



NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990 ("ADA"), **CPS Energy** will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: **CPS Energy** does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under title I of the ADA.

Effective Communication: **CPS Energy** will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in **CPS Energy's** programs, services, and activities.

Modifications to Policies and Procedures: **CPS Energy** will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of **CPS Energy**, should contact the office of Veronica Wycoff, CPS Energy's ADA Coordinator, at 145 Navarro Street, MD 100101, San Antonio, Texas 78205 or by e-mail to ADACoordinator@cpsenergy.com as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the **CPS Energy** to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of **CPS Energy** is not accessible to persons with disabilities should be directed to Veronica Wycoff, CPS Energy's ADA Coordinator at 145 Navarro Street, MD 100101, San Antonio, Texas 78205 or by e-mail to ADACoordinator@cpsenergy.com.

CPS Energy will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy.