ALTO HR

The workforce company built for the future of work

Accessibility Conformance Report

WCAG 2.2 levels A and AA · Based on the VPAT 2.5 format · November 7, 2026

Product	**Alto HR public website, www.altohr.com (all languages)**
Supplier	**Alto Etho LLC (trade name Alto HR), D-U-N-S 132371326**
Report date	**November 7, 2026**
Standard	**WCAG 2.2, levels A and AA**
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01 Summary

This report describes how the Alto HR public website conforms to the Web Content Accessibility Guidelines (WCAG) 2.2 at levels A and AA. It is a self-assessment by Alto HR, not a third-party certification.

Result	Criteria
Supports	46
Partially supports	4
Does not support	0
Not applicable	5

Partially supported items are scheduled for correction and listed with what is affected. Success criterion 4.1.1 Parsing is obsolete in WCAG 2.2 and not reported.

02 Scope and evaluation methods

In scope

Every public page of www.altohr.com in English, Spanish and Portuguese, its forms and its downloadable job and company documents served from the website.

Out of scope

Third-party content the website links to or embeds (Google Maps, BBB and publisher news sites), Alto People and the staff dashboard, which are separate applications.

Automated testing

axe-core rules for WCAG 2.2 A and AA on key page types at phone and desktop sizes, plus Lighthouse accessibility audits. Issues found are fixed before this report is issued.

Manual review

Keyboard-only use of menus, forms, dialogs and the map; reflow at 320 pixels; reduced motion; text spacing; no-JavaScript use of menus and forms.

03 WCAG 2.2 report

Criterion	Level	Conformance	Remarks

Criterion	Level	Conformance	Remarks
1.1.1 Non-text Content	A	Supports	Informative images have text alternatives; decorative images and background video are hidden from assistive technology. Credential seals are named by their link text.
1.2.1 Audio-only and Video-only (Prerecorded)	A	Partially supports	Header videos are decorative and hidden from assistive technology. The robot videos on /robotics are silent and carry a title and location caption, but no full text description of each scene yet.
1.2.2 Captions (Prerecorded)	A	Not applicable	No video on the website contains an audio track.
1.2.3 Audio Description or Media Alternative (Prerecorded)	A	Partially supports	See 1.2.1.
1.2.4 Captions (Live)	AA	Not applicable	No live audio or video.
1.2.5 Audio Description (Prerecorded)	AA	Partially supports	See 1.2.1.
1.3.1 Info and Relationships	A	Supports	Semantic headings, landmarks, lists and tables; every form field has a programmatic label; related controls are grouped.
1.3.2 Meaningful Sequence	A	Supports	Reading and focus order follow the visual order at every screen size.
1.3.3 Sensory Characteristics	A	Supports	Instructions do not rely on shape, color, size or position alone.
1.3.4 Orientation	AA	Supports	Pages work in portrait and landscape.
1.3.5 Identify Input Purpose	AA	Supports	Personal data fields (name, email, phone, organization, address) carry autocomplete values.
1.4.1 Use of Color	A	Supports	Links in text are underlined; errors use text and icons as well as color.
1.4.2 Audio Control	A	Not applicable	Nothing plays sound automatically.
1.4.3 Contrast (Minimum)	AA	Supports	Text meets 4.5:1 (3:1 for large text). The brand gold is used only in shades that pass on its background.

Criterion	Level	Conformance	Remarks
1.4.4 Resize Text	AA	Supports	Text resizes to 200% without loss of content; the accessibility menu adds larger text sizes.
1.4.5 Images of Text	AA	Supports	Text is real text. Exceptions allowed by the criterion: the Alto logo and third-party credential seals.
1.4.10 Reflow	AA	Supports	Content reflows to a 320 CSS pixel width without horizontal scrolling; maps and charts scale to the screen width.
1.4.11 Non-text Contrast	AA	Supports	Form field borders, focus indicators and icons that convey meaning meet 3:1.
1.4.12 Text Spacing	AA	Supports	No loss of content with increased line, paragraph, letter and word spacing; the accessibility menu offers a spacing setting.
1.4.13 Content on Hover or Focus	AA	Supports	Menus and map details stay open while hovered or focused and close with Escape.
2.1.1 Keyboard	A	Supports	All functionality works with a keyboard, including menus, forms, the map, the job board and the assistant. Menus and forms also work without JavaScript.
2.1.2 No Keyboard Trap	A	Supports	Dialogs keep focus inside while open and return it to the opening control when closed with Escape.
2.1.4 Character Key Shortcuts	A	Supports	The only shortcut (Alt+A, accessibility menu) uses a modifier key.
2.2.1 Timing Adjustable	A	Supports	No time limits on public pages or forms.
2.2.2 Pause, Stop, Hide	A	Supports	Header videos have a pause button and stop with reduced motion or data saver; the credentials strip pauses on hover or focus and stops with reduced motion or the accessibility menu.
2.3.1 Three Flashes or Below Threshold	A	Supports	No flashing content.
2.4.1 Bypass Blocks	A	Supports	A skip link moves focus to the main content; pages use landmarks.

Criterion	Level	Conformance	Remarks
2.4.2 Page Titled	A	Supports	Every page has a unique, descriptive title in its language.
2.4.3 Focus Order	A	Supports	Focus order preserves meaning and operability.
2.4.4 Link Purpose (In Context)	A	Supports	Link text, with its context, describes the destination; icon-only links have accessible names.
2.4.5 Multiple Ways	AA	Supports	Menus, footer, breadcrumbs, related links, an HTML sitemap and job search.
2.4.6 Headings and Labels	AA	Supports	Headings and labels describe topic or purpose.
2.4.7 Focus Visible	AA	Supports	Every focusable element shows a visible focus outline; the accessibility menu offers a stronger one.
2.4.11 Focus Not Obscured (Minimum)	AA	Partially supports	Until a visitor answers the cookie notice, the notice bar along the bottom of the screen can partly cover a focused element near the bottom edge. The page scrolls focused elements clear of the sticky header.
2.5.1 Pointer Gestures	A	Supports	No multipoint or path-based gestures are required; swipeable card rows also scroll with a keyboard.
2.5.2 Pointer Cancellation	A	Supports	Actions run on release (standard links and buttons).
2.5.3 Label in Name	A	Supports	Accessible names contain the visible label text.
2.5.4 Motion Actuation	A	Not applicable	No functions use device motion.
2.5.7 Dragging Movements	AA	Supports	Nothing requires dragging.
2.5.8 Target Size (Minimum)	AA	Supports	Controls are at least 24 by 24 CSS pixels (44 pixels high on phones); links inside sentences are excepted by the criterion.
3.1.1 Language of Page	A	Supports	Each page declares its language (English, Spanish or Portuguese).
3.1.2 Language of Parts	AA	Supports	Language names in the country and language selector are marked with their own language.
3.2.1 On Focus	A	Supports	Focus does not change context.
3.2.2 On Input	A	Supports	Changing a field does not submit a form or change context; follow-up questions appear in place.

Criterion	Level	Conformance	Remarks
3.2.3 Consistent Navigation	AA	Supports	Header, menus and footer are the same on every page.
3.2.4 Consistent Identification	AA	Supports	Components with the same function are named the same way.
3.2.6 Consistent Help	A	Supports	Phone, email and the contact page are in the same place on every page; the assistant button is always bottom right.
3.3.1 Error Identification	A	Supports	Errors are described in text next to the field and summarized at the top of the form.
3.3.2 Labels or Instructions	A	Supports	Every field has a visible label; required fields and formats are stated.
3.3.3 Error Suggestion	AA	Supports	Error messages say how to fix the problem.
3.3.4 Error Prevention (Legal, Financial, Data)	AA	Supports	No payment is taken on the website: shop orders are confirmed by staff before payment, and any submission can be corrected by contacting Alto HR.
3.3.7 Redundant Entry	A	Supports	Two-step forms keep earlier answers; answers are kept when a form returns an error.
3.3.8 Accessible Authentication (Minimum)	AA	Not applicable	The public website has no sign-in. Associate and staff systems are separate applications outside this report.
4.1.2 Name, Role, Value	A	Supports	Native HTML controls; custom controls (menus, switches, map, assistant) expose name, role and state.
4.1.3 Status Messages	AA	Supports	Form errors, assistant replies and planner results are announced through live regions without moving focus.

04 Terms used

Supports
The functionality meets the criterion without known defects, or meets it with equivalent facilitation.

Partially supports
Some functionality does not meet the criterion.

Does not support
The majority of functionality does not meet the criterion.

Not applicable
The criterion is not relevant to the website.

To report a barrier or ask for any document in another format, email info@altohr.com or call (850) 805-3774. We aim to reply within two business days. This report reflects the website on November 7, 2026 and is updated after each full audit.