



**2015  
CORPORATE  
SOCIAL  
RESPONSIBILITY  
REPORT**

**INSPIRING OUR WORLD**



**MGM RESORTS  
INTERNATIONAL®**



# Inspiring Our WORLD<sup>®</sup>



## ABOUT

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### MGM RESORTS INTERNATIONAL

MGM Resorts International (NYSE: MGM) is one of the world's leading global hospitality and entertainment companies, operating a portfolio of destination resort brands, including Bellagio, MGM Grand, Mandalay Bay and The Mirage. The company is in the process of developing MGM National Harbor in Maryland and MGM Springfield in Massachusetts. MGM Resorts controls and holds a 76 percent economic interest in the operating partnership of MGM Growth Properties LLC (NYSE: MGP), a premier, triple-net lease, real estate investment trust engaged in the acquisition, ownership and leasing of large-scale destination entertainment and leisure resorts. The company also owns 56 percent of MGM China Holdings Limited (HK:2282), which owns the MGM Macau resort and casino, and is developing a gaming resort in Cotai; and 50 percent of CityCenter in Las Vegas, which features ARIA Resort and Casino. MGM Resorts is a *FORTUNE* magazine World's Most Admired Company. For more information about MGM Resorts International, visit its website at [www.mgmresorts.com](http://www.mgmresorts.com).



# MESSAGE FROM OUR LEADERS TO OUR STAKEHOLDERS

## **WELCOME TO THE 2015 CHAPTER OF OUR INSPIRATIONAL CORPORATE SOCIAL RESPONSIBILITY**

initiatives! Our company, MGM Resorts International, is known throughout the world for the exceptional, memorable guest experiences we create at our iconic hospitality and entertainment resorts – a spectrum of distinctive hotels, captivating entertainment beyond casino gaming, dining to suit every palate, and abundant amenities that engage and excite. Above all else, the superior service our dedicated employees extend to every guest – the true hallmark of our MGM experience – is what keeps millions returning to our resorts time and time again.

We strive to maximize long-term sustainable growth in profit and shareholder value through legitimate competition, cutting-edge innovation and first-rate products and service. Our drive to be the best of the best at whatever we do has propelled us to the forefront of leadership of our industry. Just as important to us are how we achieve business success and what we do with it.

We realize that the privilege of doing business and generating optimal return on our shareholders' investment comes with immense responsibility toward our stakeholders, the communities in which we operate and ultimately human society, and stewardship of our natural environment. We chose the concept of impact as the theme of our report this year because of its integral relationship to the concept of business responsibility.

Our greatest impact, of course, is the economic value creation we bring to our communities and society through our business operations. We employ thousands of people – more than 60,000 employees as of last year, for each of whom many more indirect jobs are created in the value chain. We spend billions of dollars in procurement of goods and services from suppliers. We pay millions in taxes and fees annually to local, state and our national government. Our aggressive expansion into new jurisdictions expands our economic sphere. The cumulative impact of all of our economic activity radiates with myriad multiplier effects throughout our local and regional economies, and fuel our national and global economies.

As many leading business and responsibility commentators have pointed out, leading companies make the highest positive contribution and impact on society by conducting business operations in a responsible way. When we create value responsibly for our stakeholders, we likewise enhance society at large and promote resource sustainability. Like a circle, that value chain is a dynamic interconnected system, with company, community, society and our planet continuously interacting with each other.

Responsibility thus mandates that we serve as leaders of our communities and society as well as captains of industry, and that we view corporate responsibility more holistically than the mere avoidance or mitigation of negative impacts. Responsibility compels us to do more – to make positive impacts both within our workplace and externally on our communities and society at large. For us responsibility is not an optional program at the periphery of our business, or a part-time campaign relegated to a confined period of the year. It is an integral part of our character, what we believe, how we conduct our business practices, how we relate to our communities and our world. It is vital to our long-term success.

First and foremost, responsibility shapes our core values, our united One Company, One Culture and our vision of 21st century leadership. The bedrock values of integrity – and ethical use of power for the betterment of others – as well as top-to-bottom collaborative teamwork, anchor our culture. Our ability to be inclusive, cultivate and advance humanity in all of its diverse forms – our employees, our guests, our vendors and suppliers, our business partners, our communities – lies at the heart of our people-centered business, and is really the cornerstone of global unity. Diversity of thought, opinion and leadership styles is crucial to innovative practices, ground-breaking solutions to complex business problems and lasting environmental sustainability. This is the lifeblood of excellence and our ability to compete at the highest level.

More than simply the right thing to do, responsible corporate citizenship also makes us a better, more rigorous business – through, for instance, high-principled corporate governance; conscientious compliance; inclusion as a pathway to top talent acquisition and retention, and ingenuity; and prudent use of natural resources.

The pages of this report chronicle many of the ways in which we pursued many of our responsibility commitments last year. We took giant steps in fulfilling our commitments to creating critical economic opportunities through our major new developments in Prince George's County, Md., and Springfield, Mass., while promoting economic growth in our existing venues. Beyond our value generation, we made far-reaching philanthropic and service investments in the social fabric and stability of our communities, to which we are inextricably tied. We continued our responsible leadership in public debate and advocacy on the significant issues of our time. Our employees' community accomplishments in 2015 are no less than remarkable measured by any yardstick – whether it is, for example, raising more than \$6 million for donation through our employee-driven foundation; or donating over 157,000 logged volunteer hours of community service at scores of nonprofit organizations; or reaching the milestone of 1 million sustainability actions at work and at home logged on our My Green Advantage application.

Our results show not just motivation, but true inspiration to make the world we live in better for everyone. Our community investments and service improve the lives of underserved individuals, families and children, and for many will have a lasting, life-altering impact. Every success we report was made possible by the engagement and hard work of our employees. On behalf of our entire company, we applaud our employees' enormous contributions.

As we move forward with our responsibility agenda, we are acutely aware that as much as we have done and continue to do, long-standing systemic issues continue to adversely affect our communities and society. We are not a panacea for all of the challenges we face, but we pride ourselves on extending inclusive economic opportunities, helping to build better communities wherever we plant our company flag, and fostering positive impact.



**Jim Murren**  
Chairman & Chief Executive Officer



**Alexis Herman**  
Chair, Corporate Social Responsibility  
Committee, Board of Directors



2015 Las Vegas Martin Luther King, Jr. Parade

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# MGM RESORTS INTERNATIONAL: A GLOBAL LEADER IN HOSPITALITY AND ENTERTAINMENT

## OUR MISSION

MGM RESORTS INTERNATIONAL IS THE LEADER IN ENTERTAINMENT AND HOSPITALITY, A DIVERSE COLLECTION OF EXTRAORDINARY PEOPLE, DISTINCTIVE BRANDS AND BEST-IN-CLASS DESTINATIONS.

We are one of the world's leading global hospitality and entertainment companies with a portfolio of best-in-class destination resorts designed to provide guests with a total resort experience: exceptional quality and guest service; first-class accommodations; innovative dining options; exciting headline entertainment and production shows; shopping; spa amenities; gaming facilities; and state-of-the-art meeting and conference facilities. The breadth of our operational expertise, and of our relationships across all areas of guest experience, distinguishes us from industry competitors. Working together, our 60,000 employees create partnerships and experiences that engage, entertain and inspire our guests.

## OUR DESTINATIONS<sup>1</sup>

### LAS VEGAS

ARIA  
Bellagio  
Circus Circus Las Vegas  
Delano  
Excalibur  
Luxor  
Mandalay Bay  
MGM Grand  
The Mirage  
Monte Carlo  
New York-New York  
Signature at MGM Grand  
Vdara

### MARYLAND

MGM National Harbor (under construction)

### MASSACHUSETTS

MGM Springfield (under construction)

### MICHIGAN

MGM Grand Detroit

### MISSISSIPPI

Beau Rivage  
Gold Strike Tunica

### MGM CHINA HOLDINGS

MGM Resorts owns a 56 percent interest in MGM China Holdings Limited, which owns the MGM Macau resort and casino, and is nearing completion of a new resort at Cotai, Macau.

### NEW JERSEY

Borgata

<sup>1</sup>The data on this page is as of 12/31/15. This listing includes only hospitality and gaming resorts operated by MGM Resorts affiliates. It does not include resorts in which MGM Resorts owns an interest, but does not operate, or nongaming resorts that MGM Resorts affiliates operate. Our hospitality management subsidiary routinely identifies opportunities for the development and management of nongaming resort properties around the world.





## OUR VISION

MGM RESORTS INTERNATIONAL IS THE RECOGNIZED GLOBAL LEADER IN ENTERTAINMENT AND HOSPITALITY. WE EMBRACE INNOVATION AND DIVERSITY TO INSPIRE EXCELLENCE. WE REWARD OUR EMPLOYEES, INVEST IN OUR COMMUNITIES AND ENRICH OUR STAKEHOLDERS.

WE ENGAGE, ENTERTAIN AND EXCEED THE EXPECTATIONS OF OUR GUESTS WORLDWIDE.

## SELECTED 2015 RECOGNITIONS OF MGM RESORTS

 Global Gaming Awards 2015 Responsible Business

 40 Best Companies for Diversity - Black Enterprise Magazine

 Green Award Winner/Hotel Casino Category - Las Vegas Business Press



## OUR VALUES

MGM Resorts International has a deep commitment to sustaining the quality of humanity through diversity and inclusion, community and environmental initiatives that are part of our company's identity and pillars of our core values:



# OUR INDUSTRY-LEADING COMMITMENT TO CORPORATE RESPONSIBILITY

**WE STRIVE TO ENSURE THAT OUR FINANCIAL PERFORMANCE AND CORPORATE RESPONSIBILITY PERFORMANCE TOGETHER, FORM A DYNAMIC, INTERCONNECTED CIRCLE OF POSITIVE IMPACT ON ALL OF OUR STAKEHOLDERS.**

Corporate social responsibility (CSR) is integral to our company's values, culture and operations, driving our commitment to create long-term value for our shareholders and investors, our employees, our community and our society through responsible business policy and practices. We believe business and society are interdependent. Our business and CSR imperatives are inextricably linked: Our company can perform better financially by addressing both our core business operations as well as our responsibilities to the broader society. Shareholder value creation is not possible without regard for our relations with our employees, guests, suppliers and communities.

Our employees, guests and suppliers are the economic engine of the business; our communities provide the framework and infrastructure in which we operate; and, likewise, our planet provides the basic environmental resources that are the foundation of all human endeavors, our business included. All of these stakeholders are vital to the organization and operations of our enterprise. As an industry leader, we strive continuously - ethically and transparently - to reap the economic gains of peak operations and navigate new paths to economic growth. At the same time, our CSR philosophy mandates that we not only mitigate the impacts of our business decisions and activities on our community, society and environment - but go further to make a positive

contribution to the overall quality of life of our employees, communities and society, as well as the sustainability of the planet.

The more we achieve our CSR objectives, the more we support our business success through such benefits as talent acquisition and retention, enhanced employee engagement and productivity, risk and cost reduction, increased brand loyalty, competitive advantage, and reputation legitimacy. In turn, the greater our business success, the greater our resources for community and social investment.



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# OUR 2015 CSR HIGHLIGHTS BY THE NUMBERS

**16**  **EMPLOYEE NETWORK/RESOURCE GROUPS**

**NUMBER 4**  
**DiversityInc**  
**TOP 10**  
REGIONAL COMPANIES

**\$14** **MORE THAN MILLION** IN COMPANY DONATIONS AND EMPLOYEE CHARITABLE CONTRIBUTIONS

 **6,230** **EMPLOYEES**  
WHO LOGGED COMMUNITY SERVICE HOURS

**100% SCORE**  
AS A BEST PLACE TO WORK  
FOR LGBT EQUALITY/HUMAN RIGHTS CAMPAIGN'S CORPORATE EQUALITY INDEX

**110** **MILLION GALLONS** OF WATER MGM RESORTS **SAVED**


 **50K** **TONS** OF MATERIAL RECYCLED

**136,030** CHILDREN EMPOWERED BY MGM RESORTS FOUNDATION GRANTS THROUGH EDUCATIONAL SUPPORT, AFTER-SCHOOL PROGRAMS AND COMMUNITY MENTORING

**15** CORPORATE SOCIAL RESPONSIBILITY COUNCILS  
AT COMPANY BUSINESS UNITS

 **157,851** VOLUNTEER HOURS  
LOGGED BY MGM RESORTS EMPLOYEES

**61%** PORTION OF COMPANY EMPLOYEES WHO PLEDGED CONTRIBUTIONS TO THE EMPLOYEE-DRIVEN MGM RESORTS FOUNDATION ANNUAL CAMPAIGN

 **700,000** LIGHT BULBS/FIXTURES AT COMPANY RESORTS **CONVERTED TO LED** BY THE END OF 2015

# ACCOUNTABILITY IN CSR GOVERNANCE AND MANAGEMENT

**WHILE OUR COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY IS INDELIBLE, OUR ORGANIZATIONAL STRUCTURE, GOALS AND TACTICS MUST BE FLEXIBLE TO KEEP PACE WITH THE CHANGING NEEDS OF OUR COMPANY AND OUR COMMUNITIES. WE, LIKEWISE, RECOGNIZE THAT OUR EMPLOYEES MUST BE AS INTEGRALLY INVOLVED AS MANAGEMENT IS IN ORDER FOR OUR RESPONSIBILITY INITIATIVES TO ACHIEVE MAXIMUM IMPACT. THROUGH A CIRCLE OF CONTINUOUS, COLLABORATIVE INTERACTION AMONG THE BOARD OF DIRECTORS, EXECUTIVE LEADERSHIP, ALL LEVELS OF MANAGEMENT AND EMPLOYEES, WE CONSTANTLY SEEK NEW PATHWAYS TO EVOLVE OUR CSR VISION INTO A CORE BUSINESS FUNCTION THAT'S CENTRAL TO OUR COMPANY'S OVERALL STRATEGY AND PRACTICES.**

## THE BOARD CORPORATE SOCIAL RESPONSIBILITY COMMITTEE

Our Chairman and CEO and the Corporate Social Responsibility Committee of our Board of Directors lead our anchor CSR initiatives of diversity and inclusion, philanthropy and community engagement and environmental sustainability as cardinal business imperatives. They set responsibility policy and annual strategic responsibility goals in these areas for our entire company and monitor CSR performance enterprisewide.

Our CSR principles are woven into the annual strategic planning process at our resort properties and corporate division and our managers' performance evaluation system. We are a leader in responsible gaming and regularly monitor the implementation of the American Gaming Association's Code of Conduct for Responsible Gaming at our gaming properties.

## CHAIRMAN AND CHIEF EXECUTIVE OFFICER

Our Chairman and CEO, supported by the Chief Diversity and Corporate Responsibility Officer and Chief Sustainability Officer, has primary responsibility for ensuring that the company properly implements the policies of our Board of Directors, designed to ensure exemplary corporate citizenship.

## THE EXECUTIVE CORPORATE SOCIAL RESPONSIBILITY COMMITTEE

Our Chairman-led Executive Corporate Social Responsibility Committee is comprised of a cross-section of senior management, including the Chief Diversity and Corporate Responsibility Officer, the Chief Sustainability Officer, and corporate and property leaders designated by the Chairman. This committee serves as a bridge between our board and management, steers practical implementation of board CSR policy, and addresses CSR priorities and metrics.

## OUR CORE CORPORATE RESPONSIBILITY DEPARTMENTS

Four corporate teams are dedicated to daily CSR operations – internal Diversity and Inclusion, external National Diversity Relations and Philanthropy and Community Engagement (all housed in the Corporate Diversity and Community Engagement Department), and the Environmental Sustainability Division. These core teams drive implementation of our CSR policy and initiatives; collaborate regularly with the leadership and staff of our corporate and operating business units to assist them in CSR implementation; and provide regular reporting to our board and executive CSR committees.



Rose McKinney-James  
Director

Cindy Ortega  
Chief Sustainability Officer

IN 2015, THE  
WOMEN'S FORUM OF  
NEW YORK RECOGNIZED  
MGM RESORTS' INCLUSION OF  
THREE WOMEN AMONG ITS  
11-MEMBER BOARD OF  
DIRECTORS AS A CORPORATE  
GAME CHANGER FOR  
BOARD PARITY.

### OUR EMPLOYEE STAKEHOLDERS

Our core CSR departments interface with two parallel voluntary employee groups that are vital to instilling CSR values and activities deeper into our culture - CSR Councils and related Joint CSR Council, and Employee Network Groups (ENGs). The corporate division and each of its operating properties hosts a CSR Council meeting consisting of employees from these respective business units. The chairs and co-chairs of these councils collaborate on common issues and best practices as our Joint CSR Council. Each of the employee network groups transcends corporate and property boundaries, and is organized around the common identities or shared interests of its respective employee members. We are immensely proud that our councils and ENGs are living examples of our diversity champions in action!



Chairman & CEO Jim Murren



# OUR PEOPLE PHILOSOPHY: MAKING A POSITIVE IMPACT ON OUR STAKEHOLDERS

**THE ESSENCE OF OUR PEOPLE PHILOSOPHY IS THAT WE MUST DO OUR BEST TO PROMOTE FUNDAMENTAL RESPECT FOR THE DIGNITY OF ALL HUMANITY - THE HALLMARK OF DIVERSITY AND INCLUSION, AND PEOPLE RELATIONSHIPS AS THE FOUNDATION OF OUR BUSINESS.**

Within our resorts, our People Philosophy drives our commitment to **engage, invest in** and **inspire** every one of our employees. We work daily to foster a strong culture and environment that promotes individual and team engagement, accountability and recognition of performance excellence in order for our people to perform at their very best.

## ENGAGE

We engage our employees when we promote an inclusive environment that treats everyone with respect; communicate with them; and empower them to express their ideas and opinions.

## INVEST IN

We invest in our employees when we provide a safe work environment; offer education and tools for healthy living; provide accessible opportunities for education and training for personal and career growth; and improve the quality of our host communities where we live and operate.

## INSPIRE

We inspire our employees when we model motivated leadership that lives our core values; honor diversity and practice inclusion; perform defined competencies with high excellence; and value the contributions of all team members.

Our People Philosophy likewise extends to our guests, vendors and others who visit our resorts. Our standard of exceptional guest service demands that we **engage, entertain** and **inspire** every one of our guests throughout their visit with us.

Beyond our resorts, our People Philosophy fuels our company's and our employees' shared commitment to the betterment of our communities through philanthropic contributions, community service, and engagement in the debate and process that forge solutions to the challenges that confront us.





# DIVERSITY AND INCLUSION



United through  
Diversity

MGM RESORTS INTERNATIONAL®

# DIVERSITY AND INCLUSION

**OUR COMPANY PIONEERED THE FIRST VOLUNTARY DIVERSITY AND INCLUSION INITIATIVE IN THE GAMING AND HOSPITALITY INDUSTRY IN 2000, AND NOT ONLY HAS BEEN THE INDUSTRY LEADER, BUT ALSO A WIDELY ACCLAIMED CORPORATE LEADER IN DIVERSITY FOR MORE THAN 15 YEARS.**

Diversity and inclusion is the universal paradigm of the 21st century global economy. Our employees span the gamut of diversity, reflecting the communities and cultures where we operate and the guests we serve. Beyond diversity in numbers, our focus is on how we promote inclusion in a way that engages, empowers and inspires employees to maximize productivity, innovation and creativity at all levels - from our boardroom through management, through all frontline employees. Our objective is to forge better solutions and results - for our business and our society.

At the same time, we're committed to promoting a work environment where all employees feel respected as human beings, comfortable in expressing their authentic gender identity,

and valued for the merit of the contributions they are empowered to make to our collective success and competitive advantage.

Our diversity and inclusion approach is multifaceted, and pervades our culture and business operations - our leadership competencies, company culture, talent recruitment, employee education and development, employee communications, employee engagement, core business functions (such as construction and supply chain), external stakeholder relations, and philanthropy and volunteerism programs and activities. We proactively pursue incorporation of best diversity and inclusion practices throughout our enterprise.



MAP Associate Bill Johnson, The Mirage, and Matt Fiscus, his Best Buddies Partner



# “THE WORLD WORKS HERE”



## WHAT MAKES US DIFFERENT IS WHAT MAKES US EXTRAORDINARY!



# DIVERSITY EDUCATION AND AWARENESS

## NEW-HIRE ORIENTATION

We integrate diversity and inclusion messaging from the outset of our employees' journey with us at new employee orientation, which is required of all employees. Our orientation includes viewing, via video, parts of our employee-devised and employee-performed "Inspiring Our World" corporate responsibility musical, which debuted in December 2012.



### KEY FACT

**21** DIVERSITY CHAMPION WORKSHOPS – 2015



989 new graduates



12,889 total graduates

## DIVERSITY CHAMPION WORKSHOP

Our groundbreaking Diversity Champion Workshop provides two days of intensive classroom lectures and experiential immersion in the lessons of individual responsibility, leadership and collective accountability viewed through the prism of diversity and inclusion. The workshop is mandatory for all members of management and is also provided to selected frontline employees. We conducted 21 domestic workshops enterprise-wide in 2015, adding 989 Diversity Champions to our corps of 11,900 primarily management graduates. Diversity Champions are our culture warriors and change agents, and form the backbone of our voluntary CSR Councils and ENGs.



## TRAVELING CSR RECHARGES

In 2015, our Corporate Diversity and Inclusion team conducted 18 CSR recharges to our employees at each of our Nevada and regional properties and corporate division. Weaving inspirational speakers, academic instruction and interactive employee participation into 60-minute sessions, through our recharges, we reinforce our CSR principles and pillars, and impart leadership development messages at the same time.

## INCLUSION IN HR MANAGEMENT PROGRAMS

All of our management training and development programs include diversity and inclusion material. Likewise, the three pillars of CSR have been integrated into annual performance and bonus evaluation programs for all managers.



# DIVERSITY IN TALENT RECRUITMENT

## MGM RESORTS IS *THE* EMPLOYER OF CHOICE WITHIN OUR INDUSTRY:

- We provide quality job and career opportunities.
- We attract and retain diverse talented people.
- We foster an inclusive work environment that embraces diversity and inclusion as competitive strengths.
- We cultivate high employee engagement in our mission, vision and core values of integrity, teamwork and excellence.
- We offer our employees great opportunities for training and development essential to career growth.
- We nurture leadership, as individual team members and team leaders.
- We practice and encourage corporate responsibility as a fundamental element of integrity, leadership and the way to do business.







### OUR MISSION OF EXCEPTIONAL GUEST SERVICE

demands that we attract highly qualified candidates from wide talent pools that allow us to reflect and serve the diverse demographics in our customer markets and host communities. Foremost, however, we seek the diversity of

disciplines, experience, ideas and opinions that can forge innovative solutions to today's competitive challenges and create tomorrow's standards of excellence. Vigorous market competition for the best talent requires that we constantly reassess our approaches to talent recruitment and management – whether our candidates are Baby Boomers, Gen Xers or Millennials.

Our career portfolio offers over 3,700 job positions in our varied lines of business, which include hospitality, culinary, food and beverage management, entertainment, gaming, retail, financial management, business administration, communications, advertising and marketing, public relations, sales, construction and CSR, to name a few.

We use a variety of tools to expand our pool of qualified diverse candidates, including:

-  Recruiting at major colleges and universities, hotel schools, and hospitality and culinary programs across our nation, including historically black colleges and universities (HBCUs).
-  Tapping programs that specialize in skills training in the trades and disciplines represented in our job portfolio.
-  Engaging with our diversity partners – such as the National Society of Minorities in Hospitality, the National Association of Black MBAs, the National Association of Asian MBAs, the National Society of Hispanic MBAs and Asian MBA International.
-  Engaging with our labor partners, such as the collaborative Culinary Academy of Las Vegas.
-  Advertising extensively in both diverse and non-diverse media.
-  Hosting career fairs, among other outreach methods.

# DIVERSITY IN TALENT RECRUITMENT

## COMPENSATION AND BENEFITS

Our pay programs provide total compensation (salary and benefits) that is market competitive and consistent with the company’s economics. We reward top performance. Benefits may generally include health coverage for individuals, spouses (same-sex and heterosexual) and eligible family members; wellness days; disability benefits; vacation (paid time off); recognized holiday pay; tuition reimbursement; and life insurance.



MGM National Harbor teamed with third-party SkillSmart to provide the vendor’s innovative online platform that helps prospective job applicants identify job classifications at this resort that fit their skill profiles, and resources for further education to fill any skills gaps they may have. The goal of this tool is twofold: It streamlines the employment search process for both job seekers and employers in advance of job application by eliminating wasted time and resources on applications for unsuitable positions. It also allows prospective applicants to measure their skills against qualifications for positions of interest, and informs them of programs and institutions for education and training that may qualify them for desired positions.

## EMPLOYMENT OUTREACH THROUGH DIVERSE JOB FAIRS



Top and second from the top:  
Seasonal Employees Job Fairs  
for Las Vegas properties

Third from the top:  
Veterans Job Fair  
for Las Vegas properties

Right:  
MGM National Harbor Job Fair



# SPOTLIGHT ON JOB OPPORTUNITIES FOR PERSONS WITH DISABILITIES: BEST BUDDIES



## THE WORD “ENABLE,” THE CHOSEN BRAND

of our persons with disabilities network group, captures the spirit of our employment outreach to persons with disabilities. Large disparities persist when comparing full- and part-time workers with and without disabilities. People with disabilities are much more likely to be unemployed and economically insecure. The poverty rate for working-age adults with disabilities is nearly three times that of working age adults without disabilities.<sup>2</sup>

We recognize employment as the great enabler for participation in American society. Persons with disabilities can make valuable contributions to accomplishment of our mission. As a major corporate employer, beyond compliance with the Americans with Disabilities Act, we are committed to playing a role in providing employment opportunities for persons with disabilities who can perform our jobs with or without reasonable accommodations.

We established a partnership with Best Buddies Nevada in 2014 to promote employment for persons with intellectual and developmental disabilities (IDD), beyond mentorship of many Best Buddies members by our employees. Since then, The Mirage, Bellagio and ARIA have hired five IDD employees for positions in the spa, pool and lobby – where interacting with guests is a key responsibility. Thus far the program enjoys a 100 percent retention rate, has been positively received by guests and builds employee morale. The success of this initial corps of IDD employees has led us to pursue expansion of this program.

One Best Buddies employee Dominique Brown, (pictured above, right) who joined The Mirage in July 2015 as a lobby ambassador, is one of only

three people in this key guest services role. She escorts arriving guests to a front desk agent to assist in making their check-in experience efficient and enjoyable, especially during peak periods. Says her supervisor, “Dominique takes great pride in her work, always arrives early and always has a smile. She continually asks how she can improve and has proactively learned additional skills, such as making and delivering room keys for guests.” She regularly receives positive commendations from guests, and her co-workers regard her as a wonderful addition to The Mirage team.

Franz Kallao, Vice President of Hotel Operations at The Mirage, applauds the positive impact that our Best Buddies collaboration has had on his team: “Working with Best Buddies has been an extremely positive experience. We have experienced no downside – in fact, quite the contrary. Our Buddies have warmed the hearts of guests and staff alike. They are always eager to please, and have shown tremendous passion in their commitment to carrying out the duties of their jobs. Having a Buddy has strengthened the sense of family in the department, and their consistently positive attitudes encourage the rest of the team to exhibit the same positivity during their guest interactions. Best Buddies has been a fantastic partner to MGM Resorts and we look forward to increasing our future participation.”

<sup>2</sup>“A Fair Shot for Workers with Disabilities,” by Rebecca Vallas, Shawn Fremstad & Lisa Ekman, Center for American Progress, January 28, 2015, page 4.

# IMPACTING VETERANS THROUGH EMPLOYMENT

**OUR COMPANY RECOGNIZES OUR ARMED FORCES AND OUR GUARD AND RESERVE FOR THEIR** true humanity and the very human sacrifices that they make on behalf of our country. We are proud that for many years, MGM Resorts has had a tradition of support for our military – both active duty and guard and reserve. While many, many companies do not, we go above and beyond what the USERRA law (Uniformed Services Employment and Reemployment Rights Act of 1994) requires for regular employees who are called involuntarily to active duty. For such employees, we continue 100 percent of their base pay plus average tip income and benefits. When a guard or reserve employee deploys for military service, we actively engage their families for moral support.

## BOOTS TO BUSINESS

LEADERS IN THE FIELD. LEADERS IN THE WORKPLACE.

### BOOTS TO BUSINESS

There is no better way to say thank you for safeguarding the security of our nation than to provide a veteran or reservist with suitable employment when their active service has ended. Our active recruitment of military veterans helps alleviate the high unemployment they confront upon re-entry into the civilian workforce and allows us to tap into the rich talent reservoir of military-trained professionals who may be qualified for company jobs.

The year 2015 was the fourth year of our Boots to Business Program in partnership with the American Red Cross for recruitment and training of veterans. After hiring, veterans undergo an intensive 10-week professional development program to acclimate them to the needs and operations of our business.



### VIEWS FROM OUR EMPLOYEE VETERANS



**Billy Thompson**  
 United States Army – Sergeant Major (retired)  
 Security Shift Supervisor, The Signature at  
 MGM Grand Las Vegas

“I was Infantry in the U.S. Army. During my 31-year military career, I had the opportunity to lead and manage people at all levels. The leadership training, along with the professional growth and development I acquired, helped prepare me to make difficult decisions in complex situations. ... I am currently a security supervisor with The Signature at the MGM Grand. I am responsible for the supervision of all assigned operational functions within the department consistent with the strategic plan, the fiscal budget, and the company’s short- and long-term profitability objectives. My leadership philosophy while in the military, which proved to be successful, was setting and leading by example, understanding and enforcing the standard, serving as a mentor to the individuals I led, and setting goals and clear expectations and working toward achieving those goals. Those same principles have helped me with the transition to MGM Resorts.

“The great thing about working for MGM Resorts is the professional development opportunities it offers its employees through employee network groups and MGM University course offerings. I am a recent graduate of the company’s Boots to Business program which is one of the professional development opportunities for military veterans. If you’re driven and take the initiative, it is easy to grow both personally and professionally with this company.”



**Carmen Pyper**  
Former United States Army – Corps of Engineers, Captain  
Senior Learning Partner, MGM Resorts  
International – Corporate University

“I served as a regular Army Captain in the U.S. Army Corps of Engineers. I was ranked in the top 5 percentile of all Army officers in the nation when I earned my commission. My military experience included seven years active duty and seven years reserve duty.

“As an Army officer, I had the opportunity to ensure that each soldier and leader was ready to perform the tasks necessary in order to accomplish our mission. It was all about training and executing, while developing leadership skills in others. Our mantra was ‘mission first, people always.’ The skills I learned in the military have been instrumental in my position as a senior learning partner at MGM Resorts University. MGM Resorts International embraces diversity. The culture here provides me with a sense of being part of a family. This sense of ‘team’ or ‘family’ is something I did not feel in other companies that I worked at since the military.

“It is stated that one year of serving as an officer in the military is equivalent to three years of civilian corporate experience. I managed large budgets, extensive logistics and high-dollar projects, and led high-performing teams as large as 200 people. I have the opportunity to utilize many of these skills at MGM Resorts International.”



MGM Resorts employee veterans at annual Las Vegas Veterans Parade

# TALENT DEVELOPMENT

## MGM RESORTS HAS A HISTORY OF SUCCESSFUL EMPLOYMENT AND CAREER DEVELOPMENT

that has had a positive impact on our employees' lives and the communities in which we do business. We strongly encourage our employees to pursue career growth beyond single job placements, and to become the best employees and the best leaders they can be. Continuous education and training are the centerpiece of our talent development initiatives. Not only do they enhance our employees' knowledge and skills, leadership profiles, and personal and professional satisfaction, but they propel our employees' pursuit of career advancement. We provide an array of internal instruction, developed and taught by our learning and development team, as well as opportunities to earn credentials offered by external programs, colleges and universities.

Several of our internal development offerings are summarized below.

### HOSPITALITY INTERNSHIP PROGRAM

The Hospitality Internship Program (HIP) is a 10-week paid internship program that introduces college students to the world of hospitality. It starts in early June each year. This highly competitive program offers participants a variety of opportunities, including professional development, executive exposure and hands-on learning experiences. The best aspect of the program is that it may open doors to post-graduation opportunities and experiences such as our management associate program.

### MANAGEMENT ASSOCIATE PROGRAM

Our Management Associate Program (MAP) is a 12-month professional development program that offers recent bachelor's and master degree recipients the opportunity to develop their exposure and

leadership skills in the integrated resort industry. Management associates experience different areas of operations along with their concentrated area of interest within our core and luxury properties and corporate departments. Upon successful completion of this program, management associates have traditionally been placed in entry-level roles within their areas of concentration.

### EXECUTIVE ASSOCIATE PROGRAM

Our Executive Associate Program (EAP) is an 18-month professional development program that offers recent master of business administration (MBA) degree recipients the opportunity to apply their critical thinking and consulting skills to high-level company strategic initiatives. Executive associates are assigned to support various projects across our domestic enterprise in order to learn about operations and corporate strategy while developing their leadership and consulting skills. Upon successful completion of this program, MBA associates seek manager- to director-level leadership roles in their desired area of interest.





## ASPIRE

Aspire is an eight- to 10-week program for high-performing employees who seek advancement to supervisory or management positions at MGM Resorts companies. The program teaches leadership development skills, including project management, communication and team building techniques, emotional intelligence, public speaking, goal setting, and guest service essentials such as the importance of guest loyalty and service recovery.

## MID-LEVEL MANAGEMENT TRAINING

Summit to Excellence is our company's premier program to empower directors and above with the tactical skills required for mastery of our leadership competencies. It's an eight-class program that incorporates facilitated experiential learning, in-class academic study and a capstone project, and an online self-learning component called Harvard Manage Mentor.

## ADVANCED LEADERSHIP TRAINING

Our Leadership Institute is a year-long professional development program primarily for new executives and mid-level managers with executive leadership potential. The course features facilitated experiential learning, in-class and external academic study, guest lectureships, and a capstone small-group project. Program content consists of a holistic understanding of the complexities of our industry's operations, the traits of effective leadership, and the necessity of integrity and collaborative teamwork to achieve individual and team performance excellence.

## CULINARY ASSOCIATE PROGRAM

Our Culinary Associate Program (CAP) is a 12-month, hands-on leadership development program designed to create future culinary leaders at our resorts. Participants are exposed to a variety of culinary settings, including fine dining, banquet kitchens, commissary kitchens, butcher shops and other high-volume outlets. Upon graduation, participants are placed in a food and beverage leadership role.

## ESSENTIALS OF HOTEL MANAGEMENT PROGRAM

Our industry and training experts, in collaboration with senior leadership, developed our Essentials of Hotel Management Program to provide existing management teams and emerging managers across our resorts with greater leadership proficiencies and job-specific skills. A series of program sessions is offered in each of the disciplines of hotel management, including front desk, housekeeping, EVS, concierge, box office, reservations and transportation, among others. The program curriculum features significant competencies such as hotel operations business acumen, guest service fundamentals, workplace communication, effective feedback, promoting accountability and employee recognitions, as well as the opportunity for companywide networking. Supplementing academic instruction are guest presentations given by executive leadership from various resorts.



## ESSENTIALS OF FOOD AND BEVERAGE MANAGEMENT PROGRAM

Our Essentials of Food and Beverage Management Program is patterned, in general respect, on our Essentials of Hotel Management, but with subject matter tailored for managers in this discipline where necessary.

# WOMEN INSPIRING WOMEN: OUR SIGNATURE WOMEN'S LEADERSHIP CONFERENCE

**LAST YEAR OUR NONPROFIT MGM RESORTS FOUNDATION PRESENTED THE NINTH ANNUAL** Women's Leadership Conference, one of the premier conferences dedicated to development of women in our nation. The conference is inclusive and open to men as well as women who aspire to accomplish higher personal and professional development, and build self-confidence. Our primary target audiences are upwardly mobile employees and managers in private business, government and nonprofit organizations, professionals and paraprofessionals, and business owners and entrepreneurs who share a passion to lead in business, family and their communities. More than 1,000 participants attended our 2015 conference.

The two-day event spotlights high-achieving women role models and acclaimed motivational speakers – from business, government and nonprofit organizations. Our main stage is reserved for keynote speeches, interviews, panel discussions and performances. The 2015 conference presented MGM Resorts Board Director Mary Chris Gay; Rear Admiral Margaret Deluca “Peg” Klein, senior adviser to the secretary of defense for military professionalism; and award-winning motivational speaker Patricia Russell-McCloud.

Another central feature of the conference is small-group workshops taught by experts in coaching and development on various aspects of professional and leadership development, communication skills, personal brand management and interpersonal relationships – often from the vantage point of women. Workshop programming is tailored according to three proficiency levels: emerging leader, emerging executive and executive. Much of the value of this conference lies in the many networking opportunities; to make contacts; and to share knowledge, experiences and perspectives.

Giving through the company Foundation is an integral part of our conference design. The Foundation donates the proceeds after costs of the conference to one or more Las Vegas nonprofit agencies dedicated to the welfare, protection and/or development of girls and women. The 2015 conference proceeds were contributed to Southern Nevada Children First, a nonprofit organization that integrates comprehensive programs and services to address the long-term housing, education and health care needs of homeless, pregnant and parenting youth, and young adults.



# CAREERS AT MGM RESORTS

HERE ARE A FEW OF THE MANY EXAMPLES OF CAREER PROGRESSION EXPERIENCED BY EMPLOYEES AT MGM RESORTS INTERNATIONAL COMPANIES.

## ANN HOFF

*GENERAL MANAGER, EXCALIBUR HOTEL & CASINO*

Fresh out of college, Ann started at The Mirage in 1990 as a member of MGM Resorts' Management Associate Program. For the first 15 years of her career, she worked in sales and marketing with the company, moving from Las Vegas to Mississippi, then back again. In 2005, she moved into hotel operations, a new but exciting role for her. Today, as General Manager of Excalibur, she is responsible for the strategic vision of the property and leading the team to maximize guest experience, employee engagement and profitability.



## KENYATTA LEWIS

*EXECUTIVE DIRECTOR, CORPORATE SUPPLIER DIVERSITY*

Kenyatta's first job with the Company was as a Purchasing Coordinator for MGM Grand and New York-New York. That was in 2000. After volunteering to work at a corporate purchasing event in town, she was introduced to diversity as a concept. Helping minority and women business owners develop and grow appealed to her. Eventually, she joined the Supplier Diversity Department as an analyst, and progressed up the ladder. Since 2012, she has served as Executive Director of Supplier Diversity. In that capacity, she provides a key link connecting diverse businesses with business opportunities at MGM Resorts.



## TREVOR SCHERRER

*PRESIDENT AND COO, THE MIRAGE RESORT & CASINO*

Trevor started in the hospitality industry as a security officer in March 1985. He followed that with a post as a front desk clerk before moving into hotel management. He then worked as a sales manager, a casino host and a marketing manager. Today, he is the president of The Mirage Hotel & Casino. Since 2013, he has been responsible for the strategic direction and daily operations of an integrated resort with 3,000 rooms and 4,400 employees.



## SAUL WESLEY

*VICE PRESIDENT OF SLOT OPERATIONS, LUXOR HOTEL & CASINO*

Saul's first job at a company property was in 1985, where he started as a bus person in the Deli Restaurant at the old MGM Grand hotel. When he turned 21, he left the restaurant behind to become a coin handler. Over the years, he has worked as a count room attendant and slot floor person, working his way up the ranks. Today, Saul provides strategic direction for the slots department at Luxor, focusing on revenue growth, innovation, guest services and employee engagement.



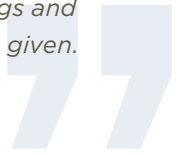
# VIEWS FROM OUR FRONT-LINE EMPLOYEES



**KISSY PETTWAY**

**GUEST ROOM ATTENDANT, NEW YORK-NEW YORK**

*"I feel very fortunate to have this job at MGM Resorts because I am able to send my daughter to college, UNLV, this year. I am also able to provide health insurance for myself and my daughters, which I was unable to do before. I feel fortunate that I have been trained as a relief supervisor and status operator. I am learning new things and look forward to moving up in the company with the opportunities I have been given. MGM Resorts is a fantastic place to work."*



**JIMMY THOMPSON**

**VALET ATTENDANT, BEAU RIVAGE**

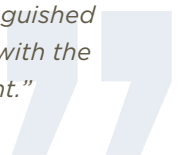
*"The Beau Rivage valet management team has helped guide me to be a better employee, better person. It's been an evolution. My position with MGM has enabled me to help put my wife through college, start a family and purchase a new home. Working for MGM Resorts has helped me progress through life."*



**KATLIN WILLENS**

**BANQUET SERVICES ADMINISTRATIVE ASSISTANT, THE MIRAGE**

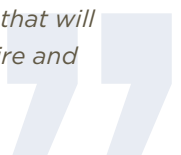
*"My career at MGM Resorts International has allowed me to grow and develop both my personal and professional life. Through all of the volunteer experiences, distinguished leadership lessons and employee network groups' events, I feel that my time with the company has helped enhance my leadership skills and community involvement."*



**GEORGE PACHECO**

**GRAPHICS DESIGNER, INTERNAL COMMUNICATIONS, CORPORATE DIVISION**

*"My career with MGM Resorts International is full of rewarding opportunities in which I get to serve others every day. As a military veteran and advocate of leadership development, I chose my organization in part due to a heavily impactful initiative which focuses on our company's goal to unlock potential in our employees. As I continue my career and I am trusted to find, lead, grow and retain individuals that will move the needle of my company, what I get to be is a leader and I get to inspire and develop others to do so as well."*



# EMPLOYEE ENGAGEMENT THROUGH INCLUSION

## AS AN EMPLOYER OF CHOICE, ONE OF OUR STRATEGIC BUSINESS GOALS IS TO FOSTER A

highly engaged employee base. Inclusive practices are a crucial element of engagement of a diverse workforce. Engaged employees have pride and satisfaction in their company as a place to work, are willing to go above and beyond to achieve company goals, advocate for their organization and expect to remain employed there. Employee engagement has been correlated with increased productivity, innovation, greater customer satisfaction, better financial performance and higher employee retention. Although complex interrelated factors impact employee engagement, a safe work environment, compensation and benefits, leadership behaviors, and opportunities for training, development and career advancement retain them. Key among our engagement boosters are our inclusive work culture and commitment to corporate responsibility through continuous messaging and activities.

## 15 PROPERTY AND CORPORATE CSR COUNCILS IN 2015

Every resort property and our corporate division has an active Corporate Social Responsibility Council, which consists of volunteer employees (primarily Diversity Champions) at that business unit led by an employee chair and co-chair, with support from the business unit's executive management committee. Subcommittees of each council plan and implement employee activities, events and programs in the areas of diversity and inclusion, community giving and volunteerism, and environmental sustainability, often in conjunction with the property's business goals. Our councils are powerful forces for infusing the CSR values into workplace culture and environment through their own individual strategies and methods. They, likewise, boost inclusion, employee engagement and empowerment, collaborative teamwork and leadership development.



## JOINT CSR COUNCIL

Our Joint CSR Council consists of the employee chairs and co-chairs of each CSR Council. This body coordinates the company's individual CSR Councils, with oversight over our employee network groups. The Joint Council meets periodically for the primary purposes of benchmarking best CSR practices, both within and beyond our company; sharing effective programs and activities; and formulating future priorities and strategies.



CSR Council Activities



# EMPLOYEE ENGAGEMENT THROUGH INCLUSION

## 16 EMPLOYEE NETWORK GROUPS IN 2015

We continued the development of our Employee Network Groups (ENG) in 2015 as forums for inclusion, shared community and engagement among group members. Separate and apart from our business unit-based CSR Councils, our voluntary, employee-led ENG's are organized around a common status characteristic, interest or other common factor that connects the group's members. These groups provide opportunities for members to share and collaborate about their workplace experiences, and establish for each other mutual resource and support networks. Every ENG is open to any employee who wishes to participate. Each ENG is supported by a senior-level executive, such as a property president or a corporate department head.

ENG's provide reciprocal benefits to our company. They educate the company about the unique identity or common interest of the ENG; provide employee perspectives on company matters; assist talent recruitment and retention; contribute to employee volunteerism; convey valuable insights on consumer markets with whom they identify; and consult on business and marketing strategies.

### OUR 2015 ENG ROSTER:

- African-American (Las Vegas)
- African-American (MGM Grand Detroit)
- Asian and Pacific Islander (Las Vegas)
- Enable (Persons with Disabilities) (Las Vegas)
- Hispanic/Latino (Las Vegas)
- Inspired Leaders (MGM Grand Detroit)
- Interfaith (Las Vegas)
- LGBT (Beau Rivage)
- LGBT (Las Vegas)
- Veterans (Beau Rivage/Mississippi)
- Veterans (MGM Grand Detroit)
- Veterans (Las Vegas)
- Professional Women (Las Vegas)
- Working Mothers (Las Vegas)
- Young Professionals (Beau Rivage/Mississippi)
- Young Professionals (Las Vegas)


We incorporate into all of our ENG meetings a formal mentoring and talent development component, taught by corporate diversity and human resources instructors. The meetings regularly feature senior leaders and other company executives who share their career paths, and offer perspectives and guidance on career development. The development tools and exposure to senior company leaders that our ENG's provide enhance members' personal development, career potential and leadership qualifications. ENG's also host a distinguished speakers series, open to all ENG members and all employees, which feature diverse external speakers who personify inspirational leadership. They present issues ranging from goal setting, career planning, personal brand development, and conquering life and career challenges. In 2015, we sponsored three distinguished speakers - work-renowned leadership coach Marshal Goldsmith; best-selling author David Sturt; and Medal of Honor recipient Kyle Carpenter.




Kyle Carpenter  
ENG Distinguished Speaker

2015 ENGS BY THE NUMBERS

 **21 ENG officers and corporate diversity department leaders** completed our sponsored Strategic Leader Certification program facilitated by Dr. Vu Pham, chair of Spectrum Knowledge & Elevate at UC San Diego. This six-day intense workshop focused on how to align ENG business goals with our company's profit growth plan business model.

 **35 ENG members** achieved Distinguished Leader Award certification for attendance at a specified number of ENG meetings (with their home ENG and with other ENGS for cross-group collaboration), leadership lessons and speaker events, as well as completion of journal logging lesson "takeaways."

 **6,044 hours of community service** were logged by ENG members at volunteerism events.



# VIEWS FROM OUR ENG MEMBERS

OUR ENG MEMBERS DERIVE GREAT VALUE AND SATISFACTION FROM THEIR PARTICIPATION IN THESE GROUPS, AS ILLUSTRATED BELOW:



**KAYLA JOHNSON**

**SOCIAL MEDIA STRATEGIST, CORPORATE DIVISION  
AFRICAN-AMERICAN NETWORK GROUP (AANG)**

*“Being involved in the ENG’s has challenged me to be a better person, not only professionally, but personally. Through my involvement in the AANG, I had the opportunity to be exposed to many different areas within our company and be mentored by executive leadership on how to develop my business acumen and presentation skills, have stronger interview skills, and so much more. ... If it weren’t for my involvement in the ENG’s, I don’t think I would be as committed to the organization as I am now. I now know my purpose as an employee because of the AANG, and I look forward to helping drive the company forward for success and also to encouraging all employees to join an ENG and feel the same passion that I have for MGM Resorts.”*



**JENNIFER BREDE**

**NON-GAMING AUDIT AND ACCOUNTING, CORPORATE DIVISION  
ASIAN PACIFIC ISLANDER NETWORK GROUP (APING)**

*“I became a member in the beginning of 2015 and since then, I have had the opportunity to speak with various leaders in our company. Being able to meet with these different executives and hearing their presentations has contributed to not only my professional life, but also my education. I was able to take away so many real-life scenarios and apply them in school projects and presentations. In December, I did graduate with my BSBA in accounting, which made me begin to contemplate a lot more about what I would like to do with my career. I always knew that I wanted to begin a career in internal audit, but graduating has given me that much more motivation to start that development. Since then, I have also become a co-officer for philanthropy, recruitment and engagement with APING, which has started to help me grow and make better connections.”*



**MESHELL JACKSON**

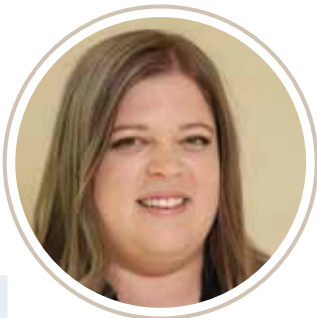
**HOUSEKEEPER, VDARA HOTEL & SPA  
LGBT NETWORK GROUP**

*“Attending the network group has helped me to be more confident in who I am within the workplace and stand firm in that who I love does not determine how I perform. Through attending and going to the Distinguished Speaker series, I felt more comfortable speaking to others whom I never met before. Although I tend to still be socially awkward at times, I am more willing to share with others. Because of my involvement, confidence that I continue to grow and courage to never default in my brand, I was chosen to be Vdara’s Change Champion and I was also promoted to the department head for housekeeping/EVS.”*



**RIANNE MARR**

**HOTEL SALES COORDINATOR, CORPORATE DIVISION  
YOUNG PROFESSIONALS NETWORK GROUP (YPNG)**



*“I enjoy being a member of the YPNG immensely. Through it I have been able to network and meet many other MGM Resorts employees at other properties I would have otherwise never known. I have also been privy to hearing speeches from executives in our company and taken away helpful tips for everything from fine tuning your elevator speech to how to effectively set goals. I am glad we have this opportunity through this company; if you want to grow and move forward in your career, the networking groups are a great tool to get you started.”*



2015 Graduation Class for the Employee Network Groups Distinguished Leader Award Certification

# INSPIRING OUR WORLD AWARDS

## THE COMPANY'S INSPIRING OUR WORLD AWARDS SHOW

celebrated those team members who were top performers in 2014. This formal gala in 2015 – the most important internal event our company held last year – recognized employees who demonstrated the company's values of integrity, teamwork and excellence, and commitment to corporate social responsibility at the highest levels in our workplace and/or community.



## CHAIRMAN'S SERVICE EXCELLENCE AWARD EXCALIBUR HOTEL & CASINO'S HOUSEKEEPING DEPARTMENT

The Chairman's Service Excellence Award is the company's highest honor for excellence in guest service – the hallmark of the MGM Resorts guest experience. Selection is based on the most significant indicators of employee engagement in guest interaction and service, including quality of work, service enhancement programs, team innovations, guest survey results and internal shop scores, among other factors. Rising above tough competition from other teams at various company resorts, Excalibur's Housekeeping Department earned the highest marks in the guest service friendliness and room cleanliness protocols. Notable among the achievements were use of technology in performing room inspections, and a successful team member recognition program for consistent high-quality work.



Housekeeping Director  
Concepcion Delgado  
accepts the award for  
her team.

## VOLUNTEERS OF THE YEAR AWARDS

On behalf of our company, we applaud all of the employees who volunteer for their community service. Our Volunteer of the Year Awards recognize the front-line and management employees who have shown extraordinary dedication to community volunteering. The service given by the winners of these awards has made a positive difference for the nonprofit where he/she served, and a positive impact on our community in a unique or extraordinary way. Moreover, by their example and encouragement, these outstanding volunteers have motivated other employees to volunteer with a nonprofit or cause of their particular choosing. Our company donates \$2,000 to the nonprofit of choice of each winner of this award.

### MARCELA LOAIZA

#### FRONT-LINE EMPLOYEE VOLUNTEER OF THE YEAR

After breaking free from her own tragic experience as a human trafficking victim, Marcela Loaiza is now a fierce advocate, helping others escape from or avoid bondage. During her off-duty time, Marcela, an MGM Grand cocktail waitress, operates her own foundation and represents the U.S. and Columbia on the Coalition to Abolish Slavery and Trafficking. Her foundation runs shelters in Mexican and Columbian communities to help trafficking victims recover from their ordeals. Marcela makes speeches to high school students around the world to raise awareness of trafficking dangers. She was part of a team that submitted a proposed bill to President Obama to improve U.S. human trafficking laws, and she met with Secretary of State John Kerry at the White House to share her experience and advocate for tougher anti-trafficking measures. Marcela designated the Marcela Loaiza Foundation, Inc., to receive the award's \$2,000 company gift.



## GLENN NULLE

### MANAGER VOLUNTEER OF THE YEAR

Glenn Nulle, a New York-New York security manager, is literally building a better community. Over a six-month period in 2015, Glenn logged more than 100 volunteer hours with Habitat for Humanity Las Vegas' projects for construction and refurbishment of affordable housing for low-income residents. In honor of his dedication as a regular Habitat volunteer, MGM Resorts donated his \$2,000 award to Habitat's Las Vegas chapter.



## THE GREEN ADVANTAGE AWARD BELLAGIO RESORT & CASINO

We are a national leader in environmental sustainability. This recognition commends our resort team, which has shown the greatest improvement and/or has achieved the greatest impact in reducing its consumption of natural resources and applying industry-leading green practices. In 2015, this prestigious honor went to Bellagio Hotel & Casino.

Bellagio's award was the product of many factors. The resort, over the course of 2009–2014, replaced 40,000 square feet of grass turf with desert landscaping that conserved approximately 1.79 million gallons of water each year; stepped up its food waste collection and increased its employee education about upstream recycling through improved employee dining room signage and other means; retrofitted lighting in several critical areas of the property, which achieved annual energy reduction of 11.6 million kWh (kilowatt hours), resulting in savings of \$900,000 per year, or enough energy to power more than 1,000 homes; was the first company property to bid out the various aspects of its recycling program to not only increase recycling rates, but also to maximize rebates due to the commodity value of the disposed items, a practice that has now been adopted by our other resorts; and boosted employee knowledge and engagement in green living and green working practices through focus on our MY Green Advantage social media application and several green fairs.



## J. TERRENCE LANNI AWARD FOR EXCELLENCE

This is the highest award that our company can bestow upon an employee, regardless of position or title. It recognizes the employee who best exemplified, during the performance year, the leadership values and qualities that our late former chairman and CEO Terry Lanni modeled, and that are the cornerstone of our company culture – commitment to integrity; inclusion rooted in respect for the fundamental value and dignity of all humanity; pursuit of excellence in our company's mission through collaborative teamwork; and compassion for humanity expressed through excellence in community leadership and social responsibility.

# INSPIRING OUR WORLD AWARDS

The rigorous evaluation process yielded a genuinely rare result: from the outstanding candidates for 2014, two finalists emerged with a tie ranking for the distinction of the best of the best. Showing true Solomonian wisdom, in 2015, our top leadership bestowed this honor equally on these two individuals for their exceptional leadership achievements and contributions to our company and community – Dolores Campuzano-Pignatello and James Healey. Through their words and deeds, they motivated their teams to excel, and they raised the standards for excellence in our company and the community.

## DOLORES CAMPUZANO-PIGNATELLO

When the Spa at Bellagio opened in 1998, Dolores was there. Over the years, her career has taken her to Mandalay Bay and The Mirage, where she now serves as director of banquet services. Her innovative and hands-on leadership transformed an underperforming banquet department at The Mirage into a high-performing team that's now synonymous with first-class service, revenues that almost doubled under her tenure and employee morale that's through the roof! Beyond her department, Dolores' impact on the property's guest service and employee engagement has been felt through her three-year chairmanship of Mirage's Diversity Council and her tenure on the resort's Guest Service Committee and Green Advantage Team. Beyond her property, Dolores served as co-chair of the Diversity and Community Joint Council; co-chair of the Hispanic/Latino Network Group; and has mentored starting managers in our Management Associate Program as well as other employees.

Beyond the company, Dolores has shown a steadfast commitment to making Las Vegas a better place to live and visit through her service on the boards of several local women's and Latino organizations. In 2013, the Hispanic Association of Corporate Responsibility selected Dolores as one of 33 business professionals across the country to receive the Young Hispanic Corporate Achievers Program Award, which recognizes the recipients for demonstrated leadership, achievement and proven commitment to the Hispanic community.



## JAMES HEALEY

James Healey was a day-one employee at MGM Grand Las Vegas whose career path with MGM Resorts spans over 20 years. After many productive years in MGM Grand's Hotel Operations, he was promoted to Director, Hotel Operations at New York-New York. Through advocacy of the Housekeeping Olympics and otherwise, James has been a champion for heightened appreciation of housekeepers as the backbone of our industry. He has made tremendous contributions to elevating the guest service standards at his property, culminating in award of the Chairman's Guest Service Excellence Award to his New York-New York housekeeping team in 2014. He played a pivotal role in launching, with our MGM Resorts University, our customized "Essentials in Housekeeping Management" program.

Beyond his department-related duties, James' contributions have enriched our company's culture of social responsibility, including service on New York-New York's first Liberty Torch Diversity Council; his long-term chairmanship of New York-New York's Green Team, where he spearheaded many projects to integrate sustainability into regular business practices; and his service as an inaugural member of the LGBT Employee Network Group. He has won many local and national awards for his personal, extensive volunteer efforts, including the President of the United States Volunteer Service Award in 2009 and our MGM Resorts Volunteer of the Year Award in 2012. James has earned a national reputation as a long-standing LGBT leader for many reasons, such as with his tireless work to develop the Southern Nevada Association of Pride, Inc., the Las Vegas steering committee of the Human Rights Campaign (HRC), and his service on HRC's National Board of Governors. In 2012, James became the first currently serving hospitality employee to win a seat in the Nevada Legislature when he was elected to the Nevada Assembly. As an assemblyman, he championed several economic measures that supported our industry, and his leadership on the Assembly floor helped bring the issue of marriage equality to a victorious vote in 2013.



# IMPACTING LIVES THROUGH OUR DIVERSITY PARTNERS

## WE BUILD RELATIONSHIPS WITH A WIDE ARRAY OF ORGANIZATIONS THAT SHARE OUR

values of diversity, inclusion and corporate responsibility, and align with our business objectives and policy agenda. Through our collaborations, we advocate for pro-equality and inclusion policies; support philanthropic and community development initiatives that improve opportunities for diverse populations; source qualified candidates for employment or business participation with our company; and otherwise relate on matters of mutual interest.

Our National Diversity Relations team engages with more than 80 Nevada, regional and national groups with a common commitment against discrimination – whether based on gender, ethnicity, sexual orientation, transgender status, disability, veteran status, or other illegal bases – and in support of inclusion. Our memberships, partnerships and interactive dialogue help us keep abreast of current trends and events in our world, and understand opinions and viewpoints that may differ from our own, while at the same time sharing our objectives and positions from a business perspective. Several different arms of our company

engage with external stakeholders;

principal among them are our CSR teams – National Diversity Relations, Philanthropy and Community Engagement, and Environmental Sustainability.



Not only does our company support the programming and fundraising of many of our diversity partners, but events sponsored by our diversity partners also allow us to pursue talent recruitment, professional development, supplier expansion and/or greater employee engagement.

The following is a sampling of beneficial collaborations we pursued with diversity partners in 2015:



### **National Center for American Indian Enterprise Development**

– As a longtime supporter of NCAIED, MGM Resorts was the first corporate sponsor to donate to the launch of the national center’s Native Edge – its online business platform designed to facilitate economic growth in Indian Country through broader internal and external communications. This website, which can be accessed at [www.nativeedge.com](http://www.nativeedge.com), offers a gateway to Native-American business owners, employees and job applicants, as well as American corporations, for four primary purposes – location of employment candidates (the Hire Edge); networking among Native American businesses, entrepreneurs, students and jobseekers (the N2N Edge); interactive tools and professional training sessions (the Training Edge); and location of Native American-owned businesses for procurement opportunities (the Procurement Edge).



### **National Association of Asian MBAs (NAAMBA)**

– Our human resources talent team recruited for potential employment candidates at the sixth Annual ASCEND National Convention and Career Fair of this organization. NAAMBA, the largest nonprofit Pan-Asian membership organization for business professionals in North America, offers leadership and professional development programs to cultivate Pan-Asian talent. ASCEND’s network includes more than 60,000 senior executives, professionals and MBA/undergraduate students involved in its 50 chapters in the United States and Canada.

**National 100 Black Men of America, Inc. (100 Black Men)** – Through our sponsorship of the group’s 29th Annual National Conference, we continued our support of the 100 Black Men’s mission to lead and motivate its community members and children to become economically self-sufficient and productive members of the social fabric of their neighborhoods.

**Hispanic Association on Corporate Responsibility (HACR) – 2015 Young Hispanic Corporate Achievers (YHCA) Program** – The YHCA Leadership Development Program was created to recognize the outstanding achievements of young Latino professionals in corporate America, and increase the pipeline of Hispanic candidates for corporate boards. We are appreciative that the program accepted several of our emerging executives over the last few years. In 2015, MGM Resorts’ corporate diversity manager, Magaly Munoz-Mejorado, was selected to participate in YHCA based on her demonstrated leadership and commitment to the Hispanic community.



**Community Parades** – Every year, hundreds of company employees participate in local community parades to support our culture of diversity and inclusion, including the Martin Luther King, Jr. Day Parade to commemorate the life and mission of the historic civil rights leader; the PRIDE

Parade to champion equality for LGBTQ people; and the Veterans Parade to honor our veterans’ sacrifices for American freedoms.

**VIEWS FROM OUR PARTNERS**

*“MGM Resorts International has been a tremendous partner of the National Center for American Indian Enterprise Development – a partnership that continues in 2016 with MGM’s sponsorship of, and participation in, the 30th anniversary of our National Reservation Economic Summit. MGM has continually worked to ensure that Indian Country is a priority and included in its national diversity initiatives. We look forward to strengthening and growing our collaboration in the years ahead.”*

– Gary Davis, President and CEO  
National Center for American Indian  
Enterprise Development

*“Creating a better world requires teamwork and partnerships. ... MGM Resorts International has been such an outstanding partner – it has helped us achieve our goals of improving the Asian community through economic growth by ensuring that Asian businesses are represented in the community; through education by being such a huge supporter of the Asian Chamber of Commerce Bill Endow Scholarship, which is awarded to multiple CCSD Asian students yearly; and by promoting diversity through community collaboration. We value this partnership and we hope that MGM Resorts International continues its support for the Asian Chamber of Commerce.”*

– Sonny Vinuya, President  
Asian Chamber of Commerce

# IMPACTING LIVES THROUGH OUR DIVERSITY PARTNERS



## Diversity Partners' Scholarship Programs -

As they strive to achieve greater economic self-reliance and parity in America, diverse populations regard a college education as a significant gateway to career, health, social and political empowerment. Our company's support of initiatives to help diverse students attain a college education not only serves these objectives, but also increases employment talent pools.

Our sponsorship contribution to the Asian Community Development Council - which works to improve the well-being and education of Asian Americans and Pacific Islanders in the greater Nevada community - helped found its College Readiness Boot Camp. This one-day summit helps parents learn about resources to help their children find, pay for and choose a right-fit college, and navigate the processes for college application, scholarship and financial aid, and college selection - all subjects that are often new to immigrant parents.

We also contributed to the college scholarship programs of Las Vegas' Senoras of Excellence/ Senores of Distinction, Cultural Diversity Foundation Taste of Excellence, Asian Chamber of Commerce, Latin Chamber of Commerce, Urban Chamber of Commerce, Asian Community Development Council (ACDC), the National Association of American Indian Journalists, and the National Bar Association.

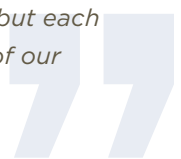
For students struggling to get through school, financial aid of this type can make a real difference to accomplishment of their life goals.



## DAN TAFOYA

VICE CHAIRMAN, LATIN CHAMBER OF COMMERCE

*"Effectively, change is almost impossible without communitywide collaboration, cooperation and consensus. The partnership between the MGM, Matt Smith, UNLV and the Latin Chamber of Commerce has been a catalyst of change for many lives. We may not know it in the moment, but each life we touch essentially creates a beautiful tapestry we call home. In this fashion, the legacy of our organizations will never be forgotten."*



## CHLOE NEVIES

UNLV CLASS OF 2017, KINESIOLOGY

*"In life, we must not settle for second best, last place or live a life of regret. In fact, we must constantly seek for self-perfection in all we do. The Latin Chamber and partners such as Matt Smith, UNLV and MGM, have provided the extra drive and inspiration I need to make a better me. Thank you!"*





**ALEJANDRA ACOSTA**

**UNLV CLASS OF 2017, KINESIOLOGY**

*“The most important thing is being passionate about what you’re doing and always give it your all. That is not only true of one’s self, but the partners you team up with. That is the key to success.”*



**VILMA CORAL-SILVA**

**UNLV CLASS OF 2017, KINESIOLOGY**

*“Helen Keller once said, ‘The best and most beautiful things in the world cannot be seen or even touched – they must be felt with the heart.’ This is true of many things, especially of caring and friendship brought forth from community partners like that of the MGM, Matt Smith, UNLV and the Latin Chamber of Commerce. Thank you all for a beautiful journey.”*



**UNIQUE BOWDEN**

**UNLV CLASS OF 2017, BIOLOGY**

*“Paraphrasing Abraham Lincoln who said, ‘If you are resolutely determined to make a success of yourself, the task is more than half done already.’ My determination brought forth through inspiration from partners such as the MGM and the Latin Chamber will help me cross the stage on graduation day. Thanks you for your support.”*



**MANUEL RENTANA**

**UNR CLASS OF 2018, MECHANICAL ENGINEERING**

*“I agree with Bill Nye’s philosophy that there’s nothing stronger than getting young people interested in science and engineering, for a better tomorrow, for all humankind. I also believe that equally as strong is the power of community and partnership. Through the help from our community partners and my work with NASA, I hope to continue this legacy.”*




# HOSTING OUR DIVERSITY PARTNERS AT OUR RESORTS


**WE WELCOME OUR DIVERSITY COLLEAGUES TO HOLD MEETINGS AND CONVENTIONS AT OUR resorts, which in turn exposes our employees to their far-reaching work. Here are a few examples.**

 **The Girl Friends Inc.** 80th Annual Conclave, held at Bellagio Resort. Girl Friends, a nationwide African-American women's social and civic organization founded in 1927, established the nonprofit Girl Friends Fund, Inc. in 1988 to provide college scholarships for African-American men and women.

 **Human Rights Campaign (HRC)** Las Vegas Chapter Gala, held at ARIA Resort. The HRC is America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer individuals.

 **National Association of Latino Elected and Appointed Officials (NALEO)** annual convention and reception, held at ARIA Resort. NALEO is a nonpartisan membership group whose constituency includes the nation's more than 6,000 elected and appointed Latino officials.

 **National Center for American Indian Enterprise Development** 29th Annual National Reservation Economic Summit, held at Mandalay Bay Resort. The NCAIED, a nonprofit organization, has 40 years of experience assisting American Indian tribes and their enterprises with business and economic development, and has emerged as the largest national American Indian-specific business organization in our nation.

 **OCA** Las Vegas Chapter Third Annual 88 Funds Dinner & Awards, held at Mandalay Bay Resort. OCA is a national membership organization dedicated to advancing the social, political and economic well-being of Asian-Pacific Americans. OCA Las Vegas provides mentorship and scholarships to college-bound youth.



Girl Friends Gala



OCA 88 Funds Dinner



HRC Las Vegas Gala

# IMPACT THROUGH SUPPLIER AND CONSTRUCTION DIVERSITY

## WE RECOGNIZE THAT INVESTMENTS IN EXPANDING OUR SUPPLIER DIVERSITY CHAIN IN

procurement and construction creates dividends not only for our company and suppliers, but also for our communities and the nation's economy. For diverse-owned vendors, contractors and professional service providers, inclusion in our company's supply and services chain enhances their skills base, expertise and résumé; builds their capacity and capital; and enables them to invest in their often diverse communities. Company buyers benefit from a wider pool of quality and price competition, which may also give us access to unique products not readily available elsewhere. Over the years, this mutually beneficial relationship has generated successful results on both sides of the ledger.

In 2000, our company installed a policy requiring diversity participation in all construction bids. Pushing further, in 2003 we adopted a policy requiring minority and women bid participation in all biddable commodity procurement contracts and purchases exceeding \$1,000. **Diverse-owned suppliers, contractors and service providers - with whom we have spent a total of more than \$3 billion since the start of these efforts - are an important part of our supplier economy.**

## OUR SUPPLIER DIVERSITY PROGRAM

As a result of continuous development of our supplier diversity practices, we have developed an award-winning Supplier Diversity Program that employs industry best practices. Our dedicated supplier diversity team, a branch of our global procurement and retail departments, continuously seeks qualified, competitive diverse businesses as potential business partners - including enterprises owned by minorities, women, veterans, LGBT individuals or persons with disabilities.


We engage with many diverse professional and trade associations to continue opening the doors of opportunity to diverse business owners across the country, leading among them, the National Minority Supplier Development Council (NMSDC), National Association of Minority Contractors (NAMC), Women's Business Enterprise National Council (WBENC), National Association of Women Business Owners, and National Center for American Indian Economic Development (NCAIED).


**Stacey Taylor, Senior Vice President and Chief Procurement Officer, accepts award presented to MGM Resorts International as one of 2015's top corporations for doing business with women business owners.**



## KEY FACTS

### 2015 SUPPLIER DIVERSITY SPEND

 **\$139 million:** amount spent with certified, diverse-owned business enterprises

 **8.5%:** diversity spend of total purchasing biddable purchases, exceeding goal of 8%

# BUILDING DIVERSITY CAPACITY IN CONSTRUCTION

**OUR ACTIVE OUTREACH FOR POTENTIAL DIVERSITY PARTNERS EXTENDS TO BOTH OUR** new construction from the ground up and our regular renovation and maintenance of existing properties. The diversity policies, infrastructure and processes we have evolved not only enable us to achieve our aspirational goals and commitments to our host communities, but also promote the growth and expertise of diverse enterprises that will endure beyond our particular projects to the communities' benefit. We spotlight below the diversity at our recent developments.<sup>3</sup>

## MGM NATIONAL HARBOR

In 2013, MGM National Harbor was selected to develop and in 2014, construction commenced of its integrated hotel-casino-entertainment resort at the Potomac River waterfront development in Prince George's County, Maryland, near Washington, D.C. Governor Larry Hogan called MGM National Harbor "one of the most important economic development projects in Maryland history."


In addition to creating thousands of new jobs, this world-class resort will attract local residents in the District of Columbia/Maryland/Virginia region, and will also provide a new amenity for the more than 40 million domestic and international visitors who travel to the capital region each year. The iconic \$1.3 billion facility, expected to open late fourth quarter 2016, will showcase a hotel with 308 rooms; a luxury spa and pool; more than 125,000 square feet of slot machines and table games, including poker; a 3,000-seat theater venue; upscale-branded retail, fine and casual dining featuring both local and celebrity chefs; 27,000 square feet of meeting and event space; and a 4,500-space parking structure. Following a construction force of approximately 5,000 workers, the resort is anticipated to employ an estimated 3,600 employees during operations.


From the outset of this project, we integrated our company's diversity and inclusion philosophy into the planning and construction of this project - including a dedicated diversity team with robust reporting infrastructure; extensive outreach/communications to diverse and local construction providers, contractors and project workers; segmentation of work to promote greater inclusion; joint venturing between larger and smaller contractors; flexible contract payment schedules; and continuous monitoring of diversity participation.



## KEY FACTS

### ABOUT MGM NATIONAL HARBOR CONSTRUCTION DIVERSITY

 **State-certified MBE participation: 31% (exceeded state MBE goal of 26%)**

 **County-certified MBE participation: 35% (exceeded county MBE goal of 30%)**

<sup>3</sup>All reported diversity participation ratios are measured against biddable spend and workforce data on the referenced projects as of December 31, 2015. Diversity participation levels vary from project to project based on several factors, including local market conditions, availability of diverse service providers and suppliers, workforce capacity, etc.

Beyond project suppliers and contractors, a significant part of MGM National Harbor's diversity commitment includes the local construction workforce. As of year-end 2015, 38 percent of the hours logged on the project were by Prince George's County residents, far in excess of the county's goal of 20 percent and MGM National Harbor's aspirational goal of 30 percent. The project workforce is ethnically diverse, and women comprise almost one percent of construction workers. As a project feature, the company's construction

diversity team held regular "women in construction" meetings to afford women project workers a platform to discuss their experiences and achievements.



Chief Diversity Officer Phyllis James meets with women construction workers at MGM National Harbor.

## KEY FACTS

### ABOUT MGM SPRINGFIELD CONSTRUCTION DIVERSITY

#### DIVERSE BUSINESS ENTERPRISES

 Certified MBE participation: **8.8% (exceeded goal of 5%)**

 Certified WBE participation: **10.5% (exceeded goal of 10%)**

#### WORKFORCE HOURS

 Minority participation: **29.2% (exceeded goal of 15.3%)**

 Women participation: **10% (exceeded goal of 6.9%)**

### MGM SPRINGFIELD

In 2014, MGM Springfield was licensed to develop a unique urban hotel-casino complex in downtown Springfield, Massachusetts. Construction on the \$800 million mixed-use development began in 2015, providing much needed economic relief to this area. It's slated for completion in 2018. Mindful of the community's rich past, the project includes the preservation of historic buildings, such as the painstaking relocation of the 129-year-old French Congregational Church. The development is slated to employ approximately 2,000 construction workers and to create about 3,000 jobs for operations.

The project features a 250-room hotel with world-class amenities including a spa, pool and roof deck; 125,000 square feet of gaming space with a poker room and VIP gambling area; retail and restaurant space expected to accommodate 15 shops and restaurants; and a multilevel parking

garage. Designed to enhance the Springfield urban center, plans for the integrated resort also envision a high-energy dining, retail and entertainment district with an eight-screen cinema, bowling alley and outdoor stage. A Boston firm, in partnership with MGM Springfield, will build the new district on land occupied by tornado-ravaged structures.

MGM Springfield will use the same diversity participation techniques at this development that the company has successfully employed at other large-scale projects.

**T-MOBILE ARENA/THE PARK**

Our company made a substantial investment in redeveloping the area between our Monte Carlo and New York-New York resorts into a new entertainment district, anchored by three new landmarks: a new sports and performing arts arena; a new outdoor public space – a unique feature on the Las Vegas Strip; and a new Monte Carlo theater. This redevelopment will have a material economic and fiscal impact on both the local and state governments, adding significantly to the employment base in Clark County and Nevada, increasing the productivity of the underutilized property, and generating millions of dollars in local and state tax revenues.


In 2015, our company, in partnership with worldwide sporting/music entertainment presenter AEG Entertainment Group, moved toward completion of the new T-Mobile Arena just west of the Las Vegas Strip. This new venue, featuring state-of-the-art technology, seating and guest amenities, will be the destination in Las Vegas for the best live

entertainment events – from sports such as UFC, boxing, hockey and basketball, to top concert acts and award shows.

**The Park** – adjacent to T-Mobile Arena and New York-New York, and across from the planned Monte Carlo Resort theater – is the company’s new outdoor dining and entertainment zone. In complement to T-Mobile Arena, this open park space offers an array of restaurants, social gathering places and a plaza for large-scale outdoor events.

**KEY FACTS**

**ABOUT T-MOBILE ARENA CONSTRUCTION DIVERSITY**

-  Total biddable spend: **\$152.5 million**
-  Diversity participation: **\$44 million/22%**

**KEY FACTS**

**ABOUT THE PARK CONSTRUCTION DIVERSITY**

-  Total biddable spend: **\$39 million**
-  Diversity participation: **\$9.3 million/19%**



“Bliss Dance” Statue at The Park

# MGM RESORTS PARTNERSHIP WITH OPPORTUNITY VILLAGE FOR SERVICES

## **OPPORTUNITY VILLAGE, THE LONGTIME LAS VEGAS NONPROFIT THAT OFFERS**

development and employment services for people with disabilities, partnered with The Mirage and vendor WESSCO International on a new program to supply villa amenity kits. The nonprofit's clients, known as OVIPs (Opportunity Village Important Persons), assemble soaps, shaving cream, toothbrushes and other amenities into boxed kits that stock the resort's premium guest villa suites. This partnership was launched last year after The Mirage approached WESSCO to explore ways to reduce the cost of the kits. While WESSCO continues to supply the products and packaging, Opportunity Village now assembles the kits – which cut the overall costs of those amenities by about half, and provides jobs and training to OVIPs. The Mirage takes tremendous pride in this arrangement. Said longtime Villa Services Director, James Mulidore, "In being creative with our approach, we were able to impact the local community in a positive way."

Opportunity Village matches people with significant disabilities and productivity issues, who are unable to participate in the traditional workforce, with tasks and jobs they are capable of successfully performing. The OVIPs love their jobs, the social interaction and taking home a paycheck.

The Mirage villa amenities agreement is the newest of several contracts MGM Resorts has with Opportunity Village. OVIPs sort and repackage used casino playing cards and craps dice for resale in gift shops, bake cookies for select employee dining rooms, cut down and sew used towels into cleaning rags for kitchen and housekeeping staff, and more. In all, about 90 OVIPs earn a paycheck through MGM Resorts contracts.

According to Ed Guthrie, Opportunity Village's Executive Director, the villa agreement has been a big hit with participating OVIPs: "What we at Opportunity Village believe is that everyone, no matter their disability, should have the same sense of pride and purpose that you and I enjoy from earning a paycheck. We have about two dozen OVIPs packaging the dental and hygiene kits. They love it." He continued, "We're overjoyed with our continued partnership with MGM Resorts. All these folks want is a chance at a life we all take for granted. Contracts like this partnership with The Mirage allow our OVIPs to lead richer, more fulfilling lives," he added.





**PHILANTHROPY  
AND  
COMMUNITY  
ENGAGEMENT**



Touching Communities.  
Touching *Lives.*

MGM RESORTS INTERNATIONAL®



# IMPACTING LIVES THROUGH OUR ECONOMIC INVESTMENT

**WE TAKE TREMENDOUS PRIDE IN THE VALUE WE ARE ABLE TO BRING TO OUR HOST COMMUNITIES THROUGH HIGH-QUALITY JOBS, TAX PAYMENTS AND OTHER CONTRIBUTIONS THAT IMPACT THE LIVES OF OUR EMPLOYEES, OUR LOCAL BUSINESS PARTNERS AND OUR FELLOW COMMUNITY MEMBERS.**

MGM Resorts has a strong track record of developing and operating market-leading facilities in Las Vegas and competitive regional markets in Michigan and Mississippi. As a leading revenue generator, we create opportunities for the people of our communities by our payment of large-scale taxes, by hiring homegrown talent, by purchasing local goods and services, by making capital investments, and by engaging in long-term community and social partnerships.

We are always respectful of the privilege conferred by our license to operate and we, in turn, make substantial investments in our communities. As a company, we take tremendous pride in the positive impact we are able to achieve by helping to transform the lives of our team members, suppliers and community partners.

Although we are not a panacea, economically or otherwise, for all of the challenges that confront our host communities, we pride ourselves on contributing to their progress. The significant taxes we pay in every state and community in which we operate supports the physical and social infrastructure of our communities, such as roads, water and sewerage systems, schools and universities, parks, police and fire protection, and courts.

We are likewise a major job creator in our communities, paying competitive wages and benefits to 60,000 employees across all properties as of year-end 2015. The majority of our workforce in every community is drawn from the talent base of local residents. These wages are spent in neighborhood grocery stores, retail stores, restaurants and movie theaters, and so on. This ripple effect is often overlooked, but every time an employee pays his/her mortgage, buys a car, takes

her/his family to dinner, or buys a holiday gift, that spending is made possible because of a guest's decision to come to one of our properties.

Moreover, we engage a huge supply chain of product and service vendors to fuel our operations. Through progressive procurement and our robust supplier diversity program, we're an industry leader in supporting local businesses – design professionals, contractors, suppliers and vendors – from the communities in which we develop and operate our properties, as well as enterprises owned by minorities, women, disadvantaged, veterans, persons with disabilities or LGBT individuals.

## KEY FACTS

### **MORE THAN \$1.4 BILLION:**

**The amount of taxes contributed by MGM Resorts' domestic properties at the local, state and federal levels in 2015.\***

(\*This amount includes gaming, payroll, property, hotel, sales/use, entertainment, and all other taxes associated with conducting our operations.)

### **60,000:**

**The number of employees at MGM Resorts' companies as of December 31, 2015; 75 percent in full-time positions.**

# TOUCHING COMMUNITIES. TOUCHING LIVES.

## GIVING IS A PART OF OUR COMPANY'S

character and credo. Beyond good will, for us, investment in the long-term sustainability of our community framework is a business necessity. Our host communities determine the environment/ physical infrastructure for operations; the primary labor pool; the quality of our employees' lives; and enhancements to customer offerings. Through reasoned

investments, community service and principled involvement in public discourse and policy advocacy, we support initiatives and programs that align with our strategic objectives and build better communities. Just as we strive to be the employer of choice for our employees, the investment of choice for shareholders and the business partner of choice for our supply chain and others, we aim to be the corporate citizen of choice in the communities where we operate and live.

We note that the largest proportion of our philanthropy is concentrated in the greater community of Nevada, inasmuch as Nevada is the hub of our domestic operations, most of our employees (about 50,000) are located in Nevada, and we are the largest employer and taxpayer in the state of Nevada. Even so, we are one of the largest employers and a substantial taxpayer in every community in which we operate, and we are unwavering in the commitment to uplifting our host communities wherever situated. We have a strong record of philanthropic support of regional communities as well as our Nevada headquarters.

The company's community giving flows through three channels - an employee-based MGM Resorts Foundation, Corporate Giving Program and Employee Volunteer Program. So as to make a greater impact on an organization or initiative, we often combine our contributions from the separate giving streams. Our giving reaches broadly across the host communities' social infrastructure, and improves tens of thousands of lives every year. A large portion of our monetary and volunteer investments serves diverse members of our communities. Giving strengthens our communities, but strengthens our company more - through leadership and team development of our employees, heightened employee engagement, and the immense employee pride in the positive impact we collectively have on the quality of life of fellow community members.

## KEY FACT

**\$14.3 MILLION:**

Total cash and in-kind MGM Resorts Foundation and Corporate Giving donations in 2015.










# THE MGM RESORTS FOUNDATION

## WE ENCOURAGE OUR EMPLOYEES TO GIVE

through our Foundation, which collects and disburses money donations to verified nonprofits of employees' sole choice, either through individual designations or pooled grants. The Foundation also provides employee support through its Employee Emergency Grant and Children's Medical Support Fund. The company pays all Foundation operating costs so that 100 percent of employee donations can support their selected recipients. Our employee Community Grant Councils (CGC), in Nevada and at our regional

properties, distribute grant funds to nonprofits through a competitive proposal process - thus promoting among council members teamwork, collaboration, leadership and business acumen in rational decision-making. Every year, the employees' foundation gifts improve the quality of life for thousands of individuals and families with children.

## KEY FOUNDATION FACTS

-  **\$6.1 MILLION:** Amount Company employees pledged to the Foundation
-  **61%:** Percentage of Company employees who contributed to the annual campaign
-  **1,254:** Number of nonprofits supported by individual employee contributions to the Foundation
-  **93:** Foundation grants awarded to nonprofit agencies
-  **136,030:** Children empowered by Foundation grants through educational support, after-school programs and community mentors
-  **131,150:** Individuals and families strengthened by Foundation grants for food, housing and self-sufficiency programs
-  **8,327:** Individuals and families sustained by Foundation grants for vital assistance, including medical care and mental health counseling



# MGM RESORTS FOUNDATION GRANTS

**THIS CROSS-SECTION OF GRANTS AWARDED BY OUR RESORTS' RESPECTIVE FOUNDATION COUNCILS ILLUSTRATES THEIR WIDE-RANGING IMPACT ON THE LIVES OF COMMUNITY RESIDENTS.**

## AID FOR AIDS OF NEVADA

A \$65,000 grant by Nevada CGC to this nonprofit, a Southern Nevada support and advocacy organization for adults and children affected by HIV/AIDS, was earmarked for mental health services for HIV/AIDS patients and their families.

## CLARK COUNTY LAW FOUNDATION'S TRIAL BY PEERS TEEN COURT PROGRAM

A \$20,000 grant by the Nevada CGC supported a diversion program in which juveniles (ages 12–17) charged with first-time misdemeanors are prosecuted, defended, judged by a jury of, and sentenced by, their peer teens (with assistance from a judge and senior attorneys). The experience is designed to hold referred youths accountable for their conduct through positive peer influence, mandatory community service and parental involvement; enhance participants' problem-solving, communication and conflict resolution skills; and foster respect for the judicial system. The program director, Patrick Montejano, commented, "The MGM Resorts Foundation grants, in both 2014 and 2015, have helped us increase the number of teens enrolled in our program, employ a dedicated youth specialist to work directly with the teens and their parents, and broaden our network of services for program participants via partnerships with law enforcement and other nonprofits. Through our improved holistic approach, we're definitely having more successes in reducing the number of repeat teen offenders."

**Peer teen counselors (teen attorneys) are sworn in after a nine-week legal course and mini-bar exam.**



## GULF COAST WOMEN'S CENTER FOR NONVIOLENCE

A \$10,000 grant by Beau Rivage's CGC to this center's operations assisted victims of domestic violence and sexual assault.

## JONESTOWN FAMILY CENTER FOR EDUCATION AND WELLNESS

A \$10,000 grant by Gold Strike Tunica's CGC benefited early childhood programs offered by this nonprofit, which serves the general welfare of people in Jonestown, Miss., and surrounding areas.

## JOY-SOUTHFIELD COMMUNITY DEVELOPMENT CORPORATION

A \$10,000 grant by MGM Grand Detroit CGC advanced this agency's mission of neighborhood revitalization and community economic development on the far west side of Detroit through supporting families who live below the federal poverty standard by providing preventive health care and primary health care for the uninsured; home ownership support and foreclosure prevention; community gardening and farmers market; youth and family mentoring; and commercial façade improvement.

## MARINERS INN

A \$10,000 grant by MGM Grand Detroit CGC supported this full-service treatment center that provides residential substance abuse (drugs and alcohol) treatment to homeless men in southeastern Michigan, along with peer-designed and peer-delivered recovery mentoring and supportive social services for literacy, employment, transportation, physical and mental health, and housing referrals.

**THE MEMPHIS CHILD ADVOCACY CENTER**

A \$15,000 grant by Gold Strike Tunica’s CGC facilitated treatment for victims of child sexual and severe physical abuse.

**MISSISSIPPI FOOD BANKS**

Grants to the Bay Area Food Bank (\$10,000) and Hancock County Food Bank (\$10,000) by Beau Rivage’s CGC subsidized services to individuals and families experiencing a hunger crisis induced by personal crisis or disaster. A typical client is an individual who lives on a fixed income or is unemployed; lives at or below the poverty level; and is unable to provide food for themselves or

their family. Last year, Beau Rivage employees also packed over 2,500 Bay Area Food Bank backpacks for local school children, which provided them with 15,000 meals and 5,000 snacks.

**NEVADA BLIND CHILDREN FOUNDATION**

A \$65,000 grant by our Nevada CGC made possible an expansion of this organization’s Afterschool Adventures roster to provide a wider variety of tactile educational, recreational and special programs, and to increase its client base to 57 underserved blind and visually impaired students – thus exceeding its goal for children served for the year.



COOL Program Students



**METROPOLITAN INTERFAITH ASSOCIATION (MIFA) COOL (COLLEGE OFFERS OPPORTUNITIES FOR LIFE) PROGRAM**

A \$10,000 grant by Gold Strike Tunica’s CGC for MIFA’s COOL college readiness and academic preparedness program aided students from G. W. Carver and Booker T. Washington high schools with higher education counseling, ACT preparation and assistance with the college admissions process. The statement of one COOL student aptly sums up the life-altering value of this program:

*“My name is Terrence Vaughn Jr. I am 18 years old and a recent graduate of G.W. Carver High School. Hard work, dedication, preparation and time management helped me achieve one of my biggest goals, which was to graduate high school. My next goal has now been set and put in motion, which is to graduate from college majoring in business. Although I have yet to decide on which college to attend, I have received many acceptance letters.*

*“I have always had good grades throughout high school, so I was picked by my teachers to be a member of the COOL program. MIFA COOL is a fantastic program. The mentors were always there when I needed them. COOL met at Carver every morning, where we focused on colleges, filling out college applications, FAFSA, scholarships and portfolios. After I graduated, I knew I had more growing up to do. I got serious about my life decisions and going to college. I knew I did not want to just stay home and work; I wanted more. I am now ready for college all because of the opportunities that MIFA COOL has given me.”*

# A FOUNDATION FOR EMPLOYEE ENGAGEMENT

Throughout the year, our Foundation hosts various events for employees, such as team sports competitions and Festival Day, which not only raise money for the Foundation, but also kindle high levels of employee engagement.

## FOUNDATION FESTIVAL DAY

By far the most popular Foundation event every year is our Festival Day, during which thousands of employees bring family and friends together for fun recreational activities benefiting a good cause!



# COMPANY GIVING

## DISTINCT FROM OUR EMPLOYEES' FOUNDATION GIVING, WE CHANNEL CORPORATE CASH

and in-kind contributions in Nevada and other regions toward three primary objectives: alleviating critical gaps in our communities' social infrastructure in the areas of hunger relief, public education, health and wellness and affordable housing and neighborhood revitalization; developing anchor institutions that improve the economy and/or culture of our communities; and supporting industry priorities such as the National Center for Responsible Gaming. Our contributions often serve more than one of these purposes, in view of their interconnectedness. Further, our company sponsors many special drives through which employees contribute food and other articles that are vital to human development. We describe several prominent examples below.

## SUPPORTING OUR NATIONAL HERITAGE THROUGH THE NATIONAL MUSEUM OF AFRICAN-AMERICAN HISTORY AND CULTURE



Photographer Alan Karchmer

Our social investments have typically been targeted to our immediate host communities. However, due to its unique contribution to the history and culture of our nation, we were pleased to donate \$1 million last year to the construction of the Smithsonian Institution's National Museum of African-American History and Culture (NMAAHC) on a site adjacent to the Washington Monument. This will be the only national museum devoted exclusively to documenting African-American life, history and culture. Since its start in 2003, NMAAHC has built a collection of more than 40,000 objects covering major periods of African-American history, beginning with the origins in Africa, and continuing through slavery, the civil rights era, the Harlem Renaissance, the great migrations north and west, and into the 21st century.


Our company believes it's imperative that we support NMAAHC, not solely for its chronicle of the history of African-Americans, but also because while doing

so, it will portray that history as a central part of, rather than a footnote to, the history of our nation. The museum is rooted in the value of inclusion, and in telling what is fundamentally a human story, through the lens of African-Americans. A story that will appeal to all segments of American society and humanity. We applaud the museum's goals to educate the world about the African-American experience as a core dimension of American life; and to help us transcend the boundaries of race and culture that divide us through honest, constructive dialogue about our nation's evolving concepts of equality and the American identity. Most of all, we share NMAAHC's ultimate vision to forge greater unity in our society through our collective quest to answer the perennial question of what it means to be an American.


# FIGHTING HUNGER IN OUR COMMUNITIES


## THE STARK REALITY IS THAT FOOD INSECURITY

exists in every county in the U.S. The most recent government statistics on poverty collected in 2014 show the enormity of food insecurity across America, i.e., the lack of access to adequate nutritious food for an active daily life, despite the positive signs of economic recovery from the recession:

 48.1 million Americans lived in food insecure households, including 32.8 million adults and 15.3 million children.

 14 percent of American households (17.4 million households) were food insecure.

 Households with children reported food insecurity at a significantly higher rate (19%) than those without children (12%).

 Households that had higher rates of food insecurity than the national average included households with children (19%) – especially households with children headed by single women (35%) or single men (22%), black households (26%) and Hispanic households (22%).

In Clark County, Nev., the headquarters' county, 15.6 percent of the population is food insecure. One in six Southern Nevadans, or more than 305,000 individuals (or 15.8 percent of Nevada's population), struggles with hunger. For the 2014–2015 school year, more than 58 percent of the Clark County School District's students, or more than 186,000 students, were enrolled in free or reduced-price meal programs.

Mississippi, another one of our host jurisdictions, was one of 14 states in 2012–2014 that exhibited statistically significant higher household food insecurity rates than the U.S. national average of 14.3 percent (with Mississippi registering at 22 percent household food insecurity).

While millions of Americans still struggle to recover from the adversity of the great recession, cuts and restrictions imposed by many state governments on assistance programs have put more pressure

on emergency services such as food banks and pantries. Since the recession, food charities across the United States have been reporting historically unprecedented levels of demand for their services.

For these reasons, and especially because food is such a central part of our guest offerings, our company and employees are passionate about helping community neighbors, especially families with children, combat hunger. As listed earlier in this report, many of our foundation grants last year were made to local food banks. We direct corporate gifts similarly.



## THREE SQUARE FOOD BANK

MGM Resorts was central to the founding in 2007 of Three Square, the central food bank in Southern Nevada, as an affiliate of the national Feeding America nonprofit, and has made immense contributions of food, money and service to develop Three Square into the robust organization it is today. Through its service network of approximately 1,300 community nonprofits, faith-based organizations, schools, government agencies and businesses, Three Square now feeds more than 137,000 individuals each month.

Beyond the hundreds of thousands of dollars our company has invested in corporate financial support, additional to our foundation grants, we sponsor annual drives to collect employee donations of canned/packaged food and cash (in turn used by Three Square to purchase food). During the last six years, 2010–2015, our employees have donated 3,339,166 pounds (1,669 tons) of food to Three Square, equating to more than 2.7 million meals for the nonprofit's clients. In 2014 alone, our company's fall campaign donated over 1.6 million pounds (more than 805 tons) of food, which provided



more than 1.3 million meals for the food insecure in Southern Nevada. That was the fourth consecutive year that our food drive set a record for single donations to Three Square. Our 2015 employee food drive brought in 154,000 pounds (77 tons) through food and cash donations, for 137,000 meals. Further, proceeds raised through participation by company restaurants in Three Square's 2015 Restaurant Week provided another 69,980 meals, for a total of almost 207,000 meals for our community last year.

Demonstrating the depth of caring for those in our midst who are hungry, more than 7,100 company employees have invested over 17,900 community service hours at Three Square since its founding. In 2015 alone, more than 2,530 company employees, from chefs to executives to managers to front-line employees, volunteered over 6,330 hours in service ranging from food sorting, menu planning, meal preparation, to packing backpacks and other forms of food distribution.

It's difficult for those who are well-nourished to fathom the insecurity experienced by those who fight daily hunger, and the deep appreciation they feel for food assistance. In the words of one Three Square client:

*"Without this meal, I would be in trouble. It is tough. But you come here in need, and this meal fills a big void. You can come back for seconds and thirds, and that's a good thing, because it will hold you for a long time."*

- David

### FOOD BANK OF WESTERN MASSACHUSETTS

MGM Springfield's donation **subsidized 10,500 meals** for distribution to independent pantries, meal sites and shelters on the front lines of emergency food assistance to individuals, families, children and senior citizens in Berkshire, Franklin, Hampden and Hampshire counties.

### GLEANERS COMMUNITY FOOD BANK OF SOUTHEASTERN MICHIGAN

MGM Grand Detroit's cash and in-kind donations, apart from its employee volunteer service, **provided more than 73,510 meals** through this Detroit nonprofit. Gleaners operates five distribution centers in Wayne and four surrounding counties, and **distributes 79,000 meals each day to 535 partner soup kitchens, food pantries, shelters and other agencies throughout southeastern Michigan.**



# EDUCATING OUR CHILDREN

**PUBLIC EDUCATION IS THE SINGLE AMERICAN INSTITUTION THAT OFFERS TUITION-FREE** schooling to every student – regardless of race, religion, educational attainment, social class, family income, special needs or personal characteristics – to develop his/her individual potential through comprehensive curricula and prescribed standards. As such, across our host communities, MGM Resorts strongly supports K-12 public education as the largest source of the American labor and employment pool, including for many of our jobs. Aiding public school teachers, tutoring young students, mentoring at-risk youth to achieve high school graduation, and clothing school children advocacy in governmental funding decisions are a few of the ways in which we support K-12 education.

We also support public colleges and universities, community colleges, and other educational and training programs that align with our business and prepare individuals – both community members and in-place company employees – for the myriad job and career opportunities our company presents.

## UNLV HOTEL SCHOOL

MGM Resorts committed a founder’s level gift of \$2.5 million toward construction of the college’s new academic building. The gift will help build a

93,500-square-foot Hospitality Hall, a learning center to be devoted to all facets of the hospitality and gaming industry. The new school will include a student-run café, a state-of-the-art teaching kitchen, interactive digital classroom, and an outdoor plaza that will serve as a campus centerpiece.



## BROOKINGS MOUNTAIN WEST

We committed \$1 million to the UNLV Foundation designated for support of the Brookings Mountain West initiative at the Las Vegas campus. Brookings Mountain West is a set of multidisciplinary research and curricular activities to advance public policy recommendations crucial to the residents of the Las Vegas urban community, the state of Nevada and the Mountain West region as a whole; provide curricular enhancements to UNLV students; and help elevate the stature of UNLV and the Las Vegas metropolitan area.

## UNLV HONORS COLLEGE

Established in 2006, the MGM Resorts Academic Excellence Scholarship Endowment continues to help UNLV recruit and retain top-performing students in Southern Nevada. Now managed by UNLV’s Honors College, the investment will provide multiyear scholarships for more than 100 all-star honors students over the next decade. In 2015, thanks to this type of private scholarship support, the Honors College successfully recruited its largest incoming class to date, which included 50 students with perfect 4.0 GPAs, 30 valedictorians and 10 National Merit finalists.

This year’s 15 MGM Resorts scholars represent a diverse set of academic interests, with majors in nursing, social work, business, biology, pre-med, psychology, engineering, physics and history. We hope that receiving an award bearing the prestigious MGM name will incentivize them to excel in their undergraduate careers, and to apply their commitment, skills and expertise as thought leaders to enrich tomorrow’s workforce and the common good.



## MGM RESORTS BOOSTS PUBLIC EDUCATION IN SOUTHERN NEVADA

**SUMMER INTERNSHIPS FOR AT-RISK YOUTH:** Through workforce connections and nonprofit Help of Southern Nevada, our Las Vegas resorts employed 49 at-risk Clark County public high school seniors as summer interns in non-gaming work areas in summer 2015; 15 of whom moved into company jobs. Of the total 172 summer interns placed at our resorts during 2012–2015, 45 were hired into permanent jobs at our company at the completion of their summer work experiences.

**BACK-TO-SCHOOL DRIVE/EDUCATOR APPRECIATION DAY:** Company employees donated thousands of school supplies, which were assembled and distributed at one of our convention ballrooms, to more than 1,000 Clark County School District teachers from high-need schools.

**TEACHER OF THE GAME:** With co-sponsors UNLV, Channel 8 News NOW and Silver State Schools Credit Union, our company recognized 15 exemplary Clark County School District teachers at a UNLV Runnin’ Rebels basketball game, and presented each of them with a complimentary hotel night stay, dinner for two and show tickets at an MGM resort.

**LAS VEGAS SCIENCE & TECHNOLOGY FESTIVAL:** Company resorts hosted 885 students on Science Is Everywhere Day with tours that featured the mechanics of the Circus Circus Adventuredome, The Mirage Volcano and Secret Garden, the Fountains of Bellagio and its conservatory, and Mandalay Bay’s Shark Reef.

### PRINCE GEORGE’S COMMUNITY COLLEGE

MGM National Harbor (MNH) presented Prince George’s Community College (PGCC) with \$100,000 to fund scholarships for the Hospitality Express program. Its curriculum is specially designed to prepare students for careers at MGM National Harbor. The property made this contribution as part of its commitment in the Community Benefits Agreement with Prince George’s County to contribute to workforce development at Prince George’s Community College, Bowie State University and the University of Maryland at College Park.

Pictured from left to right: Denise Ware (Program Director, Hospitality Tourism Institute, PGCC); MNH’s Bill Boasberg (General Manager); Camye Mackey (MGM Resorts Regional Vice President - Talent and Workforce Development); Charlene Dukes (President, PGCC); Logan Gaskill (MGM National Harbor VP, Human Resources); and Yvette Snowden (Interim Vice President, Workforce Development and Community Partnerships, PGCC)



# EDUCATING OUR CHILDREN

## BOWIE STATE UNIVERSITY

MGMNH donated \$25,000 to support the scholarship funding of Bowie State University, the only historically black college and university (HBCU) in Prince George's County and Southern Maryland.

## ALLIANCE OF SOUTHERN PRINCE GEORGE'S COUNTY

MNH partnered with Whiting Turner Contracting Co., the general contractor on our construction project, to donate nearly \$60,000 to this organization for school supplies and equipment for teachers at John Hanson Montessori School and Fort Foote Elementary School, two neighboring schools.

## FIGHT FOR CHILDREN

Through its donation of \$50,000 in cash and in-kind contributions, MNH was pleased to join the legion of companies that support Fight for Children, which works to give the children in low-income Washington, D.C., neighborhoods an equal shot at a great education, regardless of their life circumstances. Since its founding in 1990, the organization has invested \$50 million in strategic initiatives to improve the tools and programs available to early childhood and K-12 education leaders and teachers and, in addition, has made over 160 grants to local organizations aligned with its mission.

## MGM GRAND DETROIT PARTICIPATES IN TWO SIGNATURE PUBLIC EDUCATION EVENTS EVERY YEAR, AMONG OTHER FORMS OF SUPPORT.

### FALL COAT HARVEST

Through local school partnerships, our employees donated 2,400 coats in 2015 to outfit public school students within the southeastern Michigan tri-county region, bringing the total contributed since the inception of this effort in 2001 to 33,000 coats, hats and gloves.

### COUNT DAY

To encourage student attendance on the annual October Count Day, when enrollment is counted as the basis for 90 percent of state aid to school districts, property team members select a public school at which to serve students with lunch prepared by company chefs and mentor students.

Property volunteers at Burton International Academy, in October 2015, served students with lunch, read stories, conducted games and distributed 700 backpacks.

Nevada Blind Children's Foundation students visit Mandalay Bay Shark Reef.



Count Day

# PROMOTING HEALTH & WELLNESS

## NEVADA HEALTH CENTERS

The company made another \$50,000 contribution toward its \$250,000 multiyear pledge to support this nonprofit's delivery of affordable health services, in particular to persons who are uninsured, underinsured or otherwise lack access to such services. The organization provides primary and other types of care through 19 health clinics strategically located in Las Vegas urban areas, and rural and frontier regions that are geographically isolated from hospitals.

## ST. BALDRICK'S DAY

New York-New York Hotel & Casino hosted its sixth annual St. Baldrick's Day head-shaving event that raised nearly \$190,000 for the St. Baldrick's Foundation, a national nonprofit which raises funds and awareness for childhood cancer research.



Guests and community members gather at the resort's iconic Brooklyn Bridge plaza event for music, family-friendly activities, face-painting and balloon art, while volunteers (mostly company employees) sponsored by donors, have their heads shaved in solidarity with children who typically lose their hair during cancer treatment. This popular event at New York-New York has raised almost \$587,000 since its inception in 2010.

## SUSAN G. KOMEN RACE FOR THE CURE & KIDS FOR THE CURE

2015 was the fifth consecutive year that our company has sponsored Las Vegas' Susan G. Komen Race for the Cure and its companion event, Kids for the Cure, which was conceived by Circus Circus employees. MGM Resorts'

Las Vegas employees fill a robust team each year in the fight to eradicate cancer, recently designated the "Emperor of Diseases." The company also supports all participating families who run or walk in the Komen race by offering games and attractions for their children centered on the Circus Circus Adventuredome tent.

## THE JIMMY FUND

Prominent among the many organizations MGM Springfield supported last year was The Jimmy Fund, dedicated to raising monies for adult and pediatric cancer treatment and research at Boston's Dana-Farber Cancer Institute.

## LEADER DOGS FOR THE BLIND

MGM Grand Detroit's health-based donations included Leader Dogs for the Blind, one of the world's most innovative guide-dog programs. This Michigan-based nonprofit promotes independence for blind, deaf-blind and visually impaired individuals by providing them with a guide dog, a pocket-sized GPS device, residential orientation and mobility training at no cost. Our team also plans to train guide dogs at our resort.



Fun activities at Kids for the Cure

# BUILDING HOUSES, BUILDING NEIGHBORHOODS, BUILDING HOPE

**DECENT AFFORDABLE HOUSING IS THE FOUNDATION FOR STABLE NEIGHBORHOODS, WHICH** form the building blocks of sustainable communities. The scarcity of affordable housing has reportedly reached crisis levels, affecting a wide swath of the U.S. population from low-income households to middle-income residents with professional degrees (such as educators, social workers and chefs), in cities and suburbs across the nation. The problem is particularly acute for people in the extremely low-income bracket, as demonstrated by a 2015 study that concluded that no U.S. county has sufficient affordable housing to meet the demand among extremely low-income households, i.e., families who made no more than 30 percent of an area's median household income. Many families have not recovered from the devastating impact of the real estate crash during the recent great recession. High housing costs often force low-income families to make difficult choices, such as whether to buy nutritious meals for their children or pay rent.

We believe in offering a “hand up” to families to help them attain safe, decent homes that they can afford. As our partner Habitat for Humanity puts it, “Homes offer more than a roof and walls – they offer hope; hope that children will grow up safely; hope that home equity earned will help pay for higher education; hope for a better life.” We couple our financial investment with our employees’ passion for community service to help build new, and refurbish existing, housing in affordable neighborhoods that do not attract private development.

In 2015, we were ecstatic to mark our long-standing partnership with Habitat for Humanity Las Vegas (HFHLV) with joint presentation of Habitat’s milestone 100th Clark County house, which our company sponsored. Our corporate contribution, combined with a grant from our employee foundation, fully funded the cost of this three-bedroom house – the **seventh**



HFHLV house funded by our company – and was built primarily by company employee volunteers on land donated by the city of Henderson.

Last year, dozens of company employees logged over 2,700 volunteer hours on HFHLV projects, which are among the most popular venues for our employees’ community service.

This HFH home will be a life-changer for the family client, who invested sweat equity to earn it. A home provides greater physical security and stability, health and safety benefits, increased educational and employment prospects, and the opportunity for families to be more engaged in a productive community.



**HABITAT FOR HUMANITY OF WASHINGTON, D.C.**

MGM National Harbor made an inaugural contribution of \$2,500 to Habitat for Humanity of

Washington, D.C., for its second annual “Rainbow Build,” complemented by 35 community service hours by property and corporate regional team members in D.C.’s Ivy City community. This was a combined effort to build affordable homes and raise awareness of the high percentage of homeless youth who identify as lesbian, gay, bisexual or transgender (LGBT).

**REVITALIZE CDC**

MGM Springfield’s \$10,000 grant and employee volunteer service furthered the mission of Revitalize CDC, which performs critical repairs, modifications and rehabilitation on the homes and nonprofit facilities of low-income families with children, the elderly, military families with children, military veterans and people with disabilities, as well as the nonprofit facilities that serve these populations. These repairs stabilize neighborhoods, strengthen the tax base and allow elderly homeowners to “age in place.”

**LIFE REMODELED**

Beyond MGM Grand Detroit’s \$10,000 contribution to Detroit’s nonprofit Life Remodeled, which is dedicated to remodeling lives one neighborhood at a time, a squad of 30 employees volunteered for clean-up duty at Osborn High School and environs during the property’s August 2015 SWEEP (Service While Enhancing Employee Passions). The service of property employees, along with other community support, enabled the nonprofit to clear debris from 302 blocks, board up 472 vacant homes, make much needed repairs to the high school’s roof, and advance the school’s gymnasium renovations and cafeteria expansion. Commented Life Remodeled CEO Chris Lambert, “I am simply amazed at the amount of work that these volunteers were able to accomplish. Companies like MGM Grand Detroit make a huge contribution to the work of Life Remodeled. Every bit of blight removed and every yard cleared of brush and debris tells Osborn residents that someone cares about their neighborhood and gives them more reason to care, too.”

# DEVELOPING COMMUNITY INSTITUTIONS

## WE MAKE INVESTMENTS THAT EXPAND AND

improve the physical and programmatic infrastructure of, and add long-term transformational value to, the quality of our host communities. Beyond those described in other sections of this report, we feature several below.

### THE GAY AND LESBIAN COMMUNITY CENTER OF SOUTHERN NEVADA

MGM Resorts made a \$50,000 contribution toward its \$300,000 multiyear pledge to the development of the new center for this community-based organization, which supports and promotes the well-being, positive image and human rights of LGBTQ individuals, their allies, and low to moderate-income residents in Southern Nevada. The Great Room and the Health Clinic bear MGM Resorts' name in recognition of our support.

### THE COMMUNITY FOUNDATION OF PRINCE GEORGE'S COUNTY

Pursuant to its Community Benefits Agreement with the county, MGM National Harbor made a \$50,000 donation to support the objectives of this foundation, an affiliate of The Community Foundation for the National Capital Region. As a steward of local charitable assets, the Community Foundation's overarching goal in collecting and strategically disbursing philanthropic monies is to improve its client communities by promoting economic security. Three key strategies fuel its activities – preservation of a safety net that assures security for community residents in basic human needs such as food and shelter; strengthening education to ensure high school graduation and college readiness; and workforce development to provide marketable skills training for adult worker job readiness.

### SPRINGFIELD RESCUE MISSION

To clear the footprint for its new downtown development, MGM Springfield purchased and remodeled a building to serve as the new Springfield

Rescue Mission, which offers meals and clothing, and a learning center for homeless clients. At a cost of almost \$11.1 million, the new facility more than doubled the size of the building and its bed count capacity, and enlarged its learning center, thus increasing the mission's ability to serve homeless people.

### THE URBAN LEAGUE OF SPRINGFIELD, INC.

To help address the needs of Springfield's African-American community, especially in the aftermath of the tornado destruction there, MGM Springfield supported this organization that's devoted to promoting economic self-sufficiency, academic and social development of families, and racial inclusion and social justice.

### BLACK FAMILY DEVELOPMENT INC.

MGM Grand Detroit extended its record of financial and strategic advisory support of this nonprofit's significant efforts to strengthen the lives of children and families in Detroit's urban core. This organization has been a catalyst for the creation of more than 280 blocks' worth of clubs in the city's Osborn community, and hosts community capacity meetings on the city's east side to empower residents to activate their own betterment initiatives.

### THE GREENING OF DETROIT

Through a corporate donation and employee service, MGM Grand Detroit supports this nonprofit's efforts to assist neighborhood groups, churches and schools; improve the city's ecosystem through tree-planting projects, environmental education, urban agriculture, open space reclamation and vacant land management; and workforce development programs.





**MICHIGAN OPERA THEATRE**

In 2015, MGM Grand Detroit continued its stream of support of the Michigan Opera Theatre, the premier, multidisciplinary producer and presenter for opera, musical theater and dance in the Great Lakes Region. Based in Detroit, the organization engages artists of national and international stature for main stage and outreach performances.

**MGM PARK, BILOXI, MS**

In a model of public-private partnership, Beau Rivage, the city of Biloxi and a minor league professional baseball owner worked together for development of a 350,000-square-foot multipurpose baseball stadium on seven acres of land owned by Beau Rivage in the middle of the city’s entertainment, casino and hotel district. Beau Rivage donated the underutilized land two blocks away from the resort, through a long-term lease of the site to the city for \$1 per year, coupled with the city’s public funding of \$36 million for stadium construction and operation of the facility by the baseball owner. Named the MGM Park, the 5,000- to 6,500-seat stadium opened in June 2015 as the home of the Biloxi Shuckers of the Southern League, a Minor League Double A team affiliated with the Milwaukee Brewers. This project is a real boost to Biloxi and surrounding coastal region. It added 1,000 jobs to the area, and is expected to attract 500,000 visitors a year to boost Biloxi’s post-Hurricane Katrina downtown revitalization. More than that, MGM Park will enhance the region’s community fabric as an entertainment center not only for Shuckers team baseball, but also for amateur and college baseball; concerts; and civic, community and not-for-profit events.



# LEADERSHIP WHERE IT COUNTS FOR AMERICA'S VETERANS

## VETERANS ARE PART OF WHAT HAS MADE

America great, generation after generation. The service and sacrifice of the 1 percent who heed the calling for service in our Armed Forces allow the remaining 99 percent to enjoy American security and freedoms in the safety of our communities. Since the outset of conflicts in Iraq and Afghanistan in 2001 through the present, the longest period of war in American history, thousands of veterans and their families have experienced tremendous health, housing and social services challenges beyond barriers to civilian employment. The service of our veterans carries with it the return obligation – that we honor those who gave their lives, and always treat those who return with dignity, respect and care.

We believe that just a “thank you” and parade on Memorial Day and Veterans Day are not enough. Opportunities for employment, and access to food, decent housing, adequate health care and other services are essential to allow veterans to re-establish a satisfactory quality of life. This is not just the duty of the government; it is an obligation we all share as American citizens.

As a major corporate citizen, we are committed to doing our part. As discussed above, we actively recruit and employ veterans, National Guard and reserve service members, through our Boots to Business program and otherwise. Our Veterans Network Group is one of our

most active employee resource groups. On the supplier diversity front, we have several long-standing supplier relationships with veteran-owned businesses (VOB), which provide a variety of goods and services, and we constantly seek new VOBs that are able to meet our business needs as business partners. Every year, both our company and our employees' foundation make cash and in-kind donations to, and many of our employees volunteer at, a variety of organizations that serve veterans.

Here are other notable examples of our support of the veterans community.

## LAS VEGAS FISHER HOUSE

In 2014, the Fisher House Foundation broke ground on the 16-suite Fisher House comfort home in Las Vegas for families to support a military family member hospitalized for wounds, injuries or illnesses. This foundation ensures that there's never a lodging fee for the families hosted. The Southern Nevada Fisher House joins a network of more than 60 such houses located at major military and Veterans Administration medical centers nationwide and in Europe, close to a medical center or hospital. Our company pledged a \$250,000 donation, matched by a \$250,000 gift from MGM Resorts' chairman, Jim Murren and his wife Heather Murren, for establishment of this much needed facility.



Las Vegas Fisher House groundbreaking



**FIFTH ANNUAL “SALUTE TO THE TROOPS”**

Last year, we were pleased to host, along with American Airlines and the USO of Metropolitan Washington-Baltimore, more than 70 wounded warriors at our Mirage resort for a five-day Veterans Day weekend. This was our fifth consecutive year of partnership for this celebratory event in which we provide hotel and meal accommodations and special entertainment for the troops, while American Airlines and the USO provide travel and support services.

Our appreciation weekend always starts with our human “Wall of Gratitude,” wherein hundreds of our employees gather along the walls of The Mirage Events Center to welcome and applaud our visiting service members upon their arrival. The weekend begins with a Friday night military-style welcome dinner known as Dining In, which is presided over by the President of the Mess, followed by various excursions in and around Las Vegas and Southern Nevada over the course of the visit. Special stops last year included *Terry Fator - The Voice of Entertainment* at The Mirage, Cirque du Soleil’s *O* show at Bellagio, a concert by actor Gary Sinise and the Lt. Dan Band, skydiving and helicopter tours, and a laudatory farewell brunch.

**PARTNERSHIP WITH USO LAS VEGAS**

We teamed with USO Las Vegas to sponsor two events designed to lift the spirits of our local Las Vegas service members and their families. The USO Las Vegas’ quarterly Freedom Friday concerts, held in a hangar at either Nellis or Creech Air Force Base, provide free lunch and live entertainment for up to 500 local troops and their families. Our Veterans Employee Network plays an active role in participating in our veterans’ affinity activities.

To lift the spirits of service men and women unable to be with their families at Christmas, USO Las Vegas hosts an “Airmen in the Dorms Holiday Brunch” on Christmas Day at the Nellis Air Force Base dining hall, which provides not only a generous meal, but also a video game tournament, other games and prizes. Shown here is a friendly pie-eating competition.



# LEADERSHIP WHERE IT COUNTS FOR AMERICA'S VETERANS

## SPONSORSHIP FOR AMPUTEE VETERANS

MGM National Harbor supported the third annual Comcast SportsNet Amputee Warrior Softball Classic at Prince George's County Stadium in Bowie, Md., in which current and former NFL stars and wounded warrior veterans who have overcome their injuries compete on the softball diamond. The sports competition raises funds for local charities that support wounded veterans, including the Wounded Warrior Amputee Softball Team, Yellow Ribbon Fund, Connected Warrior Foundation, Disabled Sports USA and Operation Second Chance. Our property representatives also used the occasion to recruit veterans for potential employment at MGM National Harbor.



Employees in our Boots to Business program spread camaraderie and fellowship at the Nevada State Veterans Home in Boulder City, NV.



## MICHIGAN VETERANS FOUNDATION

MGM Grand Detroit's partnership with this nonprofit, which helps homeless veterans regain their stability and return to self-sufficiency, included a donation of a \$5,000 contribution of several thousand meals as part of our initiative to combat local hunger, support of its 5 kilometer bike ride, and almost 100 hours of volunteer service.

# OUR EMPLOYEE VOLUNTEERISM PROGRAM

## WE ENCOURAGE OUR EMPLOYEES TO GIVE

their time and talents to our communities by volunteer service beyond financial donations. Our annual service goal is at least 100,000 volunteer hours. **In 2015, 6,230 of our employees logged 157,851 hours**, although all employees who serve do not record their hours. Not only does volunteer service benefit our communities, but it also fosters greater employee engagement, teamwork and leadership development.

We offer many options to incentivize employee volunteer service. The VolunteerMatch Web portal allows employees to access opportunities in their locales to serve nonprofit organizations that align with their personal beliefs, and then log their individual service hours. Our \$75,000 Volunteer REWARDS program allows employees to earn a company donation to his/her nonprofit of choice by community service; stated tiers of donation are correlated to specified levels of volunteer hours. Our property CSR Councils publicize and organize employees from their respective resorts to volunteer at events of interest to them. Each of our employee network groups has an annual goal to perform at least one community service event each year. Further, we sponsor numerous events for group volunteerism during the year, such as the annual Martin Luther King, Jr. Day of Service on January 18, and Impact Week, which culminates in the annual National Make a Difference Day of Service on the fourth Saturday in October.

Our employees' volunteerism is wide-ranging; the nonprofit programs and lives touched are too numerous to list. For example, during the days before and on 2015's Make a Difference Day, 491 volunteers donated more than 1,400 hours of service, from feeding the homeless in shelters and packing lunches for the Ronald McDonald House, to nursing dogs and cats at The Animal Foundation.

We present a few other examples of our employees' community service.



## NATIONAL CIVIL RIGHTS MUSEUM AT THE LORRAINE MOTEL

Each year on Martin Luther King, Jr. Day, Gold Strike Tunica volunteers answer questions from and channel the thousands who visit exhibits at the museum (site of the assassination of Dr. Martin Luther King, Jr.) and related Legacy Building that chronicle the history of the American civil rights and equality movement from the 17th century to the present.

## OPPORTUNITY VILLAGE HALLOWEEN/MAGICAL FOREST

Many of our Las Vegas employees joined the Opportunity Village staff to conduct this annual HalloVeen fundraising event to benefit the nonprofit's 3,000 clients with intellectual disabilities. Our volunteer employees welcomed visitors, monitored lines, collected tickets, manned cashier posts at food stations, assisted in ride operations, and otherwise helped at various work stations to contribute to the success and safety of this event, all proceeds from which directly support Opportunity Village programs.

# OUR EMPLOYEE VOLUNTEERISM PROGRAM

## PROJECT HOMELESS CONNECT

Our Las Vegas employees devoted hundreds of hours to setting up and assisting at this Nevada Homeless Alliance event that assembles in one location a collection of social services agencies, including food, housing, employment, haircuts, transportation, health care and legal services, to return homeless individuals and families to self-sufficiency. More than 2,500 clients attended the 2015 Cashman Center event.



## READING WEEK

During Nevada Reading Week (March 2–6), 74 employees from across our Southern Nevada resorts, in partnership with Spread the Word Nevada, volunteered to read with students at two elementary schools; there were 37 volunteers at each school (Gene Ward Elementary and Jack Daily Elementary). This multigenerational reading program partners at-risk students in low-income communities with volunteer mentor reading companions who give individualized attention to improve the student's reading proficiency, comprehension and oral reading skills.



## THE SKY'S THE LIMIT WITH JET

In 2015, 49 high school students graduated from our JET (Junior Executive Team) life skills training program for children of employees at our Las Vegas resorts (thus far), founded in 2010 as a leadership development program at our Circus Circus resort. During half-day sessions spread over the course of 10 months, several human resources employees teach participants practical life skills such as goal setting, financial literacy, interviewing, filling out college and financial aid applications, and basics of public speaking.



Serving Thanksgiving meals at Catholic Charities of Southern Nevada



**MGM GRAND DETROIT PLUM STREET MARKET GARDEN**

On Earth Day 2015 (April 22), MGM Grand Detroit employees, along with family and friends, weeded garden beds, transplanted seedlings in the greenhouse and assisted with various other garden projects at downtown Detroit’s Plum Street Market Garden for the property’s SWEEP (Service While Enhancing Employee Passions) event. Operated by Keep Growing Detroit, this garden models production-focused urban agriculture and resource-sharing, trains growers, and supports Grown in Detroit growers.

**VEGAS ROOTS COMMUNITY GARDEN**

Las Vegas employee volunteers tended to two plots of seasonal vegetables and herbs as well as other projects at this community-based sustainable garden dedicated to donating its harvest to low-income residents who have little access to fresh, healthy produce.



**EXCEL BY 5**

Fifty-four Beau Rivage employees volunteered at Biloxi’s Excel by 5 innovative, early childhood community initiative, designed to help prepare young children from birth to age five for school. Property employees assisted with a variety of programs, including art projects to help develop children’s creative skills and the annual fair to teach the importance of health and safety.





**ENVIRONMENTAL  
SUSTAINABILITY**





MGM RESORTS INTERNATIONAL®

# OUR STRATEGY FOR ENVIRONMENTAL SUSTAINABILITY

**AT MGM RESORTS, WE KNOW ENVIRONMENTAL SUSTAINABILITY  
DRIVES MANY ADVANTAGES.**

The planet wins when we reduce our environmental footprint. Our guests and employees benefit when we create healthier hotels and workplaces. And our business wins when we reduce costs and attract customers who value our environmental leadership.

That's why we call our program the **Green Advantage**. Under this theme, we collaborate across the entire company to drive value to people, profit and planet. And we focus on five key themes:

**ENERGY AND WATER CONSERVATION**

**GREEN BUILDING**

**SUSTAINABLE SUPPLY CHAIN**

**RECYCLING AND WASTE MANAGEMENT**

**OUTREACH AND EDUCATION**



# FROM INNOVATION TO OPTIMIZATION

BEING OPEN TO *INNOVATION* MEANS BEING WILLING TO CONSIDER NEW IDEAS. BUT PURSUING *OPTIMIZATION* MEANS ACTUALLY SELECTING AND IMPLEMENTING THE INNOVATIVE IDEAS THAT WORK. AT MGM RESORTS, WE DO BOTH – WE INNOVATE TO OPTIMIZE. AND PERHAPS THERE IS NO BETTER EXAMPLE OF HOW WE DO THIS THAN THROUGH OUR ENERGY OPTIMIZATION EFFORTS.

## COLLABORATING TO SAVE ENERGY

In 2015, the MGM Resorts Corporate Sustainability Division collaborated with many engineering and maintenance teams across the company to implement a major energy optimization project. By working across functions and properties, we were able to identify and select a series of energy-efficiency technologies that met both the performance expectations of building staff, and the carbon reduction goals of the sustainability team.

This collaborative approach helped us scale these efforts in an unprecedented way. In 2015, we invested over \$1.5 million across five major energy efficiency efforts:



Building automation



Variable frequency drives for chillers and pumps



Submetering



Energy management systems



Lighting retrofits

Even though we started ramping up the technology implementations within 2015, our efforts have already borne fruit. Between 2014 and 2015, we reduced energy usage by 2.2 percent and costs by 4.6 percent, delivering a return on investment (ROI) of 61 percent in just one year. A true example of the **Green Advantage** at work.



## HALF A MILLION LEDS

### CASE STUDY

In 2014, we made a commitment to retrofit 1.3 million light bulbs with energy-efficient light-emitting diodes (LEDs) and installed over 200,000 in that same year. By the end of 2015, we were over half way to our goal. Changing over 700,000 lights takes tremendous collaboration. To help accelerate the process, MGM Resorts formed an action engineering council, which focused on the LED retrofit project. This council prioritized retrofitting lights in resort guestrooms and hallways because our analysis found that these two applications alone represented more than 50 percent of MGM Resorts' overall lighting needs.

By scaling the project so rapidly, we've delivered numerous benefits including:



Significant energy savings



Brighter guestrooms



Reduced maintenance needs due to longer life expectancy of LED bulbs



Increased purchasing power due to consolidation of bulb types

The LED light bulb change-out will be completed by the end of 2017 and is expected to reduce lighting-specific energy use by as much as 90 percent. As such, the LED retrofit project is likely to be the main initiative that helps MGM Resorts meet or exceed its stated goal of reducing energy consumption by 20 percent by 2020.



Bellagio engineer John Failma swaps a traditional light bulb in the resort's Baccarat Lounge for a more efficient LED. MGM Resorts is switching out more than 1.3 million bulbs as part of a major LED lighting upgrade project.

### FUN FACT



MGM Resorts was one of just 154 companies that supported the U.S. White House-led American Business Act on Climate Pledge. We committed to reducing overall energy consumption across all resorts by 20 percent by 2020.

## WATER CONSERVATION IN THE DESERT CITY

### AS A MAJOR METROPOLIS IN THE DESERT,

Las Vegas naturally takes water conservation seriously. In fact, Southern Nevada has some of the world's best infrastructure for water efficiency, conservation and reclamation.

As a major user of water in Las Vegas, MGM Resorts is proud and grateful to be part of this world-leading infrastructure. We use over 4.1 billion gallons of water a year for our Las Vegas properties, landscaping and golf courses (including well water), but know that much of the water used inside our buildings gets reclaimed, treated and fed into Lake Mead, our region's primary water source. We estimate that around two-thirds of our Southern Nevada water use – almost 2.7 billion gallons – is reclaimed in this way.

So while it is important for us to reduce water inside our hotels, restaurants and spas, as we are from a conservation standpoint, it is more important to focus on the water that *isn't* reclaimed as easily – water for landscaping and golf courses. That's

because water used outside of buildings in our region evaporates quickly, takes time to work back into the groundwater system, and does not quickly return to the lake.

One example of how we're paying attention to this is in The Park, one of MGM Resorts latest and most unique additions to the Las Vegas Strip.

MGM RESORTS  
SAVED OVER  
**110 MILLION**  
GALLONS OF WATER  
BETWEEN 2014  
AND 2015.



## THE PARK THAT SAVES WATER

### CASE STUDY

In collaboration with a number of leading landscape architecture firms, MGM Resorts has developed a unique and innovative addition to the Las Vegas Strip. The Park was envisioned as a microcosm of the Mojave Desert, a serene and beautiful, water-smart landscape, fused with cutting-edge design. The expected shopping, dining and entertainment attractions of Las Vegas would be supplemented with the unexpected beauty of a desert landscape, and The Park would offer visitors an oasis of calm amid the bustle of the Strip.

As would be expected in a desert-themed park, our design prioritized water conservation. We took extensive measures to mitigate the use of the city water supply. We used a preexisting well at New York-New York to provide the majority of The Park's water; created a closed-loop system to capture, filter and reuse the water moving through sculptured waterscapes; installed point-source drip irrigation conserving 72 percent more water than traditional sprinklers; and installed anemometers that adjust water use up or down based on local wind speed. Together, these water-conservation technologies will save millions of gallons of water each year.

# SHADOW CREEK GOLF COURSE - FROM GREEN TO GREENER.

## CASE STUDY

MGM Resorts' exclusive golf course, Shadow Creek, is a masterpiece in golf course design. It is a breathtaking beauty – and now it's getting an upgrade.

A major irrigation renovation is in progress that will result in a 30 percent overall reduction in water use and in significant cost savings. The project, facilitated by the golf course maintenance team, focuses on replacing traditional rotor sprinklers with drip irrigation for watering the thousands of trees that cover the course. The upgrade ensures that water gets to the base of the trees without overwatering the surrounding grass areas. The result is healthier trees, and less water use.

The course's front nine was finished in 2015, with the back nine on track for completion in 2016.



Shadow Creek irrigation manager Carlos Duran poses by a drip irrigation line recently installed around a tree. He and his team are surrounding nearly 7,000 trees throughout the golf course with similar drip line.

## FUN FACT



Collaboration across resorts allowed us to consolidate from eight different types of bath towels to just three across all of our resorts. This simple change is expected to save an average of 9 million gallons of water a year.



# BUILDING GREEN AT SCALE

**AT MGM RESORTS, OUR PROPERTIES REFLECT OUR DEEP COMMITMENT TO ENVIRONMENTALITY SUSTAINABLE DESIGN AND OPERATIONS. INSIDE AND OUT, THEY'RE A PERFECT COMBINATION OF ARCHITECTURAL BEAUTY AND THE BRILLIANCE OF BUILDING EFFICIENCY AND INNOVATION.**

By the end of 2015, we had nearly 12 million square feet of LEED-certified buildings in the United States, mainly under the LEED (Leadership in Energy and Environmental Design) for New Construction and Core and Shell rating systems. We are also pursuing LEED for Commercial Interiors and LEED for Neighborhood Development at some locations.

In addition to building green, we have a major commitment to operating our buildings in an environmentally responsible way. We have over 55 million square feet of buildings that meet TripAdvisor GreenLeaders and Green Key standards, and more than 3 million square feet of convention space that is certified under the Green Key Meetings standard.





This commitment to green building design and operations at this scale represents a leadership benchmark in the hospitality and entertainment sector.



## T-MOBILE ARENA

### AS THE LARGEST VENUE OF

its kind in Las Vegas, the T-Mobile Arena was designed with sustainability in mind. Built to host a range of exciting events such as concerts, sports games and awards shows, the arena also incorporates many exciting sustainable construction technologies: from a cool roof and solar reflective materials to low-flow fixtures and LEDs. The T-Mobile Arena opened in April 2016 and is anticipated to achieve LEED certification for these and other achievements:

-  Recycling over 82 percent of all construction waste
-  Sourcing 40 percent of all building materials within 500 miles of the site
-  Reducing energy consumption from lighting by 60 percent by incorporating LED lighting technology throughout the facility
-  Limiting use of domestic water by 80 percent by using an on-site well as the primary source of irrigation







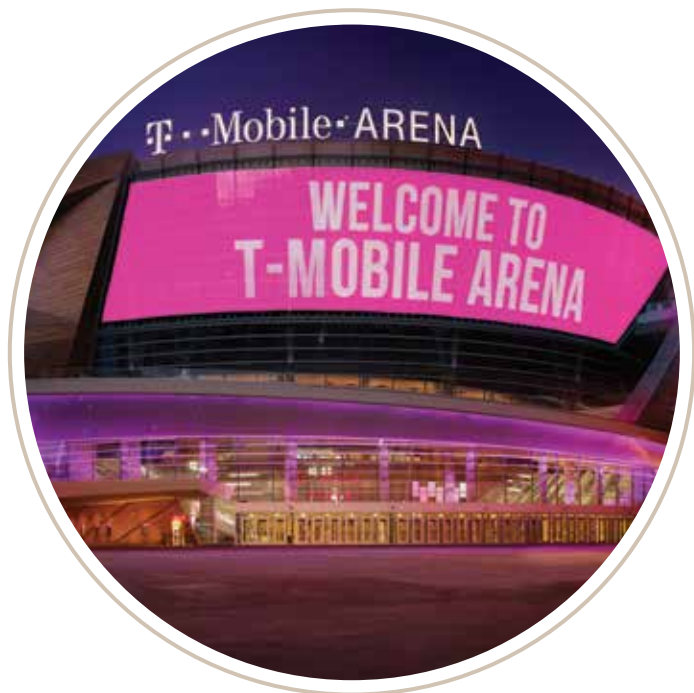
## MGM COTAI

### FIRST PRIVATE SECTOR BUILDING TO PURSUE THE CHINA GREEN BUILDING (MACAU) LABEL CERTIFICATION

As part of the MGM Resorts commitment to green construction, we are pursuing the China Green Building (Macau) Label Certification for our newest international resort: MGM COTAI. Once built and certified, both of which we expect no later than Q2 2017, MGM COTAI is likely to be the first private sector building ever to achieve this certification, which has been designed specifically for the Macau context.

Examples of green design elements in MGM COTAI include but are not limited to:

-  High-efficiency chillers and heat pumps for heating and cooling
-  Energy-efficient LEDs for most lighting needs
-  Water-efficient faucets and dual-flush toilets
-  Smart building management systems for intelligent and efficient ongoing operations



# SUSTAINABLE SOURCING ACROSS PRODUCT CATEGORIES

## SUSTAINABLE SOURCING HAS RECEIVED INCREASING ATTENTION IN RECENT YEARS DUE

to the fact that much of an organization's environmental footprint is within its supply chain. As a sustainability leader, MGM Resorts recognizes that we need to focus on our own environmental footprint as well as that of our suppliers. As such, we see sourcing as a major point of leverage in managing our aggregate environmental impact. The focus

of our efforts to date has primarily been on procuring products that meet LEED standards for the design and construction of our properties. In addition, we've incorporated green purchasing criteria in many properties for product categories that drive operational environmental impact: lighting, faucets, cleaning products and more.

Recognizing the importance of sourcing, we are embarking on an effort to standardize purchasing criteria across many more product categories. When doing so, we will analyze our aggregate spend on products and services, and prioritize the sourcing of greener alternatives that deliver significant economic and environmental benefits.

### FUN FACT

In 2015, MGM Resorts upgraded its fleet of private airplanes by choosing significantly more fuel-efficient jets. Besides offering our elite guests the ultimate luxury passenger experience, this updated fleet will help us reduce fuel consumption by 40 percent.





## SEASONAL FARE AND LOCAL SOURCING

### CASE STUDY

With his name front and center, Bellagio's executive chef Roy Ellamar introduced the world to Harvest, a new farm-to-table, fine-dining venue at the Bellagio Resort in 2015. The menu concept features his commitment to sustainable food sourcing with recipes that incorporate local, sustainable and seasonal fare for a truly fresh and rewarding dining experience.



"When I cook, I like to think about where everything comes from," said chef Ellamar. That is why his staff training program includes much more than rote memorization of dishes and ingredients. He brought in the farmers, growers and fishermen who are supplying the produce and ingredients to meet his staff and talk about their products and processes.

One of those local providers is Blue Lizard Farm, a produce farm just 150 miles north of Las Vegas. Using steel-framed "hoop houses," they grow a variety of farm-fresh produce throughout the year that contribute to the delectable entrees and salads served at Harvest. By supporting local businesses, we also strengthen our sustainable supply chain and provide job opportunities to our community.



# DIVERTING WASTE TO CREATE OPPORTUNITY

**AT MGM RESORTS, OUR COMPREHENSIVE** waste and recycling program not only diverts tens of thousands of tons of food and non-food waste from landfills, but also promotes the development of local recycling facilities and jobs for diverse communities.

In 2015, our properties in Las Vegas diverted over 43,000 tons of non-food waste, and 7,000 tons of food waste from landfills. We achieved these results by

developing extensive on-property recycling facilities, collaborating with Republic Services, our waste hauling provider, and creating relationships with numerous local enterprises who rely on our materials to create businesses and jobs. Two examples include:



RENUoil, a minority-owned recycler that helps manage dock operations for on-site recycling at most of our Las Vegas properties.



R.C. Farms, a local pig farm with whom we have developed a comprehensive food waste recycling program for food from all of our Las Vegas properties.

## CASE STUDY

A vital component to the success of our recycling and waste management program is our on-site recycling leads. Joseph Jolley has served as the recycling manager at Mandalay Bay for the past five years. Executing recycling operations at this 3,300-room mega-resort with over 2 million square feet of meeting and convention space requires dedication and passion for the environment. Joseph maintains positive relationships with third-party recycling

vendors and haulers, manages dock operations, and helps track and aggregate detailed waste and recycling data.

Also, by creating a network of teachers, he has found ways to donate leftover materials from conventions for use in local schools. In 2015, the efforts spearheaded by Joseph led to

the diversion of nearly 10,000 tons of materials from landfill, and donation of



more than 3.5 tons of valuable materials to schools. "Maximizing recycling efforts at our resorts is critical to our sustainability initiatives. And, when we're able to divert materials from landfill while giving back to the communities in which we operate, that is a win-win," Joseph explained.

# TAKING THE EPA'S FOOD RECOVERY CHALLENGE HEAD ON.

## CASE STUDY

As one of the world's most environmentally responsible developments, CityCenter exemplifies best practices in recycling. Materials recycled include paper, construction material, glass, oil, metal, plastic, batteries, carpet, cork, electronics and food. Through partnerships with nonprofits, contracted recycling experts and on-property management, CityCenter recycled more than 9,000 tons of materials and achieved a recycling rate of 53 percent. A significant portion of this diversion was due to food-waste recovery. In recognition of this effort, the CityCenter campus received a Regional Food Recovery Challenge Award from the Environmental Protection Agency in 2015.

**FUN FACT**

In 2015, MGM Resorts achieved an annual diversion rate of 42 percent by diverting over 50,000 tons of material from landfills.



# ENGAGEMENT THROUGH OUTREACH AND EDUCATION

OUR INNOVATIVE MY GREEN ADVANTAGE PLATFORM ENGAGES EMPLOYEES TO BRING ENVIRONMENTALLY SUSTAINABLE ACTIONS INTO THEIR DAILY LIVES.

## MY GREEN ADVANTAGE

### EMPOWERING EMPLOYEES TO LIVE AND WORK IN MORE ENVIRONMENTALLY SUSTAINABLE WAYS

In 2013, MGM Resorts collaborated with the employee engagement experts at WeSpire and developed a social media-driven platform called MY Green Advantage. This platform helps “gamify” greening and encourages MGM Resorts employees in all functions and at all levels to live more environmentally sustainable lives, both at home and at work.

In 2015, MGM Resorts employees logged more than 2 million green actions in the MY Green Advantage platform. This represents a remarkable 143 percent growth of employee actions since 2014, and reflects the value of bringing friendly competition to employee engagement. The actions logged most frequently by employees in the MY Green Advantage platform include: turning off lights, turning off taps when brushing teeth, washing full loads of laundry, closing shades to save energy, and using reusable mugs.

The MY Green Advantage platform also tracks the environmental benefits achieved by employee actions. Throughout 2015, the estimated environmental benefits across the 20,000-plus participants included:



176 million gallons of water - enough to fill 266 Olympic-sized pools



4.9 million pounds of waste or roughly 2,177 dumpsters worth of trash



125 million pounds of CO<sub>2</sub>, enough to fill 243 railroad cars worth of coal



Over 94 million kilowatts of electricity - enough to power New York City for 65,096 seconds



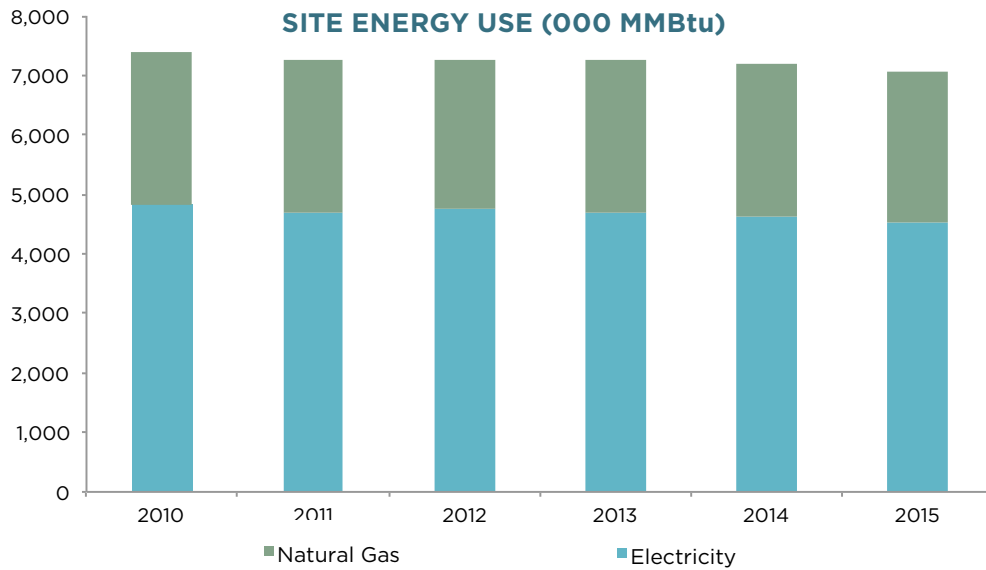
## MGM GRAND DETROIT: A GREEN FAIR WITH FLAIR

Combining the efforts of MGM Grand Detroit's diversity council and the Leadership and Management Academy, employees were invited to attend a "Green Fair" to learn how to be environmentally aware at work and home.

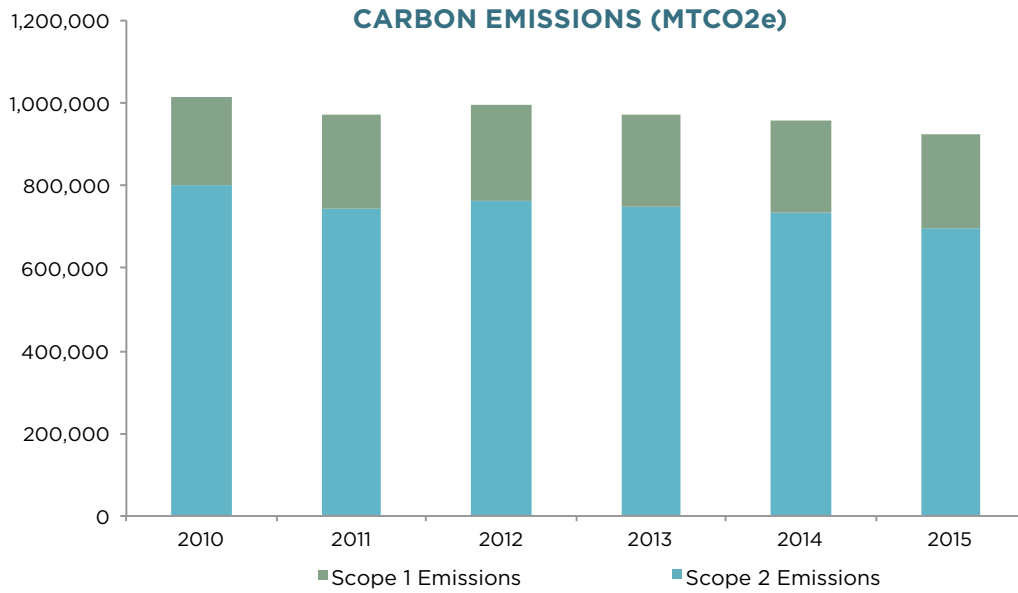
The Green Fair promoted MGM Resorts' environmental sustainability platform and included presentations on the resort's commitment recycling, water conservation and energy optimization. Several vendors shared tips to save energy, water and money at home. External providers like Keep Growing Detroit, Republic Services and VegMichigan were on hand to share their environmental expertise.

A highlight of the Green Fair included a hands-on tour of the Grand Garden, a two-acre greenhouse located near the resort. A partnership between MGM Grand Detroit and The Greening of Detroit, a local nonprofit, the Grand Garden was the city's first urban agricultural site downtown producing herbs and many varieties of fruits and vegetables such as broccoli, lettuce and strawberries. The produce is sold to area businesses and restaurants, with the proceeds reinvested into the garden.

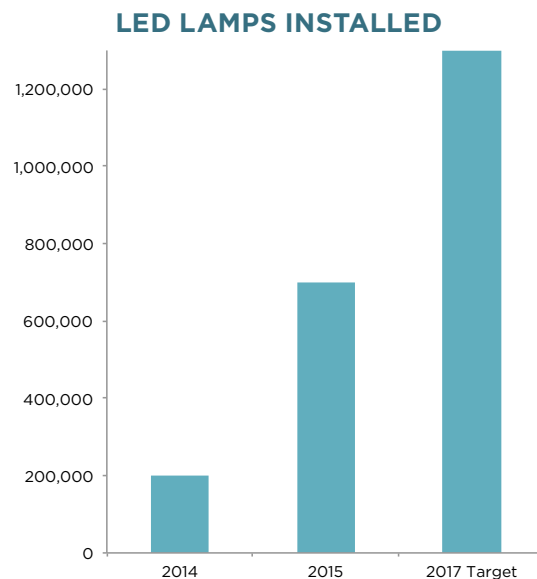


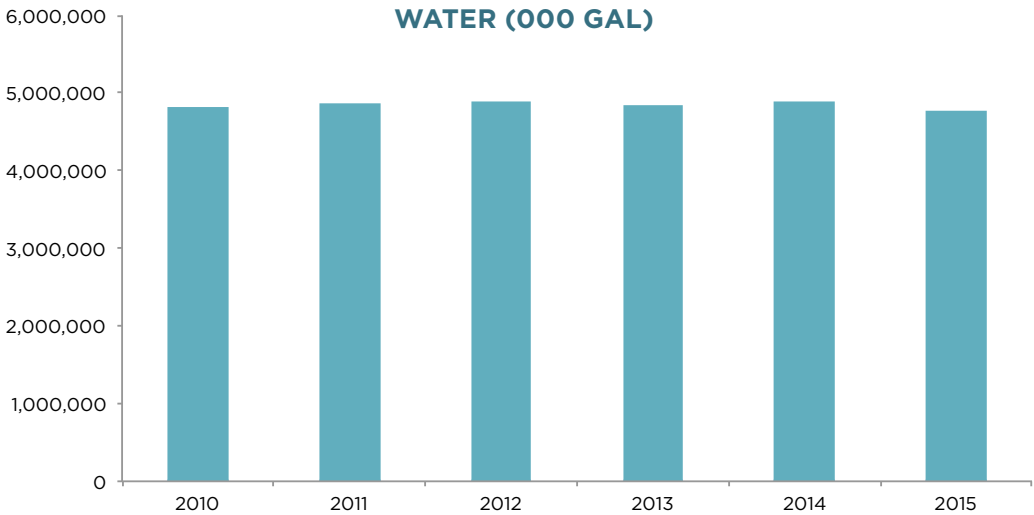


Note: More than 250M kilowatt hours of electricity saved on a cumulative basis since 2010. This is the equivalent energy to power 22,000 average U.S. homes for one year.



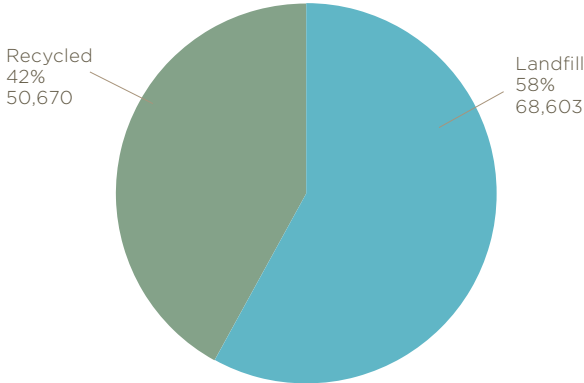
Note: Annual carbon emissions reduced by more than 88,000 metric tons since 2010



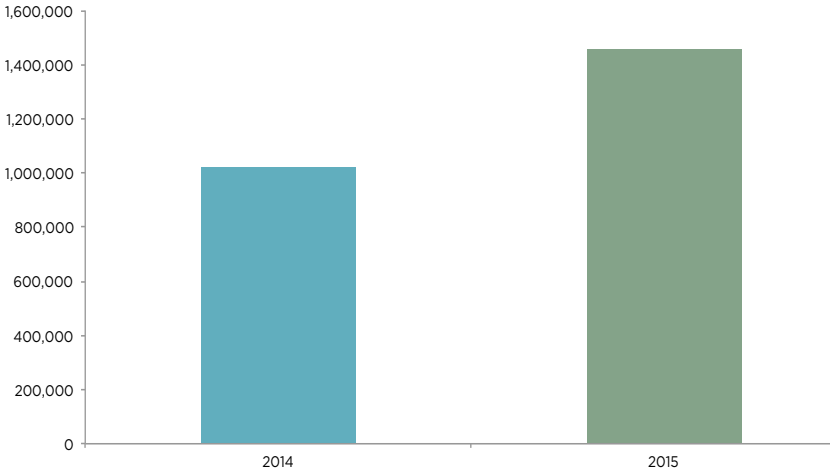


Note: Annual water use reduced by more than 40 million gallons since 2010

### 2015 WASTE AND RECYCLING (TONS)



### MY GREEN ADVANTAGE ACTIONS



# MGM GREEN ADVANTAGE SUMMARY 2015

**12 MILLION**  
SQUARE FEET  
OF LEED-CERTIFIED  
FACILITIES

**\$1.5**  **MILLION**  
**INVESTMENT**  
**IN ENERGY OPTIMIZATION**

**42**  
PERCENT

**RECYCLING**  
**RATE** IN LAS VEGAS  
PROPERTIES


  
**50K**

**TONS**  
OF  
**MATERIAL**  
**RECYCLED**


  
**4.6 MILLION**  
**SQUARE FEET**

OF NEW GREEN CONSTRUCTION  
PROJECTS STARTED

**SINCE 2008**  
**2.3**  **MILLION**  
MGM EMPLOYEE ACTIONS  
ON  MY GREEN ADVANTAGE

 **700,000**  
LIGHT BULBS/FIXTURES  
AT COMPANY RESORTS  
**CONVERTED TO LED**  
BY THE END OF 2015

  
**110**  
MILLION  
GALLONS  
OF WATER  
MGM RESORTS  
**SAVED**

 **55 MILLION**  
SQUARE FEET OF  
**GREEN KEY-RATED**  
FACILITIES





**2015 AWARDS  
AND  
RECOGNITIONS**

# 2015 AWARDS & RECOGNITIONS

## CORPORATE SOCIAL RESPONSIBILITY

50 Most Engaged Workplaces - Achievers

Responsible Business of the Year -  
2015 Global Gaming Expo

No. 18 of Top 50 America's Most Reputable  
Companies/Hospitality and Travel Industry -  
Reputation Institute

No. 90 of Top 100 U.S. Public Perception  
of Corporate Social Responsibility -  
Reputation Institute

## DIVERSITY & INCLUSION

No. 4 of Top 10 Regional Companies -  
*DiversityInc* magazine

40 Best Companies for Diversity -  
*Black Enterprise* magazine

Best Places to Work for LGBT Equality -  
Human Rights Campaign 2016 Corporate Equality  
Index Survey (covering 2015)

America's Top Corporations for Women's Business  
Enterprises - Women's Business Enterprise National  
Council (WBENC)

Corporate Game Changer for Board Parity -  
Women's Forum of New York

Corporate Award - National Coalition of Black  
Meeting Planners (NCBMP)

No. 20 of Top 25 ERG & Council Honors Award -  
PRISM's Association of ERGs and Councils

Million Dollar Club Member for Leading Brands in  
Supplier Diversity - United States Hispanic Chamber  
of Commerce

Employer of Choice - Ascend NAAMBA (National  
Association of Asian MBAs) in association with  
National Society of High School Scholars (NSHSS)

Best LGBT Community Supporter and Best  
Overall Float - 2015 PRIDE Night Parade  
(Las Vegas, Nevada)

Most Unique Float, Best Community Float and Best  
Overall Float Entry - 2015 Martin Luther King, Jr.  
Day Parade, Dr. Martin Luther King, Jr. Committee of  
Las Vegas, Nevada

Corporation of Distinction - Señoras of Excellence/  
Señores of Distinction Awards (Las Vegas, Nevada)

Honoree, Third Annual Our Mississippi Honors  
Diversity Awards - *Our Mississippi Magazine*

## PHILANTHROPY

Community Achievement Award -  
Nevada Broadcasters Association

Corporate Partner of the Year Award/Beau Rivage  
Resort & Casino - American Red Cross, Southeast  
Mississippi

## SUSTAINABILITY

Three-Star Green Restaurant Certification/Café  
Bellagio - Green Restaurant Association

Finalist, Best Environmental Stewardship -  
U.S. Chamber of Commerce Foundation

Food Recovery Challenge Award - U.S.  
Environmental Protection Agency

Green Award Winner/Hotel Casino Category -  
Las Vegas Business Press

No. 112 of Top 500 Most Environmentally  
Responsible Companies -  
*Newsweek* Green Rankings

Trailblazers (Community Impact) - Las Vegas Metro  
Chamber of Commerce Business Excellence Award

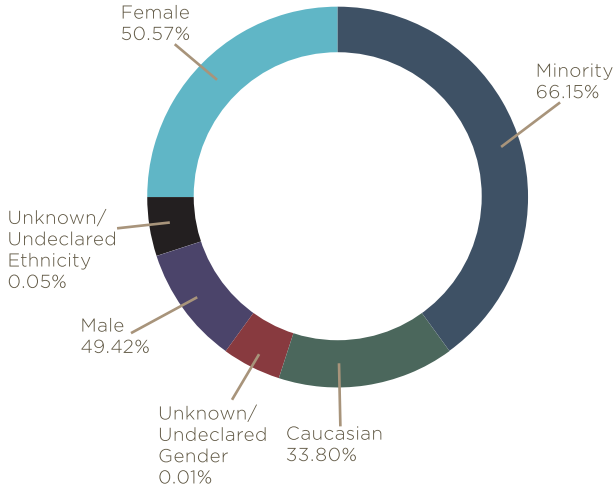


**2015 DIVERSITY  
AND COMMUNITY  
DATA SUMMARY\***

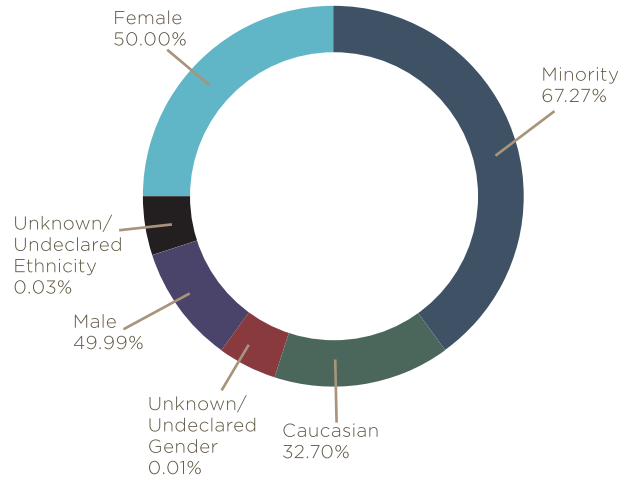
\*MGM Resorts International®  
Domestic USA Operations

## WORKFORCE EMPLOYEE PROFILE\*

MGM RESORTS

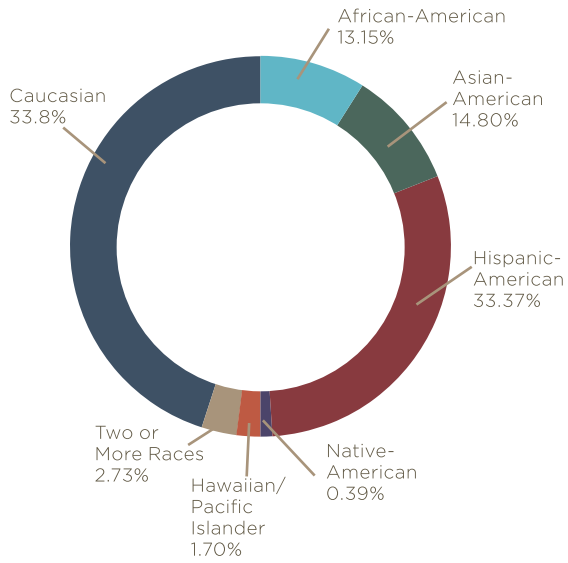


MGM RESORTS - CLARK COUNTY

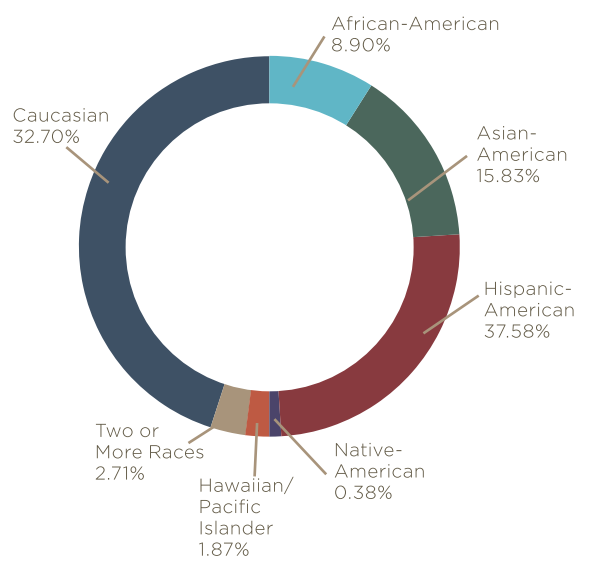


## MINORITY WORKFORCE

MGM RESORTS



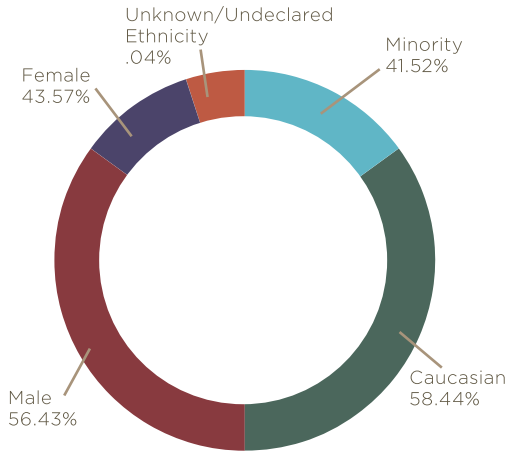
MGM RESORTS - CLARK COUNTY



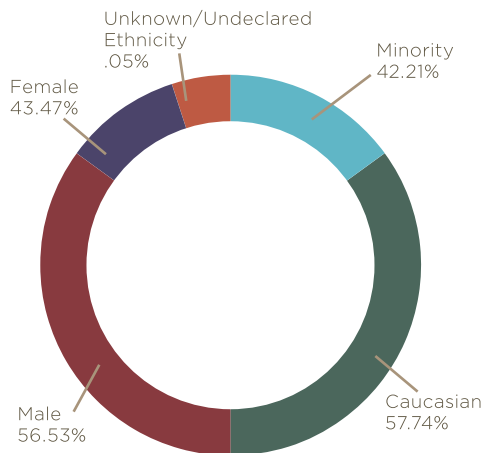
\*Artist's visual representation of data herein.

## PROFILE OF MANAGERS AND ABOVE\*

**MGM RESORTS**

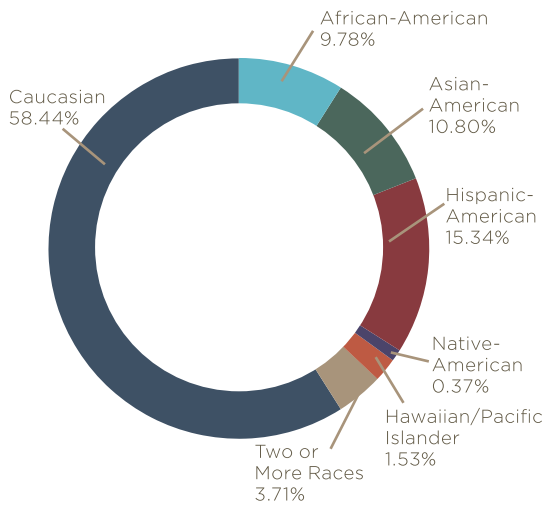


**MGM RESORTS - CLARK COUNTY**

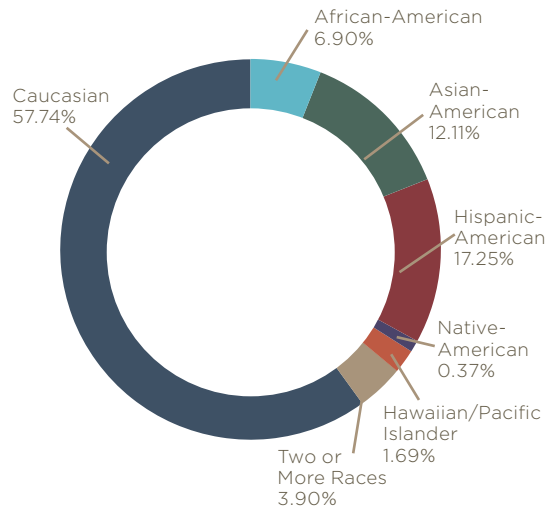


## PROFILE OF MINORITY MANAGERS AND ABOVE

**MGM RESORTS**



**MGM RESORTS - CLARK COUNTY**

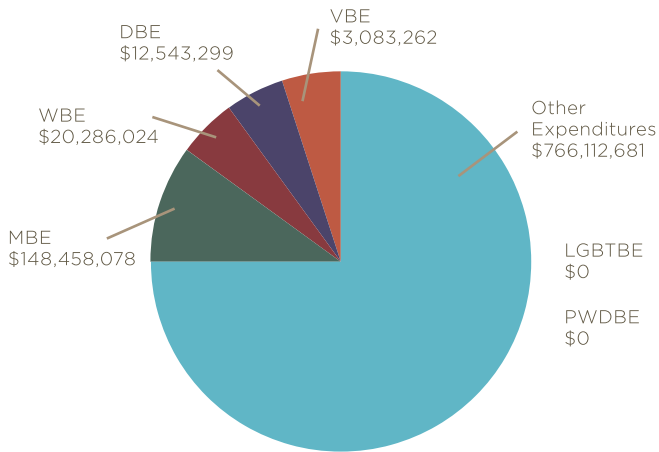


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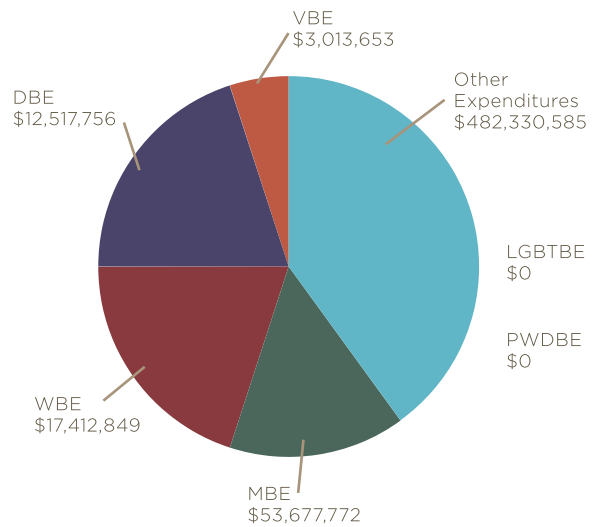
# CONSTRUCTION AND CONSULTING EXPENDITURES\*

## TOTAL EXPENDITURES BY DIVERSITY

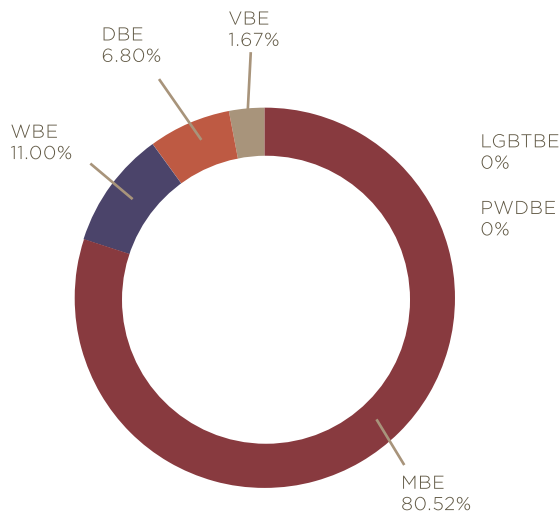
**MGM RESORTS**  
**TOTAL \$950,483,344**  
**DIVERSITY EXPENDITURES \$184,370,663\*\***



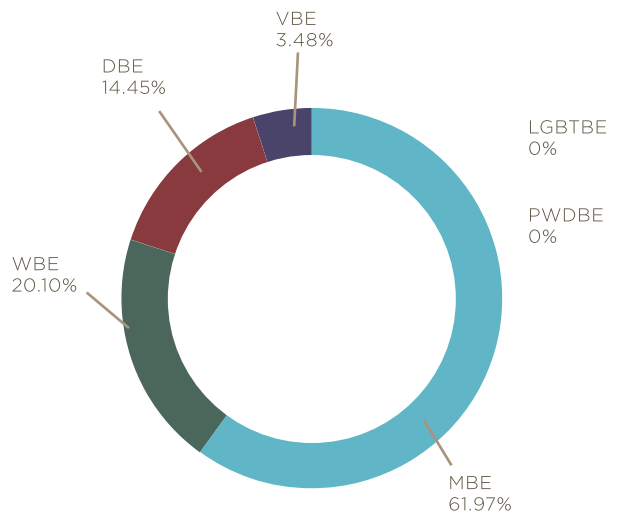
**MGM RESORTS - CLARK COUNTY**  
**TOTAL \$568,952,615**  
**DIVERSITY EXPENDITURES \$86,622,030\*\***



**% OF TOTAL DIVERSITY SPEND**



**% OF TOTAL DIVERSITY SPEND**



\*Artist's visual representation of data herein.

\*\*Our diversity categories are

MBE (Minority Business Enterprises)

WBE (Women Business Enterprises)

DBE (Disadvantaged Business Enterprises)

VBE (Veteran Business Enterprises)

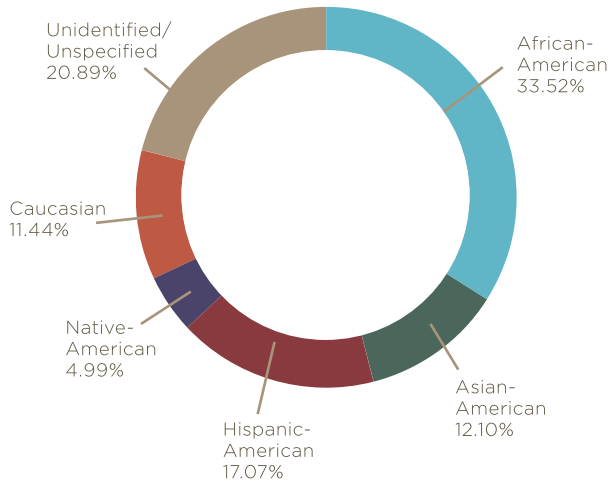
LGBTBE (Lesbian, Gay, Bisexual, Transgender Business Enterprises)

PWDBE (Persons with Disabilities Business Enterprises)

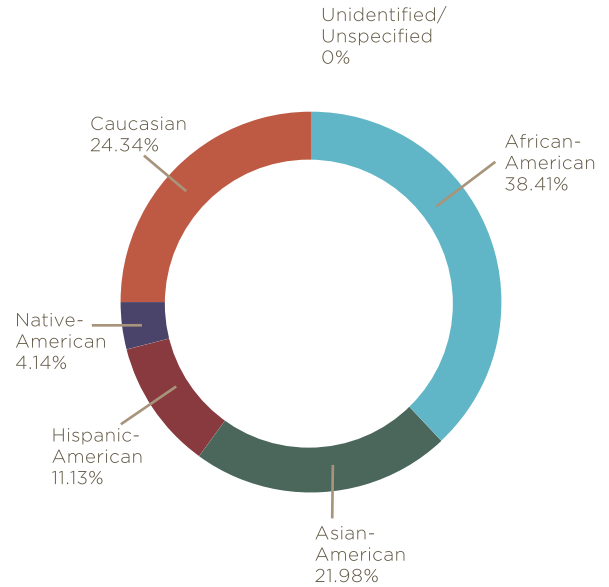
## DIVERSE EXPENDITURES – CONSTRUCTION AND CONSULTING\*

### TOTAL EXPENDITURES BY ETHNICITY

**MGM RESORTS**



**MGM RESORTS - CLARK COUNTY**



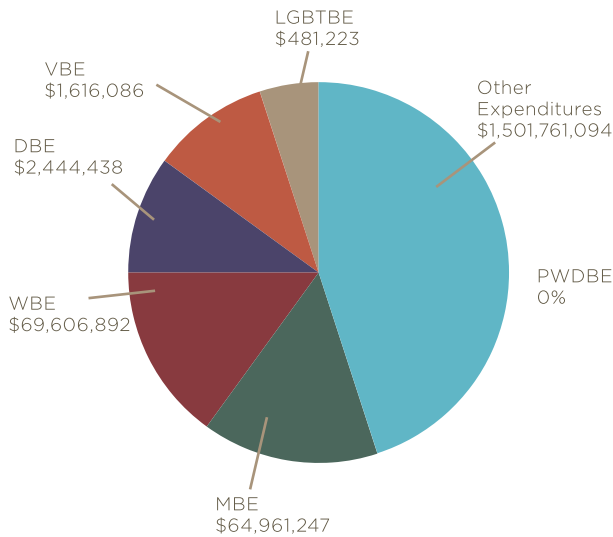
## GLOBAL PROCUREMENT EXPENDITURES\*

### DIVERSITY SPEND FOR TIER I - BIDDABLE GOODS AND SERVICES

**MGM RESORTS**

**TOTAL \$1,640,870,979**

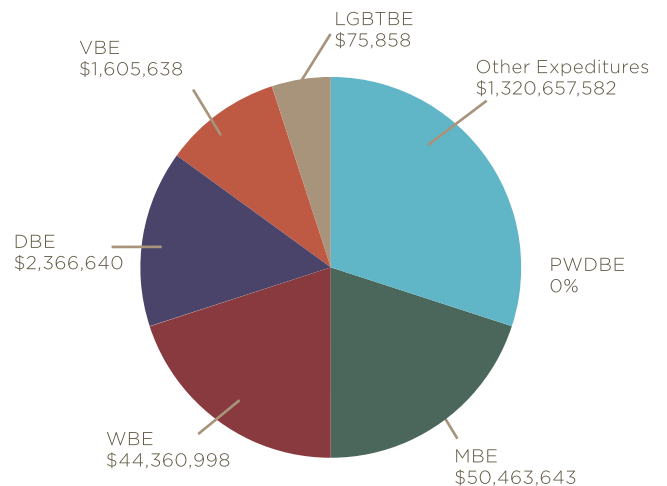
**DIVERSITY EXPENDITURES \$139,109,885\*\***



**MGM RESORTS - CLARK COUNTY**

**TOTAL \$1,419,530,359**

**DIVERSITY EXPENDITURES \$98,872,777\*\***



\*Artist's visual representation of data herein.

\*\*Our diversity categories are

MBE (Minority Business Enterprises)

WBE (Women Business Enterprises)

DBE (Disadvantaged Business Enterprises)

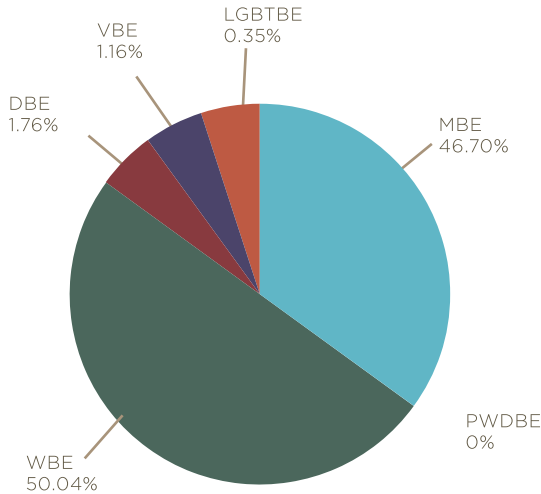
VBE (Veteran Business Enterprises)

LGBTBE (Lesbian, Gay, Bisexual, Transgender Business Enterprises)

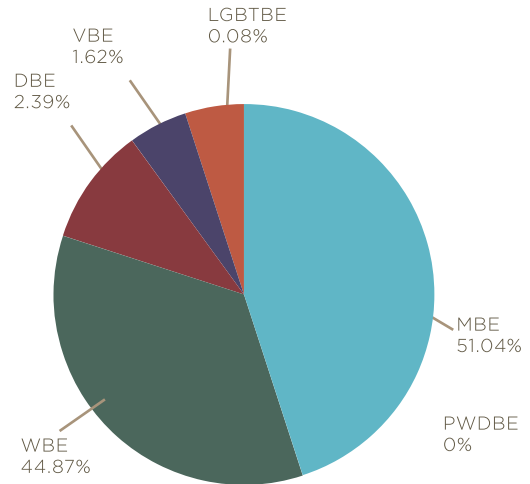
PWDDBE (Persons with Disabilities Business Enterprises)

## GLOBAL PROCUREMENT EXPENDITURES\* DIVERSITY SPEND FOR TIER I - BIDDABLE GOODS AND SERVICES\*\*

**MGM RESORTS**

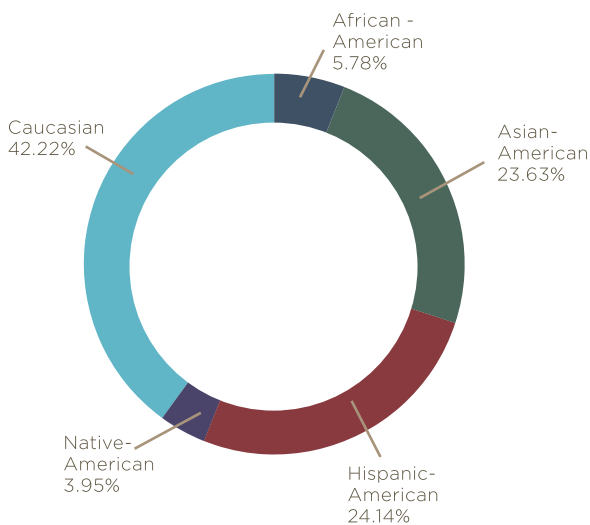


**MGM RESORTS - CLARK COUNTY**

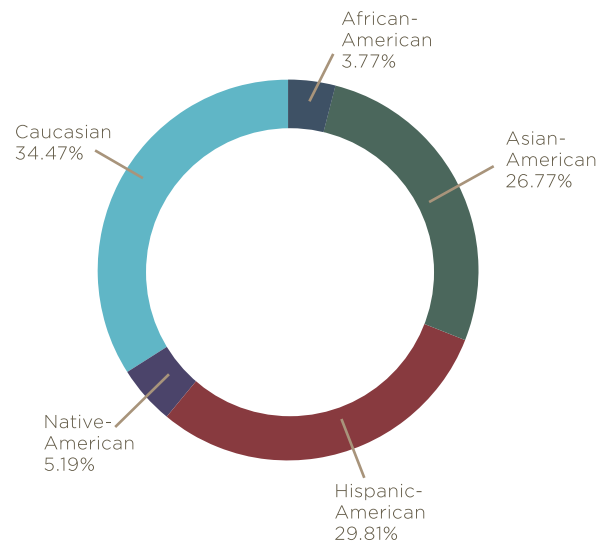


## GLOBAL PROCUREMENT EXPENDITURES BY ETHNICITY TIER I - BIDDABLE GOODS AND SERVICES

**MGM RESORTS**



**MGM RESORTS - CLARK COUNTY**



\*Artist's visual representation of data herein.

\*\*Our diversity categories are

MBE (Minority Business Enterprises)

WBE (Women Business Enterprises)

DBE (Disadvantaged Business Enterprises)

VBE (Veteran Business Enterprises)

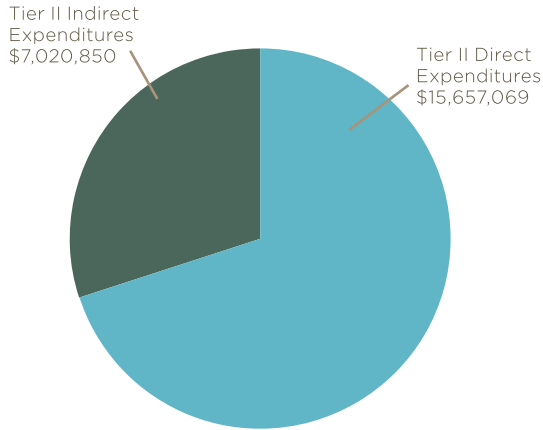
LGBTBE (Lesbian, Gay, Bisexual, Transgender Business Enterprises)

PWDBE (Persons with Disabilities Business Enterprises)



## GLOBAL PROCUREMENT – TIER II DIVERSITY EXPENDITURES\*

**TOTAL TIER II EXPENDITURES**  
**\$22,677,919**



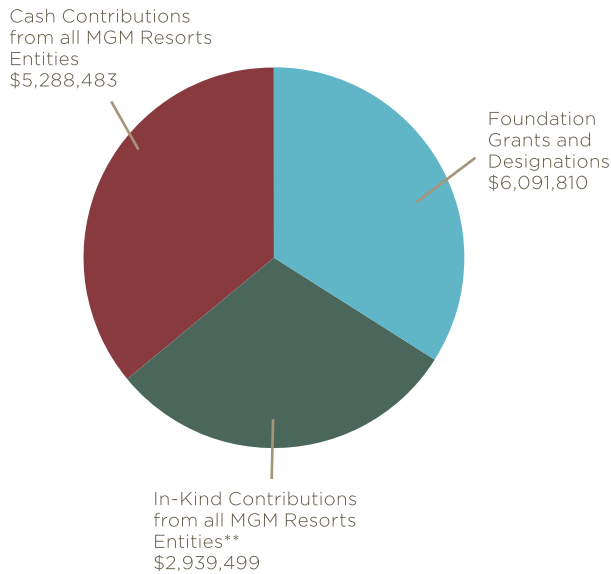
**VENDORS WITH TIER II EXPENDITURES: 26**

Tier I direct expenditures are those with diversity suppliers' working directly with MGM Resorts International. Tier II expenditures are a percentage of Prime Suppliers' (majority suppliers') spend with M/W/DBE/VBE/LGBTBE suppliers' for which they are contracted goods or services in daily operations. Goods or services may or may not have a direct impact on MGM Resorts International. Tier II spend is self-reported by Prime Suppliers and is not included in any MGM Resorts International expenditure numbers.

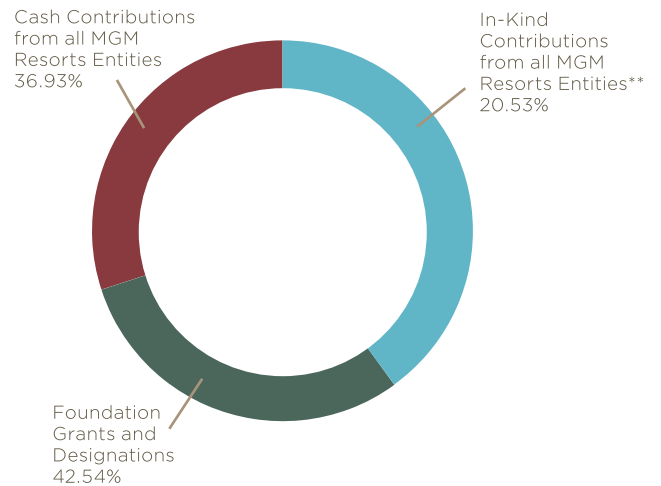
## PHILANTHROPY DATA\*

FOR THE CALENDAR YEAR ENDING DECEMBER 31, 2015

**MGM RESORTS**  
**DONATION TOTAL \$14,319,792**



**MGM RESORTS**  
**DONATION TOTAL %**

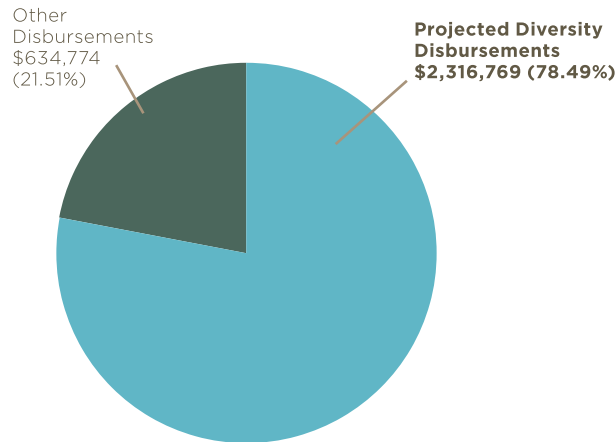


\*Artist's visual representation of data herein.

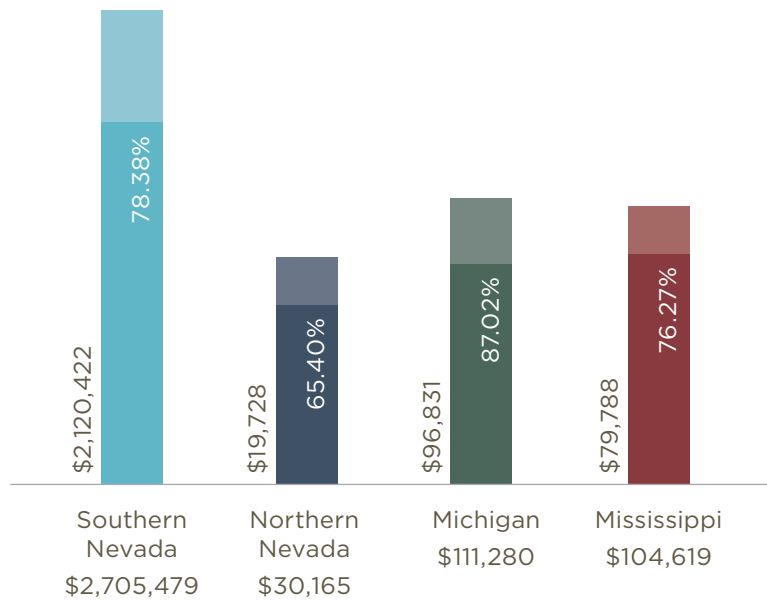
\*\*In-kind donations other than cash may include: comps, rooms, meals, show tickets, obsolete items, labor, property-specific events, marketing donations, and one-off events and conventions.

## PHILANTHROPY DATA – FOUNDATION GRANTS BY REGION\*

**TOTAL FOUNDATION APPROVED GRANTS:  
\$2,951,543**



**Diversity Percentage  
(Based on reported  
diversity disbursements\*\*)**

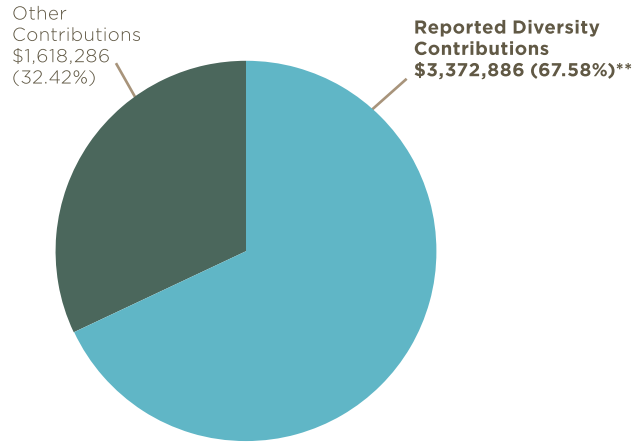


\*Artist's visual representation of data herein.

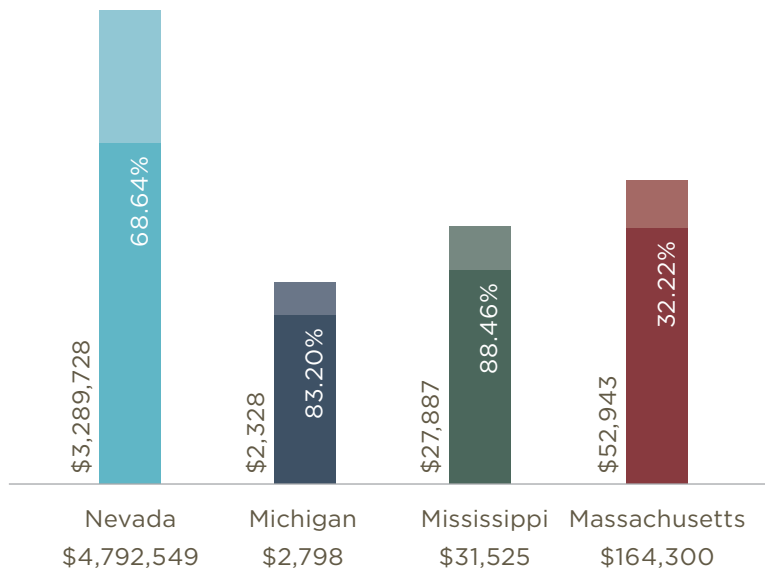
\*\*For 2015, this includes a diversity impact projection based on grant recipients' self-reported percentages for the first six months of 2016, since the grant year ends July 31, 2016. One hundred percent of the Foundation grant recipients provided this data. Note this depicts only discretionary MGM Resorts Foundation grant funding, and does not include contributions to the Employee Emergency Relief and Children's Medical Support Fund or employees' direct designations.

# PHILANTHROPY DATA – COMPANY GIVING BY REGION\*

**TOTAL CHARITABLE CONTRIBUTIONS:  
\$4,991,172**



Diversity Percentage  
(Based on reported  
diversity disbursements)



\*Artist's visual representation of data herein.

\*\*MGM Resorts International charitable contributions of those who self-reported. Charitable contribution figures include both cash and in-kind amounts and only include self-reported totals from all MGM Resorts properties.



**2015  
DIVERSITY AND  
INCLUSION  
PARTNERS**

# 2015 DIVERSITY & INCLUSION PARTNERS

## NATIONAL PARTNERS

100 Black Men of America, Inc.	National Coalition of Black Meeting Planners	Asian American Group (AAG) Las Vegas
Asian and Pacific Islander American Scholarship Fund	National Council of La Raza	Asian Community Development Council
ASCEND National Association of Asian MBAs	National Gay & Lesbian Chamber of Commerce	Best Buddies Nevada
Asian American Journalists Association	National Lesbian & Gay Journalists Association	City Impact Foundation
Congressional Black Caucus Foundation	National Minority Supplier Development Council	College of Southern Nevada
Congressional Hispanic Caucus Institute	National Society of Minorities in Hospitality	Cultural Diversity Foundation
Diversity Best Practices (Bonnier Working Mother Media)	National Urban League	Gay and Lesbian Chamber of Commerce Nevada
Hispanic Association of Colleges and Universities	Organization of Chinese Americans (OCA)	Human Rights Campaign Las Vegas
Hispanic Association on Corporate Responsibility	Prospanica (formerly National Society of Hispanic MBAs)	Las Vegas Asian Chamber of Commerce
Human Rights Campaign National	The National Center for American Indian Enterprise Development	Las Vegas Chapter of the National Bar Association
International Gay and Lesbian Travel Association	U.S. Black Chambers, Inc.	Las Vegas Clark County Urban League
League of United Latin American Citizens	U.S. Pan Asian American Chamber of Commerce	Las Vegas Dr. Martin Luther King Jr. Committee
National Association for the Advancement of Colored People	United States Hispanic Chamber of Commerce	Las Vegas Latin Chamber of Commerce
National Association of Asian MBAs	USO Inc.	National Association for the Advancement of Colored People - Las Vegas
National Association of Black Journalists	USO Metro	National Association of Minority Contractors - Nevada
National Association of Hispanic Journalists	Western Regional Minority Supplier Development Council (WRMSDC)	National Association of Women Business Owners - Southern Nevada
National Association of Minority Contractors	Women's Business Enterprise Council - West	National Association of Women in Construction - Las Vegas Chapter #74
National Black MBA Association, Inc.	Women's Business Enterprise National Council	National Coalition of 100 Black Women - Las Vegas Chapter
	<b>NEVADA PARTNERS</b>	Organization of Chinese Americans (OCA) - Las Vegas
	100 Black Men of Las Vegas, Inc.	

Rainbow Dreams Educational Foundation

The Gay and Lesbian Community Center of Southern Nevada

The Southern Nevada Association of Pride, Inc.

United States Veterans Initiative

Urban Chamber of Commerce

USO Las Vegas

Women's Chamber of Commerce of Nevada

### MARYLAND PARTNERS

100 Black Men of Prince George's County, Inc.

Alpha Kappa Alpha Sorority, Inc.

Alvin Ailey Dance Foundation, Inc.

Blind Industries and Services of Maryland

Bowie State University Foundation, Inc.

Capital Region Minority Supplier Development Council

Coalition of Concerned Black Christian Black Men

Collective Empowerment Group, Inc.

Greater Washington Hispanic Chamber of Commerce

Kappa Epsilon Lambda Education Foundation, Inc.

Melwood

Men Aiming Higher, Inc.

National Coalition of 100 Black Women Prince George's County, Md.

Prince George's County NAACP

St. Coletta of Greater Washington

Virginia Asian Chamber of Commerce

Women Business Owners of Prince George's County

Women of Prince George's County

### MASSACHUSETTS PARTNERS

Brethren Community Foundation

Caribbean, American, African Athletic & Social Club

Center for Women & Enterprise

Imperial Court of Western Mass, Inc.

NAACP, Springfield, Massachusetts

Stone Soul, Inc.

Urban League of Springfield, Inc.

### MICHIGAN PARTNERS

Affirmation

Alkebu-lan Village

Arab American and Chaldean Council

Arab Community Center for Economic and Social Services (ACCESS)

Arab-American Civil Rights League (ACRL)

Black Family Development, Inc.

Chaldean Community Foundation

Charles H. Wright Museum of African American History

Detroit Area Agency on Aging (DAAA)

Detroit Branch NAACP

Detroit Michigan Indians

Latin Americans for Social and Economic Development, Inc. (LA SED)

Leader Dogs for the Blind

Lebanese American Heritage Club (LAHC)

Mana de Metro Detroit

Michigan AIDS Coalition

Michigan Falun Dafa Association

Michigan Veterans Foundation

National Association of Negro Business & Professional Women's Clubs, Inc.

National Black MBA Association, Inc. Detroit Chapter

New Detroit, Inc.

Ruth Ellis Center

SER Metro-Detroit, Jobs for Progress, Inc.

Sphinx Organization, Inc.

St. Patrick Senior Center, Inc.

The Arc of the United States

The Detroit Association of Black Organizations, Inc.

Triangle Foundation (Previously known as Motorcity Pride)

United Cerebral Palsy Metropolitan Detroit

United Negro College  
Fund, Inc. Detroit

Urban League of Detroit and  
Southeastern Michigan

Women's Informal Network  
(WIN)

## MISSISSIPPI PARTNERS

De l'Epee Deaf Center, Inc.

Gulf Coast Down Syndrome  
Society

Gulf Coast Women's Center  
for Nonviolence

Mental Health Association  
of South Mississippi

Mid-South Pride

Mississippi Center for Autism  
and Related Developmental  
Disabilities

Mississippi Special Olympics

National Civil Rights Museum

National Multiple Sclerosis  
Society

## 2015-2016 FOUNDATION COMMUNITY FUND GRANTS

### SOUTHERN NEVADA

Accessible Space Inc.

Aid for Aids of Nevada Inc.

Alzheimer's Association Desert  
Southwest Chapter

Assistance League of Las Vegas

Blind Center of Nevada Inc.

Bridge Counseling

Associates Inc.

CASA Foundation

Catholic Charities of  
Southern Nevada

Children's Heart Foundation

Clark County Law Foundation

Clark County Public Education  
Foundation Inc.

Community Counseling Center

Easter Seals Nevada

Edward Kline Memorial  
Homeless Veterans Fund, Inc.

Family and Child Treatment

Family to Family Connection

Father Flanagan's Boys Home

Future Smiles

Goodwill Industries of Southern  
Nevada Inc.

Help of Southern Nevada

Hope Link of Southern Nevada

Las Vegas Rescue Mission

Las Vegas-Clark County  
Urban League

Lend a Hand of Boulder City

Lutheran Social Services of  
Nevada

Nevada Blind Children's  
Foundation

Nevada Childhood Cancer  
Foundation

Nevada Health Centers Inc.

Nevada PEP Inc.

Nevada Partners Inc.

Nevada Partnership for  
Homeless Youth

Olive Crest

Opportunity Village Association  
for Retarded Citizens

Rebuilding All Goals Efficiently

Rebuilding Together  
Southern Nevada

Rocky Mountain Planned  
Parenthood Inc.

Ronald McDonald House  
Charities of Greater  
Las Vegas Inc.

S.A.F.E. House Inc.

Safe Nest Temporary Assistance  
for Domestic Crisis Inc.

Senior Center of  
Boulder City Inc.

Specialized Alternatives  
for Families and Youth of  
Nevada Inc.

Spread the Word Nevada

St. Rose Dominican Health  
Foundation

Street Teens

Sunrise Children's Foundation

The Adoption Exchange

The Huntridge Teen Clinic Inc.

The Salvation Army

The Shade Tree Inc.

Touro University

United States Veterans Initiative

Women's Development  
Center Inc.

## NORTHERN NEVADA

Assistance League of  
Reno-Sparks

The Food Bank of Northern  
Nevada

Northern NV Children's  
Cancer Foundation

Ridge House, Inc.

## MICHIGAN

Boys & Girls Clubs of  
Southeastern Michigan

Girl Scouts of  
Southeastern Michigan

Haven Inc.

Joy-Southfield Community  
Development Corporation

Mariners Inn

Michigan Roundtable For  
Diversity And Inclusion

Mosaic Youth Theater of Detroit

Museum Of Contemporary Art  
Detroit

National Kidney Foundation  
of Michigan Inc.

Playworks Education Energized

Sphinx Organization Inc.

St. Vincent and Sarah  
Fisher Center

Starr Commonwealth

Turning Point Inc.

Winning Futures

## BILOXI, MISSISSIPPI

Catholic Social & Community  
Services

De l'Epee Deaf Center, Inc.

Feeding the Gulf Coast  
(formerly Bay Area Food Bank)

Gulf Coast Women's Center for  
Nonviolence

Hancock County Food  
Pantry, Inc.

Mississippi Council on  
Economic Education

## TUNICA, MISSISSIPPI

Exchange Club Family Center  
of the Mid-South Inc.

Jonestown Family Center for  
Education and Wellness

Memphis Child Advocacy Center

Metropolitan Inter-Faith  
Association Giving



# 2015 NEVADA AND REGIONAL PROPERTY IN-KIND DONATIONS

100 Black Men	Animal Foundation	Benefit4Kids
81st FSS MRW Fund	Ann Arbor Symphony	Benjamin Carson High School
A Creative Charity Solutions	Ann Dolsen Elementary School PTO	Best Buddies International Inc.
The Joe Johnson Foundation	Arab American & Chaldean Council	Best Buddies of Tennessee
Accounting Aid Society	Arab American Women's Business Council	Bethel A.M.E. Church
ACS Patrick Taylor Hope Lodge	Arab Community Center for Economic & Social Services ACCESS	Better than Ezra Foundation
Adoption Associates, Inc.	Archbishop Chapelle High School	Beyond Basics
Airport Community Schools	Archdiocese of New Orleans	Big Brothers Big Sisters
Akula Foundation	Arkansas Alzheimer's Program	Big Brothers Big Sisters of the Mid-South
Al-Anon and Alateen	Arthritis Foundation of Hawaii	Big Brothers Big Sisters of Washtenaw Country
Alabama Institute for Deaf and Blind	Athletes Unlimited	Biloxi Bay Chamber of Commerce
All Children's Hospital Guild	Audubon Nature Institute, Inc.	Biloxi Elks Lodge No. 606
Allegro Senior Living	Avondale Education Foundation/School District	Biloxi Lions Club
Alpha Kappa Alpha Foundation of Detroit	Back Bay Mission	Biloxi Touchdown Club
Alzheimer's Association	Bacot McCarty	Birmingham Education Foundation
Amanda Owen	Baldwin Center	Bishop Gorman High School
American Cancer Society	Baldwin Family Violence Shelter	Black Family Development
American Diabetes Association	Baptist Memorial Hospital Tipton	Blue Water Center for Independent Living, Inc.
American Heart Association	Barbie Janavich	Board of Incorporators of the African Methodist Episcopal Church
American Lebanese Syrian Associated Charities	Bay Area Food Bank	Boulder City Hospital Foundation
American Red Cross	Bay County Sheriff's Mounted Posse	Bound Together
Amyotrophic Lateral Sclerosis of Michigan, Inc.	Beaumont Foundation	Boy Scouts of America
Angel Flight Soars Inc.	Belle Isle Conservancy	Boys & Girls Clubs
Angela Hospice		
Angels of Hope, A Family Cancer Foundation		

Boys & Girls Club of Southeast Michigan	Catholic Charities of Southern Nevada	Classy Communications
Boys & Girls Club of Troy	Cell Phones for Soldiers	Clinton Fall Festival
Boys & Girls Club of Reno	Center for Independent Living of North West Florida	Clintondale Educational Foundation
Bravo Programs of America	Channel Islands Marine & Wildlife Institute	Club Christ Ministries
Brazeal Dennard Chorale	Charles Wright Museum of African-American History	Coaches vs. Cancer
Bridge City Volunteer Fire Co. No. 1	Cheff Therapeutic Riding Center	Coalition on Temporary Shelter
Bridging Communities, Inc.	Children in Crisis	Coastal Civitan
Bureau for Exceptional Children	Children with Hair Loss	Coleman A. Young Foundation
Burton International School	Children's Health Care Atlanta	Colorado Mesa University Foundation
Cabrini High School	Children's Heart Foundation	Community Homes
Cancer Crusaders	Children's Hospital	Community Living Centers, Inc.
Cancer for College	Children's Hospital of Michigan Foundation	Community Senior Life
Candlelighters Childhood Cancer Foundation	Children's Miracle Network	Compass Imaging
Canton Victory Honda Association	Children's Trust Fund of Michigan	Construction Management Association of America
Carl Joseph Walker Hoover Foundation	Child's Hope	Cool Smart, Inc.
Caroline Graham-Lamberts Loving Life Foundation	Chris Evert Charities	Corks & Kegs
CASA Council Helping Children of Mohave County	Christ Church	Corner Stone Christian Academy
CASA Foundation of Southern Nevada	Christ the King Catholic Church	Costello Elementary PTO
CASA of Hancock County	Church of the Holy Spirit	Coulter Classic
Cass Community Social Services	Cirque du Soleil Foundation	County Oaks Elementary School PTA
Caring Athletics Team for Children's & Henry Ford Hospitals	City Connect Detroit	Covenant Hospice
Cathedral Arts Project	City Impact	Covenant House of Michigan
Catholic Charities Archdiocese of Galveston, Houston	City of Biloxi	Covington Lions Club
	CityStage & Symphony Hall	Curtis School
	Clark County Parent Cooperative Inc.	Cystic Fibrosis Foundation
	Clark County School District	Dana Farber Cancer Institute
		De l'Epee Deaf Center, Inc.
		DeLisle Elementary School

Desert Industries	Dyslexia Research Institute/ Woodland Hall Academy	Foley Police Explorers
Detroit Area Agency on Aging	East Jefferson YMCA	Ford Motor Company Fund
Detroit Artists Market	Easter Seals-Michigan, Inc.	Fore Kids Foundation
Detroit Association of Black Organizations	Eastern Market Corporation	Forgotten Eagles
Detroit Cristo Rey High School	Eastern Michigan University Center for Multicultural Affairs	Forgotten Harvest
Detroit Friendship House	Echoes of Hope	Foundation for an Independent Tomorrow (FIT)
Detroit Historical Society	Emeril Lagasse Foundation	Foundation for Recovery
Detroit Institute of Arts	Epicurean Charitable Foundation	Franklin-Wright Settlements, Inc.
Detroit Metropolitan Bar Association Foundation	Escambia Community Clinics Inc.	Fraternal Order of Eagles
Detroit MOTTEP Foundation, Inc.	ESH Foundation	Friends of Berkley Parks and Recreation
Detroit Public Schools Foundation	Evans Scholars Foundation	Friends of Las Vegas Metropolitan Police Department
Detroit Repertory Theatre	Exchange Club Carl Perkins Center	Friends of Music
Detroit Symphony Orchestra	Extra Table	Friends of the Horn Lake Library
DFFA Burn Fund, Inc.	Faith Lutheran School	Friends of the Penn
Diabetes Foundation of Mississippi	Fallen and Wounded Soldiers Fund	Friends of the White Lake Township Library
Donnie Rotch Scholarship Foundation	Family Connection	Friendship Civic Club of Ocean Springs
Down Syndrome Association of Memphis & Mid-South	Family Literacy Center	Galveston Seafarers Center
Down Syndrome Organization of Southern Nevada	Family Safety Center	B'nai B'rith International
Downriver Youth Performing Arts Center	FBI National Academy	George Greene County Habitat for Humanity
Downriver Family YMCA	Female Alumni Athletic Boosters	Georgia Center for Child Advocacy
Downtown Detroit Partnership	Financial and Estate Planning Council of Metro Detroit - Detroit Educational Television	GetWell UMC
Dream Foundation	Fire Fighters Cancer Foundation	Girl Scouts of Southern Nevada
Dream Program	First Initiative Foundation (FIF)	Git-R-Done Foundation
Dress for Success of Southern Nevada	Five Points of Hope	Gleaners Community Food Bank of Southeastern Michigan
	Flint Children's Museum	
	Folds of Honor	

Gleaners Community Food Bank, Inc.	Heal the Bay	I'll Drink to That Toastmasters
Golden Rainbow	Healing House Hope for Grieving Children	IMA Foundation
Goodwill of Southern Nevada	Healthy Detroit	Incarnation Preschool
Grace Presbyterian Church	Heat and Warmth Fund	Inforum
Grant a Gift Autism Foundation	HELP for Children's Cancer	Jackets for Jobs, Inc.
Greater Evergreen Missionary Baptist Church	HELP of Southern Nevada	Jack's Place for Autism Foundation
Greater New Jerusalem Baptist Church	Helping Hands of Vegas Valley	Jewish Federation of Las Vegas
Green Valley Christian Center	Henry Ford Health System	Jewish Federation of Metropolitan Detroit
Greener Vegas, Inc.	Hidden Hills Hawks Education Fund	Judson Center
Grosse Ile Gridiron Club	High Sierra Industries	Junior Achievement of Greater New Orleans
Gulf Coast Carnival Association	Hiller Park	Junior Achievement of Southern Nevada
Gulf Coast Chamber of Commerce	Historic Trinity, Inc.	Junior Achievement, Inc. Southeastern Michigan
Gulf Coast Symphony Orchestra	Holliedays	Junior Auxiliary Gulfport
Gulf Coast Women's Center for Nonviolence	Holy Innocents Episcopal School	Junior Auxiliary of Biloxi/Ocean Springs
Habitat for Humanity Las Vegas	Holy Spirit Lutheran	Junior Diabetes Research Foundation
Habitat for Humanity International, Inc.	Hoover Area Chamber of Commerce	Junior League of Las Vegas
Habitat for Humanity Lansing	Hope Credit Union	Junior League of Panama City
Habitat for Humanity of Monroe County	Hope Haven	Junior Players
Hancock Medical Center Foundation	Hope Medical Clinic, Inc.	JUSTin HOPE Foundation
Harlem Academy Benefit	HopeLink of Southern Nevada	JustWorld International
Harvard Business School	Horatio Williams	K2 Adventures Foundation
Harvard-Westlake School	House of the Good Shepherd Vista Maria School	Kansas State University Foundation
HAVEN	Humble Design, Inc.	Kappa Delta Foundation
	Huron Medical Center Foundation/Huron Memorial Foundation	Keep Memory Alive Cleveland Clinic Lou Ruvo Center for Brain Health
	I Care of Michigan	
	Interfaith Dental Clinic	

Keep Tampa Bay Beautiful	Lions Hearing Center of Southeastern Michigan	Make-A-Wish Foundation of Southern Nevada
Keesler Air Force Base	Little Flower Catholic Church & School	March of Dimes
Keesler Chiefs Group	Little Sisters of the Poor	March of Dimes Foundation
Kids' Cooperative	Living Grace Foursquare Church	March of Dimes Gulf Coast
La Amistad	Lone Survivor Foundation	Marine Toys for Tots Foundation
La Cañada Flintridge Educational Foundation	Long Meadow Elementary PTO	Mariners Inn
Labalink Latin American Business Association	Longmeadow Excellence Foundation Inc.	Mary C. O'Keefe Cultural Center
Lake Orion PEPP Supporters	Looking Beyond	Marygrove College
Lakeview Public Schools	Louisiana Children's Museum	MAX Charter School
Lalela Project	Louisiana Society of Respiratory Care	Mayfield & Associates
Lambda Pi Omega Foundation of Detroit, Inc. - Pearls of Promise Foundation, Inc.	Love Dog Adventure	Mayor Holloway Mardi Gras
Land Trust Dinner	LSU Medical Alumni Association	McDonald Training Center
Lapeer County KIND	Lucky Duck Foundation	McGill Toolen Catholic School
Lapeer Regional Medical Center Foundation	Luling Volunteer Fire Department	McHenry Baptist Church
Las Vegas Humane Society	Lutheran High School Westland	McLaren Macomb Healthcare Foundation
Las Vegas Philharmonic	Lynn Meadows Discovery Center	Meadow Montessori School
Las Vegas Rescue Mission	Macomb Community College Foundation	Memorial Hospital at Gulfport Foundation
Lauren Rogers Museum of Art	Macomb Food Program	Memphis Child Advocacy Center
Leader Dogs for the Blind	Macomb Homeless Coalition	Mercy Education Project
Leukemia and Lymphoma Society	Madonna University	Mercy Endeavors Senior Center
Lewis School	Magic Johnson Foundation	Mercy-Memorial Hospital Corporation
Lighthouse Business & Professional	Magnolia Speech School	Methodist Children's Home Society
Links Foundation, Inc. The Oakland County Chapter	Make-A-Wish Foundation	Metropolitan Center for Women and Children
Links Incorporated the Renaissance (MI) Chapter of the Links	Make-A-Wish Foundation of Michigan	Mississippi Gulf Coast Community College Foundation
	Make-A-Wish Foundation of Southern California	The MGM Resorts Foundation
		Michigan Ability Partners

Michigan Aids Coalition	Mississippi Coast Chamber	North Woodward Community Foundation
Michigan Chapter of the National Multiple Sclerosis Society	Mississippi Gulf Chamber of Commerce	Northern California Pro Golf Association
Michigan Congress of Parents, Teachers and Students - Elmwood Elementary PTA	Mississippi Gulf Coast Multiple Sclerosis Society	Northside Hospital Foundation
Michigan Congress of Parents, Teachers and Students - Michigan PTA	Mississippi Power Ratcliffe	Northville Educational Foundation
Michigan Future Foundation	Mississippi State Circuit Clerks	Northville Township Professional Fire Fighters Charity Fund
Michigan Opera Theatre	Muscular Dystrophy Association	Nevada Veterans Assistance League
Michigan Roundtable for Diversity and Inclusion	Music Hall Center for the Performing Arts	Oak Park Education Foundation
Michigan State University	My Father's House	Oak Pointe Church
Michigan Student Financial Aid Association	Natchez Festival of Music	Oakwood Healthcare System Foundation
Michigan Theatre Foundation, Inc.	National Assoc. of Women in Construction	Obesity Golf Tournament
Michigan Veterans Foundation, Inc.	National Cherry Blossom Festival	Ocean Springs Parks & Recreation
Michigan Women's Foundation	National Council for Community Empowerment	One Drop Foundation, Inc.
Midnight Golf Program	Nevada Blind Association	Open Pantry
MiQuest	Nevada Broadcasters Association	Operation Give
Mississippi Gaming and Hospitality Association	Nevada Childhood Cancer Foundation	Operation Graduation
Mitchell Parent-Teacher Organization, Inc.	Nevada Legal Services, Inc.	Operation Homefront
Moffett Cancer Center	Nevada Military Support Alliance	Opportunity Village
Mondays Dark	Nevada Narcotics	Oregon Museum of Science and Industry
Monogram Love Kids Foundation	Nevada Newsmakers Outreach	Palmer Home for Children
Moraine Elementary School PTA	Nevada Partners Inc.	Parkinson's Action Network
Mississippi Centers for Autism	Nevada Public Radio	Pascagoula Athletic Foundation
Mississippi Coalition Against Domestic Violence	Nevada Women's Philanthropy	Pass Christian Chamber
	New Morning School	Pass Christian High School
	New Orleans Children's Chorus	Passions of the Palate 2015
		PBJ Outreach, Inc.

Peach Lutheran Church	Rehabilitation Institute of Michigan	Society of St. Vincent de Paul Detroit
Penrickton Center for Blind Children	Riverview Hall of Fame and Scholarship Foundation	SOS Community Services
Philadelphia COGIC	Rochester Community Schools Foundation	South Santa Rosa Interfaith Ministries
Pineview Health Care	Ronald McDonald House Charities of Las Vegas	Southern Nevada Hotel Concierge Association
Pink Heart Funds	Ronald McDonald House Charities of Tampa	Southern Utah University
Playworks Education Energized	Ronald McDonald House of Mid-Michigan	Southwest Solutions
Plymouth Historical Society	Roswell Park Alliance Foundation	Special Olympics
Plymouth Scholars Charter Academy	Rotary Club of Biloxi	Special Olympics Michigan, Inc.
Pointe Coupee Health Services Foundation	Rotary Club of Pass Christian	Speedway Children's Charity
Pope John Paul II High School	Rotary District 6400 Foundation	Spencer Elementary Parent Teacher Organization
Poupard Elementary PTO	Royal Family Kids Camp	Spirit of Springfield Inc.
Presidents Leadership Fellows	Ruppel Academy	Spread the Word
PRIDE Youth and Community Resources	Sacred Heart Church & School	Spring Hill College
Project Hope, The People to People Health Foundation, Inc.	Safe Nest	St. Alphonsus Catholic Church
Pro-Literacy Detroit	Santa Rosa Kids House	St. Baldrick's Foundation
Providence Health Foundation	Sean Michael Anderson Foundation	St. Catherine of Siena
Province of St. Joseph of the Capuchin Order	Second Chance at Life	St. Catherine's Center for Special Needs
The Public Education Foundation	Second Chance Embrace the Gift of Life	St. Edward the Confessor School
Purple Knights of America	Sensory Therapies and Research Center	St. Elizabeth's Guild
Push America	Serendipity Cares, Inc.	St. Francis de Sales
Rays of Sunshine Children's Charity	Shirley and Bill Wallin Elementary	St. Luke's Knights of Columbus
Read to a Child, Inc.	Sky Foundation, Inc.	St. Mary's Preparatory Moms and Dads Club, Inc.
Real Life 101 Scholarship Fund	Small Talk Children's Assessment Center	St. Patrick Senior Center
Rebekah's House		St. Patrick's Catholic School
Regents of the University of Michigan		St. Raphael Catholic School
		St. Rose Dominican Health Foundation

St. Thomas the Apostle Catholic Church	The Child Advocacy Center	The Pink Fund, Inc.
St. Viator Catholic School	The Child Advocacy Center of Lapeer County	The Pink Lotus Project
St. Vincent de Paul	The Community Caring Program	The Province of St. Joseph of the Capuchin Order
St. Vincent de Paul Journey to Housing	The Community House	The Rainbow Connection
Stacey and Bo Porter Self-Foundation	The Cotillion Society of Detroit Educational Foundation	The Safety Council of Palm Beach
STAPLES Center Foundation	The Culinary Academy of Las Vegas	The Salvation Army
Star Center Foundation	The Discovery Center	The Shade Tree
STARC of Louisiana Inc.	The Doll House Ministry	The Smith Center for the Performing Arts
Stepping Stones Therapeutic Riding, Inc.	The Dori Slosberg Foundation	The Sterling Heights Fraternal Order of Police Lodge #118
Sterling Heights Fire Fighters Charities	The Good Fight Foundation	The Zoe Foundations Shana Rae Project
Stewpot Community Services	The HEAL Foundation - Healing Every Autistic Life	Thomas O'Rourke Elementary School
Stand Tall Foundation	The Helen Keller Elementary School PTA	Three Square Food Bank
Stone Soul Inc.	The Ivy Foundation	Tiger Woods Foundation
Sunrise Children's Foundation	The Jack and Jill of America Foundation	Torch of Wisdom Foundation
Susan G. Komen Foundation	The Jeffrey Pride Foundation	Touro University Nevada's Center for Autism & Disabilities
Tampa Theatre	The League at Novi Parks	Transformation Autism Treatment Center
Taste of the South	The Leukemia & Lymphoma Society	Transportation Riders United, Inc.
Teachers Exchange	The Links Foundation, Inc.	Trauma Intervention Program of Southern Nevada, Inc.
Temple Beth Shalom	The Michigan Elks Association Charitable Grand Fund	Troy Union Parent-Teacher Organization PTO
The ALS Association of Louisiana-Mississippi Chapter	The Mothers' Club of Grosse Pointe South High School	Tunica County Sheriff's Office
The Arc Dearborn	The Ogden Foundation	Tunica Triad
The Arc Gateway Foundation	The ORION Foundation	Turning Point, Inc.
The Arc Northwest Wayne County	The Orthopedic Foundation	
The Arc of Oakland County	The Parish School	
The Arc of St. Clair County		



UMS – Wright Preparatory School	Warren Conner Development Coalition
United Cerebral Palsy Association	Warrior Medical and Fitness, LLC
United Negro College Fund (UNCF)	Wayne Metropolitan Community Action Agency
United States Conference of Catholic Bishops/St. Mel Parish	Wayne State University
United Way of Pioneer Valley	Westside Guild of Children’s Hospital Los Angeles
United Way of South Mississippi	White-Wilson Community Foundation
United Way of Southern Nevada	Wild Swan Theater
United Way of St. Clair County	Williams Charity Fund
UNLV Foundation	Winning Futures
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United Cerebral Palsy of Metropolitan Detroit	
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Warren Conner Development Coalition	
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Gulf Coast Symphony Orchestra

Lyman Ward Military Academy, Camp Hill, Ala.

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