

# **Mercer Lighthouse Candidate Experience Accessibility Conformance Report International Edition**

(Based on VPAT® Version 2.5Rev)

## **Name of Product/Version:**

Mercer Lighthouse Candidate Experience v8

## **Report Date:**

7<sup>th</sup> August 2025

## **Product Description:**

Lighthouse is a progressive and powerful talent assessment platform, built on the latest technology, delivering powerful data insights and customization options. The platform provides immersive assessment solutions to more than 500 global clients, with an unrivalled range of online psychometric tests, virtual assessments and organizational surveys. Leading clients across the world rely on Lighthouse to make objective and predictive decisions on talent acquisition, high potential identification, succession planning, skilling and talent deployment, innovation and digital readiness, workplace wellbeing, engagement and culture.

## **Contact Information:**

Kshitij Lau, [kshitij.lau@mercer.com](mailto:kshitij.lau@mercer.com)

## **Notes:**

BarrierBreak performed an accessibility audit for the Mercer Lighthouse Candidate Experience web application.

## Evaluation Methods Used:

A sample set of pages and components were identified to perform the audit. The third-party highlight-word widget is not evaluated. The pages and components were tested using:

- Windows 11 / Google Chrome / JAWS 2024
- Windows 11 / Mozilla FireFox / NVDA 2024
- MAC OS 14 / Safari / VoiceOver
- iOS 17 / Safari / VoiceOver
- Android 13 / Google Chrome / TalkBack
- Windows 11 / Google Chrome / ZoomText 2022
- Windows 11 / Google Chrome / Dragon Naturally Speaking 15

Accessibility testers performed the audit using:

- Automated tools
  - Color contrast checker
- Code Inspection
- Keyboard-only interaction
- Screen readers
- Screen magnifier
- Speech recognition

Accessibility testers performed the test keeping WCAG 2.1 guidelines in mind. A few random pages were tested using ZoomText and Dragon Naturally Speaking each. These results reflect the accessibility for a sample set of pages and components.

The following pages and components were evaluated:

- Login
- Homepage
- Your Tasks - Tasks listing page
- Element X - copy for accessibility - Screen 1
- Element X - copy for accessibility - Screen 2
- Element X - copy for accessibility - Screen 3
- Accessibility Checks Assessment Q1 - MCQ - Single answer selection
- Accessibility Checks Assessment Q2 - MCQ - Multi answer selection & MCQ with image choices
- Accessibility Checks Assessment Q3 - Matrix table question - Single answer selection
- Accessibility Checks Assessment Q4 - Matrix table question - Multi answer selection
- Accessibility Checks Assessment Q5 - Short Answer and Long Answer question
- Accessibility Checks Assessment Q6 - Form type question
- Accessibility Checks Assessment Q7 - Date selection question
- Accessibility Checks Assessment Q8 - Chat conversation question
- Accessibility Checks Assessment Q9 - Email conversation question

- Accessibility Checks Assessment Q10 – Slider type question
- Accessibility Checks Assessment Q11 – Rank order question
- Accessibility Checks Assessment Q12 – File upload question
- Accessibility Checks Assessment Q13 – Video question
- Accessibility Checks Assessment Q14 - Layout 1 – Static content
- Accessibility Checks Assessment Q14 - Layout 2 – Audio question
- Warning – Confirm completion page
- Accessibility Checks Assessment - Completion Confirmation
- Drop Down
- Select Language
- My Profile
- Change Password
- 360 Degree Survey
- Sidebar
- Talent Assessments Drop Down
- Data Processing Consent
- Instructions
- Agile Interpretify - Q1 - Table interpretation question
- Agile Interpretify - Q3 - Graph interpretation question
- Remaining Time Warning
- Agile Interpretify - Completion Confirmation
- Evaluate: Yourself – Multi Rater(360) Campaign dashboard
- Evaluate: Yourself (Answer in Brief) – Self Evaluation page

## Applicable Standards/Guidelines

This report covers the degree of conformance for the following accessibility standard/guidelines:

Standard/Guideline	Included In Report
<a href="#">Web Content Accessibility Guidelines 2.0</a>	Level A: Yes Level AA: Yes Level AAA: No
<a href="#">Web Content Accessibility Guidelines 2.1</a>	Level A: Yes Level AA: Yes Level AAA: No
<a href="#">Revised Section 508 standards published January 18, 2017 and corrected January 22, 2018</a>	Yes
<a href="#">EN 301 549 Accessibility requirements for ICT products and services - V3.1.1 (2019-11) AND EN 301 549 Accessibility requirements for ICT products and services - V3.2.1 (2021-03)</a>	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 only be used in WCAG Level AAA criteria.

## WCAG 2.1 Report

Tables 1 and 2 also document conformance with:

- EN 301 549:
  - Clause 9 - Web
  - Clauses 10.1-10.4 of Clause 10 - Non-Web documents
  - Clauses 11.1-11.4 and 11.8.2 of Clause 11 - Software
  - Clauses 12.1.2 and 12.2.4 of Clause 12 - Documentation and support services
- Revised Section 508:
  - Chapter 5 - 501.1 Scope and 504.2 Content Creation or Editing
  - 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 2.1 Conformance Requirements](#).

## Table 1: Success Criteria, Level A

Notes: Applicable for a sample set of pages and components.

Criteria	Conformance Level	Remarks and Explanations
<b><u>1.1.1 Non-text Content</u></b> (Level A) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>● 9.1.1.1 (Web)</li> <li>● 10.1.1.1 (Non-web document)</li> <li>● 11.1.1.1.1 (Open Functionality Software)</li> <li>● 11.1.1.1.2 (Closed Functionality Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>● 501 (Web)(Software)</li> <li>● 504.2 (Authoring Tool)</li> <li>● 602.3 (Support Docs)</li> </ul>	Partially Supports	All the informative and functional images have accurate textual descriptions. Alternate way to answer is not provided for audio and video questions.
<b><u>1.2.1 Audio-only and Video-only (Prerecorded)</u></b> (Level A) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>● 9.1.2.1 (Web)</li> <li>● 10.1.2.1 (Non-web document)</li> <li>● 11.1.2.1.1 (Open Functionality Software)</li> <li>● 11.1.2.1.2.1 and 11.1.2.1.2.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>● 501 (Web)(Software)</li> <li>● 504.2 (Authoring Tool)</li> <li>● 602.3 (Support Docs)</li> </ul>	Partially Supports	Alternate way to answer is not provided for audio question.
<b><u>1.2.2 Captions (Prerecorded)</u></b> (Level A) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>● 9.1.2.2 (Web)</li> <li>● 10.1.2.2 (Non-web document)</li> <li>● 11.1.2.2 (Open Functionality Software)</li> <li>● 11.1.2.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>● 501 (Web)(Software)</li> <li>● 504.2 (Authoring Tool)</li> </ul>	Partially Supports	Synchronized captions are provided for video. In case of video question, captions are not provided for the prerecorded video.

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>602.3 (Support Docs)</li> </ul>		
<p><b><u>1.2.3 Audio Description or Media Alternative (Prerecorded)</u></b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.1.2.3 (Web)</li> <li>10.1.2.3 (Non-web document)</li> <li>11.1.2.3.1 (Open Functionality Software)</li> <li>11.1.2.3.2 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Supports	Text transcript is provided for the video.
<p><b><u>1.3.1 Info and Relationships</u></b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.1.3.1 (Web)</li> <li>10.1.3.1 (Non-web document)</li> <li>11.1.3.1.1 (Open Functionality Software)</li> <li>11.1.3.1.2 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Supports	Information, structure and relationship are programmatically defined using HTML headings, lists and tables. Form controls have programmatically defined labels.
<p><b><u>1.3.2 Meaningful Sequence</u></b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.1.3.2 (Web)</li> <li>10.1.3.2 (Non-web document)</li> <li>11.1.3.2.1 (Open Functionality Software)</li> <li>11.1.3.2.2 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Supports	Information is present in a correct sequence through code to ensure that it can be accessed logically by assistive technologies, such as screen readers.
<p><b><u>1.3.3 Sensory Characteristics</u></b> (Level A)</p> <p>Also applies to:</p>	Supports	Important instructions to access the application content are not

Criteria	Conformance Level	Remarks and Explanations
EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.1.3.3 (Web)</li> <li>10.1.3.3 (Non-web document)</li> <li>11.1.3.3 (Open Functionality Software)</li> <li>11.1.3.3 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>		presented using sensory characteristics, such as size, shape, sound and so on.
<u><b>1.4.1 Use of Color</b></u> (Level A) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.1.4.1 (Web)</li> <li>10.1.4.1 (Non-web document)</li> <li>11.1.4.1 (Open Functionality Software)</li> <li>11.1.4.1 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Supports	Color is not used as the only visual means of conveying information, indicating an action, prompting a response, or distinguishing a visual element for the content.
<u><b>1.4.2 Audio Control</b></u> (Level A) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.1.4.2 (Web)</li> <li>10.1.4.2 (Non-web document)</li> <li>11.1.4.2 (Open Functionality Software)</li> <li>11.1.4.2 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Not Applicable	Audio content that plays automatically is not present.
<u><b>2.1.1 Keyboard</b></u> (Level A) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.2.1.1 (Web)</li> <li>10.2.1.1 (Non-web document)</li> <li>11.2.1.1.1 (Open Functionality Software)</li> </ul>	Supports	All the interactive elements are keyboard operable.



Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>11.2.1.1.2 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>		
<u><b>2.1.2 No Keyboard Trap</b></u> (Level A) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.2.1.2 (Web)</li> <li>10.2.1.2 (Non-web document)</li> <li>11.2.1.2 (Open Functionality Software)</li> <li>11.2.1.2 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Supports	User's keyboard focus does not get trapped while interacting with the application and they can easily navigate between different interactive elements.
<u><b>2.1.4 Character Key Shortcuts</b></u> (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.2.1.4 (Web)</li> <li>10.2.1.4 (Non-web document)</li> <li>11.2.1.4.1 (Open Functionality Software)</li> <li>11.2.1.4.2 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 – Does not apply	Not Applicable	Character key shortcuts are not defined for interactive elements.
<u><b>2.2.1 Timing Adjustable</b></u> (Level A) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.2.2.1 (Web)</li> <li>10.2.2.1 (Non-web document)</li> <li>11.2.2.1 (Open Functionality Software)</li> <li>11.2.2.1 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> </ul>	Not Applicable	The application is time dependent. Since the application is a test, it is acceptable for it to be time dependent.

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>602.3 (Support Docs)</li> </ul>		
<p><b><u>2.2.2 Pause, Stop, Hide</u></b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.2.2.2 (Web)</li> <li>10.2.2.2 (Non-web document)</li> <li>11.2.2.2 (Open Functionality Software)</li> <li>11.2.2.2 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Not Applicable	Moving, blinking and auto-updating content is not present.
<p><b><u>2.3.1 Three Flashes or Below Threshold</u></b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.2.3.1 (Web)</li> <li>10.2.3.1 (Non-web document)</li> <li>11.2.3.1 (Open Functionality Software)</li> <li>11.2.3.1 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Not Applicable	Flashing and flickering content is not present.
<p><b><u>2.4.1 Bypass Blocks</u></b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.2.4.1 (Web)</li> <li>10.2.4.1 (Non-web document) – Does not apply</li> <li>11.2.4.1 (Open Functionality Software) – Does not apply</li> <li>11.2.4.1 (Closed Software) – Does not apply</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software) – Does not apply to non-web software</li> <li>504.2 (Authoring Tool)</li> </ul>	Supports	Headings are defined on all pages to help users bypass repetitive elements and access the main content quickly.

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>602.3 (Support Docs) – Does not apply to non-web docs</li> </ul>		
<p><b>2.4.2 Page Titled</b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.2.4.2 (Web)</li> <li>10.2.4.2 (Non-web document)</li> <li>11.2.4.2 (Open Functionality Software) - Does not apply</li> <li>11.2.4.2 (Closed Software) – Does not apply</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Supports	Descriptive titles are provided for pages.
<p><b>2.4.3 Focus Order</b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.2.4.3 (Web)</li> <li>10.2.4.3 (Non-web document)</li> <li>11.2.4.3 (Open Functionality Software)</li> <li>11.2.4.3 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Supports	Keyboard users can navigate between different elements in a meaningful and sequential order.
<p><b>2.4.4 Link Purpose (In Context)</b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.2.4.4 (Web)</li> <li>10.2.4.4 (Non-web document)</li> <li>11.2.4.4 (Open Functionality Software)</li> <li>11.2.4.4 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Supports	Links have unique and descriptive text that helps users understand their destination target.

Criteria	Conformance Level	Remarks and Explanations
<b><u>2.5.1 Pointer Gestures</u></b> (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>● 9.2.5.1 (Web)</li> <li>● 10.2.5.1 (Non-web document)</li> <li>● 11.2.5.1 (Open Functionality Software)</li> <li>● 11.2.5.1 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 – Does not apply	Not Applicable	Functionality dependent on multipoint or path-based gestures is not present.
<b><u>2.5.2 Pointer Cancellation</u></b> (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>● 9.2.5.2 (Web)</li> <li>● 10.2.5.2 (Non-web document)</li> <li>● 11.2.5.2 (Open Functionality Software)</li> <li>● 11.2.5.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 – Does not apply	Supports	Functionality of all the interactive elements is triggered on up-event.
<b><u>2.5.3 Label in Name</u></b> (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>● 9.2.5.3 (Web)</li> <li>● 10.2.5.3 (Non-web document)</li> <li>● 11.2.5.3.1 (Open Functionality Software)</li> <li>● 11.2.5.3.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 – Does not apply	Supports	Accessible names of the user interface controls match with their visual labels.
<b><u>2.5.4 Motion Actuation</u></b> (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>● 9.2.5.4 (Web)</li> <li>● 10.2.5.4 (Non-web document)</li> <li>● 11.2.5.4 (Open Functionality Software)</li> <li>● 11.2.5.4 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 – Does not apply	Not Applicable	Functionality that requires device motion or user motion is not present.
<b><u>3.1.1 Language of Page</u></b> (Level A) Also applies to:	Supports	Primary language is defined programmatically.

Criteria	Conformance Level	Remarks and Explanations
EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.3.1.1 (Web)</li> <li>10.3.1.1 (Non-web document)</li> <li>11.3.1.1.1 (Open Functionality Software)</li> <li>11.3.1.1.2 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>		
<b><u>3.2.1 On Focus</u></b> (Level A) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.3.2.1 (Web)</li> <li>10.3.2.1 (Non-web document)</li> <li>11.3.2.1 (Open Functionality Software)</li> <li>11.3.2.1 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Supports	When any component receives focus, it does not initiate a change of context.
<b><u>3.2.2 On Input</u></b> (Level A) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.3.2.2 (Web)</li> <li>10.3.2.2 (Non-web document)</li> <li>11.3.2.2 (Open Functionality Software)</li> <li>11.3.2.2 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Supports	When user inputs any data, it does not initiate a change of context.
<b><u>3.3.1 Error Identification</u></b> (Level A) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.3.3.1 (Web)</li> <li>10.3.3.1 (Non-web document)</li> <li>11.3.3.1.1 (Open Functionality Software)</li> </ul>	Supports	Error messages are announced for screen reader users.

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>11.3.3.1.2 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>		
<u><b>3.3.2 Labels or Instructions</b></u> (Level A) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.3.3.2 (Web)</li> <li>10.3.3.2 (Non-web document)</li> <li>11.3.3.2 (Open Functionality Software)</li> <li>11.3.3.2 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Supports	Labels and instructions are provided for form controls.
<u><b>4.1.1 Parsing</b></u> (Level A) Applies to: WCAG 2.0 and 2.1 – Always answer ‘Supports’ WCAG 2.2 (obsolete and removed) - Does not apply EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.4.1.1 (Web)</li> <li>10.4.1.1 (Non-web document)</li> <li>11.4.1.1.1 (Open Functionality Software)</li> <li>11.4.1.1.2 (Closed Software) – Does not apply</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Supports	For WCAG 2.0, 2.1, EN 301 549, and Revised 508 Standards, the September 2023 errata update indicates this criterion is always supported. See the <a href="#">WCAG 2.0 Editorial Errata</a> and the <a href="#">WCAG 2.1 Editorial Errata</a> .
<u><b>4.1.2 Name, Role, Value</b></u> (Level A) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.4.1.2 (Web)</li> <li>10.4.1.2 (Non-web document)</li> <li>11.4.1.2.1 (Open Functionality Software)</li> </ul>	Supports	Custom controls have name, role and value defined programmatically.

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>• 11.4.1.2.2 (Closed Software) – Does not apply</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>		

**Table 2: Success Criteria, Level AA**

Notes: Applicable for a sample set of pages and components.

Criteria	Conformance Level	Remarks and Explanations
<b><u>1.2.4 Captions (Live)</u></b> (Level AA) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>● 9.1.2.4 (Web)</li> <li>● 10.1.2.4 (Non-web document)</li> <li>● 11.1.2.4 (Open Functionality Software)</li> <li>● 11.1.2.4 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>● 501 (Web)(Software)</li> <li>● 504.2 (Authoring Tool)</li> <li>● 602.3 (Support Docs)</li> </ul>	Not Applicable	Live multimedia content is not present.
<b><u>1.2.5 Audio Description (Prerecorded)</u></b> (Level AA) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>● 9.1.2.5 (Web)</li> <li>● 10.1.2.5 (Non-web document)</li> <li>● 11.1.2.5 (Open Functionality Software)</li> <li>● 11.1.2.5 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>● 501 (Web)(Software)</li> <li>● 504.2 (Authoring Tool)</li> <li>● 602.3 (Support Docs)</li> </ul>	Supports	Audio description is not required for the video.
<b><u>1.3.4 Orientation</u></b> (Level AA 2.1 and 2.2) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>● 9.1.3.4 (Web)</li> <li>● 10.1.3.4 (Non-web document)</li> <li>● 11.1.3.4 (Open Functionality Software)</li> <li>● 11.1.3.4 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 – Does not apply	Supports	All the pages support device orientation.



Criteria	Conformance Level	Remarks and Explanations
<b><u>1.3.5 Identify Input Purpose</u></b> (Level AA 2.1 and 2.2) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>● 9.1.3.5 (Web)</li> <li>● 10.1.3.5 (Non-web document)</li> <li>● 11.1.3.5.1 (Open Functionality Software)</li> <li>● 11.1.3.5.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 – Does not apply	Supports	The purpose of input fields that collect user information is programmatically defined.
<b><u>1.4.3 Contrast (Minimum)</u></b> (Level AA) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>● 9.1.4.3 (Web)</li> <li>● 10.1.4.3 (Non-web document)</li> <li>● 11.1.4.3 (Open Functionality Software)</li> <li>● 11.1.4.3 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>● 501 (Web)(Software)</li> <li>● 504.2 (Authoring Tool)</li> <li>● 602.3 (Support Docs)</li> </ul>	Supports	Sufficient color contrast is used to display the textual content.
<b><u>1.4.4 Resize text</u></b> (Level AA) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>● 9.1.4.4 (Web)</li> <li>● 10.1.4.4 (Non-web document)</li> <li>● 11.1.4.4.1 (Open Functionality Software)</li> <li>● 11.1.4.4.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>● 501 (Web)(Software)</li> <li>● 504.2 (Authoring Tool)</li> <li>● 602.3 (Support Docs)</li> </ul>	Supports	Text can be resized up to 200 percent without loss of content or functionality.
<b><u>1.4.5 Images of Text</u></b> (Level AA) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>● 9.1.4.5 (Web)</li> <li>● 10.1.4.5 (Non-web document)</li> <li>● 11.1.4.5.1 (Open Functionality Software)</li> </ul>	Supports	Plain text is used to convey information rather than image of text.

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>11.1.4.5.2 (Closed Software) – Does not apply</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>		
<a href="#"><u>1.4.10 Reflow</u></a> (Level AA 2.1 and 2.2) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.1.4.10 (Web)</li> <li>10.1.4.10 (Non-web document)</li> <li>11.1.4.10 (Open Functionality Software)</li> <li>11.1.4.10 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 – Does not apply	Supports	When content is reflowed, all the content and functionality are available for low vision users.
<a href="#"><u>1.4.11 Non-text Contrast</u></a> (Level AA 2.1 and 2.2) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.1.4.11 (Web)</li> <li>10.1.4.11 (Non-web document)</li> <li>11.1.4.11 (Open Functionality Software)</li> <li>11.1.4.11 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 – Does not apply	Supports	Sufficient color contrast is used to display all the informative and functional images as well as user interface controls.
<a href="#"><u>1.4.12 Text Spacing</u></a> (Level AA 2.1 and 2.2) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.1.4.12 (Web)</li> <li>10.1.4.12 (Non-web document)</li> <li>11.1.4.12 (Open Functionality Software)</li> <li>11.1.4.12 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 – Does not apply	Supports	When text spacing styles are applied, users can access the content and functionality with ease.
<a href="#"><u>1.4.13 Content on Hover or Focus</u></a> (Level AA 2.1 and 2.2) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.1.4.13 (Web)</li> </ul>	Supports	The information displayed on hover or focus is hoverable or focusable and persistent.

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>10.1.4.13 (Non-web document)</li> <li>11.1.4.13 (Open Functionality Software)</li> <li>11.1.4.13 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 – Does not apply		
<b>2.4.5 Multiple Ways</b> (Level AA) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.2.4.5 (Web)</li> <li>10.2.4.5 (Non-web document) – Does not apply</li> <li>11.2.4.5 (Open Functionality Software) – Does not apply</li> <li>11.2.4.5 (Closed Software) – Does not apply</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software) – Does not apply to non-web software</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs) – Does not apply to non-web docs</li> </ul>	Not Applicable	Since the application pages are part of a test process, multiple ways to locate a page are not required.
<b>2.4.6 Headings and Labels</b> (Level AA) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.2.4.6 (Web)</li> <li>10.2.4.6 (Non-web document)</li> <li>11.2.4.6 (Open Functionality Software)</li> <li>11.2.4.6 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Supports	All the heading text and form control labels are unique and descriptive.
<b>2.4.7 Focus Visible</b> (Level AA) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.2.4.7 (Web)</li> <li>10.2.4.7 (Non-web document)</li> <li>11.2.4.7 (Open Functionality Software)</li> <li>11.2.4.7 (Closed Software)</li> </ul>	Supports	On screen focus indicator is clearly visible for all the interactive elements.

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>		
<b><u>3.1.2 Language of Parts</u></b> (Level AA) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.3.1.2 (Web)</li> <li>10.3.1.2 (Non-web document)</li> <li>11.3.1.2 (Open Functionality Software) – Does not apply</li> <li>11.3.1.2 (Closed Software) – Does not apply</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Supports	Content in secondary language is defined programmatically.
<b><u>3.2.3 Consistent Navigation</u></b> (Level AA) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.3.2.3 (Web)</li> <li>10.3.2.3 (Non-web document) – Does not apply</li> <li>11.3.2.3 (Open Functionality Software) – Does not apply</li> <li>11.3.2.3 (Closed Software) – Does not apply</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software) – Does not apply to non-web software</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs) – Does not apply to non-web docs</li> </ul>	Supports	A consistent navigation mechanism is used across the tested pages.
<b><u>3.2.4 Consistent Identification</u></b> (Level AA) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.3.2.4 (Web)</li> <li>10.3.2.4 (Non-web document) – Does not apply</li> </ul>	Supports	Elements with identical functionality are identified consistently.

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>11.3.2.4 (Open Functionality Software) – Does not apply</li> <li>11.3.2.4 (Closed Software) – Does not apply</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software) – Does not apply to non-web software</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs) – Does not apply to non-web docs</li> </ul>		
<b><u>3.3.3 Error Suggestion</u></b> (Level AA) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.3.3.3 (Web)</li> <li>10.3.3.3 (Non-web document)</li> <li>11.3.3.3 (Open Functionality Software)</li> <li>11.3.3.3 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Supports	Error messages are descriptive.
<b><u>3.3.4 Error Prevention (Legal, Financial, Data)</u></b> (Level AA) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.3.3.4 (Web)</li> <li>10.3.3.4 (Non-web document)</li> <li>11.3.3.4 (Open Functionality Software)</li> <li>11.3.3.4 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Supports	Users are prompted to confirm their answers when they try to submit the answers.
<b><u>4.1.3 Status Messages</u></b> (Level AA 2.1 and 2.2) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> <li>9.4.1.3 (Web)</li> <li>10.4.1.3 (Non-web document)</li> <li>11.4.1.3 (Open Functionality Software)</li> </ul>	Supports	Status and error messages are announced for screen reader users.

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"><li>11.4.1.3 (Closed Software) – Does not apply</li><li>11.8.2 (Authoring Tool)</li><li>12.1.2 (Product Docs)</li><li>12.2.4 (Support Docs)</li></ul> Revised Section 508 – Does not apply		

Table 3: Success Criteria, Level AAA

Notes: Not Evaluated

## Revised Section 508 Report

Notes: Applicable for a sample set of pages and components.

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

Notes: Applicable for a sample set of pages and components.

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Supports	The web application features allow people without vision to use screen readers to interact with user interface elements.
302.2 With Limited Vision	Supports	The web application features allow people with limited vision to access the interface elements.
302.3 Without Perception of Color	Supports	The web application features allow people without perception of color to access the interface elements.
302.4 Without Hearing	Partially Supports	The web application features allow people without hearing to access most of the content and functionality. Few challenges may occur while accessing the web application as disclosed in Table 1: 1.2.1 and 1.2.2.
302.5 With Limited Hearing	Partially Supports	The web application features allow people with limited hearing to access most of the content and functionality. Few challenges may occur while accessing the web application as disclosed in Table 1: 1.2.1 and 1.2.2.
302.6 Without Speech	Partially Supports	The web application features allow people without speech to access most of the content and functionality. Few challenges may occur while accessing the web application as disclosed in Table 1: 1.1.1.
302.7 With Limited Manipulation	Supports	The web application features can be operated by people with limited manipulation.
302.8 With Limited Reach and Strength	Supports	The web application features can be operated by people with limited reach and strength.

Criteria	Conformance Level	Remarks and Explanations
302.9 With Limited Language, Cognitive, and Learning Abilities	Supports	The web application features can be operated by people with limited language, cognitive and learning abilities.

## Chapter 4: [Hardware](#)

Notes: Mercer Lighthouse Candidate Experience is not a hardware and thus, all the requirements of this section are not applicable.



## Chapter 5: [Software](#)

Notes: Applicable for a sample set of pages and components.

Criteria	Conformance Level	Remarks and Explanations
501.1 Scope – Incorporation of WCAG 2.0 AA	See <a href="#">WCAG 2.1</a> section. Refer to Table 1: 1.1.1, 1.2.1 and 1.2.2.	See information in WCAG 2.1 section
<a href="#">502 Interoperability with Assistive Technology</a>	Heading cell – no response required	Heading cell – no response required
502.2.1 User Control of Accessibility Features	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
502.2.2 No Disruption of Accessibility Features	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
<b>502.3 Accessibility Services</b>	Heading cell – no response required	Mercer Lighthouse Candidate Experience is not a platform software.
502.3.1 Object Information	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
502.3.2 Modification of Object Information	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
502.3.3 Row, Column, and Headers	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
502.3.4 Values	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
502.3.5 Modification of Values	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
502.3.6 Label Relationships	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
502.3.7 Hierarchical Relationships	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
502.3.8 Text	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
502.3.9 Modification of Text	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.

Criteria	Conformance Level	Remarks and Explanations
502.3.10 List of Actions	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
502.3.11 Actions on Objects	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
502.3.12 Focus Cursor	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
502.3.13 Modification of Focus Cursor	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
502.3.14 Event Notification	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
502.4 Platform Accessibility Features	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
<b><u>503 Applications</u></b>	Heading cell – no response required	Heading cell – no response required
503.2 User Preferences	Supports	Mercer Lighthouse Candidate Experience permits user preferences from platform settings.
503.3 Alternative User Interfaces	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
<b><i>503.4 User Controls for Captions and Audio Description</i></b>	Heading cell – no response required	Heading cell – no response required
503.4.1 Caption Controls	Supports	Caption control is provided at the same level of the volume control of the video.
503.4.2 Audio Description Controls	Not Applicable	Audio description controls are not provided as the audio description is not required for the video.
<b><u>504 Authoring Tools</u></b>	Heading cell – no response required	Heading cell – no response required
504.2 Content Creation or Editing (if not authoring tool, enter “not applicable”)	Not Applicable	Mercer Lighthouse Candidate Experience is not an authoring tool.
504.2.1 Preservation of Information Provided for Accessibility in Format Conversion	Not Applicable	Mercer Lighthouse Candidate Experience is not an authoring tool.
504.2.2 PDF Export	Not Applicable	Mercer Lighthouse Candidate Experience is not an authoring tool.

Criteria	Conformance Level	Remarks and Explanations
504.3 Prompts	Not Applicable	Mercer Lighthouse Candidate Experience is not an authoring tool.
504.4 Templates	Not Applicable	Mercer Lighthouse Candidate Experience is not an authoring tool.

## Chapter 6: Support Documentation and Services

Notes: Support documentation and services of Mercer Lighthouse Candidate Experience are not a part of the accessibility review.

Criteria	Conformance Level	Remarks and Explanations
<b>601.1 Scope</b>	Heading cell – no response required	Heading cell – no response required
<b><u>602 Support Documentation</u></b>	Heading cell – no response required	Heading cell – no response required
602.2 Accessibility and Compatibility Features	Not Applicable	Accessibility and compatibility features are not a part of the accessibility review.
602.3 Electronic Support Documentation	Not Applicable	Electronic support documentation is not part of the accessibility review.
602.4 Alternate Formats for Non-Electronic Support Documentation	Not Applicable	Alternate formats are not part of the accessibility review.
<b><u>603 Support Services</u></b>	Heading cell – no response required	Heading cell – no response required
603.2 Information on Accessibility and Compatibility Features	Not Applicable	Information on accessibility and compatibility features is not part of the accessibility review.
603.3 Accommodation of Communication Needs	Not Applicable	Accommodation of communication needs is not part of the accessibility review.

## EN 301 549 Report

Notes: Applicable for a sample set of pages and components.

### Clause 4: Functional Performance Statements (FPS)

Notes: Applicable for a sample set of pages and components.

Criteria	Conformance Level	Remarks and Explanations
4.2.1 Usage without vision	Supports	The web application features allow people without vision to use screen readers to interact with user interface elements.
4.2.2 Usage with limited vision	Supports	The web application features allow people with limited vision to access the interface elements.
4.2.3 Usage without perception of colour	Supports	The web application features allow people without perception of color to access the interface elements.
4.2.4 Usage without hearing	Partially Supports	The web application features allow people without hearing to access most of the content and functionality. Few challenges may occur while accessing the web application as disclosed in Table 1: 1.2.1 and 1.2.2.
4.2.5 Usage with limited hearing	Partially Supports	The web application features allow people with limited hearing to access most of the content and functionality. Few challenges may occur while accessing the web application as disclosed in Table 1: 1.2.1 and 1.2.2.
4.2.6 Usage with no or limited vocal capability	Partially Supports	The web application features allow people with no or limited vocal capabilities to access most of the content and functionality. Few challenges may occur while accessing the web application as disclosed in Table 1: 1.1.1.
4.2.7 Usage with limited manipulation or strength	Supports	The web application features can be operated by people with limited manipulation or strength.
4.2.8 Usage with limited reach	Supports	The web application features can be operated by people with limited reach.

4.2.9 Minimize photosensitive seizure triggers	Supports	The web application does not include any content that triggers photosensitive seizures.
4.2.10 Usage with limited cognition, language or learning	Supports	The web application features can be operated by people with limited language, cognitive and learning abilities.
4.2.11 Privacy	Supports	The web application features respect the privacy of assistive technology users.

## Clause 5: [Generic Requirements](#)

Notes: Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.

Criteria	Conformance Level	Remarks and Explanations
<b>5.1 Closed functionality</b>	Heading cell – no response required	Heading cell – no response required
<b>5.1.2 General</b>	Heading cell – no response required	Heading cell – no response required
<b>5.1.2.1 Closed functionality</b>	See 5.2 through 13	See information in 5.2 through 13
<b>5.1.2.2 Assistive technology</b>	See 5.1.3 through 5.1.6	See information in 5.1.3 through 5.1.6
<b>5.1.3 Non-visual access</b>	Heading cell – no response required	Heading cell – no response required
5.1.3.1 Audio output of visual information	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.1.3.2 Auditory output delivery including speech	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.1.3.3 Auditory output correlation	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.1.3.4 Speech output user control	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.1.3.5 Speech output automatic interruption	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.1.3.6 Speech output for non-text content	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.1.3.7 Speech output for video information	Not Applicable	Mercer Lighthouse Candidate Experience supports standard

Criteria	Conformance Level	Remarks and Explanations
		assistive technologies and is, therefore, not subject to the closed functionality.
5.1.3.8 Masked entry	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.1.3.9 Private access to personal data	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.1.3.10 Non-interfering audio output	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.1.3.11 Private listening volume	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.1.3.12 Speaker volume	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.1.3.13 Volume reset	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.1.3.14 Spoken languages	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.1.3.15 Non-visual error identification	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.1.3.16 Receipts, tickets, and transactional outputs	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is,



Criteria	Conformance Level	Remarks and Explanations
		therefore, not subject to the closed functionality.
5.1.4 Functionality closed to text enlargement	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.1.5 Visual output for auditory information	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
<b>5.1.6 Operation without keyboard interface</b>	Heading cell – no response required	Heading cell – no response required
<b>5.1.6.1 Closed functionality</b>	See 5.1.3.1 through 5.1.3.16	See information in 5.1.3.1 through 5.1.3.16
5.1.6.2 Input focus	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.1.7 Access without speech	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.2 Activation of accessibility features	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.3 Biometrics	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.4 Preservation of accessibility information during conversion	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
<b>5.5 Operable parts</b>	Heading cell – no response required	Heading cell – no response required
5.5.1 Means of operation	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is,

Criteria	Conformance Level	Remarks and Explanations
		therefore, not subject to the closed functionality.
5.5.2 Operable parts discernibility	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
<b>5.6 Locking or toggle controls</b>	Heading cell – no response required	Heading cell – no response required
5.6.1 Tactile or auditory status	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.6.2 Visual status	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.7 Key repeat	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.8 Double-strike key acceptance	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.
5.9 Simultaneous user actions	Not Applicable	Mercer Lighthouse Candidate Experience supports standard assistive technologies and is, therefore, not subject to the closed functionality.

**Clause 6: [ICT with Two-Way Voice Communication](#)**

Notes: Mercer Lighthouse Candidate Experience is not an ICT with Two-Way Voice Communication and thus, all the requirements of this section are not applicable.

**Clause 7: [ICT with Video Capabilities](#)**

Notes: Mercer Lighthouse Candidate Experience is not an ICT with Video Capabilities and thus, all the requirements of this section are not applicable.

**Clause 8: [Hardware](#)**

Notes: Mercer Lighthouse Candidate Experience is not a hardware and thus, all the requirements of this section are not applicable.

**Clause 9: [Web](#) (see [WCAG 2.1 section](#))**

Notes: Refer to the previously identified remarks and details for WCAG 2.1 already provided in this VPAT.

**Clause 10: [Non-Web Documents](#)**

Notes: Mercer Lighthouse Candidate Experience is not a non-Web document and thus, all the requirements of this section are not applicable.

## Clause 11: [Software](#)

Notes: Applicable for a sample set of pages and components.

Criteria	Conformance Level	Remarks and Explanations
<b>11.0 General (informative)</b>	Heading cell – no response required	Heading cell – no response required
11.1.1.1 through 11.4.1.3	See <a href="#">WCAG 2.1</a> section. Refer to Table 1: 1.1.1, 1.2.1 and 1.2.2.	See information in WCAG 2.1 section
<b>11.5 Interoperability with assistive technology</b>	Heading cell – no response required	Heading cell – no response required
<b>11.5.1 Closed functionality</b>	Heading cell – no response required	Heading cell – no response required
<b>11.5.2 Accessibility services</b>	Heading cell – no response required	Heading cell – no response required
11.5.2.1 Platform accessibility service support for software that provides a user interface	See 11.5.2.5 through 11.5.2.17	See information in 11.5.2.5 through 11.5.2.17
11.5.2.2 Platform accessibility service support for assistive technologies	See 11.5.2.5 through 11.5.2.17	See information in 11.5.2.5 through 11.5.2.17
11.5.2.3 Use of accessibility services	See information in 11.5.2.5 through 11.5.2.17	See information in 11.5.2.5 through 11.5.2.17
11.5.2.4 Assistive technology	Not Applicable	Mercer Lighthouse Candidate Experience is not an assistive technology.
11.5.2.5 Object information	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
11.5.2.6 Row, column, and headers	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
11.5.2.7 Values	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
11.5.2.8 Label relationships	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
11.5.2.9 Parent-child relationships	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
11.5.2.10 Text	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
11.5.2.11 List of available actions	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.

Criteria	Conformance Level	Remarks and Explanations
11.5.2.12 Execution of available actions	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
11.5.2.13 Tracking of focus and selection attributes	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
11.5.2.14 Modification of focus and selection attributes	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
11.5.2.15 Change notification	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
11.5.2.16 Modifications of states and properties	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
11.5.2.17 Modifications of values and text	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
<b>11.6 Documented accessibility usage</b>	Heading cell – no response required	Heading cell – no response required
11.6.1 User control of accessibility features	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
11.6.2 No disruption of accessibility features	Not Applicable	Mercer Lighthouse Candidate Experience is not a platform software.
11.7 User preferences	Supports	Mercer Lighthouse Candidate Experience permits user preferences from platform settings.
<b>11.8 Authoring tools</b>	Heading cell – no response required	Heading cell – no response required
<b>11.8.1 Content technology</b>	Heading cell – no response required	Heading cell – no response required
11.8.2 Accessible content creation	Not Applicable	Mercer Lighthouse Candidate Experience is not an authoring tool.
11.8.3 Preservation of accessibility information in transformations	Not Applicable	Mercer Lighthouse Candidate Experience is not an authoring tool.
11.8.4 Repair assistance	Not Applicable	Mercer Lighthouse Candidate Experience is not an authoring tool.

Criteria	Conformance Level	Remarks and Explanations
11.8.5 Templates	Not Applicable	Mercer Lighthouse Candidate Experience is not an authoring tool.

## Clause 12: [Documentation and Support Services](#)

Notes: Support documentation and services of Mercer Lighthouse Candidate Experience are not a part of the accessibility review.

Criteria	Conformance Level	Remarks and Explanations
<b>12.1 Product documentation</b>	Heading cell – no response required	Heading cell – no response required
12.1.1 Accessibility and compatibility features	Not Applicable	Accessibility and compatibility features are not part of the accessibility review.
12.1.2 Accessible documentation	Not Applicable	Accessible documentation is not part of the accessibility review.
<b>12.2 Support Services</b>	Heading cell – no response required	Heading cell – no response required
12.2.2 Information on accessibility and compatibility features	Not Applicable	Information on accessibility and compatibility features is not part of the accessibility review.
12.2.3 Effective communication	Not Applicable	Information on effective communication is not part of the accessibility review.
12.2.4 Accessible documentation	Not Applicable	Accessible documentation is not part of the accessibility review.

## Clause 13: [ICT Providing Relay or Emergency Service Access](#)

Notes: Mercer Lighthouse Candidate Experience is not an ICT Providing Relay or Emergency Service Access and thus all the requirements of this section are not applicable.



## **Legal Disclaimer (Mercer Lighthouse Candidate Experience)**

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