

NSHE MGM College Opportunity Program: A Status Report

December 2022

**Prepared by the Department of
Academic and Student Affairs**



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EXECUTIVE SUMMARY

Established in September 2018, the MGM College Opportunity Program (MGM COP) is a partnership between MGM Resorts International (MGM) and the Nevada System of Higher Education (NSHE). This program provides eligible MGM employees the opportunity to pursue select online degrees or certificates at NSHE institutions at a discounted rate. MGM covers registration and other mandatory fees for up to 3 online courses/10 credits per semester as well as required textbooks and proctoring exam fees after financial aid is applied.

The first MGM COP cohort started in Fall 2019 with a total of 252 MGM COP participants. Due to the COVID-19 pandemic that started during Spring 2020, MGM initiated layoffs and hiring freezes which resulted in a drop in enrollment to 209 participants in the Fall 2020 semester and subsequently to 147 participants in the Spring 2021 semester. Although MGM experienced financial and recruiting hardships, the company continued to fund their employees' education and allow new employees to participate in the program. As a result of this decision, enrollment increased slightly to 173 participants in Fall 2021 and remained steady for Spring 2022 with 169 participants.

Since the inception of the program, NSHE institutions conferred awards to 60 MGM COP participants. This is not only a result of hard work by the individual students, who often work full time while pursuing their educational objectives, but also the collaboration between NSHE institutions, the NSHE Senior Learning Concierge, and the MGM Shared Services team. Continuous efforts from the institutions' MGM Points of Contact have eased the application and enrollment processes, contributing to student success.

MGM COLLEGE OPPORTUNITY PROGRAM (COP)

Background

The MGM COP is a partnership between MGM and NSHE to provide eligible employees of MGM the opportunity to enroll in designated online degree or certificate programs at any NSHE college or university. In September 2018, MGM Resorts International and the Board of Regents signed a Memorandum of Understanding (Appendix A), giving both parties the green light to build an innovative educational program to meet the needs of the hospitality industry workforce in Las Vegas and across the United States.

The MGM COP may be used by eligible MGM employees to cover registration and other mandatory fees associated with pursuing an associate, bachelor's or master's degree or certificate, including graduate certificates. Doctoral degrees are not covered by the MGM COP program. An employee may only apply to one degree program at a time, and the degree program must be a higher degree than previously earned. Under the MGM COP, MGM covers tuition and other mandatory fees for up to 3 classes/10 credits per semester. MGM also pays for up to one course per summer session if the employee has taken courses in a previous semester during the same academic year. In addition, MGM will cover required textbooks, proctoring exam fees, and graduation fees. MGM pays all expenses in these defined categories after any financial aid

for which the participant is eligible is applied to the student account. The only cost to the participant is the institutional application fee. Finally, MGM COP participants who would like to continue with the program and pursue a higher degree are not required to reapply but simply notify the NSHE Senior Learning Concierge when ready to transition to another online degree program.

Implementation

Initial planning took place between October 2018 and March 2019 when all NSHE institutions started coordinating and finalizing their online degree program offerings and designated a point of contact to assist eligible MGM COP participants with the application and enrollment process. Additionally, each institution created their own MGM COP website with pertinent information on the program. In April 2019, the NSHE Senior Learning Concierge began to coordinate the logistics of the project in preparation for the first MGM COP cohort to begin enrollment in the Fall 2019 semester.

In April 2019, NSHE first received employee data that consisted of all MGM COP eligible employees approved to participate in the program. This data was securely disseminated to the appropriate MGM Points of Contact at the institution to start the process of working with eligible MGM employees. For MGM COP employees that were undecided as to which institution and/or program to apply, the NSHE Senior Learning Concierge provided prescriptive and developmental advising to assist in choosing an online degree program that would best fit prospective participants' education and career goals.

In June 2019, the Board of Regents approved a discounted fee schedule for 2019-2021, the first two years of the program (Appendix B). In addition, it was agreed by both parties that all eligible MGM COP employees must complete the Free Application for Federal Student Aid (FAFSA) as one of the requirements to participate in the program. If the employee qualifies for scholarships and/or grants, MGM would then be billed for the remaining balance. All participants in the MGM COP are billed at the discounted rates, regardless of whether MGM or financial aid covers the costs. Also, while participants may choose to take a student loan, this does not impact their eligibility for funding from MGM. At the same time, MGM is not responsible for covering the cost of student loans taken by their employees.

In preparation for the first MGM COP cohort, all eligible MGM COP participants were required to be enrolled at least seven days prior to the start of the Fall 2019 semester. The first cohort had 252 MGM COP participants at NSHE institutions. After the institutional 50 percent refund date, MGM received from the NSHE Senior Learning Concierge a semester report with updates on program participants as well as invoices from all NSHE institutions

Senior Learning Concierge

The NSHE Senior Learning Concierge position was created as a liaison between the NSHE institutions and MGM and has managed the logistics of the project since it began in 2019. During the first year, the main goal was to recruit and assist all eligible MGM COP employees with the application and enrollment process. With assistance from the Senior Learning Concierge and the institutions' points of contact, over 670 applications were submitted to NSHE institutions for Fall 2019 admission. Once the first cohort began, it was agreed that systems and procedures needed to be revised to ensure the MOU was being honored by both parties. The Senior Learning Concierge assumed the responsibility for creating systematic procedures, including securing accurate data transfers between MGM and NSHE; billing and report measures compliant with the Family Educational Rights and Privacy Act (FERPA); and accessibility of program information to all interested MGM employees. With the assistance of the SCS IT team, MGM COP employee data transfers daily in a secure manner, and billing and reports to MGM remain accurate.

During the second year of the project, the NSHE Senior Learning Concierge worked with NSHE's web developer and the Vice Chancellor of Community Colleges and Workforce Development to create an online NSHE Decision guide for MGM employees to explore all online degree programs offered under the MGM COP. In addition, MGM employees who are undecided may submit a *Help Me Decide* Form that is transmitted directly to the Senior Learning Concierge, who then reaches out to assist them in selecting an online degree program. As of October 5, 2022, the MGM COP webpages received over 12,500 visits and 377 Help Me Decide form submissions since it went live.

In the third year of the project, the NSHE Senior Learning Concierge coordinated virtual recruitment and information sessions for all MGM employees across the country. The Senior Learning Concierge and representatives from all seven NSHE campuses hosted eleven virtual sessions. Because they were so well received, these virtual sessions will continue to be offered to MGM employees in future semesters.

Initial Eligibility

The MGM COP is available to MGM employees working within the United States. An eligible participant must be a full-time or part-time employee with six months of service prior to the application deadline for the initial semester of enrollment. In addition, as of the application deadline the participant must not be under discipline at a suspension level or above and cannot be on an active Performance Improvement Plan (PIP). The employee also cannot participate in the MGM COP while on a leave of absence from MGM employment.

To participate in the MGM COP, an employee must apply during the eligibility enrollment period which takes place twice per year. They are also required to submit a request through their MyMGM portal, which is managed by MGM's Shared Services Department. Once the MGM

employee is approved for the program, the NSHE Senior Learning Concierge receives an updated MGM COP eligibility list through nightly data transfers, after which information is disseminated to the appropriate NSHE institution for recruitment purposes. The MGM COP participant does not have to reapply for eligibility once approved to participate in the program.

Continuing Eligibility

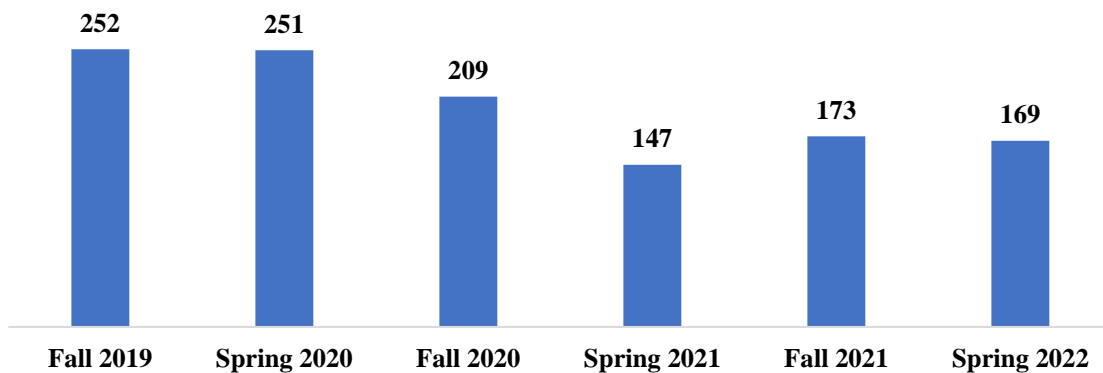
In addition to the initial eligibility requirements established by MGM, the COP participant must continue to follow all policies and procedures required by NSHE and the respective institution. The MGM COP student must adhere to the enrollment policy of up to 3 courses/10 credits each semester and maintain good academic standing within their respective college or university. If a participant receives more than one fail, audit, incomplete or withdrawal during the academic year, their eligibility status will be reviewed on a case-by-case basis by MGM’s Project Director and NSHE Senior Learning Concierge. Annually, the participant must submit a FAFSA application and a FERPA authorization form for NSHE to share their academic information with MGM.

MGM COP PARTICIPANTS

Enrollment

In Fall 2019, NSHE institutions received over 600 applications from MGM COP eligible employees. Of these applicants, 252 participants enrolled at NSHE institutions during Fall 2019 and 251 in Spring 2020. Due to the Covid-19 pandemic, MGM administered a significant number of layoffs and hiring freezes across their properties, resulting in a decrease in enrollment for NSHE institutions in Fall 2020 and Spring 2021.

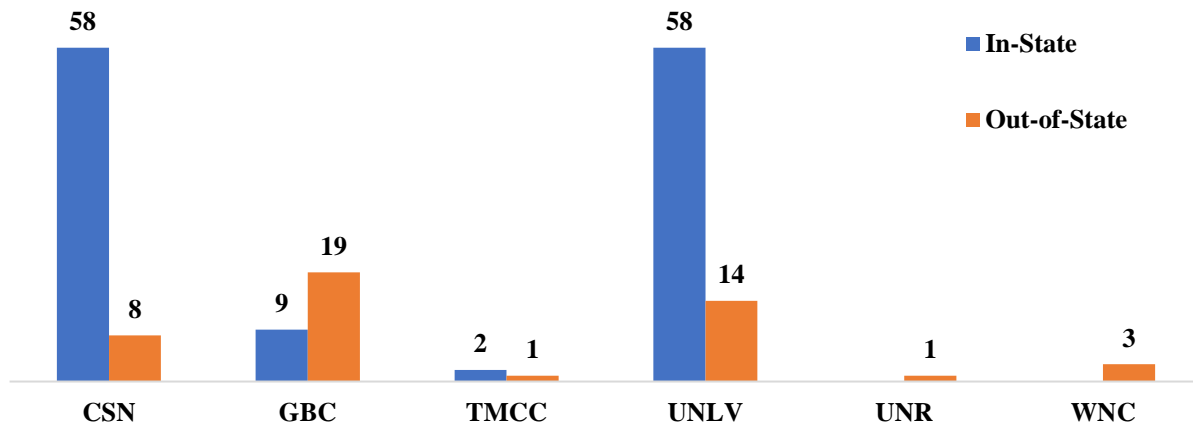
***Figure 1 - MGM COP Participant Enrollment
Fall 2019 to Spring 2022***



Residency for Tuition Purposes

During Fall 2021, 74 percent of MGM COP participants were classified as residents for tuition purposes and 26 percent were non-residents. Great Basin College, Western Nevada College, and the University of Nevada, Reno each had more non-resident than resident MGM COP participants during this period (Figure 2). In-state recruitment for the northern NSHE institutions remains a challenge as the majority of MGM employees prefer to pursue their degrees at University of Nevada, las Vegas or College of Southern Nevada due to location of institutions, convenience, and familiarity with the southern NSHE institutions. During the reporting period there were no participants enrolled at Nevada State College.

Figure 2 - MGM COP Participant Residency Status
Fall 2021



Demographics

Based on the demographics for the Fall 2021 semester, 65 percent of the MGM COP student population identified as female. It is also worthy to note that in both fall and spring semesters, most of the MGM COP participants identified as White followed by Hispanic (Table 1).

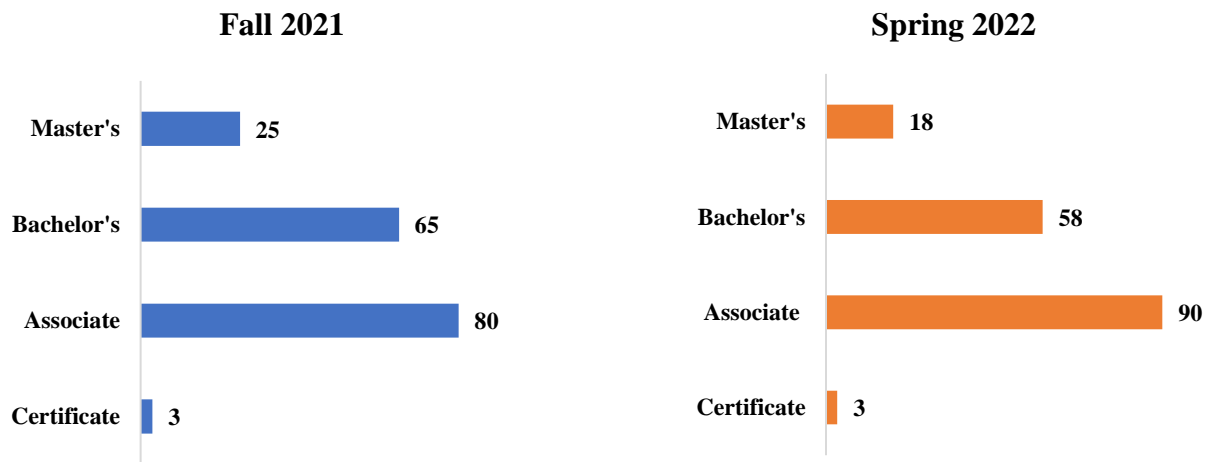
Table 1- MGM COP Participant Race/Ethnicity and Gender
Fall 2021

Ethnicity	Female	Male	Total
American Indian/Alaska Native	0	2	2
Asian	7	8	15
Black	21	5	26
Hispanic	33	9	42
Native Hawaiian/Pacific Islander	1	2	3
Two Races or More	8	8	16
Unknown	3	4	7
White	39	23	62
Total	112	61	173

Type of Degrees Pursued

A total of 173 MGM COP participants enrolled during the Fall 2021 semester, 86 percent of participants pursuing an undergraduate online degree. Similarly, during Spring 2022, 89 percent of participants pursued an undergraduate online degree. During each semester, the most prevalent program of study pursued was an associate degree at one of NSHE’s four community colleges (Figure 3). The majority of participants came in with transferable credits to apply toward their degree programs.

Figure 3: MGM COP Type of Degrees Pursued
Fall 2021 to Spring 2022



Although the COVID-19 pandemic was still affecting recruitment and hiring efforts at MGM during the reporting period, it was agreed by both MGM and NSHE to allow new MGM employees to apply for eligibility to participate in the MGM COP. In Fall 2021, 30 newly eligible employees were approved for participation and, since that point, MGM has approved 50-70 employees during each eligibility enrollment period.

PERFORMANCE METRICS

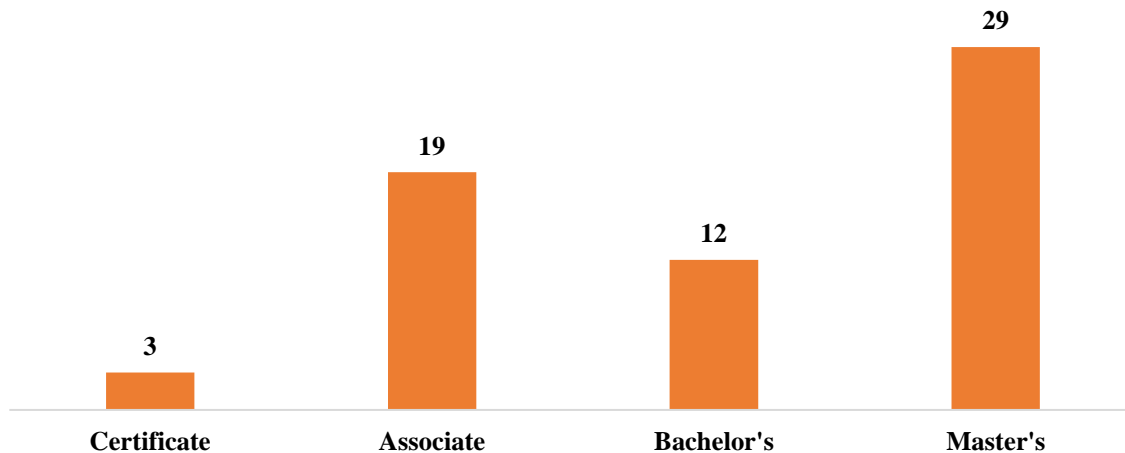
Persistence

For the first MGM COP participants that enrolled in the Fall 2019 semester, 64 percent returned for the Fall 2020 semester. Similarly, 59 percent of Fall 2020 participants returned in Fall 2021. These numbers are not necessarily comparable to each institutions’ overall persistence rates as employment with MGM is a requirement for participation. Between Years One and Two, the program lost approximately 26 percent of participants due to COVID-19 related layoffs.

Graduation

Since the program began in Fall 2019, NSHE institutions conferred 63 awards to MGM COP participants at NSHE institutions. Undergraduate degrees or certificates comprised 54 percent of these awards, while 46 percent were master's degrees (Figure 5).

Figure 5: MGM COP Graduates
Spring 2020-Summer 2022



FEE SCHEDULE AND REVENUE

Fee Schedule

As part of the MOU between MGM Resorts International and NSHE, standardized discount percentages were established for the base registration fee and majority of other per credit and semester fees (Appendix A). Subsequently, the Board of Regents approved the 2019-21 MGM COP Fee Schedule (Appendix B) at its June 2019 meeting and the 2021-23 MGM COP Fee Schedule (Appendix C) at its March 2021 meeting.

Revenue

Over the course of three years, NSHE has earned \$2,466,873 in revenue from the MGM COP project. Due to the COVID-19 pandemic, revenue decreased between Years One and Two by 20 percent and between Years Two and Three by nine percent (Table 2).

Table 2 - MGM COP Revenue
Fall 2019-Summer 2022

Academic Year	Financial Aid Disbursed	Billed to MGM	Paid by Participant*	Revenue
2019-20	\$161,774	\$850,435	\$4,011	\$1,016, 220
2020-21	\$101,187	\$709,553	\$2,107	\$812,847
2021-22	\$179,440	\$554,719	\$1,638	\$735,797
Total	\$442,401	\$2,114,707	\$7,756	\$2,564.864

*For summer only, participants are limited to one course per summer session and have the option to pay for additional courses out of pocket.

PROGRAM GOALS FOR THE UPCOMING YEAR

In-Person Recruitment Events

In addition to coordinating MGM COP virtual information and recruitment sessions, it would be ideal for NSHE institutions to begin in-person recruitment at the Nevada MGM properties. Since the beginning of the program, in-person recruitment has been postponed due to the COVID-19 pandemic. The NSHE institutions as well as the NSHE Senior Learning Concierge are eager to implement in-person recruitment and information sessions to potential MGM COP participants. This type of recruitment strategy will be beneficial to both the institutional MGM COP Points of Contact and MGM employees to foster professional relationships and assist program participants with general advising and application inquiries, potentially increasing enrollment across the NSHE institutions.

Increase Online Degree Program Offerings

As of Spring 2022, the Nevada System of Higher Education offers 113 undergraduate and graduate online degree programs under the MGM COP. Each year, between three and five online degree programs are added to the list. MGM employees have expressed their interest in more business-related online degree programs in the areas of Human Resources, Computers, Finance, and Accounting. In collaboration with faculty and leadership across all NSHE institutions, we hope to see an increase in online degree offerings in these specific areas of interest.

MGM COP STUDENT VOICE: TESTIMONIALS FROM CONTINUING MGM COP STUDENTS AND GRADUATES

The following testimonies are from MGM COP participants across the NSHE system who benefited from the MGM College Opportunity Program (COP).



I would like to thank all the managements and representatives who facilitate the COP, especially Danielle. I am very proud to be part of this esteemed company. The COP is the most helpful program to upgrade the educational level of coworkers and make us to stable and having confidence on the company

- Emebet Mergia, College of Southern Nevada MGM COP Student

My name is Blanca Summers, I am currently a Security Assistant Manager at Bellagio, and 2022 is my first year with CSN through the MGMRI College Opportunity Program. I feel very fortunate to be part of the select few that can take advantage of this program. I have had a positive experience so far with the process and procedures. In addition to the easy sign-up process, my liaison Stephanie Chen has been extremely helpful with my questions and has gone above and beyond to make sure I am set up for success.

- Blanca Summers, College of Southern Nevada MGM COP Student



The MGM College Opportunity Program (COP) has given me the opportunity to further my education. The MGM staff and the Great Basin College staff have gone above and beyond to assist me in making this experience and me successful. I didn't think I would ever accomplish getting my college degree; however, here I am having obtained my associate degree in 2020 and moving forward to obtain my bachelor's degree.

- Gina M. Marr, Great Basin College MGM COP Student



The MGM Resorts International College Opportunity Program enabled me to get my bachelor's degree in English. It has always been a dream of mine to go back to school, but I was worried about taking out student loans. Because of the MGM COP I was able to fulfill my personal goal, advance in the company, and keep my family out of debt. The online classes allowed me to finish classwork at my own pace while juggling a full-time job and my newborn daughter - I cannot recommend this great program enough.

- Heidi Mata'u, Great Basin College MGM COP Graduate



When I enrolled at Truckee Meadows Community College as an MGM College Opportunity Program student, I did not know what to expect. After I completed my first classes this past spring semester, I am certain about one thing. Once I finish my studies at TMCC, I will have the skills and knowledge to reach unforeseen heights along my entrepreneurial journey.

- Jordan L. Moseley, Truckee Meadows Community College MGM COP Student

After a 27-year hiatus from my academic journey, I made the decision to join the COP program to pursue the master's in hospitality. Admittedly, after being away from school for so long, I was incredibly nervous and intimidated by the endeavor, but Rhonda and Dr. Butler, Lateka, the librarian and of course, all the professors were so helpful and encouraging throughout the process to this point. As I approach the halfway point of the program, I often reflect on the sense of accomplishment that I felt after completing the first course and the obstacles that were overcome. I am excited about completing the program, but equally excited about all the steps remaining and the relationships that will be formed between now and then. My experience so far is solid evidence that the journey of a thousand miles begins with taking that first step!

- John Collins, MGM COP Graduate Student



Not only has my participation in the MGM CO-OP program provided me with new opportunities, but it has also helped me become a more effective employee. My education in hospitality has equipped me with the knowledge to understand the overall operations of the hotel, gambling, and tourism industries. The education I have obtained as a result of participating in the college opportunity program will affect the course of my career in the hospitality industry. My time at UNLV has been much more manageable, thanks to the COP concierge team, which has allowed me to devote more attention to my academics and my employment at Aria.



- Jennifer Tidwell, UNLV MGM COP Undergraduate Student

The MGM College Opportunity Program is another great benefit of working for MGM. I have always wanted to further my education but was unable to do so for financial reasons. The MGM COP allowed me to obtain my master's degree. I probably wouldn't have been able to do so otherwise. The staff who run it were knowledgeable and extremely helpful.



- Francis Lute, UNR MGM COP Graduate Student

CONCLUSION

As we begin Year Four of the project, the Nevada System of Higher Education and its institutions remain committed to helping MGM COP employees pursue their higher education goals. The MGM COP has proven to be a successful educational model to provide the Nevada and U.S. hospitality workforce with a school and work life balance, while relieving financial costs to the employee. It is anticipated that more industry partners will adopt a similar educational model to provide their employees with access to higher education to create a more diversified workforce.

APPENDIX A – MGM RESORTS INTERNATIONAL AND NSHE MOU AGREEMENT

09/06/18 & 09/07/18 Supplemental Material, BOR-16
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MEMORANDUM OF UNDERSTANDING MGM COLLEGE OPPORTUNITY PROGRAM

This Memorandum of Understanding (“MOU”) is acknowledged by and among the Board of Regents of the Nevada System of Higher Education (“NSHE”) and MGM Resorts International Operations, Inc., a Nevada Corporation (“MGM”). For purposes of this MOU, NSHE and MGM may be referred to individually as a “Party” and together may be referred to as the “Parties.” This MOU shall become effective when executed by MGM and approved by the Board of Regents of the Nevada System of Higher Education (the “Board of Regents”) at a publically noticed meeting (the “MOU Effective Date”).

RECITALS

WHEREAS, MGM Resorts International is the largest employer in the state of Nevada and aims to provide viable and affordable high quality educational opportunities for its employees employed in Nevada and at MGM’s operations in other states.

WHEREAS, NSHE and MGM recognize it is mutually beneficial to provide a structured corporate discount to MGM employees wishing to enroll in distance and other education programs at NSHE institutions, which will allow MGM to attract and retain talented employees while demonstrating NSHE’s commitment to significantly improving Nevada’s college attainment rate.

NOW, THEREFORE, by way of this MOU the Parties set forth the objectives and specification of the **MGM College Opportunity Program** (“COP”) and state various other requirements of the Parties and the COP (collectively the “Terms of Understanding”).

TERMS OF UNDERSTANDING

1. **Objectives and Specifications.** The Parties acknowledge the following objectives and specifications of the COP.

1.1 **Potential Eligibility.** MGM in conjunction with NSHE will establish formal eligibility requirements including, but not limited to:

- a) Minimum MGM service requirements before being eligible for reimbursement by MGM;
- b) Minimum MGM service requirements after completion of courses and/or certificate or degree programs reimbursed.
- c) Participation may be limited to individuals who do not already have a degree at the level they are seeking. (Ex: an employee with a bachelor’s degree may not pursue a second bachelor’s degree. An employee with an Associate degree may not pursue a second associate but could pursue a bachelor’s degree.)

- d) Employees will be required to enroll in a certificate or degree program, and not just take random courses, in order to be eligible.
- e) Minimum and maximum number of credits participants may enroll in per semester.
- f) Participants may be required to take placement tests to determine college readiness.

NSHE and MGM shall establish a participant preapproval process whereby MGM approves employee participation and NSHE institutions are aware of said approval prior to the institution's acceptance of a participant's application.

1.2 Minimum COP Requirements

- a) Employee must have received MGM approval to participate, apply to any NSHE institution and enroll in an online degree program as permitted by MGM.
- b) Employee must complete the Free Application for Federal Student Aid (FAFSA), complete all required documentation as requested to determine aid eligibility, and complete any other documents required by MGM or the NSHE institution. NSHE institutions will process the applications for federal and other financial aid using the standards, processes and procedures generally applicable to other students.
- c) Prior to starting classes, the employee must complete an orientation provided by the NSHE institution.
- d) Employee must meet with an advisor from the institution to map out a path to certificate or degree completion.

1.3 Reimbursement

- a) After the employee is admitted and meets all other eligibility requirements, the institution's financial aid office will award federal and other financial aid for which the student is eligible.
- b) Any remaining costs would be paid by the employee/student and MGM will provide conditional reimbursement directly to the employee.
- c) MGM, in its sole discretion, shall determine the terms of reimbursement and set forth a process of said reimbursement internal to MGM and its employees.

1.4 **Costs.** Participating employees in the COP will pay a discounted fee schedule as compared to the base registration fee and other fees charged both system-wide as well as on an institution by institution basis. NSHE has agreed upon standardized discount percentages, applied to the base registration fee and majority of other per credit and semester fees, at the following rates as compared to a Nevada resident attending classes on campus:

20% for UNR and UNLV

15% for Nevada State College

10% for CSN, TMCC, GBC and WNC

For the 2019-2020 academic year, said fees for undergraduate students shall be structured as follows:

	<i>UNLV</i>	<i>UNR</i>	<i>NSC</i>	<i>CSN</i>	<i>GBC</i>	<i>TMCC</i>	<i>WNC</i>
Base Undergrad Registration Fee 2019-20	\$233	\$233	\$168	\$103	\$103	\$103	\$103
Other Fees*	\$107	\$100	\$40	\$21	\$11	\$13	\$7
Total Fees per credit hour**	\$340	\$333	\$208	\$124	\$114	\$116	\$110
Assumed Credits per semester	6	6	5	4	4	4	4
MGM Discount	20%	20%	15%	10%	10%	10%	10%
Less Discount per credit hour	\$68	\$67	\$31	\$12	\$11	\$12	\$11
Total MGM cost per credit hour	\$272	\$266	\$177	\$112	\$103	\$104	\$99

NOTE: All amounts denoted on a per credit hour basis with the exception of "Assumed credits per semester" and "MGM Discount"

*Includes per semester charges such as use of the Academic Success offices. The total semester fees were divided by the assumed number of credits taken by student per semester which is noted above.

**Total fees do not include one-time fees such as application fees, graduation fees, etc. These are generally less than \$15 each and are only charged to each student one time during their course work.

Any participating employee who is a not a resident of Nevada will have their non-resident tuition waived.

The Parties contemplate that financial aid (including, but not limited to, Pell Grants and military education benefits) will be an essential element of the COP and will cooperate to the extent feasible to enable employees to use appropriate aid sources to assist with tuition and fee payment. Such cooperation will include coordinating services and communications to educate employees on how to apply for financial aid and identify potential sources of financial aid.

Certain self-supporting degree programs such as the UNR executive MBA program will be limited as to the number of MGM students able to participate per semester, with discounts to be negotiated on a case by case basis. A full list of all degree and certificate programs will be agreed upon between NSHE and MGM prior to the launch of the COP.

1.5 **Roles and Responsibilities.**

The Nevada System of Higher Education and its institutions will pledge to:

- a) Develop a website, in collaboration with MGM, that includes all relevant COP material and links to available degree and certificate programs.
- b) Offer an exclusive or non-exclusive advisor from each participating college to meet, either in person or via video or other means, with every employee to develop an academic plan for their progression. Students would be required to complete this step.
- c) Develop additional online degree and certificate programs aligned with MGM Resorts workforce needs.
- d) Assist MGM with development of marketing materials for the COP.
- e) Institutional designees will make best efforts to attend outreach/admission events for MGM employees interested in participating in the COP.
- f) Promote the COP with joint press releases and other media and internal/external outreach.
- g) Provide outcomes data specific to MGM employees if FERPA requirements and/or waivers can be met. The parties acknowledge and agree that confidential Title IV information will not be shared by the institutions and each participant will need to provide any such information to MGM as agreed upon between MGM and participant.

MGM will pledge to:

- a) Provide NSHE with a single point of contact for the day-to-day operations and support of the Program.
- b) Determine the eligibility of employees to participate in the COP at its sole discretion.
- c) Cooperate with NSHE and provide assistance as reasonably requested by NSHE to support NSHE in the performance of its duties under this MOU.
- d) Cooperate with NSHE to develop coursework that is relevant to the career needs of eligible participants as necessary.

1.6 **Proposed Timeline.** The parties anticipate eligible MGM employees will begin participation by Fall 2019. Following the Fall 2019 implementation, NSHE institutions will begin to work with MGM to develop additional online degree and certificate programs aligned with MGM workforce needs.

1.7 **Application for Admission Deadlines.** The parties agree and acknowledge that participants should apply for admission and complete their FAFSA no later than April 15, 2019, to realize maximum financial aid benefits for fall 2019 Admission. However, many institutions do accept applications beyond this date.

2. **Discretionary Approvals.** MGM acknowledges that the discretionary approval of the Board of Regents may be required for items including, but not limited to, changes in program/certificate offerings, costs and fees, and that said approvals may include additional terms and conditions not currently contemplated or later determined necessary pursuant to existing financial, legal and contractual obligations of NSHE.
3. **Non-binding MOU.** The Parties acknowledge that this MOU is not a binding and enforceable contract and shall not give rise to any obligations on the part of any Party. This MOU establishes the framework to commence the COP, which may be further defined by a Program Agreement at a later date. In no event shall either Party or any of their individual officers, employees or agents in any way be liable or responsible for any obligations contained in this MOU, whether express or implied; nor for any statement, representation or warranty made in connection with this MOU.
4. **Not a Partnership.** It is expressly understood that, by reason of this MOU or otherwise, none of the Parties is or becomes in any way a partner of the other in the conduct of its business, or a joint venture with the other, or an agent of the other.
5. **No Third-Party Beneficiary.** This MOU is not intended to create, nor shall it be in any way interpreted or construed to create, any third-party beneficiary rights in any person not a Party unless otherwise expressly provided.
6. **Marks.** MGM shall not use the name of the "Nevada System of Higher Education" or "NSHE", or the marks, seals, logos, or any other related name (collectively the "NSHE Marks"), in the performance of its services, in its advertising, or in the production of any materials related to this MOU, without the prior written consent of NSHE or its institutions pursuant to an approved licensing or other agreement between the Parties. Likewise, NSHE shall not use the name "MGM Resorts International" or the names of any of its hotel/casino operations, or any other MGM-related intellectual property (collectively the "MGM Marks"), in the performance of its services, in its advertising, or in the production of any materials related to this MOU, without the prior written consent of MGM pursuant to an approved licensing or other agreement between the Parties.
7. **Term and Termination.** This MOU shall be effective for two (2) years from the MOU Effective Date, except as may be extended by mutual agreement. Any Party shall have the right to terminate this MOU for any reason by providing the other Party ten (10) days' written notice. Said notice shall be deemed to have been given: (i) when delivered personally, (ii) the next Business Day, if sent by a nationally-recognized overnight delivery service (unless the records of the delivery service indicate otherwise), or (iii) three Business Days after deposit in the United States mail, certified and with proper postage prepaid. For purposes of this section, the Chancellor of NSHE is authorized to extend this MOU for an additional term of not more than two (2) years.
8. **Effect of Termination.** Upon termination or expiration of this MOU, the enrolled employees will continue to receive the benefits contemplated by this MOU and the COP until they

earn their degree or certificate, withdraw from the COP or are removed pursuant to the NSHE Handbook or the respective institution's standing policies. Termination of this MOU will not relieve MGM of its obligation to pay or reimburse any amounts contemplated under this MOU.

9. **Notices.**

To MGM: MGM Resorts International
Attn: General Counsel
3600 S. Las Vegas Boulevard
Las Vegas, NV 89109

To NSHE: Michael Flores
NSHE Chief of Staff
4300 S. Maryland Parkway
Las Vegas, NV 89119

10. **Counterparts; Signatures.** This MOU may be executed in duplicate counterparts, each of which shall be deemed an original and both of which together shall constitute but one and the same instrument counterparts may be executed in either original, faxed or PDF form, and the parties hereby adopt as original any signatures received via facsimile or PDF.

11. **Student Educational Records.** The Parties recognize that certain student educational records may be protected by the federal Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g). To the extent that it obtains records that are subject to FERPA, MGM and NSHE each agree to comply with FERPA.

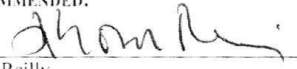
12. **Governing Law.** The laws of the State of Nevada without reference to conflicts of laws principals shall govern the validity, construction, interpretation, and effect of this MOU.


[SIGNATURES PAGE FOLLOWS]


The Parties hereby acknowledge the terms of this MOU as stated above.


**BOARD OF REGENTS OF THE NEVADA SYSTEM
OF HIGHER EDUCATION**


RECOMMENDED:

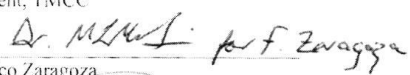
By: 
Thom Reilly
Chancellor

By: 
Marta Meana
President, UNLV

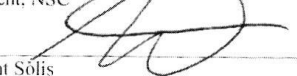
By: 
Marc Johnson
President, UNR

By: 
Joyco Helens
President, GBC

By: 
Karin Hilgersom
President, IMCC

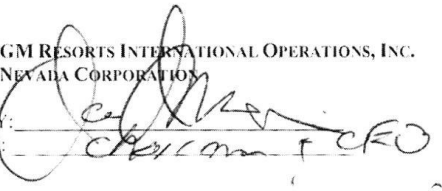
By: 
Federico Zaragoza
President, CSN

By: 
Bart Patterson
President, NSC

By: 
Vincent Solis
President, WNC

APPROVED BY THE BOARD OF REGENTS AT A
NOTICED PUBLIC MEETING:

By: 
HON. KEVIN J. PAGE
CHAIRMAN OF THE BOARD OF REGENTS

MGM RESORTS INTERNATIONAL OPERATIONS, INC.
A NEVADA CORPORATION
BY: 
Its: CFO

APPENDIX B -2019-21 MGM COP FEE SCHEDULE

Description	2019-20 Fees	2019-20 Discount	2019-20 Discounted Fees	2020-21 Fees	2020-21 Discount	2020-21 Discounted Fees
Registration Fees, Universities (undergraduate) - per credit	\$233.00	20%	\$186.40	\$242.25	20%	\$193.80
Registration Fees, Universities (graduate) - per credit	\$285.75	20%	\$228.60	\$297.25	20%	\$237.80
Registration Fees, NSC (undergraduate) - per credit	\$168.25	15%	\$143.01	\$175.00	15%	\$148.75
Registration Fees, NSC (graduate) - per credit	\$227.00	15%	\$192.95	\$236.00	15%	\$200.60
Registration Fees, Community Colleges (upper-division) - per credit	\$168.25	10%	\$151.43	\$175.00	10%	\$157.50
Registration Fees, Community Colleges (lower-division) - per credit	\$102.75	10%	\$92.48	\$106.75	10%	\$96.08
Non-Resident Tuition			Waived			Waived
Part-Time Non-Resident Tuition			Waived			Waived
Distance Education Tuition			Waived			Waived
Academic Success Initiatives Fees (undergraduate) - UNLV, UNR - per semester	\$25.00	20%	\$20.00	\$25.00	20%	\$20.00
Academic Success Initiatives Fees (graduate) - UNR - per semester	\$5.00	20%	\$4.00	\$5.00	20%	\$4.00
Student Association Fee (undergraduate) - UNLV - per credit	\$1.97	20%	\$1.58	\$1.97	20%	\$1.58
Student Association Fee (undergraduate) - UNR - per credit	\$5.00	20%	\$4.00	\$5.00	20%	\$4.00
Student Association Fee (undergraduate) - TMCC - per credit	\$1.00	10%	\$0.90	\$1.00	10%	\$0.90
Student Association Fee (graduate) - UNLV - per credit	\$6.50	20%	\$5.20	\$7.00	20%	\$5.60

Student Success Fee - NSC - per credit	\$5.00	15%	\$4.25	\$5.00	15%	\$4.25
Technology Fee - Regular - UNLV - per credit	\$8.00	20%	\$6.40	\$8.00	20%	\$6.40
Technology Fee - Regular - UNR - per credit	\$6.00	20%	\$4.80	\$6.00	20%	\$4.80
Technology Fee - Regular - NSC - per credit	\$4.00	15%	\$3.40	\$4.00	15%	\$3.40
Technology Fee - Regular - CSN, TMCC, WNC - per credit	\$5.00	10%	\$4.50	\$5.00	10%	\$4.50
Technology Fee - Regular - GBC - per credit	\$4.00	10%	\$3.60	\$4.00	10%	\$3.60
Technology Fee - iNtegrate - UNLV, UNR - per credit	\$3.00	20%	\$2.40	\$3.00	20%	\$2.40
Technology Fee - iNtegrate - NSC - per credit	\$1.50	15%	\$1.28	\$1.50	15%	\$1.28
Technology Fee - iNtegrate - CSN, GBC, TMCC, WNC - per credit	\$1.50	10%	\$1.35	\$1.50	10%	\$1.35

Notes:

Fees not listed are not discounted.

Rates as published in NSHE P&G Manual as of April 2019. Rates are subject to change in accordance with Board policies and procedures.

APPENDIX C -2021-23 MGM COP FEE SCHEDULE

Description	2021-22 Fees	2021-22 Discount	2021-22 Discounted Fees	2022-23 Fees	2022-23 Discount	2022-23 Discounted Fee
NSHE Procedures & Guidelines Manual, Chapter 7, Section 1:						
Registration Fees, Universities (undergraduate) - per credit	\$ 249.00	20%	\$ 199.20	\$ 256.00	20%	\$ 204.80
Registration Fees, Universities (graduate) - per credit	\$ 305.50	20%	\$ 244.40	\$ 314.00	20%	\$ 251.20
Registration Fees, NSC (undergraduate) - per credit	\$ 180.00	15%	\$ 153.00	\$ 185.00	15%	\$ 157.25
Registration Fees, NSC (graduate) - per credit	\$ 242.50	15%	\$ 206.13	\$ 249.25	15%	\$ 211.86
Registration Fees, Community Colleges (upper-division) - per credit	\$ 180.00	10%	\$ 162.00	\$ 185.00	10%	\$ 166.50
Registration Fees, Community Colleges (lower-division) - per credit	\$ 109.75	10%	\$ 98.78	\$ 112.75	10%	\$ 101.48
Non-Resident Tuition			Waived			Waived
Part-Time Non-Resident Tuition			Waived			Waived
Distance Education Tuition			Waived			Waived
NSHE Procedures & Guidelines Manual, Chapter 7, Section 11:						
Academic Success Initiatives Fees (undergraduate) - UNLV, UNR - per semester	\$ 25.00	20%	\$ 20.00	\$ 25.00	20%	\$ 20.00
Academic Success Initiatives Fees (undergraduate) - WNC - per semester	\$ 25.00	10%	\$ 22.50	\$ 25.00	10%	\$ 22.50
Academic Success Initiatives Fees (graduate) - UNR - per semester	\$ 5.00	20%	\$ 4.00	\$ 5.00	20%	\$ 4.00
Student Association Fee (undergraduate) - UNLV - per credit	\$ 1.97	20%	\$ 1.58	\$ 1.97	20%	\$ 1.58

Student Association Fee (undergraduate) - UNR - per credit	\$ 6.10	20%	\$ 4.88	\$ 6.10	20%	\$ 4.88
Student Association Fee (undergraduate) - TMCC - per credit	\$ 1.00	10%	\$ 0.90	\$ 1.00	10%	\$ 0.90
Student Association Fee (graduate) - UNLV - per credit	\$ 7.00	20%	\$ 5.60	\$ 7.00	20%	\$ 5.60
Student Success Fee - NSC - per credit	\$ 5.00	15%	\$ 4.25	\$ 5.00	15%	\$ 4.25
Technology Fee - Regular - UNLV - per credit	\$ 8.00	20%	\$ 6.40	\$ 8.00	20%	\$ 6.40
Technology Fee - Regular - UNR - per credit	\$ 6.00	20%	\$ 4.80	\$ 6.00	20%	\$ 4.80
Technology Fee - Regular - NSC - per credit	\$ 6.00	15%	\$ 5.10	\$ 6.00	15%	\$ 5.10
Technology Fee - Regular - CSN, TMCC, WNC - per credit	\$ 7.00	10%	\$ 6.30	\$ 7.00	10%	\$ 6.30
Technology Fee - Regular - GBC - per credit	\$ 6.00	10%	\$ 5.40	\$ 6.00	10%	\$ 5.40
Technology Fee - iNtegrate - UNLV, UNR - per credit	\$ 3.00	20%	\$ 2.40	\$ 3.00	20%	\$ 2.40
Technology Fee - iNtegrate - NSC - per credit	\$ 1.50	15%	\$ 1.28	\$ 1.50	15%	\$ 1.28
Technology Fee - iNtegrate - CSN, GBC, TMCC, WNC - per credit	\$ 1.50	10%	\$ 1.35	\$ 1.50	10%	\$ 1.35

Notes:

Fees not listed are not discounted.

Rates as published in NSHE P&G Manual as of January 2021. Rates are subject to change in accordance with Board policies and procedures.