

Requirements to be waived:

Issue 1: Vertical accessibility

Description: Complex A: This request is to waive the requirement to provide a lift from the (public) package drop-off/pick-up area to the dock height level of the building. Please note that an accessible employee toilet room is being added to the lower level and also, there is a ramp in close proximity to provide vertical accessibility to the dock height level but it is on the exterior of the building outside of entrance to the street level entrance to the public area. Complex A's mezzanine level contains Human Resources, interviewing rooms and training areas. This area is being provided with vertical accessibility and so no waiver is being to be relieved of providing vertical accessibility to this upper area.

Issue 2: Vertical Accessibility

Description: Main Mezzanine: The Main Mezzanine is a large mezzanine (approximately 27,000 square feet) that is approximately 20 feet above the dock height level floor below. As the drawings reflect, the mezzanine's floor area is substantially covered by conveyors and other packages moving and sorting equipment. The employees working on this upper level (with the exception of a PE Mechanic to provide any necessary on the spot repairs and maintenance on the conveyor system) move bags and packages up to 70 pounds each. Please note we have included UPS' job descriptions for persons who will be working on the Main Mezzanine including the Essential Job Functions. Based on the physical requirements for employment in the job categories that take place on the Main Mezzanine, it is extremely unlikely that a person with significant mobility-limiting disabilities would be able to work on the Main Mezzanine (this does not preclude employment in other parts of the facility). Current employees who suffer significant injuries or become disabled may have their jobs reassigned to areas of the facility that suits their capabilities.

Issue 3: Vertical Accessibility

Description: Complex 'E': The jobs that are located in the mezzanine and lower levels of Complex 'E' are listed above in the application. Please note that additional accessible men's and women's restrooms and locker facilities) are provided in the facility on the main dock height level. In the event that an employee who is employed in a job that is located on the mezzanine level (with the exception of the security and control room personnel) becomes disabled or a qualified job applicant for a job on the mezzanine level has a mobility-limiting disability, UPS can accommodate the employee on the dock height level of the facility as provided for in Title I of the ADA. [Accoms for future lift if need arises- designed to accommodate future lift-conduit, slab prepared as necessary etc]. In the operation of the facility, employees drive irregular tugs and carts around the facility and the addition of vertical elements in the open floor

space of the dock height floor area creates interruptions in the paths otherwise used for transporting packages that are conducive to the conveyor system.

Issue 4: Vertical Accessibility

Description: Complex 'F': The jobs that are located in the mezzanine and lower levels of Complex 'E' are listed above in the application. Please note that additional accessible men's and women's restrooms and locker facilities) are provided in the facility on the main dock height level. In the event that an employee who is employed in a job that is located on the mezzanine level becomes disabled or a qualified job applicant for a job on the mezzanine level has a mobility-limiting disability, UPS can accommodate the employee on the dock height level of the facility as provided for in Title I of the ADA. [Accoms for future lift if need arises- designed to accommodate future lift- conduit, slab prepared as necessary etc] The reason a waiver is being requested at this location is that the amount of open floor space away from the conveyor system is limited. In the operation of the facility, employees drive irregular tugs and carts around the facility and the addition of vertical elements in the open floor space of the dock height floor area creates interruptions in the paths otherwise used for transporting packages that are conducive to the conveyor system.