EXHIBIT 2
The more we know the better, so keep the e-mails coming 😊

From: Harbage, Brett
Sent: Tuesday, September 01, 2015 1:09 PM
To: Singh, Parvinder
Subject: FW: Justice Department Announces settlement agreement with the City of Cedar Rapids, Iowa

Parvinder,

Sorry for another email, but funny how I received this settlement agreement information that includes the excerpt regarding web accessibility (scroll down). Confirmation that we should be using WCAG 2.0 and level A and AA Success Criteria.

Just passing info along. And I promise, no more emails today!

Thanks,

From: Lissner, Scott [mailto:lissner.2@osu.edu]
Sent: Tuesday, September 01, 2015 12:47 PM
To: ‘ohioadanetwork@yahooogroups.com’
Subject: FW: Justice Department Announces settlement agreement with the City of Cedar Rapids, Iowa

The Dept. of Justice announced a settlement agreement with Cedar Rapids today. It focuses on both physical and virtual access. Requiring a wide range facilities and virtual improvements. Within one year all of Cedar Rapids’ web based information and services will need to comply with the WCAG AA Standard. This requirement has become common in Project Civic Access agreements and is similar to the standards imposed in settlements with colleges and businesses imposed by the Courts and the Dept. of Education. This congruence seems to provide a minimum standard for due diligence despite the delays in rule making under the ADA’s Title II and Title III.

DOJ Press Release:
The Justice Department today announced an agreement with the City of Cedar Rapids, Iowa, to improve access to all aspects of civic life for people with disabilities. The agreement was reached under Project Civic Access, the department's wide-ranging initiative to ensure that cities, towns and counties throughout the country comply with the Americans with Disabilities Act (ADA). Under the agreement, Cedar Rapids will take important steps to ensure that people with disabilities can fully take advantage of the city's services, programs, and activities by: physically modifying the entrance doors to many of its facilities so that individuals with disabilities may access city services; by making the Veteran's Memorial Building more accessible so individuals with disabilities can access the Fair Housing Office; by physically modifying the entrances to the city's public libraries so that individuals with disabilities can access their services; by enhancing accessibility throughout the city's park system; by installing, repairing or replacing thousands of sidewalks and curb ramps throughout Cedar Rapids to bring them into compliance with current ADA standards; by ensuring that its city parking lots and

SOS 005682
toilet rooms are accessible to persons with disabilities and ensuring that all of Cedar Rapids’ webpages comply with the Web Content Accessibility Guidelines version 2.0 and website accessibility.

Today’s agreement is in honor of the 25th Anniversary of the ADA. Each month, the Justice Blog will spotlight efforts that are opening gateways to full participation and opportunity for people living with disabilities. Today’s entry in the Justice Blog features information about the Cedar Rapids settlement and how the Department’s work in enforcing the ADA is improving access to sidewalks, parking spaces, curb ramps, and city facilities throughout Cedar Rapids.

Excerpt covering Web Accessibility

30. Within six (6) months of the effective date of this Agreement, Cedar Rapids will:
   a. Designate an employee as the web accessibility coordinator for Cedar Rapids who will be responsible for coordinating Cedar Rapids’ compliance with the requirements of Section I of this Agreement. The web accessibility coordinator shall have experience with the requirements of Title II of the ADA, the Web Content Accessibility Guidelines (WCAG) version 2.0, and website accessibility generally; and
   b. For the duration of the Agreement, Cedar Rapids will retain an independent consultant, approved by the United States, who is knowledgeable about accessible website development, Title II of the ADA, and WCAG 2.0 to evaluate Cedar Rapids’ website and any proposed online services for compliance with the ADA and, at minimum, WCAG 2.0 Level A and Level AA Success Criteria and other Conformance Requirements (WCAG 2.0 AA), and who shall be responsible for the annual website accessibility evaluation. Cedar Rapids will bear all costs and expenses of retaining and utilizing this independent consultant, including the costs and expenses of any staff. Cedar Rapids will compensate this independent consultant without regard to the outcome.

31. Within twelve (12) months of the effective date of this Agreement, and annually thereafter, Cedar Rapids will:
   a. Adopt, implement, and post online a policy that its web pages will comply with WCAG 2.0 AA, published by the World Wide Web Consortium (W3C), Web Accessibility Initiative (WAI), available at www.w3.org/TR/WCAG;
   b. Distribute the policy to all employees and contractors who design, develop, maintain, or otherwise have responsibility for its websites, or provide website content, technical support, or customer service;
   c. Provide training to website content personnel on how to conform all web content and services with, at minimum, WCAG 2.0 AA, Title II of the ADA, and the terms of this Agreement;
   d. Assess all existing web content and online services for conformance with, at minimum, WCAG 2.0 AA, by: (1) performing automated accessibility tests of its website and all online services, using an automated tool approved by the United States, to identify any accessibility barriers; and (2) enlisting individuals with different disabilities, including at a minimum individuals who are blind, deaf, and have physical disabilities (such as those limiting the ability to use a mouse), to test its pages for ease of use and accessibility barriers;
   e. Provide a notice, prominently and directly linked from its homepage, instructing visitors to its websites on how to request accessible information. The link shall provide several methods to request accessible information, including an accessible form to submit feedback, an email address, and a toll-free phone number (with TTY) to contact personnel knowledgeable about the accessibility of the website; and
   f. Provide a notice, prominently and directly linked from its homepage, soliciting feedback from
visitors to its websites on how to improve website accessibility. The link shall provide several
methods to provide feedback, including an accessible form to submit feedback, an email
address, and a toll-free phone number (with TTY) to contact personnel knowledgeable about the
accessibility of the website.

32. Within twelve (12) months of the effective date of this Agreement, Cedar Rapids will:
   a. Ensure that its websites and all online services, including those websites or online services
      provided by third parties upon which Cedar Rapids relies to provide services or content, comply
      with, at minimum, WCAG 2.0 AA; and
   b. Assess all proposed online services before they are made available to the public for
      conformance with, at minimum, WCAG 2.0 AA, by: (1) performing automated accessibility tests,
      using an automated tool approved by the United States, to identify any accessibility barriers; and
      (2) enlisting individuals with different disabilities, including at a minimum individuals who are
      blind, deaf, and have physical disabilities (such as those limiting the ability to use a mouse), to
      test its pages for ease of use and accessibility barriers.