	Supports	While the majority of markup-based content within Kronos webTA Federal Time and Attendance System 5.0 does not have any parsing issues known to have an accessibility impact.



Criteria	Conformance Level	Remarks and Explanations
<p><a href="#">4.1.2 Name, Role, Value</a></p>	<p>Supports</p>	<p>For most user interface components within Kronos webTA Federal Time and Attendance System 5.0, the name and role can be programmatically determined; states, properties, and values that can be set by the user can be programmatically set; and notification of changes to these items is available to user agents, including assistive technologies.</p> <p>Note: Table sorting feature provides an accessible solution, but doesn't use the aria-sort attribute.</p>

## Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
<a href="#">1.2.4 Captions (Live)</a>	Not applicable	Kronos webTA Federal Time and Attendance System 5.0 does not include any live audio content in synchronized media.
<a href="#">1.2.5 Audio Description (Prerecorded)</a>	Not applicable	Kronos webTA Federal Time and Attendance System 5.0 does not include any prerecorded video content that requires audio description.
<a href="#">1.4.3 Contrast (Minimum)</a>	Supports	The visual presentation of text and images of text within Kronos webTA Federal Time and Attendance System 5.0 has a contrast ratio of at least 4.5:1.
<a href="#">1.4.4 Resize text</a>	Supports	Text within Kronos webTA Federal Time and Attendance System 5.0 can be resized up to 200 percent without a loss of content or functionality.
<a href="#">1.4.5 Images of Text</a>	Supports	All text within Kronos webTA Federal Time and Attendance System 5.0 is used to convey information rather than images of text.
<a href="#">2.4.5 Multiple Ways</a>	Supports	There is more than one way to locate a web page within related web pages within Kronos webTA Federal Time and Attendance System 5.0, except where the pages are steps in a process.

Criteria	Conformance Level	Remarks and Explanations
<a href="#">2.4.6 Headings and Labels</a>	Supports	Headings and labels within Kronos webTA Federal Time and Attendance System 5.0 describe the topic and purpose.
<a href="#">2.4.7 Focus Visible</a>	Supports	All user interface elements within Kronos webTA Federal Time and Attendance System 5.0 that receive focus have a visible focus indicator.
<a href="#">3.1.2 Language of Parts</a>	Supports	All changes in human language in the Kronos webTA Federal Time and Attendance System 5.0 content are correctly identified.
<a href="#">3.2.3 Consistent Navigation</a>	Supports	Navigation mechanisms that are repeated on multiple Web pages within Kronos webTA Federal Time and Attendance System 5.0 occur in the same relative order each time they are repeated.
<a href="#">3.2.4 Consistent Identification</a>	Supports	Components that have the same functionality across Web pages within Kronos webTA Federal Time and Attendance System 5.0 are identified consistently.
<a href="#">3.3.3 Error Suggestion</a>	Supports	For all automatically detected input errors within Kronos webTA Federal Time and Attendance System 5.0 where suggestions for correction are known, the suggestions are provided to the user.
<a href="#">3.3.4 Error Prevention (Legal, Financial, Data)</a>	Not applicable	Kronos webTA Federal Time and Attendance System 5.0 does not include forms that

Criteria	Conformance Level	Remarks and Explanations
		represent legal commitments or financial transactions.

## Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level AAA

Notes:

Criteria	Conformance Level	Remarks and Explanations
<a href="#">1.2.6 Sign Language (Prerecorded)</a>	Not evaluated	
<a href="#">1.2.7 Extended Audio Description (Prerecorded)</a>	Not evaluated	
<a href="#">1.2.8 Media Alternative (Prerecorded)</a>	Not evaluated	
<a href="#">1.2.9 Audio-only (Live)</a>	Not evaluated	
<a href="#">1.4.6 Contrast Enhanced</a>	Not evaluated	
<a href="#">1.4.7 Low or No Background Audio</a>	Not evaluated	
<a href="#">1.4.8 Visual Presentation</a>	Not evaluated	
<a href="#">1.4.9 Images of Text (No Exception) Control</a>	Not evaluated	
<a href="#">2.1.3 Keyboard (No Exception)</a>	Not evaluated	
<a href="#">2.2.3 No Timing</a>	Not evaluated	
<a href="#">2.2.4 Interruptions</a>	Not evaluated	
<a href="#">2.2.5 Re-authenticating</a>	Not evaluated	
<a href="#">2.3.2 Three Flashes</a>	Not evaluated	
<a href="#">2.4.8 Location</a>	Not evaluated	
<a href="#">2.4.9 Link Purpose (Link Only)</a>	Not evaluated	
<a href="#">2.4.10 Section Headings</a>	Not evaluated	
<a href="#">3.1.3 Unusual Words</a>	Not evaluated	
<a href="#">3.1.4 Abbreviations</a>	Not evaluated	
<a href="#">3.1.5 Reading Level</a>	Not evaluated	
<a href="#">3.1.6 Pronunciation</a>	Not evaluated	
<a href="#">3.2.5 Change on Request</a>	Not evaluated	
<a href="#">3.3.5 Help</a>	Not evaluated	
<a href="#">3.3.6 Error Prevention (All)</a>	Not evaluated	

## Section 508 Chapter 3: Functional Performance Criteria (FPC)

Notes:

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Supports	Where a visual mode of operation is provided, Kronos webTA Federal Time and Attendance System 5.0 provides at least one mode of operation that does not require user vision.
302.2 With Limited Vision	Supports	Where a visual mode of operation is provided, Kronos webTA Federal Time and Attendance System 5.0 provides at least one mode of operation that enables users to make use of limited vision.
302.3 Without Perception of Color	Supports	Where a visual mode of operation is provided, Kronos webTA Federal Time and Attendance System 5.0 provides at least one visual mode of operation that does not require user perception of color.
302.4 Without Hearing	Not applicable	Kronos webTA Federal Time and Attendance System 5.0 does not provide an audible mode of operation.
302.5 With Limited Hearing	Not applicable	Kronos webTA Federal Time and Attendance System 5.0 does not provide an audible mode of operation.
302.6 Without Speech	Not applicable	Kronos webTA Federal Time and Attendance System 5.0 does not require speech for input, control or operation.
302.7 With Limited Manipulation	Supports	Where a manual mode of operation is provided, Kronos

Criteria	Conformance Level	Remarks and Explanations
		webTA Federal Time and Attendance System 5.0 provides at least one mode of operation that does not require fine motor control or simultaneous manual operations.
302.8 With Limited Reach and Strength	Not applicable	Kronos webTA Federal Time and Attendance System 5.0 is not a free-standing or installed product.
302.9 With Limited Language, Cognitive, and Learning Abilities	Supports	Kronos webTA Federal Time and Attendance System 5.0 provides features making its use by individuals with limited cognitive, language, and learning abilities simpler and easier

## Section 508 Chapter 4: Hardware

Notes: Kronos webTA Federal Time and Attendance System 5.0 is not a hardware product.

Criteria	Conformance Level	Remarks and Explanations
402 Closed Functionality		
<i>402.1 General</i>		
<i>402.2 Speech-Output Enabled</i>		
402.2.1 Information Displayed On-Screen	Not applicable	
402.2.2 Transactional Outputs	Not applicable	
402.2.3 Speech Delivery Type and Coordination	Not applicable	
402.2.4 User Control	Not applicable	
402.2.5 Braille Instructions	Not applicable	
<i>402.3 Volume</i>		
402.3.1 Private Listening	Not applicable	
402.3.2 Non-private Listening	Not applicable	
402.4 Characters on Display Screens	Not applicable	
402.5 Characters on Variable Message Signs	Not applicable	
403 Biometrics		
403.1 General	Not applicable	
404 Preservation of Information Provided for Accessibility		
404.1 General	Not applicable	
405 Privacy		
405.1 General	Not applicable	
406 Standard Connections		
406.1 General	Not applicable	
407 Operable Parts		
407.2 Contrast	Not applicable	
<i>407.3 Input Controls</i>		



Criteria	Conformance Level	Remarks and Explanations
407.3.1 Tactilely Discernible	Not applicable	
407.3.2 Alphabetic Keys	Not applicable	
407.3.3 Numeric Keys	Not applicable	
407.4 Key Repeat	Not applicable	
407.5 Timed Response	Not applicable	
407.6 Operation	Not applicable	
407.7 Tickets, Fare Cards, and Keycards	Not applicable	
<i>407.8 Reach, Height and Depth</i>		
407.8.1 Vertical Reference Plane	Not applicable	
407.8.1.1 Vertical Plane for Side Reach	Not applicable	
407.8.1.2 Vertical Plane for Forward Reach	Not applicable	
407.8.2 Side Reach	Not applicable	
407.8.2.1 Unobstructed Side Reach	Not applicable	
407.8.2.2 Obstructed Side Reach	Not applicable	
407.8.3 Forward Reach	Not applicable	
407.8.3.1 Unobstructed Forward Reach	Not applicable	
407.8.3.2 Obstructed Forward Reach	Not applicable	
407.8.3.2.1 Operable Part Height for ICT with Obstructed Forward Reach	Not applicable	
407.8.3.2.2 Knee and Toe Space under ICT with Obstructed Forward Reach	Not applicable	
<b>408 Display Screens</b>		
408.2 Visibility	Not applicable	
408.3 Flashing	Not applicable	

Criteria	Conformance Level	Remarks and Explanations
409 Status Indicators		
409.1 General	Not applicable	
410 Color Coding		
410.1 General	Not applicable	
411 Audible Signals		
411.1 General	Not applicable	
412 ICT with Two-Way Voice Communication		
<i>412.2 Volume Gain</i>		
412.2.1 Volume Gain for Wireline Telephones	Not applicable	
412.2.2 Volume Gain for Non-Wireline ICT	Not applicable	
<i>412.3 Interference Reduction and Magnetic Coupling</i>		
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	Not applicable	
412.6 Caller ID	Not applicable	
412.7 Video Communication	Not applicable	
413 Closed Caption Processing Technologies		
413.1.1 Decoding and Display of Closed Captions	Not applicable	
413.1.2 Pass-Through of Closed Caption Data	Not applicable	
414 Audio Description Processing Technologies		
414.1.1 Digital Television Tuners	Not applicable	
414.1.2 Other ICT	Not applicable	

Criteria	Conformance Level	Remarks and Explanations
415 User Controls for Captions and Audio Descriptions		
415.1.1 Caption Controls	Not applicable	
415.1.2 Audio Description Controls	Not applicable	

## Section 508 Chapter 5: Software

Notes: Kronos webTA Federal Time and Attendance System 5.0 is not a software product.

Criteria	Conformance Level	Remarks and Explanations
501.1 Scope – Incorporation of WCAG 2.0 AA	Not applicable	
502 Interoperability with Assistive Technology		
502.2.1 User Control of Accessibility Features	Not applicable	
502.2.2 No Disruption of Accessibility Features	Not applicable	
<i>502.3 Accessibility Services</i>		
502.3.1 Object Information	Not applicable	
502.3.2 Modification of Object Information	Not applicable	
502.3.3 Row, Column, and Headers	Not applicable	
502.3.4 Values	Not applicable	
502.3.5 Modification of Values	Not applicable	
502.3.6 Label Relationships	Not applicable	
502.3.7 Hierarchical Relationships	Not applicable	
502.3.8 Text	Not applicable	
502.3.9 Modification of Text	Not applicable	
502.3.10 List of Actions	Not applicable	
502.3.11 Actions on Objects	Not applicable	
502.3.12 Focus Cursor	Not applicable	
502.3.13 Modification of Focus Cursor	Not applicable	
502.3.14 Event Notification	Not applicable	
502.4 Platform Accessibility Features	Not applicable	
503 Applications		

Criteria	Conformance Level	Remarks and Explanations
503.2 User Preferences	Not applicable	
503.3 Alternative User Interfaces	Not applicable	
<i>503.4 User Controls for Captions and Audio Description</i>		
503.4.1 Caption Controls	Not applicable	
503.4.2 Audio Description Controls	Not applicable	
504 Authoring Tools		
504.2 Content Creation or Editing (if not authoring tool, enter “not applicable”)	Not applicable	
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	

## Section 508 Chapter 6: Support Documentation and Services

Notes:

Criteria	Conformance Level	Remarks and Explanations
<i>601.1 Scope</i>		
<b>602 Support Documentation</b>		
602.2 Accessibility and Compatibility Features	Not applicable	Kronos webTA Federal Time and Attendance System 5.0 does not include any non-standard accessibility or compatibility features that require further documentation.
602.3 Electronic Support Documentation	Refer to the WCAG 2.0 section.	Refer to the WCAG 2.0 section.
602.4 Alternate Formats for Non-Electronic Support Documentation	Not applicable	All necessary documentation for Kronos webTA Federal Time and Attendance System 5.0 is included electronically.
<b>603 Support Services</b>		
603.2 Information on Accessibility and Compatibility Features	Not applicable	Kronos webTA Federal Time and Attendance System 5.0 does not include any non-standard accessibility or compatibility features that require further documentation.
603.3 Accommodation of Communication Needs	Not Tested	

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