



REASONABLE ACCOMMODATION PROCEDURE

USAA Real Estate is committed to complying with the Americans with Disabilities Act and the Rehabilitation Act. It is the company's policy not to discriminate against any qualified applicant or employee with regard to any terms or conditions of employment because of the individual's disability. We will provide reasonable accommodations to individuals with a disability who need assistance with the application process or to perform the essential functions of their positions. The company will make every effort to provide reasonable accommodations that do not constitute an undue hardship on the company.

If you feel you require a reasonable accommodation for any part of the employment process, please contact our Human Resources department at realcoemployment@usrealco.com. Please be prepared to provide the open position that you are applying online for, and to provide the details of the reasonable accommodation you are requesting. A Human Resources representative will contact you regarding your request by the next business day. Please note that this email address should only be used for inquiries concerning a request for accommodation.