AoD™ Compliance Score Certificate

Title	Employment_application				
File Name	Employment_application.pdf	**Language**	en-US	**Date**	10/12/2026
AoD Level	2	**#Pages**	1	**#Tags**	38

PDF/UA Compliance Score			WCAG 2.1 Level AA Score		
99.86%			**99.82%**		
PASS 2149	**WARNING** 1	**FAIL** 3	**PASS** 2782	**WARNING** 1	**FAIL** 5

PDF/UA Compliance Breakdown

Category	Status	Pass	Warning	Fail
1. Basic Requirements				
PDF Syntax (ISO 32000-1)	**PASS**	44	0	0
Fonts	**FAIL**	0	0	3
Content	**PASS**	1699	0	0
Embedded Files	**PASS**	0	0	0
Natural language	**PASS**	317	0	0
2. Logical Structure				
Structure Elements	**PASS**	7	0	0
Structure tree	**PASS**	37	1	0
Role mapping	**PASS**	38	0	0
Alternative Descriptions	**PASS**	1	0	0
3. Metadata & Settings				
Metadata	**PASS**	3	0	0
Document settings	**PASS**	3	0	0

WCAG 2.1 Level AA Compliance Breakdown

Category	Status	Pass	Warning	Fail
1. Perceivable				
Text Alternatives	**PASS**	1	0	0
Time-based Media	**PASS**	0	0	0
Adaptable	**PASS**	1741	0	3
Distinguishable	**PASS**	639	0	0
2. Operable				
Keyboard Accessible	**PASS**	0	0	0
Enough Time	**PASS**	0	0	0
Seizures and Physical Reactions	**PASS**	0	0	0
Navigable	**FAIL**	1	0	2
Input Modalities	**PASS**	0	0	0
3. Understandable				
Readable	**PASS**	317	0	0
Predictable	**PASS**	0	0	0
Input Assistance	**PASS**	0	0	0
4. Robust				
Compatible	**PASS**	83	1	0

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Compliance Score Calculation Methodology

The scores are independently calculated using the PAC Checker, evaluating hundreds of validation points.
Scores are determined using the following formula:

$$\text{ComplianceScore\%} = \{(\text{TotalChecks} - \text{FailedChecks}) / \text{TotalChecks}\} \times 100\%$$

PDF/UA Compliance Score Attributes	
Category	**Description**
1. Basic Requirements	
1.1 PDF Syntax (ISO 32000-1)	Follows basic PDF standards ensuring documents are readable by PDF software, important for consistent accessibility.
1.2 Fonts	Correctly embeds fonts so text displays and reads correctly, essential for clarity and readability.
1.3 Content	Structures content so it's logically ordered, crucial for understanding by users using assistive technology.
1.4 Embedded Files	Properly manages embedded files so they don't disrupt accessibility, important for users relying on assistive tech.
1.5 Natural language	Correctly identifies document language, enabling screen readers to pronounce words accurately.
2. Logical Structure	
2.1 Structure Elements	Clearly tags content sections (headings, paragraphs), allowing assistive tech users to navigate documents easily.
2.2 Structure tree	Defines a clear logical structure, critical for accurate reading by screen readers.
2.3 Role mapping	Assigns correct roles to elements, enabling assistive technology to interpret content accurately.
2.4 Alternative Descriptions	Provides meaningful descriptions for images, necessary for users unable to view visual content.
3. Metadata & Settings	
3.1 Metadata	Includes accurate document information (title, author), helping users quickly identify and access document content.
3.2 Document settings	Ensures correct accessibility settings are enabled, important for optimal document interaction via assistive technologies.

WCAG 2.1 Level AA Compliance Score Attributes	
Category	**Description**
1. Perceivable	
1.1 Text Alternatives	Provides descriptions for non-text items like images, allowing users with vision impairments to understand content.
1.2 Time-based Media	Includes captions or audio descriptions in videos and audio, helping users who can't hear or see media content.
1.3 Adaptable	Ensures content can be presented clearly in different layouts, helping users with various reading devices or methods.
1.4 Distinguishable	Makes sure content is easy to see and hear clearly, helping people with visual or hearing impairments.
2. Operable	
2.1 Keyboard Accessible	Allows all features to be operated via keyboard, crucial for users who can't use a mouse.
2.2 Enough Time	Gives users enough time to interact with content, important for those who need more time to read or respond.
2.3 Seizures and Physical Reactions	Avoids flashes or patterns that might trigger seizures, keeping users safe.
2.4 Navigable	Provides clear navigation options, helping users easily find and access the content they need.
2.5 Input Modalities	Supports multiple ways of interacting with content, beneficial for users relying on different input devices.
3. Understandable	
3.1 Readable	Uses clear, simple language, enabling all users to understand content easily.
3.2 Predictable	Maintains consistent navigation and interactions, helping users anticipate how pages behave.
3.3 Input Assistance	Offers guidance for avoiding or correcting mistakes, assisting users in completing tasks accurately.
4. Robust	
4.1 Compatible	Ensures compatibility with assistive technologies like screen readers, making content reliably accessible.

CERTIFICATION

AoD hereby certifies that the document [Employment_application.pdf] has been processed through Accessibility on Demand™ and achieved the compliance scores shown in this report as measured by industry standard validation tools against WCAG 2.1 Level AA and PDF/UA (ISO 14289) standards. These scores are determined using third-party compliance checking engines equivalent to axes4 PDF Accessibility Checker, which evaluate conformance with several country specific standards such as Section 508, AODA, EN 301 549, PBSAR, RGAA and BITV 2.0.