

## **Accessibility for Applicants and Employees with Disabilities**

Ingram Micro is an Equal Opportunity Employer and complies with all applicable laws. We pride ourselves on our inclusive culture and the company provides reasonable accommodation for qualified individuals with disabilities in accordance with the Americans with Disabilities Act (ADA) and applicable state and local laws. In addition, if any applicant is unable to fully access Ingram Micro's application system, they are encouraged to contact Ingram Micro and we will provide any possible reasonable accommodation. Applicants with disabilities may contact the Ingram Micro Career Center number at (800) 446-0075 for assistance accessing the application system.

## **Compliance with Section 508 Requirements**

Ingram Micro is committed to the distribution and delivery of high-quality technology products and services that are both useful and accessible to all potential users, including individuals with disabilities. As such, we openly support new and existing U.S. Federal government regulations directed at broadening the availability of electronically delivered information.

Section 508 refers to a portion of the Rehabilitation Act (29 U.S.C. 794d) that requires Federal agencies to meet specific accessibility standards when buying, developing, maintaining, or using information technology. This law was enacted to eliminate barriers in the provision of electronic information for people with disabilities and to encourage development of technologies that will help achieve these goals.

At Ingram Micro we understand the importance of compliance with Section 508 of the Rehabilitation Act of 1973, as amended in 1998 under 29 U.S.C. § 794, requiring that when Federal Agencies, including DoD, develop, procure, maintain, or use Electronic and Information Technology (E&IT), they shall ensure that the E&IT allows Federal employees and members of the public with disabilities have access to and use of information and data that is comparable to that of persons without disabilities, unless an undue burden would be imposed on the agency. We recognize that this standard has been incorporated into the Federal Acquisition Regulations under FAR 39.204, requiring that acquisitions of E&IT supplies and services must meet the applicable accessibility standards at 36 CFR part 1194 and we work with our OEM vendors to ensure compliance.

Ingram Micro is the world's largest distributor of computer and technology related products. We provide information technology solutions and secure supply chain services in support of cloud aggregation, data center management, collaboration, technology distribution, mobility device lifecycle services and logistics solutions. We represent over 1700 original equipment manufacturers (OEMs) supplying hardware and software products. Our OEMs include popular brands like Acer, Apple, Cisco, Citrix, Dell EMC, HP, IBM, Juniper, Lenovo, Microsoft, Oracle, Samsung, Symantec, VMware and many others. As such, Ingram Micro works with our suppliers to ensure the proper flow down of Section 508 compliance requirements and to facilitate reporting. Reporting includes providing a Voluntary Product Accessibility Template (VPAT™).

A VPAT™ is a document that explains how information and communication technology (ICT) products such as software, hardware, electronic content, and support documentation meet (conform to) the Revised 508 Standards for IT accessibility. VPATs™ help Federal agency contracting officials and government buyers to assess ICT for accessibility when doing market research and evaluating proposals.

At Ingram Micro we monitor the Federal governments sites related to Section 508 compliance and any changing requirements including the standards and guidelines published by the U.S. Access Board. The U.S. Access Board is responsible for developing Information and Communication Technology (ICT) accessibility standards to incorporate into regulations that govern Federal procurement practices.

To assist government customers in making procurement decisions, Ingram Micro collects and shares information published by our OEMs including VPATs and Accessibility Conformance Reports describing the extent to which their products and services support the criteria of Section 508. This information can help government customers determine whether a product or service will meet their specific needs. We maintain a list with links to the OEMs sites where this information is available.

Ingram Micro regularly monitors the below sites for updates and shares these sites as courtesy and resource to our OEM vendors and reseller partners.

- GSA Government -wide IT Accessibility Program <https://www.section508.gov/>
- GSA Policy & Regulations IT Accessibility/Section 508 <https://www.gsa.gov/policy-regulations/policy/information-integrity-and-access/it-accessibility-section-508>
- Voluntary Product Accessibility Template (VPAT) <https://www.section508.gov/sell/vpat>
- DOD Chief Information Officer DOD Section 508 <https://dodcio.defense.gov/DoDSection508.aspx>
- U.S. Access Board <https://www.access-board.gov/>
- Federal Relay Service (FedRelay) <https://www.gsa.gov/technology/technology-purchasing-programs/telecommunications-and-network-services/federal-relay-fedrelay>
- Web Accessibility Initiative (WAI) <https://www.w3.org/WAI/>
- Examples of OEM Accessibility links:
  - Microsoft Accessibility <https://www.microsoft.com/en-us/accessibility/>
  - Adobe Accessibility <https://www.adobe.com/accessibility.html>

For further information, please contact our Program Manager:

**Alexander Hury**

**716-633-3600 Ext 65326**

**Alexander.Hury@ingrammicro.com**