



# **Wynn Pennsylvania**

## 2012 Diversity Plan

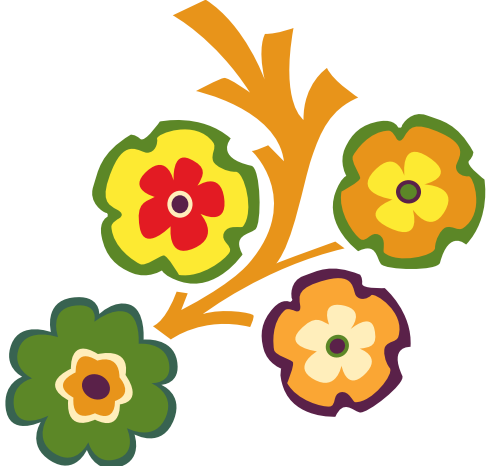




# Table of Contents

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Introduction ..... 4  
Wynn Pennsylvania ..... 4  
Diversity Statement ..... 5  
In-House Groups .....5  
Human Rights Campaign (HRC) Corporate Equality Index ..... 6  
Zero Tolerance ..... 7  
Open Door ..... 7  
Recruitment ..... 7  
VendorDiversity.....8  
Website ..... 8



## **Introduction:**

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As part of the overall process of applying for a gaming license in the state of Pennsylvania, Wynn Resorts, Limited is proud to share our diversity plan and our commitment to a culture of equality that benefits the communities in which we build.

Wynn culture is built on the idea of caring and service. We care about our guests, our Resort and each other. Our actions define who we are as an organization, as a team united to provide the very best in hospitality and service.

Being a member of the Wynn family evokes a strong sense of pride, of belonging to something very special and unique. We promote core values that enable each employee to be the best they can be; we encourage conduct that gives individuals a sense of awareness and ownership of their actions; and we celebrate personal accomplishments through our Storyteller program.

Exemplary behaviors are defined in detail by the Wynn Standards. Working together we will achieve our goals and ultimately provide a truly unique experience for our guests. This is what we do, and we do it better than anyone else.

This is who we are; WE are a company that recognizes that cultural diversity goes beyond language, ethnicity, race, religion, gender, gender choice and expression, sexual orientation, range of ability and age. We believe in the broad spectrum of human experience. We believe that amazing things happen when people from different worlds and world-views work with each other toward a common goal. We believe in being inclusive, welcoming, and supportive.

We believe that it is not about our differences; it's about our common ground - the desire to embrace, build, and deliver on our core values and promises.

We are Wynn Resorts. WE are Wynn Employees.

## **Wynn Pennsylvania:**

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The proposed site for Wynn Pennsylvania sits on 57 acres on the Delaware River. The property will be over nine hundred thousand square feet of luxury accommodations. It will include 2,500 state-of-the-art slot machines, 100 table games, and a service level that only Wynn can provide. Most importantly, it will employ over 2300 local residents.

The tower will include a 300-room hotel. Each room will be artfully created by a design team with over 25 years of experience together.

The current design includes:

- Two fine dining restaurants
- One café style restaurant
- 15,000 square feet retail promenade, including leased and owned space
- One Wynn nightclub
- Several casual bars
- A Spa & Salon
- A Multipurpose entertainment facility
- A 2,000 space parking garage

## Promoting a Diverse and Productive Workforce

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Wynn Resorts, Limited is an equal opportunity employer committed to complying with all state and federal fair employment practice laws, as well as maintaining a workforce that reflects the diversity of the community. Our actions speak volumes as indicated in the Las Vegas diversity statistics below:

### 2012 Diversity Statistics:

<u>Diverse Work Force</u>	<u>% of Population</u>
American Indian/Alaska Native	0.3%
Asian	18.5%
African American	7.2%
Hispanic/Latino	31.5%
Native Hawaiian/Other Pacific Islander	1.6%
Two or More Races	2.8%
White	38.1%
Wynn Las Vegas Total	100.0%

In addition, Wynn Resorts has a history of promoting talented employees and many women hold senior level positions within the company.

- Elaine Wynn owns almost 10% of the equity of Wynn Resorts. Ms. Wynn also serves on the Company's Board of Directors
- Linda Chen serves as our President of Worldwide Wynn and Chief Operating Officer of Wynn Macau and also serves on the Board of Directors of Wynn Macau
- Kim Sinatra serves as general counsel of our parent company
- Marilyn Spiegel is the President of Wynn Las Vegas
- Doreen Whennen serves as head of hotel operations at Wynn Macau and has been with Wynn and its predecessor companies since she began as a front desk clerk over 20 years ago
- Chrisanne Flatt, also with the Wynn organization for over 20 years, currently serves as EVP of Convention Sales at Wynn Las Vegas
- Vice Presidents of Human Resources at both Wynn Las Vegas and Wynn Macau are women (one Asian and one American)
- Diane McKinney is our Director of Employee Culture and Communications – another 20 year+ employee

## Diversity Council

The Wynn Resorts Diversity Council is an active employee resource group that is comprised of employees from all parts of our business – including representation from Senior Management as well as our Legal Counsel. The purpose of the group is to support our Company’s diversity commitment.

The group meets on a quarterly basis to:

- Educate
- Provide input on how to better serve
- Build on and sustain our model

The Council goals are:

- Leveraging the resources we have to create a culture of inclusion
- Creating an inclusive work environment that makes full use of the contribution of all employees
- Fostering a workforce that reflects and embraces the diversity of our community
- Developing outside and vendor partnerships that support our commitment and help work toward to a fair and equal economy
- Helping to ensure our Company accurately reflects the face of our community

Functional objectives:

- Develop diversity best practices framework and grow best practices models across the Company
- Discover and mentor new initiatives
- Use the Storyteller program, visibly recognize and communicate diversity best practices achievement throughout the Company
- Identify and address emerging issues
- Develop and coach a community-reflected Company-wide diversity scorecard

Wynn Philadelphia will have a diversity council that is focused goals listed above.

## Human Rights Campaign (HRC) Corporate Equality Index:

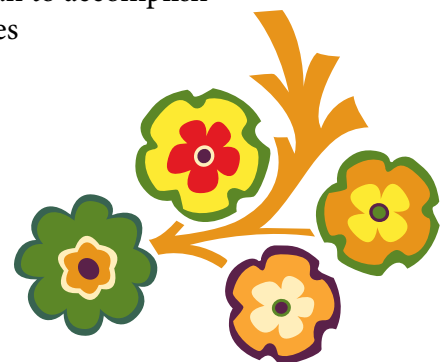
We are proud to voluntarily participate in the HRC Foundation’s annual CEI report. Released each fall, the Report provides an in-depth analysis and rating of large U.S. employers and their policies and practices pertinent to lesbian, gay, bisexual and transgender employees. Beyond the CEI report, businesses rated 100% are recognized in the companion “Best Places to Work” list, released at the beginning of each calendar year.

Scored 100% in our first year of participation

- The only business in our industry to accomplish this in our first year of participation

Scored 100% in 2012

- Wynn Resorts, Inc. actively pursued changes in our Benefits’ Providers’ Plan to accomplish industry precedent-setting insurance coverage for transgendered employees



## **Zero Tolerance**

Our Zero Tolerance Policy prohibits any conduct, whether intentional or unintentional, which results in the harassment or discrimination of employees - including to discrimination and harassment on the basis of color, race, religion, national origin, sex, age, disability or perceived disability, sexual orientation or perceived sexual orientation. This policy applies to all such harassing and discriminatory behavior whether engaged in by fellow employees, management personnel, customers, vendors, or any other individuals.

When it comes to reporting harassment, discrimination, or violence, there is no “chain of command” that must be followed at Wynn Resorts. Employees can also first report such issues to the Employee Relations Department, the Vice President of Human Resources, the Legal Department, their Division Vice President, or any other member of management with whom they feel comfortable.

## **Open Doors**

We are responsive and fair. Employees with any on-the-job issues or problems are encouraged to bring them to the attention of their supervisor. If he or she can't help resolve the situation, we urge employees to follow their chain of command, all the way to the President's office, if need be.

In addition, we have established a Hot Line at our properties for employees to call in (anonymously if they choose) to report any violations or air any grievances. Those Hot Line reports are immediately sent to our Corporate Investigations team to review. In addition, the Wynn Resorts Limited Audit Committee reviews all complaints from the Hotline on a quarterly basis.

## **Operational Aspects**

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### **Recruitment:**

Wynn Resorts, Inc. offers a diverse amount of employment opportunities. Our Company is well known in our industry for hiring the best and providing for life-long careers in an employee's chosen pursuit. Our jobs are as diverse as our employees and begin with career starting entry-level jobs in food and beverage, hotel, finance, retail, advertising, engineering, IT, horticulture, security, sales, public relations, arts and media, as well as gaming - and then expand into varied and exciting specialized positions, like Company Culture, Entertainment management, Financial planning, Night Club management, Design and Development, Multimedia, and much more. We offer opportunities that appeal to people just starting out in the workforce and to those who are counting down the days to retirement.

Our goal is to be the employer of choice in our community and we work hard at it.

## Vendor Diversity - Wynn Construction

To assure representation and participation of diverse groups in the ownership and operation of businesses that will provide services, materials and equipment during the development and construction of the Wynn Philadelphia, Wynn Pa, Inc. will take the following actions:

- Wynn will work with its construction contractors/subcontractors to encourage and support the engagement of M/W/DBE's as subcontractors and suppliers where appropriate. To this end, Wynn will work with the many organizations and agencies located in the City of Philadelphia to develop a network of direct and indirect construction contractors/subcontractors.
- Wynn is working with Keating Consulting, LLC ("Keating"), as the Project Manager for the Wynn Philadelphia. Keating has an extensive and strong track record in ensuring the use of M/W/DBE firms on construction projects within the City of Philadelphia over the last 40 years. For example, Keating tracks M/W/DBE participation on all its projects and routinely achieves an M/W/DBE participation rate in excess of 35%. Depending on the types of projects, this participation rate well exceeds 50%. Wynn will work with Keating to develop a precise participation plan for the construction phase of the project, utilizing Keating's extensive experience in the Philadelphia area with M/W/DBE firms.

## Website

WynnJobs.com was created to allow interested job seekers of all backgrounds to easily learn about opportunities with Wynn. We feel the site promotes our commitment to diversity of individuals as well as opportunities.

## Recruitment Centers

Every Wynn Resorts, Inc. property has its own employment and recruitment center that is exclusively dedicated to the community. Potential employees can visit to ask about job opportunities, learn more about the Company, or apply for an opening right on site. Open Job Fairs are held there on a weekly basis.

