



August 16, 2021

Dear Colleagues,

Over the last several weeks, many of you have taken seriously our appeals to get vaccinated and to mask up both at work and in your personal lives. To those who have answered the call, please accept my sincere thank you. Your actions have shown great care for your family, friends, and neighbors and demonstrated an admirable ownership of your civic responsibility.

Throughout the pandemic, we've stressed that the health and safety of our employees and guests is our top priority. At the same time, we know that COVID-19 vaccines are the best way to protect people from this deadly virus and the variants, such as Delta, that have emerged. We've expended tremendous effort to reduce barriers for vaccination and to provide a variety of incentives and support to get as many people vaccinated as possible. But more must now be done. Our guests and employees deserve to know that we are doing everything in our power to keep them safe.

Which is why **MGM Resorts is now requiring COVID-19 vaccination as a condition of employment for all salaried employees and new hires throughout the United States**. Salaried employees not working exclusively from home must be vaccinated by October 15, and all new hires, both hourly and salary, who do not exclusively work from home must provide proof of vaccination before beginning work, effective August 30.

I know that for some of you this may be an unwelcome development – a consideration that we did not take lightly when making this decision. However, as one of the largest and most trusted operators and employers in our industry, MGM Resorts is determined to do our part to curb the spread of the virus and help counter alarming trends in cases, hospitalizations and deaths. Vaccination is the most effective tool in doing so.

I've spoken personally to family members of employees lost to COVID, and I've seen firsthand the devastation it can cause. We've all seen the impact this pandemic has had on our community, economy and industry. I firmly believe we must do all that we can to bring this public health emergency to an end.

We will continue to make vaccination as easy and seamless as possible through on-site clinics and by providing information and support for those who may remain hesitant. You can learn more about on-site clinics, vaccine safety and efficacy information and the company's new vaccination policy found on My MGM [here](#).

I applaud all of you for your tireless efforts and commitment to our guests and community. Thank you, as always, for everything you do – as well as your gracious and thoughtful consideration of why this decision was made.

Stay safe and be well,

A handwritten signature in black ink, appearing to read "Bill Hornbuckle".

Bill Hornbuckle
CEO and President