



UKG Accessibility Conformance Report

UKG Pro – Version 2.42.0 (Android)

Report Date: August 2022



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Name of Product: UKG Pro – Version 2.42.0

Report Date: August 2022

Product Description: Ultimate Kronos Group’s UKG Pro mobile app delivers instant and secure access to relevant employee information and tools. Managers can make informed decisions and take immediate action with real-time data synchronization. Employees can quickly access their personal HR and pay information, communicate with coworkers, request time off, and more. The UKG Pro mobile app makes it easy for managers to respond to employee requests with the ability to receive push notifications. Download the app now and stay connected at work, in the field, and on the go. Please note, the UKG Pro mobile app is only available to authorized customers of UKG Pro.

Contact for More Information: accessibility@ukg.com

Evaluation Methods Used: Conformance to the listed accessibility standards has been evaluated using manual testing with assistive technologies. The following operating systems, browsers, toolsets, and screen readers are used for evaluation: Android, Talkback, and manual accessibility testing.

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 2.1	Level A – Yes Level AA - Yes
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.
- **Not Evaluated:** The product has not been evaluated against the criterion. This can be used only in WCAG 2.0 Level AAA.

WCAG 2.1 Report

Tables 1 and 2 also document conformance with:

- Revised Section 508: Chapter 5 – 501.1 Scope, 504.2 Content Creation or Editing, and Chapter 6 – 602.3 Electronic Support Documentation.

Note: When reporting on conformance with the WCAG 2.1 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](#).

Table 1: Success Criteria, Level A

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>1.1.1 Non-text Content (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Software: Partially Supports</p>	<p>Software: Text equivalents are provided for a majority of non-text elements within the UKG Pro Android app. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> • When users expand the Main Menu, the visually hidden content that is covered by the menu still gains focus. • Some text and images that meant to be hidden from all users are being rendered via assistive technologies.
<p>1.2.1 Audio-only and Video-only (Prerecorded) (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app does not include any “audio-only” or “video-only” content.</p>
<p>1.2.2 Captions (Prerecorded) (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app does not include any “audio-only” or “video-only” content.</p>

Table 1: Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A)</p> <p>Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app does not include any “audio-only” or “video-only” content.</p>
<p>1.3.1 Info and Relationships (Level A)</p> <p>Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)</p>	<p>Software: Partially Supports</p>	<p>Software: Relationships among content in the UKG Pro Android app are represented semantically in the majority of cases. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> • There is text that does not act as a heading yet is inappropriately given heading mark-up. • There is text that is only structured to look like heading elements but is missing heading mark-up • There are buttons missing appropriate accessible names.
<p>1.3.2 Meaningful Sequence (Level A)</p> <p>Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app contains screens whose programmatic reading order matches the visual and logical order.</p>

Table 1: Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>1.3.3 Sensory Characteristics (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app does not include any information, instructions or controls which rely on specific sensory characteristics.</p>
<p>1.4.1 Use of Color (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app mostly does not use color as the only means of conveying information, indicating an action, prompting a response, or distinguishing a visual element.</p>
<p>1.4.2 Audio Control (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app does not include any audio playback.</p>

Table 1: Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>2.1.1 Keyboard (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Partially Supports</p>	<p>Software: The UKG Pro Android app is accessible when using the screen reader, including when using Talkback with an external keyboard (but see section Chapter 3: Functional Performance Criteria (FPC) below for a more detailed explanation for this rating).</p> <ul style="list-style-type: none"> • With a Bluetooth keyboard, there are inactive elements that are receiving keyboard focus. • There are informative and actionable elements that do not gain focus.
<p>2.1.2 No Keyboard Trap (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app is accessible when using the Talkback screen reader, including when using Talkback with an external keyboard, and does not create keyboard traps</p>
<p>2.1.4 Character Key Shortcuts (Level A 2.1 only)</p> <p>Revised Section 508 – Does not apply</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app does not include any custom shortcuts that could interfere with screen reader commands.</p>

Table 1: Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>2.2.1 Timing Adjustable (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Does Not support</p>	<p>Software: The UKG Pro Android app includes a session timeout which does NOT allow users to extend their session. The application logs users out without any warnings or alerts. This issue is found on each module tested.</p>
<p>2.2.2 Pause, Stop, Hide (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app does not include content which moves, blinks, scrolls or auto-updates.</p>
<p>2.3.1 Three Flashes or Below Threshold (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app does not include content which flashes.</p>

Table 1: Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>2.4.1 Bypass Blocks (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software) – Does not apply to non-web software</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs) – Does not apply to non-web docs</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app does not include bypass blocks. In the context of the app, bypass blocks are not needed.</p>
<p>2.4.2 Page Titled (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app provides a title for each screen of the app.</p>

Table 1: Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>2.4.3 Focus Order (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Partially supports</p>	<p>Software: The UKG Pro Android app mostly contains screens whose content is navigable sequentially in an order that preserves meaning and operability. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> • Focus is not sent to a dialog after the dialog trigger was activated. Focus remains on the main screen. • In some instances, the focus does not move to the updated content.
<p>2.4.4 Link Purpose (In Context) (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app contains links which mostly clearly indicate their purpose, in context.</p>
<p>2.5.1 Pointer Gestures (Level A 2.1 only)</p> <p>Revised Section 508 – Does not apply</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app does not require multipoint or path-based gestures for operation.</p>
<p>2.5.2 Pointer Cancellation (Level A 2.1 only)</p> <p>Revised Section 508 – Does not apply</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app does not use a pointer to execute any part of the function.</p>

Table 1: Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>2.5.3 Label in Name (Level A 2.1 only) Revised Section 508 – Does not apply</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app supports where user interface components with labels include text, the name containing the text is presented visually.</p>
<p>2.5.4 Motion Actuation (Level A 2.1 only) Revised Section 508 – Does not apply</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app supports where user interface components with labels include text</p>
<p>3.1.1 Language of Page (Level A) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app indicates its human language at the application level.</p>
<p>3.2.1 On Focus (Level A) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app does not initiate a change in context as a result of any component receiving focus.</p>

Table 1: Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>3.2.2 On Input (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app does not initiate a change in context when the setting of a user interface component is changed, except where a user has been advised of that behavior.</p>
<p>3.3.1 Error Identification (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app provides identification of the field in error when an input error occurs.</p>

Table 1: Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>3.3.2 Labels or Instructions (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Partially Supports</p>	<p>Software: The UKG Pro Android app mostly provides labels and instructions for user input. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> Some input elements do not provide visible labels or instructions.
<p>4.1.1 Parsing (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app is not implemented using a markup language.</p>
<p>4.1.2 Name, Role, Value (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Partially Supports</p>	<p>Software: The UKG Pro Android app consists of user interface components which indicate their name, role, and value(s) programmatically. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> Some text and images that are meant to be hidden from all users are being rendered via assistive technologies. Some page tabs do not provide valid state and role information.

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>1.2.4 Captions (Live) (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app does not include any "synchronized multimedia" (video with an audio track).</p>
<p>1.2.5 Audio Description (Prerecorded) (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app does not include any "synchronized multimedia" (video with an audio track)</p>
<p>1.3.4 Orientation (Level AA 2.1 only)</p> <p>Revised Section 508 – Does not apply</p>	<p>Software: Does Not support</p>	<p>The UKG Pro Android app restricts its view and operation to a single display orientation, in this case portrait.</p>
<p>1.3.5 Identify Input Purpose (Level AA 2.1 only)</p> <p>Revised Section 508 – Does not apply</p>	<p>Software: Supports</p>	<p>The UKG Pro Android app provides meaning of each input field collecting information about the user.</p>

Table 2: Success Criteria, Level AA (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>1.4.3 Contrast (Minimum) (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Partially supports</p>	<p>Software: The UKG Pro Android app mostly provides sufficient contrast between text and backgrounds. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> In some cases, text or images of text elements have specific color combinations that do not provide sufficient contrast.
<p>1.4.4 Resize text (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app provides support for increasing text size based on the “Larger Text” preference.</p>
<p>1.4.5 Images of Text (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app uses text instead of images of text (except for logos).</p>

Table 2: Success Criteria, Level AA (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>1.4.10 Reflow (Level AA 2.1 only) Revised Section 508 – Does not apply</p>	Software: Supports	The UKG Pro Android app allows for content to be presented without loss of information or functionality, and without requiring scrolling in two dimensions.
<p>1.4.11 Non-text Contrast (Level AA 2.1 only) Revised Section 508 – Does not apply</p>	Software: Partially supports	<p>The UKG Pro Android app mostly has a contrast ratio of at least 3:1. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> • Some active interface controls do not meet the required contrast ratio of 3:1.
<p>1.4.12 Text Spacing (Level AA 2.1 only) Revised Section 508 – Does not apply</p>	Software: Supports	The UKG Pro Android app supports custom text spacing without loss of content or functionality.
<p>1.4.13 Content on Hover or Focus (Level AA 2.1 only) Revised Section 508 – Does not apply</p>	Software: Supports	Content in the UKG Pro Android app which is displayed on pointer hover or keyboard focus is dismissible, hoverable and persistent.
<p>2.4.5 Multiple Ways (Level AA) Also applies to: Revised Section 508 501 (Web)(Software) – Does not apply to non-web software 504.2 (Authoring Tool) 602.3 (Support Docs) – Does not apply to non-web docs</p>	Software: Supports	Software: The UKG Pro Android app is non-web software.

Table 2: Success Criteria, Level AA (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>2.4.6 Headings and Labels (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Does NOT support</p>	<p>Software: The UKG Pro Android app does not provides headings and labels that describe topic or purpose. A rating of Does Not Support has been given for the following reason:</p> <ul style="list-style-type: none"> • Several buttons do not provide meaningful or descriptive labels.
<p>2.4.7 Focus Visible (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Does Not support</p>	<p>Software: When the UKG Pro Android app is used with the Talkback screen reader and an external keyboard, a visible indication of focus is present. However, the rating of Does Not Support has been given for the following reason:</p> <ul style="list-style-type: none"> • When keyboard-only users navigate through the screen, the focus on interactive elements is not clearly indicated
<p>3.1.2 Language of Parts (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app indicates its human language at the application level and does not include parts which are in a different human language.</p>

Table 2: Success Criteria, Level AA (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>3.2.3 Consistent Navigation (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software) – Does not apply to non-web software</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs) – Does not apply to non-web docs</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app is non-web software.</p>
<p>3.2.4 Consistent Identification (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software) – Does not apply to non-web software</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs) – Does not apply to non-web docs</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app is non-web software.</p>

Table 2: Success Criteria, Level AA (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>3.3.3 Error Suggestion (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app provides identification of where user input does not comply with constraints on that input.</p>
<p>3.3.4 Error Prevention (Legal, Financial, Data) (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app does not include financial or legal information and does not provide the opportunity for data deletion.</p>
<p>4.1.3 Status Messages (Level AA 2.1 only)</p> <p>Revised Section 508 – Does not apply</p>	<p>Software: Supports</p>	<p>Software: The UKG Pro Android app provides status messages that can be programmatically determined through role or properties such that they can be presented to users of assistive technology without receiving focus.</p>

Revised Section 508 Report

Notes:

Chapter 3: [Functional Performance Criteria](#) (FPC)

Notes:

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Partially Supports	UKG Pro's features (Android) allow people without vision to use screen readers to interact with user interface elements. However, exceptions occur as disclosed in Table 1 : 1.1.1, 1.3.1, 2.1.1, 2.2.1, 2.4.3, 4.1.2 and in Table 2 : 2.4.6
302.2 With Limited Vision	Partially Supports	UKG Pro's features allow people with vision loss to interact with user interface elements. However, exceptions occur as disclosed in Table 1 : 1.1.1, 1.3.1, 2.1.1, 2.2.1, 2.4.3, 3.3.2 and in Table 2 : 1.4.3, 2.4.6, 2.4.7
302.3 Without Perception of Color	Supports	UKG Pro's features allow people without perception of color to interact with user interface elements. However, exceptions occur as disclosed in Table 2 : 1.4.3
302.4 Without Hearing	Partially Supports	UKG Pro's features allow people without hearing to interact with user interface elements. However, exceptions occur as disclosed in Table 1 : 1.1.1
302.5 With Limited Hearing	Partially Supports	UKG Pro's features (Android) allow people with limited hearing to interact with user interface elements. However, exceptions occur as disclosed in Table 1 : 1.1.1
302.6 Without Speech	Supports	UKG Pro is usable for people without speech.

Criteria	Conformance Level	Remarks and Explanations
302.7 With Limited Manipulation	Partially Supports	UKG Pro's features allow people with limited manipulation to interact with user interface elements. However, exceptions occur as disclosed in Table 1 : 2.1.1, 2.2.1, 2.4.3, 4.1.2 and in Table 2 : 2.4.6, 2.4.7
302.8 With Limited Reach and Strength	Supports	UKG Pro is usable for people with limited reach and strength.
302.9 With Limited Language, Cognitive, and Learning Abilities	Partially Supports	UKG Pro's features allow people with limited language, cognitive, and learning abilities to interact with user interface elements. However, exceptions occur as disclosed in Table 1 : 1.1.1, 1.3.1, 2.1.1, 2.2.1, 2.4.3, 3.3.2, 4.1.2 and in Table 2 : 2.4.6, 2.4.7

Chapter 4: [Hardware](#)

Notes: Not Applicable

Chapter 5: [Software](#)

Notes: Native Android Application

Criteria	Conformance Level	Remarks and Explanations
501.1 Scope – Incorporation of WCAG 2.0 AA	See WCAG 2.1 section	See information in WCAG 2.1 section
502 Interoperability with Assistive Technology	Heading cell – no response required	Heading cell – no response required
502.2.1 User Control of Accessibility Features	Not applicable	The UKG Pro Android app is not platform software.

Criteria	Conformance Level	Remarks and Explanations
502.2.2 No Disruption of Accessibility Features	Supports	The UKG Pro Android app does not disrupt platform accessibility features.
502.3 Accessibility Services	Heading cell – no response required	Heading cell – no response required
502.3.1 Object Information	Partially Supports	<p>The UKG Pro Android app does not expose objects' name, role, state(s), properties and descriptions programmatically. A rating of Does Not Support has been given for the following reason:</p> <ul style="list-style-type: none"> As noted in WCAG criterion 4.1.2 above, some controls do not correctly expose their name, role, value or states.
502.3.2 Modification of Object Information	Partially Supports	<p>The UKG Pro Android app allows object state(s) and properties to be set programmatically. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> As noted in WCAG criterion 4.1.2 above, some controls do not correctly expose their name, role, value or states
502.3.3 Row, Column, and Headers	Supports	The UKG Pro Android app does not display information in data tables.
502.3.4 Values	Supports	The UKG Pro Android app exposes current value(s) and any set or range of allowable values, of an object programmatically.
502.3.5 Modification of Values	Supports	The UKG Pro Android app allows values that can be set by a user to be set programmatically.

Criteria	Conformance Level	Remarks and Explanations
502.3.6 Label Relationships	Partially Supports	<p>The UKG Pro Android app mostly associates labels with inputs programmatically. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> As noted in WCAG criterion 4.1.2 above, some controls are not labeled correctly or clearly.
502.3.7 Hierarchical Relationships	Partially Supports	<p>The UKG Pro Android app mostly conveys hierarchical relationships of components programmatically. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> As noted in WCAG criterion 1.3.1, some hierarchical relationships are not described programmatically.
502.3.8 Text	Partially Supports	<p>The UKG Pro Android app mostly conveys the contents and boundaries of text objects programmatically. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> There is visually hidden content that gains focus from the screen reader
502.3.9 Modification of Text	Supports	<p>The UKG Pro Android app allows text that can be set by a user to be set programmatically.</p>
502.3.10 List of Actions	Partially Supports	<p>The UKG Pro Android app mostly exposes the role of objects programmatically. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> As noted in WCAG criterion 4.1.2 above, some controls do not correctly expose their role information.
502.3.11 Actions on Objects	Supports	<p>The UKG Pro Android app allows actions to be programmatically executed on objects by assistive technology.</p>

Criteria	Conformance Level	Remarks and Explanations
502.3.12 Focus Cursor	Does Not support	The UKG Pro Android app does not expose information and mechanisms necessary to track focus, text insertion point, and selection attributes of user interface components.
502.3.13 Modification of Focus Cursor	Supports	The UKG Pro Android app allows focus, text insertion point, and selection attributes that can be set by the user to be set programmatically, including through the use of assistive technology.
502.3.14 Event Notification	Supports	The UKG Pro Android app notifies assistive technology programmatically of changes in a component's state(s), value, name or description.
502.4 Platform Accessibility Features	Not Applicable	The UKG Pro Android app is not platform software.
<u>503 Applications</u>	Heading cell – no response required	Heading cell – no response required
503.2 User Preferences	Supports	The UKG Pro Android app provides support for user preferences.
503.3 Alternative User Interfaces	Not applicable	The UKG Pro Android app does not provide Alternative User Interfaces that function as assistive technology.
<i>503.4 User Controls for Captions and Audio Description</i>	Heading cell – no response required	Heading cell – no response required
503.4.1 Caption Controls	Not applicable	The UKG Pro Android app does not include any "synchronized multimedia" (video with an audio track).
503.4.2 Audio Description Controls	Not applicable	The UKG Pro Android app does not include any "synchronized multimedia" (video with an audio track).

Criteria	Conformance Level	Remarks and Explanations
<u>504 Authoring Tools</u>	Heading cell – no response required	Heading cell – no response required
504.2 Content Creation or Editing (if not authoring tool, enter “not applicable”)	See <u>WCAG 2.x</u> section	See information in WCAG 2.x section
504.2.1 Preservation of Information Provided for Accessibility in Format Conversion	Not applicable	The UKG Pro Android app is not an authoring tool.
504.2.2 PDF Export	Not applicable	The UKG Pro Android app is not an authoring tool.
504.3 Prompts	Not applicable	The UKG Pro Android app is not an authoring tool.
504.4 Templates	Not applicable	The UKG Pro Android app is not an authoring tool.

Chapter 6: [Support Documentation and Services](#)

Notes:

Criteria	Conformance Level	Remarks and Explanations
<i>601.1 Scope</i>	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

Criteria	Conformance Level	Remarks and Explanations
602.2 Accessibility and Compatibility Features	Supports	UKG’s accessibility statements, documentation, and contact information can be found at: https://www.ukg.com/accessibility-for-ukg
602.3 Electronic Support Documentation	See WCAG 2.1 section	See information in WCAG 2.1 section
602.4 Alternate Formats for Non-Electronic Support Documentation	Supports	The UKG Pro Android app does not use print only documentation, electronic documentation is used.
603 Support Services	Heading cell – no response required	Heading cell – no response required
603.2 Information on Accessibility and Compatibility Features	Supports	UKG provides electronic versions of all product support documentation related to the UKG Pro Android app. End users with disabilities can request additional support documentation by visiting: https://community.kronos.com/s/wfd-mobile?language=en_US
603.3 Accommodation of Communication Needs	Support	Accessible support services and contact information for UKG Pro can be found at UKG’s accessibility webpage. Currently telephone communication provision is not supported: https://www.ukg.com/accessibility-for-ukg

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).