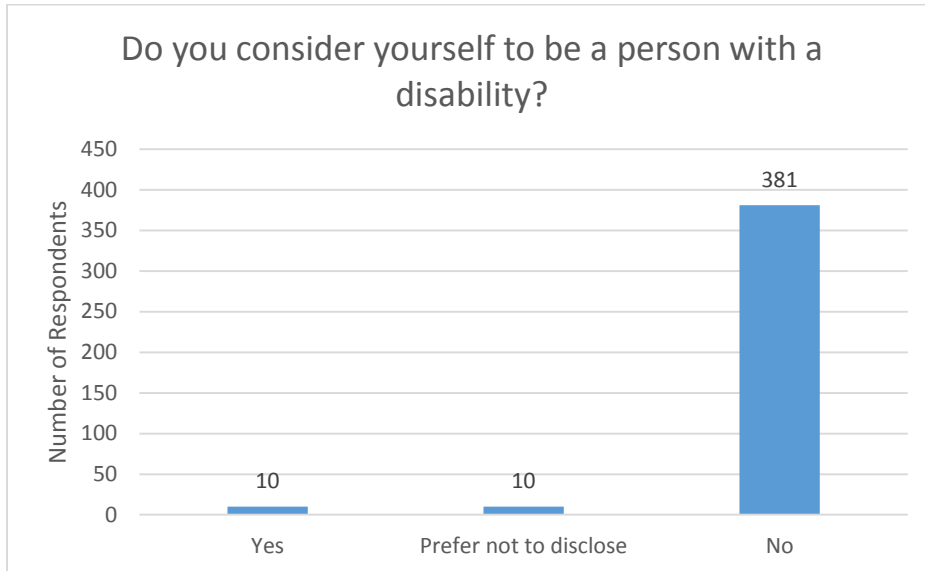


2016 Reasonable Accommodation Survey Summary

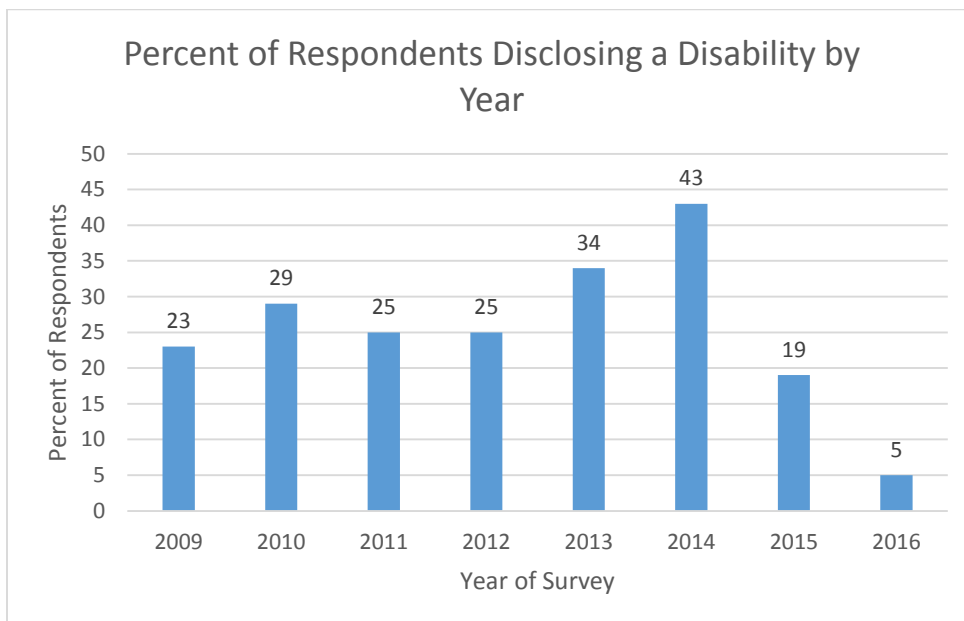
In an effort to reduce paperwork and make it easier for members to complete the survey, an online version of the survey was offered in 2016. The survey questions were also updated, which may have affected the overall results. Respondents were asked to self-disclose a disability or condition rather than choosing from a list which has been offered in the past.

401 member completed surveys from January – June 10th 2016



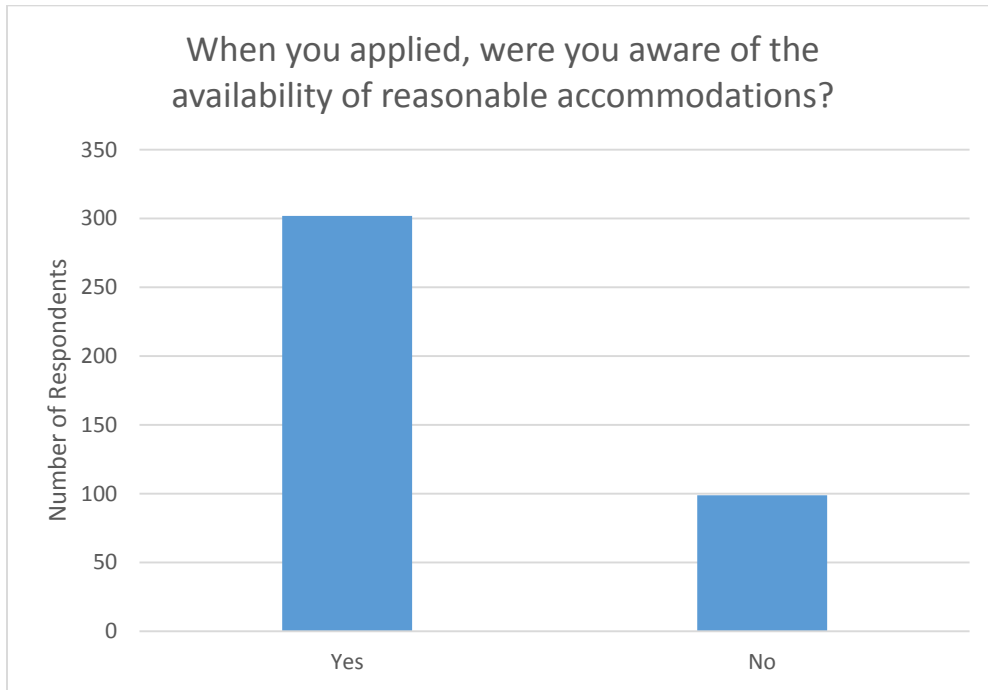
Of those disclosing a disability, 8 are categorized as mental/psychological (e.g. bipolar disorder), 3 are categorized as physical (e.g. vision impairment), and 10 were not defined.

The percentage of individuals disclosing a disability was significantly lower than in previous years. This could indicate an over-reporting of disabilities in the past or an under-reporting in 2016.



2016 Reasonable Accommodation Survey Summary

In positive news, the majority of members were aware of the availability of reasonable accommodations when they applied.



There was one request for a reasonable accommodation, but it was not provided by the program. Respondent noted that they did not know who to request the accommodation from. No additional information was provided regarding the request.