

2016

CORPORATE SOCIAL RESPONSIBILITY REPORT



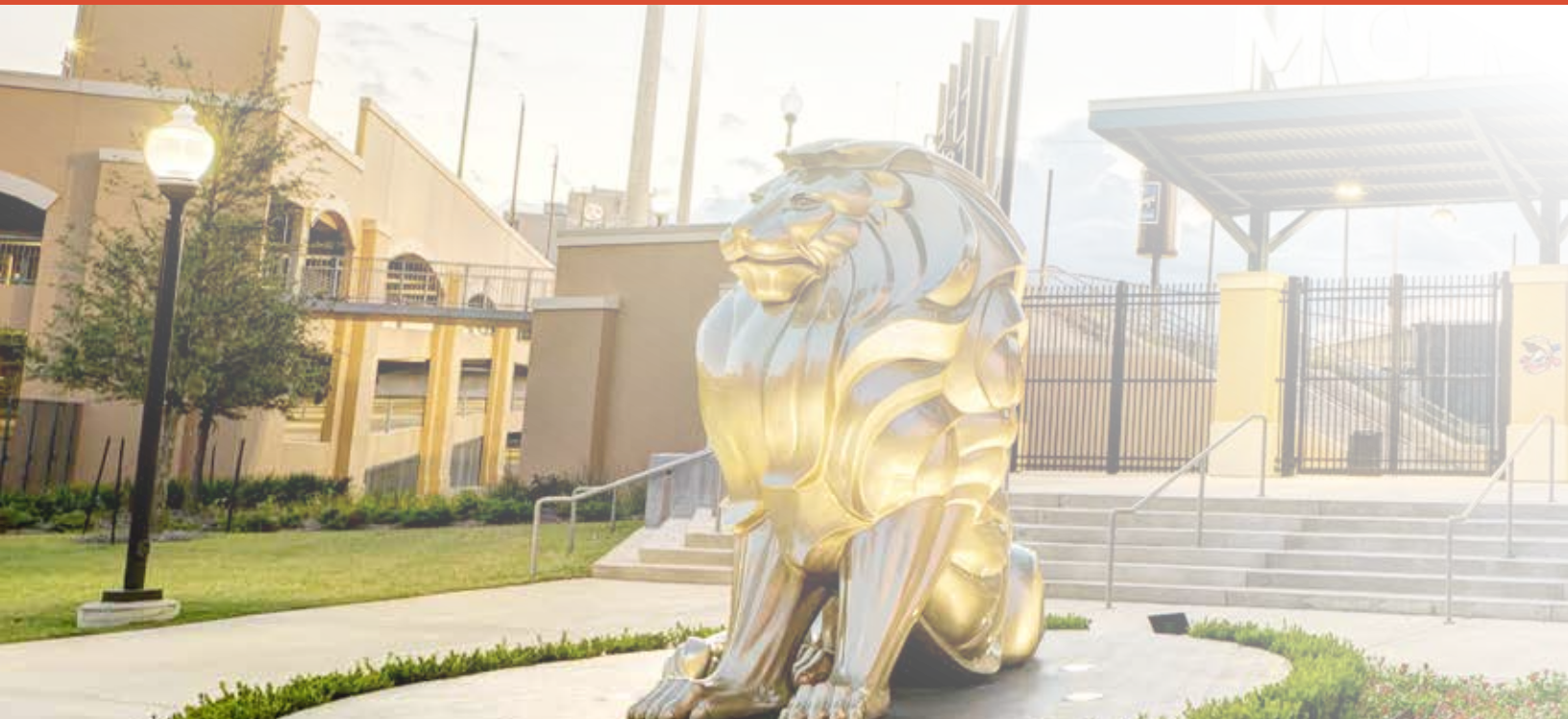
MGM RESORTS
INTERNATIONAL®





About MGM Resorts International

MGM Resorts International (NYSE: MGM) is one of the world's leading global hospitality companies, operating a portfolio of destination resort brands including Bellagio, MGM Grand, Mandalay Bay and The Mirage. The Company opened MGM National Harbor in Maryland on December 8, 2016, and is in the process of developing 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 (SEHK: 2282), which owns MGM MACAU and is developing MGM COTAI, and 50 percent of CityCenter in Las Vegas, which features ARIA Resort & Casino. MGM Resorts is named among FORTUNE® Magazine's 2016 list of World's Most Admired Companies®. For more information about MGM Resorts International, visit the Company's website at www.mgmresorts.com.



Statements in this Corporate Social Responsibility report that are not historical facts are forward-looking statements, within the meaning of the Private Securities Litigation Reform Act of 1995 and involve risks and/or uncertainties, including those described in the MGM Resorts International (the "company") public filings with the Securities and Exchange Commission. The company has based forward-looking statements on management's current expectations and assumptions and not on historical facts. Examples of these statements include, but are not limited to, the company's expectations regarding future initiatives related to diversity and inclusion, philanthropy and community engagement, and environmental sustainability, the company's ability to execute on future development and other projects, create jobs in new and existing jurisdictions and execute on its strategic plans. These forward-looking statements involve a number of risks and uncertainties. Among the important factors that could cause actual results to differ materially from those indicated in such forward-looking statements include effects of economic conditions and market conditions in the markets in which the company operates and competition with other destination travel locations throughout the United States and the world, the design, timing and costs of expansion projects, risks relating to international operations, permits, licenses, financings, approvals and other contingencies in connection with growth in new or existing jurisdictions and additional risks and uncertainties described in the company's Form 10-K, Form 10-Q and Form 8-K reports (including all amendments to those reports). In providing forward-looking statements, the company is not undertaking any duty or obligation to update these statements publicly as a result of new information, future events or otherwise, except as required by law. If the company updates one or more forward-looking statements, no inference should be drawn that it will make additional updates with respect to those other forward-looking statements.

Message from **OUR LEADERS** to our

STAKEHOLDERS

2016 was a dynamic, transformational year for MGM Resorts International. Our accomplishments underscore more than ever the interdependence of our business sustainability and our Corporate Social Responsibility (“CSR”) creed. Through prudent fiscal management, smart business strategies and progressive CSR practices, we are paving the way for our collective future – our company’s, our guests, our communities and our planet.

Last year we made a great leap forward in expansion, operational excellence and the financial strength of our company through a series of successes: solid gains in primary financial metrics; expansion of our incredible entertainment venues with the opening of T-Mobile Arena (in partnership with AEG) at our outdoor district, The Park, just off the Las Vegas Strip, followed by our Park Theater at Monte Carlo Resort & Casino; acquisition of full ownership of Borgata Hotel Casino & Spa in Atlantic City, New Jersey; opening of our long-anticipated MGM National Harbor Resort & Casino in Oxon Hill, Maryland; tremendous progress in the construction of MGM Springfield in Massachusetts and MGM Cotai, our second property in Macau, Asia; launch of MGM Growth Properties, one of the largest publicly traded triple-net lease real estate investment trusts (REIT), which is majority controlled by MGM Resorts; and continued success of our Profit Growth Plan’s cost-efficient, innovative and revenue-generating operational reforms.

On a parallel front, our momentum fueled exceptional gains in all dimensions of our CSR arena. To name a few of our 2016 accomplishments: With respect to inclusion, we made strides in enlarging the diversity facets of our talent recruitment and talent development systems while maintaining our status among the leading companies in America for diversity according to major diversity indices. Our community highlights included contributions to almost 1,400 nonprofits by a record-setting 68.7 percent

of our domestic employees through our MGM Resorts Foundation; almost 103,000 volunteer hours of community service donated by more than 5,600 of our employees; major contributions in the battle against hunger in America; and acclaim by Points of Light as one of the Civic 50 – the most community-minded companies in America. In environmental sustainability, we completed an expansion of our ground-breaking solar array at Mandalay Bay Convention Center; achieved LEED Gold certification for T-Mobile Arena, The Park and MGM National Harbor; and moved to the 70 percent completion mark in our substitution of all our resort lighting with energy-efficient LED lamps.

At MGM National Harbor we exceeded our goals in construction diversity, employment diversity and community giving as set forth in our Community Benefits Agreement with host locality Prince George’s County, Maryland. We aim to exceed community expectations at MGM Springfield.

Most important of all in 2016, we redoubled our focus on our guiding principle – One Company, One Culture – unified around our realization that we are stronger together than we are apart. Our culture drives the character of our company, the way we do business, our internal and external relationships and our CSR practices. In an ever-evolving world of changing markets, opportunities and challenges, our culture is the only determinant of long-term company stability and competitive advantage we control. Of course our core values of integrity, inclusion, teamwork and excellence shape our culture. While integrity permeates all aspects of our business, inclusion based on universal respect for the diversity of all people lies at the heart of superior guest relations, high employee engagement, employee empowerment, collaborative teamwork, innovation and ultimately performance excellence. Inclusion is also critical to our relationships with our communities and other external stakeholders.

Inclusion is a central theme in the Leadership Summit we commenced in 2016 for our more than 9,000 leaders of people in our company. In a nutshell, our Leadership Summit cultivates servant-style leadership behaviors organized around the humanistic principles that we must treat our employees as well as we treat our guests, and foster an employee experience that motivates our employees to achieve their best. We are working hard to create a positive work environment that provides our employees the tools to develop to their fullest potential, a rewarding work experience, recognition for meritorious work and opportunities to support their communities – all of which promote higher employee engagement and higher performance, to the benefit of our guests. Further, woven into our leadership teachings is emphasis on the CSR elements of our leadership expectations and competencies – foremost among them the ability to lead and inspire diverse work teams to provide superior service to our global customer base and our communities, as well as to innovate continuous improvements in our goals, methods and success benchmarks.

Beyond our leadership development initiatives, we continue to embed CSR values in our culture throughout our employee ranks through continuous programming such as our CSR Councils, our Employee Network/Resource Groups, our MGM Resorts Foundation, our employee volunteerism platform, our Green Advantage activities and other measures.

Our concentration on our people-based culture is boosting employee engagement, innovation and performance for our company. A case in point: our Profit Growth Plan, one of the greatest examples of excellence achieved through diversity of thought and opinions, team collaboration and innovative improvements in the history of our company.

We are immensely proud of our achievements in 2016. They could not have happened without the daily dedication to excellence and inspired performance of our business and CSR missions by our 75,000 employees.

For some time now, we have used the motto “MGM Cares” or “#MGMCares” in our company and social media to refer to our CSR philosophy and activities. It resonates powerfully with our stakeholders because it simply and elegantly conveys the depth of our CSR doctrine, and its impact on our company internally and our external communities and stakeholders. We are pleased to share with you in this report how our CSR passion translated into positive action and changed lives in 2016 – with reverberations far and wide for our collective social betterment. We thank you for your interest in our company.

As we continue our CSR journey, we remain committed to doing the right thing and getting the right things done, as one business commentator put it, to build a better business and build a better world. We are ever mindful that we create each and every day the legacy we wish to leave for future generations.



Jim Murren
Chairman &
Chief Executive Officer



Rose McKinney-James
Chair, Corporate Social
Responsibility Committee,
Board of Directors

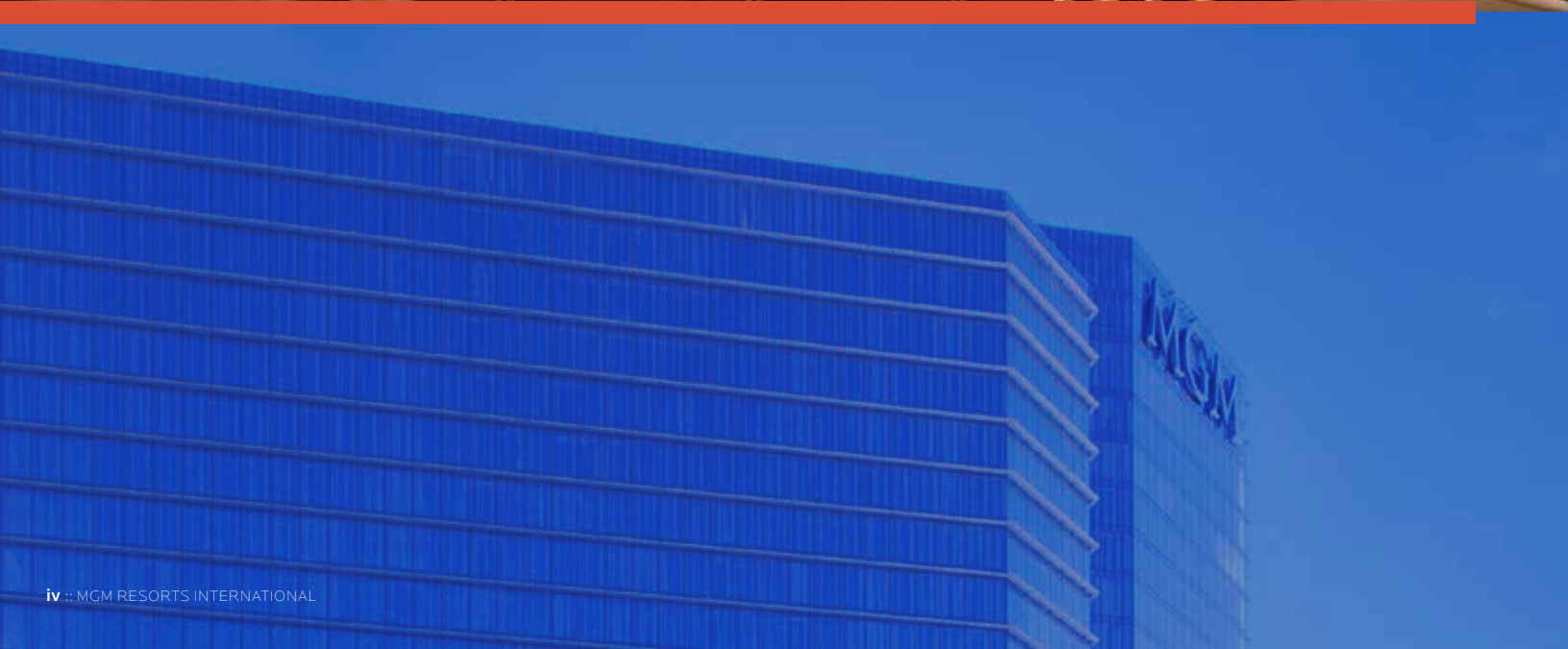


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MGM RESORTS INTERNATIONAL

A GLOBAL

Leader in **ENTERTAINMENT**





OUR MISSION

MGM Resorts International is one of the world's leading entertainment companies, widely regarded for creating unforgettable guest experiences through our iconic suite of resort brands. Our success is rooted in our deeply held belief that the human desire for fun and enjoyment is more than a pastime – it is a fundamental need. Coupled with that is our refusal to accept the status quo and our passion for delivering guest service and experiences with excellence.

We have 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, phenomenal shopping, world-class spa amenities, the latest in gaming facilities, and state-of-the-art meeting and conference facilities. We believe we operate the highest quality resorts in each of the markets in which we operate. The breadth of our operational expertise, and of our relationships across all areas of guest experience, distinguishes us from our hospitality and gaming competitors. Working together, our widely diverse 75,000 employees create partnerships and experiences that engage, entertain and inspire our guests.

OUR VISION

We aim to be **the** recognized global leader in entertainment. We embrace innovation and diversity to inspire iconic excellence. We reward our employees, invest in our communities and enrich our stakeholders.

We engage, entertain and exceed the expectations of our guests worldwide.

OUR VALUES

We have a deep commitment to sustaining the quality of humanity through business practices with integrity, respect for diversity and inclusion, continuous community investment and environmental sustainability.

INTEGRITY TEAMWORK
INCLUSION EXCELLENCE

OUR DESTINATIONS



Welcoming Borgata

In August 2016, MGM Resorts welcomed approximately 5,800 employees into our family when the company completed the acquisition of the Borgata Hotel Casino & Spa. The famed Atlantic City property had been a 50/50 joint-venture with Boyd Gaming since 2003.

LAS VEGAS

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

MARYLAND

MGM National Harbor

MASSACHUSETTS

MGM Springfield

MICHIGAN

MGM Grand Detroit

MISSISSIPPI

Beau Rivage
Gold Strike Tunica

NEW JERSEY

Borgata

MGM CHINA HOLDINGS

MGM Resorts through an affiliate 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.



The data on this page is as of 12/31/16. This listing includes only hospitality and gaming resorts operated by MGM Resorts affiliates. It does not include resorts or entertainment venues 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 **INDUSTRY-LEADING COMMITMENT** to
**CORPORATE
RESPONSIBILITY**

Through business with integrity and Corporate Social Responsibility (CSR) practices, we drive long-term, sustainable shareholder value, and create positive impacts for the benefit of our employees, our investors, other stakeholders, our communities, our society and our planet Earth.

We have made CSR integral to our company's character, values, culture and operations. One fundamental principle propels our beliefs: business and society are interdependent. Our company can perform better financially when we address both our core business operations and our broader societal responsibilities as inextricably linked imperatives.

Creation of sustainable business value is not possible without CSR's focus on the interconnectedness of people, community and planet as strategic priorities. Our employees, our guests and our suppliers are the economic engine of our business. Our communities provide the framework and infrastructure – physical, social and cultural – in which we operate. Our planet provides the basic environmental resources that are the foundation of all human endeavors, our business included. With a growing world population and ever-rising demand for resources, finding new ways to eliminate waste and reuse valuable natural materials is a business necessity. Alignment of all of these stakeholder interests is vital to the operations and success of our enterprise, today and for the future.

As a business leader, we seek 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 go beyond mere mitigation of the impacts of our business decisions and activities on our community, society and

Earth's environment. We are compelled to make positive contributions to the overall quality of the work environment and life of our employees, communities and society, and the preservation of our planet.

.....
The greater our business success then the greater our resources for community and social investment, as well as conservation and restoration of our planet's resources.
.....

The more we achieve our CSR objectives, the more we support our business success through such benefits as talent acquisition and retention, heightened employee engagement and productivity, risk and cost reduction, increased brand loyalty, competitive advantage and reputation legitimacy. The greater our business success then the greater our resources for community and social investment, as well as conservation and restoration of our planet's resources.

We practice CSR through three broad pillars:

- 1. Diversity & Inclusion**
- 2. Community Investment & Engagement**
- 3. Environmental Sustainability**



Jim Murren, CHAIRMAN & CEO

OUR
CSR

GOVERNANCE & MANAGEMENT

While our commitment to CSR is indelible, our organizational structure, goals and tactics are flexible to keep pace with the changing needs of our company and our communities. We further recognize that our employees must be as integrally involved as management in order for our responsibility initiatives to achieve maximum impact in our culture and operations. Through a circle of continuous, collaborative interaction among our Board of Directors, executive leadership, and all levels of management and employees, we constantly seek new ways to evolve our CSR vision into a core business function that is central to our company's overall strategy and practices.



Rose McKinney-James
CHAIR, CORPORATE SOCIAL
RESPONSIBILITY COMMITTEE,
BOARD OF DIRECTORS



Phyllis A. James
CHIEF DIVERSITY & CORPORATE
RESPONSIBILITY OFFICER



Cindy Ortega
CHIEF SUSTAINABILITY
OFFICER

Our Board Corporate Social Responsibility Committee

Our Chairman & CEO and the Corporate Social Responsibility Committee of our Board of Directors lead our anchor CSR initiatives of diversity and inclusion, philanthropy, 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 enterprise-wide.

Our CSR principles are woven into the annual strategic planning process at our resort properties, 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 & CEO, supported by the Chief Diversity & Corporate Responsibility Officer and Chief Sustainability Officer, have 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 & Corporate Responsibility Officer, Chief Sustainability Officer, and corporate and property leaders designated by our 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 Social Responsibility Departments

Four corporate teams are dedicated to daily CSR operations – internal Diversity and Inclusion, external National Diversity Relations, 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.

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 – our CSR Councils and related Joint CSR Council, and our Employee Network Groups (ENGs) (also known as Employee Resource Groups). The corporate division and each of our operating properties host a CSR Council consisting of employees from these respective business units. Each council operates through subcommittees corresponding to each of our CSR pillars – diversity and inclusion, philanthropy and sustainability. The chairs and co-chairs of these councils collaborate on common issues and best practices as our Joint CSR Council. Each of the ENGs 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 and inclusion champions in action!



Phyllis A. James presented the Employee Network Group Distinguished Leader Award to Janelle Hope, Learning & Development Specialist.

BUILDING COMMUNITIES

Through Our Economic Investment

We take tremendous pride in the positive value we bring to our host communities through high-quality jobs and careers, tax payments and social investments that transform the lives of our employees, widen economic opportunity for local businesses and enhance the quality of community institutions.

MGM Resorts has a strong track record of developing and operating market-leading integrated resorts in Las Vegas and competitive regional markets in Maryland, Michigan, Mississippi and New Jersey. As a leading revenue generator, we create opportunities for the people of our communities by hiring home-grown talent into jobs with competitive pay, benefits and career paths; paying large-scale taxes; purchasing local goods and services; making capital investments; supporting development of community infrastructure and institutions; enhancing our communities' social and cultural fabric; and engaging in social and philanthropic partnerships.

We are a major job creator in our communities, paying competitive wages and benefits to 75,000 employees across all properties as of year-end 2016. The majority of our workforce in every community is drawn from the talent base of local residents. Our employees then spend

their wages in neighborhood grocery stores, retail stores, restaurants, entertainment venues, and so on. This ripple effect is often overlooked, but every time an employee pays his/her mortgage, buys a car, takes his/her 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 resorts.

The taxes we pay in every state and community in which we operate support 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. The taxes we pay to our federal treasury make a significant contribution to our national well-being and security.

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

We are always respectful of the privilege conferred by our license to operate and we, in turn, make substantial investments in our employees, public education, community institutions, nonprofits and partnerships to advance progressive solutions to difficult social challenges. Although we are not a panacea, economically or otherwise, for all of the challenges that confront our host communities, we contribute immensely to their progress.

A PROFILE OF MGM RESORTS

\$9.5 BILLION

MGM Resorts global net revenue in 2016

OVER 13 MILLION

Number of hotel room nights occupied by visitors at our domestic resorts in 2016 (not including Borgata and MGM National Harbor).

75,000

Number of employees at MGM Resorts companies globally as of December 31, 2016; 74% in full-time positions

\$44,639

Average wage and gratuities earned by each full-time U.S. employee in 2016 (not including Borgata, MGM National Harbor and MGM Springfield).

3,744

Number of job categories at MGM Resorts domestic companies. MGM Resorts offers a wide range of careers including accountants, business administrators, chefs, sommeliers, hotel operators, casino dealers, electricians, engineers, graphic designers, information technology professionals, and so many more.

OVER \$1.4 BILLION

Amount of taxes contributed by MGM Resorts domestic companies at the local, state and federal levels in 2016. More than 70% of these contributions were non-gaming taxes.*

* This amount includes gaming, payroll, property, hotel, sales/use, entertainment, income, and all other taxes associated with conducting our operations (not including Borgata but including MGM Springfield and MGM National Harbor).

OVER \$1.68 BILLION

Amount we spent with domestic business partners, suppliers and vendors in 2016 (not including Borgata but including MGM Springfield and MGM National Harbor). Of this amount, \$142.3 million, or nearly 8.5%, was spent with enterprises owned by minority, women, disadvantaged, veteran, persons with disabilities or LGBT individuals.

\$2.3 BILLION

Amount of capital investment MGM Resorts companies made in 2016. This figure includes new development projects in Maryland, Massachusetts, Macau, China and Las Vegas as well as expansion and improvement projects at our currently-operating resorts.





OUR 2016 CSR HIGHLIGHTS



102,902
VOLUNTEER HOURS LOGGED
by MGM Resorts Employees



MORE THAN
\$11.9 Million
in Company Donations & Employee
Charitable Contributions

68.7%
PORTION OF MGM RESORTS
EMPLOYEES WHO PLEDGED
CONTRIBUTIONS
to the Employee-Driven
MGM Resorts Foundation
Annual Campaign

5,640 **EMPLOYEES LOGGED**
Community Service Hours

1,394 **NONPROFITS AIDED**
by Individual Employee
MGM Resorts Foundation Contributions

37,460 **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

16 **EMPLOYEE NETWORK/
RESOURCE GROUPS**

by the **NUMBERS**



#5 - DIVERSITYINC
TOP 10 Regional Companies

960,178
LIGHT BULBS/FIXTURES
at Company Resorts Converted to
LED by the End of 2016

100% **SCORE AS BEST PLACE TO WORK**
LGBT Equality /Human Rights Campaign
Corporate Equality Index

49,474 Tons
of Material Diverted from Landfills

46 **MILLION SQUARE FEET/8 RESORTS**
received Four Globes certification for Green Globes
for Existing Buildings



MGM

National Harbor

A CASE STUDY IN OUR CORPORATE CITIZENSHIP



The Baltimore Sun quoted Maryland Gov. Larry Hogan as saying that MGM's \$1.4 Billion National Harbor destination resort is 'one of the most important economic development projects in Maryland history.' MGM Resorts built a historic crown jewel resort in Prince George's County, something that our company is immensely proud about, and that Maryland and the County can be proud to have in their community.



- Phyllis A. James, Chief Diversity & Corporate Responsibility Officer

The opening of our iconic world-class MGM National Harbor (MNH) resort in Prince George's County, Maryland in late 2016 marked the culmination of a five-year process which combined all of the dimensions of our business excellence and our CSR commitment to People, Community and Planet. Our philosophy of development is not centered on merely building a new structure. At the same time we pursue a positive return on our business investment, our goal is to bring positive value to our community as a responsible corporate partner and citizen actively engaged in positive community dynamics.

From the very outset and throughout our MNH development journey, our approach was characterized by

systematic engagement with community leaders, partners and citizens; widespread recruitment of local and diverse residents for construction and operations employment; focused outreach to local and diverse business enterprises in the planning, construction and outfitting of this resort; dedicated giving and service to a spectrum of community institutions and organizations; as well as integration of high environmental sustainability standards in construction and operations.

MNH did not achieve this magnificent resort alone – we could not have done it without the vast network of partnerships we established in almost all sectors of the Prince George's County community and the DMV (District of Columbia/Maryland/Virginia) region.

A study published by the U.S. Chamber of Commerce Foundation in October 2014 confirmed the decisive role of MGM Resorts' CSR commitment and performance in achieving community trust and approval of its proposal over competitors. The study concluded:

“MGM could point to multiple examples of their corporate citizenship. They could point to awards showing that they were the best in diversity and CSR. They could show that their existing operations were sustainable. They already had a supplier diversity program in place that could hit the ground running in Prince George’s County. The CEO of the company could speak fluently on the company’s track record. MGM had a demonstrated and credible portfolio of social performance well before they needed to impress the state of Maryland with their trustworthiness.”¹

In reaching this conclusion, the study cited the testimony of many Prince George’s County citizens who supported the selection of MNH over competing bids at a 2013 Maryland Lottery and Gaming Control Agency public hearing. A Prince George’s County citizen made this representative comment:

“Only MGM has taken the time – [a] year and a half before all this happened – to get involved in our county. They’ve been involved in our nonprofits, they’ve been involved in our education system, and they’ve been involved with the small businesses. ... They’ve already been talking to financial institutions about how they can help the small businesses get prepared for what’s going to happen in the next couple years, which is really critical. MGM has been the sole source involved in helping the business community get ready. ...MGM is the choice.”²

Our drive to earn and live up to the trust of Prince George’s County led us to exceed all of our employment, business diversity and community commitments to the State of Maryland and the county.

Upon winning the sixth gaming license in Maryland, MGM National Harbor negotiated a Community Benefits Agreement with Prince George’s County that formalized our good-faith goals in the areas of local and minority construction, purchasing, hiring and philanthropic giving.

1 *MGM National Harbor: A Case Study in Trust and Corporate Citizenship*, U.S. Chamber of Commerce Foundation (2014), p. 6

2 John Puckins, Local Business Owner *MGM National Harbor: A Case Study in Trust and Corporate Citizenship*, U.S. Chamber of Commerce Foundation (2014), pp. 4-5

EMPLOYMENT

An Unwavering Commitment to Diversity & Inclusion – It’s Our Culture and How We Do Business

At MGM National Harbor, diversity and inclusion are at the very core of our values. We are committed to being first and best, and embrace the responsibility to acknowledge and value the contributions of all people.

MGM National Harbor exceeded its employment commitments to Prince George’s County in the Community Benefits Agreement.

To recruit for a wide variety of job positions in Food & Beverage, Hotel Operations, Valet, Convention Services, Theater Operations, Retail, Security, Casino, Finance, Marketing and other disciplines, MNH worked with the people who represented the best of the region’s talented and skilled workforce – building on the diversity that makes the community strong. Our resort contacted or obtained assistance from county government and 112 organizations from diverse areas of the DMV region and diverse constituencies in disseminating information regarding employment and business opportunities – including Bowie State University, Prince George’s Community College, and the University of Maryland at College Park. MNH sourced candidates through many additional channels, including large-scale advertising on radio, social media and other websites, major job boards, jobs programs, job fairs, and an advanced software program called SkillSmart (see later discussion) – all of which resulted in more than 100,000 applications.

KEY BENCHMARKS as of Dec. 31, 2016

26% (1,919) of the total 7,401 construction workers were Prince George’s County residents.

27% of total labor hours were performed by Prince George’s County residents.

48% of 4,000 new jobs were filled by residents of Prince George’s County (exceeding target of 40%); 81% self-declared as diverse.



PARTNERSHIP



Transforming lives.
**PRINCE GEORGE'S
 COMMUNITY COLLEGE**

Through our partnership with Prince George's Community College (PGCC) we helped establish the Hospitality Express Certification Program to qualify students for hospitality jobs and expose potential employees to the various aspects of our business, such as how to greet individuals at a resort, what goes into being a front- or back-of-the-house worker at our restaurants, and the ins and outs of working in casino gaming.

A New Kitchen at Prince George's Community College

In addition to other contributions MGM National Harbor made to expand the hospitality and gaming curriculum of PGCC, in November 2016 our resort donated \$145,500 to establish the college's new Display Kitchen. It is scheduled to open in Spring 2018, and will be named in honor of our resort.



Our partnership also led PGCC to establish a Dealers School for training of prospective employees in the region. MNH provided the table games curriculum, space, paid instructors and initial training of future PGCC instructors.

EMPLOYEE PROFILES



Kevin Guzman
SOUS CHEF

Kevin proves every day that learning disabilities do not limit accomplishments. He openly shares that he grew up enrolled in special education classes during elementary and high school. Through hard work, Kevin completed high school and enrolled in the Culinary Institute of America in Hyde Park. Since graduating, he has progressed as a culinary professional. Kevin works in the Main Kitchen and demonstrated excellent leadership competencies during the opening of MGM National Harbor (MNH).



Renee Harris
GUEST ROOM ATTENDANT

Renee Harris is a graduate of Model Secondary School for the Deaf and is a skilled hospitality professional with eight years of experience working for a luxury resort destination. Her colleagues know Renee for her big personality and positive attitude. She plans to develop outside of her current role and become a housekeeping floor supervisor.



Sheila Hession
EXECUTIVE DIRECTOR, SALES

Sheila is a proud alumna of the University of Maryland, where she graduated with a double major in English and Hospitality Management. As a high school student, she worked as a front desk clerk at a hotel in Camp Springs, MD. Sheila has remained in the industry ever since, even working full-time through college education in front office operations. Sheila transitioned to Hotel Sales in 1993 and never looked back. A life-long resident of Prince George's County, Sheila grew up within two miles of where the MNH now stands. She currently resides in Fort Washington, with her husband Tim. They met while attending Oxon Hill Junior High and have been married for twenty-four years.



Kathleen Kirkland
PBX OPERATOR

Kathleen Kirkland attended a job fair for MNH and learned about the Hospitality Express Training Program. After working in retail for 20 years, she wanted to try a different industry and knew her skills would transfer into hospitality. She enrolled in Prince George's Community College (PGCC) Hospitality Express Training Program and completed the course. "I am a better PBX operator because I understand how each part of the resort works. I still refer back to my text books from the class to stay sharp." Kathleen is enjoying her new position and a much shorter commute to work since she lives in Oxon Hill, MD, just ten minutes away from MNH.



David Park

UTILITY PORTER

David Park joined MNH through a community partnership with Woodlands Job Corps, a nonprofit education and career technical training program administered by the U.S. Department of Labor. David completed the Home Builders Certificate program through Job Corps and obtained a certificate in Building Construction Technology. He is also HVAC, OSHA 10, Ramset and Forklift certified. He works as a Utility Porter in the Stewarding Department. Working for MNH has allowed David to take his first steps to becoming independent and transition out of the dorms at Job Corps and into his very first apartment. He is very interested in growing his career with MNH and aspires to be a maintenance technician in the engineering department.



Sausha Parker

CAGE CASHIER

Sausha Parker is a student at PGCC and joined MNH after retiring from the military as a Logistics Chief. During her new student orientation for military veterans at PGCC, recruiters from MNH delivered a presentation on job openings at the new resort, and she knew for sure that she wanted to join the team. Sausha's second career is now underway. She works in the Main Cage and High Limit Cage and looks forward to further developing her career at MNH.



Justin Rhim

ASSISTANT MANAGER, STRATEGIC SOURCING & PURCHASING

Justin Rhim says he remembers the excitement of joining MNH as one of the first twenty employees and that he values the experience gained during the opening of such a massive project. Born and raised in Prince George's County, MD, he considers himself lucky to be able to return to his hometown for such a great career opportunity. Before attending Morehouse College in Atlanta, GA, the land where MNH now stands was an empty lot. Justin thanks his mother for attending an information session to learn about career options with MNH. Her interest and support of the resort was his first introduction to exploring a position with the resort. Justin is excited about his future with MNH and has already received a promotion due to his exceptional performance on the team.



MNH held almost 60 recruitment events in 2016 alone. More than 6,000 candidates attended the several large-scale job fairs MNH hosted.

PARTNERSHIP



In early 2015, MNH commissioned SkillSmart to assist in accessing and developing the local labor market for its new resort. MNH sought greater community engagement in its employment outreach; an efficient, reliable way of tapping into the community's applicant pool; more successful hiring results; and increased retention of employee hires. SkillSmart's customized software platform provided a rapid, effective method for MNH and prospective candidates to increase the community's knowledge of the skills and prerequisites required for each potential career opportunity at MNH; gain a ready understanding of how an individual's skills compared with the anticipated job requirements; and identify specific education and training courses/programs correlated with the skills associated with each available position. This enabled job seekers to plot a clear path to acquiring the skills necessary for potential MNH careers. In addition to standard English offerings, SkillSmart translated its entire platform into conversational Spanish, to provide access to individuals who were native Spanish speakers without relying on online translation tools.

As a result of SkillSmart's more targeted approach, the self-elimination of less skilled candidates resulted in a better qualified applicant pool with a higher number of successful hires. In fact, SkillSmart applicants were more likely to advance through the first round of screening, and those candidates were hired at a significantly higher rate than applicants sourced from other channels.

PARTNERSHIP



We partner with the U.S. Chamber of Commerce and the Hiring Our Heroes Corporate Fellowship Program which provides service members with management training and hands-on experience in the civilian workforce to help make smooth re-entry into post-military careers. As our first resort to participate in this program, MNH hosted an active duty Army soldier for a civilian boot camp that provides real-world work experience in the field of entertainment and hospitality. Our first Hiring Our Heroes Corporate Fellow spent time working in the Security, Finance and Human Resources departments. These assignments gave him a deeper understanding of what it is truly like to work in our industry while preparing him for his transition out of the military into a new career.

“ This partnership provides service members with management training and hands-on experience in the civilian workforce to help make smooth re-entry into post-military careers. ”





Beyond this program, as part of its dedicated veterans support, MNH endowed a Veterans Scholarship through the University of Maryland College Park Foundation – which will ensure an on-going contribution to the preparation of veterans for civilian employment.

CONSTRUCTION - PHASE SUPPLIER DIVERSITY

MGM National Harbor exceeded its MBE (Minority Business Enterprise) commitments to the State of Maryland and Prince George's County in the Community Benefits Agreement.






MARYLAND DEPARTMENT OF TRANSPORTATION (MDOT) BENCHMARKS

As of December 31, 2016

-  **27%** (22) MDOT-certified MBEs engaged in the Architectural/Engineering phase (exceeding State target of 19%)
-  **32%** (151) MDOT-certified MBEs engaged in the Construction/Development phase (exceeding State target of 26%)
-  **173** MDOT-certified MBEs engaged
-  **\$341 Million** paid to MDOT-certified MBEs to date

PRINCE GEORGE'S COUNTY BENCHMARKS

As of December 31, 2016

-  **40%** County-certified MBEs engaged on the project (exceeding County target of 30%)
-  **170** County-certified MBEs awarded contracts for construction phase work
-  **\$368 Million** paid to MBE certified companies
-  **103** Prince George's County Local Business Enterprises (LBEs) awarded contracts
-  **\$294.8 Million** paid to Prince George's County LBEs

“ From the very beginning we declared that MGM National Harbor is committed to working with local and certified minority-owned businesses, especially those here in Prince George's County. ”

- Lorenzo Creighton, President & COO, MGM National Harbor



The MBEs on this project brought a wealth of experience

and expertise in many different disciplines and performed a wide range of roles – such as architectural design, food service area design, interior design, steel fabrication, structural engineering, mechanical, electrical and lighting design for the parking garage, ceramic tiling, painting, wallcovering, drywall, lumber supply, masonry, landscape architecture, landscaping, traffic engineering and access planning, construction management and professional services, and worker transportation.



CHRYSTAL STEEL FABRICATORS, INC.

Bill Lo PRESIDENT

After winning a competition over five other bidders, this Asian-American-owned MBE, an AISC-certified fabricator, won a major contract to provide miscellaneous metals and marquee framing for MNH.



LORD & MITCHELL, INC.

Tonya Mitchell PRINCIPAL

This woman-owned business based in Prince George's County specializes in promotional and printed materials, and has worked with MNH on everything from branded sportswear to logoed umbrellas since MNH was awarded the license to build its resort.



TOBAR CONSTRUCTION, INC.

Jose Calderon PRESIDENT

This Hispanic-American-owned construction company headquartered in Prince George's County performed preliminary concrete work on the project site, including concrete pile caps, tension pile caps and grade beams which became the primary foundation elements for the resort's structure.

Restoring a COMMUNITY LANDMARK



Before



After

THOMAS ADDISON ELEMENTARY SCHOOL

One of the highlights of the MNH project was its \$4 million restoration of the Thomas Addison Elementary School, abandoned for nearly five years, for use as MNH's employment center. The school was named for the legendary Addison family of Prince George's County, who contributed significantly to the development of the capital region and the emancipation of slavery. The Prince George's County Board of Education approved MNH's request to take ownership and restore the 24,000 square-foot space, with a commitment that MNH will return the renovated building to Oxon Hill community for use as a modernized community center once MNH completes use of the facility as its employment center. MNH engaged MBE Arel Architects and Gilford

Construction, both certified MBEs based in Prince George's County, along with a team of additional MBEs to spearhead the job. The renovated center features most of the school's original structure and some special tiles that were handmade by the elementary school students.

The restored center serves as the hub of MNH's ongoing recruitment and training and human resources/workforce teams for application processing, conduct of interviews, new hire processing, gaming and non-gaming licensing, and skills training. It is also home to the Prince George's Community College Dealer School.

COMMUNITY INVESTMENT

Aside from the Community Benefits Agreement, MNH also collaborated with Prince George's County on public infrastructure improvements, local road repairs and initiation of a new bus system to meet the expected demand for the resort, all of which cost in excess of \$90 million using a combination of MGM and National Harbor funds.



The MGM National Harbor fund provides critical support to The Community Foundation of Prince George's County's efforts in hunger relief, public education, health and wellness and environmental sustainability.

MGM National Harbor exceeded its commitment to Prince George's County in the Community Benefits Agreement to make \$1 million in contributions to nonprofit organizations before the resort's opening.

During the period January 2013 through December 31, 2016, MNH contributed more than \$1.7 million to more than 140 educational institutions, nonprofits, community organizations and programs, and charitable events in the DMV region. Substantial portions of this sum were donated to the Community Foundation of Prince George's County, Prince George's County Community College, Bowie State University and other county recipients.



CHRISTMAS IN APRIL

MNH employees volunteered with Prince George's County's Christmas in April to help renovate the homes of local senior citizens in need.



CAPITOL AREA FOOD BANK

MNH employees donated their time and talent at the Capital Area Food Bank, the largest hunger-relief organization serving the Washington metropolitan area.

ART AT MGM NATIONAL HARBOR

MGM National Harbor Heritage Collection: Showcasing Community Talent

Not only does the unique monumental architecture of MNH appeal to human aesthetics, its distinctive interior design and presentation of artwork throughout the public spaces are likewise intended to enthrall and enhance our guests' experience of this resort. Its art program exemplifies the diversity of the region while also being accessible and engaging for everyone.

The collection features pieces from more than a dozen artists in a variety of mediums, including aluminum, clay, stainless steel, bronze, watercolors, photography and more. Some works, like those by Madelyn Keesing and Sam Gilliam, are abstract pieces representative of the historical visual art movement of the Washington Color School (that originated in Washington, D.C.). Commissioned pieces by emerging artists reflect the rich heritage of Prince George's

County and the greater Mid-Atlantic region, such as the landscape composition fashioned from construction site clay by Margaret Boozer of Red Dirt Studio (pictured behind MNH's hotel registration desk).

MNH is collaborating with the Prince George's County Arts and Humanities Council, an independent nonprofit organization designated by county government to coordinate financial support and advocacy for the arts through grants, artistic programs and partnerships among business, education, government and citizens. For the Heritage Collection, MNH also partnered with Atlantic Arts, a Maryland-based art procurement company, and RareCulture, a woman-owned establishment specializing in curating fine art collections.

Clay on Reinforced Wood Frame / Margaret Boozer



Cinderella Shoe / Liao Yibai



Unity / John Safer



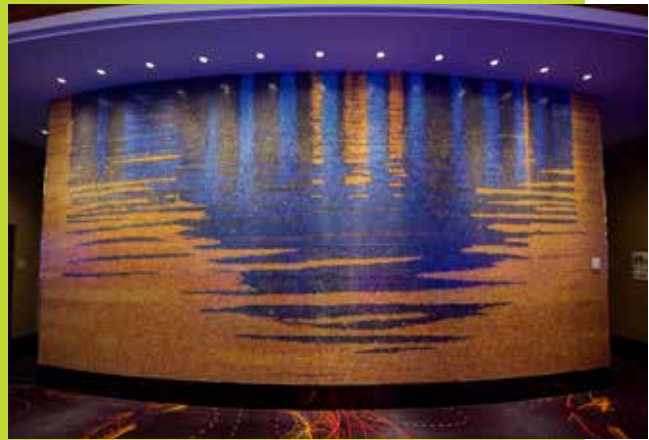
Portal / Bob Dylan



Rondo XI / Sam Gilliam



Untitled Mosaic / Martha Jackson Jarvis



Man / Viola Frey



Woman / Viola Frey



Untitled / Charles Dwyer

ENVIRONMENTAL SUSTAINABILITY AT MGM NATIONAL HARBOR

MGM National Harbor was designed and built with sustainability in the forefront, making it a premier eco-luxury destination. Although Maryland did not require that we meet this standard, MNH achieved LEED (Leadership in Energy and Design) Gold certification from the U.S. Green Building Council. Every element throughout the resort's interior and exterior architecture was designed with sustainability in mind, including extensive use of natural light, LED lighting and water-saving fixtures. See below for more details on MNH's sustainability.

A new public transit stop was added to increase guest and employee access to alternative transportation methods.

The resort generates electricity using one of the D.C. area's largest Combined Heat and Power (CHP) plants, which provides cooling and heating using waste heat from a natural gas generator. This system helps the resort significantly reduce its carbon footprint.

Twenty-four Electric Vehicle (EV) charging stations were installed to encourage use of low emissions vehicles.

A highly reflective white roof helps reduce building heat gain and urban heat island effect.

96% Weight of construction and demolition waste was diverted from landfill.

LED lighting was used as a design standard for buildings and garages.

A highly efficient irrigation system uses reclaimed water on primarily native and locally adaptive plant species.

Water-efficient sinks, showers and toilets were installed to reduce water consumption to 45% below building code requirements.

Water features use recirculated water and are sealed to minimize water loss due to evaporation.

A 700,000 gallon cistern was installed to collect, store, treat, and reuse rainwater, reducing our reliance on municipal water for irrigation, cooling, and sanitary needs.

More than 80% of new wood-based materials were Forest Stewardship Council (FSC) certified, helping drive one of the D.C. area's largest market demand for wood harvested under the 'gold standard' of responsible forestry.

24% Building's material cost from products containing recycled content.

For the health and well-being of our guests and employees, 100% of all composite wood and agrifiber products used in the interior of the building have zero added urea - formaldehyde content.



United Through

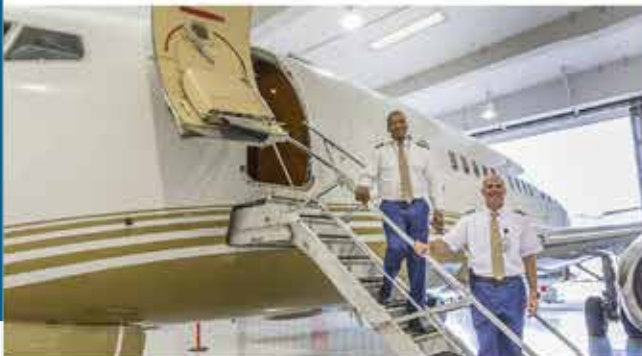
DIVER



SITY



WE ARE MGM!



OUR PEOPLE PHILOSOPHY

People are the foundation of our business. Universal respect for the dignity of all humanity lies at the heart of our People Philosophy. We are united through our diversity by our basic humanity. This is the essence of diversity and inclusion – our anchor CSR pillar.

Our People Philosophy extends to everyone, whether they are employees, guests, investors, suppliers and vendors, business partners, community colleagues or fellow members of human society.



OUR EMPLOYEES: OUR INTERNAL STAKEHOLDERS

Within our resorts, our employees are our biggest and most highly prized element of our business – they are the heart and soul of our company. They are brand ambassadors, community volunteers, sustainability champions, advocates, consumers, voters and citizens. The more engaged our employees are in our company's mission and values, the better for our company, our stakeholders and our communities where we live and work.

Our People Philosophy drives our commitment to **engage, invest in and inspire** every one of our employees.

Our success as an enterprise – whether in our for-profit business or our CSR endeavors – rests on the expertise and engagement of our employees. We are therefore dedicated – as one of our highest business priorities – to the personal and professional growth of our employees. We strive daily to foster a strong work culture and environment that promotes individual and team engagement, accountability and recognition of performance excellence in order for our people to perform their very best.

Engaging Our Employees

We engage our employees when we create a welcoming and inclusive environment that treats everyone with respect as human beings by communicating transparently with them. We engage them as partners in our company mission and business; empower them to express their ideas, opinions and suggestions and use their talents to forge business solutions; and recognize them for their contributions to our success.

Investing in Our Employees

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

Inspiring Our Employees

We inspire our employees when we, first and foremost, treat them as respected human beings, model – leadership that lives our culture and core values, honor their rich diversity and practice inclusion of people and thought, demonstrate servant leadership behaviors and competencies with high excellence, and value the contributions of all team members.

OUR EXTERNAL STAKEHOLDERS

Our People Philosophy extends to our guests, suppliers, business partners, fellow community members and members of our broader human society.

Our standard of exceptional guest service demands that **we engage, entertain and inspire** every one of our guests throughout their visit with us. 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 public policy debates and processes that forge solutions to the challenges that confront us.

INCLUSION: THE PATHWAY TO EXCELLENCE

Diversity is the universal paradigm of the 21st century global economy. Our stakeholders come from every part of our world. Inclusion is the gateway to maximizing our business value, our employees' potential, and our positive community impact.

MGM Resorts has been the premier leader in diversity and inclusion in the gaming and hospitality industry since 2000, when our company pioneered the industry's first voluntary declaration of diversity and inclusion as a business imperative. Our employees, our guests, our investors, our suppliers and our business partners span the gamut of diversity – reflecting the communities and cultures where we operate. Inasmuch as almost 69% of our employees are diverse, we are a majority-minority company. As the 21st century progresses, the impact of global diversity and the interconnectedness of the world's people becomes more and more evident, in business and beyond.

Reinforcing this practical reality is the mounting empirical evidence that strongly correlates better financial performance with diverse and inclusive business cultures. Leading researchers such as McKinsey, Catalyst and Bersin by Deloitte have shown that gender-diverse and ethnically-diverse companies are more likely to outperform their peers. For example, a recent Bersin by Deloitte study of 450 global companies concluded that those rated most highly for diversity and inclusion had 2.3 times higher cash flow per employee over a three-year period; were 1.8 times more likely to be change-ready and 1.7 times more likely to be innovation leaders in their markets; were 3.8 times more likely to be able to coach people for improved performance; were 3.6 times better able to address employee performance issues; and were 2.9 times more likely to identify and build leaders (“Why Diversity and Inclusion Has Become a Business Priority,” by Josh Bersin, December 7, 2015).

These compelling reasons are why inclusion is a core value for our business, and why we invest so much in integrating this bedrock belief into our culture, work environment, and systems and practices. Our focus is on how we promote inclusion in a way that engages, motivates and empowers our people to maximize their potential, which in turn maximizes innovation, guest service delivery, productivity and social investment, throughout our front-line employees and all levels of our management.

We are committed to promoting a work environment where all of our employees feel respected as human beings by their leaders and peers, comfortable in expressing their authentic gender identity, motivated to develop to their full potential, and valued for the merit of the contributions they are encouraged to make to our collective success and competitive advantage. Fostering this type of culture absolutely yields better business results and better social outcomes.

Our diversity and inclusion approach is multifaceted, and pervades our culture and business operations – our leadership competencies, company culture, talent recruitment, learning and development, performance management, employee engagement, core business functions (such as supply chain and construction), stakeholder and community relationships, and philanthropy and volunteerism activities. We proactively pursue incorporation of best diversity and inclusion practices throughout our enterprise.

DIVERSITY AND INCLUSION EDUCATION

We continue to invest in awareness and education programs designed to promote inclusion and develop our talent, including diverse talent.

Our new-hire orientation, mandatory for all employees, integrates diversity and inclusion messaging from the start of our employees' journey with us. This orientation includes viewing, via video, parts of our employee-created and employee-performed "Inspiring Our World" CSR musical, which debuted in December 2012.

In 2016, we introduced a new on-line course focused on unconscious bias to help educate our leaders on the ways unintentional bias can affect thinking and impede inclusion in business decisions. We also incorporated inclusion lessons in our seminal Leadership Summit program (discussed later). Further, our new leadership development curriculum incorporates a new inclusion and unconscious bias course.

EXCERPTS FROM OUR ON-LINE
INCLUSION COURSE FOR MANAGERS

MGM Resorts - Diversity and Inclusion Module III - Inclusion

Diversity and Inclusion



Micro-Inequities



Disability Awareness



**MGM RESORTS
INTERNATIONAL®**

MGM Resorts - Diversity and Inclusion Module III - Inclusion



ision Series



ess

Inclusion



We make MGM Resorts International the best place to work!



THIS is Inclusion!

Thank you for including us!



MGM RESORTS AN EMPLOYER OF CHOICE

Top 10 Reasons Why MGM Resorts Is An Employer of Choice

1. We are a global leader in entertainment and hospitality with operations in several U.S. jurisdictions and in Macau, China, featuring first-in-class resorts, state-of-the-art business systems, technology and know-how, and advanced industry innovations.
2. We provide quality jobs that pay competitive wages and benefits and offer career growth opportunities.
3. We are a recognized leader in diversity and inclusion, and seek and retain diverse talented people from around the globe. We foster an inclusive work environment that embraces the broad diversity and inclusion of our employees as competitive strengths.
4. We promote a culture where our employees feel safe, respected, empowered and valued for who they are and their contributions. We place a high priority on recognition of our employees for great guest service and job performance.
5. We offer our employees great opportunities for learning, development, feedback and coaching essential to career growth.
6. We invest in the development of leaders, whether individual team members or team leaders, and we expect our leaders to demonstrate behaviors that promote a positive culture and work environment for our employees.
7. We cultivate high employee engagement in our mission, vision and core values of integrity, inclusion, teamwork and excellence.
8. We practice and encourage Corporate Social Responsibility as a fundamental part of our character, our core values and the way we do business.
9. Our company makes significant philanthropic contributions, and we encourage our employees to give according to their choice and means, to support the quality and development of our host communities.
10. We are a recognized leader in environmental sustainability, and we have well-developed, multi-faceted sustainability programs.

MGM Resorts is consistently recognized as a top employer by local and national organizations, including Forbes Media, Human Rights Campaign, Black Enterprise magazine, Atlantic County Workforce Development Board, National Association of Asian MBAs and The National Society of High School Scholars, among others. We are a leading employer of choice in every community where we operate. In our headquarters hub, Nevada, we are the largest employer in the state.

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, perspectives and opinions that can navigate complex issues, create innovative approaches to today's competitive challenges and set new standards of excellence – whether our candidates are Baby Boomers, Gen Xers or Millennials.

As we compete for talent, we offer largely full-time jobs in 3,744 job categories company-wide in a wide variety of business lines. These include entertainment, hospitality, food and beverage, culinary, gaming, retail, sales, meetings and conventions, finance, procurement, management, business administration, communications, advertising and marketing, public relations, sales, construction, information technology, and CSR, to name a few.

Compensation and Benefits

Workforce Highlights



3,744
Job categories
enterprise-wide



\$44,639
Average wage and gratuities
for full-time jobs

(excludes Borgata, MGM National Harbor
and MGM Springfield)



74%
of jobs
are full-time

(not including Borgata)

Our pay programs provide total compensation (salary and benefits) that is market competitive and consistent with our company's economics. We reward top performance in a variety of ways.

Benefits 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 Resorts is committed to improving the health and quality of life of our employees and, as a part of

that commitment, we have created excellent health-insurance programs that advocate healthy behavior and remove barriers to care. Our health and wellness practices have garnered recognition as a Best Employer for Healthy Lifestyles® as named by the National Business Group on Health. We are dedicated to helping employees save for their financial health through a 401k savings plan, 529 college savings plan and tax savings programs. Moreover, we encourage continued education and development through tuition reimbursement, education assistance and scholarship and financial assistance.

Health Coaches for Employee Wellness

We are committed to providing resources that help our employees proactively manage, maintain and improve their overall health and wellbeing.

Accordingly, employees at each of our properties have access to an onsite health coach at no cost to them pursuant to the company's arrangement with Life Time Fitness. Employees partner with their health coach to develop strategies for personal health goals in a convenient way that fits their lifestyle. The coaches keep flexible schedules and office hours, and can meet with employees who work any shift, from day to swing to graveyard.

26 coaches across our Nevada, Michigan and Mississippi properties

1,400 extended one-on-one coaching sessions

700 in-office biometric checks

300 group events

(i.e. team update roadshows, group training, employee events) in addition to other employee engagement activities

Employee Recognition



Randy Morton, President & Chief Operating Officer of Bellagio Hotel & Casino, recognized Lorenzo Cruz, Assistant Manager In-Room Dining and the 2016 Bellagio Employee of the Year.









At a gala event, Mandalay Bay honored twelve employee of the month honorees.

Recognition for a job well done is paramount to engaging our talented workforce, sustaining our commitment to excellence and encouraging our high-performing employees to aim for greater success.

In keeping with our long-standing tradition, in 2016 each of our properties marked the achievements of our 12 Employees of the Month (for 2015) with special events designed to highlight their performance excellence. From gala dinners to festive brunches, lunches, or other events, the nominees were honored in front of colleagues, family and friends. Each Employee of the Month received a monetary gift and certificate of recognition. Of this top group, one stellar employee was declared the year's very best Employee of the Year at the property, received a trophy and an additional monetary gift.

INCLUDING **DIVERSE TALENT IN RECRUITMENT**

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).
-  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.
-  Tapping programs that specialize in skills training in the trades and disciplines represented in our job portfolio.
-  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 efforts.

INCLUDING VETERANS IN EMPLOYMENT

Our company recognizes our armed forces and our guard and reserve for their true humanity and the genuine sacrifices 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% 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.

We offer employment and career opportunities to veterans and their spouses, host events that directly impact their lives and contribute to nonprofits that support veterans and their families.

Boots to Business

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 job positions.

2016 was the fifth year of our Boots to Business Program dedicated to recruitment of veterans. Since the Boots to Business program was launched in 2012, our company has hired over 1,200 veterans through this program.



A View from a Boots to Business Veteran

“After serving twenty-six years in the U.S. Army, I retired in 2016. While I was in the military, I held various leadership positions across multiple different levels...

Every day I use the skills I learned in the military to lead my team and develop them to move forward in the company. One of the things that attracted me to MGM Resorts was the sense of family. ... It made me want to work for the company. One of the best benefits of the Boots to Business program to me is that it has given me an opportunity to continue to follow a dream. ... Now MGM Resorts is giving me the opportunity to follow my dream of becoming a certified PGA professional. As the assistant golf professional at Fallen Oak Golf Course, I am enrolled in the PGA Professional Golf Management Program and should complete my certification in three years, earning a master’s degree equivalent. I am also taking advantage of the tuition reimbursement benefit to cover the costs of getting certified. Few people get the opportunity to follow their dream for multiple careers, thanks to MGM Resorts I am getting to do just that.”

*Lieutenant Colonel Joel Grantham, U.S. Army (Ret.),
Assistant Golf Professional at Beau Rivage, Biloxi, MS.*



Military Spouse Career Development

Military service affects not only the enlisted member but also his/her family, who may also need support. In September 2016, MGM Resorts collaborated with USO Las Vegas and Hire Heroes USA to host an intensive two-day career development workshop

for 40 local military spouses at one of our corporate offices. Training activities included resumé preparation, networking skills and mock interviews with local businesses.





4th Annual MGM Resorts Las Vegas Veterans Career Fair

For the fourth consecutive year, MGM Resorts hosted a career fair organized exclusively for veterans and their families. 2016's event was the best yet with more than 200 people interviewed on-site with hiring managers from each of our Las Vegas properties. More than 40 percent of these candidates were offered jobs and careers on the spot.



INCLUDING PEOPLE WITH DISABILITIES IN EMPLOYMENT

The skills of persons with different abilities are all the more important today in light of the increasing competition among employers for talent.

To keep pace with the expansion of the communities and guests that we serve, we must likewise expand our notions of the talent we employ. We created our Diversity & Disability Outreach Program in 2015 to focus on hiring of diverse talent with particular focus on persons with disabilities. Our work in this area began with a \$150,000 grant to Best Buddies™ and its workforce development program for individuals with intellectual and developmental disabilities.

Since that time, our Diversity & Disability Outreach team has widened its efforts using a three-pronged approach of advocacy, outreach and facilitation. Through advocacy, our team engages with local and national community partners educating them on MGM Resorts' diversity philosophy and our work in hiring diverse talent. Through outreach and facilitation, our team works closely with community partners such as Best Buddies™ and others to match their talent pool with our career opportunities. Our company teams work closely with our partners to understand any reasonable accommodations that may be needed and what support may be available within our company. Once a match is made, our team facilitates introduction of the candidate to our recruiter and hiring manager with the ultimate goal of job placement at one of our resorts.

INCLUSION IN OUR TALENT DEVELOPMENT

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.

MGM Resorts has a history of successful employment and career development that have a positive impact on our employees' lives and the communities in which we do business. In order for our employees to deliver their highest performance, we offer a set of internal learning programs, and support for external education, to develop and retain them for the increasing challenges of work in today's global economy. Continuous education and training are the centerpiece of our talent development initiatives. Not only do they enhance our employees' knowledge, skills, leadership profiles, personal and professional satisfaction, but they propel our employees' pursuit of career advancement.

While we continued to offer opportunities to earn credentials offered by external programs, colleges and

universities in 2016, we paused several of our internal instruction programs so as to re-engineer our curriculum to align with our evolving performance management and employee brand platform. We are transforming our curriculum to align more closely with our core values of integrity, inclusion, teamwork and excellence, our leadership expectations and competencies. We place a greater emphasis on people-focused aspects of our employees' work environment and experience, such as continuous acknowledgment, recognition, feedback, coaching and career development.

We continued to offer several of our traditional internal development offerings in 2016 as summarized herein.

Hospitality Internship Program

The Hospitality Internship Program (“HIP”) is a 10-week paid internship program that introduces college students to our world of hospitality starting 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’s 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.

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.



“I learned about the MGM Resorts when I was a junior in college visiting a career fair at University of Massachusetts. After completing the summer Hospitality Internship Program (HIP), I applied for the Management Associate Program. As a finance MAP associate, I have had the chance to work on special projects in which I was able to create and foster meaningful relationships, while also learning valuable real-world lessons and developing as a business professional.”

Julie Cokotis, Management Associate Program



“I think programs like CAP are a huge way to contribute to the success of the company. The idea behind CAP is taking people that want to grow within the company and helping them gain the necessary skill set they need to progress within MGM Resorts International. The CAP Program created unmatched opportunity for me. The mentoring and professional guidance I received has helped me take my career with MGM Resorts to a level I never thought possible.”

Zachary Lamphere, Culinary Associate Program

Essentials of Food and Beverage Management

Our industry and training experts, in collaboration with senior leadership, developed our Essentials of Food and Beverage Management program to provide existing and emerging leaders across our resorts with greater leadership proficiencies and job-specific skills. A series of program sessions is offered in key disciplines of Food & Beverage management, including the business of service, leadership and employee motivation, the service profit chain, the art of hospitality, profit and loss reports, revenue and cost drivers, the culinary collective bargaining

agreement and continuous operational improvement. The program curriculum features significant competencies such as food and beverage operations business acumen, guest service fundamentals, workplace communication, effective employee feedback, employee accountability and employee recognition, as well as the opportunity for company-wide networking. Supplementing academic instruction are guest presentations given by executive leadership from various resorts.

Women Inspiring Women Our Signature Women's Leadership Conference

We have an on-going commitment to advancing women in our workplace and society.

In 2016, we celebrated the 10th anniversary of our Annual Women's Leadership Conference, presented by our nonprofit MGM Resorts Foundation. 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. Over 1,000 participants attended our 2016 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. CNN anchor Natalie Allen has served as moderator for the last several years. The 2016 conference presented:

- Political strategist and commentator Donna Brazile;
- Charlotte Jones Anderson, EVP and Chief Brand Officer of the Dallas Cowboys NFL team;
- Dr. Lalia Rach, accomplished business consultant, popular moderator and professional speaker;
- Alison Levine, team captain of the first American women's Mt. Everest expedition; and
- Adrienne Haslet-Davis, Boston Marathon bombing survivor.

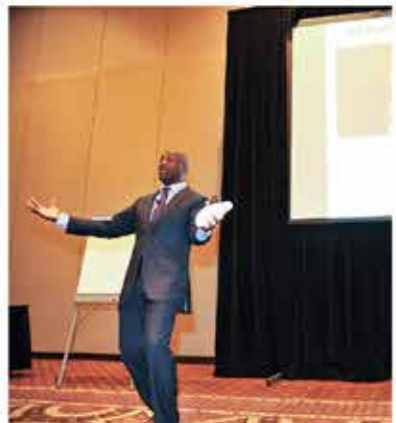
Another central feature of the conference is small-group workshops taught by experts in coaching and development on various aspects of professional and leadership development, communication skills, personal brand management and interpersonal relationships – often from the vantage point of women. Workshop 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 our Foundation is an integral part of our conference design. Our 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 2016 conference proceeds were contributed to Dress for Success Southern Nevada, a nonprofit organization which empowers women to achieve economic independence by providing them with professional attire, a network of support, and career development tools.

Past recipients of conference proceeds include the Women's Chamber of Commerce; the Women's Research Institute of Nevada (WRIN) at University of Nevada, Las Vegas (UNLV), the Women's Development Center, SafeNest (which provides domestic violence victims with shelter, counseling, advocacy and prevention), and Southern Nevada Children First. Contributions from the early years of the conference were made to the nonprofit arms of the Urban Chamber of Commerce, Asian Chamber of Commerce and the Latin Chamber of Commerce.





Our Leadership Summit

Transforming Leadership Development







“ We want our leaders to treat our employees as well as we treat our guests. We want to WOW our employees as much as we WOW our guests! ”

Jim Murren, Chairman & CEO

In 2016, we transformed the paradigm for how we teach our leaders to behave and relate to our employees, so as to reinforce and advance the values of integrity, inclusion, teamwork and excellence in our culture and work environment.

At the same time, we revamped our company customer branding, in connection with the standardization and elevation of our guest service delivery standards across all of our resorts. We revised our leadership development approach to place greater emphasis on the attributes of leaders that will foster the work environment we wish to promote across all of our resorts and business units, where:

-  our employees feel safe, respected, valued, empowered to perform their best and are recognized for their contributions;
-  the quality of our employee experience drives high employee engagement;
-  our leader-team member relationship is characterized by continuous learning and development, with increased emphasis on people relationships, feedback, coaching and mentoring; and
-  all of our teams are focused on continuous improvement and innovation, which thrives from continuous learning and development.

Our revision flowed from three basic realizations about the relationship among guest service delivery, the influence of today's leaders, and the profile of modern-day employees:

First, exceptional guest service is the cornerstone of our brand identity. There is a direct correlation between quality of guest service and quality of employee experience – people perform best when they feel respected, vested in their work mission, valued and recognized. Generally, the more highly engaged an employee is, the higher the levels of his/her performance, guest service delivery and resulting business value.

Second, our leaders of people are more central than ever to reinforcement of the type of culture we want to prevail in every part of our enterprise. Leaders are placed at all levels of our organization, in every discipline, function and work unit. Their leadership behaviors and proficiency profoundly influence the level of engagement, experience, performance and productivity of their employees.

Third, in today's economy of increasing employer competition for talent and accelerated mobility among employees, today's employee must be viewed in the manner of a consumer. That is, each employee must be viewed as a unique individual who has his/her own life and career goals, educational objectives and work motivations. Employees have a choice among employment options, have greater latitude to exercise the choices of whether and how long they wish to affiliate with any employer, and will typically remain with an employer as long as they perceive it to be beneficial. Generally, the more highly engaged an employee is, the greater the employer's opportunity to retain the employee.

Thus, our new leadership development curriculum is employee-centric, based on the simple premise that we want our leaders to treat our employees as well as we treat our guests, and to do their best to make our employees' work experience satisfactory and fulfilling. The instruction is organized around behaviors and expectations whereby our leaders – by their words, actions and behaviors – can nurture an environment where all of our employees:

- ☞ are treated as though they are a part of our mission;
- ☞ have an opportunity to learn and develop to their full potential;
- ☞ are empowered to make their individual contribution to our mission; are coached and mentored to do their best job; and
- ☞ are recognized for meritorious work.

Our mandatory 8-hour leadership program was devised based on collaboration among our leadership, our internal learning and development team and external consultants. Led by our Chairman's inspirational introduction setting the stage, the curriculum is taught entirely by our senior leaders, who model and teach the behaviors that are the subject of the lessons. Augmenting the behavior modules are discussions about our consumer brand and our parallel internal workplace brand (by Lilian Tomovich), servant leadership (by Ondra Berry) and the CSR expectations of our company leaders (by Phyllis A. James).

Last Fall we completed programs for 5,777 of our 9,000-plus leaders of people at our Las Vegas and certain regional properties, and will complete the initial training of the remainder of our leaders in 2017.



“ Creating a strong business and building a better community are essential to our company’s long-term success. ”

Phyllis A. James, Chief Diversity & Corporate Responsibility Officer



“ When anyone steps foot into any of our resorts, it is our job to put more WOW in their lives. ”

Lili Tomovich
Chief Experience Officer



“ MGM Resorts is building a culture where our employees feel valued, supported and inspired. ”

Michelle DiTondo
Chief Human Resources Officer



“ We don't want people to *like* working for MGM Resorts; we want people to LOVE working for our company. ”

Corey Sanders
Chief Operating Officer



“ There's no such thing as accidental achievement – you must work to be a leader. ”

Ondra Berry
Senior Vice President, Organizational Culture & Development

EMPLOYEE ENGAGEMENT THROUGH INCLUSION

Inclusive practices, dialogue and collaboration among all levels of our organization are crucial elements for engagement of our highly diverse workforce.

Our employees want a workplace where they can thrive and feel connected to their work, their communities and to each other. As an employer of choice, fostering highly engaged employees is one of our highest strategic priorities. 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. Complex interrelated factors impact employee engagement – such as a safe work environment, compensation and benefits, leadership behaviors, and opportunities for training, development and career advancement. Key among our engagement boosters are our inclusive work culture, and our commitment to corporate responsibility through continuous messaging and activities.

Our Fall 2016 pulse survey of a cross-section of our front-line and various levels of management team members – in Las Vegas and regional properties – reported CSR as the most significant driver of why our employees continue to work at MGM Resorts, believe it is a great place to work, and have a positive perception of our company.

Two parallel employee groups are central to driving engagement through CSR in our culture: our CSR Councils and our Employee Network/Resource Groups (ENGs). They widen the channels of communication; promote better understanding of business goals; drive company values through interesting and entertaining programs and activities; and expand the avenues for professional development – all of which enrich our culture immeasurably.

15 Property & Corporate CSR Councils in 2016

Every resort property and our corporate division has an active Corporate Social Responsibility (CSR) Council, which consists of volunteer employees (management and front-line) at that business unit led by an employee chair and co-chair, with support from the business unit's executive management committee and other managers. 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 our CSR values into our workplace culture and environment, through their own individual strategies and methods. They likewise boost a sense of unified culture, inclusion, employee empowerment, collaborative teamwork and leadership development among employees.

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.

In 2016, our CSR Councils engaged in a wide range of activities that benefited our host communities. A few of their success stories are told here:



Board of Nations at The Mirage

Embracing the spirit of “The World Works Here,” The Mirage’s CSR Council celebrates employee diversity and advances inclusion and engagement through the Board of Nations. For the past five years, the resort has hosted celebrations for team members in the employee dining room that showcase the food, music and festivities of various cultures. Through a raffle system of employee nominations, a culture is selected; the food and beverage, banquet and human resources teams then collaborate to organize a memorable activity that features the selected culture. In 2016, France and “Winter Holidays of the World” were embraced as The Mirage’s chefs joined in putting together unique menus with distinct flavors.



Flavors of Diversity at CCLV

The CSR Council at Circus Circus Las Vegas hosted “Flavors of Diversity,” a quarterly event highlighting the diverse workforce at this resort. The event spotlights a selected culture, through food and entertainment, to spark learning or teaching about the chosen community. In 2016, approximately 3,300 employees enjoyed cuisine, entertainment and additional knowledge of the Irish, Polynesian and German cultures.

OUR CSR COUNCIL MEMBERS SPEAK

“Being a part of the CSR Council is both an honor and privilege. Helping to implement positive change, promote diversity and inclusion, encourage others to care about our planet...just to name a few of the meaningful initiatives we do, is something I am extremely proud of. We can always do more individually, but to have the ability to not only inform but influence others to be part of what CSR stands for is both meaningful and impactful to everyone who lives on this planet.”

– **Doreen Fang**
Manager Guest Experience, MGM Grand Hotel & Casino

“Being a Chair on the CSR Council has heightened my pride for MGM Grand Detroit and our company as a whole. It is wonderful to see firsthand how much we contribute to our community through donations, volunteering and grants. I am also proud of the efforts our company, both locally and globally, has made to improve our imprint through our sustainability practices. Being part of this Council, I have discovered more positive things to share about MGM Grand Detroit and am proud to share the impacts that we make.”

– **Julie Gerard**
Manager, Palette Dining Studio, MGM Grand Detroit

“Our Tunica employees take pride in their communities and management takes pride in them. They are ordinary people doing ordinary things extraordinarily well.”

– **Robert Leise**
Director, Surveillance, Gold Strike Casino Resort

“For me, being an officer for CSR has been an eye-opening experience. I have been exposed to various challenges our community faces I would have never known about and been empowered to spread the messages and encourage others to help.”

– **Kari Weninger, CMP**
Convention Services Manager
Bellagio Hotel & Casino

SPOTLIGHT

BELLAGIO CSR COUNCIL

For 15 consecutive years, Bellagio has earned the coveted AAA Five Diamond Award for its superior service in every element of guest operations. That dedication to excellence extends behind the scenes as well, with a team wholly focused on supporting the company's CSR platform. Bellagio's CSR Council leads the larger team in meeting business objectives while at the same time making an impact on our community through sustainability, philanthropy and diversity programs and events.

The Bellagio CSR Council is comprised of a diverse cross-section of employees, with General Manager Olivia Brown playing an active leadership role as its Executive Sponsor. In 2016, the council achieved tremendous successes – among them, increasing the resort's food waste diversion rate by 56 percent over the prior year, and increasing its recycling rate 13 percent over 2015. The council also drove philanthropic engagement to an all-time high – 68 percent of its approximately 7,800 employees contributed to The MGM Resorts Foundation.

One of the most-anticipated events of 2016 was the Council's Green Fair, which educated employees about sustainable practices implemented by Bellagio and its business partners. Employees were given tools to further encourage them to follow green practices at home as well as at work. The council combined philanthropy with the event via a volunteer activity with Three Square Food Bank and the Ronald McDonald House, at which employees packed 1,500 lunches and decorated 130 meal bags for donation to these nonprofits. The Green Fair culminated in the Trash Bash Art Contest, where employees converted recycled materials into artistic masterpieces.



Bellagio President & COO, Randy Morton, credits the council's exceptional year to the group's commitment to being leaders throughout the resort, actively engaged in everything CSR.

“Bellagio's CSR Council makes a remarkable difference everyday by keeping our three CSR pillars – philanthropy, diversity and sustainability – top of mind in all the company does. Beyond being visible ambassadors of our CSR initiatives to our employees, guests and suppliers, the Council continually seeks to align good works with business acumen to achieve strategic results. Whether their efforts are focused on reducing expenses by introducing more efficient operations such as energy efficient lighting and HVAC systems or recommending innovative changes to our waste management program, the Council sets the pace, keeping senior management attuned to best practices. The breadth of their work in 2016 was inspiring.

“We've also found our CSR Council has immeasurable value in employee engagement and recruitment. The Council provides leadership development for its members and elicits a strong sense of pride, which ultimately cascades throughout the resort, influencing our extraordinary guest service. We know our guests want to patronize businesses that do good for the community, and our employees are proud and excited to share their stories. The proof is in the loyal Bellagio visitors that return again and again.”

“Bellagio's CSR Council makes a remarkable difference everyday by keeping our three CSR pillars – philanthropy, diversity and sustainability – top of mind in all the company does.”

16 Employee Network Groups in 2016

We continued to grow our talented Employee Network/Resource Groups (ENGs) in 2016 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 ENGs are organized around a common status characteristic, a common interest or other common factor that connects the group's members. Every ENG is open to any employee who wishes to participate.

OUR 2016 ENG ROSTER



Each ENG is supported by a senior-level executive, such as a property President or a Corporate Department Head. Our ENGs provide reciprocal benefits for their members and our Company. These groups provide opportunities for members to share and collaborate about their workplace experiences, and establish for each other mutual resource and support networks. Members receive valuable career and professional development guidance from and exposure to senior management and other leaders; receive information about company operations, and new organizational policies, practices or developments; have access to organized career-enhancing learning programs and notable external speakers; and often learn about job opportunities.

In turn, ENG members educate our 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 may consult on a business or marketing strategy.



Executive Sponsor Bobby Baldwin, CityCenter CEO, addressed the Asian Pacific Islander Network Group.

We incorporate into all of our ENG meetings a formal mentoring and talent development component, taught by Corporate Diversity with Human Resources instructors, or external experts. Our ENG 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 our ENGs provide enhance members' personal development, career potential and leadership qualifications.



*Roland Hernandez,
Director, MGM Resorts International*

Distinguished Leader Speakers

Our ENGs host a Distinguished Leader Speakers series, open to all ENG members and all employees, which features diverse external speakers who personify inspirational leadership. Featured speakers present issues ranging from goal setting, career planning, personal brand development, and conquering life and career challenges. In 2016, we sponsored three speakers – Ann Blyth Bullis, licensed therapist and tenured college professor; Roland Hernandez, Lead Independent Director of the MGM Resorts International Board of Directors; and Paul Meshanko, author and business leader.



Senior Leader Speakers

In 2016, the ENGs expanded their event schedule to include the Senior Leader Speakers Series by company executives who share the keys to their success and practical advice for work and life. The African American ENG sponsored the inaugural event which focused on health and wellness. Chief Operating Officer Corey Sanders led by relating his personal journey to live a healthier life. He was joined by Leslie Kiplinger, MGM Resorts Corporate Wellness Coach; Anthony Amoroso, Corporate Executive Chef; and Dominique Bertolone, Vice President of Food & Beverage – who elaborated on the importance of a healthy lifestyle and offered insights on incorporating a balanced diet and exercise into a busy work life.

Other Representative ENG Activities

African American ENG Mentoring Program

A new African American ENG program, introduced last year, is fueling the Company's talent pipeline by matching ENG members with senior leaders for mentoring and development. The program builds the mentees' business acumen by working through challenging business situations and problems, and testing new solutions in a safe learning environment. In only its first year, 18 employees graduated from the mentoring program, two of who were later promoted.

Young Professionals Millennial Committee

Our Young Professionals ENG concentrates on engaging millennials in our company's mission and culture while harnessing their enthusiasm for innovation. The November meeting at the "O" Theater featured leadership lessons by Bellagio's Hotel Executive Director, followed by a presentation by our "Millennial Committee" (high-performing young executives) about the impact of millennial travelers on the way we design resorts. The meeting allowed ENG members to contribute their views to senior leaders on this futuristic subject.



Working Mothers ENG Healthy Cooking Demonstration

Preparing a fresh, healthy meal can be a challenge after a busy work day. To combat the dangers of poor eating habits, the Working Mothers ENG teamed up with our Culinary Associate Program (CAP) for a healthy cooking demonstration before a standing room only crowd at Bellagio's Tuscany Kitchen. Two CAP chefs whipped up a quick and nutritious meal employees could replicate at home.



2016 Distinguished Leader Award Recipients



2016 ENG DISTINGUISHED LEADER PROGRAM

Our Distinguished Leader Award Program is an avenue for our career-oriented ENG members to receive organized professional development lessons and skill building delivered by certified instructors from our Corporate Diversity & Inclusion team in partnership with our MGM Resorts University staff. The rigorous 12-month education program, not otherwise available inside our company, combines classroom-type instruction, homework assignments, facilitated dialogue, guest speaking engagements, and introspection through journaling.

2016 ENGs By The Numbers

48

ENG members achieved our 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 a journal logging lesson “take-aways.”

28

ENG members completed our sponsored Charismatic Leader Certification program facilitated by Dr. Vu Pham, Chair of Spectrum Knowledge & Elevate at UC San Diego.

7,988

Hours of community service were logged by ENG members at volunteerism events.

OUR ENG MEMBERS SPEAK

Our continuous investment in programs and tools for employee learning and development is a major source of employee engagement, as our ENG members affirm. Here are some representative comments:

“When I expressed I wanted to excel within the company, my manager immediately gave me a lead role in the department. I had an opportunity to shadow my supervisors, so I could be prepared for my next role. MGM Resorts allows you to collaborate with others, provides you with personal growth and social responsibility. Having the opportunity to join organizations and do community work allowed me to network effectively. Overall, I definitely felt motivated and comfortable that I could succeed in my next role. Everyone was very supportive and made themselves available to assist me in any way possible.”

– **Tiangy B. Coomber**
Marketing Coordinator, MGM Grand Detroit

“MGM Resorts is my choice of employment because of the continued focus on growing their leadership team by exposing them to leadership tools and education through seminars, classes and most importantly by example. This has allowed me to continue to be granted opportunities for advancement in the company as well as prepare my direct reports for when that opportunity comes their way.”

– **Jonathan B. Worth**
Assistant Director Beverage
Mandalay Bay Resort & Casino

“The journey to the Distinguished Leader Award enabled me to learn more about the company’s view on multiple topics that have universal applications that can even be used outside of our company.”

– **Jeffrey Ward**
Computer Engineer - IT
Beau Rivage Resort & Casino



INCLUSION IN OUR SUPPLY CHAIN

Through our acclaimed Supplier Diversity Program, we open doors of economic opportunity for local and diverse businesses in every community where we operate.

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 our nation's economy. For diverse-owned vendors, contractors and professional service providers, inclusion in our supply and services chain enhances their skills base, expertise and resumé; builds their capacity and capital and enables them to invest in their often diverse communities. Our company benefits 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 vendors, construction contractors and service providers – with whom we have spent a total of more than \$4.2 billion since the start of our efforts – are an important part of our supply chain.**

Our Supplier Diversity Team in Action

Setting the pace as a Supplier Diversity leader requires creativity and refusal to accept the status quo. We constantly extend our outreach to diverse suppliers; develop new streams for incorporating them into our company economy and where we can contribute to their development of greater business expertise and capacity. Our dedicated efforts have built an award-winning Supplier Diversity Program which employs industry best practices. Our Supplier Diversity team, a branch of our Global Procurement Department, and our Retail Department routinely seek 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 and nonprofit organizations in our continuous efforts to identify diverse enterprises who are candidates for our procurement needs – 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 (NAWBO), National Gay and Lesbian Chamber of Commerce (NGLCC) and National Center for American Indian Economic Development (NCAIED).

KEY FACTS

2016 Supplier Diversity Spend

\$142.3 MILLION

AMOUNT SPENT WITH CERTIFIED
DIVERSE-OWNED BUSINESS ENTERPRISES

8.45%

DIVERSITY SPEND OF TOTAL PURCHASING
BIDDABLE PURCHASES, EXCEEDING OUR
GOAL OF 8%

*Measured against biddable spend



MGM Resorts Named Again to America's Top Corporations for Women's Business Enterprises



WE (Women's Enterprise) USA magazine named Kenyatta Lewis, our Executive Director for Supplier Diversity (pictured above), to its 2016 Top 100 leaders in the field. After its review of the accomplishments of hundreds of supplier diversity professionals, WE USA selected the 100 individuals "who pushed boundaries and ceilings to ensure inclusive supply chains" not only within their own companies, but also within and outside of their boundaries – by serving as advisers on women's business councils, mentors to diverse suppliers and experts in supply chain diversification.



Stacey Taylor, Senior Vice President & Chief Procurement Officer, accepted award to MGM Resorts International as one of 2016's top corporations for doing business with women business owners.

For the third straight year, our company was recognized by Women's Business Enterprise National Council (WBENC) for outstanding impact and use of women-owned businesses throughout our business operations. MGM Resorts is the only Nevada-based company, and the only gaming company, to make WBENC's 2016 list of top corporations. The honor was accepted at the organization's annual Summit and Salute event where our supplier diversity executives participated on panels and engaged with certified women businesses in various matchmaker, roundtable and networking events.



Stacey Taylor and Kenyatta Lewis interviewed WBE owner.



Supplier Diversity Mentorship Pilot Program Launched in Las Vegas

In Fall 2016, we launched a Supplier Mentorship Pilot Program in collaboration with the Western Regional Minority Supplier Development Council (WRMSDC) and Women's Business Enterprise Council-West (WBEC-West). This new six-month, tuition-free program matches diverse suppliers with our company executives who have the knowledge and expertise to assist program participants with increasing their technical know-how, efficiency, business effectiveness and capacity to grow.

The program focuses initially on Las Vegas-based companies with MBE or WBE certification that currently contract with MGM Resorts, and have at least \$1 million in total sales for all clients. As the program further develops, we plan to expand it to our other host communities.

The program requires business mentees to perform an intensive SWOT analysis and devote prescribed mandatory hours for one-on-one mentoring sessions and separate monthly learning workshops. We selected four of our current suppliers – Renu Oil of America, Southwest Motivators, PrideStaff Las Vegas and B&B Mechanical – to participate in the pilot, representing four specific areas of our company business: environmental, retail, professional services, and construction. We matched these suppliers with company vice president and senior vice

president subject matter experts in procurement, fraud, construction and sustainability. The learning sessions focus on leadership courage and culture, smart hiring practices, cash management and strategic and sustainable growth.

The inaugural class of mentee businesses will graduate from the program in Spring 2017, but have already achieved successful outcomes. For instance, B&B Mechanical achieved capacity to bid independently on MGM Resorts capital projects, and Renu Oil expanded its services with our company by securing a contract to pilot an oyster shell recycling program.

A VIEW FROM SUPPLIER MENTEE

"Being considered for participation in the Supplier Mentorship Pilot Program in itself was a great honor; being included was beyond my wildest dream. The Mentorship Program has enabled me to look at my business from a lens that is focused on developing and implementing a culture of leadership, accountability and excellence."

– **Bob Daniel**
Partner/Owner
PrideStaff, Las Vegas



NMSDC's IMPACT 2016 Conference: The Signature At MGM Grand Hotel & Casino

The National Minority Supplier Development Council (NMSDC) partners with America's largest corporations to ensure that NMSDC-certified African American, Hispanic, Asian and Native American enterprises are positioned to grow their businesses and their communities. In Spring 2016 minority suppliers and supplier diversity professionals from across the nation gathered at The Signature at MGM Grand Hotel & Casino for IMPACT 2016 – “Better Together: Leveraging Our Respective Capabilities.”

As the first West Coast sponsor of IMPACT, our company was honored to host our long-time partner, NMSDC, for this one-day event to promote economic participation by minority businesses in corporate business opportunities. Attendees spent the day networking and obtained the latest insights from a panel of leaders about minority community buying power, future supplier diversity trends, and the importance of up-to-date business competency and agility to compete effectively in corporate America's changing landscape. The event also featured a special presentation by leadership and ethics academics from Columbia University Business School.



**Western Regional
Minority Supplier
Development Council**

MGM Resorts Creates First “Supplier Diversity Best Practices Lunch and Learn” with WRMSDC

Our Supplier Diversity team partnered with the Western Regional Minority Supplier Development Council (WRMSDC) in 2016 to host at our company the first-ever “Supplier Diversity Best Practices Lunch and Learn,” catered by local woman-owned Ideal Foods. The goal of the event was to increase Nevada-based corporations’ awareness of the competitive advantage afforded by supplier diversity programs, and their economic impact on diverse segments of our communities.

Experienced cross-industry supplier diversity professionals addressed the audience of nearly 50 corporate executives on the history, rationale, economic dimensions and future trends in supplier diversity. Our company’s Chief Procurement Officer Stacey Taylor joined an esteemed group of panelists from various Fortune 500 consumer companies who explored similarities and unique differences in the implementation of supplier diversity at their respective organizations.





USPAACC

USPAACC – Asian Vendor Certification in Prince George’s County, MD

The U.S. Pan Asian American Chamber of Commerce Education Foundation (USPAACC) has been a long-standing diversity partner of our company. To facilitate potential opportunities for Asian American/Pacific Islander businesses with MGM National Harbor, we collaborated with USPAACC and the Prince George’s County Supplier Development and Diversity Council to gain formal recognition by the county of USPAACC’s certification as an official MBE designation.

To further support USPAACC, in 2016, our Chief Procurement Officer participated on the organization’s CPO Roundtable during the USPAACC Annual Procurement Conference, which we co-sponsored in Atlanta, Georgia. As the only woman on the panel, Stacey shared her perspectives on the benefits, sustainability and future trends in supplier diversity.

Southern Region Business Outreach – Beau Rivage, Mississippi

Working to expand opportunities for small diverse businesses in the Magnolia State, Beau Rivage hosted a Mississippi Business Outreach open house in June 2016 to allow our Las Vegas supplier diversity and procurement team to meet with businesses in the state. Nearly 100 local businesses had the opportunity to meet and network with our company procurement professionals from Beau Rivage, Gold Strike Tunica and our corporate division – many of whom are typically 1,800 miles away – while learning about our procurement processes and potential opportunities.



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 which will endure beyond our particular projects to the communities' benefit. We spotlight below diversity at our recent developments.

MGM Springfield

Last year we made tremendous progress in the construction of our unique \$800 million mixed-use urban hotel-casino complex in downtown Springfield, Massachusetts. Our development brings much-needed economic stimulus, a new hospitality model and dynamic entertainment to this region. The development is slated to utilize approximately 2,000 construction workers, and to create about 3,000 jobs for operations.

After award of our license in 2014, we commenced construction of our development in 2015; it is scheduled for completion in 2018. Mindful of Springfield's rich past, the project includes the preservation of historic buildings, such as our painstaking relocation of the 129-year old French Congregational Church. Our design 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 multi-level parking garage. Conceived 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 an outdoor stage. A Boston firm in partnership with MGM Springfield will build the new district on land occupied by tornado-ravaged structures.

MGM Springfield is mobilizing the same diversity participation techniques at this development that our company has successfully employed at other large-scale projects – to build local business capacity, provide economic opportunity and thereby support the larger community.



KEY FACTS

MGM SPRINGFIELD CONSTRUCTION DIVERSITY¹

DIVERSE BUSINESS ENTERPRISES

7.5% Certified MBE participation
(exceeded goal of 5%)

13.1% Certified WBE participation
(exceeded goal of 10%)

7.6% Certified VBE (veterans) participation
(exceeded goal of 2%)

WORKFORCE HOURS

24.7% Minority participation
(exceeded goal of 15.3%)

10.1% Women participation
(exceeded goal of 6.9%)

9.8% Veterans participation
(exceeded goal of 8%)

¹ All reported diversity participation ratios are measured against biddable spend and workforce data on the referenced projects as of December 31, 2016. 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.



T-Mobile Arena / The Park / The Park Theater

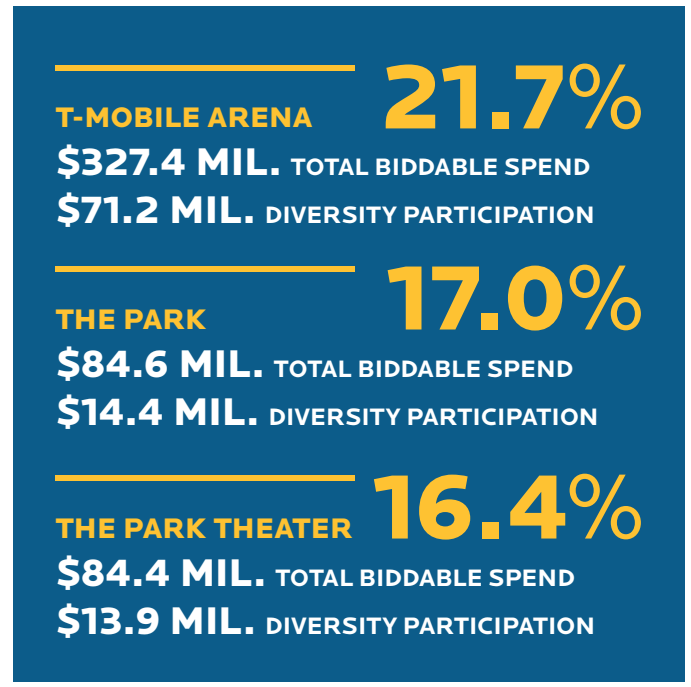
We made a substantial investment in redevelopment of the area between our Monte Carlo and New York-New York resorts into a new entertainment district, anchored by three new landmarks: a sports and performing arts arena; an outdoor public space – a unique feature on the Las Vegas Strip; and the Park Theater at our Monte Carlo resort. This redevelopment has already had a material economic and fiscal impact on both our local and state governments – adding significantly to the employment base in Clark County and Nevada, increasing the productivity of the formerly under-utilized property, and generating millions of dollars in local and state tax revenues.

In partnership with worldwide sporting/music entertainment presenter AEG Entertainment, we completed T-Mobile Arena just west of the Las Vegas Strip in 2016. In one short year, this new venue, featuring state-of-the-art technology, seating and guest amenities, has proven itself as *the* destination in Las Vegas for the best live entertainment events – from top concert acts and award shows to high-powered sports such as UFC, boxing, and basketball. T-Mobile Arena will be the home of Las Vegas' first professional sports franchise – the Vegas Golden Knights ice hockey team.

The Park – adjacent to T-Mobile Arena and New York-New York and across from Monte Carlo's new Park 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

T-MOBILE ARENA / THE PARK / THE PARK THEATER CONSTRUCTION DIVERSITY²



² Amounts represent total project period.

BUILDING STRONGER COMMUNITIES WITH DIVERSITY PARTNERS

We pursue authentic engagement with a wide network of external stakeholders that help us establish a relationship of trust, strengthen our company and become more deeply embedded in community life.



In May 2016, Jorge Perez, Senior Vice President and Chief Financial Officer of MGM Resorts Regional Operations, participated in a C-Suite Roundtable panel at the Hispanic Association on Corporate Responsibility (HACR) Symposium in Washington D.C.

Engagement with stakeholders from a cross-section of communities and social sectors is a business imperative for us. In particular, we forge partnerships with diverse organizations that share our values of diversity, inclusion and corporate responsibility, and align with our business objectives and policy agenda. Our memberships, sponsorships and interactive dialogue provide a lens through which we can understand our stakeholders' opinions and insights about business issues, social concerns, opportunities for collaboration, consumer attitudes, risks and emerging trends. This continuous interchange helps us keep abreast of current trends and events in our world, and understand perspectives that may differ from our own, while at the same time allowing us a platform to share our business objectives and positions.



Tony Gladney, Vice President, National Diversity Relations



Bill Hornbuckle, President of MGM Resorts International, spoke at the Las Vegas Latin Chamber of Commerce luncheon.

THROUGH OUR COLLABORATIONS, WE:

- 🏆 Advocate for pro-equality and inclusion policies
- 🏆 Support philanthropic initiatives that improve community institutions
- 🏆 Boost our employees' company and community engagement
- 🏆 Source qualified candidates for employment or business participation with our company
- 🏆 Identify new business opportunities
- 🏆 Increase our brand recognition
- 🏆 Cultivate goodwill

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. Our National Diversity Relations team engages with more than 80 local, 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 – in support of inclusion.

A few of our collaborative endeavors in 2016 are as follows.

Helping Women Enter The Workplace

For women seeking to join or re-join the workforce after a hiatus and achieve economic independence, an updated resumé isn't enough. Attire is a large part of a professional presentation. For many of these women a wardrobe can be financially out-of-reach – which is why MGM Resorts proudly partnered with Dress for Success Southern Nevada in 2016.

Dress for Success Southern Nevada provides professional clothing, career assistance, counseling and a network of support to women workers. Through referrals from more than 80 partnering agencies, the agency works closely with job-ready women and offers programs to help them find and retain employment. Taken together, this affiliate chapter's programs have served more than 4,500 women since its inception in 2009.

Last year our company donated \$10,000 to Dress for Success Southern Nevada to help maintain and expand the nonprofit's boutique to serve more women. During a typical visit to the boutique and career center, women are suited with a free interview outfit, receive one-on-one styling and guidance on the next steps of their career journey.



In 2016 alone, Dress for Success Southern Nevada offered more than 800 professional suiting appointments to women in need, nearly a third of whom acknowledged they did not have clothing appropriate for job interviews. Of the women served in 2016, 40 percent were single mothers, and 20 percent were women over the age of 55 seeking to re-enter the workforce.

“The boutique is more than just a space to showcase our beautiful collection of donated clothing, shoes and accessories; it’s also home to our one-on-one styling and suiting sessions, programs and services that inspire our clients and give them the boost of confidence they need. Through this partnership, MGM Resorts International will help us maintain our space to accommodate more suitings as well as increase space for storage of career-appropriate necessities, and enable us to run our operations more efficiently. It’s important that the boutique offers a warm, positive and clutter-free environment, and we thank MGM Resorts International for supporting us to do just that and more.”

– Paula Lawrence
Executive Director
Dress For Success Southern Nevada

Supporting Women In The Gaming Industry

Our company is a founding sponsor of Global Gaming Women (GGW), an independent nonprofit organization that delivers high impact programs and events on a global scale to inspire, assist and influence the development of women in the gaming and lottery industry. GGW offers conferences and educational opportunities featuring four separate programs that address business acumen and personal growth. All classes offer scholarships for participating students with no charge to the employer or employee. GGW awards scholarships to selected women each year to attend The MGM Resorts Foundation Women's Leadership Conference.



Funding Scholarships For Diverse Students

Access to higher educational opportunities is a crucial gateway to economic, health, social and political empowerment in America, particularly for diverse populations. Our support of college education for diverse students increases employment talent pools and puts tomorrow's leaders on the path toward career, health, social and political empowerment. We supported:

- 🏆 **Asian & Pacific Islander American Scholarship Fund (APIASF), the nation's largest nonprofit provider of college scholarships for Asian Americans and Pacific Islanders (AAPI).**
- 🏆 **Hannah Brown Community Development Corporation Scholarship Breakfast, which grants college aid to local high school students for college**
- 🏆 **Foundation for Excellence and Distinction's Annual Senoras of Excellence/Senores of Distinction Awards gala**
- 🏆 **Cultural Diversity Foundation Taste of Excellence**
- 🏆 **Las Vegas Asian Chamber of Commerce**
- 🏆 **Latin Chamber of Commerce Community Foundation**
- 🏆 **Urban Chamber of Commerce**
- 🏆 **Las Vegas Urban League**
- 🏆 **Asian Community Development Council**



Our company also supports the work of ASCEND National Association of Asian MBAs, Hispanic Association of Colleges and Universities, National Black MBA Association, Inc. and Prospanica (formerly known as National Society of Hispanic MBAs) through financial commitments aimed at diversifying the talent pipeline. For students struggling to get through college, financial aid can make a vital difference to accomplishment of their life goals.



STANDING UP FOR LGBT EQUALITY



Opposition to Mississippi HB 1523

In Spring 2016 MGM Resorts was one of the first corporations with operations in Mississippi to stand with its lesbian, gay, bisexual, transgender and queer (LGBT) employees, business partners and guests against Mississippi House Bill 1523, a measure that allows government employees and private businesses to deny services based on their personal religious beliefs. MGM Resorts publicly condemned the discriminatory statute before and after it was signed into law, and continues to urge elected officials to recognize and respect the value of all human beings.



“We Are Orlando”

On June 12, 2016, the lives of 49 people were cut short when a gunman opened fire in the Pulse Nightclub in Orlando, Florida. The massacre at the popular LGBT club struck a deep chord and galvanized our nation and the world around the resilient mantra, “We Are Orlando.” In solidarity with the LGBT community worldwide, we responded to this senseless act with public condemnation of violence and discrimination against the LGBT community, and donated \$10,000 to the Pulse Victims Fund organized by Equality Florida, the state’s largest LGBT civil rights organization. We later sponsored the “We Are Orlando” tribute during the Las Vegas PRIDE Parade in October.



Borgata and MGM Resorts Named “Best Places to Work for LGBT Equality”

MGM Resorts has a lengthy track record of supporting LGBT equality. Building upon the introduction of its diversity initiative more than 16 years ago, MGM Resorts became the first company in the gaming and hospitality industry to offer same-sex health benefits to employees in 2004. In 2011, MGM Resorts expanded its supplier and construction diversity programs to include LGBT-owned firms.

For the fourth consecutive year, in 2016 MGM Resorts was named one of the nation’s best places to work for lesbian, gay, bisexual and transgender (LGBT) equality by the Human Rights Campaign (HRC) Foundation, America’s largest civil rights organization for LGBT equality. Joining the Company in this honor was the newly acquired Borgata which earned this prestigious distinction in its first year of participating in the survey.

Both Borgata and MGM Resorts earned perfect scores on the 2016 Corporate Equality Index (CEI), an annual HRC survey that ranks major companies for their non-discrimination and benefits practices with respect to LGBT employees. The CEI assessment focuses on LGBT-related company policies and practices, including nondiscrimination workplace protections, transgender-inclusive health care benefits, competency programs, and public engagement with the LGBT community.

HOSTING DIVERSITY PARTNERS AT OUR RESORTS

Asian American Journalists Association (AAJA) board meeting and community reception (MGM Grand). AAJA offers a variety of educational, skills training and professional development programs for its student and professional members, guidance on coverage of AAPI (Asian American and Pacific Islander) issues for the journalism industry and resources on working with the media for AAPI communities for working with the media.



Diversity Best Practices First Quarter Q1 Member Conference (MGM Grand). Diversity Best Practices, a division of Working Mother Media, is the preeminent resource for diversity thought leaders from mid-to-large-size organizations for best practices and innovative solutions to create, grow and measure first-in-class diversity programs.



Japanese American Citizens League Sayonara Banquet (Monte Carlo). As the nation's oldest and largest Asian American civil and human rights organization (founded in 1929), JACL's mission is to protect the civil rights and preserve the cultural heritage of Japanese Americans.



Easter Seals Nevada's Veterans Summit (Monte Carlo). This organization provides a variety of services for veterans and individuals with disabilities.

National Bar Association January Meetings & Women's Summit (Mandalay Bay). Founded in 1925, the NBA is the nation's oldest and largest national network of African American attorneys and judges; it represents the interests of approximately 65,000 lawyers, judges, law professors and law students.



Links, Inc. Las Vegas Chapter National Assembly (Mandalay Bay). This nonprofit is committed to sustaining the culture and economic survival of African Americans and other persons of African ancestry.

We welcome our diversity partners to hold meetings and conventions at our resorts. This allows them to learn more about our company, and at the same time exposes our employees to the far-reaching work of our stakeholders. These represent a cross-section of such events.



National Center for American Indian Enterprise (NCAIED)

30th Annual National Reservation Economic Summit (The Mirage). The NCAIED nonprofit organization has 41 years of experience assisting American Indian Tribes and their enterprises with business and economic development, and has emerged as the largest national Indian specific business organization in our nation.

National Coalition of 100 Black Women Las Vegas Chapter, Madame CJ Walker Luncheon (Monte Carlo). This nonprofit promotes gender and racial equity and addresses common issues in their members' communities, families and personal lives.



National Council of La Raza board meeting (ARIA).

NCLR is the largest national Hispanic civil rights and advocacy organization in the United States and works to build a stronger America by creating opportunities for Latinos.



Urban Chamber of Commerce Nevada Green Annual Tie Awards Luncheon (The Mirage). UCC promotes the development of black-owned businesses.



SER – Jobs for Progress Nevada, Inc. national board meeting (Monte Carlo).

SER (Service, Employment, and Redevelopment) is a national network of community-based organizations that advance education, training, employment, business and economic initiatives for Hispanics.

Touching COMMUN





ILITIES

**“If you want to touch the past,
touch a rock.**

**If you want to touch the present,
touch a flower.**

**If you want to touch the future,
touch a life.”**

– Unknown

Touching

LIVES



TOUCHING COMMUNITIES.

Touching Lives.

We are the corporate citizen of choice in the communities in which we live, work and operate.

Giving as an integral business strategy has been a part of our character since the origin of our company. It is encoded in our DNA. Giving is not just a matter of “giving something back” as a charitable gesture to our host communities, it is far more fundamental than that. For us, there is no separation between our ability to achieve our maximum business value and the long-term sustainability of our communities. Not only do our communities provide the physical infrastructure for our operations, but they are the primary source of our labor pool. Their institutions shape the conditions of everyday life for our employees; their government and social policies have a profound impact on our business operations; and their cultural dimensions complement our guest offerings as well as nurture our human spirituality.

Through reasoned investments, community service and principled involvement in public debate and policy advocacy, we support initiatives and programs that align with our strategic objectives and build better communities. We contribute our financial resources, time and talent to confront some of the most challenging problems that persist in our society.

Our community giving flows through three channels: our Corporate Giving Program, our employee-based MGM Resorts Foundation, and our Employee Volunteer Program. In light of the complexity of so many of the issues that face our communities, we often combine our contributions from our separate giving streams in order to make a greater impact on a need or organization.

The largest proportion of our giving is concentrated in the greater community of Nevada. Nevada is the hub of our domestic operations; most of our employees (about 50,000) are located in Nevada. We are the largest employer and taxpayer in the state of Nevada, and we are one of the largest employers and a major taxpayer in every community in which we operate. We are steadfast in our commitment to help advance our host communities wherever situated. We have a strong record of giving in our regional communities as well as our Nevada headquarters.

Our giving reaches broadly across our host communities' segments and social infrastructure. A large portion of our monetary and volunteer investments serves diverse members of our communities. In the process, we help uplift tens of thousands of individuals and families, improve humanity and protect our planet. Please see later in this report our lists of community nonprofit partners who received contributions from our Company and/or our MGM Resorts Foundation in 2016.

Giving strengthens our communities and strengthens our Company. This is done through leadership and team development of our employees, heightened employee engagement and immense employee pride.

\$11.9
MILLION



**TOTAL 2016 CASH AND IN-KIND
COMPANY AND MGM RESORTS
FOUNDATION DONATIONS**

RESPONSIBLE GAMING

A Business Imperative

MGM Resorts is committed to the highest level of ethical gaming practices, and is widely recognized for its established leadership in responsible gambling.












Although more than half of the net revenue from our domestic resorts is derived from non-gaming operations (including hotel, food and beverage, entertainment and other non-gaming amenities), gaming remains an important element of our entertainment experiences. We advocate responsible gaming only for legal-age guests who choose this offering, and we urge our employees and guests to monitor and proactively address the warning signs of problem gaming.¹

Long before we adopted the American Gaming Association (AGA) Code of Conduct for Responsible Gaming in 2004, we had installed many of the AGA-prescribed measures in our business operations. The AGA Code of Conduct represents a broad commitment by the entire gaming industry to make the public aware of responsible gaming resources, and incorporate responsible gaming into business operations.

¹Warning signs of problem gaming include gambling to escape worry; gambling to get money to solve financial difficulties; feeling unable to stop playing, regardless of winning or losing; often gambling until a patron's last dollar is gone; or neglecting family because of gambling.

To promote responsible gaming, we:

-  **Enforce state law which requires guests to be 21 years of age to gamble in a resort.**
-  **Educate our employees through a variety of programs and methods on responsible gaming policies and procedures.**
-  **Provide information to our employees about resources for assistance with problem gaming.**
-  **Provide information to our patrons, through a variety of methods both at our casinos and on our websites, about responsible gaming, win-loss odds on casino games and resources for assistance with problem gaming.**
-  **Provide our patrons who feel they may have a problem the option to enroll in our Self-Limit Access Program, which will cancel their access to our promotional mailings and casino services. These include marker limits (commonly referred to as “credit”), M life (guest loyalty program) privileges and check-cashing, with the duration specified in each jurisdiction. If a patron seeks to self-limit from gaming at all of our U.S. resorts, he/she can simply request a Self-Limit Access Program form at the Casino Cage of any of our U.S. resorts.**
-  **Serve alcoholic beverages responsibly.**
-  **Monitor vigilantly to prevent underage gambling and unattended minors in our casinos.**
-  **Advertise responsibly.**
-  **Fund responsible gaming research.**

A full copy of the AGA Code of Conduct for Responsible Gaming can be accessed by logging on to the AGA website at www.americangaming.org. The AGA's win-loss brochure, “The Guide to House Advantage,” can be obtained by logging on to www.americangaming.org. Copies of the brochure, “When the Fun Stops - Understanding Compulsive Gambling,” are available at our Casino Cage, M life Desks and all ATMs.

The company also makes widely available the following 24-hour confidential national hotlines:

Nevada Council on Problem Gambling
1-800-522-4700

Michigan Department of Community Health
1-800-270-7117

The Mississippi Council on Problem and Compulsive Gambling
1-888-777-9696

Every year we contribute to the National Center for Responsible Gaming (to which we made a \$2 million contribution in 2003), the National Council on Problem Gambling and the Nevada Council on Problem Gaming.

WHY GIVING MATTERS

At MGM Resorts



“

Giving is very personal to me because of my experience on the receiving side of kindness. It is important to me to 'pay it forward' as well as 'pay it back.' My second child was born with a hole in her heart valve which required her placement in the hospital's NICU. Although her care was covered by insurance, a March of Dimes program provided education and training to all families with babies in the unit.

This valuable but unexpected resource taught me that you never know when you will benefit from the work of a charitable organization. They help the public at-large every day during times of unforeseen circumstances. Companies like MGM Resorts that promote a culture of giving are the reason these nonprofit organizations are available for such a time as this. I love that MGM Resorts recognizes associates that give their time, talents or financial gifts.

”

Wanda Gispert

Vice President, Talent & Workforce Development
Regional Operations



“

Often when volunteering, I am asked if I am being paid for my service. I always reply, 'not with money, but in my heart.' Volunteering fills my cup. Hearing 'thank you for being here for us' from so many in need gives me a feeling that I just could not put into words. In my heart I feel that it's only by the grace of God, my family and MGM Resorts that I could help an individual in need. I enjoy volunteering. It is fun engaging with all the clients and feel this is something that I must do, and I'm always encouraging my team members to commit in doing it also. Volunteer opportunities let these clients know that a big corporation like MGM and their employees can and do care about them.

”

Courtney Jones

**Slot Shift Manager
Circus Circus Las Vegas**



“

I'm proud to work for a company that encourages its employees to give back to the community. Nonprofit organizations often don't have sufficient manpower, but they do good work and need the help.

”

Gorby Alipio

**General Ledger Accountant
MGM Resorts Corporate**



“

Volunteering allows you to connect to your community and make it a better place. Helping out with even a small task can make a real difference to the lives of those in need.

”

Angela Gates

**Shift Supervisor, Cage Operations
MGM Grand**



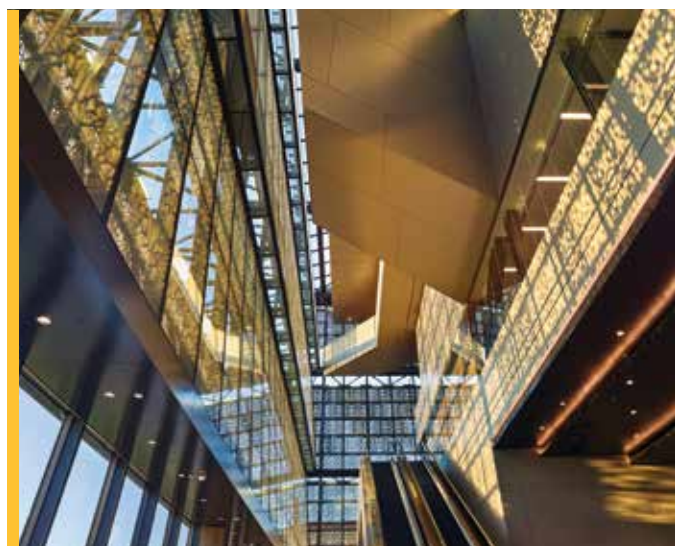
COMPANY GIVING



Photos: Alan Karchmer/NMAAHC

We are proud to have contributed \$1 million to the development of the only national museum devoted exclusively to documenting African American life, history and culture.

Our corporate cash and in-kind contributions in Nevada and our regions are focused on three primary objectives: alleviating critical gaps in our communities' social infrastructure (especially food insecurity, public education and health and wellness initiatives), institutions and programs that improve the economic development and culture of our communities, and industry priorities such as the National Center for Responsible Gaming. In view of their interconnectedness, our contributions often serve more than one of these purposes. We describe several prominent examples below.



While MGM Resorts targets its social investments in our host communities, we recognized the importance of supporting the creation of what is now the newest national treasure in Washington, D.C., the Smithsonian Institution's National Museum of African American History and Culture ("NMAAHC"), adjacent to the Washington Monument. We are proud to have contributed \$1 million to the development of the only national museum devoted exclusively to documenting African American life, history and culture.

During its long-anticipated September 2016 opening celebration, museum representatives described its development as a 13-year journey to foster a broader understanding of the African American experience in a national and international context. The diverse features and programming of the museum's 11 inaugural exhibitions, showcasing 3,000 objects illustrating African American history, its theater, and research and education programs have attracted visitors from across America and the world.

MGM Resorts believes it is critical to support the museum and the many stories it tells to honor, celebrate and recognize the African American experience, history and legacy. Rooted in the value of inclusion, the museum educates visitors through an honest constructive dialogue about how African American history and culture have shaped America's identity, and continues to contribute to our evolving concepts of equality.

FIGHTING HUNGER

In Our Communities

Food - as a human necessity, as art and drama - plays a pivotal role in our guest offerings. We could populate an entire city with the number of restaurants, food stands and food courts that our resorts feature. Given the centrality of food provision and consumption to our business, it is natural that we focus on the issue of food insecurity in our communities.

Food insecurity exists in every county in the U.S.A., a bleak reality. The most recent government statistics on poverty collected for 2015 show the persistent 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:

**42.2
MILLION**

Americans lived in food insecure households, including 29.1 million adults and 13.1 million children.

13%

Percent of American households (15.8 million households) were food insecure.

17%

Households with children reported food insecurity at a significantly higher rate than those without children (11%).

Households that had higher rates of food insecurity than the national average included households with children (17%) – especially households with children headed by single women (30%) or single men (22%), African American households (22%) and Hispanic households (19%).

In Clark County, NV, our headquarters county, 15.6% of the population is food insecure. One in six Southern Nevadans, about 297,000 people (or 11% of Nevada's population), struggles with hunger. 2015 was the first year in Three Square Food Bank's mapping history that all zip codes in the greater Las Vegas Valley registered at least 10% food insecurity.¹ For the 2015-2016 school year, more than 62% of Clark County School District students (more than 205,000 students) were enrolled in free or reduced-price meal programs, according to Three Square Food Bank.

Mississippi, another one of our host jurisdictions, was one of 12 states in 2013-2015 that exhibited statistically significant higher household food insecurity rates than the U.S. national average of 13.7% (with Mississippi registering at 22% household food insecurity).²

Since the Great Recession, food charities across the United States have reported historically unprecedented levels of demand for their services, despite some commentators' regular pronouncements of the nation's official recovery from this economic crash. State government restrictions on assistance programs have put more pressure on emergency services such as food banks and pantries.

For all of the above reasons, our company and our employees are passionate about helping our community neighbors, especially families with children, fight hunger. **Our Las Vegas hub and every one of our regional resorts support organizations or programs that alleviate hunger.** Likewise our employees invest thousands of hours of service at food banks or similar programs.

¹ Feeding America, National Hunger in America, www.feedingamerica.org.

² "Map the Meal Gap", www.threesquare.org.



Three Square Food Bank

In 2007, our company played a central role in founding 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.

MGM Resorts' History with Three Square Food Bank

3,339,166 pounds (1,669 tons) of food (equivalent to 2.7 million meals) donated during 2010-2015

1.6 million pounds (805 tons) of food donated in 2014 – the fourth consecutive year of record-setting single donations

26,509 employee service hours donated since Three Square's founding



Three Square Summer Backpack for Kids Program

In 2016, we made the inaugural gift to fund a Three Square program to combat the gap in services for children who do not have access to adequate food (through schools or other programs) during the summer months. This is a growing but often-ignored problem in Southern Nevada for which Three Square had no sponsor. Our donation to the Backpack for Kids program, traditionally funded only during the school year, provided 40,000 meals in 7,900 backpacks for children during the summer recess.



Pilot Programs Donated Surplus Food

Last year our Environmental Sustainability division introduced two pilot programs at our ARIA Resort designed to test the methodology for safe redirection of surplus food from our hotel room minibars and prepared-but-unused fresh banquet preparations to Three Square for use in its meals or distribution. If our program concepts are validated, these approaches could make significant advances in reducing food waste and expanding safe, edible food sources for our area food banks. For more information about these pilot programs in 2016, please see the Environmental Sustainability section of this report.

2016 MGM Resorts Hunger Relief

- 8,609** employee volunteer hours served at Three Square Food Bank
- 6** MGM Resorts Foundation food-related grants made to our regional communities
- 72,083** meals served through these grants
- 72,691** individuals served through these grants

SUPPORTING PUBLIC EDUCATION

The Anchor for American Employment and Society

Education bridges the divide between poverty and progress in America. 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.

Across our host communities, our resorts strongly support K-12 public education as the largest source of the American labor and employment pool, including for many of our jobs. Prominent among recipients of company education assistance are wrap-around programs which include mentoring, tutoring, after-school activities, music and art education, as well as programs to increase high school graduation rates and career planning. Further, we supplement classroom study through the educational features of our resort attractions, and advocate for greater governmental K-12 education funding and smarter public school administration.

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 career opportunities at our company.

A FEW EXAMPLES OF OUR EDUCATION SUPPORT ARE PRESENTED HERE.

UNLV Hotel College

MGM Resorts committed a founder's level gift of \$2.5 million toward development of UNLV's new Hotel College. In 2016 the school broke ground on the new facility. Our 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 college 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.



Dean Stowe Shoemaker

Summer Internships for At-Risk Youth

Through Workforce Connections and nonprofits Help of Southern Nevada and Nevada Partners, our Las Vegas resorts employed 34 at-risk Clark County youth as interns in non-gaming work areas in Summer 2016, four of whom moved into company jobs. Of the total 206 summer interns placed at our resorts during 2012-2016, 49 were hired into full-time jobs at our company at the completion of their summer work experiences.

Teacher of the Game

With co-sponsors UNLV, Channel 8 News NOW and Silver State Schools Credit Union, our company applauded 18 high-performing Clark County School District teachers each 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. This recognition is highly appreciated by a public school teacher corps that is perpetually under-resourced and under-valued.

Mandalay Bay Sea Monster Contest



Mandalay Bay's Shark Reef Aquarium entertains and educates all of its visitors about the world's oceans and the necessity of human conservation efforts to protect the life and health of sea animals. To commemorate the opening of a new exhibit, Mandalay Bay held a contest for Las Vegas elementary school students to design a poster of an ancient sea monster. The four winning posters were reprinted as educational displays and placed throughout the aquarium. The grand prize winner received a guided tour of Shark Reef Aquarium for his class, which included transportation to and from the resort and a pizza party. The three runners up each won for his/her class a classroom lecture by a Shark Reef educator and a free visit to the aquarium.

Habitat
The Silent Jellyfish lives 35,994 ft. down in the ocean. It lives in the Mariana Trench, found in the Pacific Ocean. You'll find it by caves, rocks, and high structures. Rarely you see it at shore, but if you do see it by shore it's probably sick or lost. It cannot survive in light because it will burn the Silent Jellyfish's skin. It's best adapted to live in its ocean environment because all those rocks down there make great hiding places for the Silent Jellyfish.

Diet
The Silent Jellyfish's diet is very different from other creatures. If there is no food around, the Silent Jellyfish can feed on sand or rock. But it's main diet is vampire squids, angler fish, spookfish, deep sea gulper eel. Sometimes when it eats it's prey, the food kills the silent jellyfish when it's trying to eat it. This happens because the prey still may be alive.

Protection
This jellyfish protects itself in three ways.
Defense Mode 1 - Creates shockwave shocking all creatures around it within a range of 50 feet.
Defense Mode 2 - Curls up slowly releases huge 75 feet tall electro ball.
Defense Mode 3 - Becomes cone shaped dips right into sand.

Movement
The Silent Jellyfish's movement is very odd, it can move in two ways. It can spin through water creating a hurling vortex knocking everything out of it's way or it can peacefully, float through the water with no destruction.

External Structures
The Silent Jellyfish's external structures are tall, heavily built, squishy soft, and slimy. It's tall to make it hard for creatures to eat it and it's slimy to escape from other creatures it's heavily built to prevent being eaten by other creatures.

Internal Structures
The Silent Jellyfish has odd internal structures such as 61 hearts strangely it has foam for blood. It has 61 hearts because the hearts rot out very easily and it has foam for blood because if it had liquid blood the blood would just leak out.

Other Special Adaptations
The green heads have yellow eyes but the purple heads have blue eyes. The yellow eyes work like flashlights that can turn on and off. Unlike the blue eyes they can a more important job they can detect prey in the deep dark water. There are two colors of heads: green kills prey and purple eats the prey. And it's tentacles can absorb food by just sucking it in through the tentacles.

Predators
This jellyfish's predators are big and small. It's predators are the fabled shark, wolfish.

The Silent Jellyfish
Grand Prize Winner
Jackson M.
3rd Grade
Richard H. Bryan
Elementary School

Las Vegas Science & Technology Festival

During Science is Everywhere Day 2016, several of our Las Vegas resorts hosted 810 students for tours that featured the mechanics of the Circus Circus Adventuredome, The Mirage Volcano and Secret Garden, Bellagio's Fountains and Conservatory and Mandalay Bay's Shark Reef.

Grow Detroit's Young Talent

Grow Detroit's Young Talent (GDYT) is a citywide summer job program that employs young adult Detroit residents between the ages of 14 and 24 for six weeks in July and August. MGM Grand Detroit made a contribution that supported employment of 10 youth at local nonprofit organizations and recognized the long-term benefits of youth employment, including higher graduation rates and a reduction in youth violence. Our resort also hired three program participants last summer, providing them with a paycheck and additional career training.



Detroit Culinary Scholarship Program

The MGM Grand Detroit Scholar Program subsidizes local students to study at the nationally recognized Schoolcraft College. A large cadre of faculty Certified Master Chefs and Certified Executive Chefs offer three Culinary Arts bachelor's degree programs. Students receive scholarship awards that may cover tuition, books, uniforms, tools and equipment. Since the inception of this scholarship program, MGM Grand Detroit has contributed more than \$140,000 to the college, which has awarded 37 culinary scholarships.



A Scholarship for Veterans at the University of Maryland

As one of the newest members of the Maryland business community, MGM National Harbor stepped forward to launch an endowed scholarship fund at the University of Maryland to support higher education for veterans. The first recipient of this scholarship was Michael Gessner, a 10-year U.S. Air Force veteran who served a deployment to Iraq, and one to Haiti where he led a 12-person intelligence team in recovery operations the day after the historic 2010 earthquake. Michael is expected to graduate in 2017.

LIFE REMODELED

48 MGM Grand Detroit volunteers participated in a neighborhood beautification project near Denby High School to create a safe pathway for students walking to and from school.



MGM Resorts Employees Support Education

Back to School Drive

For the 10th consecutive year, our Southern Nevada employees contributed thousands upon thousands of supplies to the annual Back to School Drive in support of Clark County School District teachers. Every year, these dedicated professionals spend money from their own salaries to buy much-needed supplies. Our employees' donations include classroom essentials such as backpacks, glue sticks, calculators, colored pencils, construction paper, crayons and much more. Last year we funneled all of our employees' donated items through the Education Division of the City of Las Vegas and the Clark County School District Partnership Office, from which they were distributed to more than 1,000 teachers across Clark County.



17

MGM Resorts Foundation grants

issued in the 2015-2016 cycle to education initiatives in our regional communities

39,320

students served

by Foundation regional education grants




6,300

volunteer hours logged

by company employees for education programs/initiatives

CONTRIBUTING TO COMMUNITY HEALTH AND WELLNESS

Health care is a core human need and an enormously complex issue for our society, the magnitude of which transcends the scope of our giving program. However, as a result of our general concern for improving health and health care in our host communities, we have directed some health and wellness philanthropy to:

-  **Develop needed facilities or programs for research and the delivery of health services in our communities, such as our support of the Martin Luther King Family Health Center and the MGM Resorts Health Center at the Gay & Lesbian Community Center of Southern Nevada**
-  **Respond to critical community issues**
-  **Participate in selected events of strong concern to a significant number of our employees.**

Flint, Michigan Water Relief

In January 2016 the federal government declared a state of emergency public health crisis due to lead contamination of the public water supply for over 100,000 residents (including 6,000 to 12,000 children) of Flint, Michigan, 70 miles from MGM Grand Detroit. Government agencies instructed Flint residents to use only bottled water for drinking, cooking and bathing. In response to this crisis, MGM Grand Detroit's warehouse team, in partnership with Triumph Church of Flint, made weekly trips to Flint to distribute 284,500 bottles of water donated by our resort. Further, as part of MGM Grand Detroit's Annual Summer Jubilee celebration, our resort, in partnership with the Flint Response Program of the Food Bank of Eastern Michigan, contributed \$10,000 to pack almost 2,800 nutritious meals high in calcium, iron and zinc for Flint children to reduce the potential effects of lead poisoning.

**HERE ARE SOME OF OUR
EFFORTS IN 2016.**



Adoption Exchange Heart Gallery

Our corporate philanthropy team partnered with the Adoption Exchange in 2016 to raise awareness about child survivors of traumatic abuse, neglect and abandonment who are awaiting adoption. We hosted the Nevada Heart Gallery at several of our Las Vegas resort employee dining rooms, which featured pictures of children eligible for adoption. National statistics reveal that 50% of youth who are emancipated from foster care at age 18 will drop out of high school – compared to only 13% of the general population, and that 20% of foster children will be homeless within two years.¹

St. Baldrick's Foundation for Cure of Childhood Cancer

In March 2016 New York-New York hosted its seventh annual St. Baldrick's Day head-shaving celebration and raised a record-breaking \$200,000 for the St. Baldrick's Foundation, a national nonprofit which raises funds and awareness for childhood cancer research. Guests and community members gathered at the resort's iconic Brooklyn Bridge plaza event for music, family-friendly activities, face-painting and balloon art, while volunteers, most of whom were our company employees sponsored by donors, shaved their heads in solidarity with children who typically lose their hair during cancer treatment. This popular event at New York-New York raised more than \$720,000 since its inception in 2010 through 2016.



Ruth and Brian McMullan, original supporters of St. Baldrick's, pose with John McManus, Executive Vice President and General Counsel of MGM Resorts.

¹The Pew Commission 2009



Our employees
SPREAD JOY and
HOPE via games,
face painting, and
a petting zoo at
our Kids for the
Cure station.

Kids for the Cure / Susan G. Komen Race for the Cure

Every May pink fills the streets when Susan G. Komen Race for the Cure comes to Las Vegas. Since 2008 MGM Resorts has proudly supported this race, which generally funds research to prevent and cure breast cancer; and in Nevada, subsidizes a variety of community-based breast cancer screening, diagnosis and treatment projects for the medically underserved. Not only are we a sponsor of the race, in which many of our employees run, but we also provide the Kids for the Cure area we created for kids whose lives have been touched by breast cancer. Our employees spread joy and hope via games, face painting, and a petting zoo at our Kids for the Cure station. In 2016 we sponsored a drawing competition among local school children to promote awareness of breast cancer and the race. The contest winner received a prize from our Circus Circus Las Vegas resort, and the winning drawing was printed on all Kids for the Cure t-shirts.



KEEP MEMORY ALIVE

Since 2008 MGM Resorts has contributed to Keep Memory Alive (KMA), a first-of-its-kind Las Vegas health center for research and groundbreaking clinical trials relating to brain disorders. Donations to KMA exclusively support the Cleveland Clinic Lou Ruvo Center for Brain Health (pictured below). In addition to funding innovative research programs, KMA supports the center's Patient and Family Services treatment program, which is open to the public and offered free of charge regardless of where the patient receives treatment.



HONORING OUR VETERANS

Generation after generation, our Armed Forces protect America and create a sense of unity and national identity for our nation. The service and sacrifices of the 1% who serve in our Armed Forces allow the remaining 99% of Americans to enjoy the security and freedoms of our communities. In return for their service, America owes our veterans a reciprocal obligation that we honor those who gave their lives, and always treat those who return with dignity, respect and opportunities.

We realize that 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 severe health, housing and social services challenges beyond barriers to civilian employment. Access to employment, food, decent housing, adequate health care and other services is essential to allow veterans to regain a satisfactory quality of life. This is not just the duty of our government; it is an obligation we all share as American citizens.

We meet our obligation by:

- 🎖️ **Active recruitment and employment of veterans, National Guard and reserve service members.**
- 🎖️ **Company and employee Foundation cash and in-kind donations. 2016 company donations included hosting of the Easter Seals Nevada Veteran's Summit, sponsorship of the Las Vegas Veterans Day Parade, sponsorship of the U.S.Vets Las Vegas annual gala and support of the USO Las Vegas holiday breakfast for soldiers unable to go home.**
- 🎖️ **Our employees' volunteer service at a variety of organizations that serve veterans.**

Our Veterans Network Group is one of our most active Employee Network 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.



6th Annual “Salute to the Troops”

Our “Salute to the Troops” has become a signature event for our company. Welcoming our guest troops has become one of our most popular and impactful employee gatherings of the year. For our sixth consecutive year, in 2016, 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. 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 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. This sensational welcome is followed by a Friday night military-style welcome dinner known as “Dining In” which is presided over by the President of the Mess. The weekend then features 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 “Michael Jackson ONE” show at Mandalay Bay, a concert by actor Gary Sinise and the Lt. Dan Band, skydiving and helicopter tours and a laudatory farewell brunch.



PUBLIC ART

As A Community Benefit

Art is a fundamental expression of the human experience and can be a form of entertainment as well as education. Art and culture feed the spiritual lifeblood of vibrant communities.



Art is prevalent throughout our world-class resorts: Bellagio Gallery of Fine Art, Art in The Park, the MGM National Harbor Heritage Collection, the MGM Resorts Collection and the ARIA Fine Art Collection – the first major permanent art collection in Las Vegas to be integrated into a public space, and one of the world’s largest and most ambitious corporate art collections in existence today.

Our MGM Resorts Art & Culture affiliate was established in 2016 to develop a comprehensive, ongoing program

building on our resorts’ collections to create special, accessible experiences of art for audiences of every age and walk of life, including our guests and community neighbors. Projects of this new division include our existing art collections, our title sponsorship of Ugo Rondinone’s colorful, land-based art installation Seven Magic Mountains and our official partnership for the public sector at Art Basel in America. Here are some of the art attractions available to the public at our resorts, or partnerships we have entered in the world of art.

Seven Magic Mountains is a colorful large-scale public artwork installed in 2016 by renowned Swiss artist Ugo Rondinone 10 miles south of the intersection of Las Vegas Boulevard and St. Rose Parkway in Henderson, Nevada. A two-year exhibition, the display features seven thirty to thirty-five foot high dayglow totems comprised of painted, locally-sourced boulders. According to Rondinone, the location is physically and symbolically mid-way between the natural and the artificial. The natural is expressed by the mountain ranges, desert, and Jean Dry Lake backdrop, and the artificial is expressed by the highway and the constant flow of traffic between Los Angeles and Las Vegas. Seven Magic Mountains is produced by the Art Production Fund, New York and Nevada Museum of Art, Reno. Many of the project's public programs will take place at ARIA and partner locations in Nevada, including the Marjorie Barrick Museum on the campus of UNLV.

Art Basel stages the world's premier series of modern and contemporary art fairs annually in Basel, Switzerland, Miami Beach, Florida and Hong Kong to display the works of galleries and artists. In 2016 MGM Resorts Art & Culture became the first partner of Art Basel's Public Sector, at the Miami Beach fair.



Big Edge, by artist Nancy Rubins, is a massive assemblage of over 200 multi-colored aluminum watercraft, including canoes, kayaks, rowboats, sailboats and surfboards, precisely connected by steel wire to form a gravity-defying flower-like arrangement. The unique sculpture is positioned in the middle of the roundabout in front of Vdara.



Bliss Dance is a breathtaking, 40-foot-tall sculpture of a dancing woman that was installed in 2016 as the permanent focal piece of The Park between Monte Carlo and New York-New York. The structure and scale of the sculpture are meant to portray female strength, self-confidence and expression, and de-objectify the female form. Artist Marco Cochrane hopes the sculpture will be a catalyst for social change by inspiring viewers to take an active role in ending violence to women and making room for women's voices.



Soundsuit is a mysterious, life-sized button-covered sculpture, reminiscent of a coat with a head, by artist Nick Cave. Cave's distinctive series of soundsuits combine performance with textile art and are meant to evoke protective shields that mask the human identity. Previously featured at the Denver Art Museum, this piece is now on display at the Via Bellagio.

Our MGM Resorts FOUNDATION

We encourage our employees to give through our Foundation, which collects and disburses money donations by individual designations or pooled grants, to verified nonprofits chosen exclusively by our employees without management direction. The Foundation also provides employee support through its Employee Emergency Grant and Children's Medical Support Fund. Our Company pays all Foundation operating costs so that 100% 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 their local nonprofits through a competitive proposal process. This grant-making among council members promotes teamwork, collaboration, leadership and business acumen in rational decision-making. Every year our employees' Foundation gifts improve the quality of life for thousands of individuals and families with children.

Impact Through The MGM Resorts Foundation in 2016

\$4.4 million Amount (rounded) company employees pledged to the Foundation

89 Foundation grants awarded to nonprofit agencies

68.7% Percent of company employees who contributed to the annual campaign

42,416 Children empowered by Foundation grants through educational support, after-school programs and community mentors

1,210 Employees who participated as players and spectators at the Foundation's three fundraising sports competitions

203,477 Individuals and families strengthened by Foundation grants for food, housing and self-sufficiency programs

4,100 Employees who attended the Foundation's Family Fun Day fundraiser

30,348 Individuals and families sustained by Foundation grants for vital assistance, including medical care and mental health counseling

1,394 Nonprofits supported by individual employee contributions to the Foundation

\$70 million Amount (rounded) of total employee contributions to Foundation 2002-2016

This cross-section of grants awarded by our resorts' respective Foundation Community Grants Councils (CGC) illustrates their wide-ranging beneficial impact on the lives of community residents.

Aid for Aids of Nevada, Inc.

A \$65,000 grant by our Nevada CGC allowed this nonprofit to provide support and advocacy for adults and children affected by HIV/AIDS in Southern Nevada. The funds were used to expand the agency's Mental Health Program to assist clients with self-image and interpersonal relationships, mental illness, coping mechanisms, substance abuse and trauma. A second mental health therapist was hired to help minimize crisis situations, stabilize clients' mental health and retain them in care.

Children in a Deaf World

A \$10,000 grant by our Beau Rivage CGC helped this agency foster independence, inclusion and spiritual well-being for deaf and hard of hearing residents of the Mississippi Gulf Coast. The program brings deaf children and children of deaf parents into the hearing world by providing sign language interpreters for families, teaching sign language to people with deaf family members and sponsoring activities such as deaf summer camps and special education events that develop social interaction skills.

Starr Detroit Youth Assistance Program

A \$10,000 grant by our MGM Grand Detroit CGC supported participation by 101 at-risk youth in academic tutoring, mentoring programs and recreational activities, designed to steer them toward positive life choices and overcome truancy, substance abuse and mental health issues. Major program goals include building participants' confidence and self-esteem, improving their academic performance and helping them avoid entry into the juvenile justice system.

Touro Mobile Healthcare Clinic

A \$60,000 grant by our Nevada CGC made possible the purchase of a second van. This organization, in partnership with other local nonprofits, conducts health screenings, assessments, routine medical examinations and prescription drug therapy for our community's homeless population at multiple Las Vegas locations.



A Foundation for **EMPLOYEE ENGAGEMENT!**

To deepen our employee engagement efforts we harness the energy of their desire to make a difference in the community with a variety of company-sponsored events throughout the year. Our Foundation hosts various fun employee events that raise money for our communities and kindle high levels of engagement, such as team sports competitions, Festival Day and other fundraisers.

Soccer

Twenty-four teams battled for first place at the second annual MGM Resorts Foundation Soccer Tournament. Bellagio may have won the championship trophy and bragging rights, but the \$22,000 raised for the Community Grant Fund made the community the biggest winner.



Softball

The seventh annual MGM Resorts Foundation Softball Tournament brought together 316 employees and 205 spectators for a day of fun in the sun and friendly competition. The Mandalay Bay team, the event's reigning champions, sailed undefeated throughout the entire tournament, outscoring opponents 83 to 13 in just the first three games.



Beau Rivage Fallen Oak Golf Tournament

This highly-anticipated two-day Foundation fundraiser raised \$11,000 among 160 participants (mostly employees) and volunteers to help deaf children navigate the hearing world, provide care for Mississippi Gulf Coast families affected by Alzheimer's disease and purchase food for a children's backpack program.

Foundation Festival Day

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



More Foundation Fundraising



OUR EMPLOYEE VOLUNTEER PROGRAM: FROM COMPASSION TO ACTION

“Volunteering is the ultimate exercise in democracy. You vote in elections once a year, but when you volunteer, you vote every day about the kind of community you want to live in.”

–Author Unknown

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 2016 our employees logged almost 103,000 hours, although all employees who serve do not record their hours. Volunteer service benefits our communities, and at the same time, fosters high employee engagement, teamwork and leadership development.

We offer many options to incentivize employee volunteer service:

- Our automated Giving & Volunteering 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.
- 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.
- Under our \$100,000 VolunteerREWARDS program, employees can 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 for volunteer 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.

Team Volunteering

Last year we introduced a team volunteering option which allows employees to earn up to \$3,000 under our VolunteerREWARDS program for the nonprofit organization of their choice by volunteering in a group of five or more individuals. This approach allows groups to build camaraderie and learn skills from each other while obtaining a deeper understanding of a particular cause or an organization itself. In 2016, 52 teams of dedicated employees invested 3,846 service hours in a variety of projects, such as environmental cleanup, hunger relief, senior citizens care and mentoring, and in the process, earned our company's donation of more than \$40,000 for their selected nonprofit organizations.



The nonprofit programs and lives touched by our employees' volunteerism are too numerous to list. A popular 2016 example was:

Project Homeless Connect

Members of our Management Associates Program (MAP) and our Culinary Associates Program (CAP) took the lead for our company in partnering with the Nevada Homeless Alliance to plan, organize and execute Project Homeless Connect. The Fall 2016 event assembled representatives of 169 agencies under one roof to provide immediate access to a full array of services, including housing, employment, food resources, medical/dental/vision, mental health and recovery resources, legal assistance, social service benefits and more, to assist homeless individuals and families regain self-sufficiency. Altogether, 600 community volunteers served 3,600 homeless and at-risk community members. Our employees devoted 1,050 volunteer hours and our resorts gave \$100,000 of surplus goods and products to this project.



IMPACT



WEEK

During **“Impact Week,”** October 16 – 22, 2016, our brigade of more than 1,400 yellow-shirted MGM Resorts employees united to give community service of almost 4,000 hours to support the well-being of our host communities.

We volunteer year-round but have traditionally scheduled many special service activities on “Make A Difference Day” – our nation’s largest day of volunteering set on the fourth Saturday in October. In 2016, after a number of our employees expressed interest in participating but were constrained by scheduling conflicts, we expanded our celebration of community service from one day to the entire week of October 16-22 leading up to “Make A Difference Day.” We involved all of our operating

properties in Nevada, Michigan and Mississippi through our sponsorship of 64 volunteer opportunities across dozens of nonprofit organizations.

Here are highlights of our Impact Week service. These accumulated statistics alone do not nearly capture the social impact of our week’s activities. The value of our employees’ service in transforming the human lives we touched during just this brief period is priceless.





Our Impact

Our Las Vegas employees packed 70,000 healthy meals for local children, served 1,500 hot meals to homeless citizens, helped host a Halloween party for 90 adults with severe disabilities, assisted 400 children select new shoes and restored 2,000 square feet of Lake Mead National Recreation Area from motor vehicle incursion.

Our MGM Grand Detroit employees served meals at the Go Getters nonprofit program that aids men and women struggling with mental illness and homelessness.

Our Beau Rivage employees created 46 blankets for local neonatal infant care units (NICUs), walked dogs and socialized with cats, wrote greeting cards for American soldiers; and donated blood.

Our Gold Strike Tunica employees made 800 coloring books for children at the LeBonheur Children's Hospital and decorated 450 lunch bags for the local Ronald McDonald House.

Following Impact Week, in November, several of MGM National Harbor's top chefs took a pause from their preparation for opening of the new resort to volunteer their time and talent at Empty Bowls, a community event that benefits the Capital Area Food Bank, the largest hunger-relief organization serving the Washington Metropolitan Area.





LGBT PRIDE Parade, Las Vegas

EMBRACING DIVERSITY! **COMMUNITY**



Martin Luther King, Jr. Day Parade



LGBT PRIDE Parade, Las Vegas

PARADES EMBRACING UNITY!

Every year we support various community parades which symbolize the rich diversity of our communities, and galvanize our collective spirit and pride around national holidays, group empowerment or social causes. These cultural events allow our employees to connect with community segments or interests with which they identify and express solidarity. In what has become a company tradition, hundreds of employees gather – as participants with family or as volunteers – to show support for the communities and principles about which they care deeply.



Borgata employees at Atlantic City, NJ India Day Parade



Martin Luther King, Jr. Day Parade



Environmental **SUSTAIN**

An unwavering commitment to environmental leadership.

ABILITY

Environmental **SUSTAINABILITY** At MGM Resorts

MGM Resorts International has been on an environmental leadership journey since 2006 when we started building our seventeen-million square foot integrated resort at CityCenter in Las Vegas. Since opening in 2009, CityCenter has earned a remarkable six LEED® Gold certifications, making it the largest green development project in the world.

In 2016, we renewed our commitment to green construction by adding three new LEED Gold certified facilities: T-Mobile Arena, The Park, and National Harbor. As such, our LEED Gold certified portfolio has now reached over 20-million.

Our commitment to sustainability goes far beyond new construction, and is proven through many third party green rating systems, in addition to LEED.

For years, our resorts have obtained Green Key Eco-ratings and TripAdvisor GreenLeader recognitions for environmentally sustainable hotel operations.

In 2016, MGM Resorts obtained *Green Globes for Existing Buildings* certification for eight of our largest resorts in Las Vegas. After rigorous third-party audits onsite, all obtained the highest rating of Four Green Globes.

So from new construction to existing buildings and ongoing operations, MGM Resorts integrates environmentally responsible practices that help protect the planet's limited resources.

OVER 45 MILLION SQ.FEET Of Green Globes For Existing Buildings In 2016



OVER 20 MILLION SQ.FEET



of new construction certified to LEED Gold Standards since 2009

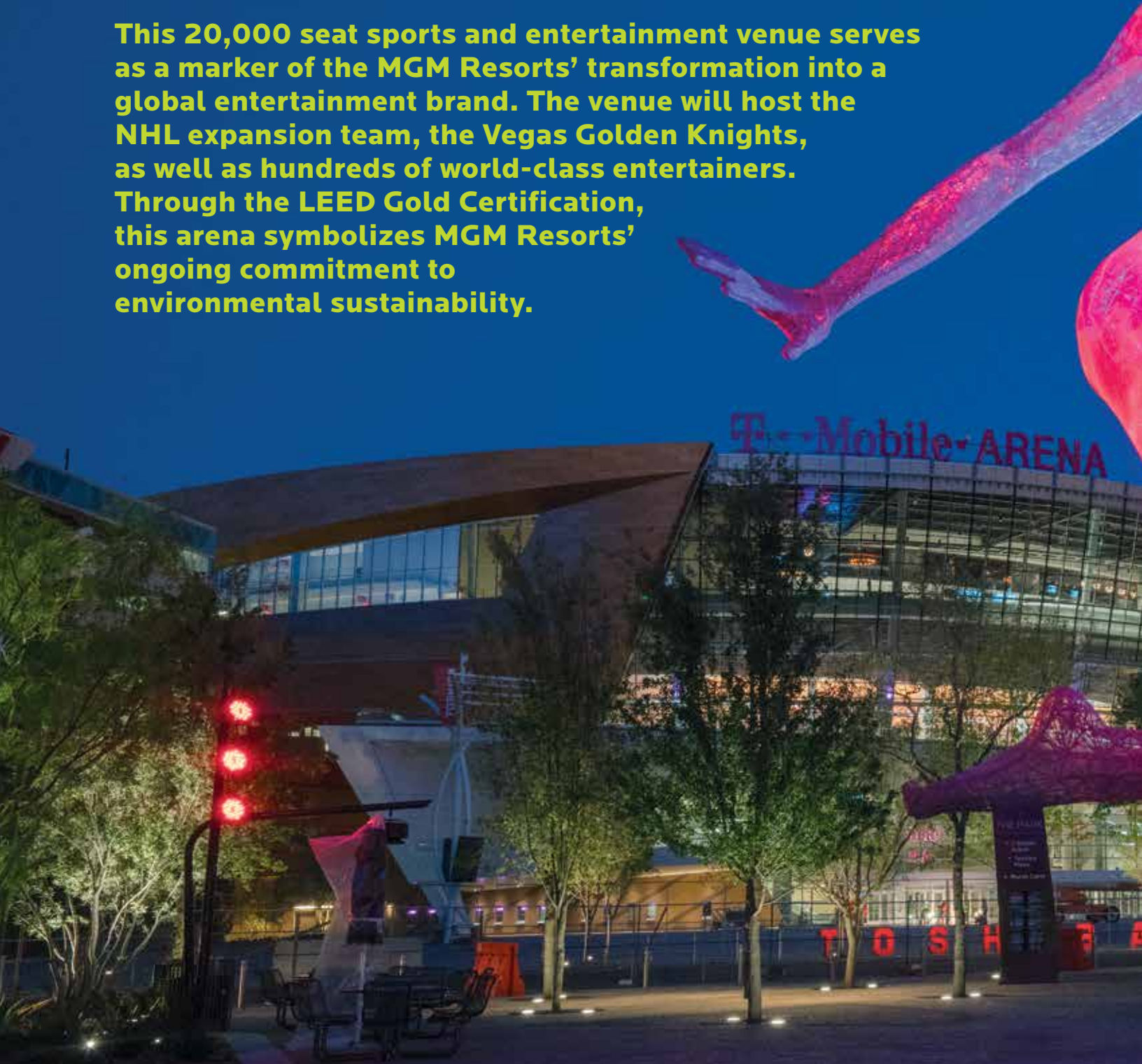


In 2016, MGM Resorts completed expansion of America's largest contiguous rooftop solar array. 26,000 panels. 8.3 megawatts. 28 acres. Atop the Mandalay Bay Convention Center. A shining example of our unwavering commitment to environmental leadership.

T-Mobile Arena

In partnership with AEG, MGM Resorts opened the T-Mobile Arena in April 2016.

This 20,000 seat sports and entertainment venue serves as a marker of the MGM Resorts' transformation into a global entertainment brand. The venue will host the NHL expansion team, the Vegas Golden Knights, as well as hundreds of world-class entertainers. Through the LEED Gold Certification, this arena symbolizes MGM Resorts' ongoing commitment to environmental sustainability.





High-efficiency LED (light emitting diode) lighting is used throughout the arena to reduce energy consumption. The LED lights not only use less energy themselves, but also result in less cooling energy required for the building.

An on-site well provides all of T-Mobile Arena's irrigation water, reducing the amount of water taken from the city's water supply.

Much of the facility was made with pre-and post-consumer-recycled material, including 7,000 lbs. of recycled steel.

Low-flow fixtures have been installed throughout the facility, bringing the estimated water consumption to 40% below what is required by code.

80% Amount of construction waste that was recycled during the building of the arena.

High-efficiency heating, ventilating and air conditioning systems are used throughout the arena.

The hot and cold water used for heating and cooling systems at the arena comes from the highly efficient combined heat and power plant at CityCenter.

The Park

In 2016, MGM Resorts completed The Park, a unique and natural oasis in the heart of the Las Vegas Strip. Envisioned as a microcosm of the beautiful Mojave Desert surrounding Las Vegas, The Park draws inspiration from this sensitive, yet thriving, eco-system.

The Park earned LEED Gold Certification from the U.S. Green Building Council due to a range of innovative sustainable design elements.





Red meta-quartzite stone used for the planters was sourced from Las Vegas Rock's Rainbow Quarry, 30 miles from The Park. By working with this local company, MGM helped support the local economy and reduce fossil fuels and related carbon emissions through decreased transportation.

Irrigation at the park is managed with point-source drippers that use 72% less water than traditional sprinklers

The Park is filled with natural desert vegetation such as Agave, Yucca, Palo Verde, Acacia and Mesquites. All of these species are drought tolerant and can thrive in the desert.

An on-site well provides the majority of the water for The Park's water features and irrigation needs.

MGM Springfield

MGM Springfield, in Massachusetts, planned to open in spring 2018, is being designed to revive the city's downtown core while preserving its historic architectural character.

The mixed-use development includes a 25-story, 250-room hotel with a world-class spa, pool and roof deck, casino, restaurants and retail.





The entire French Congregationalist Church was relocated two blocks as part of MGM Springfield's commitment to historic preservation.

The project's strong focus on historic preservation includes retaining iconic structures, reusing exterior façades and replicating historic design elements.

The Massachusetts Mutual Life Insurance Building's façade and entry points will be maintained.

The Union House-Chandler Hotel's original building elevation and façade will be retained.

The State Armory Building will have its exterior masonry restored with updated windows that match the original configuration.

New public amenities and a recreation area will make the Armory the main public feature in the project pedestrian plaza.

New public amenities and a recreation area will make the Armory the main public feature in the project pedestrian plaza.

The economic sustainability of the region is being stimulated through the creation of 2,000 construction jobs and 3,000 permanent jobs.

Energy Management

MGM Resorts has a best-in-class energy management program focused on using data to drive efficiency and optimize investments across our enterprise.



Exited our local utility system and transitioned to direct market access for electricity, allowing increased future use of renewable energy.



INSTALLED 960,178 LEDS IN 2016

TAKING US **70%** OF
THE WAY TOWARD OUR
TARGET OF **1.3 MILLION**
RETROFIT BULBS

Installed energy efficient
motors and LEDs in over
800 walk-in coolers



Energy Management

As well as enterprise-wide energy management initiatives, MGM Resorts properties have implemented specific energy optimization efforts.



BELLAGIO:

Implemented advanced dynamic programming of property large air handling units. The project included a thorough maintenance program to restore the units resulting in energy efficiency.



ARIA:

Added variable speed drives to pools and fountain pumps, reducing overall energy loads in the central plant even after incorporating the chilled and hot water needs of NYNY and T-Mobile arena.

THE SIGNATURE AT MGM GRAND:

Upgraded central plant controls and optimized energy use by installing Variable Frequency Drives on chillers.



LUXOR:

Completed a full central plant energy optimization project including a controls upgrade through which energy consumption is expected to drop by over 5 million kilowatt hours.



EXCALIBUR:

Installed a highly efficient magnetic bearing chiller to replace a legacy unit.



MANDALAY BAY:

Completed America's largest contiguous rooftop solar array of over 28 acres and 8.3-megawatts.



Water Management

As a national operator of resorts in the resort destination of Las Vegas, MGM Resorts recognizes the importance of water efficiency and conservation. As such, we have implemented a wide array of water management innovations.

We also believe it is important to recognize the fact that the Las Vegas region has some of the world's best infrastructure for water conservation and management.



MYTHS & FACTS ABOUT WATER USE IN LAS VEGAS RESORTS

MYTH

Resorts are responsible for most of the water use in Las Vegas

MYTH

Guests waste large volumes of water when they stay at Las Vegas resorts

MYTH

The Fountains of Bellagio use a significant amount of water from Lake Mead

FACT

The water used for the fountains of Bellagio comes from onsite wells and water discharged from the pools in the O Theatre

FACT

99% of water used inside Las Vegas resort buildings is rapidly replenished back into Lake Mead or the Colorado River

FACT

Resorts actually use just 7% of all Southern Nevada's water - 59% is attributed to residential use

Water Management

MGM Resorts water efficiency efforts focus on reusing water when we can, avoiding or reducing irrigation in our landscaping, and investing in water efficiency innovations.

SPOTLIGHT: MGM Grand Water Conservation

As part of its efforts to reduce consumptive water use for landscaping, MGM Grand has been on a multi-year effort to reduce turf and replace it with water-efficient landscaping. In 2016, MGM Grand removed 42,000 square feet of turf, bringing their total conversion to over 100,000 square feet.

42,000
SQUARE FEET OF GRASS
REMOVED, BRINGING
TOTAL TURF REMOVAL TO
OVER 100,000 SQUARE
FEET SINCE 2010



As well as outdoor water conservation efforts, MGM Grand has developed a unique technology to reuse water in kitchen sinks during food thawing.



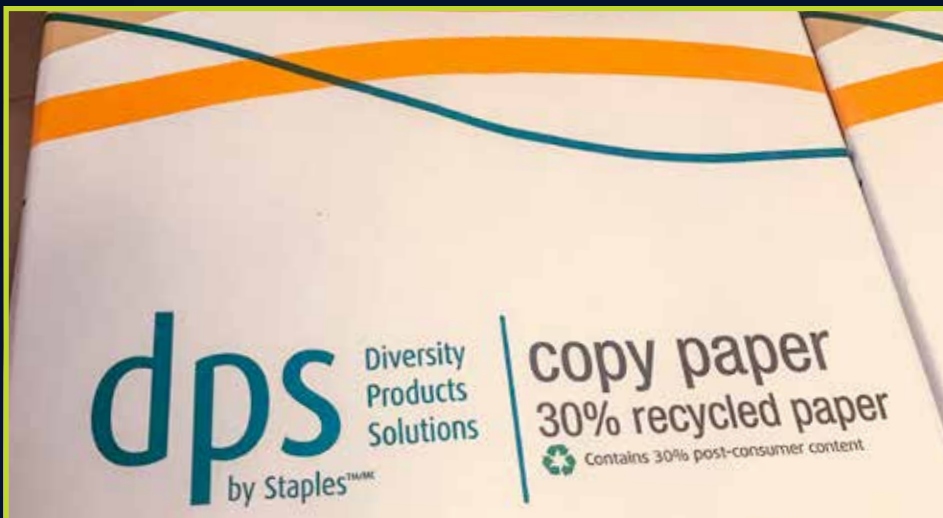
PERCENTAGE OF THE WATER REUSED AND RECYCLED IN **MANDALAY BAY'S SHARK REEF** AQUARIUM, RESULTING IN OVER 2.1 MILLION GALLONS OF RECLAIMED WATER ANNUALLY.



MGM has entered into a partnership with a water conservation technology accelerator, WaterStart, to identify advanced water technologies and selectively incorporate them into our operations.

Eco-Preferable Products

At MGM we recognize that the products we buy drive much of our environmental impact. We have significant and concentrated buying power, and have used that power over the years to advance eco-preferable product purchasing in many categories at some or all of our properties.



30% recycled, FSC-certified copy paper



Certified organic coffee



OEKO-TEX certified towels



GreenSeal certified Hygiene Papers



GreenSeal certified cleaning chemicals



960,178 LEDs



Sustainable seafood



Locally grown produce



**Rainforest Alliance
Certified Tea**

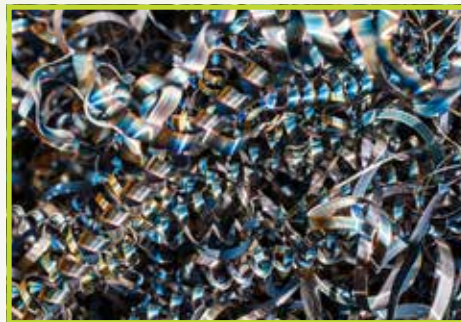
Materials Management

MGM has developed and implemented a comprehensive approach to managing materials and diverting them from landfill. Our approach removes the guesswork from guests, who do not need to ask 'which bin'? That's because we handle the recycling from all bins in our Las Vegas resorts.

We do this by hosting a full service material recovery facility behind each resort through which, diverts many different materials from landfill. In 2016, we diverted over 49,000 tons of valuable materials, achieving a diversion rate of over 41%.



2,240 TONS
OF PLASTIC RECYCLED




556 TONS
OF METAL RECYCLED



2,969 TONS
OF CONSTRUCTION
WASTE RECYCLED

Creative Reuse

MGM uses a variety of creative approaches to reduce and reuse materials to extend their useful life.



Circus Circus employees extend the useful life of towels and linens by repurposing them into cleaning rags.

In 2016, MGM National Harbor started an oyster shell-recycling program to help replenish the Chesapeake Bay and support eco-system improvement.

13,319 TONS
OF FOOD WASTE
DIVERTED TO PIG FARMS

7,046 TONS
OF CARDBOARD RECYCLED

585 TONS
OF PAPER SHREDDED
& RECYCLED

53 TONS
OF FOOD DONATED
TO CHARITY FOR
HUNGER RELIEF

Food Donations



Beau Rivage implemented a food donations program through which prepared banquet food is collected and donated to a local soup kitchen “Loaves and Fishes”.



ARIA launched a partnership with **Three Square** food bank to capture surplus, prepared food from our convention guests as well as expired Mini Bar food. The surplus food is collected by Three Square and distributed to multiple soup kitchens throughout the Las Vegas Valley. **ARIA successfully donated 11,635 lbs. of food in 2016.**



6,130 TONS
OF GLASS RECYCLED INCLUDING
INTO NEW GLASSWARE



At Mandalay Bay Convention Center, furniture, exhibit booths and collateral left after conventions are donated to charities such as **Opportunity Village, Teachers Exchange** and others.

Green Operations Certifications

Green Globes | Green Key



MANDALAY BAY
& DELANO

LUXOR

EXCALIBUR
HOTEL & CASINO

NEW YORK
NEW YORK

LAS VEGAS BLVD.

REGIONAL PROPERTIES



BEAU RIVAGE, BILOXI



MGM GRAND
LAS VEGAS



MGM GRAND DETROIT



GOLD SPIKE TUNICA

While MGM Resorts' environmental sustainability efforts began when we pursued LEED for New Construction at our CityCenter Resort (including ARIA and Vdara) in 2006, our focus on greening our company has gone far beyond the new construction phase alone.

Nearly all of our resorts have pursued and achieved one or more green operations certifications including Green Key and Green Globes for Existing Buildings. Not only do these certifications provide third party validation of the environmental practices in place within our operations, but also serve as guideposts to what more we can do in the future.

In our most recent round of green operations certifications, eight of our largest resorts in Las Vegas pursued Green Globes for Existing Buildings. Each resort achieved the highest rating of Four Green Globes - an exceptional achievement covering nearly 46 million square feet of building operations.



PROPERTY	GREEN KEYS	GREEN GLOBES
ARIA & Vdara	5 Green Keys	
Bellagio	5 Green Keys	Four Green Globes
Circus Circus Las Vegas	4 Green Keys	
Excalibur	4 Green Keys	Four Green Globes
Luxor	4 Green Keys	Four Green Globes
Mandalay Bay	5 Green Keys	Four Green Globes
MGM Grand Las Vegas	4 Green Keys	Four Green Globes
The Mirage	4 Green Keys	Four Green Globes
Monte Carlo	4 Green Keys	
New York New York	4 Green Keys	Four Green Globes
Signature	4 Green Keys	Four Green Globes
Beau Rivage	4 Green Keys	
Gold Strike Tunica	4 Green Keys	
MGM Grand Detroit	4 Green Keys	

*The top rating for Green Key is 5 keys and for Green Globes it is Four Globes.

Outreach & Education

At MGM Resorts, we believe that one of the most powerful ways to drive environmental stewardship is by harnessing the passion of our employees. Through employee engagement and education, we can empower the men and woman who work in our resorts to be leaders in environmentally responsible practices.

SPOTLIGHT: MGM Grand Detroit



In 2016, MGM Grand Detroit was selected for The Green Advantage Award. This internal recognition is awarded to the resort that best demonstrates a commitment to sustainability across a wide range of areas. Through greenhouse operations, a community garden and advanced water management, MGM Grand exemplifies leadership in environmental sustainability.

MY GREEN ADVANTAGE

To educate and encourage employees to take action on reducing their own environmental footprint, we launched a social and interactive platform called My Green Advantage. By recommending daily habits such as turning off the faucet when brushing teeth, or only printing using double sided printing, we encourage positive change. Each action taken is linked to

a point system that translates into reductions in environmental impacts. The points encourage friendly competition among colleagues who can see progress on leaderboards and through earned digital badges. With nearly 20,000 employees on My Green Advantage, small daily actions have added up to big environmental change.



Company Impact Your combined effort has saved...



345 railroad cars of coal worth of emissions
or 176,924,531 lbs CO2



Enough water to fill 470 Olympic swimming pools
or 310,116,872 gal water



Enough fuel to move a 10,000 ton freight train 126633 miles
or 2,705,757 gal fuel



285278 reams of copy paper
or 17,111 trees

Environmental Metrics 2016

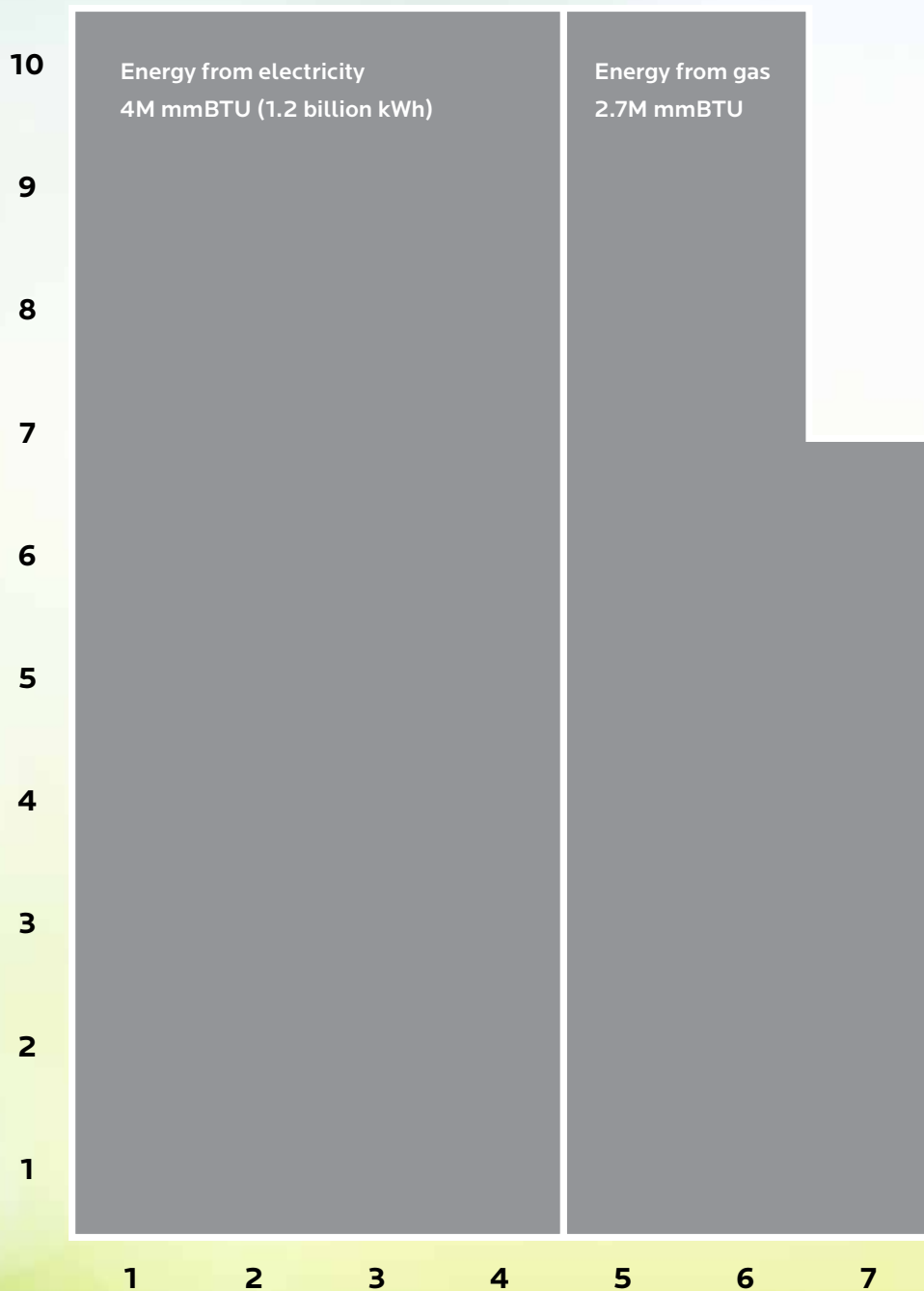
FOCUS AREA	#	METRICS	MGM USA 2016 DATA
CONSTRUCTION	1	LEED & Green Globes New Construction certified buildings	9
CONSTRUCTION	2	LEED & Green Globes New Construction certified square feet	20,013,508 Sq. Ft.
CONSTRUCTION	3	% sq. ft. of building area originally built to LEED / Green Globes standards	23%
CONSTRUCTION	4	New construction demolition materials to landfill	1,542 Tons
CONSTRUCTION	5	New construction demolition materials diverted	31,173 Tons
CONSTRUCTION	6	Total new construction & demolition materials (landfilled and diverted)	32,715 Tons
CONSTRUCTION	7	Construction & demolition diversion rate (new construction)	95%
ENERGY	8	Energy use	6,719,551 mmBTU
ENERGY	9	Electricity use (including on-site and off-site renewables)	1,186,565,534 kWh
ENERGY	10	LEDs installed (Cumulative at year end 2016)	961,029
ENERGY	11	Onsite projects renewable electricity generated	11,458,594 kWh
ENERGY	12	Onsite generated renewable electricity credits sold	9,981,602 kWh
ENERGY	13	Onsite generated renewable electricity credits retained	1,476,992 kWh
ENERGY	14	Grid-provided renewable electricity	222,162,418 kWh
ENERGY	15	Total renewable energy (grid + renewable credits from on-site and off-site projects)	223,639,410 kWh
ENERGY	16	Percent renewable energy (grid and on-site)	18.8%
ENERGY	17	Carbon emissions	692,615 mtCO ₂ e

FOCUS AREA	#	METRICS	MGM USA 2016 DATA
ENERGY	18	Scope 1 carbon footprint	221,735 mtCO2e
ENERGY	19	Scope 2 carbon footprint	470,880 mtCO2e
WATER	20	Total water use	4,483,545 kGal
WATER	21	Utility water use	4,011,694 kGal
WATER	22	Well water rights	471,851 kGal
MATERIALS	23	Materials to landfill (excluding new construction)	71,482 Tons
MATERIALS	24	Materials diverted from landfills	49,474 Tons
MATERIALS	25	Total waste & diversion of materials	120,957 Tons
MATERIALS	26	Materials diversion rate	41%
MATERIALS	27	Total food collected (prior to landfill or diversion)	13,372 Tons
MATERIALS	28	Scraps and surplus food diverted to farms (e.g. pig farm, oyster farm)	13,319 Tons
MATERIALS	29	Surplus food donated to people	53 Tons
OPERATIONS	30	Green certified operations (Green Globes, Green Key)	76,614,309 Sq. Ft.
OPERATIONS	31	Percent green certified operations (Green Globes, Green Key)	88%
OUTREACH	32	My Green Advantage registrations (Cumulative at year end 2016)	19,164
OUTREACH	33	My Green Advantage actions	1,325,900
OUTREACH	34	Formal environmental partnerships	15

Energy 2016

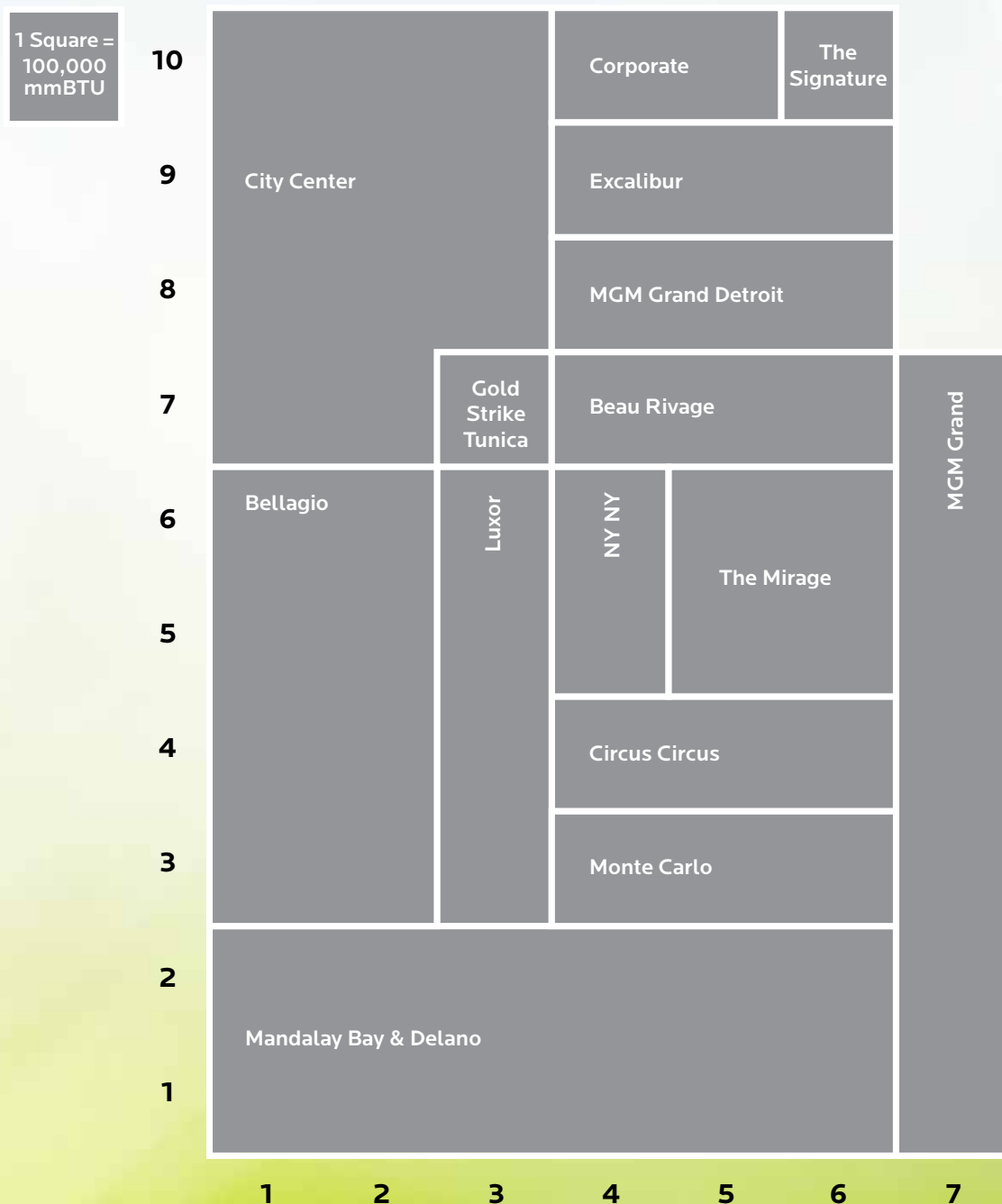
TOTAL ENERGY USE: **6.7 million mmBTU**

1 Square =
100,000
mmBTU



The charts below summarize MGM Resorts total energy use in 2016 across U.S. properties and corporate offices open as of Jan 1, 2016. Properties acquired or opened in 2016 are excluded. Data is indicative, not exact.

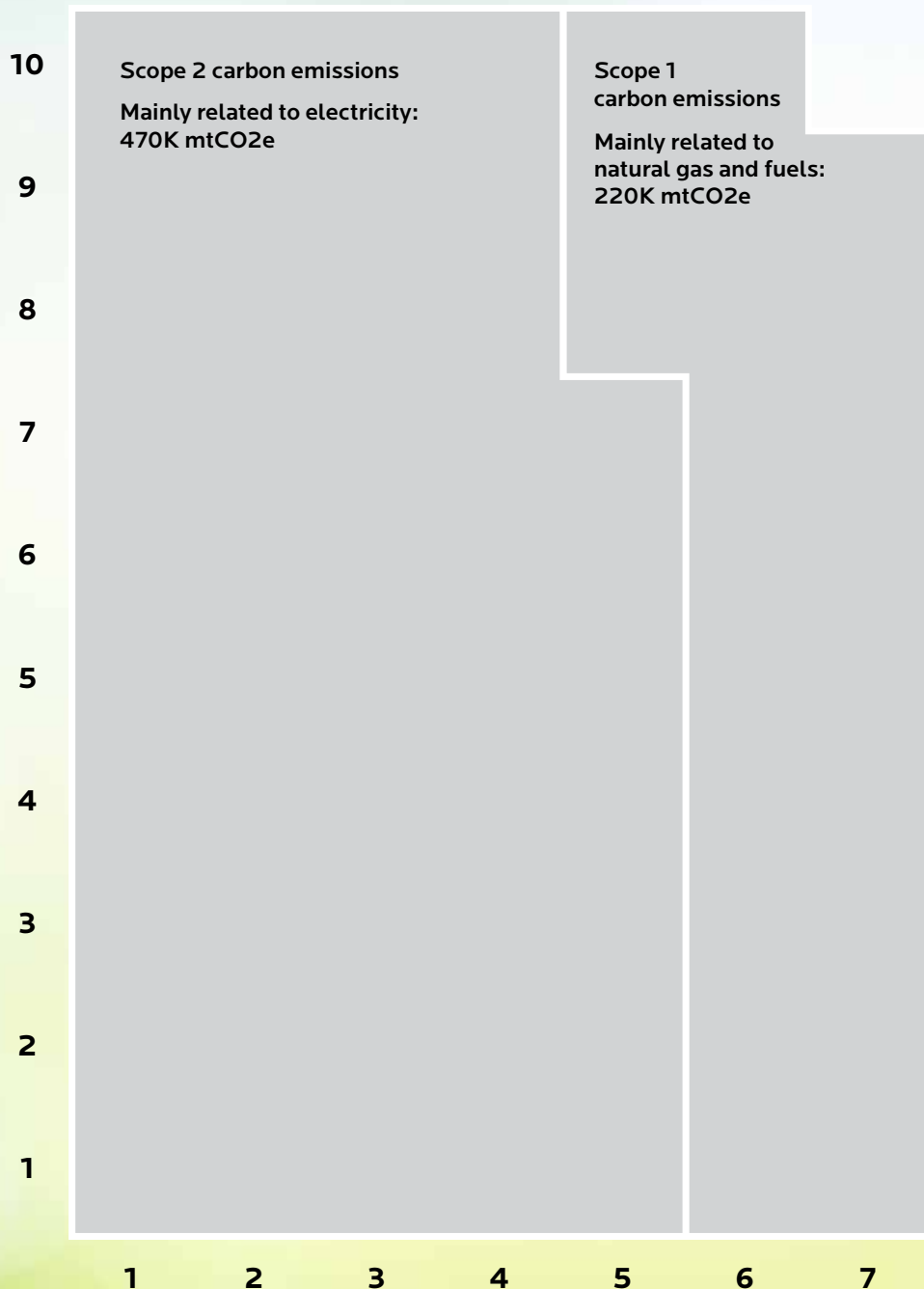
PROPERTY ENERGY USE:



Carbon Footprint 2016

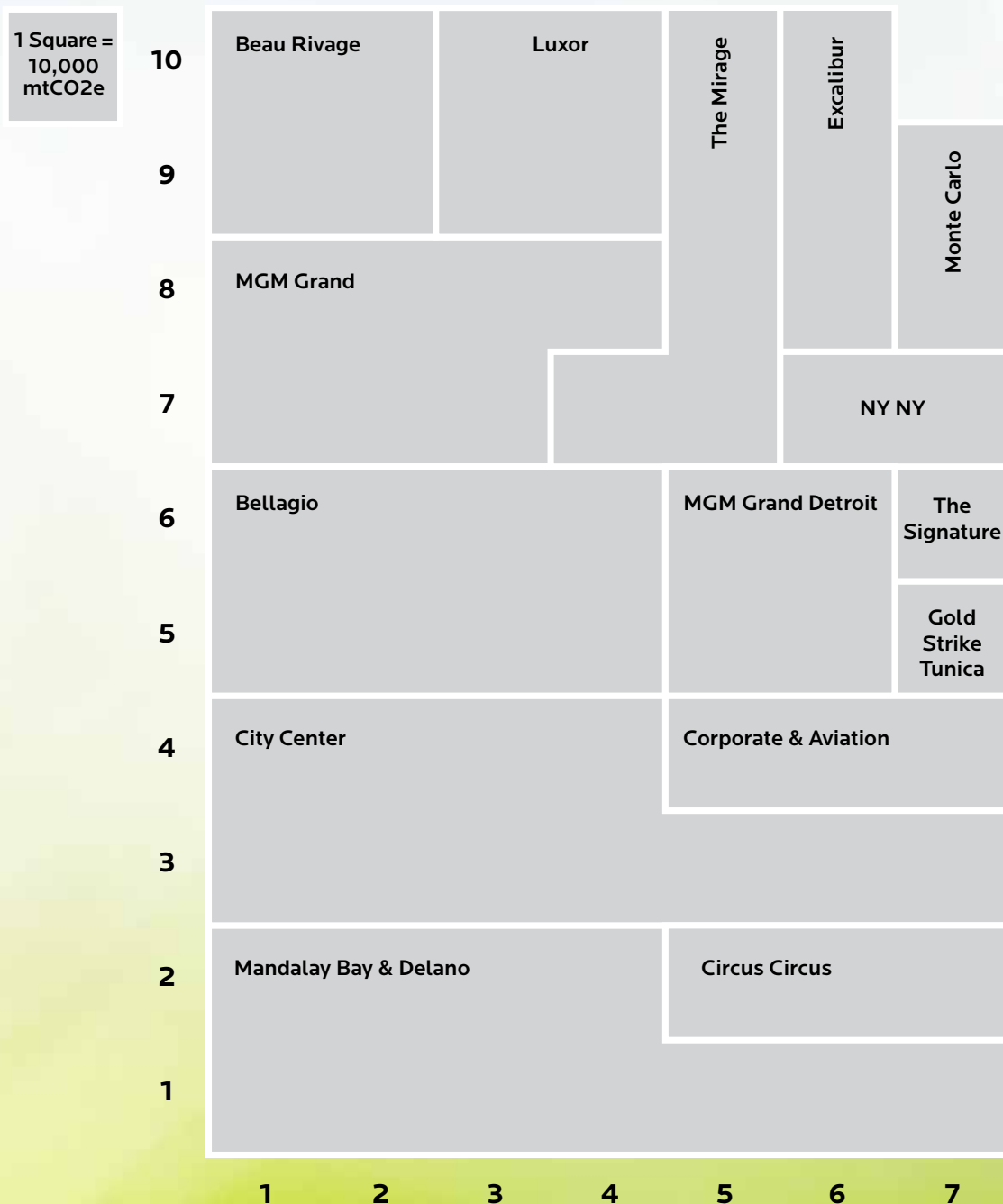
TOTAL CARBON EMISSIONS: **690K mtCO₂e**

1 Square =
10,000
mtCO₂e



The charts below summarize MGM Resorts total carbon footprint in 2016 across U.S. properties and corporate offices open as of Jan 1, 2016. Properties acquired or opened in 2016 are excluded. Data is indicative, not exact.

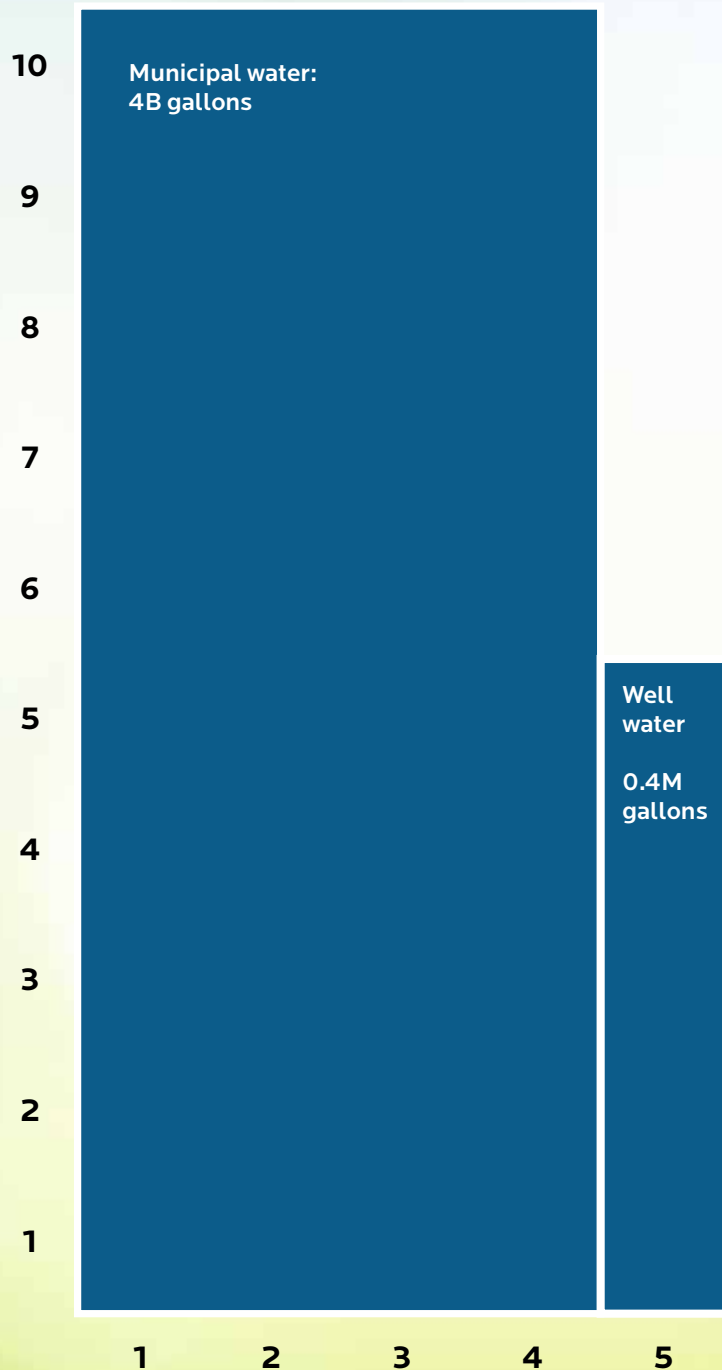
PROPERTY CARBON EMISSIONS:



Water 2016

TOTAL WATER USE: 4.5 billion gallons

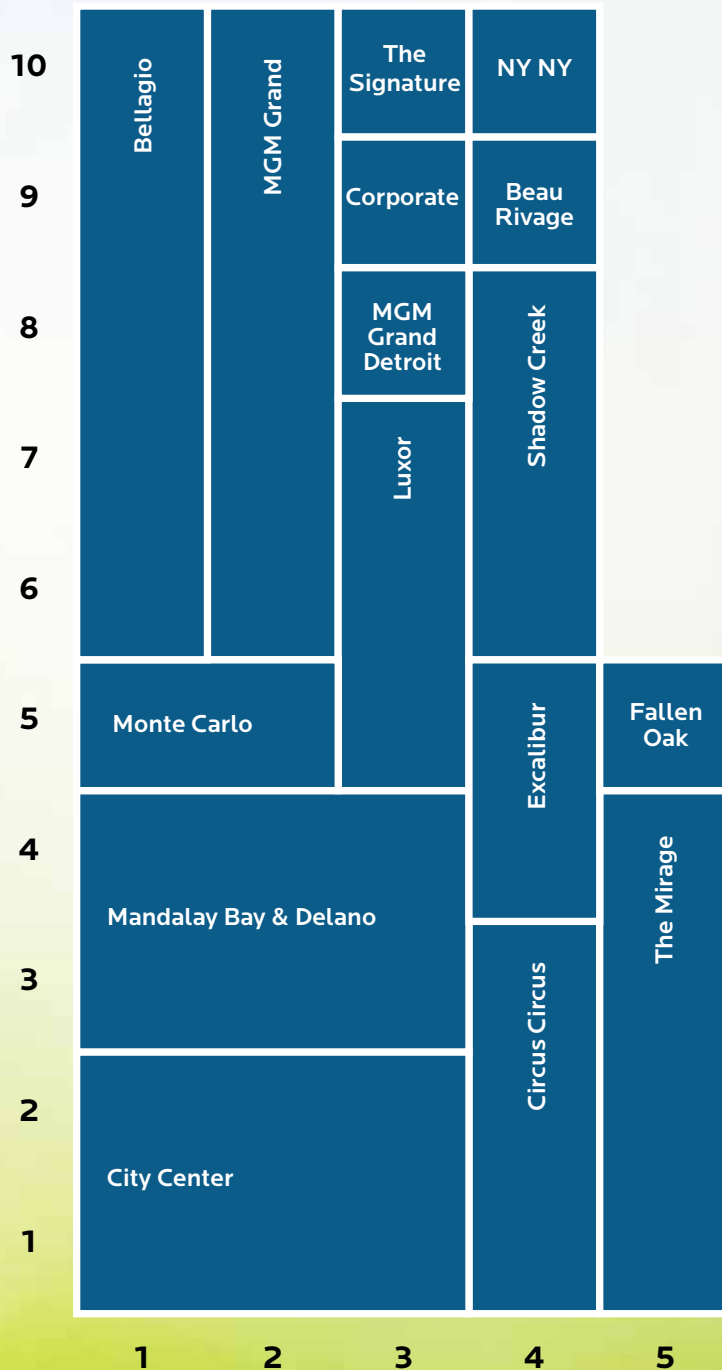
1 Square =
100 MIL
Gallons



The charts below summarize MGM Resorts total water footprint in 2016 across U.S. properties and corporate offices open as of Jan 1, 2016. Properties acquired or opened in 2016 are excluded. Data is indicative, not exact.

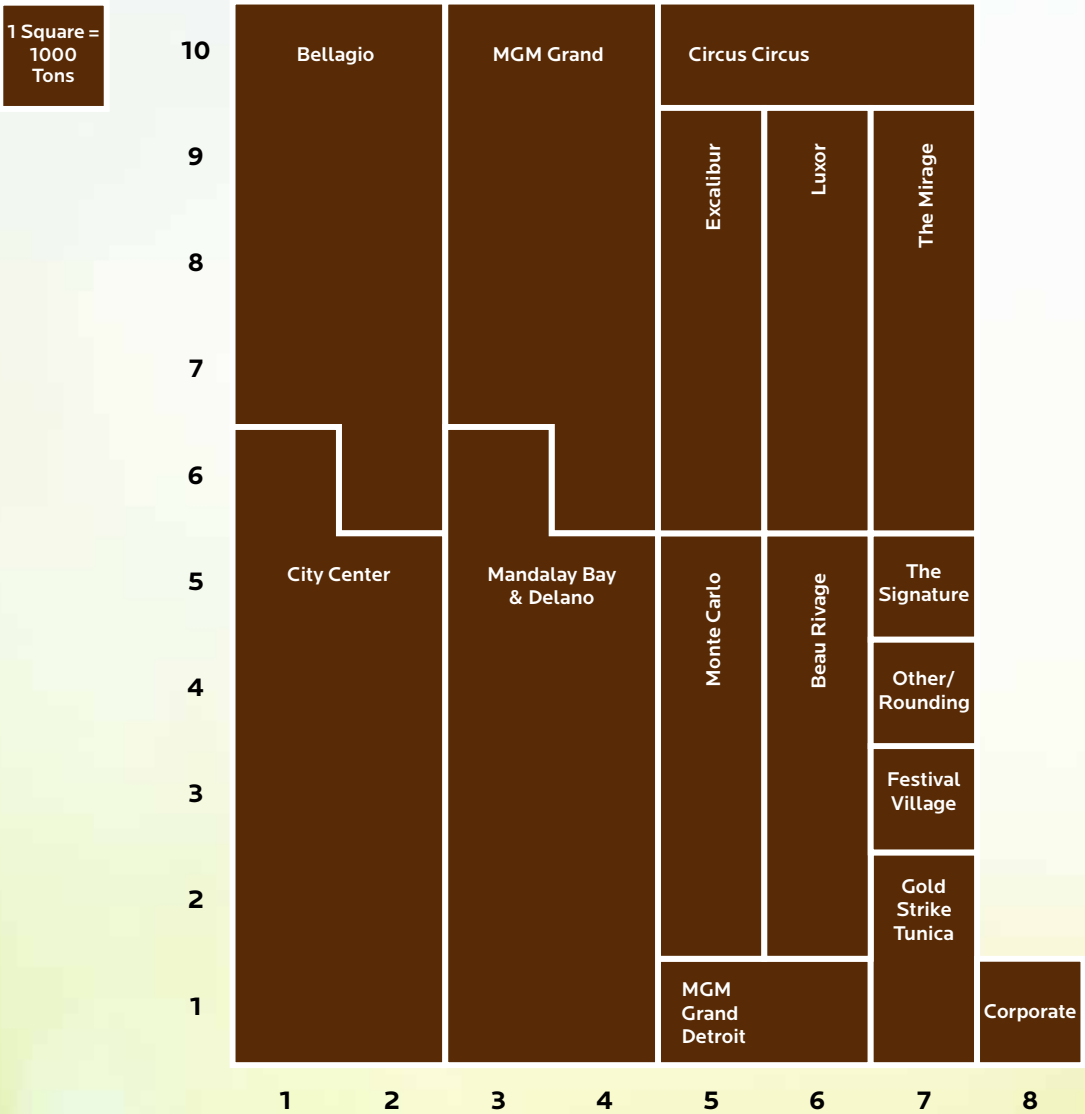
PROPERTY WATER USE:

1 Square = 100 MIL Gallons



Materials 2016

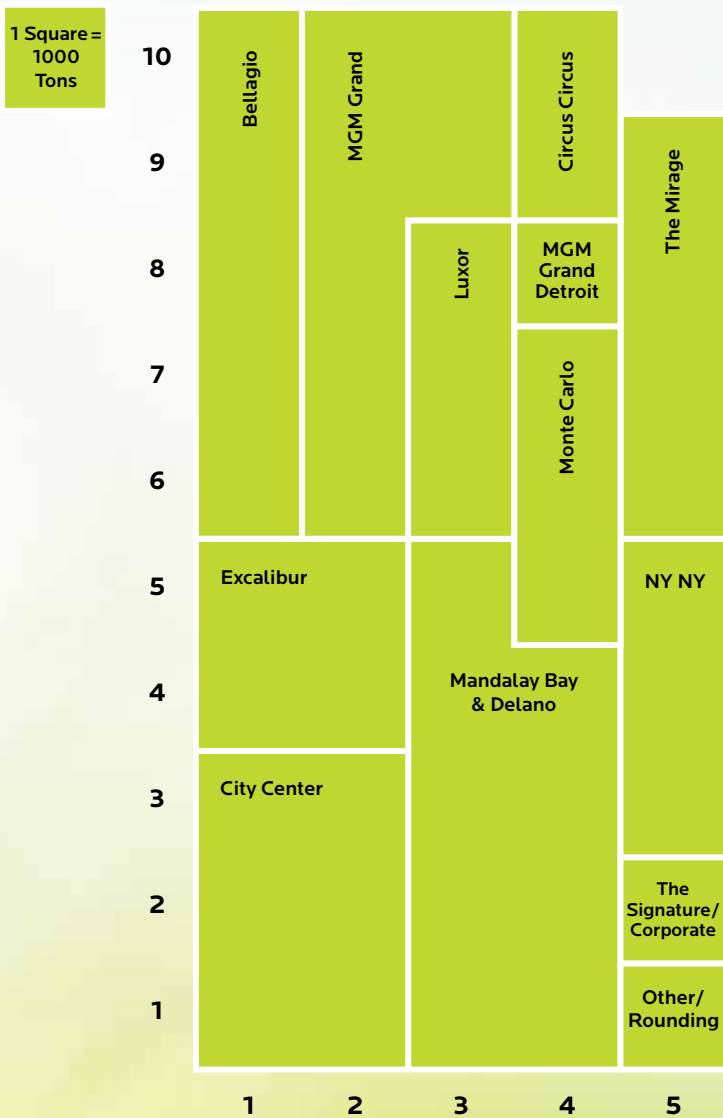
TOTAL MATERIALS TO LANDFILL: **71K tons**



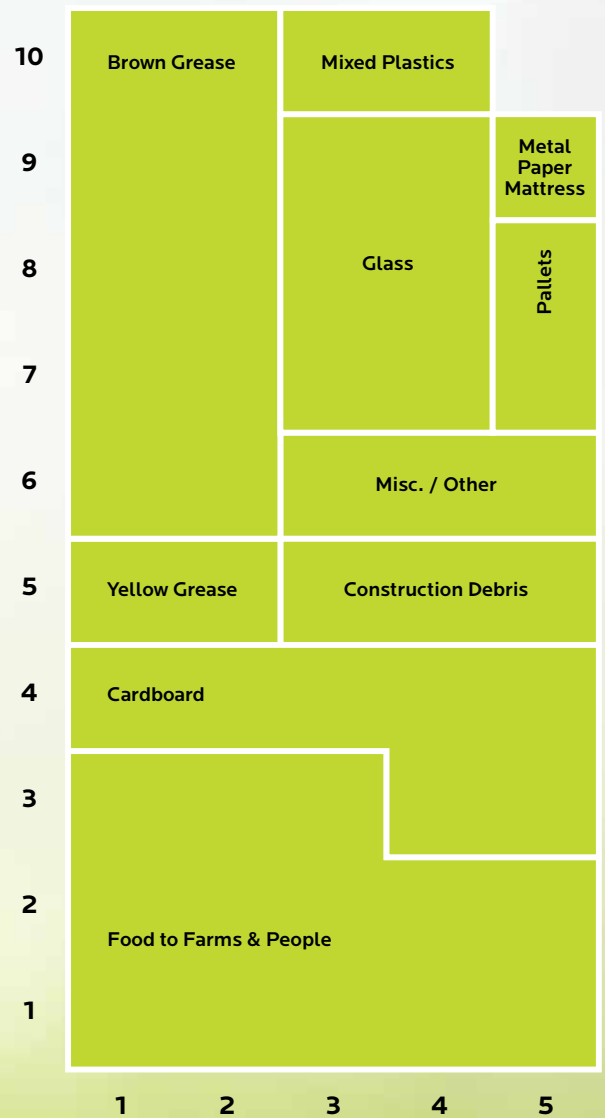
The charts below summarize MGM Resorts end-of-use materials footprint for materials in 2016 across U.S. properties and corporate offices open as of Jan 1, 2016. Materials from properties acquired or opened in 2016 are excluded. Data is indicative, not exact.

These green charts depict the estimated weight of materials diverted from landfill and sent to recyclers, farms or charities in 2016. The two graphs depict the same 49,000 tons of materials in two ways: which property the material came from, and what the material was. Materials reused, repaired or repurposed internally (such as furniture, assets, linens etc.) that are not weighed within our materials management processes are excluded from this data.

MATERIALS DIVERTED BY PROPERTY: 49K tons



TOTAL MATERIALS DIVERTED BY TYPE: 49K tons



2016 AWARDS & RECOGNITIONS

GENERAL CORPORATE SOCIAL RESPONSIBILITY

America's Best Large Employers of 2016

– Forbes Media

World's Most Admired Companies

– FORTUNE Magazine

DIVERSITY & INCLUSION

Top 10 Regional Companies (No. 5)

– DiversityInc

40 Best Companies for Diversity

– Black Enterprise Magazine

Best Places to Work for LGBTQ Equality

– Human Rights Campaign Foundation

America's Top Corporations for Women's Business Enterprises

– Women's Business Enterprise National Council

ATHENA Organizational Leadership Award to The Women's Leadership Conference (presented by The MGM Resorts Foundation)

– Women's Chamber of Commerce of Nevada

College of Southern Nevada Community Partner Award for Diversity Excellence 2016-2017

Employer of Choice for High-Achieving Pan-Asian Millennials Award

– National Association of Asian MBAs and The National Society of High School Scholars

Top Corporation for LGBT Economic Empowerment

– Affinity Inc. Magazine

Top 12 LGBT-friendly Hotel Brands in the U.S. (No. 7) – Travel & Leisure Magazine

Top 100 Corporations of 2016 for Supplier Diversity – Women's Enterprise USA Magazine

GIVING & PHILANTHROPY

The Civic 50 – America's Most Community-Minded Companies – Points of Light

Hospitality Partner of the Year – Goodwill of Southern Nevada

ENVIRONMENTAL SUSTAINABILITY

LEED Gold Certification – MGM National Harbor, by U.S. Green Building Council

LEED Gold Certification – The Park, by U.S. Green Building Council

LEED Gold Certification – T-Mobile Arena, by U.S. Green Building Council

“5 Green Keys” (ARIA Resort & Casino) – Green Key Global

Largest Portfolio-Wide Energy Savings – Lighting Energy Efficiency in Parking (LEEP) Awards

Green Globes Four Globes: Bellagio, Excalibur, Luxor, Mandalay Bay, MGM Grand Las Vegas, The Mirage, New York, New York, The Signature

Water Hero Award – Water Conservation Coalition



2016

**DIVERSITY &
PHILANTHROPY**

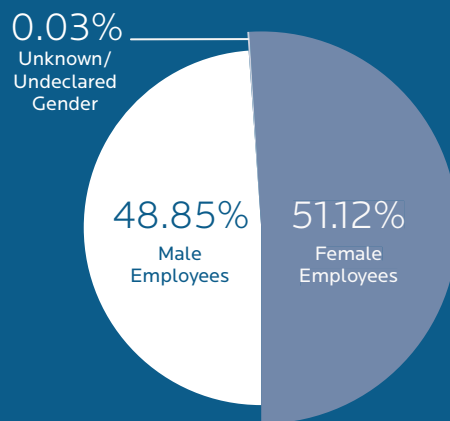
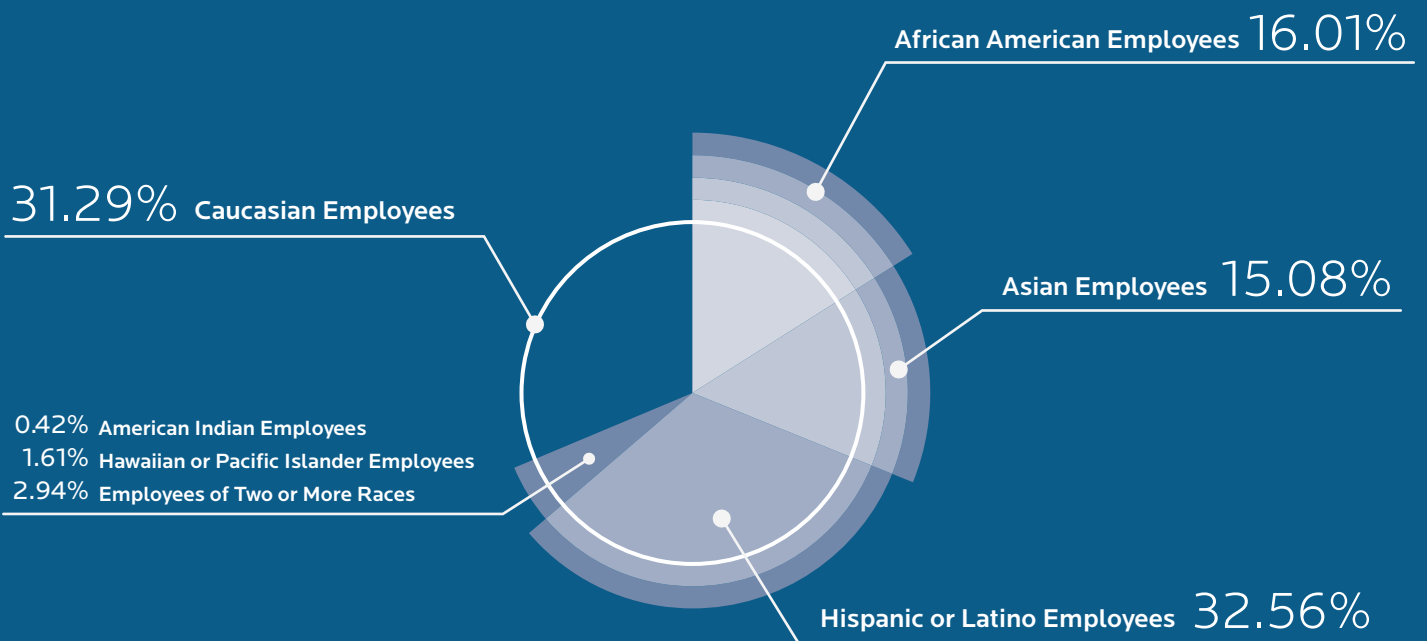
AUDIT¹

¹ MGM Resorts International Domestic USA Operations

2016 HUMAN RESOURCES HEAD COUNT DATA

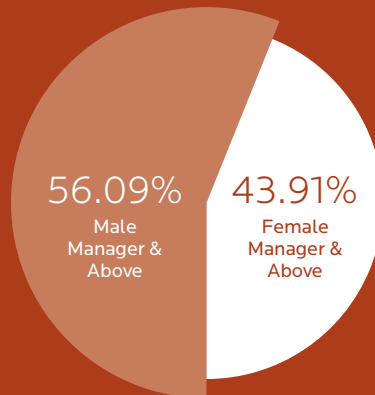
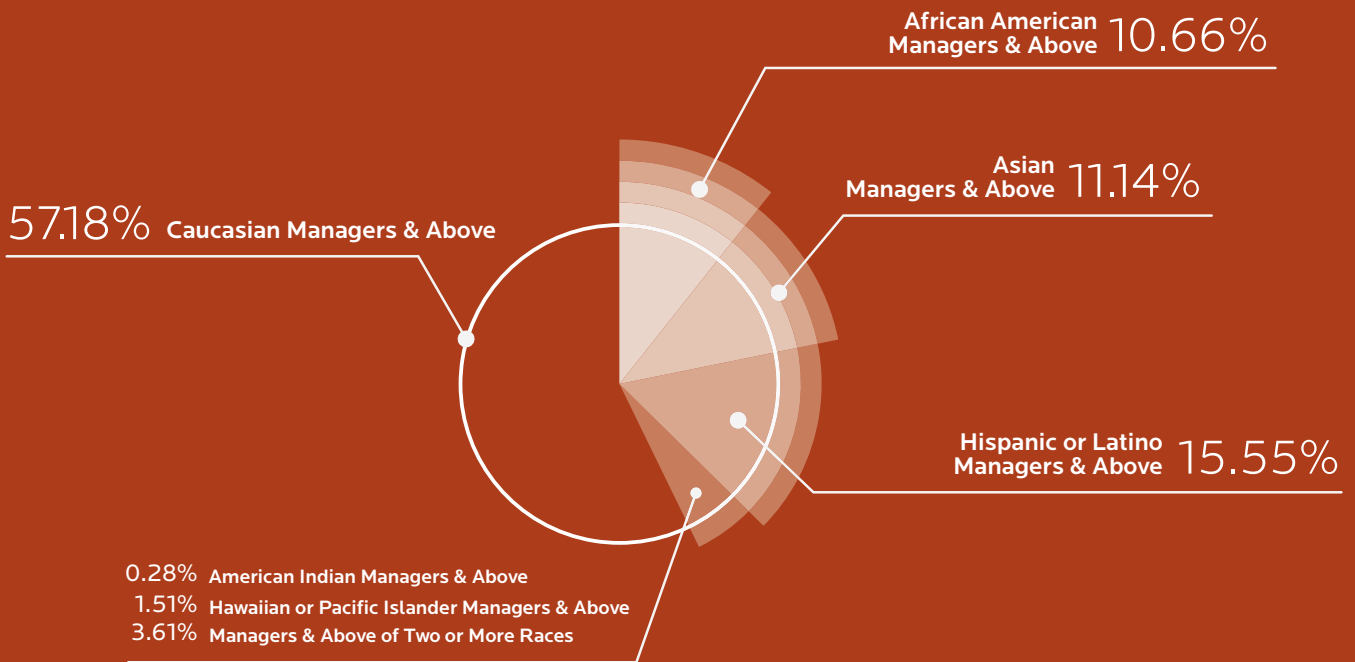
MGM Resorts International Employee Profile

Total Employees	Total Minority Workforce	42,956 (68.61%)
62,606	Caucasian Employees	19,590 (31.29%)
	Employees of Unknown / Undeclared Ethnicity	60 (0.10%)



MGM Resorts International Manager & Above Profile

Total Managers & Above	Total Minority Managers & Above	2,157 (42.74%)
5,047	Caucasian Managers & Above	2,886 (57.18%)
	Managers of Unknown / Undeclared Ethnicity	4 (0.08%)



Clark County, NV Employee Profile

Total Employees

51,290

Total Minority Workforce

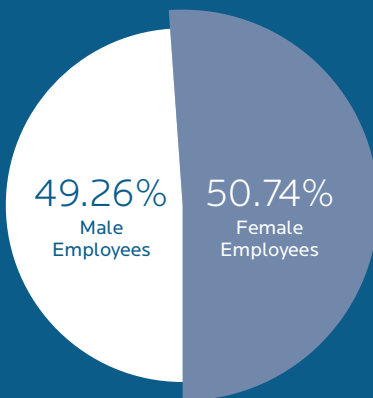
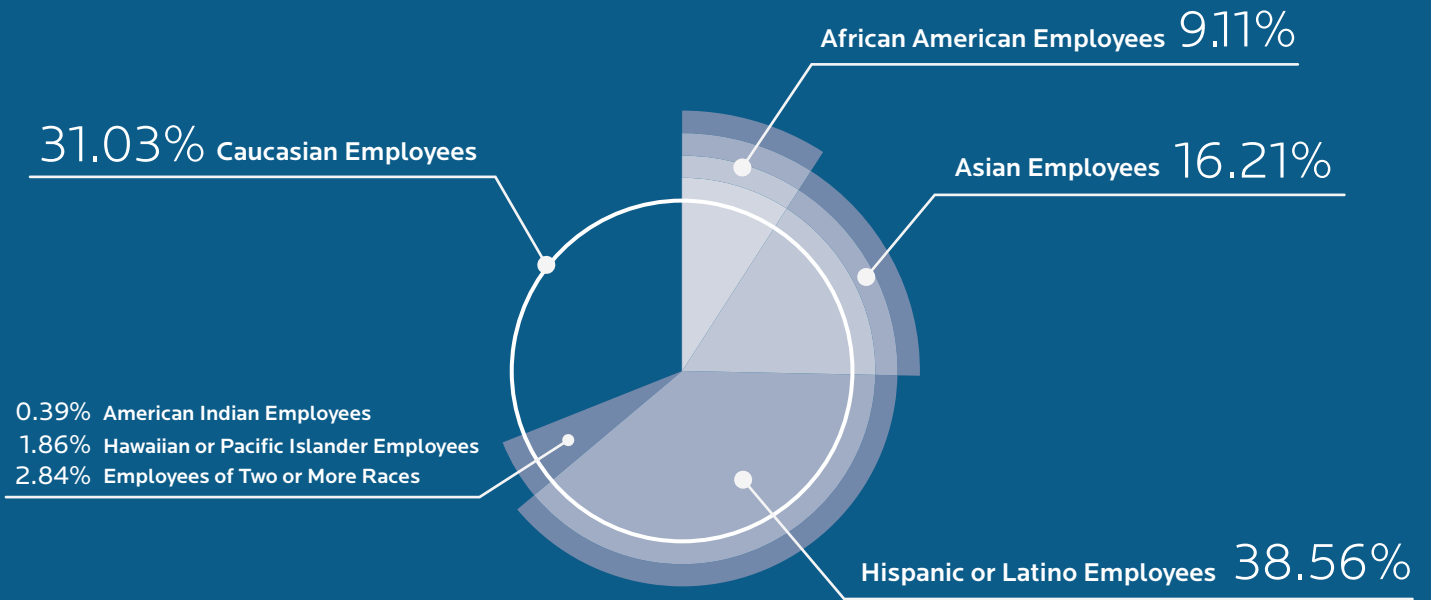
35,371 (68.96%)

Caucasian Employees

15,916 (31.03%)

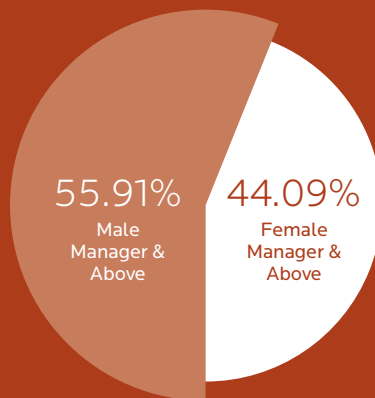
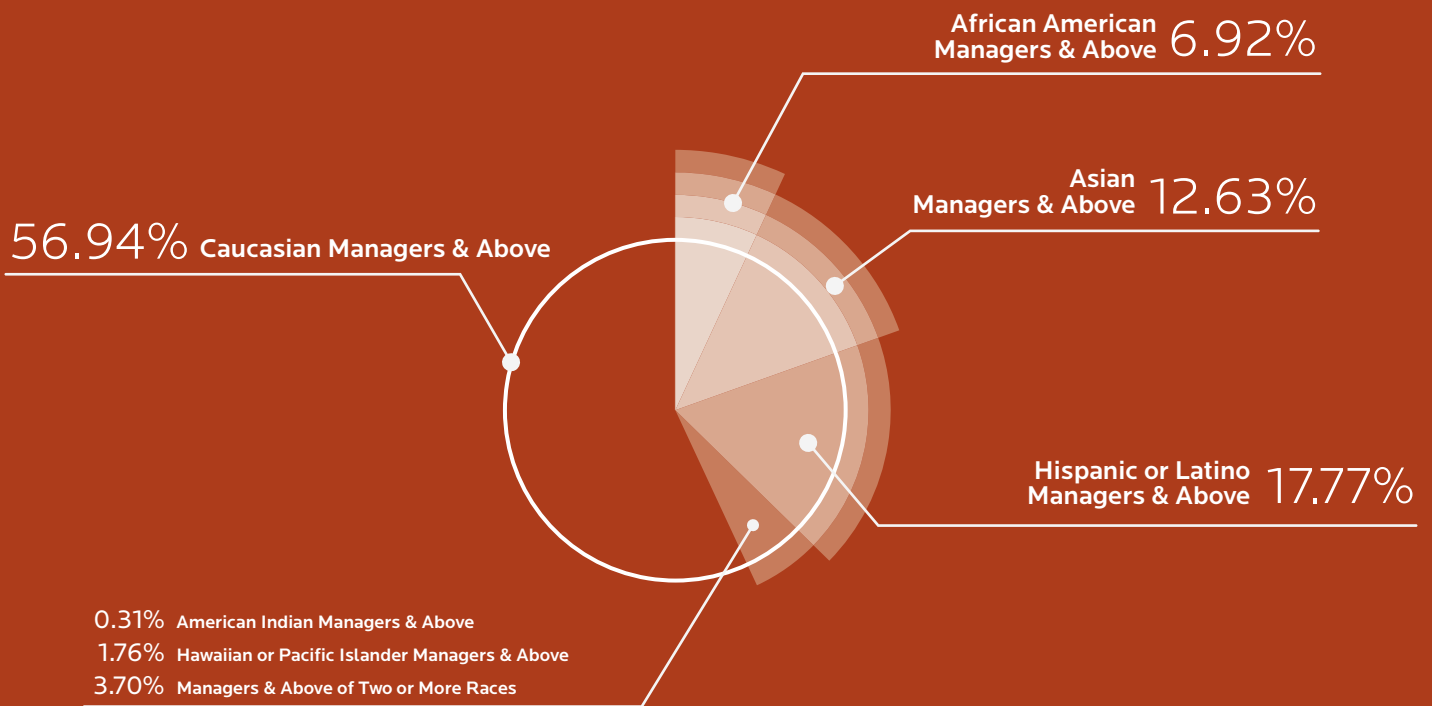
Employees of Unknown / Undeclared Ethnicity

3 (0.01%)



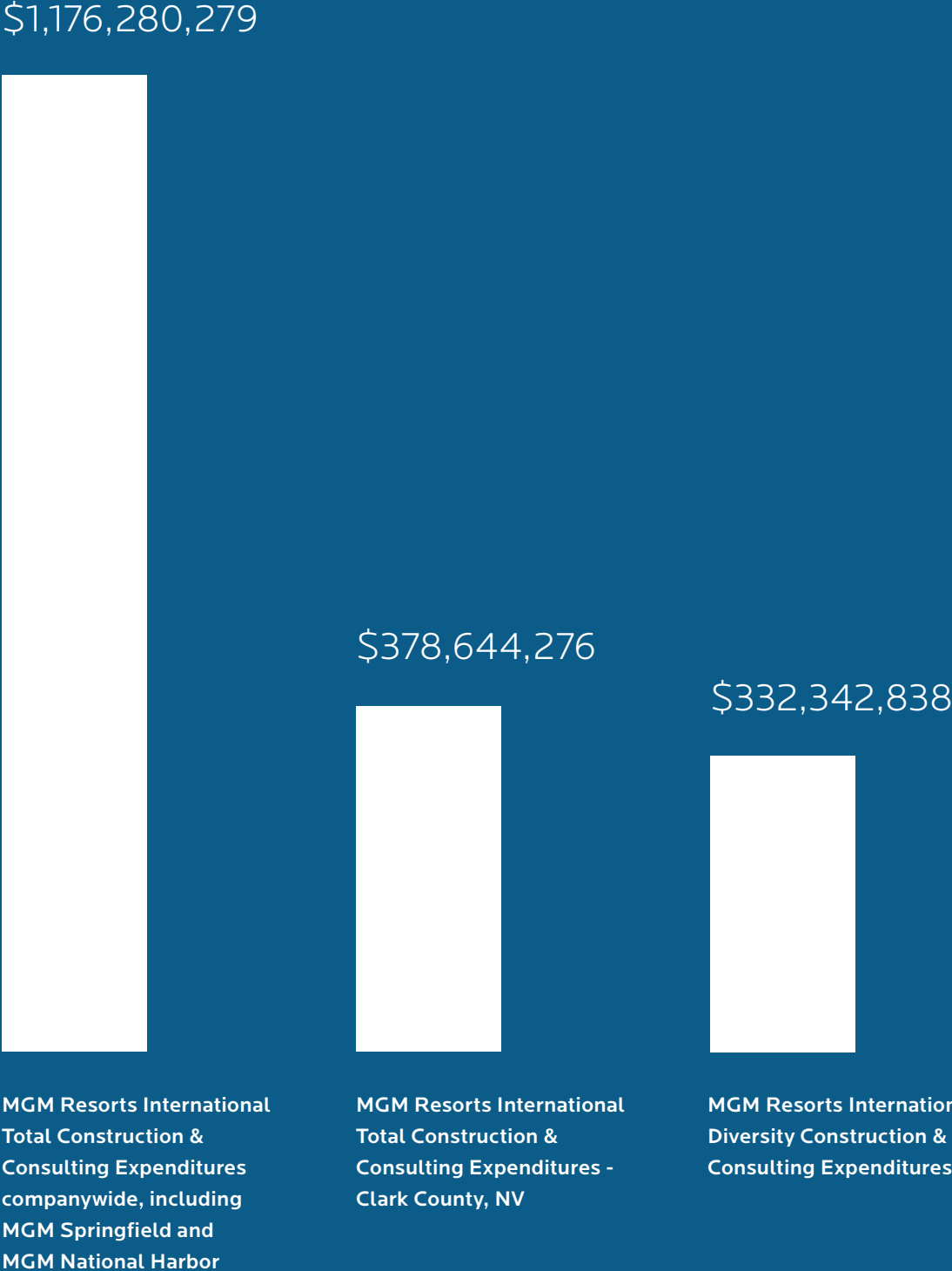
Clark County, NV Manager & Above Profile

Total Managers & Above	Total Minority Managers & Above	1,793 (43.06%)
4,164	Caucasian Managers & Above	2,371 (56.94%)



2016 CONSTRUCTION & CONSULTING EXPENDITURES

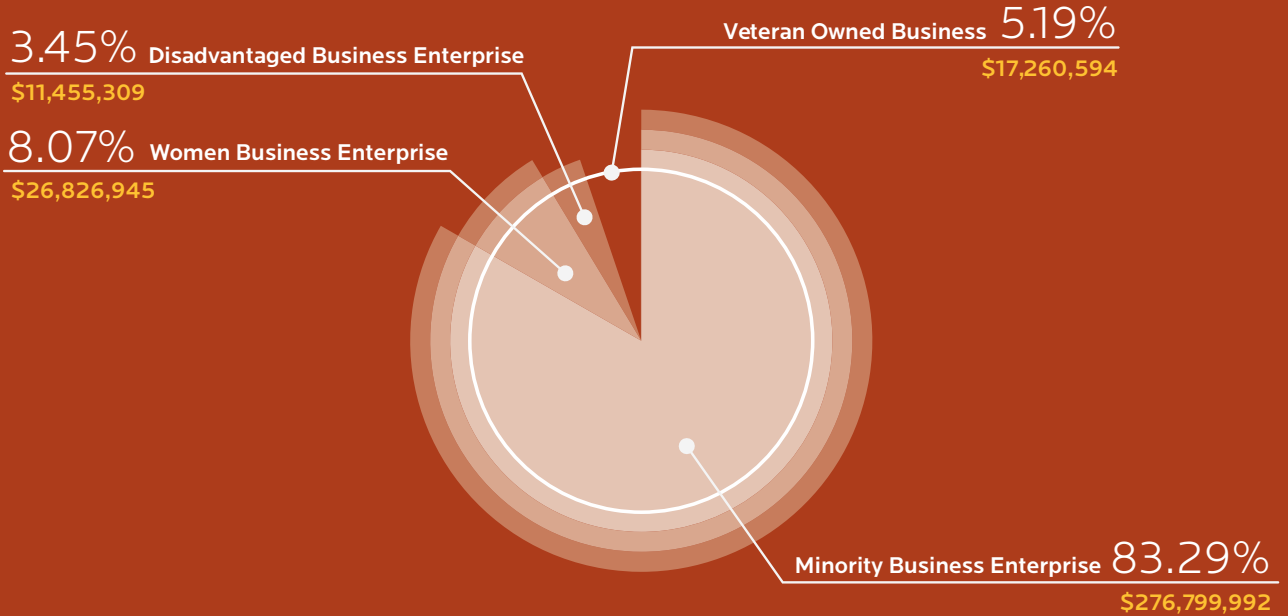
Total Expenditures



Diversity Expenditures By Category - M/W/DBE/VOB/LGBTBE

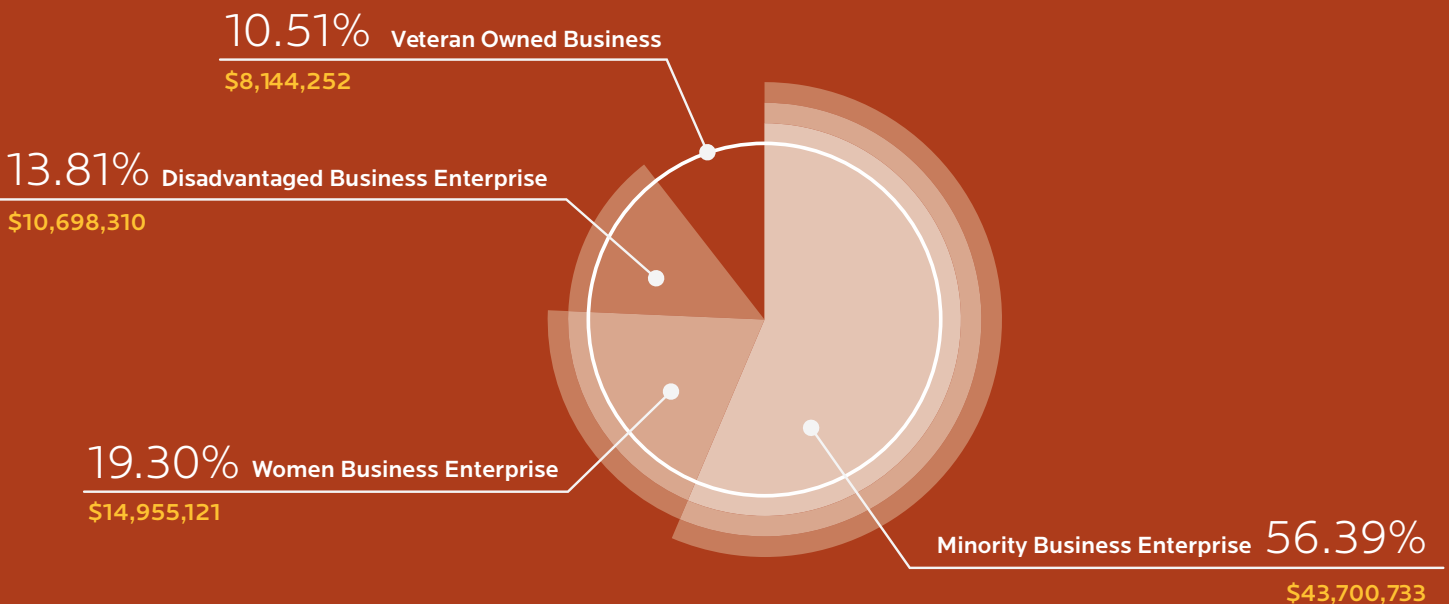
MGM Resorts International

Total **\$332,342,838**



Clark County, NV

Total **\$77,498,416**



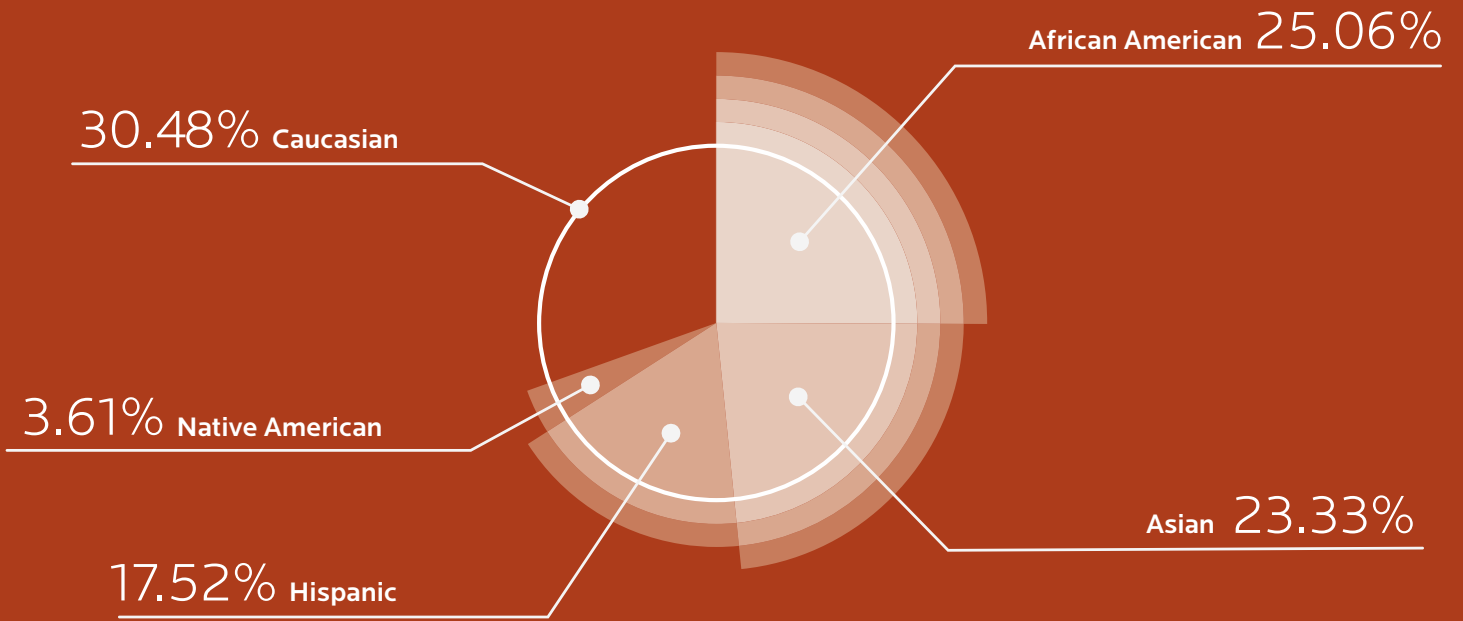
2016 CONSTRUCTION & CONSULTING EXPENDITURES

MGM Resorts International

Diversity Expenditures By Ethnicity – MGM Resorts International



Diversity Expenditures By Ethnicity – Clark County, NV



2016 PROCUREMENT EXPENDITURES

Total Biddable Goods & Services Expenditures

\$1,683,018,750



MGM Resorts International
Total Purchasing Expenditures

\$1,403,949,688



MGM Resorts International
Total Purchasing Expenditures -
Clark County, NV

\$142,259,084



MGM Resorts International Diversity
Procurement Expenditures -
Tier 1¹

¹ Tier I direct expenditures are those with M/W/DBE/VOB/LGBTBE suppliers who work directly with MGM Resorts International.

Diversity Expenditures With Tier 1 Suppliers - Biddable Goods & Services By Category - M/W/DBE/VOB/LGBTBE

MGM Resorts International

Total **\$142,259,084²**

- \$2,762,311** 1.94% Disadvantaged Business Enterprise
- \$1,834,829** 1.29% Veteran Owned Business
- \$257,130** 0.18% Lesbian, Gay, Bisexual, Transgender Business Enterprise

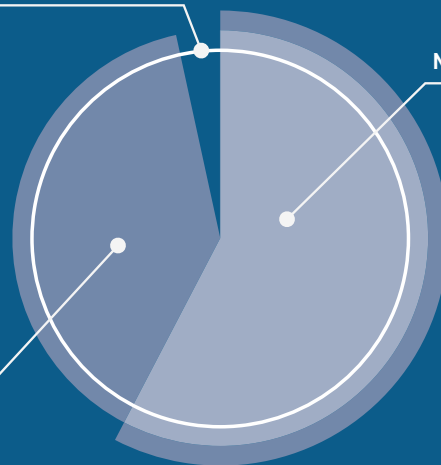
\$4,854,270

Minority Business Enterprise **57.65%**

\$82,016,887

38.93% Women Business Enterprise

\$55,387,926



Clark County, NV

Total **\$84,375,384**

- \$2,495,038** 2.96% Disadvantaged Business Enterprise
- \$1,433,961** 1.70% Veteran Owned Business
- \$115,174** 0.14% Lesbian, Gay, Bisexual, Transgender Business Enterprise

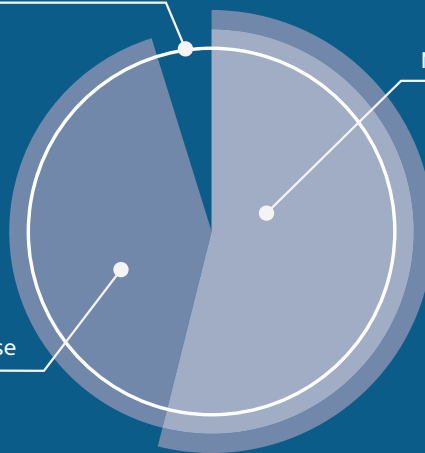
\$4,044,173

Minority Business Enterprise **53.90%**

\$45,482,488

41.30% Women Business Enterprise

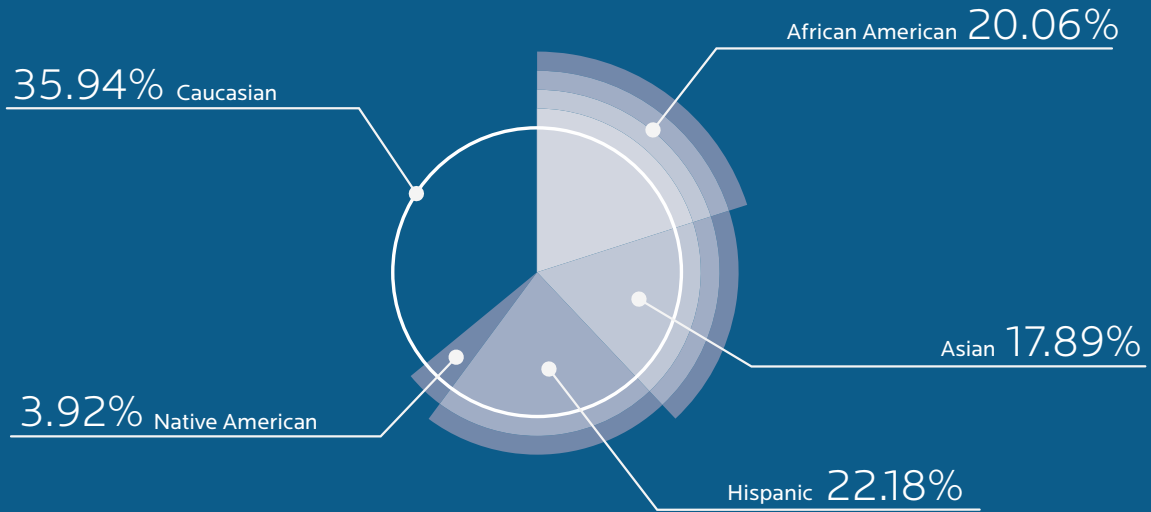
\$34,848,724



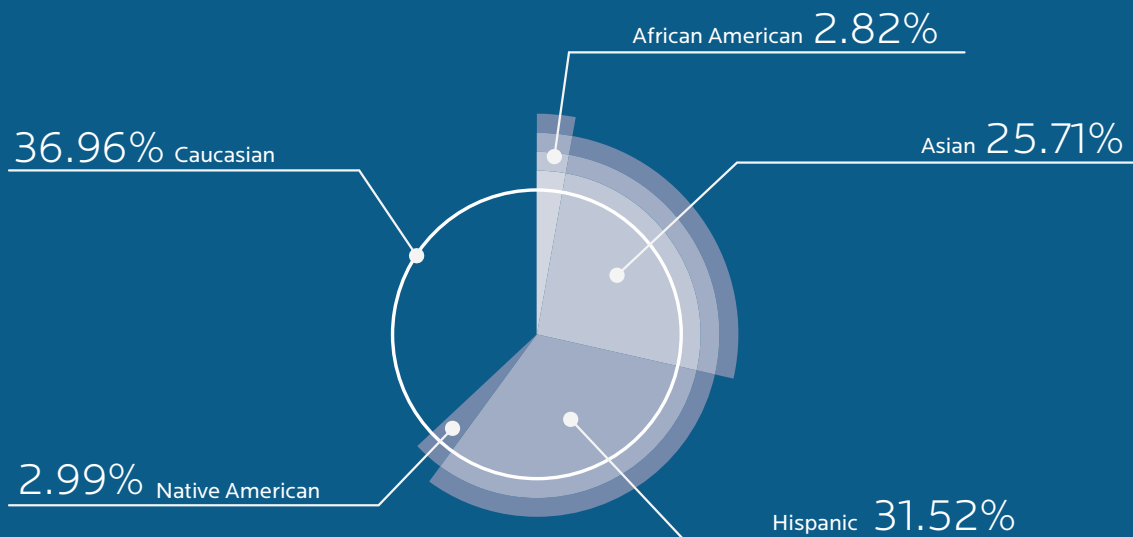
² Totals are off by .01% or \$1 due to rounding.

2016 PROCUREMENT EXPENDITURES

MGM Resorts International Tier 1 Diversity Expenditures - Biddable Goods & Services By Ethnicity



Diversity Expenditures By Ethnicity - Clark County, NV



MGM Resorts International Tier II Expenditures¹

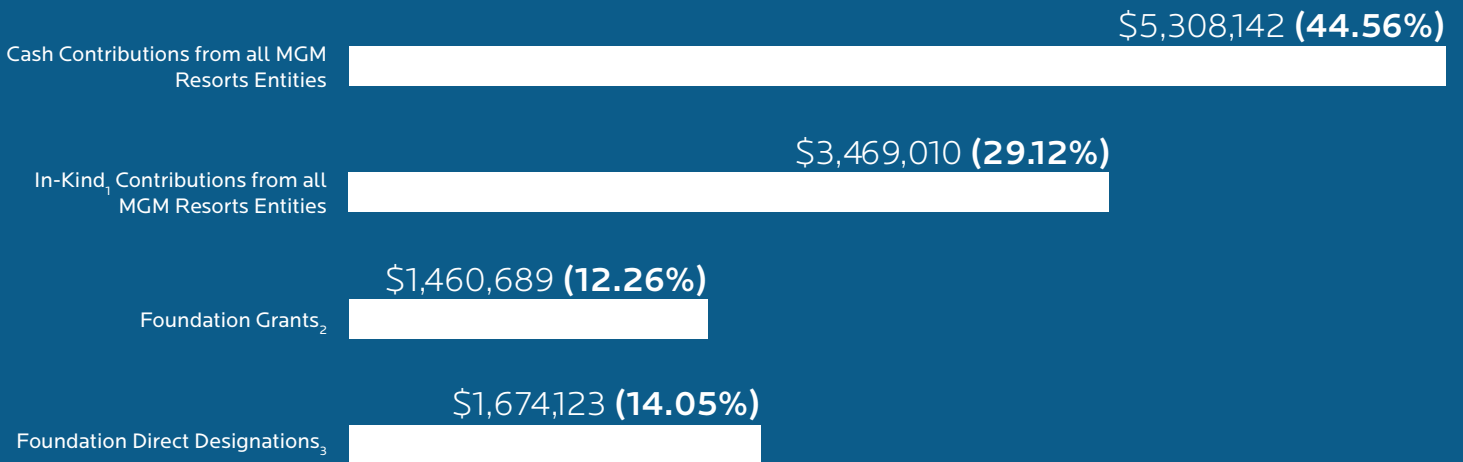


Vendors with Tier II Expenditures  26 Vendors

¹ Tier II expenditures are a percentage of Prime Suppliers' (majority suppliers) spend with M/W/DBE/VOB/LGBTBE suppliers for which they 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.

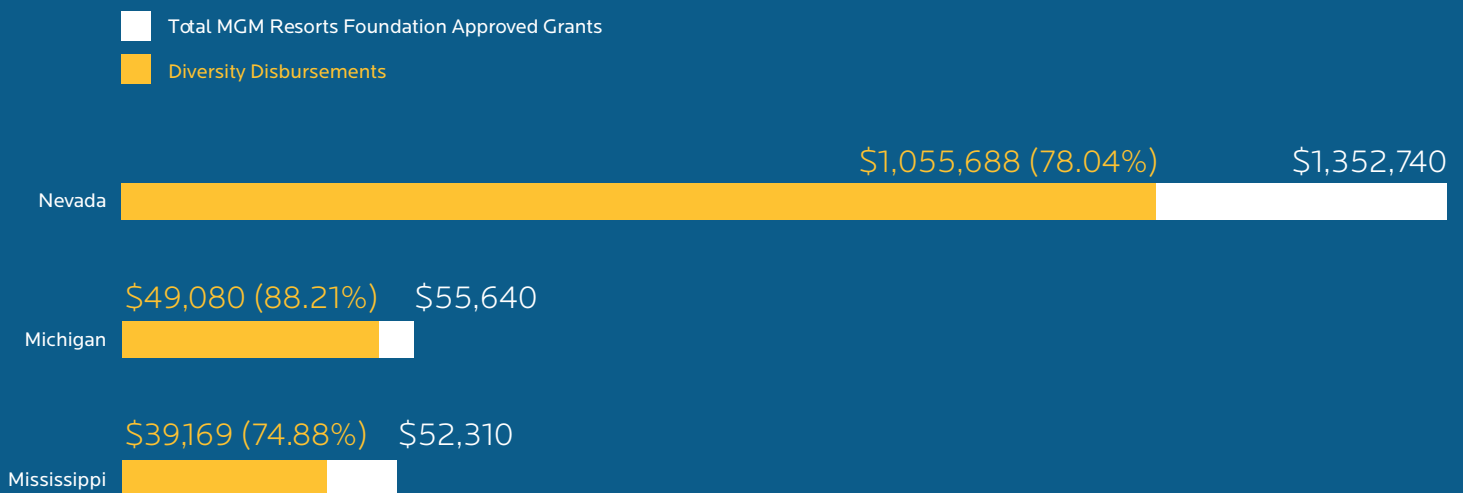
2016 PHILANTHROPY DATA

MGM Resorts International Donations By Source Funding

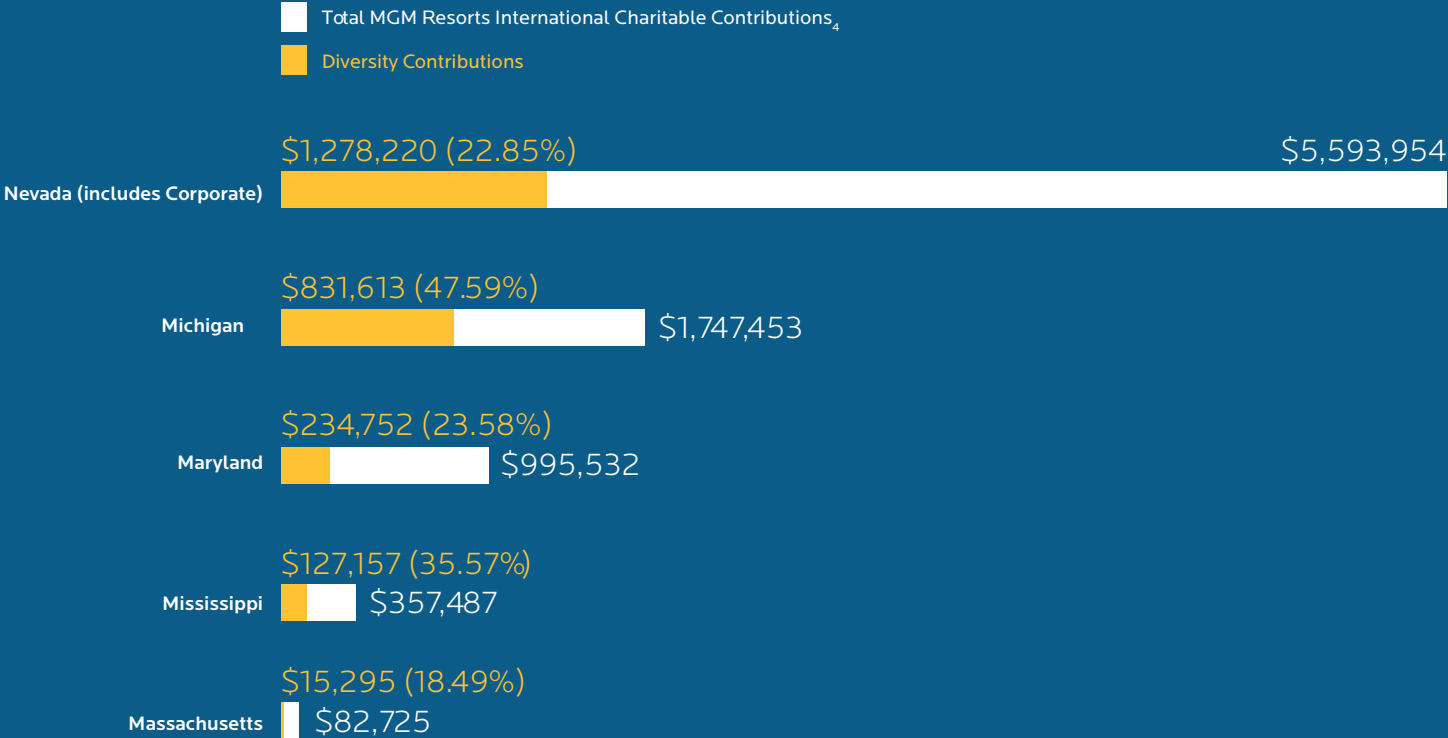


Total MGM Resorts International Donations = \$11,911,965

MGM Resorts Foundation Approved Grants



MGM Resorts International Charitable Contributions By Region



¹In-kind donations are donations other than cash that may include: comps, rooms, meals, show tickets, obsolete items, labor, property specific events, marketing donations, one-off events and conventions.

²Only includes disbursements made during the 2016 calendar year.

³No diversity statistics are maintained for this figure. Only includes direct designations (including leadership designations) made during the 2016 calendar year.

⁴Charitable contribution figures include both cash and in-kind amounts.

2016 DIVERSITY & INCLUSION PARTNERS

NATIONAL PARTNERS

100 Black Men of America, Inc.
ASCEND National Association of Asian MBAs
Asian & Pacific Islander American Scholarship Fund
Asian American Journalists Association
Congressional Black Caucus Foundation
Congressional Hispanic Caucus Institute
Diversity Best Practices (Working Mother Media)
Hispanic Association of Colleges and Universities
Hispanic Association on Corporate Responsibility (HACR)
Human Rights Campaign National



HUMAN
RIGHTS
CAMPAIGN®

International Gay and Lesbian Travel Association
International Gay & Lesbian Travel Association Foundation Inc.
League of United Latin American Citizens
National Association for the Advancement of Colored People (NAACP)
National Association of Black Journalists
National Association of Hispanic Journalists
National Association of Minority Contractors

National Black MBA Association, Inc.
National Coalition of Black Meeting Planners
National Council of La Raza
National Gay & Lesbian Chamber of Commerce
National Lesbian & Gay Journalists Association
National Minority Supplier Development Council
National Society of Minorities in Hospitality
National Urban League
Native American Journalists Association
Organization of Chinese Americans
Out & Equal
Prospanica (formerly known as National Society of Hispanic MBAs)
SER National
The National Center for American Indian Enterprise Development



U.S. Black Chambers, Inc.
United States Hispanic Chamber of Commerce
US Pan Asian American Chamber of Commerce
USO Inc.
USO Metro
Western Regional Minority Supplier Development Council
Women's Business Enterprise Council – West
Women's Business Enterprise National Council

NEVADA PARTNERS



100 Black Men of Las Vegas, Inc.
Asian American Group Las Vegas
Asian Community Development Council
City Impact Foundation
College of Southern Nevada
Cultural Diversity Foundation
Dress for Success Southern Nevada
Gay and Lesbian Chamber of Commerce of Nevada
Henderson Chamber of Commerce of Nevada
Human Rights Campaign Las Vegas
Las Vegas Asian Chamber of Commerce
Las Vegas Clark County Urban League
Las Vegas Dr. Martin Luther King Jr. Committee
Latin Chamber of Commerce Community Foundation
Latin Chamber of Commerce Nevada Inc.



National Association for the Advancement of Colored People – Las Vegas
National Association of Minority Contractors – Nevada
National Association of Women Business Owners – Las Vegas

National Association of Women in Construction – Las Vegas Chapter #74

National Coalition of 100 Black Women – Las Vegas Chapter

Organization of Chinese Americans – Las Vegas

Rainbow Dreams Educational Foundation

Southern Nevada Association of Pride Inc.

The Gay and Lesbian Community Center of Southern Nevada

The Links, Incorporated – Las Vegas Chapter

United States Veterans Initiative

Urban Chamber of Commerce

USO Las Vegas

Veterans Action Group

Women’s Chamber of Commerce of Nevada

MARYLAND PARTNERS



Bowie State University Foundation Inc.

Capital Region Minority Supplier Development Council



Kappa Epsilon Lambda Education Foundation, Inc.

Maryland Parks and Planning Annual Hispanic Festival

The Links Foundation Inc.

US Asian American Chamber of Commerce

MASSACHUSETTS PARTNERS



Brethren Community Foundation
Italian Cultural Center of Western Massachusetts
NAACP – Springfield, Massachusetts
Springfield Caribbean Association
Stone Soul Inc.
Urban League of Springfield, Inc.

MICHIGAN PARTNERS



ACCESS (Arab Community Center for Economic and Social Services)
Affirmations
Alkebulan Village
Arab American and Chaldean Council
Arab-American Civil Rights League
Black Family Development
Charles H. Wright Museum of African American History
Detroit Area Agency on Aging
Detroit Association of Black Organizations
Latin Americans for Social and Economic Development, Inc. (LA SED)
Leader Dogs for The Blind
Mana de Metro Detroit
Michigan Veterans Foundation
Detroit NAACP
National Association of Negro Business & Professional Women's Clubs

New Detroit
Ruth Ellis Center
SER Metro – Detroit



Sphinx Organization
St. Patrick Senior Center
The Arc
Triangle Foundation / Motor City Pride
United Cerebral Palsy Metropolitan Detroit
United Negro College Fund
Urban League of Detroit and Southeastern Michigan
Women's Informal Network

MISSISSIPPI PARTNERS



Arkansas Lighthouse for the Blind
Best Buddies Tennessee
CASA Women's Shelter
Down Syndrome Association of Memphis & the Mid-South
Memphis Oral School for the Deaf
National Civil Rights Museum
OUTMemphis
Soulsville Foundation
Transformations Autism Treatment Center

2016

CORPORATE & REGIONAL PHILANTHROPY CONTRIBUTIONS

NEVADA

2NTENSE Foundation	Animal Network	California Symphony Orchestra Inc.
A Creative Charity Solution (CCS)	Animal Network Rescue	Calvary Chapel Spring Valley
A Home 4 Spot	Anti-Defamation League	Candlelighters for Childhood Cancer
AAA Scholarship Foundation Inc.	Arthritis Foundation Inc.	Canine Companions for Independence
ACT – on behalf of OC Social Services	Association of Fundraising Professionals	Caroline Graham-Lamberts Loving Life Foundation
Action Against Hunger UK	Bear's Best Las Vegas	Casa Council Helping Children of Mohave County
African-American Civil War Memorial Freedom Foundation	Berkley Dads' Club	CASA Foundation
Al-Anon Family Group	Best Buddies International Inc.	Catholic Charities of Southern Nevada
All About Animals	Beverly Hospital Foundation	Cell Stress Society International Inc.
All Fur Love Animal Society	Big Brothers Big Sisters of Southern Nevada	Center for Early Education
All Star Futbol Academy	Bishop Gorman Gators Corporation	Charter System Foundation Inc.
All Vegas Horses	Blind Center of Nevada Inc.	Chefs for Kids Inc.
Alpha Georgia Education Foundation Inc.	Bluecoats Drum & Bugle Corps	Chicago Cubs Charities
Alzheimer's Disease and Related Disorders Association	Board of Regents Nevada System of Higher Education	Children's Hospital Corporation dba Children's Hospital Boston
Amateur Athletic Union of the United States, Inc.	Boston College Center for Corporate Citizenship	Children's Hospital of Los Angeles
American Cancer Society Inc.	Boulder City Hospital Inc.	Chosen Generations Community Center
American Foundation for Suicide Prevention	Boy Scouts of America	Cirque Du Soleil Foundation USA Inc.
American Heart Association	Boys & Girls Clubs of Southern Nevada	City Mission Society, Inc.
American Heart Association Inc.	Boy Scouts Troop 50	Clark County Law Foundation
American Institute of Architects	Boys Town Nevada	Clark County Parent Cooperative Inc.
American National Red Cross	Brain Aneurysm Foundation Inc.	Clark County Public Education Foundation Inc.
Amytrophic Lateral Sclerosis Association	B.R.A.V.O.-Bandits Recreational Athletic Vocational Organization	Clark County School District
Andson Foundation Inc.	Brian Jordan Back to the Future Foundation	Club Christ Ministries
Animal Help Alliance	Bridges of Light Foundation Inc.	Community Anti-Drug Coalitions of America
	California Association of Student Councils	Community Cat Coalition of Clark County

The nonprofit organizations on this list received monetary and/or in-kind donations from MGM Resorts International and/or its resort affiliates pursuant to management decision, or the earned designations of employees under the VolunteerREWARDS program.

2016

CORPORATE & REGIONAL PHILANTHROPY CONTRIBUTIONS

Cystic Fibrosis Foundation	Foundation of the Professional Convention Management Association	Habitat for Humanity Las Vegas
Dazzlers Volleyball Club	Fountain City Classic Inc.	Hawks Baseball Club Inc.
Deseret Industries	Fraternity of the Desert Bighorn	Heal the Bay
Desert Research Institute Foundation	Friends for Las Vegas Metropolitan Police Department	Help of Southern Nevada
Discovery Children's Museum	Friends for Las Vegas Police K-9s	Helping Hands of Vegas Valley Inc.
District Artz	Friends of Rainbow Company	Henderson Allied Community Advocates
Doheny Eye Institute	Friends of Santa Ana Zoo	Heroes Like Haley
Down Syndrome Organization of Southern Nevada	Gay and Lesbian Community Center of Southern Nevada Inc.	Homeward Bound Cat Adoptions
Dream Catcher of L.A. Therapeutic Riding Centers	George Lopez Foundation	Horses 4 Heroes Inc.
Dvorre and Hal Ober Parent Teacher Organization	Georgetown University	Howard Hanna Children's Free Care Fund
East Valley F.C.	Georgia Leads On Education, Inc.	Humane Society of South Mississippi
Echoes of Hope	Georgia Natural Resources Foundation Inc.	I Have A Dream Foundation of Miami Inc.
enCourage Kids Foundation	Girl Scouts of Southern Nevada Inc.	Ian Somerhalder Foundation
Epicurean Charitable Foundation	Giving Life Ministries	Indiana Society of Association Executives Inc.
Estes McDoniel Elementary School PTA	Global Gaming Women Charitable Education Fund	Injured Police Officers Fund
FEAT of Southern Nevada	Golden State Warriors Community Foundation	Intergalactic Krewe of Chewbacchus Inc.
Family Promise of Las Vegas	Goodie Two Shoes Foundation Inc.	International Association of Exhibitions and Events
First Friday Foundation Las Vegas	Goodwill Industries of Southern Nevada Inc.	International Problem Gambling Center
Fisher House Foundation Inc.	Grace City Church	J.D. Smith Middle School
Fluor Cares	Green Chips	James P. Lang Scholarship Fund
Flying Tigers	Green Valley High School Marching Band	Jefferson County Rotary Foundation Inc.
Folded Flag Foundation Inc.	Greener Vegas Inc.	Jeffrey Pride Foundation Inc.
For the Least of These Inc.	Gulf Coast Community Foundation Inc.	Jewish Community Center of Las Vegas Inc.
Foreclosed Upon Pets, Inc.	Habitat for Humanity Detroit	Jewish Federation of Las Vegas
Foundation for an Independent Tomorrow		
Foundation for Recovery Inc.		

Junior Achievement of Southern Nevada Inc.	March of Dimes Foundation	Nevada Council on Problem Gambling Inc.
Junior League of Las Vegas Inc.	Meals on Wheels West	Nevada Hand Inc.
Juvenile Diabetes Research Foundation	Meeting Professionals International	Nevada Legal Services Inc.
Keep Memory Alive	Metropolitan Community Church	Nevada Partnership for Homeless Youth
Keller Williams Realty Cares	The MGM Resorts Foundation	Nevada Public Radio Corporation
Kelly Heflin Foundation Charitable Trust	Michigan Hispanic Chamber of Commerce	Nevada Society for the Prevention of Cruelty to Animals
Kenny Guinn Center for Policy Priorities	Miles for Miles Foundation	Nevada Veterans Assistance League Inc.
Lamb Baptist Church	Mondays Dark Inc.	Nevada Volunteers
Las Vegas Business Academy	Moorpark College Foundation	Nevada Youth Soccer Association
Las Vegas Diocese	Mote Marine Laboratory & Aquarium	New Covenant Church
Las Vegas Hawaiian Civic Club	National Assistance League	Ogden Foundation
Las Vegas Little Theatre	National Boy Scouts of America Council	OLC Home & School Association
Las Vegas Philharmonic	National Catholic Partnership on Disability	Olive Crest
Las Vegas Pipe Band	National Center for Missing and Exploited Children	One Drop Foundation Inc.
Las Vegas Summerlin Lions Charities Inc.	National Center for Responsible Gaming	Operation Homefront Inc.
Las Vegas Valley Humane Society	National Civil Rights Museum	Opportunity Village
Liberty High School	National Council on Problem Gambling Inc.	Opportunity Village Arc
Linus Project	National Multiple Sclerosis Society, Southern California & Nevada Chapter	Orthopedic Foundation
Living Grace Foursquare Church	National Parks Conservation Association	Oscar de la Hoya Foundation
Loaves and Fishes Inc.	Nevada Academy of Family Physicians Foundation	Paradise Valley Little League
Los Angeles LGBT Center	Nevada Ballet Theatre	Parents Together for Students Organization Inc.
Lynn Meadows Discovery Center	Nevada Broadcasters Foundation	Paws 4 Love Pet Rescue Inc.
Make-A-Wish Foundation of North Texas	Nevada Childhood Cancer Foundation	Pets for Vets - Las Vegas
Make-A-Wish Foundation of Southern Nevada	Nevada Corporate Giving Council	Phase 1 Foundation
Make-A-Wish Mid-South Inc.		Proceeding World Church
Marcela Loaiza Foundation Inc.		PTA Nevada Congress

2016

CORPORATE & REGIONAL PHILANTHROPY CONTRIBUTIONS

Ray of Sunshine	Southern Nevada Association of Pride Inc.	The Animal Foundation
Remnant Ministries	Southern Nevada Beagle Rescue Foundation	The Champion Center
Retrouvaille of Las Vegas	Southern Nevada Lacrosse Association	The Cheesecake Factory – Oscar & Evelyn Charitable Foundation
Roman Catholic Bishop of Las Vegas	Southwest Ministries Inc.	The Cooper Foundation
Ronald McDonald House Charities of Greater Las Vegas Inc.	Special Spaces Inc.	The Foundation of the Wall and Ceiling Industry Inc.
Ronald McDonald House Charities of Mobile Inc.	Speedway Children's Charities Las Vegas	The GRAMMY Foundation
Roseman University of Health Sciences	Spirit Therapies	The Leukemia & Lymphoma Society
S.E.I .G. Field Foundation	SPOT (Saving Pets One at a Time)	The Salvation Army
Sacred Heart Catholic Elementary School	St. Baldrick's Foundation	The Shade Tree Inc.
Safe Nest: Temporary Assistance for Domestic Crisis Inc.	St. Christopher Catholic	Three Square
Samadhi Legacy Foundation Inc.	St. Francis of Assisi Catholic School	Tiger Woods Foundation
Sandy-Mesquite Valley Education Foundation	St. Joseph Husband of Mary Catholic Church	Touro University
Sarmoti Foundation	St. Jude Children's Research Hospital	Tower Cancer Research Foundation
Seashore Mission Inc.	St. Jude's Ranch for Children Inc.	Toys 4 Smiles
Sedgwick County Zoological Foundation	St. Michaels Ethiopian Orthodox Tewahedo Church of Las Vegas Inc.	Transition Services Inc.
Shadow Hills Church	St. Petka Serbian Orthodox Church	Truth Christian Ministries
Share Supportive Housing and Resources for the Elderly	St. Vincent's	UMC Foundation Inc.
Shepherd's Pantry	Staples Center Foundation	United Service Organizations Inc.
Shiloh Paradise Pathfinder Scouts	Streetsquash Inc.	United Way of Greater Houston
Shriners International	Sun City Summerlin Women's Golf Club	United Way of Southern Nevada
Sign Design Theatre Company	Sunrise Children's Foundation	University of Nevada Las Vegas Foundation
Sister Cities International	Surfrider Foundation	University System of Georgia Foundation Inc.
Smithsonian Institution	Susan G. Komen Breast Cancer Foundation Inc.	UNLV Research Foundation
Southern Highlands Golf Club Charitable Foundation	Susan G. Komen Nevada	Valley Spectrum Support Services
	TD4T Inc.	Vegas Shepherd Rescue
		Vietnam Veterans of America

Vintage Hollywood Foundation
Virgil L. Fludd Scholarship Fund Inc.
Vista Murrieta High School
Band Boosters
Voices for Autism Inc.
Volunteers in Medicine of Southern
Nevada Inc.
Walter Anderson Museum of Art Inc.
Walter E. Jacobson Elementary School
Walter Hoving Home Inc.
Water Buffalo Club Inc.
West Charleston Lions Club
Women's Resource Medical Center
of Southern Nevada Inc.
Yellow Pants Project
Zaccone Family Foundation
Zach Johnson Foundation

MARYLAND

Act for Alexandria
Alice Ferguson Foundation Inc.
American Gospel Music Scholarship and
Awards
Asian American Business Association
Baltimore-Washington Corridor Chamber
of Commerce Inc.
Bowie State University Foundation
Capital Area Food Bank
Capital Region Minority Supplier
Development Council Inc.
Christmas in April – Prince George's
County Inc.

Community College of Baltimore County
Foundation Inc.
End Time Harvest Ministries Inc.
Fight for Children Inc.
Global Development Services for Youth
Inc.
Greater Prince George's Business
Roundtable Inc.
Kappa Epsilon Lambda Education
Foundation Inc.
Links Foundation Inc.
Maryland National Capital Park and
Planning Commission Department of
Parks and Recreation – Prince George's
County
Patriots Inc.
Prince George's Community College
Foundation Inc.
Prince George's County Bar Association
Prince George's County Economic
Development Corporation
Prince George's County Government
Prince George's County Public Safety
Assistance Program Inc.
Pyramid Atlantic Inc.
Spirit/True Vine Center
The Alliance of Southern Prince George's
Communities Inc.
The Community Foundation for the
National Capital Region
The Foundation Schools
United States Pan Asian American
Chamber of Commerce Education
University of Maryland College Park
Foundation Inc.

Washington Government Relations
Group Foundation Inc.

Washington Redskins Charitable
Foundation

MASSACHUSETTS

American Cancer Society Inc.
Blues to Green
Boston Chamber of Commerce
Boston Ronald McDonald House Inc.
Brethren Community Foundation
Cancer House of Hope Inc.
Community Music School of Springfield
Inc.
Dana-Farber Cancer Institute Inc.
ERC5 Chamber of Commerce
Friends of the Homeless Inc.
Greater Springfield Convention and
Visitors Bureau
Greater Springfield Convention Visitors
Bureau
Hampden County Bar Association
Jericho Road Worcester Inc.
National Correctional Employees
Union Inc.
National Exchange Club
New England Partners in Faith Inc.
Pioneer Valley Project
Rebuilding Together Springfield Inc.
Roca Inc.
Springfield Business Improvement
District Inc.

2016

CORPORATE & REGIONAL PHILANTHROPY CONTRIBUTIONS

Stone Soul Inc.

The Harold Grinspoon
Charitable Foundation

The Westfield State Foundation Inc.

The Food Bank of Western
Massachusetts

University of Massachusetts

Urban League of Springfield Inc.

World Affairs Council of Western
Massachusetts Inc.

MICHIGAN

Adults for Schalm Kids PTO

Affirmations Lesbian Gay
Community Center Inc.

Alkebu-lan Village

Alpha Kappa Alpha Foundation of
Detroit Inc.

Alternatives for Girls

American Business Women's Association

American Cancer Society

American Cancer Society Inc.

American Human Rights Council Inc.

American Legion Post 0364 Fort
Dearborn

Amyotrophic Lateral Sclerosis
Association Michigan Chapter

Amyotrophic Lateral Sclerosis of
Michigan Inc.

Angela Hospice Home Care Inc.

Ann Arbor Symphony Orchestra Inc.

Arab American and Chaldean Council

Arab and Chaldean Festival

Arab Community Center for Economic
and Social Services Access

Arab-American Civil Rights League

Arc of Northwest Wayne County

Arc of Oakland County Inc.

ARISE Detroit

Ark of Northwest Wayne County

Association of Fundraising Professionals
Greater Detroit Chapter

Athletes Unlimited

Autism Alliance of Michigan

Axemen Firefighters Motorcycle Club

B.A.L.L. Foundation of Michigan

Baldwin Center Inc.

Barbara Ann Karmanos Cancer Institute

Belle Isle Conservancy

Belle Isle Conservancy – Sunset at the
Scott Event

Berkley Steelers Football Teams Inc.

Beyond Basics

Big Brothers Big Sisters Washtenaw
County

Birmingham Public Schools
Charitable Foundation

Black Family Development Inc.

Blue Water Center for Independent
Living Inc.

Boy Scouts of America

Boy Scouts of America Great Lakes
Council

Boy Scouts of America Michigan
Crossroads Council

Boys & Girls Club of Southeastern
Michigan

Boy Scouts of America – Sunrise District

Brazeal Dennard Chorale

Bridging Communities Inc.

Business Education Group Inc.

Camp Casey

Camp Kesem International

Cardinal Mooney School

Caring Athletics Team for Children's
and Henry Ford Hospitals

Center for Success Network

Charles H. Wright Museum of African
American History

Cheff Therapeutic Riding Center

Child Advocacy Center of Lapeer County

Children's Hospital of Michigan
Foundation

Christ the King Lutheran School

Church of St. Fabian

Citadel Community Development
Corporation

Citizens Research Council of
Michigan Inc.

Citizenship Education Fund

City Connect Detroit

City High Middle School

Clark Park Coalition	Detroit Chapter NHAA Inc.	Disability Services Resource Center
Clinton Valley Lions Club Inc.	Detroit Children's Choir	Disabled Veterans National Foundation
Clintondale Educational	Detroit Crime Commission	Downriver Family YMCA
Coalition on Temporary Shelter	Detroit Cristo Rey High School	Downriver West Kiwanis
Coleman A. Young Foundation	Detroit Educational Television Foundation	Downtown Detroit Partnership Inc.
College for Creative Studies	Detroit Firemen's Benevolent Fund	Ducks Unlimited Inc.
Community Caring Program	Detroit Golf Foundation	East Side Youth Sports Foundation
Community Homes Inc.	Detroit Impact Inc.	Eastern Market Corporation
Community Housing Network Inc.	Detroit Jazz Festival Foundation	Eastside Community Action Center
Community Living Centers Inc.	Detroit Lions Charities	Edsel and Eleanor Ford House
Community Resource Center Inc.	Detroit Omega Foundation Inc.	Educational Excellence Foundation
Community Social Services of Wayne County	Detroit Parent Network	Plymouth-Canton Community Schools
Cornerstone Schools Association	Detroit Police Lieutenants and Sergeants Association	Eimers Foundation
Costello School Parent Teacher Organization	Detroit Public Library Commission	Elizabeth Glaser Pediatrics AIDS Foundation
County Oaks Elementary	Detroit Public Safety Foundation	Executive Council of the Protestant Episcopal Church Diocese of Michigan/ St. David's Episcopal Church of Southfield, MI
Covenant House Michigan	Detroit Public Schools Foundation	Fallen and Wounded Soldiers Fund Inc.
Crohn's and Colitis Foundation of America Michigan Chapter	Detroit Public Theatre	Family and Children's Services of Mid-Michigan Inc.
Crossroads of Michigan	Detroit Rotary Foundation	Family Center of Grosse Pointe and Harper Woods
Davisburg Parent Teacher Connection	Detroit Symphony Orchestra	Family Literacy Center
Dearborn Area Chamber Foundation	Detroit Unity Temple	Farmington Alpine Ski Teams Booster Club
Delta Service Through Detroit Foundation Inc.	Detroit Urban League	Farmington Family YMCA
Detroit Area Marines Good Friends	Detroit Urban League – Salute to Distinguished Warriors Dinner	Fellowship Chapel
Detroit Artists Market	Developing Kingdoms in Different Stages	Festival of Trees
Detroit Association of Black Organizations Inc.	DFFA Burn Fund Inc.	Focus: HOPE
Detroit Bar Association Foundation	Digital Arts Film and Television	

2016

CORPORATE & REGIONAL PHILANTHROPY CONTRIBUTIONS

Folds of Honor Foundation – Patriot’s Day Shootout	Helping Individuals Succeed Agency	Lake Orion Pepp Supporters
Folds of Honor Foundation – Stars and Stripes	Henry Ford Community College Foundation	Lakeside Baseball Youth Sports Foundation
Food Bank of Eastern Michigan Inc.	Henry Ford Health System	Lathrup Village Community Foundation
Forgotten Eagles Inc.	Hillel Day School of Metropolitan Detroit	Latin Americans for Social and Economic Development Inc.
Forgotten Harvest	Hope Medical Clinic Inc.	Leader Dogs for the Blind
Franklin-Wright Settlements Inc.	Horatio Williams Foundation	Leah’s Happy Hearts
Fraternal Order of Eagles 3996	Hudsonville Christian School	Life Remodeled
Friends of the Penn	Humble Design Inc.	Lighthouse of Oakland County Inc.
Friends of the White Lake Township Library	Hurley Foundation	Lincoln Bowmen Archery Club
Girlstown Foundation	Huron County Coalition Against Domestic Violence	Links Foundation Inc.
Gleaners Community Food Bank Inc.	IMA Recreational Association	Lions Visually Impaired Youth Camp Inc.
Grand Aerie of the Fraternal Order of Eagles	Immanuel Lutheran School	Live Like Max Foundation
Grandmont Rosedale Development Corporation	InAccord	Living Arts
Great Lakes Burn Camp	Inforum Center for Leadership	Lutheran High School Association of Greater Detroit
Greening of Detroit	International Fire Fighters Cancer Foundation	Mack Alive
Grosse Ile Gridiron Club	JARC	Macomb County Child Advocacy Center Inc.
Grosse Ile Rowing Club	JDRF International	Macomb Food Program
Grosse Pointe Academy	Jewish Vocational Service and Community Workshop	Macomb Oakland Regional Center Inc.
Grosse Pointe Foundation for Public Education	Judson Center Inc.	Magic Johnson Foundation, Inc.
Habitat for Humanity – Monroe County	Kappa Delta Foundation Inc.	Main Attraction Dance Boosters
Habitat for Humanity – Oakland County	Kidney Foundation of Northwestern Ohio Inc.	Make-A-Wish Foundation of Michigan
HAVEN Inc.	KnowResolve	Mana de Metro Detroit
Heat and Warmth Fund Night of Warm Hearts	LACADA (Lapeer Area Citizens Against Domestic Assault)	March of Dimes Foundation
Heat and Warmth Fund THAW	LAHC – Leaders Advancing and Helping Communities	Mariners Inn
		Matrix Human Services

Matrix Theatre Company Inc.	NAMI Metro	Payne Pulliam School of Trade and Commerce Inc.
McLaren Oakland Foundation	National Association of Negro Business and Professional Women's Clubs	Penrickton Center for the Blind Children
Mercy Education Project	National Black MBA Association – Detroit Chapter	Phi Beta Sigma Fraternity, Epsilon Tau Sigma Chapter Education Fund, Inc.
Mercy Memorial Hospital Corporation	National Conference of Artists Inc.	Playworks Education Energized
Metropolitan Detroit Center for Independent Living	National Football League Alumni Inc.	Plymouth Historical Society
Michigan Congress of Parents, Teachers and Students	National Kidney Foundation of Michigan Inc.	Points of Light Foundation
Michigan Cookie Project	National Shrine of the Little Flower Basilica	ProLiteracy Detroit
Michigan Disability Rights Coalition	Neighborhood Service Organization	Providence Health Foundation Inc.
Michigan Future Foundation	New Detroit Inc.	Province of St. Joseph of the Capuchin Order
Michigan Korean Chamber of Commerce	North Oakland Scamp Funding Corporation	Reaching Higher Inc.
Michigan Opera Theatre	North Woodward Community Foundation	Real Life 101 Scholarship Fund
Michigan Opera Theatre – BravoBRAVO!	Northeast Guidance Center	Regents of the University of Michigan
Michigan Recycling Coalition	Northville Educational Foundation	Reggie McKenzie Foundation Inc.
Michigan Student Financial Aid Association Inc.	Northville Township Professional Fire Fighters Charity Fund	Rehabilitation Institute of Michigan Foundation
Michigan Veterans Foundation Inc.	Oak Park School District Educational Foundation	Results Mentoring
Michigan Youth Appreciation Foundation	Oakland and Macomb County Center for Independent Living	Rhonda Walker Foundation
Michigan's Children	Oakland School Education Foundation	Rise Inc.
Midnight Golf Program	Operation Give	Riverbend Community Association
Midtown Detroit Inc.	Operation Graduation	Riverview Hall of Fame and Scholarship Foundation
Millan Theatre Company	Order of AHEPA District 10 Educational Foundation	Rochester Community Schools Foundation
Moms Club of Anchor Bay	Our Lady of the Angels Church	Rochester Junior Woman's Club
Mount Clemens Regional Healthcare Foundation	P.B.J. Outreach Inc.	Rotary District 6400 Foundation
Muscular Dystrophy Association		Ruth Ellis Center Inc.
Museum of Contemporary Art Detroit		Sacred Heart School
Music Hall Center for the Performing Arts		Sanders Educational Development Corp.

2016

CORPORATE & REGIONAL PHILANTHROPY CONTRIBUTIONS

Save Our Children Inc.	Temple Beth El	Usher's New Look Foundation, Inc.
Schoolcraft College Foundation	The Arc Oakland County Inc.	Veterans United of Michigan
Sean Michael Anderson Foundation	The DMC Guild	VIP Mentoring Inc.
Senior Alliance Inc.	The Guidance Center	Walker-Winter Parent Teacher Organization Inc.
SER Metro-Detroit, Jobs for Progress, Inc.	The Michigan Women's Foundation	Warriors on Wheels of Metropolitan Detroit
Shrine Catholic Schools	The Queen's Community Workers Inc.	Wayne State University
SKIP Inc. Community Resource Services	The Renaissance Chapter of the Links Inc.	Wayne State University – 45th Anniversary Gala
Sky Foundation Inc.	The Society for the Re-Institutionalization of Storytelling	Wayne State University – Center for the Study of Citizenship
Society of St. Vincent de Paul of the City of Detroit School	The Stanley L. and Phyllis Berger Family Foundation	Wayne State University – Change Underway WC Safe
South Oakland Shelter	The Theta Zeta Lambda Scholarship Fund Trust	Wayne State University – Giant Step Teen Conference
Southfield Firefighter's Charities	The Walsh College Foundation	Wayne State University – Office of Governmental Affairs
Southwest Solutions Inc.	The Yes Foundation	Wayne State University – Rev. Dr. Martin Luther King Jr. Tribute
Special Olympics Michigan Inc.	Third New Hope Baptist Church	Westland Firefighters Public Awareness Committee
Sphinx Organization Inc.	Torch of Wisdom Foundation	William Beaumont Hospital
St. Ambrose Roman Catholic Church	Trenton Rotary Foundation Inc.	Williams Charity Fund
St. Constantine and Helen Greek Orthodox Church	Triangle Foundation Inc.	Winning Futures
St. John Hospital Guild	Triumph Missionary Baptist Church	Wolverine Chapter 67 WAC Veterans Association
St. Joseph Catholic Church and School	Tri-Unity Enterprises Inc.	Women of Tomorrow Mentor & Scholarship Program Detroit
St. Mary Catholic School	Trout Unlimited National Office	Woodhaven High School Robotics – First Robotics Team
St. Mary's Preparatory Moms and Dads Club	Troy Colts Dugout Club Inc.	Woodhaven-Brownstown School District Educational Foundation
St. Matthew Lutheran School	Turning Point Inc.	Wow Inc.
St. Mel Church	United Cerebral Palsy of Metropolitan Detroit Inc.	
St. Patrick Senior Center Inc.	United Charitable	
St. Pius Catholic School	United Negro College Fund Inc.	
St. Ronald Parish	United Way of Washtenaw County	
Starfish Family Services Inc.	University Liggett School	

Xemplar Club of Farmington and Farmington Hills Inc.

YMCA of Metropolitan Detroit

Young Detroit Thinkers

Youth Development Commission

MISSISSIPPI

Adjusters Give Back Inc.

Ainsleys Angels of America

Air Force Enlisted Village Inc.

Akula Foundation

Alabama Kidney Foundation Inc.

Alliance Française d'Atlanta

American Cancer Society Inc.

American Cancer Society Mid-South Division

American Heart Association Inc.

American Lebanese Syrian Associated Charities, Inc.

American Lung Association of the Southeast Incorporated

American National Red Cross

American Red Cross Mississippi Region

American Red Cross Service to the Armed Forces

Amyotrophic Lateral Sclerosis Association

Angel's Place Inc.

Archbishop Hannan High School

Arkansas Lighthouse for the Blind

Asian Pacific American Society Inc.

Aspire Health Partners Inc.

Assistance League of Mobile

Atlanta Youth Tennis Foundation Inc.

Audubon Nature Institute Inc.

Baldwin Family Violence Shelter

Ball State Architecture & Planning Dept.

Bay Area Chorus of Greater Houston

Bayou View Elementary

Best Buddies Tennessee

Beth Israel Congregation

Better Business Bureau Foundation of Northwest Florida Inc.

Better than Ezra Foundation

Big Brothers Big Sisters of the Mid-South

Biloxi First Inc.

Biloxi Little Theatre

Biloxi Little Theatre-Gleeful Celebration 2016

Biloxi Rotary

Biloxi Touchdown Club Inc.

Biloxi-Ocean Springs Junior Auxiliary

Bo Porter Self Foundation

Boys & Girls Club of Mississippi Delta

Boys and Girls Club of Southeast Alabama Inc.

Boys and Girls Club of the Gulf Coast Inc.

Bridge House Corporation

Cancer Crusaders Inc.

Capital Area CASA Association

Capstone Adaptive Learning and Therapy Centers Inc.

CASA of Harrison County

Cathedral Arts Project Inc.

Catholic Charities Archdiocese of New Orleans

Center for Independent Living of Northwest Florida Inc.

Central Florida Lions Eye and Tissue Bank Inc.

Child Advocacy Services Inc.

Children's Hospital Inc.

Children's Restoration Network Inc.

Children's Trust of South Carolina

Chris Evert Charities Inc.

Climb Community Corp.

Coast Episcopal Schools Inc.

Columbiettes Inc.

Committee Against Spouse Abuse Inc.

Community Hospices of America Foundation Inc.

Community Senior Life Inc.

Covenant Hospice Inc.

Crimestoppers Inc.

Crusaders for Veterans Inc.

Cystic Fibrosis Foundation

Daughters of Charity Services of New Orleans

Daughters of Isabella

Decatur Margan Hospital Foundation Inc.

DeNeuille Learning Center

2016

CORPORATE & REGIONAL PHILANTHROPY CONTRIBUTIONS

Disabled American Veterans	Girl Scouts Louisiana East Inc.	Junior Auxiliary of Tate-Panola Mississippi Inc.
Disabled American Veterans Auxiliary Inc.	Gladney Center	Junior League of Greater Fort Lauderdale Inc.
Distinguished Young Women Foundation	Goodwill Industries – Suncoast Inc.	K9s4Cops Inc.
Down Syndrome Association of Greater New Orleans	Gulf Coast Community Foundation Inc.	Keep Pike County Beautiful Inc.
Down Syndrome Association of Memphis	Gulf Coast Symphony Orchestra Inc.	Keep Tampa Bay Beautiful
DuQuoin Boys Club Inc.	Gulf Coast Women's Center for Nonviolence	Keesler Officer's Wives Club Scholarship and Charitable Association
Dyslexia Research Institute Inc.	Gulf Power Transformers Inc.	Kelly C. O'Mahoney Inc.
East Jefferson General Hospital Foundation	H. Lee Moffit Cancer Center and Research Institute Foundation Inc.	Kids Beating Cancer Inc.
Eastman Memorial Foundation (Lauren Roger's Museum of Art)	Habitat for Humanity – Mississippi Gulf Coast Inc.	Kiwanis Club International Inc.
Emeril Lagasse Foundation	Hancock Medical Center Foundation	Knights of Columbus 799
Encore Rehabilitation	Hattiesburg Arts Council	Land Trust for the Mississippi Coastal Plain
Exchange Club Family Center of the Mid-South	Healing House Inc.	Life and Health Benefits Plan of the American Red Cross
Executive Women's Golf Association Foundation Inc.	Henry Aucoin Foundation	Limestone Creek Elementary School PTO Inc.
Extra Table Inc.	Holy Innocents Parents Association	Little Lighthouse Central Mississippi Inc.
Family Foundation of Southwest Louisiana	Hope Academy PTO	Little Sisters of the Poor Home for the Aged Inc.
Feeding the Gulf Coast	Hope Haven of Hancock County	Little Theatre of Biloxi
Florida Dream Center Inc.	Hope House Day Care Center	Loaves and Fishes Inc.
Fort Walton Beach Rotary Club Scholarship Inc.	Hospice Foundation of the South Inc.	Long Beach Middle School
Fred Bell Foundation	Human Rights Campaign Foundation	Louise S. McGhee School
Friends of City Park	Impact a Hero	Louisiana Bar Foundation
Friends of Mississippi Libraries Inc.	Independence for the Blind of West Florida	Louisiana Children's Museum
George A Lottier Golf Foundation Corporation	Innocence Project New Orleans	Louisiana-Mississippi-West Tennessee District Foundation Inc.
Georgia Center for Child Advocacy Inc.	Interfaith Dental Clinic	LSU Alumni Association
	International Association of Lions Clubs	LSU School of Medicine- New Orleans
	It's the Journey Inc.	
	Junior Auxiliary of Gulfport Inc.	

Alumni Inc. Association	Mississippi State Troopers Association Inc.	Phi Mu Fraternity
Lynn Meadows Discovery Center	Mississippi State University – Staff Council	Pink Lotus Project
Make-A-Wish Foundation of Mississippi Chartered	Mississippi Valley State University County Foundation	Pink Palace Family of Museums
Make-A-Wish Foundation of the Mid-South Inc.	Montgomery Area Family Violence Program Inc.	Police Unity Tour of Florida Incorporated
March of Dimes Foundation	Muscular Dystrophy Association	Preston Volunteer Emergency Foundation
MARDET Association	Mystic Krewe of Pegasus Memphis	PTA Mississippi Congress
Maritime and Seafood Industry Museum of Biloxi Inc.	National Association for the Advancement of Colored People	Public Broadcasting Council of Central New York Inc. (WCNY)
Matt Musil All Star Golf Classic	National Multiple Sclerosis Society, Alabama-Mississippi Chapter	Pyramid Inc.
McGill Toolen High School	Nativity of the Blessed Virgin Mary Catholic Elementary School	Ronald McDonald House Charities of Memphis Inc.
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