

Dear MGM Resorts Colleagues,

The temporary closure in March of our U.S. properties and the painful decision to furlough thousands of colleagues has made this the most challenging period ever faced by our Company and industry. Since the pandemic began, we've had to make difficult decisions about how to use our resources in the best way possible for our employees. One of our priorities throughout this public health crisis is ensuring that our employees have continued access to health care, even if they're not currently working.

That's why, as the future remains uncertain, we've decided to extend our commitment to providing furloughed employees with health coverage. All furloughed employees enrolled in our MGM Resorts Health Plan will now receive continued benefits – with no employee contribution for the premiums – through August 31, 2020. In addition, we're continuing to process grants for employee expenses like rent, mortgage payments, groceries and utilities through the Employee Emergency Grant Fund. The fund recently surpassed \$13 million, thanks to contributions from Company leaders, partners and other supporters.

I know how difficult this period has been for so many of you and your families. Please know we are hard at work on plans to reopen our properties and bring back as many employees as possible. I am sending this letter today to provide an update on that process. We committed to being transparent with you throughout this pandemic, and that is what we will continue to do.

We are hopeful for a swift recovery and are working diligently on new health and safety protocols to provide a safe, trusted environment upon reopening. However, we are realistic in our understanding that domestic and international travel will remain limited for some time. We believe that demand for travel will be significantly decreased for the remainder of 2020 and could continue through the early part of next year.

When we first furloughed our employees, we hoped the spread of the virus could be contained or that an effective treatment would emerge quickly. We hoped that a significant portion of our operations would bounce back by the summer. However, that outlook has continued to evolve as COVID-19 cases spread throughout the world. Based on the current situation, we now believe that some of our colleagues may not return to work this year. And, given the continued uncertainty facing our industry, we simply don't know just how many employees will return to work within the coming months. We are sending the attached legal notice to all our furloughed employees, so you can plan accordingly.

When our industry bounces back, we will welcome you with open arms. However, we understand you may find permanent employment elsewhere. We encourage you to do whatever is best for you and your families during this challenging time. Please know that this is a decision we have not taken lightly. I will continue to do all that I can to lead our company on the path forward so that we can welcome as many of you back as quickly as possible. I am confident that MGM Resorts will open its doors again soon, and I hope to see you there when we do.

Stay safe,



Bill Hornbuckle
Acting CEO and President