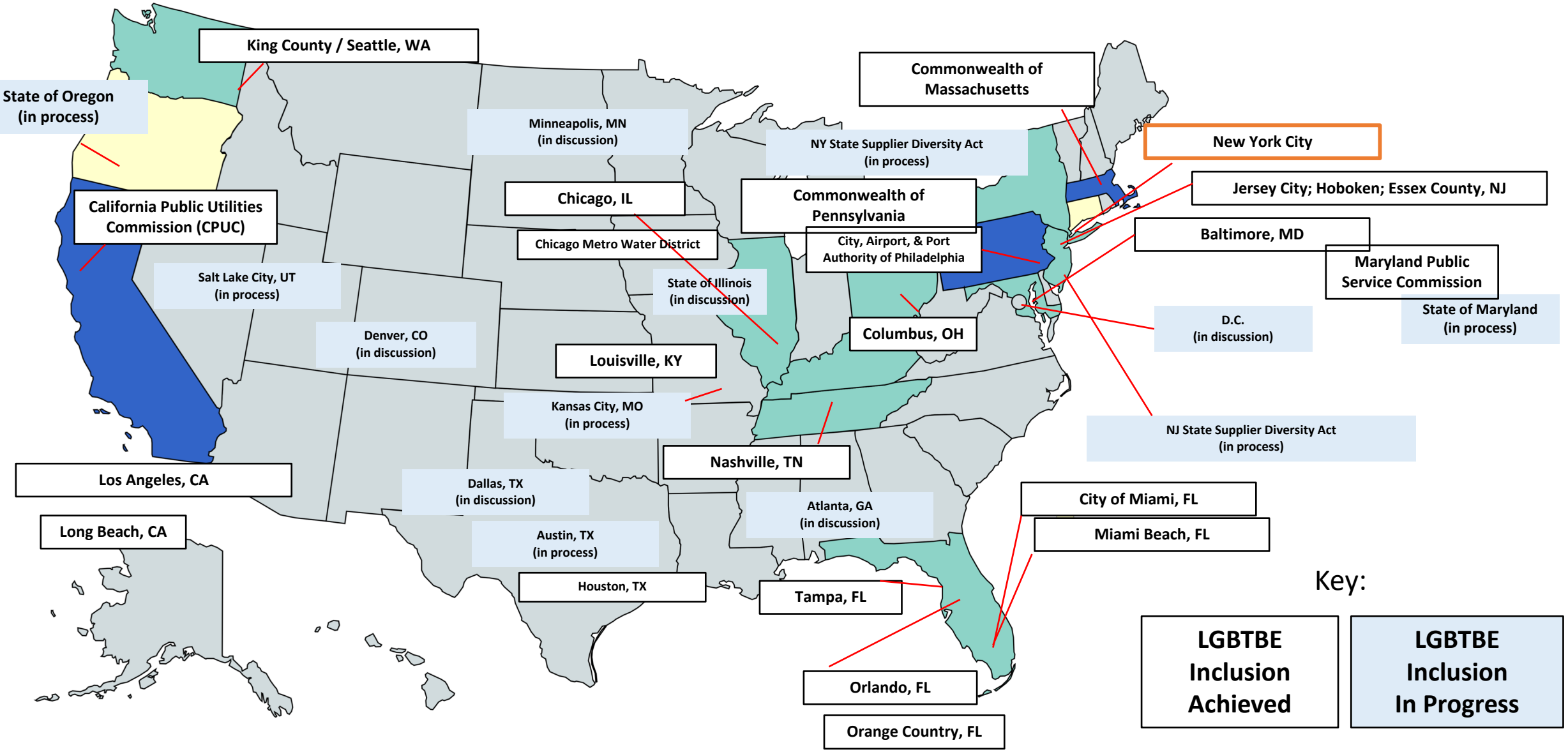
Exhibit 3

LGBTBE Inclusion in the Public Sector (As of March 2021)

nglcc
National LGBT Chamber of Commerce