SS Technologies Accessibility Conformance Report

International Edition (INT) · Based on VPAT® Version 2.5Rev INT (ITI, April 2025)

Report information

Item	Detail
Name of product	SS Technologies public website (www.sstechnologies.us), English and Spanish, built on the SS Tech Signal WordPress theme 1.3.0
Report date	October 19, 2026
Report version	1.0 (interim)
Report format	VPAT® Version 2.5Rev INT (ITI, April 2025)
Prepared by	Self-assessed by KnackHook for SS Technologies. This report has not been reviewed or certified by a third party.
Contact	info@sstechnologies.us · +1 (609) 934-5797. Questions about this report, accessibility problems, or requests for content in another format.
Web version	https://www.sstechnologies.us/accessibility/vpat/

Summary

Of the 56 WCAG 2.2 Level A and AA success criteria, 48 are supported and 8 do not apply (the site has no audio, video, motion-operated features or sign-in). No criterion is rated Does Not Support. One functional performance criterion, use without vision, is rated Partially Supports until the manual screen-reader pass is complete.

Notes

- Scope: every public page of the website: the home page (all sections, including the hero pipeline and requisition feed, the careers board with filters and search, the job detail panel, the requirement and application forms), job posting pages, the accessibility statement, this report, the privacy notice, and the Spanish versions of these pages. The site-wide assistant (chat), cookie banner and cookie settings, and the accessibility toolbar were tested on every page type.
- Not in scope: the WordPress administration screens used by staff, and third-party sites linked from the website (for example LinkedIn).
- Job descriptions are published in English on the Spanish pages; they are marked lang="en" so assistive technology reads them correctly.
- Interim status: testing was automated plus manual keyboard, visual and code inspection. A manual screen-reader pass (NVDA with Firefox or Chrome on Windows, VoiceOver with Safari on macOS and iOS) is scheduled and has not been done yet. Criterion 302.1 (Without Vision) and EN 301 549 clause 4.2.1 are reported as Partially Supports until it is complete; this report will be reissued with the results.
- This report covers conformance at the date above. The site is updated through WordPress; new content is checked against the same criteria before it is published.

Evaluation methods used

- Automated testing with axe-core 4.14 (rule sets WCAG 2.0/2.1/2.2 A and AA plus best practices) on every page type, in English and Spanish, at 1440 × 900 desktop and 390 × 844 phone viewports, with the cookie banner both showing and dismissed. Result: 0 violations.
- Google Lighthouse 13.5 accessibility audit on the home page: score 100.
- Color contrast re-tested in all four display modes the site offers (default, high contrast, dark, light), including the accessibility toolbar and assistant panels. Result: 0 failures.
- Manual keyboard walkthrough (Chromium 141 via Playwright 1.64): skip link, navigation and mobile menu, hero tabs (arrow keys), pipeline pause control, careers filters and search, job detail dialog (focus moves in, is contained, Escape closes and returns focus), requirement and application forms (labels, required fields, error messages, focus to first error), assistant, accessibility toolbar, cookie banner and cookie settings.

- Reflow at 320 CSS pixels wide (equivalent to 1280 px at 400% zoom) and at the largest toolbar text size on phone and desktop: no horizontal scrolling on any page.
- Text spacing override (line height 1.5, letter spacing 0.12 em, word spacing 0.16 em, paragraph spacing 2 em): no clipped or overlapping text.
- Code inspection of templates, scripts and generated markup for names, roles, states, language attributes, headings, landmarks and status messages.

Applicable standards and guidelines

Standards included in this report

Standard or guideline	Included in report
Web Content Accessibility Guidelines 2.0	Level A (Yes), Level AA (Yes), Level AAA (No)
Web Content Accessibility Guidelines 2.1	Level A (Yes), Level AA (Yes), Level AAA (No)
Web Content Accessibility Guidelines 2.2	Level A (Yes), Level AA (Yes), Level AAA (No)
Revised Section 508 standards published January 18, 2017 and corrected January 22, 2018	Yes
EN 301 549 Accessibility requirements for ICT products and services, V3.2.1 (2021-03)	Yes

Terms

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 2.2 Report

Table 1: Success Criteria, Level A

Each WCAG row also covers the matching EN 301 549 requirements in clause 9 (Web) and, for the downloadable copies of this report, clause 10 (Non-web documents), and the Revised Section 508 requirements in 501.1 (Web) and 602.3 (Electronic support documentation). Section 508 incorporates WCAG 2.0 and EN 301 549 incorporates WCAG 2.1; the website is evaluated against WCAG 2.2, which includes all of their criteria.

WCAG 2.2: Table 1: Success Criteria, Level A

Criteria	Conformance Level	Remarks and Explanations
1.1.1 Non-text Content (Level A)	**Supports**	Informative images have text alternatives; the logo link is named "SS Technologies home". Decorative icons and the scrolling skills band are hidden from assistive technology (aria-hidden). Icon-only buttons (assistant, accessibility options, close, menu) have accessible names.
1.2.1 Audio-only and Video-only (Prerecorded) (Level A)	**Not Applicable**	The website has no audio-only or video-only content.
1.2.2 Captions (Prerecorded) (Level A)	**Not Applicable**	The website has no prerecorded video with audio.
1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A)	**Not Applicable**	The website has no prerecorded video.
1.3.1 Info and Relationships (Level A)	**Supports**	Headings, lists, landmarks (header, nav, main, footer), tables with header cells, and form labels are marked up in HTML. Required fields are marked with an asterisk that is explained at the top of each form, and with the required attribute for assistive technology. Manual screen-reader confirmation is pending (see Notes).
1.3.2 Meaningful Sequence (Level A)	**Supports**	Reading and focus order follow the visual order at every viewport size; layout is done with CSS without reordering content.
1.3.3 Sensory Characteristics (Level A)	**Supports**	Instructions do not rely on shape, color, size, location or sound. The accessibility statement refers to controls by their names.
1.4.1 Use of Color (Level A)	**Supports**	Links in text are underlined (and an "underline all links" option is available). Selected filters and tabs are indicated by text, borders and ARIA state, not color alone. Form errors use text messages.
1.4.2 Audio Control (Level A)	**Not Applicable**	The website plays no audio.
2.1.1 Keyboard (Level A)	**Supports**	All functionality is operable by keyboard, including the hero tabs (arrow keys), pipeline pause, careers filters and search, job detail dialog, forms, file upload, assistant, accessibility toolbar and cookie controls.
2.1.2 No Keyboard Trap (Level A)	**Supports**	Dialogs (job detail, forms, cookie settings, toolbar, assistant) keep focus inside while open and close with Escape or the Close button, returning focus to the control that opened them.
2.1.4 Character Key Shortcuts (Level A)	**Supports**	The website defines no single-character keyboard shortcuts.
2.2.1 Timing Adjustable (Level A)	**Supports**	There are no time limits. Forms do not expire.
2.2.2 Pause, Stop, Hide (Level A)	**Supports**	The auto-advancing hiring pipeline has a visible Pause/Play button and also pauses on hover and keyboard focus. The scrolling skills band and all other motion stop with the "Pause animations" option in the accessibility toolbar (on every page) and when the operating system requests reduced motion.
2.3.1 Three Flashes or Below Threshold (Level A)	**Supports**	No content flashes.
2.4.1 Bypass Blocks (Level A)	**Supports**	A "Skip to content" link is the first focusable element and moves focus to the main region; pages use landmarks and headings.
2.4.2 Page Titled (Level A)	**Supports**	Every page has a unique, descriptive title, in Spanish on Spanish pages.

Criteria	Conformance Level	Remarks and Explanations
2.4.3 Focus Order (Level A)	**Supports**	Focus order is logical. Opening a dialog moves focus into it; closing it returns focus to the opener.
2.4.4 Link Purpose (In Context) (Level A)	**Supports**	Link text describes the destination, or is described by its surrounding sentence or list item. Links that open a new tab say so to screen-reader users. The leadership "Email" links include the person's name in their accessible name.
2.5.1 Pointer Gestures (Level A)	**Supports**	No multipoint or path-based gestures are required.
2.5.2 Pointer Cancellation (Level A)	**Supports**	Controls activate on release (standard click events); nothing fires on pointer down.
2.5.3 Label in Name (Level A)	**Supports**	Accessible names contain the visible label text (for example the text-size buttons "A", "A+", "A++" and the "ES"/"EN" language switch).
2.5.4 Motion Actuation (Level A)	**Not Applicable**	No functionality is operated by device motion.
3.1.1 Language of Page (Level A)	**Supports**	English pages declare lang="en-US"; Spanish pages declare lang="es-US".
3.2.1 On Focus (Level A)	**Supports**	Receiving focus never changes context.
3.2.2 On Input (Level A)	**Supports**	Changing a filter, search box or form field updates results in place and announces the count; it does not change context.
3.2.6 Consistent Help (Level A)	**Supports**	The assistant button, accessibility options, phone number and email address appear in the same places on every page.
3.3.1 Error Identification (Level A)	**Supports**	Form errors are described in text next to each field, the field is marked aria-invalid, and focus moves to the first field with an error.
3.3.2 Labels or Instructions (Level A)	**Supports**	Every form field has a visible label; required fields and accepted file types are stated.
3.3.7 Redundant Entry (Level A)	**Supports**	Forms are single-step; no information is asked for twice.
4.1.1 Parsing (Level A)	**Supports**	WCAG 2.2 removed this criterion as obsolete. For WCAG 2.0 and 2.1 (Section 508 and EN 301 549), the 2023 errata note it is always satisfied for HTML content.
4.1.2 Name, Role, Value (Level A)	**Supports**	Custom widgets use native elements or the ARIA patterns for tabs, dialog, toggle buttons (aria-pressed) and disclosure (aria-expanded); states update as they change. Manual screen-reader confirmation is pending (see Notes).

Table 2: Success Criteria, Level AA

WCAG 2.2: Table 2: Success Criteria, Level AA

Criteria	Conformance Level	Remarks and Explanations
1.2.4 Captions (Live) (Level AA)	**Not Applicable**	The website has no live audio or video.
1.2.5 Audio Description (Prerecorded) (Level AA)	**Not Applicable**	The website has no prerecorded video.
1.3.4 Orientation (Level AA)	**Supports**	Content works in portrait and landscape; orientation is not locked.
1.3.5 Identify Input Purpose (Level AA)	**Supports**	Fields that collect information about the user have autocomplete values (name, organization, email, tel, url).
1.4.3 Contrast (Minimum) (Level AA)	**Supports**	Text meets 4.5:1 (3:1 for large text) in all four display modes: default, high contrast, dark and light.
1.4.4 Resize Text (Level AA)	**Supports**	Text resizes to 200% with browser zoom without loss of content; the toolbar offers three text sizes.
1.4.5 Images of Text (Level AA)	**Supports**	Text is real text; the only image of text is the logo.
1.4.10 Reflow (Level AA)	**Supports**	At 320 CSS px width (400% zoom) content reflows to one column with no horizontal scrolling, also at the largest toolbar text size.
1.4.11 Non-text Contrast (Level AA)	**Supports**	Form field borders, focus indicators (dark outline plus amber ring) and control boundaries meet 3:1 against adjacent colors in every display mode.

Criteria	Conformance Level	Remarks and Explanations
1.4.12 Text Spacing (Level AA)	**Supports**	No loss of content or function with WCAG text-spacing overrides applied; the toolbar also offers a wider-spacing option.
1.4.13 Content on Hover or Focus (Level AA)	**Supports**	No content appears on hover or focus other than focus indicators and link styling.
2.4.5 Multiple Ways (Level AA)	**Supports**	Pages are reachable from the header navigation, footer links and the home page section rail; job pages are also reachable through the careers search and filters.
2.4.6 Headings and Labels (Level AA)	**Supports**	Headings and labels describe their topic or purpose.
2.4.7 Focus Visible (Level AA)	**Supports**	A high-visibility focus indicator (3 px dark outline with a 6 px amber ring) appears on every focusable element.
2.4.11 Focus Not Obscured (Minimum) (Level AA)	**Supports**	Scroll padding keeps the focused element clear of the sticky header and the cookie banner.
2.5.7 Dragging Movements (Level AA)	**Supports**	No functionality requires dragging.
2.5.8 Target Size (Minimum) (Level AA)	**Supports**	Targets are at least 24 × 24 CSS px or have sufficient spacing; inline links in text are exempt.
3.1.2 Language of Parts (Level AA)	**Supports**	English job content on Spanish pages, and the language-switch link, carry lang attributes.
3.2.3 Consistent Navigation (Level AA)	**Supports**	Header, footer and floating controls are in the same order on every page.
3.2.4 Consistent Identification (Level AA)	**Supports**	Components with the same function have the same labels across pages (per language).
3.3.3 Error Suggestion (Level AA)	**Supports**	Error messages say how to fix the problem (for example the expected email format or the accepted file types and size).
3.3.4 Error Prevention (Legal, Financial, Data) (Level AA)	**Supports**	Forms do not create legal commitments or financial transactions. Input is checked before submission, and visitors can ask for submitted data to be corrected or deleted as described in the Privacy Notice.
3.3.8 Accessible Authentication (Minimum) (Level AA)	**Not Applicable**	The public website has no sign-in.
4.1.3 Status Messages (Level AA)	**Supports**	The careers result count, form submission status, form errors and assistant replies are announced through live regions without moving focus. Manual screen-reader confirmation is pending (see Notes).

Table 3: Success Criteria, Level AAA

Level AAA conformance is not claimed. The accessibility toolbar adds several AAA-level options for visitors who need them.

WCAG 2.2: Table 3: Success Criteria, Level AAA

Criteria	Conformance Level	Remarks and Explanations
1.2.6 Sign Language (Prerecorded) (Level AAA)	**Not Evaluated**	
1.2.7 Extended Audio Description (Prerecorded) (Level AAA)	**Not Evaluated**	
1.2.8 Media Alternative (Prerecorded) (Level AAA)	**Not Evaluated**	
1.2.9 Audio-only (Live) (Level AAA)	**Not Evaluated**	
1.3.6 Identify Purpose (Level AAA)	**Not Evaluated**	
1.4.6 Contrast (Enhanced) (Level AAA)	**Not Evaluated**	Not formally evaluated. The high-contrast display mode is designed to exceed 7:1.
1.4.7 Low or No Background Audio (Level AAA)	**Not Evaluated**	

Criteria	Conformance Level	Remarks and Explanations
1.4.8 Visual Presentation (Level AAA)	**Not Evaluated**	Not formally evaluated. The toolbar offers larger text, wider spacing, and dark, light and high-contrast modes.
1.4.9 Images of Text (No Exception) (Level AAA)	**Not Evaluated**	
2.1.3 Keyboard (No Exception) (Level AAA)	**Not Evaluated**	
2.2.3 No Timing (Level AAA)	**Not Evaluated**	
2.2.4 Interruptions (Level AAA)	**Not Evaluated**	
2.2.5 Re-authenticating (Level AAA)	**Not Evaluated**	
2.2.6 Timeouts (Level AAA)	**Not Evaluated**	
2.3.2 Three Flashes (Level AAA)	**Not Evaluated**	
2.3.3 Animation from Interactions (Level AAA)	**Not Evaluated**	Not formally evaluated. "Pause animations" and the operating-system reduced-motion setting turn off motion.
2.4.8 Location (Level AAA)	**Not Evaluated**	
2.4.9 Link Purpose (Link Only) (Level AAA)	**Not Evaluated**	
2.4.10 Section Headings (Level AAA)	**Not Evaluated**	
2.4.12 Focus Not Obscured (Enhanced) (Level AAA)	**Not Evaluated**	
2.4.13 Focus Appearance (Level AAA)	**Not Evaluated**	
2.5.5 Target Size (Enhanced) (Level AAA)	**Not Evaluated**	
2.5.6 Concurrent Input Mechanisms (Level AAA)	**Not Evaluated**	
3.1.3 Unusual Words (Level AAA)	**Not Evaluated**	
3.1.4 Abbreviations (Level AAA)	**Not Evaluated**	
3.1.5 Reading Level (Level AAA)	**Not Evaluated**	
3.1.6 Pronunciation (Level AAA)	**Not Evaluated**	
3.2.5 Change on Request (Level AAA)	**Not Evaluated**	
3.3.5 Help (Level AAA)	**Not Evaluated**	
3.3.6 Error Prevention (All) (Level AAA)	**Not Evaluated**	
3.3.9 Accessible Authentication (Enhanced) (Level AAA)	**Not Evaluated**	

Revised Section 508 Report

Chapter 3: Functional Performance Criteria (FPC)

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

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	**Partially Supports**	Content is structured for screen readers (landmarks, headings, labels, ARIA states, live regions) and passes automated checks, but the manual NVDA and VoiceOver pass has not been done yet. Rated Partially Supports until it is complete.
302.2 With Limited Vision	**Supports**	Supports 400% zoom with reflow, three text sizes, high-contrast, dark and light modes, wider spacing and underlined links, all saved per visitor.
302.3 Without Perception of Color	**Supports**	Color is never the only means of conveying information.
302.4 Without Hearing	**Supports**	The website has no audio content.
302.5 With Limited Hearing	**Supports**	The website has no audio content.
302.6 Without Speech	**Supports**	No feature requires speech. Every phone contact has an email or web-form alternative.
302.7 With Limited Manipulation	**Supports**	Full keyboard operation; targets at least 24 × 24 px; no timing, dragging or complex gestures.
302.8 With Limited Reach and Strength	**Supports**	No physical interaction beyond standard input devices is required.
302.9 With Limited Language, Cognitive, and Learning Abilities	**Supports**	Plain language, consistent layout and navigation, specific error messages, a Spanish version of every page, motion that can be stopped, and an assistant that answers questions about open roles and the company.

Chapter 4: Hardware

Not Applicable. The product is a website, not hardware.

Chapter 5: Software

Revised Section 508: Chapter 5: Software

Criteria	Conformance Level	Remarks and Explanations
501.1 Scope (incorporation of WCAG 2.0 AA)	**Supports**	See the WCAG 2.2 tables above.
502 Interoperability with Assistive Technology	**Not Applicable**	The product is web content, not a platform or software application.
503 Applications	**Not Applicable**	The product is web content, not a software application.
504 Authoring Tools	**Not Applicable**	The public website is not an authoring tool. The WordPress administration area used by staff is not in scope of this report.

Chapter 6: Support Documentation and Services

Revised Section 508: Chapter 6: Support Documentation and Services

Criteria	Conformance Level	Remarks and Explanations
602.2 Accessibility and Compatibility Features	**Supports**	The Accessibility Statement and this report describe the accessibility features and how to use them.
602.3 Electronic Support Documentation	**Supports**	See the WCAG 2.2 tables; the statement and this report are web pages tested to the same criteria.
602.4 Alternate Formats for Non-Electronic Support Documentation	**Not Applicable**	There is no non-electronic documentation. Content in another format is available on request.
603.2 Information on Accessibility and Compatibility Features	**Supports**	Questions about accessibility features are answered by email and phone (contact details above).

Criteria	Conformance Level	Remarks and Explanations
603.3 Accommodation of Communication Needs	**Supports**	Visitors can reach SS Technologies by email, phone or web form, in English or Spanish, and can request an alternative way to apply.

EN 301 549 Report

Clause 4: Functional Performance Statements (FPS)

EN 301 549 v3.2.1: Clause 4: Functional Performance Statements (FPS)

Criteria	Conformance Level	Remarks and Explanations
4.2.1 Usage without vision	Partially Supports	See 302.1.
4.2.2 Usage with limited vision	Supports	See 302.2.
4.2.3 Usage without perception of colour	Supports	See 302.3.
4.2.4 Usage without hearing	Supports	See 302.4.
4.2.5 Usage with limited hearing	Supports	See 302.5.
4.2.6 Usage with no or limited vocal capability	Supports	See 302.6.
4.2.7 Usage with limited manipulation or strength	Supports	See 302.7 and 302.8.
4.2.8 Usage with limited reach	Supports	See 302.8.
4.2.9 Minimize photosensitive seizure triggers	Supports	No content flashes.
4.2.10 Usage with limited cognition, language or learning	Supports	See 302.9.
4.2.11 Privacy	Supports	Accessibility features do not expose personal data. Toolbar choices are stored only in the visitor's own browser.

Clause 5: Generic Requirements

Not Applicable. Clause 5 covers closed functionality, biometrics, operable parts and similar hardware or platform features; the website relies on the visitor's own browser and assistive technology.

Clause 6: ICT with Two-Way Voice Communication

Not Applicable. The website has no voice communication.

Clause 7: ICT with Video Capabilities

Not Applicable. The website has no video.

Clause 8: Hardware

Not Applicable. The product is a website.

Clause 9: Web

See the WCAG 2.2 tables above (clauses 9.1 to 9.4 map one-to-one to WCAG criteria).

Clause 10: Non-web Documents

EN 301 549 v3.2.1: Clause 10: Non-web Documents

Criteria	Conformance Level	Remarks and Explanations
10.1–10.4 PDF and Word copies of this report	Partially Supports	The PDF is tagged (headings, table header cells, document title and language, bookmarks) and the Word file uses built-in headings and repeating table header rows. These copies have not been checked with a screen reader; the web page is the reference version.

Clause 11: Software

Not Applicable. The product is web content; see the WCAG 2.2 tables.

Clause 12: Documentation and Support Services

EN 301 549 v3.2.1: Clause 12: Documentation and Support Services

Criteria	Conformance Level	Remarks and Explanations
12.1.1 Accessibility and compatibility features	**Supports**	See 602.2.
12.1.2 Accessible documentation	**Supports**	See 602.3.
12.2.2 Information on accessibility and compatibility features	**Supports**	See 603.2.
12.2.3 Effective communication	**Supports**	See 603.3.
12.2.4 Accessible documentation	**Supports**	See 602.3.

Clause 13: ICT Providing Relay or Emergency Service Access

Not Applicable.

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