Kota Accessibility Conformance Report

WCAG Edition

**(Based on VPAT**® **Version 2.5)**

## Name of Product/Version: Kota Website

## Report Date: 05/29/2025

## Product Description: Instant access to leading insurance and retirement providers, with flexible contributions, automated accounting and a delightfully simple employee app.

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## Notes:

## Evaluation Methods Used:

## 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](http://www.w3.org/TR/2008/REC-WCAG20-20081211) | Level A - YesLevel AA - YesLevel AAA - Yes |
| [Web Content Accessibility Guidelines 2.1](https://www.w3.org/TR/WCAG21) | Level A - YesLevel AA - YesLevel AAA - Yes |
| [Web Content Accessibility Guidelines 2.2](https://www.w3.org/TR/WCAG22/) | Level A - NoLevel AA - NoLevel AAA - No |

## 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 only be used in WCAG Level AAA criteria.

## WCAG 2.5 Report

### Table 1: Success Criteria, Level A

Notes:

| **Criteria** | **Conformance Level**  | **Remarks and Explanations** |
| --- | --- | --- |
| Non-text Content (Level A) | Does Not Support | 12 violations were identified during testing. |
| Audio-only and Video-only (Prerecorded) (Level A) | Supports |   |
| Captions (Prerecorded) (Level A) | Does Not Support | 14 violations were identified during testing. |
| Audio Description or Media Alternative (Prerecorded) (Level A) | Supports |   |
| Info and Relationships (Level A) | Supports |   |
| Meaningful Sequence (Level A) | Supports |   |
| Sensory Characteristics (Level A) | Supports |   |
| Use of Color (Level A) | Supports |   |
| Audio Control (Level A) | Supports |   |
| Keyboard (Level A) | Supports |   |
| No Keyboard Trap (Level A) | Supports |   |
| Character Key Shortcuts (Level A 2.1 and 2.2) | Supports |   |
| Timing Adjustable (Level A) | Supports |   |
| Pause, Stop, Hide (Level A) | Supports |   |
| Three Flashes or Below Threshold (Level A) | Supports |   |
| Bypass Blocks (Level A) | Supports |   |
| Page Titled (Level A) | Supports |   |
| Focus Order (Level A) | Supports |   |
| Link Purpose (In Context) (Level A) | Does Not Support | 17 violations were identified during testing. |
| Pointer Gestures (Level A 2.1 and 2.2) | Supports |   |
| Pointer Cancellation (Level A 2.1 and 2.2) | Supports |   |
| Label in Name (Level A 2.1 and 2.2) | Supports |   |
| Motion Actuation (Level A 2.1 and 2.2) | Supports |   |
| Language of Page (Level A) | Supports |   |
| On Focus (Level A) | Supports |   |
| On Input (Level A) | Supports |   |
| Consistent Help (Level A 2.2 only) | Not Evaluated |   |
| Error Identification (Level A) | Supports |   |
| Labels or Instructions (Level A) | Supports |   |
| Redundant Entry (Level A 2.2 only) | Not Evaluated |   |
| Parsing (Level A) | Supports | <Please Populate This Field Manually> |
| Name, Role, Value (Level A) | Does Not Support | 12 violations were identified during testing. |

### Table 2: Success Criteria, Level AA

Notes:

| **Criteria** | **Conformance Level**  | **Remarks and Explanations** |
| --- | --- | --- |
| Captions (Live) (Level AA) | Supports |   |
| Audio Description (Prerecorded) (Level AA) | Supports |   |
| Orientation (Level AA 2.1 and 2.2) | Supports |   |
| Identify Input Purpose (Level AA 2.1 and 2.2) | Supports |   |
| Contrast (Minimum) (Level AA) | Does Not Support | 22 violations were identified during testing. |
| Resize text (Level AA) | Supports |   |
| Images of Text (Level AA) | Supports |   |
| Reflow (Level AA 2.1 and 2.2) | Supports |   |
| Non-text Contrast (Level AA 2.1 and 2.2) | Supports |   |
| Text Spacing (Level AA 2.1 and 2.2) | Supports |   |
| Content on Hover or Focus (Level AA 2.1 and 2.2) | Supports |   |
| Multiple Ways (Level AA) | Supports |   |
| Headings and Labels (Level AA) | Supports |   |
| Focus Visible (Level AA) | Supports |   |
| Focus Not Obscured (Minimum) (Level AA 2.2 only) | Not Evaluated |   |
| Dragging Movements (Level AA 2.2 only) | Not Evaluated |   |
| Target Size (Minimum) (Level AA 2.2 only) | Not Evaluated |   |
| Language of Parts (Level AA) | Supports |   |
| Consistent Navigation (Level AA) | Supports |   |
| Consistent Identification (Level AA) | Supports |   |
| Error Suggestion (Level AA) | Supports |   |
| Error Prevention (Legal, Financial, Data) (Level AA) | Supports |   |
| Accessible Authentication (Minimum) (Level AA 2.2 only) | Not Evaluated |   |
| Status Messages (Level AA 2.1 and 2.2) | Supports |   |

### Table 3: Success Criteria, Level AAA

Notes:

| **Criteria** | **Conformance Level**  | **Remarks and Explanations** |
| --- | --- | --- |
| Sign Language (Prerecorded) (Level AAA) | Supports |   |
| Extended Audio Description (Prerecorded) (Level AAA) | Supports |   |
| Media Alternative (Prerecorded) (Level AAA) | Supports |   |
| Audio-only (Live) (Level AAA) | Supports |   |
| Identify Purpose (Level AAA 2.1 and 2.2) | Supports |   |
| Contrast (Enhanced) (Level AAA) | Supports |   |
| Low or No Background Audio (Level AAA) | Supports |   |
| Visual Presentation (Level AAA) | Supports |   |
| Images of Text (No Exception) (Level AAA) | Supports |   |
| Keyboard (No Exception) (Level AAA) | Supports |   |
| No Timing (Level AAA) | Supports |   |
| Interruptions (Level AAA) | Supports |   |
| Re-authenticating (Level AAA) | Supports |   |
| Timeouts (Level AAA 2.1 and 2.2) | Supports |   |
| Three Flashes (Level AAA) | Supports |   |
| Animation from Interactions (Level AAA 2.1 and 2.2) | Supports |   |
| Location (Level AAA) | Supports |   |
| Link Purpose (Link Only) (Level AAA) | Supports |   |
| Section Headings (Level AAA) | Supports |   |
| Focus Not Obscured (Enhanced) (Level AAA 2.2 only) | Not Evaluated |   |
| Focus Appearance (Level AAA 2.2 only) | Not Evaluated |   |
| Target Size (Level AAA 2.1 and 2.2) | Supports |   |
| Concurrent Input Mechanisms (Level AAA 2.1 and 2.2) | Supports |   |
| Unusual Words (Level AAA) | Supports |   |
| Abbreviations (Level AAA) | Supports |   |
| Reading Level (Level AAA) | Supports |   |
| Pronunciation (Level AAA) | Supports |   |
| Change on Request (Level AAA) | Supports |   |
| Help (Level AAA) | Supports |   |
| Error Prevention (All) (Level AAA) | Supports |   |
| Accessible Authentication (Enhanced) (Level AAA 2.2 only) | Supports |   |

## Legal Disclaimer (Kota)

*This is a partially completed ACR and as such is not for production use.*