

## **Accessibility Conformance and Universal Design for Learning Commitment:**

Our Accessibility Conformance Report (ACR) describes how CareerViewXR meets all applicable standards for WCAG 2.2 AA compliance. However, we believe true accessibility does not stop with adherence to a compliance checklist. This is why we have proactively committed to ensuring our platform is in a state of continuous improvement, working to meet Universal Design for Learning best practices through a continuous feedback loop and partnerships with leaders in the digital inclusivity space.

We acknowledge that WebXR technologies do not yet have fully established accessibility standards, creating nuanced and evolving challenges for developers and content providers. Despite this, CareerViewXR has been recognized by industry associations as a leader in advancing accessibility within immersive technologies. Our team is actively engaged in accessibility working groups, national advisory bodies, and collaborations with vocational rehabilitation organizations and other leaders driving inclusivity efforts across the country.

In addition to meeting United States accessibility requirements, our ACR reflects alignment with internationally recognized accessibility standards. Our work includes innovation through federally funded initiatives, participation in national advisory efforts, and ongoing collaboration with experts in digital accessibility and inclusive design.

While we meet applicable WCAG success criteria, we do not approach accessibility as a static or compliance-only exercise. Instead of relying on a reactive mitigation model, CareerViewXR operates under a proactive accessibility framework that emphasizes continuous monitoring, user-centered evaluation, and iterative improvement. All known accessibility issues have been addressed, and we maintain internal processes to regularly review platform performance, identify opportunities for enhancement, and incorporate feedback—particularly from individuals with lived experience.

Accessibility considerations are embedded into our development lifecycle. Every accessibility-related concern is documented, triaged, and evaluated with the intent to resolve it within the capabilities of current technologies, while also informing future innovation. This approach ensures that improvements are ongoing rather than deferred, and that accessibility evolves alongside both user needs and technological advancements.

CareerViewXR is also committed to expanding access beyond traditional headset-based experiences. Our platform supports multiple input and output methods, ensuring that users can engage with content across devices and environments. We continue to push the boundaries of what is possible within WebXR, particularly in the interaction between immersive frameworks and web-based technologies.

Following the completion of major accessibility updates in advance of the April 24, 2026 WCAG 2.2 compliance milestone, we remain focused on sustained advancement. While infrastructure-level enhancements will continue to evolve, our approach is not dependent on a fixed mitigation roadmap. Instead, we actively partner with clients, accessibility experts, and users with lived experience to continuously improve usability and inclusivity, while preparing for and adapting to future accessibility standards.

Sincerely,

A handwritten signature in black ink that reads "Katie Chaussee".

Katie Chaussee  
President & Co-Founder

A handwritten signature in black ink that reads "Matthew Chaussee".

Matthew Chaussee  
CEO & Co-Founder