



K9s For Warriors denies the unproven allegations in the plaintiff's complaint as expressly stated in K9s For Warriors' answer and affirmative defenses. Over the past thirteen (13) years, K9s For Warriors has successfully paired more than 1,000 disabled Veterans with lifesaving Service Dogs. Moreover, K9s For Warriors remains a strong advocate for the use of Service Dogs in the employment setting in accordance with the Americans with Disabilities Act ("ADA").

K9s For Warriors is a compassionate and caring employer that strictly adheres to the ADA in its own employment practices. K9s For Warriors has ensured all its employees are aware of the easily accessible employee handbook which outlines the opportunities available for qualified individuals with a disability. As stated in the handbook, K9s For Warriors has and continues to make reasonable accommodations for the known disability of an otherwise qualified individual, unless undue hardship on the operation of the business would result. Employees who may require or wish to request a reasonable accommodation are encouraged to communicate with the K9s For Warriors' Human Resources Department.

Not only does K9s For Warriors provide programmatic instruction, training, and advocacy on the ADA to both its Warriors and employees, **K9s For Warriors has approved and coordinated reasonable accommodations for Service Dogs – in its own workplace – for more than ten (10) K9s For Warriors' employees** and it will continue to grant reasonable accommodations in the future.

If you have inquiries about this matter, please email publicrelations@k9sforwarriors.org.