

November 17, 2020

VIA U.S. MAIL and E-MAIL

Jimelle Howard, Manager
Department of Labor and Economic Opportunity, Workforce Development
201 N. Washington Square, 5th Floor
Lansing, Michigan 48913
[LEO-RapidResponseCommunications@Michigan.gov]

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

Dear Jimelle Howard:

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 at MGM Grand Detroit, LLC d/b/a MGM Grand Detroit located at 1777 3rd Ave, Detroit, MI 48226 (“MGM Grand Detroit” or “Company”).

On November 15, 2020, Governor Whitmer and the Michigan Department of Health and Human Services (MDHHS) issued an emergency order enacting, at a minimum, a three-week closure targeting indoor social gatherings and other group activities in an effort to curb rapidly rising COVID-19 infection rates. This order requires us to close the casino, as well as all indoor service at bars and restaurants, beginning at 12:01 a.m., on Wednesday, November 18, 2020 and remains in effect through at least December 8, 2020 at 11:59 p.m. As a result of this recently announced government shut-down order, we anticipate there will be ripple effects into other areas of our business operation that will result in a significant downturn in our business during normal operation hours. Therefore, MGM Grand Detroit must close down all casino and indoor services, including restaurants, retail, bar and other operations, and we will also completely close the hotel portion of our operations while the order is in effect and the resulting impacts on our business remain. These unforeseeable circumstances occurred during a public health emergency and will result in layoffs and extensions of layoffs. These layoffs will commence on November 18, 2020, or within fourteen days thereafter, and may continue thereafter for six months or longer, or may be permanent.

This newly announced government ordered closure and increase in severity of the pandemic prompts this notice to you. Beginning on November 18, 2020, or within fourteen days thereafter, certain employees at the above-referenced location will be placed on layoff which may last for the next six months, or longer. Additionally, certain employees that are already on layoff will have their layoffs extended. Employees who are on layoff but have indicated their willingness and availability to accept available but sporadic hours as needed, but that are less than their regular work hours, will still remain on layoff unless or until they receive a written notification from the Company informing them that they are being recalled back to their full permanent position and capacity. Thus, unless the Company notifies an employee in writing that they have officially been removed from layoff status, any work hours that the Company is able

to offer does not alter the terms of this notice. We are sorry that we were unable to provide to you more notice of these actions. This newly announced government order was issued during a public health emergency and was unforeseeable and is beyond our control. The factors on which the Company's reopening depend are also beyond our control. Because of these factors, and the unforeseeable government order announced on November 15, 2020, the business is anticipated to continue to have a significant decrease in revenue, cancellation and non-booking of hotel, restaurant, and other services, as well as significant postponements and cancellations of convention bookings in the near future. Our sincere hope continues to remain that this layoff is temporary, but in light of the increased severity of the pandemic, the public health emergency, and our required government imposed closure, we are unable to say that the layoffs may not last more than six months or may be permanent for at least some portion of our employees.

Please accept this letter as notification on behalf of the Company. The total number of employees affected by this action at the location of 1777 3rd Ave, Detroit, Michigan 48226, is 1561. A list of the job titles of the employees who will be affected by this layoff or extension of layoff, and the number of employees within each job title, as well as their work location, and the date on which each employee's impact as a result of this event is estimated to begin 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 impacted by this event 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
Sandra Poinsetta, Vice President, UNITE HERE Local 24
300 River Place - Suite 2700
Detroit, MI 48207-4472

Facilities and Slot/Casino:

- **International Union of Operating Engineers (IUOE), 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
Veronica Sawyer, Assistant Director, Convention, Trade Show & Casino Division
2741 Trumbull Avenue
Detroit, MI 48216

Dealers/Slots/Cage/Count/VIP Specialists:

- **UAW Local 7777**

Bradley Willett, UAW President Local 7777
Johanna Lams, UAW Chairperson Local 7777
1924 Rosa Parks Blvd.
Detroit, MI 48216

- **UAW Gaming**

Rory L. Gamble, President, UAW
Johnnie Dorsey, International Representative UAW
Rashon Byrd, International Representative UAW
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
Joe Carey, Director, UGSOA International UGSOA
2879 Cranberry Hwy, E.
Wareham, MA 02538

Ruark Deveroux, President UGSOA Local 265
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
Chief Human Resources Officer