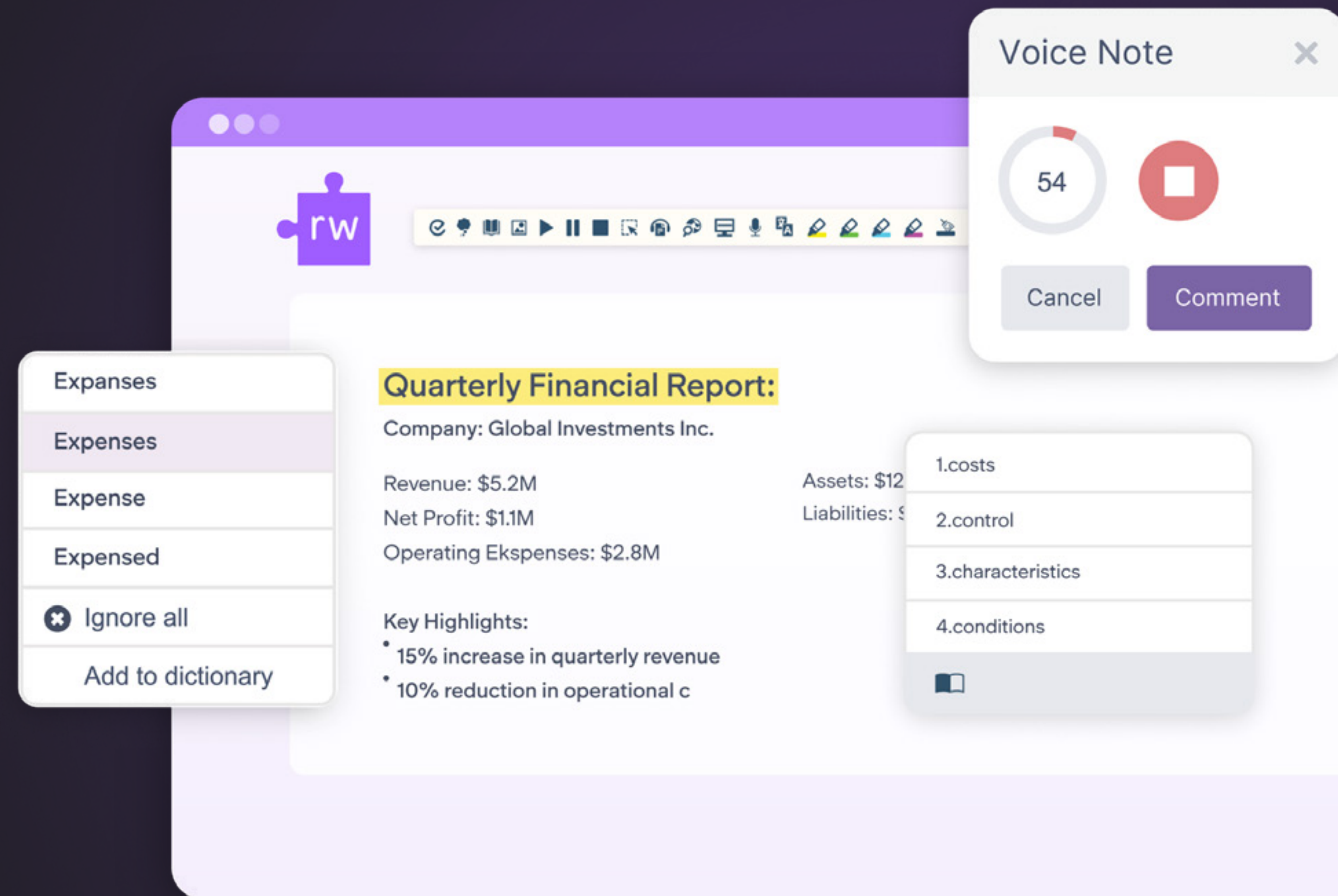


An introduction to Read&Write for Work

Your partner in advancing
neuroinclusion at scale.

Everyway





Read&Write

Read&Write for Work is a neuroinclusive technology software designed to empower all minds to thrive how they do best.

Its powerful set of reading, writing, research, focus & collaboration tools adapt the digital environment to suit diverse needs.

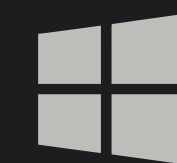
- Enhance accessibility with necessary tools for those with neurodivergent profiles and multilingual backgrounds
- Remove invisible barriers unlocking employee confidence and full potential
- Support unique cognitive styles enabling all employees to work to their strengths
- Boost innovation and productivity by equipping diverse ways of thinking and doing
- Empower a neuroinclusive culture by valuing and empowering cognitive diversity
- Increase sense of belonging with support that allows all employees to contribute fully and feel included, every day

50 million people
positively impacted

30 years of
innovative design

100% reach as a scalable,
universal solution

Compatible with



“

Accessibility is relevant to everyone.

With Read&Write we are removing barriers that aren't always visible, opening up opportunities, and making the online experience easier for everyone. This is a fundamental part of our strategy to create a place where everyone feels welcome.

Julie Thomas,
Global Director

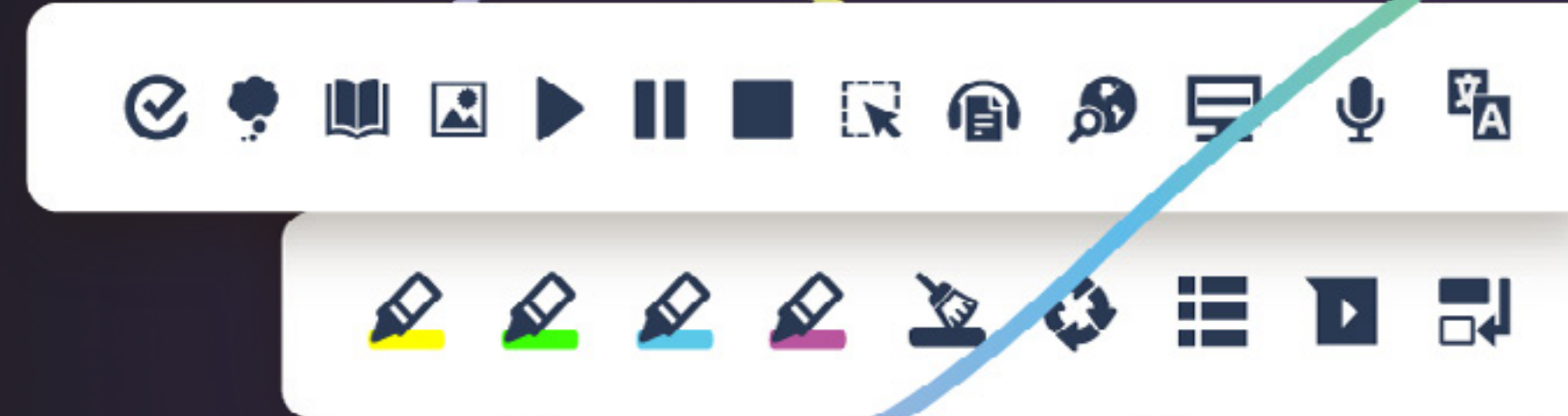
[Discover more](#)

Coca-Cola EUROPACIFIC
PARTNERS



Read&Write supports those that need it, while bringing benefits to everyone.

It's available across all platforms and devices, and easily scalable so it reaches everyone including:



100%

of all employees, each with their own way of processing, working and communicating

90%

of multilingual teams impacted by language barriers

76%

of disabled employees that don't disclose

2/3

of neurodivergent employees that don't disclose

“





It takes on average **3 years** for someone to disclose a neurodiverse condition. That's why we made Read&Write available to **every single colleague.**





Neil Eustice,
Accessibility Manager











[Learn more](#)



Read&Write features			
Feature	What it does	Cognitive accessibility impact	Productivity benefits for all
 Text-to-Speech	Reads on-screen text out loud with dual color highlighting. Users can choose from a wide range of natural-sounding voices powered by advanced voice technology.	Improves comprehension, focus and retention, particularly for those with dyslexia, dyspraxia, or language barriers. Synchronized highlighting further boosts comprehension, engagement, and focus, particularly for autistic and ADHD users.	Speeds up proofreading and review by amplifying literacy errors, and supports multitasking with natural, lifelike voices.
 Check It	Advanced spelling and grammar checker with word suggestions and dictionary definitions. It also checks spelling of over 120,000 specialist words within medical, engineering and legal professions.	Increases confidence in the quality of written work, particularly for users with literacy challenges, and non-native English speakers.	By reducing errors and rework, it improves efficiency and the quality of written output.
 Similar Word Checker	Identifies homophones and commonly confused words, such as ‘there’, ‘they’re’ and ‘their’.	Increases clarity and confidence, particularly for dyslexic and multilingual users.	Saves time spent proofreading and contemplating over word choice.
 AutoCorrect	Automatically, and intelligently, corrects spellings as employees type. *Available with Group and Unlimited licenses	Allows employees to remain focused on their tasks by reducing interruption. This is particularly helpful for ADHD users and those who benefit from reduced distractions.	Works in the background to catch errors automatically, saving time from manual corrections.

Read&Write features			
Feature	What it does	Cognitive accessibility impact	Productivity benefits for all
 Prediction	Intuitively predicts the word the user is typing and the word most likely to follow.	Helps users to keep their flow, which is particularly helpful for those with working memory challenges.	Digital content can be created with fewer keystrokes, increasing speed and accuracy.
 Dictionary	Basic dictionary, advanced dictionary and web dictionary provide written and pictorial definitions of words.	Aids comprehension through visual support. Beneficial for employees with literacy challenges, memory difficulties, or those working in a second language.	Employees can quickly understand unfamiliar words without breaking their flow of work. It reduces time lost searching for explanations elsewhere.
 Screenshot Reader	Captures 'snapshot' images and text from any document, email or web page, and transforms them into editable and accessible formats.	Captured information is made accessible, meaning it can be accessed by other cognitive accessibility tools such as Text-to- Speech.	Captured content can be easily and instantly reused, saving time from employees having to retype or recreate it.
 Dictation	Converts the spoken word into text. Users speak and watch as their words appear on screen.	Allows employees to choose to complete written work verbally, particularly helpful for users with a strength in verbal communication. Being able to get thoughts down quickly also benefits working memory and focus.	Dictation tools allow users to get their thoughts down up to <u>3x faster</u> , saving time on tasks.

Read&Write features			
Feature	What it does	Cognitive accessibility impact	Productivity benefits for all
 Screen Masking	Tints the whole screen in any chosen color, and provides a reading spotlight that can be tailored by color, size and opacity.	Improves text stability for users with dyslexia that often experience distorted text, and eases cognitive load for autistic users and beyond. The reading spotlight also removes distraction and allows users to remain focused on the text they want to consume.	Reduces eye strain and distractions, enabling employees to concentrate for longer and complete reading or data-heavy tasks more efficiently.
 PDF Reader	Reads PDF documents out loud, and provides dictionary definitions of any word.	Reinforces understanding and improves retention.	Users can listen and learn as they multitask.
 Highlights	Reads PDF documents out loud, and provides dictionary definitions of any word.	Employees can mark key information and collect it in to a single summary document, particularly helpful for those with memory challenges such as dyslexic and dyspraxic users. They can also summarize large documents with ease, reducing cognitive overload for autistic users and beyond.	Speeds up research, reporting, and knowledge sharing by turning scattered information into clear, ready-to-use summaries without extra retyping.
 Scan	Converts paper documents and inaccessible PDFs into accessible digital formats.	Ensures all employees can continue to interact with content in the way that suits them best, including neurodivergent employees, rather than being excluded by paper, locked or image-only files.	Saves time by making documents instantly searchable, editable, and easier to work with, reducing manual retyping or workaround tasks.

Read&Write features			
Feature	What it does	Cognitive accessibility impact	Productivity benefits for all
 Translator	Offers written and spoken translations in multiple languages.	Aids comprehension and removes language barriers for those who aren't working in their first language.	Enables clearer, faster communication with global colleagues and clients, without the need to switch tools or delay for translation help.
 Voice Note	Offers an alternative to writing comments in documents. Users can record audio notes instead.	Helps those who process ideas better verbally than in writing, reducing pressure on memory and writing fluency.	Speeds up note-taking and idea capture, ensuring nothing gets lost and freeing employees to stay focused on the task at hand.
 Vocabulary List	Creates a personalized dictionary or word list.	Reinforces word understanding and memory retention through multi-sensory learning. Helpful for employees taking part in professional development and learning a new topic.	Creates ready-made reference resources, reducing repeated lookups and making learning or training materials easier to absorb.
 Audio Maker	Converts text into MP3 audio files, for listening on the move.	Reduces cognitive strain by offering an alternative and convenient way to absorb large amounts of information. Helpful for employees who process information better through listening.	Allows employees to review documents or training material while commuting or multitasking, turning downtime into productive time.

Read&Write has features for everyone

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As a neurodivergent person, having the screen masking, the custom dictionary and read back option has been a game-changer. This is a great tool that helps me be more efficient and productive.



Rachel Carter,

Sr. Lead Project Manager

LUMEN

“



I work with colleagues across different countries, and the **translation tool** has made it so much easier to communicate without constantly switching to Google Translate.

“



The **Autocorrect** feature works automatically in the background, so I don't have to waste time checking for typos.

“



I constantly have the **Screen Masking** feature on as this helps relieve/prevent migraines. As my job involves a lot of reading, I find it better to have the computer read it out, and I think it's great that you can change the speed and voice to suit you.

Would you like to see the tools in action?

Contact us to request a demo

Read&Write drives meaningful impact at scale, for neuroinclusion and beyond

Case study with EY

400k employees, 150 countries. 92% retention rate among neurodivergent hires.

“

The moment you provide Read&Write, you are unlocking the inherent value of differences.

Hiren Shukla,

Founder of EY and global leader of their Neurodiverse Centers of Excellence



“

We did our due diligence in making sure it was going to function well in our global environment, and everyone at Everway was terrific with all my questions. We added the software to our global app store in 2018, and have seen an increased demand for the software ever since.

Kevin Grogg,

Assistive Technologies Service Owner



Discover more

92%

of employed people with a disability or neurodiversity say that assistive technology helps them to work faster or better

74%

of businesses providing assistive technology see an increase in employee and company productivity

68%

of employees who speak English as a Second Language leverage technology in international team meetings to facilitate understanding

Read&Write also unlocks impact that goes far beyond your business

Family Access supports employees' families to thrive

Neurotypes such as dyslexia, autism & ADHD are inherited in upwards of 40% of cases. Through our Family Access* program, employees can gift Read&Write to their loved ones for free. Helping those who matter most thrive at work, home, school, and beyond.

*Read&Write Family Access is included at no extra cost for our Advanced customers. It's available as an add-on to other packages.

“

Lumen wins as our employees win. Providing this software is a huge win for our employees and their families. This is what winning through inclusion, care, and compassion looks like. This is Lumen.

Bryan Horne (Vice President)

[Find out more](#)

LUMEN



Ready to find out more about Read&Write?

Chat to us, receive a demo, and discover how we can unlock the full potential of every mind together.

Get in touch

