



## **MGM Hosts Graduation Ceremony for Nearly 1,200 Team Members**

*Celebrating Learning Accomplishments for Great Career Moments*

With the commitment of nurturing local talent and in support of the talent development initiatives of the Macau SAR government, MGM strives to provide its team members with comprehensive training and developmental opportunities to help them reach their full potential and career growth. In 2018, MGM has provided more than 917,000 training hours with an average of 85 hours per team member, outperforming its industry peers. To celebrate these learning accomplishments, MGM has hosted a graduation ceremony for nearly 1,200 team members today at the Ballroom of MGM COTAI.

Graduates of MGM's talent development programs are from three major categories: 1. Local Leadership Development –PRIDE Program; 2. Continuing Education – MGM Academy, MGM eAcademy and other diploma courses in collaboration with tertiary and secondary educational institutions, such as MGM High School Diploma Program; 3. Professional Skills and Vocational Training in partnership with Labour Affairs Bureau, Macau Federation of Trade Unions and other educational institutions – these programs cover a wide spectrum ranging from occupational health and safety, facility management, to electrical and chiller maintenance. Also, the Company continues to organize national education seminars and trainings in collaboration with Liaison Office of the Central People's Government in the Macao SAR to enrich team members' knowledge on national development.

During the ceremony, MGM announced the establishment of the first culinary professional diploma for integrated resort, which is co-organized with IFT. At the same time, MGM has signed an agreement with the Macau Productivity and Technology Transfer Center (CPTTM) to deepen the cooperation in talent development through courses and exchanges.

**Mr. Grant Bowie, Chief Executive Officer and Executive Director of MGM China Holdings Limited** said at the event, "Our great team is comprised of 11,000 team members, and every one of them forms the cornerstone of our business. As we absolutely believe that Macau's future is being shaped by Macau's own people, nurturing local talent is of MGM's most important commitment at all times, which is in perfect alignment with the government's talent development initiatives. Therefore, we always ensure each of our team member is maximizing their potential to reach their career goal with our diverse and comprehensive training programs. As a result, we are equipping the city a wide variety of local talent that will ultimately promote Macau's role as the tourism education and training hub for the Greater Bay Area."



The ceremony was witnessed and supported by numbers of honorable guests and representatives of supporting units, including Mr. Ip Peng Kin, Chief of Office of the Secretary for Social Affairs and Culture of the Macau SAR; Mr. Zuo Xianghua, Director of the Economic Affairs Department of the Liaison Office of the Central People's Government in the Macau SAR; Mr. Wong Chi Hong, Director of the Labour Affairs Bureau; Mr. Anthony Leong, Deputy Director of the Gaming Inspection and Coordination Bureau; Mr. Lam Man Tat, Head of Department of General Affairs of Higher Education Bureau; Mr. Wong Tat Choi, Director of Centre of Permanent Education of Education and Youth Affairs Bureau; Dr. Shuen Ka Hung, Director-General of CPTTM; Dr. Fanny Vong, President of Macau Institute for Tourism Studies; Dr. Vivian Lei, Vice President of Macao Polytechnic Institute; Prof. Jean Chen, Dean of Faculty of Business Administration of the University of Macau; Mr. Chan Kam Meng, President of the Macau Federation of Trade Unions; Mr. Lau Veng Seng, Council Chairman of Macau Management Association; Mr. Leong Iao Cheng, Principal of Luis Gonzaga Gomes Luso-Chinese Secondary School; Mr. Grant Bowie, Chief Executive Officer and Executive Director of MGM China Holdings Limited; Mr. Kenneth Feng, President, Chief Strategic Officer and Director of MGM China Holdings Limited; Ms. Wendy Yu, Senior Vice President of Human Resources of MGM; and Mr. Francis Tan, Vice President of Learning & Talent Management of MGM.

As an integrated resort hotel in Macau, over 88% of MGM's management team are Macau locals. MGM has consistently put tremendous efforts and emphasis in developing local talent through its wide range of training programs:

### **Career Development Program**

MGM offers career planning for team members' professional growth through pioneering programs, with the PRIDE Program being one of highlights. It aims to pave the way for career advancement of existing team members with high potential, and it is divided into four development tracks, namely Leadership, Managerial, Specialist and Supervisory. PRIDERS are entitled to go on exchange visits to the US, Singapore and Mainland China, or cities well-known for tourism.

### **MGM Academy**

MGM Academy offers team members with the access and resources to further develop themselves in different fields, in which more than 2000 academy courses and trainings are available. Taking into consideration the different learning needs of team members who may work in different shifts and locations, MGM eAcademy, an online learning platform, adopts the technological approach to ensure that learning resources are available anytime and anywhere.



### **Professional Certification and Continuing Education**

MGM continuously collaborates with government, universities and community associations to bring continuing education and professional certification opportunities to our team members. In 2018 and 2019, over 8,000 team members participated in professional trainings offered by various associations, including the “Effective Communication with Persons with Disabilities Towards a Barrier-Free Environment” and the “Power in Our Hands” community e-learning program of Macao sign language, which were co-organized with MGTO; the MGM Talent Development series "Hosting World-class State-level Events in Macau - Seminar on State Level Banquet", which was co-hosted with Diaoyutai State Guesthouse; the "MGM Celebration of Macau's 20th Anniversary Series – Seminar on the Development of Macau Tourism", in collaboration with DSEC; and the “Seminar on Crime Prevention”, which was co-organized with the Judiciary Police.

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### **About MGM**

MGM is an abbreviation for MGM China Holdings Limited (HKEx: 2282) and is a leading developer, owner and operator of gaming and lodging resorts in the Greater China region. We are the holding company of MGM Grand Paradise, SA which holds one of the six gaming concessions/subconcessions to run casino games in Macau. MGM Grand Paradise, SA owns and operates MGM MACAU, the award-winning premium integrated resort located on the Macau Peninsula and MGM COTAI, a contemporary luxury integrated resort in Cotai, which opened in early 2018 and more than doubles our presence in Macau.

MGM MACAU is a Forbes Five-Star luxury integrated resort inspired by the arts with every element of the resort infused with creativity and style. MGM MACAU has approximately 600 guest rooms and suites and boasts a number of distinguishing features, including the architecturally stunning European-inspired Grande Praça, housed under a soaring glass ceiling. MGM MACAU’s world class facilities include the MGM Art Space, dedicating over 5,000 square feet to display authentic works of art, conference and event facilities, spa, and seven signature restaurants and bars to fulfill any gastronomic craving. Our property is conveniently located on the Macau Peninsula and is directly connected to the luxury retail shopping complex, One Central.

MGM COTAI is the latest integrated resort of MGM in China. Designed as the “jewelry box” of Cotai, it offers approximately 1,400 hotel rooms and suites, Asia’s first dynamic theater, meeting space, high end spa, retail offerings and food and beverage outlets as well as the first international Mansion at MGM for the ultimate luxury experience. The Spectacle at



MGM COTAI becomes the record holder of the largest free-span gridshell glazed roof (self-supporting) on January 19, 2019, making it the first architectural and structural GUINNESS WORLD RECORDS™ title for Macau, China. MGM COTAI is being developed to drive greater product diversification and bring more advanced and innovative forms of entertainment to Macau as it grows as a global tourist destination. MGM COTAI is the largest property and the first mega-size complex project in Macau to achieve the China Green Building Design Label Three-Star Certification.

MGM China Holdings Limited is majority owned by MGM Resorts International (NYSE: MGM), one of the world's leading global hospitality companies, operating a portfolio of destination resort brands including Bellagio, MGM Grand, Mandalay Bay and The Mirage.

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