

May 5, 2020

VIA U.S. MAIL and E-MAIL

Brian Marcotte, WIOA Dislocated Services Section Manager
Workforce Development - Targeted Services Division
201 N Washington Sq
5th Floor
Lansing, MI 48913
[e-mail: marcotteb1@michigan.gov]

Re: Layoff Notice for MGM Grand Detroit, LLC d/b/a MGM Grand Detroit

Dear Mr. Marcotte,

I write to advise you on our updated assessment of the current environment related to the COVID-19 virus and its impact on our business. Beginning during the 14-day period from March 2, 2020 through March 15, 2020, the downturn in our business due to the COVID-19 pandemic and the subsequently announced government ordered closures of several of our facilities caused us to lay off most of our workforce at MGM Grand Detroit, LLC d/b/a MGM Grand Detroit. We instituted the layoffs through leaves of absences/furloughs and provided two weeks of pay for all full-time employees and employees who worked an average of 30 hours or more and were laid off as a result of the COVID-19 pandemic. We have committed to provide benefits for all eligible employees who are enrolled on our health plan through August 31, 2020.

We were optimistic at the time of the initial layoff in March that we would be able to reopen quickly. However, we have had to reassess our reopening date given the duration and severity of the COVID-19 pandemic and its effects on MGM Grand Detroit, LLC d/b/a MGM Grand Detroit and its facility at 1777 3rd Ave, Detroit, MI 48226. The initial government-ordered closure of non-essential business was set to expire on April 13, 2020. Since that time, however, the government ordered shutdown was extended for reasons beyond our control. Although Michigan has announced plans to begin to reopen businesses, the factors on which the Company's reopening depend are also beyond our control. Michigan's recently announced reopening plan provides that hotel-casinos will be among the last businesses permitted to resume operations. We will be required to institute a multitude of protective measures that will substantially delay our ability to reopen and hamper our casino, restaurant, and entertainment business. Accordingly, we have had to reassess our reopening date given the duration and severity of the COVID-19 pandemic and its effects.

Due to our extended closure, the business is anticipated to continue to have a significant decrease in revenue, cancellation and non-booking of hotel, restaurant, and entertainment events, as well as significant postponements and cancellations of convention bookings. Our sincere hope continues to remain that this layoff is temporary, but in light of the continuing pandemic and our extended closure, we are unable to say that the layoff may not last more than six months for at least some portion of our employees.

Although we continue to remain hopeful that this layoff is temporary, we are unable to assess a more specific return to work date, and we are providing your agency this notice that the layoff beginning during the 14-day period from March 2, 2020 through March 15, 2020, may continue beyond six months and/or could be permanent. Accordingly, because of applicable law, we understand we are required to provide you an expected date of separation for the employees — which will be August 31, 2020. We were unable to provide more notice of this action because the possible extension of this temporary layoff beyond six months or permanently was not reasonably foreseeable on or about March 15.

Please accept this letter as notification on behalf of the Company. The total number of employees affected by this action at this Company location is 2632. A list of the job titles of the employees who will be affected by this layoff, and the number of employees within each job title, along with each employee's initial layoff date, can be provided upon request. We have also notified the employees, the applicable employees' union representatives, and other state and local officials.

Employee bumping rights during the layoffs will depend on the Collective Bargaining Agreement applicable to those employees. Employees not subject to a Collective Bargaining Agreement will not have any right to bump other employees. Employees in the following departments are covered by a collective bargaining agreement:

Food and Beverage, Housekeeping, EVS, Laundry, Hotel Front Services:

- **Unite Here, Local 24**
D. Taylor, President, UNITE HERE
Nia Winston, President, UNITE HERE Local 24
300 River Place - Suite 2700
Detroit, MI 48207-4472

Facilities and Slot/Casino:

- **International Union of Operating Engineers (IOUE), Local 324**
James T. Callahan, General President, International Union of Operating Engineers
Scott Page, President, IUOE Local 324
Jeff McCarthy, Business Representative
500 Hulet Drive
Bloomfield Twp, MI 48302

Front Desk/Warehouse/(PBX)/Transportation (including Valet)/Wardrobe/Spa/Retail:

- **Teamsters Local 1038**
James P. Hoffa, President, International Brotherhood of Teamsters
25 Louisiana Ave.
Washington D.C., 20001

Gregory Nowak, President and Principal Officer, Teamsters Local 1038
2741 Trumbull Avenue
Detroit, MI 48216

Dealers/Slots/Cage/Count/VIP Specialists:

- **UAW Local 7777**
Bradley Willett, UAW President
1924 Rosa Parks Blvd.
Detroit, MI 48216
- **UAW Gaming**
Rory L. Gamble, President, UAW
Rashon Byrd, International Representative
8000 East Jefferson Ave
Detroit, MI 48214

Security:

- **SPFPA Local 1111**
David L. Hickey, International President, SPFPA
Bill Asper, President Local 1111
25510 Kelly Rd.
Roseville, MI 48066

Mark Crawford, Vice President, Region 1
International Union SPFPA Local 1111
25510 Kelly Rd.
Roseville, MI 48066

Surveillance Operators:

- **UGSOA Local 265**
Desiree Sullivan, International President, UGSOA
2879 Cranberry Hwy, E.
Wareham, MA 02538

Ruark Deveroux, Local 265 President
P.O. Box 32220
Detroit, MI 48216

You may direct any further inquiries concerning this situation to me through HR Shared Services at (855) 464-6747.

Sincerely,
Laura Lee
MGM Resorts International
Senior Vice President of Human Resources