

2014 Social Responsibility Report



wynn RESORTS®



In our company, we know that when we make a positive difference in the lives of the people we work with, they in turn want to make a difference in the lives of others. They are inspired to create extraordinary outcomes not just for our guests, but also for their neighbors, for those in need, and for their community as a whole.

It is a priority of ours to create a dynamic and caring work environment that encourages individuals to grow and to be their best; a place where people feel happy and secure, yet challenged to do more than they ever dreamed possible for themselves and others.



That is why Wynn Resorts believes that the more compassion, respect and generosity we show others—at work and at home—the more meaningful and enriched our lives will be.

Focusing on three areas of support—innovation in education, vibrant communities, and civic and cultural partnerships—we dedicate our time, resources and energy. This report highlights some of the positive impacts our corporate family has made in these three critical areas.

In the spirit of our core value to *always strive to be better*, we hope our forward-thinking attitude will help the community, and in turn our Wynn family, to thrive.



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Volunteer assists at the Fiesta Festival

THE PEOPLE OF WYNN RESORTS

By providing a healthy and happy work environment that supports individual growth and success, Wynn Las Vegas helps its employees flourish. We offer lifelong careers, not just jobs. **Wynn's practice to promote from within the organization and offer opportunities for advancement is unprecedented; more than 65 Wynn employees are promoted from within our company each month.**

Wynn's training, wages and benefits are also considered among the best and most envied in the industry. In 2014, nearly 300 employees received 100 percent reimbursement of their tuition for pursuing a degree in higher education. Perhaps that's why people who join Wynn stay with us; **Wynn has the highest employee retention rating in the resort industry.**

2014 Accomplishments

- Facilitated Wynn Welcome orientations resulting in the onboarding of 3,268 new employees.
- Transitioned 184 employees into management roles through weekly Wynn Leader Orientation classes.
- Launched three new classes in our Leadership Series including Communication & SMART Goals, True Colors and Team Building.
- Launched our first ESL class in fall 2014 in partnership with the Housekeeping Department and Uceda School.

Our Wynn Employee Family



20,572

Wynn Resorts
global workforce



\$23,271,113

Annual procurement spending
with minority, women and
veteran-owned businesses



12,601

Wynn Las Vegas
workforce



206

Number of minority,
women and veteran-owned
businesses the company has
a working relationship with

OUR AREAS OF FOCUS

The Wynn Resorts culture calls upon us to become a vital contributor to every community that we are part of. **More than paying taxes or providing jobs, we want to enrich the neighborhoods where our resorts are located** and where our employees and their families make their homes.

We are committed to giving time, resources and energy where it helps the most—**at home**.

EDUCATION	VIBRANT COMMUNITIES	CULTURAL ENRICHMENT
Innovation in Education	Support for Community Programs	Support for Arts
Workforce Preparedness	Neighborhood Development	Civic Partnerships
Positive Youth Development	Environmental Preservation	Engaged Citizenship



Family and friends help out at the Shannon West Homeless Youth Center



Wynn celebrates with participants of the WE Vote Citizenship Class

Reaching Out To Diverse Communities

Wynn Resorts' commitment to diversity is among the strongest of any gaming company in the U.S. We are a company that recognizes that cultural diversity goes beyond language, ethnicity, race, religion, gender, 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 world views work with each other toward a common goal.

Thousands of workers representing various races and cultures make up our Wynn family. In addition to offering classes in citizenship and English as a second language, Wynn prides itself on a strong history of supporting minority, women and veteran-owned businesses (MWVBE) and **leads the industry with its average weekly spend of \$635,000 with MWVBEs that supply our Las Vegas resorts with goods and services**. In Massachusetts, we have committed to dynamic minority hiring and subcontractor goals in the construction of our \$1.7 billion Wynn resort in Everett.

Just as important, Wynn Resorts regularly promotes and embraces the diverse heritages that enrich our work environment—including company-wide celebrations of cultural holidays and festivals that include representative food, music and traditions. Together, we learn from each other and sustain a workplace that's fully inclusive, respectful and supportive of all.

LGBT Support And Outreach

Wynn Resorts has always been on the forefront of creating and fostering an inclusive and welcoming environment for all people that support all sexual orientations, gender identities and gender expressions. We embrace efforts that support the advancement of equality and well-being of lesbian, gay, bisexual and transgender (LGBT) guests and employees as well as their families.

Wynn Las Vegas and Encore are the proud recipients of **a perfect score on the 2014 Corporate Equality Index (CEI)**, a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality that is administered by the Human Rights Campaign Foundation.

Wynn was among the first of resort companies to offer comprehensive health benefits for same-sex couples and their families. Wynn Resorts offers coverage for transgender reassignment surgery and implements internal policies supporting a safe environment for transitioning employees in accordance with the World Professional Association for Transgender Health (WPATH) Standards of Care.

Wynn Resorts was named “Corporation of the Year” in 2014 by the Gay & Lesbian Community Center of Southern Nevada, a community-based organization that supports the well-being, positive image and human rights of the LGBT community in Southern Nevada.

More than 300 Wynn Las Vegas employees proudly joined the casts of the resort’s two resident production shows, *Le Rêve – The Dream* and *Steve Wynn’s ShowStoppers*, in raising funds and awareness for Aid for AIDS of Nevada (AFAN) to support HIV/AIDS-related programs in Southern Nevada.



Volunteers give away groceries at the Wynn sponsored Three Square Mobile Food Bank



Le Rêve – The Dream performers at the AFAN Walk



Volunteers at the Spread The Word Nevada Book Cleaning

WYNN EMPLOYEE GIVING AND VOLUNTEERISM

While Wynn Resorts is globally recognized for taking care of guests in the most remarkable ways, we are equally proud of how our Wynn family of employees takes care of those in the community. **In 2014, Wynn Las Vegas employees volunteered more than 4,000 hours of off-work time to local nonprofits.** There is a deeply rooted spirit of “giving” that our employees willingly and unselfishly demonstrate all year long, whenever help is needed.

Employee Giving

In its inaugural year, the United Way Employee Giving Campaign at Wynn Las Vegas achieved the highest first-year total of any resort in Las Vegas. The campaign collected \$410,000 that was used to support community programs that helped thousands of families across Southern Nevada. With nearly 47 percent of all employees contributing to the campaign, the results achieved at Wynn Las Vegas have served as a model for other companies across the state.

Education Resource Day

More than 500 employees attended a special on-campus event to learn about the many education-related services and resources available in our community. From tutoring support to helping identify scholarship opportunities, the event provided valuable insights to employees who are continuing their education or supporting their child’s learning. More than a dozen educational organizations from throughout Southern Nevada participated in the event.

Three Square Mobile Food Pantry

To help the plight of families who are food-insecure, Wynn Las Vegas donated \$112,210 to expand Three Square’s Mobile Food Pantry program to two additional elementary schools in Las Vegas. More than 60 Wynn employees also volunteered their time at company-sponsored grocery giveaways throughout the year. **In total, Wynn helped serve more than 82,341 pounds of food last year to 1,500 in-need families.**

Make A Difference Day

More than 70 employees, friends and family members joined last year to participate in Wynn's inaugural *Make a Difference Day* volunteer project. Volunteers helped renovate the HELP of Southern Nevada's Shannon West Homeless Youth Center, which provides services for at-risk youth ages 16-24 who are homeless or at risk of becoming homeless. The Wynn team painted the center's main building interior and many of the residents' rooms. Approximately 50 pieces of new furniture and wall art were also donated by Wynn and, as a final touch, photos of residents were printed and hung by Wynn employees in the renovated center.

First Friday

Wynn Las Vegas is proud to be the first major gaming company in Las Vegas to support the First Friday Foundation—a nonprofit organization that brings approximately 20,000 people of all ages to the Downtown Arts District on the first Friday of each month. Partnering with the foundation, Wynn hosted the 12th anniversary of the festival, which paired six acclaimed master artists with six student artists who created 6' x 8' art pieces side by side during the public event. These extraordinary pieces of art were then displayed throughout the valley for the community to view and appreciate.

Fiesta Las Vegas

Wynn Las Vegas' Floral and Horticulture Department created a spectacular float for Fiesta Las Vegas, an annual parade and festival held in celebration of Latino culture in Las Vegas. Approximately 150 Wynn volunteers and family members walked alongside the float and also hosted a children's arts and crafts booth where children created and decorated their own maracas and shakers.

Veteran's Village

More than 11 pallets of food, coats, blankets, office supplies and other needed items were collected during the holidays by Wynn Las Vegas employees to help Veteran's Village, a transitional housing facility for those who have served our country and fallen on hard times. The items were given to the organization to help residents and promote economic and social self-sufficiency.



Veteran's Village Drop-Off



Volunteers from XS and Tryst nightclubs at the annual HELP of Southern Nevada Toy Drive

Holiday Toy Drives

Wynn Resorts has hosted an annual *Holiday Toy Drive* since 2005. Employees are invited to donate new, unwrapped toys, which are distributed at local elementary schools. **In the 10-year period the drive has been held, Wynn employees have donated over 52,000 toys.** During the 2014 drive alone, more than 10,700 toys were donated by employees, enough for a toy to be distributed to every student at Elaine Wynn, Lunt, Roundy, Rex Bell, Martinez and C. P. Squires elementary schools. *After-School All-Stars*, one of our company's community partners, has helped Wynn target elementary schools with predominantly low-income students as the beneficiaries of these drives.

XS Nightclub in Encore and Tryst Nightclub in Wynn broke their previous record by donating \$195,468 in toys to the KLUC Toy Drive benefiting HELP of Southern Nevada. **More than 300 staff members made a record-breaking contribution of 13,519 toys, including 567 bikes, filling an astounding 12 semi-trucks after practically clearing out a local retailer.** Raising funds through tips and personal donations throughout the year, XS and Tryst staff members are consistently recognized as the largest donors to the Toy Drive.

A Drive To Succeed

Attire to Inspire was a campaign at Wynn Las Vegas supporting three very important community agencies: Dress for Success Southern Nevada, Project 150 and The Shade Tree. These agencies promote the economic independence of disadvantaged individuals by providing them with professional attire. More than 9,000 articles of clothing were collected, cleaned and sorted by our employees, contributing to the network of support and career development to help men and women thrive in work and life.

Donuts For Dads

Over the course of the school year, Wynn Las Vegas donated 300 books to Dr. C. Owen Roundy Elementary School students. The Wynn volunteers helped students choose the best book to read to their dads and also served breakfast to those who participated in this uplifting family event. To further emphasize the importance of reading, each student was given the new book to add to their home library.



PAULA
Dress for Success
Southern NV

"The same day that Wynn's team and truck pulled up, a single mother of five in our program was hired to be a teacher. Every dollar she has goes to her children's care, not to clothes. Thanks to everyone at Wynn, she has enough suits and separates to mix and match for several weeks. Now, her wardrobe is as beautiful as her smile."

Foster Care Youth Event

Wynn Las Vegas partnered with the Clark County Department of Family Services to launch *Foster Friends*, which connects individuals and groups to improve the lives of children in foster care. The program was a Wynn-hosted event that included more than 100 business leaders, faith-based leaders, foster parents, former foster youth and staff from the Department of Family Services. *Foster Friends* is the latest initiative in a long-standing commitment by Wynn to support positive youth development.

Months before David Sedaris came to The Smith Center, an English teacher from Foothill High School contacted the Education department to say that her students were reading short stories from David Sedaris and to ask if there was any way they could attend. At the time, “Access to the Arts” with tickets for students was just a dream. They were delighted when we called back weeks later and let them know that they would be able to attend after all, thanks to funding from Wynn Las Vegas. This teacher made it a special learning experience for 33 students by including classroom discussion about David Sedaris’ writing before and after their trip to The Smith Center.



— Smith Center 2014–2015 Gift Report

The Smith Center

With the generous support of Wynn Las Vegas, The Smith Center launched a new education program in 2014 called *Access to the Arts*. Throughout the school year, *Access to the Arts* provided 474 students with enriching experiences in the performing arts to complement their classroom instruction in a specific art form. Hundreds of students throughout the Clark County School District have benefited from and been inspired by this incredible program.

WE Vote

Wynn Employees (WE) Vote is a program to engage employees in the political process and help them make informed ballot decisions. Highlights of the program included an informational website that provides nonpartisan information on political issues and policies, interactive candidate forums where individuals seeking office presented their ideas and platforms, a general election voter guide that encouraged employees to vote and become educated on candidates and races, and several voter registration drives.



Employees participate in an interactive Sheriff's Forum



Owen Roundy Elementary School outdoor garden classroom creation

ENVIRONMENTAL SUSTAINABILITY

One of the most important gifts that Wynn Resorts as a corporate family can give to future generations is our dedication to preserve and protect the natural resources that we all need every day. **From day one, Wynn Las Vegas has been an enthusiastic steward of the environment and has proven that a five-star resort can function at the highest level of service while still being environmentally responsible.** Innovations that continue to improve efficiencies are regularly tested and implemented at Wynn Las Vegas as we work toward even greater sustainability.

LEED Gold Equivalent

Wynn Las Vegas and Encore are *Gold LEED* (Leadership in Energy and Environmental Design) equivalent resorts, a designation given by the U.S. Green Building Council, which established a rating system for the design, construction, operation and maintenance of green buildings. To achieve LEED equivalency, Wynn and Encore have continued to install more efficient plumbing fixtures and energy-saving devices, established sustainability procedures to enhance operations, and modified purchasing practices to favor goods with recycled content.

Energy Efficiency

Natural light is a key element in the design of the resorts, adding beauty and energy efficiency. Wynn Las Vegas has energy-efficient lighting in many areas, and has implemented motion sensors and automatic timers in offices and meeting spaces.

All HVAC equipment, pumps, motors and other heavy equipment exceed efficiency standards wherever possible.

The resorts' system-wide efforts to conserve utilities have yielded extraordinary results. The installation of energy-efficient products and other load-reducing measures resulted in Wynn reducing its electrical consumption by more than 18 million kilowatt hours—the equivalent of what is needed to power approximately 1,623 homes a year.



MARTY
Vice President of Facilities

"We all have a responsibility to be good stewards of the environment. We are happy that Wynn Las Vegas has reduced electrical consumption since opening equal to what would supply power to 1,623 homes a year. And our total carbon reduction is the equivalent of a car driving 81 million miles a year. We're making a difference for ourselves, our children and their children."

Recycling

Waste is sorted off-site into recyclables such as paper, cardboard, glass, plastic and various metals. The resorts have proactively implemented food-waste recycling initiatives and purchasing programs to reduce unnecessary packaging. Additionally, Wynn Las Vegas is implementing a composting solution for all greenery, flower and landscaping waste.

Our efforts resulted in more than 2,800 tons of waste being diverted from the landfill in 2014. During a room remodel at the beginning of the year, led by Wynn Design & Development and the resort's innovative facilities team, the goal to achieve a zero-waste project was set and successfully met, ensuring that all materials were repurposed and recycled.

Some of these materials included:

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|----------------------|--------------------------------|-----------------|------------------------------|
| • Shower Seals | 5.31 miles of plastic recycled | • Toilet Seats | 2,989 plastic units recycled |
| • Drape Rollers | 1.3 tons of plastic recycled | • Carpets | More than 20 acres recycled |
| • Shower Heads/Necks | 2,674 metal units recycled | • Wall Covering | 33,750 yards recycled |

Clean The World

By collecting, recycling and distributing used soap and shampoo products from our guest rooms every day, Clean the World and Wynn Las Vegas are collectively saving lives and the planet, domestically and internationally. Clean the World is a nonprofit charitable organization that is committed to preventing millions of deaths caused by hygiene-related illnesses, specifically in children under the age of five. Since 2011, Wynn's effort in collecting soaps and bottled amenities has helped distribute more than 500,000 bars of soap worldwide.

Water Conservation

Wynn Las Vegas and Encore have incorporated more than five acres of artificial turf across the resort, saving 15 million gallons of water annually. Non-potable water is used for landscaping and the drip irrigation system is computerized to forecast temperature, wind and humidity levels to deliver the minimum amount of water needed. Guest rooms feature flow control devices in the sinks, showers and commodes. Wynn Las Vegas minimizes its chemical impact through organic landscape products and biological pest control methods.

The 18-hole Wynn Golf Course, located directly behind Wynn and Encore, is designated as an Audubon Cooperative Sanctuary, an award-winning education and certification program that helps golf courses protect our environment by enhancing the valuable natural areas and wildlife habitats that golf courses provide. The esteemed certification takes into account the resort's environmentally sustainable actions, including water conservation, water quality management, chemical reduction and safety and wildlife and habitat management.



15th Hole, Wynn Golf Course



Goodie Two Shoes Event at Rex Bell Elementary School

A LOOK FORWARD

This summary reflects examples of Wynn Resorts' corporate responsibility that are engrained in our company culture and continually practiced throughout the year in Las Vegas, Boston and Macau.

Our culture is built on the idea of compassion. We care about our guests, our resorts and each other. Our actions define who we are as an organization: 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.

This is what we do, and we do it better than anyone else.

Looking forward, not only is our company committed to promoting responsible gaming and conducting business in the most ethical manner possible, we are actively engaged as a corporate citizen that has goals of seeking out innovative partnerships to share best practices, furthering the development of sustainable operations and ultimately improving the quality of life where we work and play.



RECENT BENEFICIARIES

- After-School All-Stars
- Aid for AIDS of Nevada
- American Heart Association
- American Red Cross
- Andre Agassi Foundation for Education
- Anti-Defamation League
- Big Brothers Big Sisters of Southern Nevada
- Blind Center of Nevada
- Boston Bruins Foundation Toy Drive
- Boston Pops Orchestra
- Boys & Girls Club of Boston
- Boys & Girls Club of Southern Nevada
- Boys Town Nevada
- Candlelighters Childhood Cancer Foundation
- CASA Foundation
- Catholic Charities of Southern Nevada
- Charlestown Little League
- Citymeals-on-Wheels
- Clark County Library District
- Clark County School District
- Communities in Schools
- Court Appointed Special Advocates
- Culinary Training Academy
- Cystic Fibrosis Foundation
- Disabled American Veterans Post 64
- Discovery Children's Museum
- Dress for Success Southern Nevada
- Everett Rotary Club
- Exploring the Arts
- Foundation Fighting Blindness
- Foundation for an Independent Tomorrow
- Friends of Las Vegas Metro Police Department
- Girl Scouts of Southern Nevada
- Global Gaming Women Charitable Education Fund
- Goodie Two Shoes
- Grant a Gift Autism Foundation
- Green Our Planet
- HELP of Southern Nevada
- Heroes Health Fund
- Human Rights Campaign Foundation Las Vegas

I Have a Dream Foundation	Nevada Ballet Theatre	Springs Preserve Foundation
Injured Police Officers Fund	Nevada Blind Children's Foundation	St. Jude's Ranch for Children
Keep Memory Alive	Nevada Childhood Cancer Foundation	Student Achievement and Advocacy Services
Kenny C. Guinn Memorial Millennium Scholarship	Nevada Community Foundation	Sunrise Children's Foundation
Komen for the Cure Southern Nevada	Nevada Museum of Art	Super Summer Theatre
Las Vegas Academy	Nevada School of the Arts	Teach For America
Las Vegas Art Museum	Nevada System of Higher Education	Teammates for Kids Foundation
Las Vegas Inner City Games	One Fund Boston	The Gay & Lesbian Community Center of Southern Nevada
Las Vegas Philharmonic Orchestra	Operation Smile, Inc.	The Heart Foundation
Las Vegas Urban League	Opportunity Village	The Naismith Memorial Basketball Hall of Fame
Legal Aid Center of Southern Nevada	Police Athletic League, Inc.	The Public Education Foundation
Lili Claire Foundation	Prostate Cancer Foundation	The Shade Tree
Meeting Planners International Foundation	PUENTE Learning Center	The Smith Center for the Performing Arts
Miracle Flights for Kids	Rape Crisis Center	Three Square
Mystic River Watershed Association	Sea Shepherd Conservation Society	United Service Organization
Nathan Adelson Hospice	Shriner's Hospitals for Children	University of Nevada Las Vegas
National Association for the Advancement of Colored People	Simon Wiesenthal Center	Urban Youth Scholarship Foundation
National Center for Responsible Gaming	Southern Nevada Association of Pride, Inc.	Vegas PBS
National Park Trust	Southern Nevada Musical Arts Society	WGBH
National Symphony Orchestra	Special Olympics Nevada	
	Spread the Word Nevada	





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