



November 16, 2021

Dear Colleagues,

The Occupational Safety and Health Administration (OSHA) issued a new emergency order for private-sector employers with more than 100 employees requiring them to either mandate COVID-19 vaccines for all employees or implement very stringent weekly testing procedures for all non-vaccinated workers. The mandate will become effective January 4, 2022, and employers have until December 4 to finalize their policies to comply with the order.

At MGM Resorts, we are thoughtfully reviewing OSHA's new order, and the ongoing litigation surrounding it, and determining the best path forward for our company. We'll share another update soon letting you know how we intend to comply with the mandate.

In the meantime, given OSHA's guidance regarding testing costs, we have decided to make changes to our testing process for non-vaccinated hourly employees in Las Vegas. Any Las Vegas based employee who is not designated in Workday as "Home Office" for their location and who does not have a vaccine verification sticker is required to participate.

Beginning November 22, employees will be required to pay \$38 per test, which is half the cost we pay, if they wish to use property onsite testing or obtain a PCR or lab-based antigen test elsewhere and upload their results online to My MGM (self-testing kits will not be accepted). We will waive the \$38 testing co-pay for employees who receive their first dose of a two-shot vaccination by November 27, and employees who receive the single dose of the Johnson & Johnson vaccine will no longer have to engage in bi-weekly testing. Employees who do not timely comply with the testing requirement will be placed on an unpaid Suspension Pending Investigation (SPI) and will not be allowed to work.

As I've stressed all year, if you've not yet been vaccinated, now's the time. In Las Vegas, 84% of our hourly workforce has answered the call and for that I am deeply grateful. If you've not been vaccinated, please make a plan today to protect yourself, your loved ones, our guests, and your teammates from the virus.

Stay safe and be well,

A handwritten signature in black ink, appearing to read "BH", with a stylized flourish extending from the bottom.

Bill Hornbuckle
CEO & President