

## **Americans with Disabilities Act (ADA) Notice**

Tri-Com Consulting Group LLC does not discriminate on the basis of disability in its services, programs, or activities.

**Employment:** Tri-Com Consulting Group LLC does not discriminate on the basis of disability in its hiring or employment practices and complies with the ADA title I employment regulations.

**Effective Communication:** Tri-Com Consulting Group will, upon request, provide auxiliary aids and services leading to effective communication for people with disabilities, including qualified sign language interpreters, assistive listening devices, documents in Braille, and other ways of making communications accessible to people who have speech, hearing, or vision impairments.

**Modifications to Policies and Procedures:** Tri-Com Consulting Group will make reasonable modifications to policies and procedures to ensure that people with disabilities have an equal opportunity to enjoy programs, services, and activities. For example, people with service animals are welcomed in Tri-Com Consulting Group LLC offices, even where pets and other animals are prohibited.

**Requests:** To request an auxiliary aid or service for effective communication, or a modification of policies or procedures contact Human Resources ([hr@tricomgroup.com](mailto:hr@tricomgroup.com)) as soon as possible, preferably 30 days before the activity or event.

**Complaints:** Send complaints to Human Resources ([hr@tricomgroup.com](mailto:hr@tricomgroup.com)).