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 answer the following questions:

1. What factors do you think are important to consider when deciding how much of each 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.

Team Activity: You joined your Top Notch Analytic Team (TNT) to help Patrick.

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

Write Patrick a memo 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.