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 2021 through December 2021 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 right or entitlement under this Report.

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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
Prior to opening the doors to MGM National Harbor over five years ago, we made a commitment to the community here in Prince George’s County to be the best neighbors we could possibly be. For us, that meant providing for our community through giving and volunteerism, creating jobs with strong wages and room for growth; developing training programs that empower our local workforce, and partnering with minority-owned businesses as often as possible. I am incredibly proud with the progress we have made together, and the partnerships that have been forged.

Reflecting on the last five years, I am most impressed with how completely we have worked towards these commitments, and how quickly we have become an integral part of this community.

A majority of our more than 3,000 employees call Prince George’s County home, we’ve spent more than $60 million with county-based minority-owned businesses and our partnerships with local organizations continue to grow.

And while numbers do a great job at telling stories, nothing quite captures the scale of our commitment like the testimony of local employees, businesses and community members that have truly benefited from our partnership.

I have been so encouraged by the stories I hear of career growth, business success and life-changing opportunity.

“Prior to opening the doors to MGM National Harbor over five years ago, we made a commitment to the community here in Prince George’s County to be the best neighbors we could possibly be.”

-- Melonie Johnson
Throughout 2022, I’m looking forward to working with our team in continuing the strides we have made. Our training program for table games dealers has expanded from our initial partnership with Prince George’s Community College to include an in-house paid program where trainees can earn while they learn, and we continue to look for ways to build and enhance this workforce development tool.

We have been thrilled to welcome six Prince George’s County-based minority-owned businesses into MGM Resorts’ Supplier Diversity Mentorship Program, which provides professional business development to diverse-owned suppliers through hands-on guidance and resources.

Our community is well represented, making up over 20% of participants in the nation-wide, corporate-led program.

As we make our way through 2022 and beyond, MGM National Harbor is thrilled to grow and strengthen our partnership with this great community by capitalizing on our successes and finding new ways to support, train and develop the people of Prince George’s County.
“I am a Prince Georgian. I attended Prince George’s County Public Schools and graduated from the University of Maryland. I have spent my entire professional career connected to Prince George’s County. This community has made me who I am, and I carry it with me every day. This is why I’m so incredibly proud of the commitment MGM Resorts takes in establishing business opportunities for local and minority businesses, careers for DMV residents and a focus on community engagement that goes beyond corporate buzz words. Even after being open five years, the dedication I have seen from my colleagues and senior leaders creates an excitement for the continued growth I know we will see in Prince George’s County.”

– Kerry R. Watson, Jr.

“We’re so proud that we’ve been able to meet our goals related to community impact, engagement and employment. Looking back over the last five years and reflecting on how tremendously successful this property has been for Prince George’s County, and Maryland ... it’s been, for all of us, just a great ride. Obviously, the pandemic was a challenge, but we embraced those obstacles head on and we’re ready for all the opportunities and excitement the future holds.”

– Bill Hornbuckle

Bill Hornbuckle
CEO & President
MGM Resorts International

Kerry R. Watson, Jr.
Regional Vice President, Government Affairs
MGM Resorts International
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 best of the community, creating good 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.
MONUMENTAL HAPPENS HERE AT MGM NATIONAL HARBOR.
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<td>40</td>
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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, 2021, through December 31, 2021.

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.

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.
Community Benefits Agreement offers two ways of achieving Business Utilization goals.

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

Current reporting highlights 87% of LBE utilization is from CBBs.
The resort contributed more than $800 million to the Blueprint for Maryland’s Future through taxes on gaming revenue.
<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage or Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prince George’s County</td>
<td>95</td>
</tr>
<tr>
<td>companies have been awarded</td>
<td>contracts</td>
</tr>
<tr>
<td>Prince George’s County</td>
<td>27%</td>
</tr>
<tr>
<td>operations spend was</td>
<td>with Prince George’s County</td>
</tr>
<tr>
<td>businesses</td>
<td>Businesses</td>
</tr>
<tr>
<td>$82M</td>
<td>has been paid to</td>
</tr>
<tr>
<td>Prince George’s County</td>
<td>42%</td>
</tr>
<tr>
<td>businesses</td>
<td>of operations spend was</td>
</tr>
<tr>
<td></td>
<td>with Minority Business</td>
</tr>
<tr>
<td></td>
<td>Enterprises (MBEs)</td>
</tr>
<tr>
<td>$142M</td>
<td>has been paid to</td>
</tr>
<tr>
<td></td>
<td>Minority Business Enterprises (MBEs)</td>
</tr>
</tbody>
</table>
These tables encompass business utilization expenditure and employment from January 1, 2021, through December 31, 2021.

### Table 1. Expenditure Summary Report (January 1, 2021 – December 31, 2021)

<table>
<thead>
<tr>
<th>BUSINESS UTILIZATION - EXPENDITURE</th>
<th>No. of Companies</th>
<th>Payments</th>
<th>Actual (%)</th>
<th>CBA Goal (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Net Operational Purchase Value</strong></td>
<td></td>
<td>$52,215,027.51</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. MBE</td>
<td>80</td>
<td>$21,051,938.29</td>
<td>40%</td>
<td></td>
</tr>
<tr>
<td>2. LBE</td>
<td>59</td>
<td>$16,219,693.43</td>
<td>31%</td>
<td></td>
</tr>
<tr>
<td>2.1 CMBE</td>
<td>43</td>
<td>$10,016,992.32</td>
<td>19%</td>
<td>20%</td>
</tr>
<tr>
<td>2.2 CBB</td>
<td>52</td>
<td>$15,075,173.80</td>
<td>29%</td>
<td></td>
</tr>
<tr>
<td>2.3 CLB</td>
<td>7</td>
<td>$1,144,519.63</td>
<td>2%</td>
<td></td>
</tr>
</tbody>
</table>

| a Payment amounts, and percentage information is derived from accounting records. |
| b Number of companies 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 Minority Business Enterprise. |

### Table 2. Employment Summary Report (January 1, 2021 – December 31, 2021)

<table>
<thead>
<tr>
<th>BUSINESS UTILIZATION - EMPLOYMENT</th>
<th>2017-2021</th>
<th>Total Employees</th>
<th>Actual (%)</th>
<th>CBA Goal (%)</th>
<th>MGM Aspiration Goal (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Employees</td>
<td>3003</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prince George’s County Residents and Veterans</td>
<td>1394</td>
<td>46%</td>
<td>45%</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>Prince George’s County Residents</td>
<td>1295</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All Veterans</td>
<td>99</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prince George’s County Veterans</td>
<td>43</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Employment Outreach/Recruitment Efforts

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.

These 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.

**2021 Hiring Event Highlights**

<table>
<thead>
<tr>
<th></th>
<th>+150</th>
<th>+34</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Table Game</strong></td>
<td>Multiple Trainees</td>
<td></td>
</tr>
<tr>
<td><strong>Poker</strong></td>
<td>Multiple Trainees</td>
<td></td>
</tr>
</tbody>
</table>

Left: Angelica Allen, former Table Games Floor Supervisor, recently promoted to Employee Relations Ops Partner in Human Resources.

Engaging with local communities and supporting the economic and social fabric of a more vibrant Prince George’s County.
MGM National Harbor in conjunction with our parent company MGM Resorts, actively recruits, develops and retains a diverse workforce.

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

Since 2018 MGM National Harbor launched Learning Experience Accelerate Development (LEAD), a self-directed leadership program for employees.

In 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 invest in development of the workforces of our communities, their stability and growth.

Education and Workforce Development Partners

Summer Youth Program

Partnering with the Summer Youth Program to provide internships for Prince George’s County students.

Hospitality Internship Program

The program is open to students from all partner colleges to apply and be considered. It offers intensive career development with supplemental learning and collaboration with like-minded students and enterprise leaders.
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 2021 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.

### Business Outreach - 2021

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Sponsor</th>
</tr>
</thead>
<tbody>
<tr>
<td>June 8-10</td>
<td>USPAACC - Together Tomorrow - CelebraAsian 2021 Business + Procurement</td>
<td>US Pan Asian American Chamber of Commerce</td>
</tr>
<tr>
<td>June 9</td>
<td>DSLBD - Small Business Power Hour - Navigating The Sports Gaming Industry</td>
<td>Department of Small and Local Business Development &amp; Office of Lottery &amp; Gaming</td>
</tr>
<tr>
<td>June 15</td>
<td>Maryland Educational Summit: Sports Betting 101</td>
<td>National Council of Legislators, Spectrum Gaming Group, Live Casino, and The Cordish Companies</td>
</tr>
<tr>
<td>Oct 13-15</td>
<td>USBC - ByBlack Conference 2021</td>
<td>US Black Chambers Inc. &amp; The National Association of Black Owned Broadcasters</td>
</tr>
<tr>
<td>Nov 3</td>
<td>Business Expo and Procurement Networking Opportunity</td>
<td>MGM National Harbor and Prince George's County Supplier Development &amp; Diversity Division (SDDD)</td>
</tr>
<tr>
<td>Nov 8</td>
<td>USPAACC Synergy Foreward - CelebraAsian Business Development Conference</td>
<td>US Pan Asian American Chamber of Commerce</td>
</tr>
<tr>
<td>Dec 10</td>
<td>Live! Casino &amp; Hotel’s Minority Outreach Fair</td>
<td>Live! Casino &amp; Hotel and Md. Washington Minority Contractors Association (MWMCA)</td>
</tr>
</tbody>
</table>
### MGM NATIONAL HARBOR ONGOING BEST EFFORTS

- 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.

### Regularly accessed the following resources as part of its outreach efforts and bidding process:

- Prince George’s County Supplier Development and Diversity (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

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

- In addition, MGM National Harbor requested that the State Governor’s Office of Small, Minority and Women-Owned Business Affairs (GOSBA) and the Maryland Lottery Gaming and Control Agency (MLGCA), Community Organizations and trade associations notify their interested parties in the specific trades about outreach sessions.
At the podium: Jonathan R. Butler, Director, Office of Central Services, Prince George’s County Government
Business Expo and Procurement Networking Opportunity
November 3, 2021, 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, the Maryland Lottery and Gaming Control Agency, Prince George’s Community College, HITT Contracting, Horseshoe Casino Baltimore, BetMGM and the P3 and Luminis Projects.
MGM Resorts International is committed to investing in local communities, fostering diversity and inclusion, and protecting the planet while delivering benefits to our stakeholders. MGM National Harbor achieved that goal by actively engaging with a high number of local and diverse suppliers in the Washington, D.C. Metropolitan area.
Where are MBEs in the Washington, D.C 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 and clusters where there are more than one MBE based in that community.

Total Spend from Public Opening (2017-2021)

- MDOT MBE certified companies: $130,342,881
- Prince George’s County Certified MBEs: $122,408,912
- Prince George’s County Based Certified MBEs (CMBEs): $63,177,386
- Prince George’s County Certified County Based Businesses (CBBs): $82,701,646
- Prince George’s County Certified County Located Businesses (CLBs): $6,703,962
- Prince George’s County Certified Local Business Enterprise (LBEs): $89,405,609
MGM Resort’s Supplier Diversity Mentorship Program was created to highlight areas of business development for emerging diverse suppliers currently conducting business with MGM Resorts.

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 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.
“I was expecting that my relationship with Joseph from Frequency Enterprise would allow me to help him grow his business within MGM and, more importantly, help him find opportunities outside of MGM. However, I am more surprised at how much I have learned about small businesses and the challenges they face. As a small business owner, Joseph works extremely hard and must wear many different hats. There are often days where he is a laborer, administrative manager, and salesperson. Discovering this firsthand has helped me better understand the fortitude of small businesses, how even the smallest challenge could potentially close their doors, but through dedication to their company mission, they create solutions that often go overlooked because not enough people get to witness their greatness. This oversight fosters the challenge small vendors have acquiring opportunities for more business. This one thing helped me to appreciate how we as a Fortune 500 company can provide resources and support that could possibly create growth, and I found that in the MGM Mentorship Program.”

--- Kerry R. Watson, Jr.
Regional Vice President, Government Affairs, MGM Resorts International
Las Vegas, MGM Resorts International, February 28, 2022 – Graduation Ceremony group photo of the Supplier Diversity Mentorship Program. The customized six-month mentorship program pairs MGM’s certified diverse suppliers with MGM Resort executives and provides critical business coaching to elevate overall business efficiencies.
Toya Mitchell
Owner, Lord & Mitchell, Inc.

“We were interested in scaling up our business, and the Mentorship Program gave us important insights to identify and close gaps in our approach to allow us to grow more competitive.”

Building on Three Decades, Lord & Mitchell Has Graduated to the Next Level

When Toya Mitchell founded Lord & Mitchell 31 years ago, she had a dream of building a family business. The Maryland-based company specializes in branded promotional products, premiums and incentives, and delivering a wide variety of durable goods, including essential business supplies.

When Lord & Mitchell first began working with MGM National Harbor in 2012, the Black, woman-owned business showed great potential, and quickly scaled up to consulting and providing a variety of products to numerous departments throughout MGM National Harbor, and other locations of MGM Resorts International including Special Events, Marketing, Executive Office, Housekeeping, Security, Purchasing, and Food & Beverage.

In 2021, MGM National Harbor selected Lord & Mitchell to be part of the six-month Supplier Diversity Mentorship Program because of its deep ties to the community and potential to grow and expand through the program.

According to Ms. Mitchell, “We were interested in scaling up our business, and the Mentorship Program gave us important insights to identify and close gaps in our approach to allow us to grow more competitive.”

Malik Husser, Director of Brand Marketing & Advertising, MGM National Harbor.

With the guidance of her designated mentor, Malik Husser, Director of Brand Marketing & Advertising, as well as sponsored personal business coaching sessions, and numerous webinars, Lord & Mitchell has tripled the number of employees and expanded its customer base substantially.

For Ms. Mitchell, the program “is proof positive that MGM National Harbor and MGM Resorts International stands by their commitment to small, diverse businesses and the community as well.”
Metro Laundry Service Builds on Its Success

For Steven Young, owner of Metro Laundry Service, the opportunity to provide commercial laundry services to MGM National Harbor has been an opportunity to learn, adapt, and grow his business while elevating the reputation of the company.

Working with his mentor, James McBride, Vice President of Hospitality at MGM National Harbor, Mr. Young received valuable information about the inner workings of MGM National Harbor, which facilitated the company’s services to Housekeeping, Spa, and Stewarding & Outlets.

The mentorship also allowed the company to evolve its best practices in HR, safety, and project management.

The MGM National Harbor program taught Mr. Young about the processes and expectations of the property, which enabled him to provide services to MGM National Harbor’s high standards.

For Mr. Young, this has enabled Metro Laundry Services to “become an even stronger servant to MGM National Harbor for the short term and long term.” It has been an investment in a relationship that continues to pay dividends for both sides.

For Mr. Young, “I have personally gained a wealth of knowledge navigating through corporate policies and procedures via my encounter with various scenarios as a service provider to MGM.”

This has increased the confidence of the company that it can service elite hotels and solicit other prestige opportunities.
Supervisor Diversity Mentorship Program Graduates

Joseph K. Washington
Owner, Frequency Business Enterprise

“We were afforded an opportunity and now are able to support many families through employment.”

A Master Electrician Gains Business Mastery Through Mentorship

According to mentee, Joseph K. Washington, owner of Frequency Business Enterprise, the contract with MGM National Harbor “has given me a sense of pride and accomplishment, and I believe many companies would love to be in our position.” A full-service electrical contractor, minority and veteran-owned, Frequency works with the Facilities Department to provide a wide variety of electrical services.

For the past year, Mr. Washington has worked closely with his mentor Kerry R. Watson, Jr., Regional Vice President, Government Affairs, MGM Resorts International, who has introduced his mentee to resources that he hadn’t known existed, acted as an accountability partner, and generously shared his business IQ to help Frequency grow into a more structured, organized, and systematized company.

During a difficult economic time, Frequency found itself thriving in the mentorship program, improving its operations and achieving a scalability that Mr. Washington never thought achievable.

“We were afforded an opportunity and now are able to support many families through employment.” Mr. Watson, Jr. saw firsthand the challenges of being a small business, and he was excited to help Mr. Washington grow his business and find additional opportunities, noting that “we, as a Fortune 500 company, can provide resources and support that could possibly create growth, and I found that in the MGM Mentorship Program.”

As a small business, MGM National Harbor offered Frequency an ideal chance to prove themselves. “I think Frequency is proof that the mentorship program works, and our excellent outcomes can be a recruiting testimony for any company.”
Javier Torres  
President & CEO, The Corporate Group, LLC

“By completing the program, we give reassurance to MGM that we are focused on our core values of customer loyalty, security, safety, and accountability.”

Cleaning Up At MGMNH

For over ten years, the Corporate Group has been providing services in the Greater Washington Area, and the mentorship program at MGM National Harbor gave Javier Torres the chance to take his business to the next level. In addition to the chance to provide exterior cleaning services that include all the parking garages, the Corporate Group has benefitted from the program through mentorship and access to brainstorming and strategic planning.

According to Mr. Torres, the program has helped by “giving me insight on how to manage our overhead and cost structure more accurately and most importantly helping me in developing skills such as a planning and become a better communicator.”

MGM National Harbor has been able to work with Mr. Torres through the program and his mentor, Marcus Taylor, Director of Security, who made himself available to his mentee for guidance and solutions.

With improved systems and communications, Mr. Torres believes he offers his clients and his team more, and he sees an improvement in morale, retention and performance through the direct application of what he has learned as a mentee.

Through the mentorship program, MGM National Harbor has shown that “they believe in our services, product and our management,” says Mr. Torres, “and by completing the program, we give reassurance to MGM that we are focused on our core values of customer loyalty, security, safety, and accountability.”

Asked what the contract with MGM National Harbor has meant to his business, Mr. Torres shared that, “Being able to provide our services to MGM National Harbor for the past four years has allowed us to grow in our community by partnering with a Fortune 500 company that believe in giving equal opportunities to smaller companies. That coupled with the mentorship program has personally prepared me to better serve all our clients and employees by implementing lessons learned.”
Troy Johnson
President, Stillwater Septic Service, Sewer & Drain Cleaner, Inc.

“The education and mentorship gave me the opportunity to develop closer relationships with MGM National Harbor and learn more about how best to provide services to the style and standards of the resort.”

A Quarter Century of Experience Partners with MGMNH for Success

March 2022 will mark 25 years from the formation of Stillwater Septic Service, Sewer & Drain Cleaner with one truck and a lot of ambition. As part of the 2021 class of Supplier Diversity Mentorship Program Graduates, Troy Johnson has seen an explosion of growth and insight into providing services to a top-tier publicly traded organization.

Building on his government contracts experience, Mr. Johnson was mentored by Ernest Lewis, VP of Hospitality in customer relations, business expansion and a variety of additional topics that have fundamentally changed Mr. Johnson’s perspective on critical aspects of his business. His enthusiasm was noticed.

According to Mr. Lewis, “Working with Troy was amazing! His dedication to his profession, thirst for knowledge to grow professionally, and overall commitment to this program was spectacular. One of the best individuals I’ve partnered with to date.”

Stillwater has a messy job pumping and cleaning grease traps throughout MGM National Harbor as well as emergency sewer and drain cleaning. But someone has to do it, and Stillwater does it well. The Maintenance and Engineering Departments have depended on the company’s responsiveness and skill to keep the pipes clean.

As a mentee, Mr. Johnson valued the education and mentorship, especially as it gave him the opportunity to develop closer relationships with MGM National Harbor and learn more about how best to provide services to the style and standards of the resort.
MGM National Harbor prides itself on recruiting for energy, enthusiasm, and potential, which can’t be taught.

Adama Diallo, the General Manager for the BetMGM Lounge, exemplifies the return we can see when we invest in the right person. Born and raised in Mali, Mr. Diallo arrived in the U.S. unable to speak English, but driven to succeed. While starting out at a flower stand, Mr. Diallo taught himself to speak English fluently in six months by reading the newspaper every day.

With an enterprising spirit, Mr. Diallo was able to open doors for himself through his personable nature and clear drive and intelligence. One of his jobs was as a construction laborer, helping build MGM National Harbor, which so inspired him that he decided to apply for an entry-level position as a security guard.

Once again, his potential shone through, and when James Reyes, who was then Director of Nightlife at MGM National Harbor, encountered him, his first thought was, “I want this guy on my team.”

In five short years, Mr. Diallo rose from security guard to his present position, managing over 100 employees, and making sure the guest experience in the BetMGM Lounge meets and exceeds expectations.

He attributes his success to a strong emotional intelligence, which makes it easy for him to quickly relate to people he meets, which is invaluable in his role with the public and his team.

According to Kerry R. Watson, Jr., Regional Vice President, Government Affairs, MGM Resorts International, “There are few people that I like and respect more than Adama Alpha Diallo. There is no one at MGM Resorts International that understands the words customer service better than Adama. His story is equally remarkable.” Mr. Diallo lives in Cheverly, Maryland, and when he isn’t hard at work, he is an avid reader and foodie.

“I love good food. I see myself as a citizen of the world and like to explore new cuisines as another way of connecting with people.” – Adama Diallo

Inspiring, uniting, and delivering the best experience for our customers and our team, Mr. Diallo exemplifies the MGM Resorts International spirit.
In five short years, Mr. Diallo rose from security guard to his present position, managing over 100 employees, and making sure the guest experience in the BetMGM Lounge meets and exceeds expectations.
The Senior Strategic Sourcing Manager at MGM National Harbor, Tobias Thornwell, understands the importance of developing relationships with the local community to optimize its supply chain and assure a thriving environment for the resort.

This Bronx native grew up in a vibrant, diverse community, so he has intimate experience with the difference a company that “walks the walk” can make to raise up the underrepresented and underserved.

According to Mr. Thornwell, “I want our organization to give back, raise up, and reap tangible benefits from our diversity and inclusion programs.”

As a leader in the Supplier Diversity Program, Mr. Thornwell focuses on finding certified MBE suppliers who provide customer service, communication, and follow-up.

Through the Mentorship Program and other initiatives, he helps MGM National Harbor invest in the success of these businesses, assuring high quality and loyalty from the suppliers, as well as an authentic commitment to diversity and inclusion.

With his efforts, MGM National Harbor has easily met its goal of local community and diverse supplier spends.

“I want our organization to give back, raise up, and reap tangible benefits from our diversity and inclusion programs.” – Tobias Thornwell
Star Hunter exemplifies MGM’s commitment to caring for people, protecting the planet, and making impactful investments in communities in which the company operates.

Star is a bridge builder and an expert listener who has engendered trust in the community creating partnerships in the fight against poor educational outcomes, the lack of career development opportunities, and food insecurity through organizations like Junior Achievement, Prince George’s Community College, and the Capital Area Food Bank. Having worked in the nonprofit and grantmaking industry for most of her professional career, Star understands the challenges that many organizations face and uses her experience to engage with community leaders in a personal way.

She takes joy in having in-depth conversations with leaders who have transformed their passion into purpose.

“Day to day I am granted the opportunity to leverage the company’s resources to address the community’s greatest needs and aspirations, which truly warms my heart.”

– Star Hunter

According to Danielle White, Regional Vice President, Community Engagement, MGM Resorts International, “A hallmark of an amazing leader is someone who makes everyone around them better and there is no better way to describe Star.

She pushes us all to make an impact on the community, do more for our employees and she generally makes us all better people. She helps set the tone for the strong culture MGM National Harbor has developed and the lasting impressions we leave on all our partners.”
2021
COMMUNITY GIVING
Community Benefits Report

Five Years of Positive Community Impact
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 through 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.
Financial Support

Our community contributions have benefitted:

• 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.

125 young adults sponsored for the Summer Youth Enrichment Program (SYEP)

21,870+ hours volunteering with local charitable organizations

$5M+ financial and in-kind support to local non-profits

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In honor of MLK’s Day of Service, employees partnered with Calvin Hawkins, Chair, Prince George’s County Council and the First Baptist Church of Highland Park to distribute fresh boxes of produce and turkeys to 500 residents via a drive-through.

Left: Calvin Hawkins, Chair, Prince George’s County Council and Starlet Hunter, Director of Community Engagement, MGM National Harbor

In response to the rise in food insecurity within Prince George’s County, employees partnered with the Capital Area Food Bank to set up a pop-up Community Marketplace for food distribution. Fresh produce, frozen meats and dried goods were assembled and given to over 300 residents.

MGMNH employees partnered with Habitat for Humanity Metro Maryland for their “Project Playhouse” program. Volunteers assembled and painted four playhouses for children to play, have a sense of wonderment, and enjoy the space. All playhouses will be donated to local nonprofits.

In celebration of Earth Day and National Volunteer Month, the MGM team participated in the Potomac River Watershed Cleanup to remove pounds of trash from the waterway and the community.

MGM National Harbor volunteered with the Washington Football Charitable Foundation for its Back-to-School Fair.

In celebration of Black History Month, MGM partnered with Flintstone Elementary School for their African American Read-In. The nationally-recognized event promotes the contributions of Black authors during the month of February.

MGM employees were invited into the classrooms of 3rd to 5th graders via Zoom and read literature about the civil rights movement, Black historical icons, and stories of inspiration. The students were also engaged through a question-and-answer period.
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.