

Reduction in force



More Beer Reduction in Workforce Exercise More Beer, Inc. is a 25 million dollar a year micro brewing company heavily involved in the direct marketing of its various micro brew products. In order to cash in on the internet selling boom, More Beer, Inc. opened two new marketing and direct distributions channels (www. morebeer. com & www. iamthirstyformorebeernow. com). Soon after these websites went live, technology problems, together with sluggish sales killed the company's profits. As a result, the company has decided to abandon its new direct marketing plan and to reduce its workforce.

You are the Vice President (VP) of HR for More Beer, Inc. The President of the company has asked you to terminate the employment for a number of employees. He has given you a list of people to consider and has charged you with writing a memo describing which employees to terminate, the reasons for each termination, what, if any severance is to be offered and what risks might be inherent with each particular employee in terms of post termination litigation. Your job as VP of HR: You must fire 3 of these employees.

Two may be folded into existing openings in the rest of the company. The company could make room for all 5 employees but doesn't have a true need for them. Assume that the company could justify keeping all or none with current needs. Your job as VP of HR: You must fire 3 of these employees. Two may be folded into existing openings in the rest of the company. The company could make room for all 5 employees but doesn't have a true need for them. Assume that the company could justify keeping all or none with current needs.