***Papa Bear’s Bakery***

**After thirty-five years of selling the best doughnuts in the business, Patrick “Papa Bear” Jones has decided to retire and close his bakery. He would like to give a fair “retirement” bonus to each of his sixteen employees. He has $260,000 set aside for this, but he cannot figure out how to split the money fairly. For example, Anna Schmidt has worked for the bakery for thirty-two years, and Jenna Thompson has only worked there for six months. Patrick has approached you for help in determining how much money each employee should receive.**

**Please consider the following questions before meeting with your group:**

**1. What factors do you think are important to consider when deciding how much each of Patrick’s employees should receive? Explain your reasoning.**

**2. How would you rank these factors in terms of their importance in helping you (and Patrick) determine how much to give each employee? Explain your reasoning.**

**Group Activity (3 individuals)**

**Reread the problem statement to remind the team of the client’s needs. Patrick has also given you access to his employee data file (see below). Analyze the problem and create a plan that will help Patrick Jones fairly disburse his money to his employees.**

**Write Patrick a letter with the following information:**

* **A concise list of the factors your team considered when creating the plan for disbursing his money to his employees. Rank these factors according to their impact on your plan.**
* **Your plan for disbursing the money to Patrick’s employees. Be sure to include how each of the listed factors affects the amount of money an employee will receive.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employee Name** | **Years of Service** | **Age** | **AVG Yearly Evaluation** | **Hourly Rate** |
| Armendariz, Paloma | 7 | 25 | 8.2 | 8.00 |
| Brown, Nico | 2 | 28 | 10 | 7.80 |
| Burrell, David | 5 | 28 | 6.4 | 7.60 |
| Calcamuccio, Tony | 24 | 58 | 9.1 | 12.25 |
| Hartsock, Clara | 18 | 45 | 8.8 | 9.00 |
| Johnson, Shelly | 19 | 45 | 8 | 9.25 |
| Kempf, Karl | 17 | 47 | 7.4 | 8.95 |
| Meyers, Madisen | 14 | 45 | 9.4 | 8.70 |
| Ntumbe, Grace | 21 | 58 | 8.6 | 10.95 |
| Palmer, Brenda | 14 | 40 | 7.2 | 8.65 |
| Schmidt, Anna | 32 | 54 | 9.8 | 15.60 |
| Strum, Kiki | 6 | 23 | 4.3 | 7.50 |
| Thompson, Jenna | 0.5 | 18 |  | 7.35 |
| Urban, Brandon | 9 | 42 | 7.3 | 8.60 |
| Walters, Bob | 25 | 64 | 7.4 | 11.00 |
| Williams, T'Neesha | 11 | 30 | 7.5 | 8.65 |