



Military Affairs Fact Sheet

The Office of Military and Veterans Affairs (OVMA)

This year our leadership saw fit to create the Office of Military & Veterans Affairs, which falls under the direction of the Executive Director of Responsible Gaming and Military Affairs, Rich Taylor, a Marine Corp Veteran. The Office of Military & Veterans Affairs provides leadership, guidance, expertise, and support to key business units involved in military related initiatives and activities ensuring effective communication across departments. These initiatives span a wide area to include human resources, employee engagement and development, corporate philanthropy and community engagement, and our front facing guest service program – MVP, which stands for Military & Veterans Program.



Human Resources

MGM Resorts International is committed to honoring our country’s veterans through high quality career opportunities. We believe that veterans embody the values of MGM Resorts– teamwork, integrity, excellence, and inclusion – and are actively inviting them to join our organization. “As a company, we recognize that there is no better way to tell our veterans “Thank you, than to offer them viable employment and pathways to careers. It’s as much in our company’s interest, as it is for our service men and women.”

-Jim Murren, Chairman and CEO, MGM Resorts International

- Industry Recognition:
 - Best for Vets 2019 Employer
 - ESGR’s Extraordinary Employer Support Award 2018
 - ESGR Secretary of Defense Employers Support Freedom Award 2006
- Recently, we ramped up our veteran recruitment efforts by establishing a dedicated Military recruitment team which focuses on offering highly skilled and qualified military veterans and their spouses gainful career opportunities with MGM Resorts. This team engages with community partners such as Employer Support of the Guard and Reserve, Hiring our Heroes, Work for Warriors, and other community partners, through local military units, community events, and career fairs, assisting military veterans and their spouses to find rewarding careers.

- MGM Resorts goes above and beyond what the law requires, offering full pay and benefits to eligible employees who are called to active duty – with eligible reemployment after service. Employees who take a Military Leave of Absence also receive full medical and dental benefit coverage during their deployment. Military service requires tremendous personal sacrifice and employees should not have to make career sacrifices to serve their country. Additionally, in support of employees who are called into active duty, MGM Resorts International may provide eligible employees with supplemental pay and benefits during a combat tour for a declared military action.
- MGM Resorts hosts an annual Veterans & Families Career Fair in Las Vegas, where members of the military and their families are invited to engage and interview with hiring managers from all of our Las Vegas resorts with the objective of receiving an on-the-spot job offer. In addition, each regional resort participates in at least one to two Hiring Our Heroes event each year with the sole purpose of recruiting top military talent. Through these efforts and our engagement with community partners, our net is cast wider into the surrounding communities sparking an increased interest in careers in hospitality and entertainment for our military veterans and their families.

Veterans Employee Network Group

The Veterans Employee Network Group provides a friendly and open forum for veterans and veteran supporters to come together for networking, collaboration and the sharing of ideas that foster personal and professional development, as well as giving back to those who served and continue to serve.

Corporate Social Responsibility

MGM Resorts' commitment to the military community is something we work to demonstrate all year long. It is our hope that events like these convey our company's deep respect and gratitude to those who have served. But as a leader in our community, MGM Resorts is always looking ahead and striving to do more.

- Every Veterans Day Weekend, MGM Resorts honors the brave men and women who serve by hosting "Salute to the Troops". In what has become a tradition, our Eighth Annual Salute to the Troops in 2018 hosted more than 70 wounded warriors and their caregivers at The Mirage for a four-day weekend of rest and relaxation packed with meals, entertainment and of course, resounding applause for their service.
- In 2015, MGM Resorts donated \$250,000 to the Fisher House Foundation.
- MGM Resorts International sponsors the annual Nevada Veterans Day parade, which recognizes active duty personnel, members of the Guard and reserves and veterans.
- In July of 2019, MGM Resorts is hosting its first ever All in for Service Poker Tournament. \$100 from each entry will go to five military/veteran charities.
- Responsible Gambling
 - MGM Resorts is a leader in providing responsible gambling information to active military personnel. In early 2019, and in collaboration with Nellis Air Force Base

leadership, the company implemented responsible gambling awareness information to Airmen during the Right Start base orientation.

- Richard Taylor, Executive Director of Responsible Gaming and Military Affairs currently serves on the National Council on Problem Gambling's Military Committee.

Guest Service

- MGM Resorts recognizes the exceptional sacrifices and efforts of those who serve in our armed forces. To show our gratitude, MGM Resorts has created a special "Military & Veterans Program" (MVP). The program is available to any active duty military, members of the National Guard & Reserve, retired military, prior service and spouse of eligible military personnel. MVP members receive special discounts on rooms, restaurants, shows and attractions. We've also created a special MVP M life Rewards card that gives an automatic upgrade to Pearl status and the benefits that accompany that M life Rewards tier.
- Launched in July of 2017, the program currently serves over 200k members nationwide.