

Learning Express.com, Inc.'s Public Website Accessibility Policy.

It is the policy of Learning Express.com, Inc. that its public website (the "Website") be made accessible to those with disabilities based on current industry standards. Implementation of this policy is the responsibility of Bill Doyno, Vice President Information Technology in consultation with Vijaikumar Kuppaswamy. The Vice President Information Technology is authorized to retain a third-party consulting firm with appropriate qualifications to assist in the implementation of this policy. He shall include in each annual, quarterly or other budget proposal an amount specifically allocated to website accessibility implementation and maintenance.

I. Accessibility standard

Learning Express.com adopts the Web Content Accessibility Guidelines version 2.0 at Success Level AA as its website accessibility standard (the "Accessibility Standard"). This standard may be modified as needed to improve usability or as industry standards and technologies change.

II. Ongoing conformance plan.

As of the date of this policy the Website has been internally reviewed and found to comply with the Accessibility Standard. Learning Express.com has also retained a third-party consultant and contracted for an additional user-based audit of the Website along with ongoing training and review of the website. A letter of conformation was obtained in May 2019 stating that the website is fully accessible.

All newly added web pages for the Website will be tested with commercially available software tools to insure they substantially conform to the Accessibility Standard before they are made available to the public.

All existing web pages will be tested with commercially available software tools weekly and at the time of any substantial revision and will be promptly modified as necessary to insure they substantially conform to the Accessibility Standard.

Learning Express.com will not add any new third-party plug-ins that do not substantially conform to the Accessibility Standard and that no later than 36 months from the date of this policy, it will replace all existing third-party plug-ins with WCAG 2.0, Level AA conforming plug-ins.

All third-party vendors who provide coding, design or other services for the Website are required to certify that they are familiar with and will implement the Accessibility Standard in any work performed on the Website.

All contracts for development or maintenance shall include a warranty that the work performed properly implements the Accessibility Standard.

The Website includes and will continue to include an accessibility page with a link to this policy and a means of communicating to Learning Express any accessibility problems or issues that any user may find.

IV. Provision for changing technologies.

The Vice President Information Technology will survey changing accessibility technologies and standards at least once every two years and make such changes in the Website Accessibility Plan and this Policy as may be needed to improve the accessibility of the website and comply with any applicable governmental regulations. No later than June 1, 2020 this will include development of a plan to bring the Website into substantial conformance with WCAG 2.1 at success level AA.