

(Shieber Frances):
Nathan, Lloyd (31/08/2006 17:31):

Dear John and Peter:

Thank you for your letter dated August 23 2006 requesting further information from potential casino operators known to be interested in locating in Newcastle subject to licensing and planning.

Regarding employment opportunities for the economically inactive and those living in the most deprived areas of Newcastle, MGM MIRAGE already has an outstanding track record that demonstrates its commitment to employees and that seeks to target the income and employment deprived. This includes preferential recruiting targeted at local residents (as permitted by EU law) and pre-recruitment "life skills" training to local residents, particularly for the economically inactive. We have already identified and contacted Newcastle organizations whose purpose it is to find employment for the economically inactive and local residents in the Newcastle area. At the appropriate time, we would reach out to identified local people and at our expense assist them in getting to the job interview stage. This type of recruitment policy clearly further increases any regenerative potential.

This will be followed by comprehensive jobs skills training through MGM MIRAGE learning Academies and significant opportunities for career development with one of the industry's leading global employers. Training is at our expense and does not obligate an employee to remain with us. In addition, we offer free training to our employees not just for the position they obtain but also for career development (e.g. to learn about book-keeping) and for knowledge outside of the workplace (e.g. on how to purchase a home). Our employment packages include benefits that address childcare, transportation, support for healthy lifestyles and pension programmes.

In terms of social inclusion and providing other services and facilities that will benefit local communities, in addition to the above, MGM MIRAGE values being an integral part of the communities in which it operates and has been the recipient of numerous awards and recognitions for its industry-leading diversity initiatives and its community philanthropy programs. Examples of our community philanthropy programs include the MGM MIRAGE Voice Foundation which has raised \$8.3 million since 2002. We absorb 100% of the administrative costs enabling employee donations to go further. Further, our 'Dollars for Doers' Program enables employees who dedicate a certain amount of their time to local charitable organizations to apply to us for grants to those organizations. In addition, we have programs that include such things as subsidized housing for our Primm employees to University internship programs. Clearly not all of these programs would be appropriate in Newcastle but they illustrate our practices on a global basis.

If you need any further information, please do not hesitate to contact me.

Kind regards,

Lloyd

Lloyd C. Nathan
Managing Director, Europe
Senior Vice President

MGM MIRAGE Development
Tel: +44 (0) 20 7887-6158
Fax: +44 (0) 20 7887-6568
lnathan@mgmirage.com

Frances Shieber
Regeneration Support Officer

City Centre Development Team
Sustainable Developments Division
Regeneration Directorate
8th Floor
Civic Centre
Newcastle upon Tyne

Tel 0191 232 8520 / Extn 25643
DLine 211 5643
Fax 0191 211 4991
Mobile 07747 455773
www.newcastle.gov.uk

www.visitnewcastlegateshead.com