

Exhibit 3

Outreach Initiatives Details

Date 3/30/2022

From: Bozeman, MT

Page 1/2

Outreach Initiatives Details between 12/1/2019 to 11/30/2020

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
1	03/29/2020	Participation in scholarship programs	1			1.00
Description:						
Diversity Scholarship giving away \$5,000.00, a commercial broadcasting this Scholarship was run by our station.						
Scope of Participation:						
Diversity Scholarship give away						
2	07/08/2020	Participation in Job Fairs	4		Yes Yes Yes No	.25
Description:						
The Corporate Sr. Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ Convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.						
Scope of Participation:						
Virtual job fair						
3	10/17/2020	Participation in Job Fairs	1		No	.25
Description:						
Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Media Sales Academy as a Corporate Recruiter. He met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. Our Corporate Recruiter spoke with students and alumni currently enrolled in NAB's Media Sales Academy regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website.						
Scope of Participation:						
Media Sales Virtual job fair						
4	11/12/2020	Participation in Job Fairs	2		No No	.25

Outreach Initiatives Details

From: Bozeman,MT

Date3/30/2022

Page2/2

Outreach Initiatives Details between 12/1/2019 to 11/30/2020

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
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Description:

The Corporate Employment Specialists represented all Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.

Scope of Participation:

Virtual job fair

Total Points: 1.75

SI. No. 1 03/29/2020

SINCLAIR

BROADCAST GROUP

2020 BROADCAST DIVERSITY SCHOLARSHIP

Pursuing a career in
Broadcast / Digital Journalism
or Marketing?

Apply today for a scholarship of up to

\$5,000

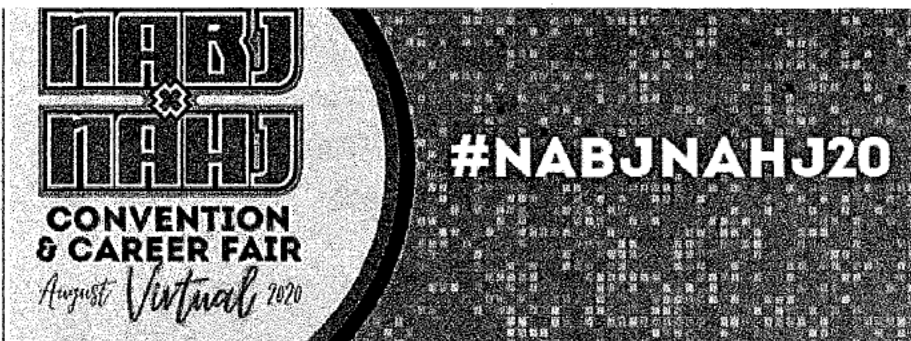
Current college sophomores and juniors may apply online through
Sunday, March 29, 2020 at 11:59 PM Eastern.

NOTE: Open only to students at 4-year colleges / universities either in California, Idaho, Montana, Oregon or Washington state OR whose permanent residence is in one of those states.

For eligibility requirements and to access the application, visit

sbgi.net/scholarship

Sl. No. 2 07/08/2020



██████████
Sinclair Broadcast Group
10706 Beaver Dam Road
Hunt Valley, MD - 21030
Phone: 410-568-1517
Fax:
Email: ██████████@sbgiv.com

Dear ██████████

Thank you and welcome! This notice will serve as an OFFICIAL CONFIRMATION of your exhibit space for the #NABJNAHJ20 Convention & Career Fair to be held July 8-12 at the Washington Marriott Wardman Park. We are delighted that you will be a part of the Annual Career Fair!

The Exhibitor Service Center (ESC) is your one-stop-shop resource to all things regarding the expo. Once you have logged-in you will be able to:

- Pay outstanding balances
- Process Exhibitor Registration (Due by May 1, 2020)
- Manage the Exhibitor Directory Update (your virtual booth)
- Download Invoice(s) and Receipt(s)
- Access to the "Exhibitor/Recruiter" checklist
- And Much More!

Sl. No. 3 10/17/2020

From: [REDACTED]
To: [REDACTED]
Subject: [EXT] Thanks for joining us for Media Sales Academy
Date: Wednesday, October 28, 2020 10:38:50 AM

CAUTION: This email originated from outside of Sinclair. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi [REDACTED] and [REDACTED]

Thanks again for joining us for the closing session of Media Sales Academy recently. I hope that your experience as a recruiter was a good one.

I'd love to hear your thoughts or comments. Are there any MSA students that you are still tracking and might potentially hire? Your feedback would be appreciated.

I look forward to hearing from you!

Thanks-

[REDACTED]

[REDACTED]
Director of Development

NAB Leadership Foundation
1 M Street SE
Washington, DC 20003

Office [REDACTED]

Cell [REDACTED]

www.nabfoundation.org | [Twitter](#) | [Facebook](#) | [LinkedIn](#)

Advocacy Education Innovation

Virtual events: [Radio Show](#), Oct. 5-9 | [Sales and Management Television Exchange](#), Oct. 14-15 | [NAB Show New York](#), Oct. 19-29

On-Demand events: [NAB Show Express](#) | [Collectively Speaking by NAB Show](#)

FULL SAIL UNIVERSITY VIRTUAL CAREER FAIR 2020



Join us for our first-ever Full Sail University Virtual Career Fair! Two different time slots will be available for you to participate.

Full Sail University counts you as a valued industry partner, and we are delighted to invite you to our first Virtual Career Fair of 2020. Our virtual online platform will allow you to participate in either a 11 am to 4 pm EST session, or 2 pm to 7 pm EST session. Just let us know what works best for you.

If you are currently seeking talent for full time, part time or seasonal roles, this is a great opportunity to connect with more than 1,000 hard working and creative students and graduates who have a passion for every facet of entertainment, media, sports/ sports marketing, business, audio, visual arts and technology.

During unprecedented times, Full Sail University is committed to offering this event at no charge to you.

Here are the Benefits:

- Customize your virtual space to reflect your company brand
- Connect with over 1,000 students/graduates of all experience levels
- Communicate through chat, audio, and video formats
- Share audiovisual content with participants
- Connect participants to your organization's social media channels
- Invite as many company representatives as you need for your booth
- Personal event support representatives before and during the event

Never participated in a virtual career event? Here's why you should: <https://bit.ly/31SgyBb>

Space is limited. Please connect with your Full Sail Career Development contact for more information.



**THURSDAY
NOVEMBER
12TH, 2020**

**11 AM - 4 PM EST
OR
2 PM - 7 PM EST**

Outreach Initiatives Details

Date 3/30/2022

From: Bozeman, MT

Page 1/4

Outreach Initiatives Details between 12/1/2020 to 11/30/2021

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
1	04/14/2021	Participation in Job Fairs	1	[REDACTED]	No	.25

Description:

Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at Hampton University as a Corporate Recruiter. Sinclair was invited to attend Hampton University's Scripps Howard School of Journalism and Communication Virtual Career Fair to meet with students and faculty. Our Corporate Employment Coordinator started the session by giving a 10-minute presentation about Sinclair and wrapped up by showing corporate and station employment opportunities at Sinclair. Our Corporate Employment Coordinator then sat in a breakout room where students asked questions about Sinclair and potential career opportunities. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. Candidate information and resumes were also collected by our Corporate Recruiter via LinkedIn to further assist with potential placement.

Scope of Participation:

Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at Hampton University as a Corporate Recruiter. Sinclair was invited to attend Hampton University's Scripps Howard School of Journalism and Communication Virtual Career Fair to meet with students and faculty. Our Corporate Employment Coordinator started the session by giving a 10-minute presentation about Sinclair and wrapped up by showing corporate and station employment opportunities at Sinclair. Our Corporate Employment Coordinator then sat in a breakout room where students asked questions about Sinclair and potential career opportunities. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. Candidate information and resumes were also collected by our Corporate Recruiter via LinkedIn to further assist with potential placement.

2	04/28/2021	Participation in Job Fairs	2	[REDACTED]	No No	.25
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Description:

The Corporate Employment Specialists represented all Sinclair Broadcast Group at the G.I Jobs Virtual Career Expo. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with veterans, and their families regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.

Scope of Participation:

The Corporate Employment Specialists represented all Sinclair Broadcast Group at the G.I Jobs Virtual Career Expo. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with veterans, and their families regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations

Outreach Initiatives Details

Date 3/30/2022

From: Bozeman, MT

Page 2/4

Outreach Initiatives Details between 12/1/2020 to 11/30/2021

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
		regarding the new applicants.				
3	05/04/2021	Participation in Job Fairs	3	[REDACTED]	No No No	.25
		Description: The Corporate Employment Specialists represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.				
		Scope of Participation: The Corporate Employment Specialists represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.				
4	08/18/2021	Participation in Job Fairs	3	[REDACTED]	No No No	.25
		Description: The News Talent Manager and Director of News Training and Development, along with several station News Managers, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.				
		Scope of Participation: The News Talent Manager and Director of News Training and Development, along with several station News Managers, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.				
5	10/07/2021	Participation in Job Fairs	2	[REDACTED]	Yes No	.25

Outreach Initiatives Details

Date 3/30/2022

From: Bozeman, MT

Page 3/4

Outreach Initiatives Details between 12/1/2020 to 11/30/2021

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
Description:						
The General Manager and HR Coordinator met with potential candidates and reviewed resumes for current and future job openings with the Montana stations. They discussed the stations openings, and how to apply to our roles.						
Scope of Participation:						
The General Manager and HR Coordinator met with potential candidates and reviewed resumes for current and future job openings with the Montana stations. They discussed the stations openings, and how to apply to our roles.						
6	10/20/2021	Participation in Job Fairs	2	[REDACTED]	No No	.25
Description:						
The Corporate Employment Specialist and Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.						
Scope of Participation:						
The Corporate Employment Specialist and Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.						
7	11/02/2021	Participation in Job Fairs	1	[REDACTED]	No	.25
Description:						
The Corporate Employment Specialist represented all of Sinclair Broadcast Group at a Career Discussion with Elizabeth City State University. The topic of discussion was Professional Development, and Career Opportunities. She met virtually with a class and discussed career opportunities within Sinclair, and competencies for career readiness with the company. She also provided information on how to apply, and how to search our openings on our Careers Page. All students were given contact information, and a presentation with an overview of Sinclair.						
Scope of Participation:						
The Corporate Employment Specialist represented all of Sinclair Broadcast Group at a Career Discussion with Elizabeth City State University. The topic of discussion was Professional Development, and Career Opportunities. She met virtually						

Outreach Initiatives Details

From: Bozeman,MT

Date3/30/2022

Page4/4

Outreach Initiatives Details between 12/1/2020 to 11/30/2021

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
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with a class and discussed career opportunities within Sinclair, and competencies for career readiness with the company. She also provided information on how to apply, and how to search our openings on our Careers Page. All students were given contact information, and a presentation with an overview of Sinclair.

Total Points: 1.75

Sl. No. 1 04/14/2021

3/29/22, 1:36 PM

4973_33901.png (855x569)

 Reply  Reply All  Forward  IM



Thu 4/15/2021 10:44 AM

@HAMPTONU.EDU

[EXT] RE: Thank you for Having Us!

To 

Retention Policy Delete Older than 8 years (8 years)

Expires 4/13/2029

 You replied to this message on 4/20/2021 1:18 PM.

CAUTION: This email originated from outside of Sinclair. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I am so happy that we were able to do this 

I would love it if we can continue this partnership next year as well.

Please let me know your thoughts.


Best,



 Reply  Reply All  Forward  IM

Wed 4/14/2021 12:08 PM



@hamptonu.edu <no-reply@zoom.us>

[EXT] SHSJC Career Fair Confirmation

To 

Retention Policy Delete Older than 8 years (8 years)

Expires 4/12/2029

CAUTION: This email originated from outside of Sinclair. Do not click links or open attachments unless you recognize the sender and know the content is safe.


Hi ,

Thank you for registering for "SHSJC Career Fair".

Please submit any questions to: @hamptonu.edu

Date Time: Apr 14, 2021 11:00 AM Eastern Time (US and Canada)

Join from PC, Mac, Linux, iOS or Android: [Click Here to Join](#)

Passcode: 

Note: This link should not be shared with others; it is unique to you.

[Add to Calendar](#) [Add to Google Calendar](#) [Add to Yahoo Calendar](#)

Sl. No. 2 04/28/2021

From: [REDACTED]
To: [REDACTED]
Subject: FW: [EXT] Free VCE booth offer
Date: Tuesday, May 4, 2021 11:52:14 AM

From: [REDACTED]@viqtory.com>
Sent: Tuesday, May 4, 2021 11:12 AM
To: [REDACTED]@sbgtv.com>
Subject: Re: [EXT] Free VCE booth offer

Good afternoon [REDACTED]

Recently, Sinclair Broadcasting Group participated in our GI Jobs Virtual Career Expo and we hope that your team was able to connect with some highly qualified candidates from the military community.

As a military marketing company, we are committed to connecting your organization to the military community whether through our virtual events or our marketing solutions. We work with hundreds of partners to help with their diversity recruiting, OFCCP requirements, and building out military recruitment programs.

We would welcome the opportunity to discuss with you or a member of your team your initiatives for the upcoming year and how we can possibly help.

We appreciate your feedback.

Have a great day!

From: [REDACTED]@viqtory.com>
Sent: Friday, April 16, 2021 10:50 AM
To: [REDACTED]@sbgtv.com>
Subject: [EXT] Free VCE booth offer

CAUTION: This email originated from outside of Sinclair. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning [REDACTED]

I wanted to reach out and invite you to the April 28th Virtual Career Expo event at NO COST.

Event Details:

Date: April 28th

Time: 12pm - 4pm EST

Theme: National Virtual Event


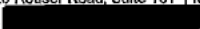
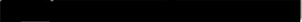
Expected Participation: 1,200 Signups, 700 Registrations, 350 Attendees
(Military Spouses Included)

Please let me know if you are interested in participation and I will get you registered for your booth again free of charge.

Thank you,


Account Manager
U.S Marine Corps Veteran (2008-2012)

Book a meeting with me;



Connecting the Military Community to Civilian Opportunity
420 Rouser Road, Suite 101 | Moon Township, PA 15108
e: 
w: [Website](#) | [Facebook](#) | [LinkedIn](#)





Account Manager
U.S Marine Corps Veteran (2008-2012)

Book a meeting with me;



Connecting the Military Community to Civilian Opportunity
420 Rouser Road, Suite 101 | Moon Township, PA 15108

w: [Website](#) | [Facebook](#) | [LinkedIn](#)



Account Manager

U.S Marine Corps Veteran (2008-2012)

Book a meeting with me;



Connecting the Military Community to Civilian Opportunity
420 Rouser Road, Suite 101 | Moon Township, PA 15108

w: [Website](#) | [Facebook](#) | [LinkedIn](#)



Sl. No. 3 05/04/2021

From: [REDACTED]
To: [REDACTED]
Subject: FW: [EXT] Full Sail Virtual Career Fair MAY 4, 2021 Feedback Survey
Date: Thursday, May 6, 2021 8:29:09 AM

From: [REDACTED]@fullsail.edu>
Sent: Tuesday, May 4, 2021 5:16 PM
Subject: [EXT] Full Sail Virtual Career Fair MAY 4, 2021 Feedback Survey

CAUTION: This email originated from outside of Sinclair. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Full Sail University May 4th, 2021 Virtual Career Fair Survey

Full Sail University's Career Development Department would like to thank you for participating in our recent Virtual Career Fair today.

We value your time and effort and strive to improve with each experience.

If you could please take a moment to answer the questions at the link below, we would appreciate it.

We hope to see you at our next event and that we continue to work together to find the future talent you're looking for!

[REDACTED]k

Thank you for your feedback.

We enjoy serving your needs through Career Development and look forward to continuing to do so.

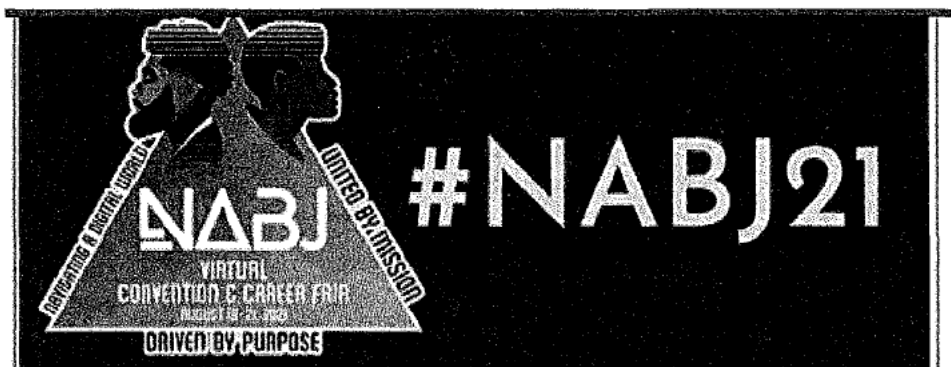
Take care!

Sincerely-

[REDACTED]
Employer Development Manager
Career Development
Full Sail University

Phone: [REDACTED]

3300 UNIVERSITY BLVD. WINTER PARK, FL 32792



Hi [REDACTED]

Updated invoice to include comp booth from 2020. If you need any further assistance, please let me know.

Regards,
[REDACTED]

[REDACTED]
 Sinclair Broadcast Group
 10706 Beaver Dam Rd
 Hunt Valley, MD - 21030
 Phone: [REDACTED]
 Fax: [REDACTED]
 Email: [REDACTED]@sbgtv.com

Dear [REDACTED]

Thank you and welcome! This notice will serve as an OFFICIAL CONFIRMATION of your Career Fair booth(s) for the #NABJ21 Convention & Career Fair to be held Aug. 18-20. We are delighted that you will be a part of our virtual career fair!

The Exhibitor Service Center (ESC) is your one-stop-shop resource to all things regarding the expo. Once you have logged-in you will be able to:

- Pay outstanding balances
- Design Virtual Booth by June 28, 2021
- Process Exhibitor Registration by June 28, 2021
- Manage the Exhibitor Directory Update (your virtual booth)
- Download Invoice(s) and Receipt(s)
- Access to the "Exhibitor/Recruiter" checklist
- And Much More!

Exhibitor Service Center (ESC) LOGIN INFORMATION:

[REDACTED]

Sl. No. 5 10/07/2021

From: [REDACTED]
To: [REDACTED]
Subject: [EXT] Western Montana's 2021 Career Fair sponsored by Allegiance Benefit Plan Management, Inc. - Registration Request Approved!
Date: Friday, September 17, 2021 2:08:42 PM

CAUTION: This email originated from outside of Sinclair. Do not click links or open attachments unless you recognize the sender and know the content is safe.



Western Montana's 2021 Career Fair sponsored by Allegiance Benefit Plan Management, Inc.

Complete Your Registration



Your registration for Western Montana's 2021 Career Fair sponsored by Allegiance Benefit Plan Management, Inc. has been approved.

Please use the "Complete Registration" button below to complete your registration.

Please note that this message is only to invite you to complete your registration and is not a confirmation of your registration itself.

COMPLETE REGISTRATION

ORGANIZER INFO

Missoula

[View other events](#)



ORGANIZING AN EVENT?

Accept registrations and payments online in minutes using
www.eventzilla.net. | List your event free

This email was sent to [REDACTED]@sbgvtv.com

Eventzilla | 545 Metro Place South, One Metro Place, Suite 100, Dublin, OH 43017

Sl. No. 6 10/20/2021

From: [REDACTED]
Subject: [EXT] Full Sail Virtual Career Fair Event October 20, 2021 Feedback Survey
Date: Wednesday, October 20, 2021 7:18:23 PM

CAUTION: This email originated from outside of Sinclair. Do not click links or open attachments unless you recognize the sender and know the content is safe.



Full Sail University Career Networking Event Survey

Full Sail University's Career Development Department would like to thank you for participating in our recent Virtual Career Fair October 20th. We value your time and effort and strive to improve with each experience. If you could please take a moment to answer the questions below, we would appreciate it. We hope to see you at our next event and that we continue to work together to find the future talent you're looking for!

Event Feedback:

[REDACTED]

Thank you for your feedback.
We enjoy serving your needs through Career Development and look forward to continuing to do so.
Take care!

[REDACTED]
[REDACTED]
Employer Development Manager
Career Development
Full Sail University
Phone: [REDACTED]
3300 UNIVERSITY BLVD, WINTER PARK, FL 32792

Sl. No. 7 U/02/2021

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: [EXT] ECSU: Professional Development Workshop 11/2/21 3:30-4:30
Date: Thursday, October 21, 2021 12:06:07 PM
Attachments: Outlook-traehjq.png

CAUTION: This email originated from outside of Sinclair. Do not click links or open attachments unless you recognize the sender and know the content is safe.

The Career Development Center host Professional Development Workshops the 1st Tuesday of the month, September through November, from 3:30-4:30 pm via Zoom. This is an opportunity for businesses to share information about their organization, internship or employment opportunities, or professional development skills desired in the workplace.

You or a member of your team has expressed interest in participating in these unique sessions. Please confirm your attendance for November 2, 2021, and provide a brief description of the content of your presentation for example: best practices for hiring process, internships, interviewing, corporate culture... etc.

I will include the Zoom link and send a calendar invitation.

You will have 15 minutes to engage/present to students. Please plan to log in at 3:20pm to address any technical issues.

Let me know if you have any questions.

Regards,
[REDACTED]

[REDACTED] is inviting you to a scheduled Zoom meeting.

Topic: Professional Development Workshop:
Time: Nov 2, 2021, 03:30 PM Eastern Time (US and Canada)

Join Zoom Meeting
[REDACTED]

Meeting ID: [REDACTED]
One tap mobile
+ [REDACTED] 6# US (Washington DC)
+ [REDACTED] # US (Chicago)

Dial by your location

+1 [REDACTED] (Washington DC)
+1 [REDACTED] (Chicago)
+1 [REDACTED] (New York)
+1 [REDACTED] (Tacoma)
+1 [REDACTED] (Houston)
+1 [REDACTED] (San Jose)

Meeting ID: [REDACTED]
Find your local number: [REDACTED]

Video Conferencing, Web Conferencing,
Webinars, Screen Sharing

