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EXHIBIT A

DECLARATION OF JEFF NEWCOMB

I, Jeff Newcomb, being over age 18 and of sound mind do state as follows:

1. I am employed by the Colorado Department of Labor and Employment (“CDLE”) in the Division of Unemployment Insurance (“the Division”). I have worked for the Division for the past 18 years. My current title is Branch Manager – Unemployment Insurance Customer Services.
2. In my role, I provide strategic oversight for the Division’s benefits customer service branch. I ensure we meet customer needs while following federal and state laws and regulations.
3. The Division provides unemployment claimants with reasonable accommodations, as required by the Americans with Disabilities Act. Any accommodation requests are brought to me to ensure relevant policies, procedures, regulations, and laws are followed.
4. A claimant can request an accommodation at any point when speaking with any call center agent.
5. A claimant can also request an accommodation during an in-person appointment, which can be requested online.
6. Joshua Abrams currently has an active unemployment claim from 2025 and previously had a claim in 2023. This claim ended in the last quarter of 2023 when Mr. Abrams returned to work.
7. I have reviewed Mr. Abrams’ claim file and documentation concerning his contacts with the Division.
8. Mr. Abrams had an in-person appointment concerning the 2023 unemployment claim on March 30, 2023.
9. Mr. Abrams has spoken with call center agents multiple times in 2023 and in 2025.
10. From my review of the Division’s records, at no time did Mr. Abrams request accommodations for any disability.

I declare under penalty of perjury, pursuant to 28 U.S.C. § 1746, that the foregoing is true and correct to the best of my knowledge.

Executed this 18th day of April 2025.

A handwritten signature in black ink, appearing to read 'J. Newcomb', is written over a horizontal line.

Jeff Newcomb