

COMMUNITY IMPACT REPORT

2022



Community Benefits Agreement
MGM National Harbor & Prince George's County, MD



The Compliance report is in response to the Community Benefits Agreement between Prince George's County, Maryland, and MGM National Harbor.

This Annual Report reflects activity between January 2022 through December 2022 for Ongoing Operations and is for the mutual exclusive benefit of MGM National Harbor and Prince George's County, Maryland; no third party shall claim rights or entitlement under this Report.

© March 2023; MGM National Harbor

MGM National Harbor
101 MGM National Avenue
Oxon Hill, MD 20745

www.mgmnationalharbor.mgmresorts.com

This Report is produced for MGM National Harbor by Laisar Management Group, certified MDOT MBE, PGC MBE, & NMSDC; www.laisar.com

MONUMENTAL HAPPENS HERE AT MGM NATIONAL HARBOR



MESSAGE FROM PRESIDENT & COO

Melonie Johnson
President & COO
MGM National Harbor



When MGM National Harbor started its journey over six years ago in Prince George's County, we did so with a mission of being an exceptional partner to the community. From workforce development, to volunteering, charitable giving and job creation, we developed a strong foothold in the County, and we have every intention of building on that in the coming years.

I am so proud of what we have accomplished in this community together. One of our biggest achievements is our dedication to partnering with local minority business enterprises.

In the last six years, we have spent over \$73 million with minority-owned businesses in the community. In 2022 alone, we spent over \$10 million with minority-owned businesses based in Prince George's County.

Along with our commitment to supplier diversity, we also strive to foster an environment that supports Diversity, Equity, and Inclusion at our very foundation.

I am honored to say that the MGM National Harbor's workforce is 88% diverse, which strongly reflects our local community. My goal is for anyone and everyone to feel this is a place to work, learn, grow and succeed.

Our devotion to developing the surrounding community does not mean we rest on our achievements thus far; we have the ability to do more. However, I am proud of how much we have accomplished, and how far-reaching our impact can be.

I am particularly proud of our financial contributions to the Maryland Education Trust Fund – which reached the \$1 billion threshold this year. The money contributed over the last six years will have lasting effects on education in Maryland and the futures of the students who are impacted.

Financial assistance is always helpful, but improving the local community comes in more forms than money. I strongly encourage every employee of MGM National Harbor to donate their time as well.

The volunteer initiatives at our resort are second-to-none, with over 25,000 hours donated to the community since Opening, demonstrating the commitment our team has to giving back.

Every day I come to work and I meet interesting people and have brand-new experiences. With our tremendously diverse workforce, I get the privilege to learn and grow in a dynamic environment.



Melonie Johnson and Brandi Stinson, Principal at Flintstone Elementary School in Oxon Hill. In September 2022, MGM National Harbor partnered with Operation Warm to provide coats and sneakers for the children of Flintstone Elementary School.

Melonie Johnson joined the effort in a day of service for Earth Day. The team at MGM National Harbor came together with Habitat for Humanity Metro Maryland to build a playhouse, tiered planters, a bench, chairs, and more for the local ReStore.



In the future I welcome new challenges and anticipate new successes. Our partnership with Prince George's County is always evolving and I look forward to strengthening our relationship in groundbreaking ways.



Bill Hornbuckle
CEO & President
MGM Resorts International



It seems like yesterday that MGM National Harbor was welcomed into this incredible community and given the opportunity to work alongside and serve the people of Maryland and Prince George's County. Our company is committed to supporting the future of education throughout the many communities we serve, and we're honored to have MGM National Harbor contribute more than \$1 billion to the Maryland Education Trust Fund. I couldn't be prouder of the MGM National Harbor team for their incredible efforts the last six years and helping to make a meaningful, positive difference for the community.



YEAR ANNIVERSARY



EXECUTIVE SUMMARY

Article XIX of the Maryland Constitution and the 2012 County Referendum provided for the establishment and licensing of a gaming facility in Prince George’s County, Maryland. In accordance with its statutory requirements MGM National Harbor has entered into a Community Benefits Agreement (CBA) with Prince George’s County (the “County”).

MGM National Harbor continues to develop relationships with government, civic and community leaders and work with suppliers and vendors to spur local economic development. Our strategies aim to reflect, sustain, and build on the jobs, strong wages, resilient skills and workforce development opportunities for our neighbors.

This report highlights our ongoing commitment to support and strengthen the community that we call home. These results reflect the historic commitment to diversity, inclusion and sustainability that are cornerstones of the corporate mission of MGM National Harbor and our parent company, MGM Resorts International. Looking forward, we will continue to engage with local communities as we support the economic and social fabric of a more vibrant Prince George’s County.



Left: Tiffany Capri Hainesworth (center) of TCapri® Tequila at the MGM National Harbor Business Expo and Procurement Networking Opportunity.

Middle: MGM National Harbor employees volunteering at Flintstone Elementary School.

Bottom: Staff from Voltaggio Brothers Steak House celebrating their receipt of the SHOW Service Excellence Award.





Here, at MGM National Harbor,
we too are **Focused on What Matters.**

Kerry R. Watson, Jr.
Regional Vice President,
Government Affairs
MGM Resorts International

On behalf of MGM Resorts International, I am proud to present our MGM National Harbor & Prince George's County Community Benefits Agreement Report for 2022.

While data may underlie our achievements related to the Community Benefits Agreement, we believe that the real accomplishment is not necessarily our impact on data; it's our impact on people. That is why we put major energy and attention into chronicling our impact on lives.

As I've spoken to the women and men who work at this property, I am especially touched when I learn about my team members who were raised in Prince George's County, went to Prince George's County Public Schools, and have been promoted within this company in this same county. Why? Because that is also my story.

I am a proud native, and I love to see others on the same path. I'm thrilled that we get to introduce the local and minority vendors with whom we partner.

The stories of business owners building their companies while working with us are amazing. However, what we also know is that no company can grow solely working with MGM National Harbor. That is why we started our MGM Resorts Supplier Diversity Mentorship Program.

When you hear of a company graduating from our program, rest assured that they have graduated from an intense and valuable educational experience that lets them take their business even further.

We are dedicated to our community. These are not just words written on a website; this commitment is driven by our company's senior leadership and Board of Directors. Here, at MGM National Harbor, we too are **Focused on What Matters.**

Even though we are only 6 years old, our goals are not short-term. We are here to make a positive impact on this community for a lifetime.

04 **Letter and Statements**
Executive Summary

11 **Compliance**
Methodology
Business Utilization Highlights 2017-2022
Business Utilization 2022 Summary

17 **Socioeconomic Impact**
Employment Outreach
Recruitment Efforts
Training and Development
Small, Local & Diverse Business Outreach
Location Analytics
Supplier Diversity Mentorship Program Graduation
Supplier Diversity Mentorship Program Graduates
MGM Resorts International Diversity Champions
MGM National Harbor Diversity Champions

41 **Community Giving**
A Partner in the Community
Community Giving by the Numbers 2017-2022
Community Voices
2022 Community Involvement

48 **Glossary**

COMPLIANCE

p. 11

METHODOLOGY

This Report constitutes MGM National Harbor’s compliance with its obligation in accordance with Section 6.5 of the Community Benefits Agreement (CBA) to submit an Annual Compliance Report (“The Report”) to the Compliance Manager.

The Report encompasses business and community outreach activity from January 1, 2022, through December 31, 2022.

All data and statistical analysis included in this report has been computed in accordance with the requirements agreed to in the CBA and the Compliance Plan adopted thereunder.

All definitions included in the CBA, unless specifically defined within this report, are incorporated as if they had been set forth herein.

This report was generated based upon the following methodology regarding the modes and means of data collection and calculation of results.

In accordance with Section 6.5 of the CBA, the actual calculation of the percentage of expenditure with Certified Business Entities shall be based on the availability of such Certified Business Entities to engage in the type of work to be conducted by MGM National Harbor.

CALCULATIONS

MGM National Harbor’s calculations shall take into consideration the availability of Certified Business Entities who are able to provide goods and services of the type required by MGM National Harbor. The data required with regard to Business Enterprise Utilization has been verified in accordance with MGM National Harbor’s established policies inclusive of:

- i. Vendor background checks;
- ii. Confirmed regulatory compliance with the requirements of the Maryland Lottery and Gaming Control Commission;
- iii. Review of key documents (e.g. invoices, and evidence of payment).

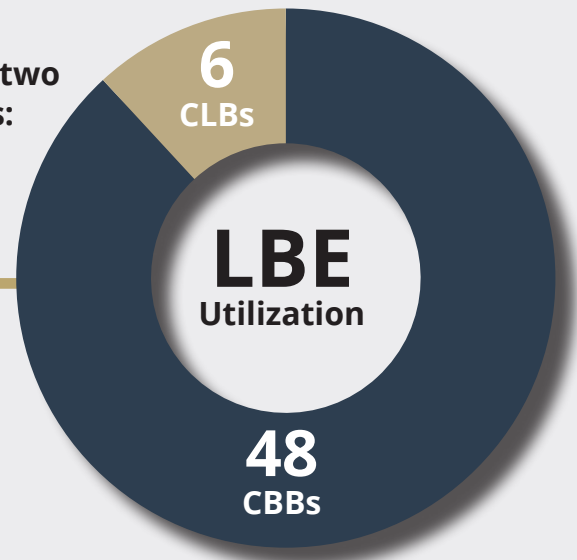
The specific statistical data and analysis included in this Report may include sub-processes and or combinations of data resulting from the methods described herein.

The Community Benefits Agreement offers two ways of achieving Business Utilization goals:

- 20% CMBE achievement; OR
- at least 50% of LBE achievement coming from CBBs.

**Current reporting highlights
89% of LBE utilization is from CBBs.**

- CBB** - County Based Business
- CLB** - County Located Business
- CMBE** - County Based Minority Business Enterprise
- LBE** - Local Business Enterprise



All efforts described herein are based on MGM National Harbor's Best Efforts as follows:

- The Report includes all expenditures which comprise the Total Operational Purchase Value as described in Section 1.40 of the CBA.
- This Report accounts for all reportable expenditures with respect to County Based Business (CBB) Participation, County Located Business (CLB) Participation, County Based Minority Business Enterprise (CMBE) Participation, Local Business Enterprise (LBE) Participation, and Minority Business Enterprise (MBE) Participation in Operations related Business Opportunities as compared and contrasted with MGM National Harbor's Total Operational Purchase Value as applicable using Generally Accepted Accounting Principles (GAAP) procedures.
- This report also provides summary documentation of MGM National Harbor's Best Efforts to achieve its Business Utilization Goals, including, but not limited to, its Employment Outreach and Recruitment Efforts.
- There have been no allegations of Non-Payment reported to MGM National Harbor by any Certified Business Entity for the reporting period encompassed by this Report.

BUSINESS UTILIZATION HIGHLIGHTS 2017-2022



YEAR ANNIVERSARY

26%

of Operations spend was with Prince George's County Businesses



Minority- and Women-Owned Business Enterprises

MWBEs



6

have been engaged since construction (2014) and continue to work with MGM National Harbor

22

have been engaged since opening (2016) and continue to work with MGM National Harbor

38

have been engaged for more than 3 years with MGM National Harbor

101

Prince George's County companies have been awarded contracts



\$101.5M

has been paid to Prince George's County Based Businesses (CBBs)



\$171M

has been paid to Minority Business Enterprises (MBEs)



41%

of Operations spend was with Minority Business Enterprises (MBEs)



TOTAL SPEND FROM PUBLIC OPENING (2017-2022)

MDOT MBE certified companies	\$157,489,318
Prince George's County Certified MBEs	\$150,772,809
Prince George's County Based Certified MBEs (CMBEs)	\$76,043,731
Prince George's County Certified County Based Businesses (CBBs)	\$101,598,382
Prince George's County Certified County Located Businesses (CLBs)	\$7,908,717
Prince George's County Certified Local Business Enterprise (LBEs)	\$109,507,099

46%

of employees are Prince George's County Residents and/or Veterans



2022 BUSINESS UTILIZATION SUMMARY

These tables encompass business utilization expenditure and employment from January 1, 2022, through December 31, 2022.

TABLE 1. EXPENDITURE SUMMARY REPORT (JANUARY 1, 2022 – DECEMBER 31, 2022)

	NO. OF COMPANIES ^a	PAYMENTS ^b	ACTUAL (%)	CBA GOAL (%)
Total Operational Purchase Value^c		\$76,283,707.12		
1. MBE	84	\$28,872,462.32	38%	
2. LBE	54	\$20,101,489.70	26%	
2.1 CMBE	40	\$12,866,344.52	17%	20%^d
2.2 CBB	48	\$18,896,735.85	25%	
2.3 CLB	6	\$1,204,753.85	2%	

^a Number of companies is derived from accounting records.

^b Payment amounts, and percentage information is derived from accounting records.

^c Total Net Operational Purchase Value means the total cost of MGM's annual Biddable Goods and Services less allowable exclusions.

^d MGM shall use its Best Efforts to procure at least twenty percent (20%) of the Total Operational Purchase Value from CMBEs (the "Procurement Goal"); provided, however, that if such Best Efforts do not result in achieving the Procurement Goal (a "Shortfall"), then MGM shall use its Best Efforts to procure the dollar amount of the Shortfall from LBEs (and MGM shall use its Best Efforts to ensure that at least one-half of such LBE amount be from CBBs).

TABLE 2. EMPLOYMENT SUMMARY REPORT (JANUARY 1, 2022 – DECEMBER 31, 2022)

	TOTAL EMPLOYEES	ACTUAL (%)	CBA GOAL (%)	MGM ASPIRATIONAL GOAL (%)
All Employees	3267			
Prince George's County Residents and Veterans	1487	46%	50%	50%
Prince George's County Residents	1431			
All Veterans	96			
Prince George's County Veterans	40			

SOCIOECONOMIC IMPACT

p. 17

EMPLOYMENT OUTREACH

Engaging with local communities and supporting the economic and social fabric of a more vibrant Prince George's County.

RECRUITMENT EFFORTS



2022 HIRING EVENTS HIGHLIGHTS

**Retail and Hospitality
Industry Community
Job Fair**
Sep 2022

**Veterans Job and
Resource Fair**
Nov 2022



Hiring events are held to bring a range of skills, experiences and backgrounds to our company. Information on current employment opportunities is available via the MGM National Harbor website, through the MGM National Harbor Talent Network Online and advertising through other media pursuant to the Community Benefits Agreement.

careers.mgmresorts.com/nationalharbor





In order to create long term opportunities for the surrounding community, MGM National Harbor invested in skill development and education programs and sponsored employment placement efforts in Prince George's County.

MGM National Harbor Partners with Prince George's County Community College for Culinary Internship

Students selected for the internship earn college course credit while they are applying their skills in an authentic working environment. Students participated in the program from September 12 - December 9. Students hired at MGM upon completion of the internship will become eligible for the College Opportunity Program, which provides free college tuition to employees after six months of continuous employment.



Intern, Jessica Trimble, a Navy veteran and Bowie, Maryland native was just offered a job at MGM National Harbor as a Pastry Cook in the Bake Shop upon completion of the 3-month Culinary Internship in 2022.



Intern, McKinley Posely, enjoyed working alongside culinary experts and watching the behind-the-scenes process of preparing food.

TRAINING & DEVELOPMENT

MGM National Harbor, in conjunction with our parent company MGM Resorts International, actively recruits, develops and retains a diverse workforce.

HIRING OUR HEROES INITIATIVE (HOH)

MGM National Harbor is participating in the US Chamber of Commerce Foundation's Hiring Our Heroes (HOH) initiative, which launched in 2011 as a nationwide effort to connect veterans, service members and military spouses with meaningful employment opportunities.

HOSPITALITY INTERNSHIP PROGRAM



Open to students from all partner colleges, this internship program offers intensive career development with supplemental learning. Interns are able to collaborate with like-minded students and enterprise leaders.

SUMMER YOUTH ENRICHMENT PROGRAM

MGM National Harbor partners with the Summer Youth Enrichment Program to provide internships for Prince George's County students.

From our non-discriminatory hiring, promotion and performance management practices, to our pay equity and leadership development initiatives, we seek to provide career mobility for our employees and ensure that everyone feels safe in their authentic identities.

INVESTING IN EDUCATION

Investing in education creates lasting benefits for our communities and our local economies. MGM National Harbor supports the college education and vocational training of our local communities in the following ways:

- Feeder programs to careers at MGM
- Equipment donations
- Career Days
- Scholarships

When we assist the college education or vocational training of our local communities, we are investing in the development of their workforces, their stability, and their growth.



Education and Workforce Development Partners

Metro Laundry Service received a grant from Employ Prince George's Rapid Re-Employment Grant Initiative

The Purchasing Team worked with Employ Prince George's early in 2022 to coordinate a session for some of our County Based MBEs to learn about grants awarded to hire local residents through the Employ Prince George's Rapid Re-Employment Grant Initiative. Steven Young, Senior Account Executive with Metro Laundry Service (a recent graduate of our MGM Resorts Supplier Diversity Mentorship Program) was one of the vendors who we introduced and encouraged to participate in the program.



Metro Laundry Service was one of the fortunate suppliers who was awarded a grant for \$48,600. At the award ceremony, Employ Prince George's and Maryland State Delegate for Prince George's County, Darryl Barnes, awarded Steven Young with the check. This is a great example of how MGM National Harbor is partnering with local programs to assist and provide support to our local diverse suppliers.

Partnering with Goodwill of Greater Washington on Work-Based Experience



In this 2-day work-based experiential program, graduates of Goodwill's 5-week hospitality training course shadowed MGM mentors in the Food and Beverage, Facilities, Hotel Front Desk, Guest Experience, Human Resources, Sales and Catering and Housekeeping departments.

From left: Kenya, a program participant, talks about her experience with Starlet Hunter, Director of Community Engagement, MGM National Harbor.

SMALL, LOCAL & DIVERSE BUSINESS OUTREACH

The MGM National Harbor procurement team constantly seeks out enterprises that meet the needs of our business and are owned by local, minority, women, veterans, LGBTQ individuals and people with disabilities.

During the 2022 reporting period, MGM National Harbor used the following Best Efforts to recruit local and minority-owned businesses in compliance with Article III of the Community Benefits Agreement. The Best Efforts included herein are supported and supplemented by the items included in this Report.

- Contacted and encouraged bona fide and qualified MBE professionals, contractors, subcontractors, suppliers and vendors to compete for project opportunities. MGM National Harbor notifies prequalified vendors of upcoming opportunities via targeted email notifications.
- Independently engaged community organizations, trade associations, institutions and other stakeholders to gather their input through community outreach and information programs and facilitated public meetings.
- Continued to track and notify Prince George's County Certified MBEs of the pending expiration of their certifications with reminders to complete the renewal process.
- Continued to monitor and make contacts with existing MDOT certified companies to obtain their Prince George's County certification.
- Continued to maintain records showing (i) procedures adopted, including the establishment of a source list of LBE/MBE/CMBE/CLBs, and (ii) awards to LBE/MBE/CMBE/CLBs.
- Actively sought and utilized information regarding past performance with respect to achieving diversity goals when considering the selection of contractors and their subcontractors.

MGM National Harbor regularly invites local MBE professionals, contractors, subcontractors, suppliers and vendors to attend in-person outreach sessions. MGM National Harbor determined invitees for sessions utilizing the MDOT and the County MBE databases.

MGM National Harbor requests that the State Governor's Office of Small, Minority and Women-Owned Business Affairs (GOSBA), community organizations and trade associations notify their members and networks in the specific trades about outreach sessions.



MGM National Harbor regularly accessed the following resources as part of its outreach efforts and bidding process:

- Prince George's County Supplier Development and Diversity Division (SDDD) Supplier Directories
- MBE Supplier Directory
- County-based Supplier Directory
- MDOT Directory of Certified MBE, DBE, SBE, and ACDBE Firms
- MGM National Harbor Database
- MGM Resorts International Centralized Supplier Diversity Database



The event is designed to share contracting opportunities with the business community and the various resources available to help you grow and succeed in your businesses.

Jonathan R. Butler

Director, Office of Central Services
Prince George's County Government



Business Expo and Procurement Networking Opportunity

December 12, 2022, MGM National Harbor

Resource partners were available to share information about financial, managerial, technical and other assistance available to small, local, minority and women business owners. Participating organizations included: Prince George's County Supplier Development and Diversity, Prince George's County Economic Development Corporation, Maryland Department of Transportation, FSC First, U.S. Black Chambers, Inc., Prince George's Community College, HITT Contracting, Live Casino, Bowie State University, BetMGM and the P3 and Luminis Projects.





From left: Anai Graves, BetMGM Sportsbook Manager at MGM National Harbor, Tobias Thornwell, Sr. Strategic Sourcing Manager, Deborah Robinson, Assistant Procurement Operations Manager, and Anthony Twyman, Assistant Manager of Purchasing Compliance.

TABLE 3. SELECTED BUSINESS OUTREACH (JANUARY 1, 2022 - DECEMBER 31, 2022)

DATE	EVENT	SPONSOR
Mar 30	USHCC - Legislative Summit 2022	US Hispanic Chamber of Commerce
Apr 27	Monthly Bi-County Business Roundtable Pop Up Networking Event	The Bi-County Business Roundtable
May 6	MWMCA's 19th Annual 2022 Spring Breakfast Meeting & Business Showcase Expo	Maryland Washington Minority Companies Association (MWMCA)
May 25-27	USPAAC - 2022 CelebrASIAN Business & Procurement Conference	US Pan Asian American Chamber
Jun 7-9	WBENC National Conference - Be Bold	Women's Business Enterprise National Council
Jun 15	CRMSDC - Corporate Meeting	Capital Region Minority Supplier Development Council
Jun 15	6th Annual BwS Fest - Global Alliance Distribution & Brilliance In Black - Black Owned Wine & Spirits Brands Tasting	Global Alliance Distribution Black Brilliance
Jun 21	GOSBA - Doing Business With Casinos	Governor's Office of Small, Minority & Women Business Affairs
Jul 21	Live! Casino Minority Outreach Fair	Maryland Washington Minority Companies Association (MWMCA)
Oct 19-21	USBC - ByBlack Conference 2022	US Black Chambers
Oct 30 - Nov 2	NMSDC Conference and Business Opportunity Exchange 2022	National Minority Supplier Development Council
Dec 12	Business Expo and Procurement Networking Opportunity	MGM National Harbor and Prince George's County Supplier Development & Diversity Division (SDDD)



Jonathan R. Butler, Director, Office of Central Services, Prince George's County Government, at the Business Expo and Procurement Networking Opportunity, MGM National Harbor (Dec 12, 2022).



Enrique Young and Elizabeth Jordan-Johnson, FEBA Security Services, receiving the Award.



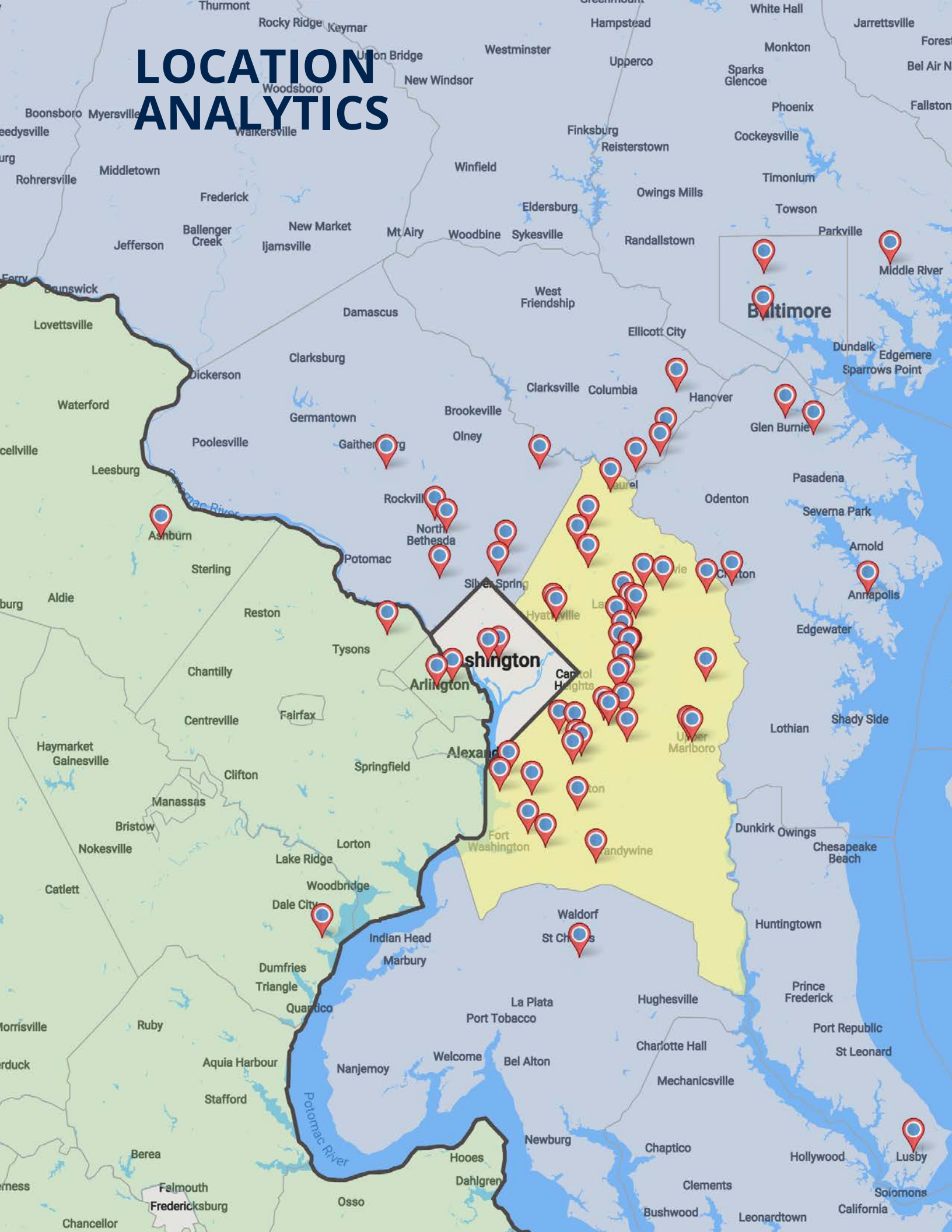
Toya Mitchell and Danielle Gordon, Lord & Mitchell, receiving the Award.

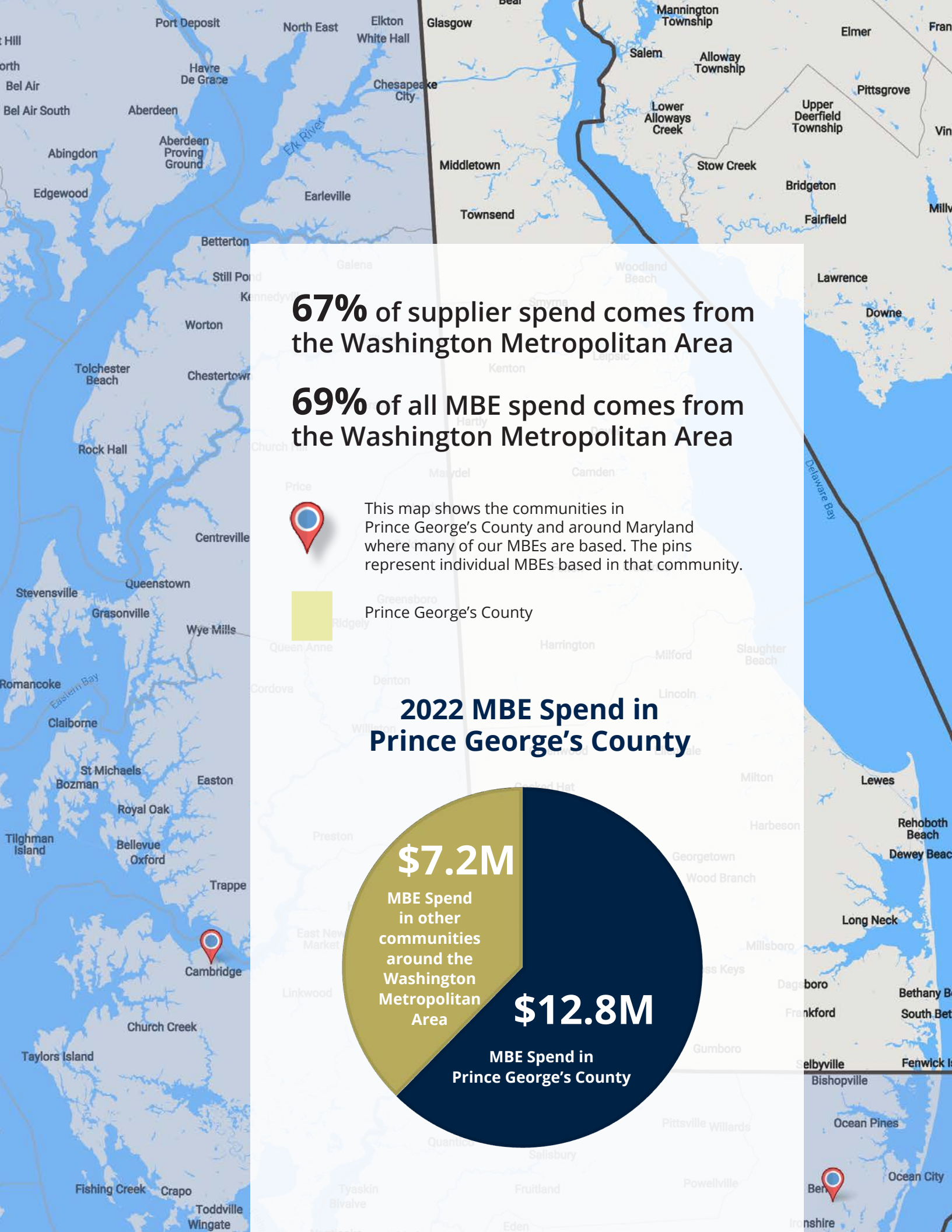


Seema Singh, FoodcoUSA, receiving the Award.

Edward Burroughs III, Council Member, District 8, Mirinda Jackson, MBE Compliance Manager, Prince George's County Council, Tobias Thornwell, Sr. Strategic Sourcing Manager, MGM National Harbor, and Kerry R. Watson, Jr., Regional Vice President, Government Affairs, MGM Resorts International, presented the **2022 MBE Supplier of the Year Award** to three MBEs in appreciation for their outstanding service to MGM National Harbor.

LOCATION ANALYTICS





67% of supplier spend comes from the Washington Metropolitan Area

69% of all MBE spend comes from the Washington Metropolitan Area

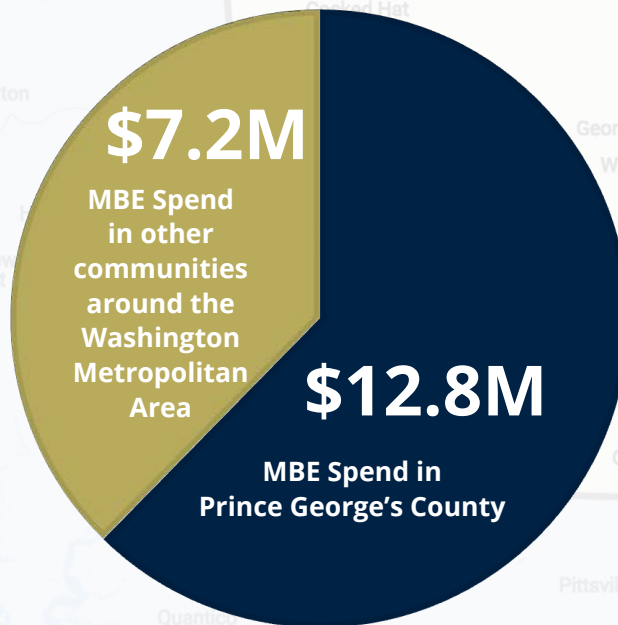


This map shows the communities in Prince George's County and around Maryland where many of our MBEs are based. The pins represent individual MBEs based in that community.



Prince George's County

2022 MBE Spend in Prince George's County



MGM RESORTS SUPPLIER DIVERSITY MENTORSHIP PROGRAM



The goal is to provide suppliers with guidance and resources from subject matter experts to enhance their business operations and position them to compete in the corporate supply chain.

The MGM Resorts Supplier Diversity Mentorship Program at MGM National Harbor has provided minority and women-owned businesses with support from subject matter experts at MGM Resorts and its regional properties, as well as business resources that provide lasting benefits to each company and, by extension, to their communities and our local economies.

BENEFITS

Develop lasting relationships with MGM Resorts executives, partners and certified suppliers.

Transfer of valuable business knowledge and expertise.

Expansion of business networks.



The 2022 MGM Resorts Supplier Diversity Mentorship Program graduates

Twenty-six certified diverse-owned businesses completed the MGM Resorts Supplier Diversity Mentorship Program. These business leaders are part of a distinguished group of sixty-seven diverse-owned business leaders who are now better positioned to compete in the global supply chain.

The MGM Resorts Supplier Diversity Mentorship Program is an eight-month focused strategy course where certified diverse-owned business leaders are provided the opportunity and tools to enhance operational efficiencies, harness financial management, elevate leadership acumen and manage through change.

The businesses accepted into the program are paired with MGM Resorts executive mentors for one-on-one engagement.



2022 MGM National Harbor Mentors



2022 MGM National Harbor Mentees



From left: Florence Amate, President and CEO, Laisar Management Group, and Kerry R. Watson, Jr., Regional Vice President, Government Affairs, MGM Resorts International



From left: Beck Sundquist, MGM Vice President of Product Management, Technology, Data & Digital, and Charles Felton, Jr., VP of Casino Development and HBCUs, Magothy Technology



From left: Starlet Hunter, Director, Community Engagement, MGM National Harbor, and Prathap Jayaraman, Co-Owner, Nokkam



From left: Lissa Ross, Vice President, Human Resources, MGM National Harbor, and Angela A. McCullough, CEO, Tri-Logistics



From left: Brenda L. Taylor, Co-Owner, TaylorMade Solutions, and Ryan Geary, Executive Director of Finance, MGM National Harbor



From left: William Parker, CEO, The Parker K9 Group, and Marcus Taylor, Chief of Security, MGM National Harbor



From left: Rachel Lewis, Executive Director, Supply Chain Operations, MGM Resorts International, and Carla Truitt, CEO, Be-Clean Cleaning Services



From left: Kenyatta Lewis, Executive Director of Supplier Diversity, Sustainability & Training, Rhoda Hassad, Supplier Diversity Manager, and Stephanie Roper, Sr. Manager of Business Relations, MGM Resorts International



From left: Tobias Thornwell, Sr. Strategic Sourcing Manager, MGM National Harbor, and "Red Carpet Lady"



From left: Claudia Escobedo, Director of Business Engagement, Jana Rygiel, VP of Strategic Sourcing, "Red Carpet Lady", and Jim Czarnecki, SVP & Chief Procurement Officer, MGM Resorts International



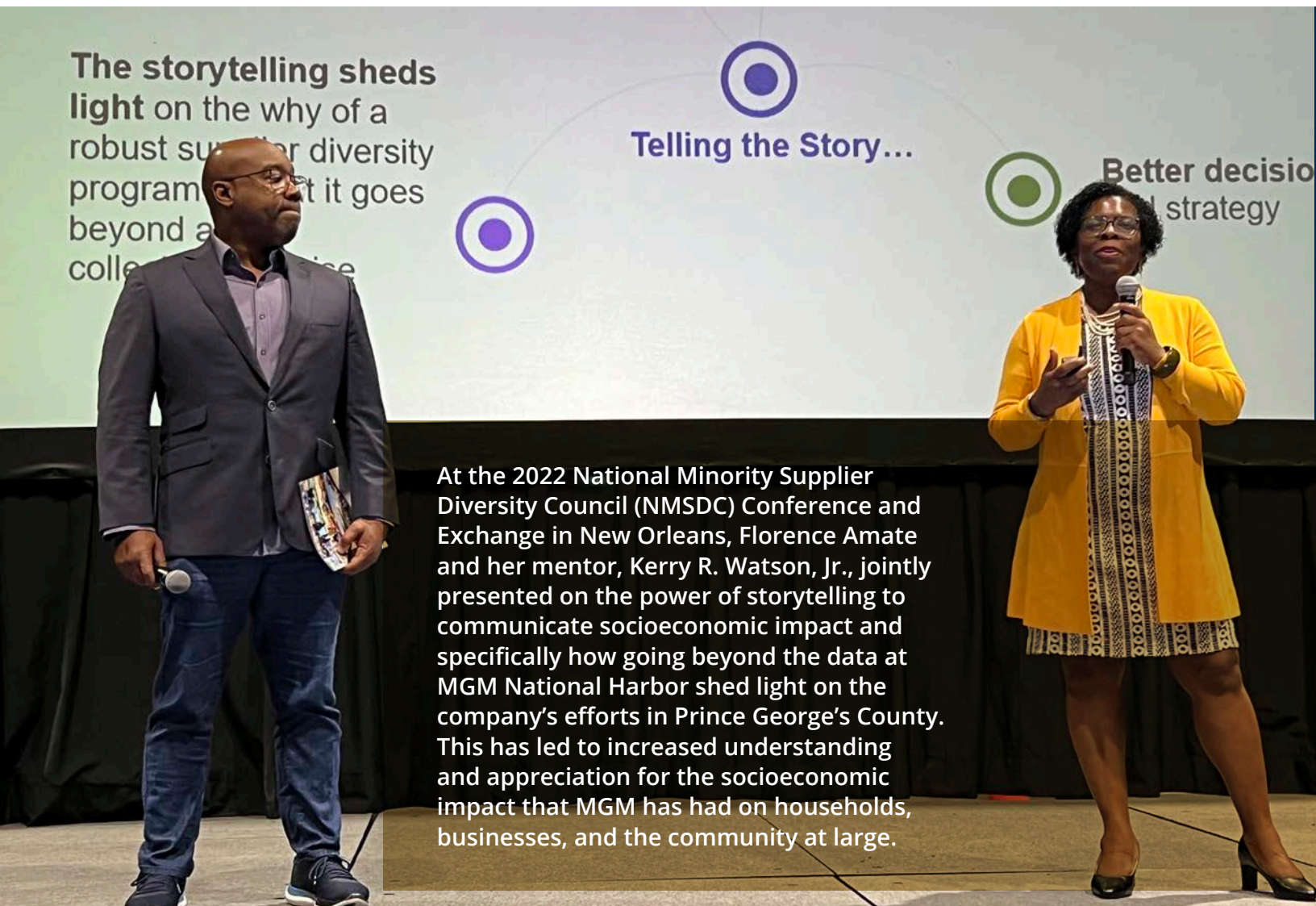
The mentorship program strengthened our operational processes and gave us the confidence to market our services and solutions to a broader audience.

Florence Amate
President and CEO
Laisar Management Group, LLC

Mentor: Kerry R. Watson, Jr., Regional Vice President, Government Affairs, MGM Resorts International

Laisar provides supplier diversity and socioeconomic impact consulting and reporting solutions to MGM.

As an ambassador for the power of using data to tell the story of diversity, equity and inclusion advancement, Florence and Laisar show progress through statistics as well as the impact on communities and institutional success that can be directly attributed to supplier diversity and sustainability initiatives.



The storytelling sheds light on the why of a robust supplier diversity program and how it goes beyond a collection of data.

Telling the Story...

Better decision-making strategy

At the 2022 National Minority Supplier Diversity Council (NMSDC) Conference and Exchange in New Orleans, Florence Amate and her mentor, Kerry R. Watson, Jr., jointly presented on the power of storytelling to communicate socioeconomic impact and specifically how going beyond the data at MGM National Harbor shed light on the company's efforts in Prince George's County. This has led to increased understanding and appreciation for the socioeconomic impact that MGM has had on households, businesses, and the community at large.



Under the guidance of my mentor I feel better equipped to drive growth and operational excellence in the company.

Charles Felton, Jr.
VP of Casino Development and HBCUs
Magothy Technology, LLC

Mentor: Beck Sundquist, MGM Vice President of Product Management, Technology, Data & Digital

Charles Felton of Magothy Technology got one of the last slots in the 2022 program. Under the guidance of Beck Sundquist, Charles feels better equipped to drive growth and operational excellence in the company.

Magothy Technology provides information technology solutions that utilize advanced technology tools to solve complex business problems.



The guidance provided by my mentor has helped us strengthen the company's relationship with MGM.

Prathap Jayaraman
Co-Owner
Nokkam, LLC

Mentor: Starlet Hunter, Director, Community Engagement, MGM National Harbor

Nokkam is a full-service, woman-owned, MBE-certified design and production agency, providing design, production, signage, and print services. Through the program, Nokkam has increased its brand recognition and raised the quality of its services.

His mentor, Starlet Hunter, provided guidance and helped Prathap to strengthen the company's relationship with MGM.



The close mentoring we received helped Tri-Logistics in building up its team.

Angela A. McCullough

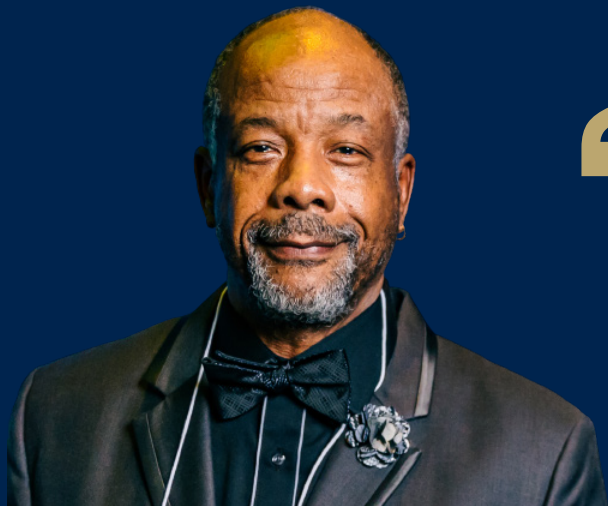
CEO

Tri-Logistics, LLC

Mentor: Lissa Ross, Vice President, Human Resources, MGM National Harbor

In addition to being a certified minority-owned business, Tri-Logistics is also certified as a Service-Disabled Veteran Owned Small Business, providing organization-wide upholstery, furniture repair and curtain maintenance services.

The close mentoring connection between Lissa Ross and Angela McCullough helped Tri-Logistics in building up its team.



I credit the mentorship program for opening doors to collaborate with other vendors and to also identify new growth opportunities.

William Parker

CEO

The Parker K9 Group, LLC

Mentor: Marcus Taylor, Chief of Security, MGM National Harbor

The Parker K-9 Group performs onsite surveillance work with their security dogs.

William Parker is passionate about giving to the less fortunate within his community and sees MGM as a good role model for finding innovative ways of providing food and other services. Inspired by his mentor, Marcus Taylor, William is excited to follow the MGM model of community giving.

A U.S. Veteran with 20 years of service, he believes when God blesses you, be a blessing to someone else.



Our one-on-one counseling helped us position TaylorMade for other opportunities, particularly with government contracting.

Brenda L. Taylor
Co-Owner
TaylorMade Solutions, LLC

Mentor: Ryan Geary, Executive Director of Finance, MGM National Harbor

Brenda Taylor and her husband Elleck Taylor are owners of TaylorMade.

TaylorMade provides cleaning and waste management services to Housekeeping and Environmental Services. Paired with Ryan Geary, Brenda received one-on-one counseling on her business finances, streamlining her structure and developing a database of documents that position TaylorMade for other opportunities, particularly with government contracting.



I credit the Supplier Diversity Mentorship Program for expanding my client base significantly.

Carla Truitt
CEO
Be-Clean Cleaning Services, Inc.

Mentor: Rachel Lewis, Executive Director, Supply Chain Operations, MGM Resorts International

After a year of working with her mentor, Rachel Lewis, Carla Truitt learned valuable lessons that took her 21-year-old business to the next level in terms of operational excellence and specifically better management of human resources, business practices, and business development. Carla was able to advance her leadership skills in the process and help her company become more efficient.

DIVERSITY CHAMPIONS





Kenyatta Z. Lewis
Executive Director of Supplier
Diversity & Sustainable Procurement

A decade ago, before MGM National Harbor could become a reality, Kenyatta Lewis was on the ground, forging relationships with the community, sharing the opportunities the company would offer and meeting business owners who would eventually be among the diverse suppliers of MGM at National Harbor.

Kenyatta is the Executive Director of Supplier Diversity & Sustainable Procurement for MGM Resorts International, and she relishes the opportunity to make connections and engage the communities in her quest to innovate and integrate supplier diversity into the fabric of MGM Resorts International. Her diligence and strategic efforts set up the foundation of supplier diversity success that we continue to see at the property today.

For two decades, Kenyatta has successfully designed, implemented, and expanded MGM Resorts' world-class supplier diversity program to include new developments and acquired resorts.

This award-winning program has spent over \$4 billion with certified diverse-owned businesses since 2000.

An innovator and pioneer, Kenyatta developed the Supplier Diversity Mentorship Program (SDMP) in 2016, pairing certified diverse suppliers with MGM Resort executives and offering critical business coaching participants in a win-win partnership for the organization and its diverse suppliers.

The SDMP at MGM National Harbor has successfully helped dozens of diverse-owned businesses to achieve and thrive through the opportunities afforded them in the program. MGM National Harbor owes Kenyatta a debt of gratitude for her tireless work to forge strong connections with the community.



My greatest achievement through this entire process was being instrumental in the larger economic development of Prince George's County with the development of a five-star resort that afforded access to opportunity for many local businesses to our mutual benefit. I was and remain proud to have enlivened MGM Resorts' commitment to inclusion of diverse suppliers in our supply chain in Maryland.



I believe we have a responsibility to impact in a positive way the communities we operate and live in. Investing time and resources in diverse and local suppliers are a big part of how we accomplish that. It allows our diverse partners to benefit and share in our success, elevating our community.



Efraín Pérez Agosto
Vice President and Chief Financial Officer
MGM National Harbor

Efraín takes diversity, equity and inclusion (DEI) challenges and opportunities seriously and personally. He has been a critical champion of supplier diversity and the MGM Supplier Diversity Mentorship Program throughout his tenure with the organization.

He has spent his entire career in the gaming industry, starting as a trainee dealer in Puerto Rico at the age of 18, and moving his way up in several gaming organizations. He joined MGM in 2017. Efraín has long been an advocate for DEI initiatives in the gaming industry, and he has continued to do so as part of the MGM National Harbor leadership team.



I salute the small business owners who pave the way for themselves and their families. They have lessons to teach larger, established businesses about blood, sweat and tears. MGM National Harbor lives by its commitment to diversity, seeking to reflect the DMV (DC, Maryland, Virginia) community.

Lissa Ross
Vice President, Human Resources
MGM National Harbor

As Lissa puts it, “I grew up with this company.” She has had a 24-year career with MGM Resorts International, and the last four years were spent at MGM National Harbor. She has been a powerful voice for diversity and representation at MGM. She has been recognized as a Champion of Diversity.

She believes the Supplier Diversity Mentorship Program is important because supplier diversity allows the underrepresented to have a fair playing field in the world of business. She encourages local suppliers to explore opportunities at MGM when she attends networking events or meets owners located in the community.

COMMUNITY GIVING

p. 41

A PARTNER IN THE COMMUNITY

At MGM National Harbor, we are deeply committed to making positive contributions to the overall quality of life for residents in Prince George's County, Maryland and to those within neighboring communities in the Washington metropolitan region.

MGM National Harbor invests in the local community through job creation, support of minority-owned businesses, monetary and in-kind giving to community organizations and local non-profits, engagement and volunteerism, and environmental sustainability.



We focus our support on critical gaps in our communities' social infrastructure (especially food insecurity, public education and health and wellness initiatives) as well as workforce development and environmental sustainability.





\$1 Billion+
in contributions to the Maryland Education Trust Fund since opening

25,000+
hours volunteering with local charitable organizations

\$5.5M+
financial and in-kind support to local non-profits

Financial Support

Our community contributions have benefited: low-income families with affordable housing; financial literacy and eviction-prevention services; youth and adults with job training and leadership skills; young adults with quality educational programs; and our environment through sustainable green efforts.

In-Kind Contributions

MGM National Harbor supported many other community-based organizations with in-kind support that included concessions, banquets, gift certificates and on-property experiences.

Employee Volunteerism

MGM National Harbor employees care for our local communities, giving generously to and volunteering with non-profit organizations that provide a host of human services, such as feeding the food-insecure, improving public education, teaching job skills and sustaining our planet.

“ COMMUNITY VOICES



“Changing The World by Empowering People”

“UCAP is a recipient of a community that cares”.....In our work to fight poverty and the socioeconomic issues that face so many in our County and the region, we’re grateful for a partner like MGM National Harbor. Over the years MGM has contributed not only financially through community grants to support our emergency homeless shelter, but also re-stocking our food pantry during and before the Covid pandemic, volunteering countless hours helping us to build a state-of-the-art playground for our daycare center or beautifying our grounds. At our center we have experienced the heart of MGM. Partnerships are most impactful when the endeavors are intentional. MGM has become a part of the thread of our community on PURPOSE!!!!”

- **Rasheeda Jamison-Harriott, CEO, United Communities Against Poverty**



PRINCE GEORGE'S
CHAMBER OF COMMERCE
EST. 1924

“The Prince George’s Chamber of Commerce commends MGM on their commitment to partnering with smaller, diverse businesses to help build opportunities for commercial development in the County and region, particularly as businesses emerge from a very challenging time. Also paying more than \$1.4 billion into the education trust fund, in the six years since they’ve opened contributes to the next generation’s opportunities in a more complex and more competitive global landscape.”

- **Alexander K. Austin, President & CEO, Prince George’s Chamber of Commerce**



“In our work to fight poverty and the socioeconomic issues that face so many in our County and the region, we’re grateful for a partner like MGM National Harbor. They have both philanthropy and volunteerism at their core. MGM doesn’t just contribute funding to support community endeavors, it’s the norm to see 15 or 20 MGM shirts lending a hand and being active partners in the communities they serve.”

- **Gregory “Trey” Proctor III, Vice President, G.S. Proctor & Associates, Inc.**



PRINCE GEORGE'S COUNTY COUNCIL

"MGM is a true asset to our community! Through their valued partnership, we've been able to fund and support several transformative programs that serve youth and vulnerable populations in our district. Beyond their financial support, I love seeing them out in the community at local schools volunteering and giving back. I'm thankful for all the opportunity, philanthropy, and support they bring to District 8."

- **Council Member Edward Burroughs III, Prince George's County Council**



"As the #1 tax payer in the County, MGM is a major partner in the overall economic development success of Prince George's County. One of my top priorities, as President and CEO of the Economic Development Corporation is growing the number of jobs in Prince George's County, thereby creating generational wealth and prosperity for our residents. With nearly 50% of its employees living in Prince George's County, MGM provides living wages and benefits to County residents across all educational and socioeconomic backgrounds. Since opening its doors in 2016, not only has MGM contributed more than \$1.4 billion to the educational trust fund and engaged minority-and women-owned businesses in procurements, it has also provided many hundreds of Prince Georgians with upward mobility and opportunity. We could not ask for a better community partner."

- **David Iannucci, President & CEO, Prince George's County Economic Development Corporation**



"Since coming to the area, MGM has established itself as a partner in the economic empowerment of our community, bringing countless resources, opportunities for jobs and pathways to higher education. Many in our county have benefited from the organization's leadership in efforts toward generational prosperity."

- **Dr. Bobby Manning, Pastor; The Heights Church (FBCDH) President; The Collective Empowerment Group, Inc.**



○ Chesapeake Bay Foundation - Claggett Farm in Upper Marlboro, MD

Over the course of the year, MGM employees donated many hours of farm labor to Claggett Farm, a working farm in Upper Marlboro, Maryland owned and operated by the Chesapeake Bay Foundation. Their volunteer work benefited the farm's community-supported agriculture (CSA) program where, every week from mid-May to mid-November, participating members can get a wide variety of farm-fresh organic vegetables at affordable prices. After serving subscribers, about a third of the CSA's harvest is donated to local food pantries, including the Capital Area Food Bank and the Prince George's Food Equity Council.

○ Capital Pride Alliance - Pride Weekend in Washington, DC

MGM National Harbor was proud to be the presenting sponsor at the Capital Pride festival in 2022 and MGM employees showed up loud and proud atop the company float in Saturday's parade. MGM supports the Capital Pride Alliance's work for the rights of LGBTQ+ citizens and, by extension, fundamental freedoms for us all.



○ Habitat for Humanity Metro Maryland

Employee volunteer initiatives flourished in 2022. In a day of service for Earth Day, our team came together with Habitat for Humanity Metro Maryland to build a playhouse, tiered planters, a bench, chairs, and more for the local ReStore.

In photo from left: Prince George's County District 8 Councilmember Edward P. Burroughs III, Prince George's County Delegation House Chair Nicholas P. Charles II, MGM National Harbor President & COO Melonie Johnson, Former Prince George's County Council Chair Calvin S. Hawkins II, MGM Resorts International Regional Vice President Government Affairs Kerry R. Watson, Jr., and Trey Proctor, Vice President, G.S. Proctor and Associates.



**Food & Friends -
Northeast Washington, DC**

Food preparation and packing volunteers from the Finance Department worked together to help get meals out the door, making it a terrific team-building activity; duties may include packing meals, fruit bags and produce bags, shelf-stable groceries, and supplements.

**Oxon Cove Park and Farm -
Park Clean Up**



**Washington Commanders
Back to School Drive**



Operation Warm - Flintstone Elementary

In a partnership that helps to keep Prince George's County children healthy and in school throughout the cold winter months, MGM National Harbor joined with the national nonprofit Operation Warm in 2022 to give away brand-new coats and athletic-style shoes to nearly 400 students at Flintstone Elementary School in Oxon Hill, Maryland. MGM has partnered with Flintstone Elementary on this and other important projects since 2019.



**DuVal High School -
Culinary Equipment Donation**

In 2022, MGM National Harbor began a promising relationship with the culinary arts program at DuVal High School in Prince George's County. Chef Walter Robinson, who leads the school's robust culinary program, received a donation of unused culinary equipment. Our Executive Chef Anthony Cieplinski visited the school and shared his story and engaged in Q&A with the culinary arts students, who also enjoyed their grand tour of MGM National Harbor and the kitchen.

GLOSSARY

The definitions used in this report that are also included in Sections 10-308 and 10-309 of Subtitle 10 of the County Code are included for reference only. Capitalized terms and phrases used in this report but not defined shall have the same meaning as attributed to those same terms and phrases in their controlling Maryland Statutes, Regulations and/or the Community Benefit Agreement.

“CBB” means “County Based Business,” which is a business whose principal place of operation, as determined by the Prince George’s County Office of Central Services, is located within the County (including, without limitation, any CMBE).

“CLB” means “County Located Business,” which, subject to verification by the Prince George’s County Office of Central Services, is a business that:

- a. has a County Office or pays applicable County property taxes; and
- b. either has:



1. at least five (5) FTE employees in the County Office for the full duration of the County Office’s lease; or
2. at least three (3) FTE employees in the County Office, with at least two (2) of the FTE employees being County Residents, for the minimum required duration of the County Office’s lease (as specified in the definition for County Office); or
3. at least three (3) FTE employees in the County Office, if such business has an ownership interest in the building.

“CMBE” means “County Based Minority Business Enterprise,” which is an MBE whose principal place of operation, as determined by the Prince George’s County Office of Central Services, is located within the County.

“LBE” means “Local Business Enterprise,” which is a CBB or CLB (including, without limitation, any CMBE).

“MBE” means “Minority Business Enterprise,” which is any entity or business that is at least fifty-one percent (51%) owned and controlled by one (1) or more Minority Individuals (or, in the case of any publicly-owned corporation, at least fifty-one percent (51%) of the stock of which is owned by one (1) or more Minority Individuals) and is managed or operated on a daily basis by one (1) of such individuals, and either:

- a. is certified by one of the following authorized third-party organizations: (i) MDOT, (ii) Maryland/District of Columbia Minority Supplier Development Council, (iii) Washington Metropolitan Area Transit Authority, (iv) Business Enterprise National Council, or (v) Women Business Enterprise National Council; or
- b. is certified by the Prince George’s County Office of Central Services as a Minority Business Enterprise.

“MDOT” means the Maryland Department of Transportation. **“PGCMBE”** means “Prince George’s County Minority Business Enterprise,” which is an MBE certified by the Prince George’s County Office of Central Services as a Minority Business Enterprise.

MONUMENTAL HAPPENS HERE AT MGM NATIONAL HARBOR





**Compliance.
Socioeconomic Impact.
Community Giving.**

MGM National Harbor
101 MGM National Avenue
Oxon Hill, MD 20745

mgmnationalharbor.mgmresorts.com

**COMMUNITY
IMPACT
REPORT**
2022