

<http://wave.webaim.org/>

To check the compliance of accessibility for

Website Accessibility

The Flexible Workplace Initiative (www.flexworks.org), a division of TCT Enterprises, LLC (TCTE) is committed to providing access to our website for all visitors with disabilities.

To meet this commitment, we comply with the requirements of [Section 508 of the Rehabilitation Act](#). Section 508 (29 U.S.C. 794d), requiring that individuals with disabilities, who are federal employees or members of the public seeking information or services from us have access to and use of information and data that is comparable to the information provided to federal employees or the public who are not individuals with disabilities, unless an undue burden would be imposed on us.

If you have a problem viewing any material on www.flexworks.org because of difficulties with assistive technologies, please contact Shirley Crews Taylor at (281) 383-9523 or (832)288-5631 for assistance. If you have any other questions or problems about a page, please send your concerns directly to the contact(s) on that page. If you contact us by email, please help us respond to you in the most helpful way by indicating the nature of your accessibility problem, the preferred format in which you want to receive the material, and your contact information.

Accessibility Aids: Plug-ins and File Viewers

All applets, plug-ins, or other applications required by www.flexworks.org webpages that are not included on the specific page are found as links from this page.

Most of these links are to non-government sources and TCTE does not endorse any of these products; they are listed below for the convenience of our visitors. Address questions about the particular plug-in or file viewer to the respective vendor.

Adobe Acrobat

Use [Adobe Acrobat](#) to read Portable Document Format (PDF) files.

Microsoft Word

Microsoft offers [file viewer and converter programs](#) to enable those who do not have MS-Word or have another version of MS-Word to open and view MS-Word files.

Microsoft Excel

Microsoft offers [file viewer and converter programs](#) to enable those who do not have MS-Excel or have another version of MS-Excel to view MS-Excel files.

Microsoft PowerPoint

Microsoft offers [file viewer and converter programs](#) to enable those who do not have MS-PowerPoint or have another version of MS-PowerPoint to view MS-PowerPoint files.

Constant Contact.com

<http://www.constantcontact.com/uidocs/CCSiteOwnerAgreement.jsp>

Constant Contact, Inc. ("Constant Contact") provides small businesses and organizations with a variety of products and related tools and resources including:

- Constant Contact Email Marketing (the "Email Marketing Product");
- Constant Contact Online Survey (the "Survey Product"); and
- Constant Contact Event Marketing (the "Event Marketing Product").

In addition to the products described above, Constant Contact provides a variety of related offerings and services, including email campaign archiving and premium document and image hosting services (MyLibrary Plus). The Email Marketing Product, the Survey Product, the Event Marketing Product, and any related offerings and services are referred to in these Terms and Conditions of Use as the "Products."

Some large documents on this site may be compressed using a utility called Win-Zip. These files may be uncompressed using one of the utilities available for download. Since there are many options, refer to [this list of available viewers at download.com](#).

If you have any questions about these plug-ins or file viewers, please contact us at (832) 288-5631.