**ROUND 1:**

 With companies like Amazon, JP Morgan, and AT&T all requiring their staff on-site 5 days per week, many wonder if the employee benefit that was born out of the Covid pandemic has officially run its course. Add to that President Donald Trump’s Executive Order to end remote work for Federal workers, and all companies that offer remote work are reevaluating the offering.

 Your group are partners of the accounting firm Speech, Trojan, and Disco, a local employer of 50 individuals ranging from Certified Public Accountants to Data Entry Specialists. You currently offer your employees 10 remote workdays per year and employ two off-site, full-time Certified Public Accountants. With the recent Executive Order, you have decided to revisit your stance. Look at both the pros and cons of allowing remote work and finally decide if you want to stay where your company currently is, allow more or less remote work, or abolish the program all together.

**ROUND 2:**

According to a National Education Association article from September 2023, teachers work an estimated 53 hours per week, or 7 hours more than the average American. This statistic is one of many reasons that instructors are leaving the profession and causing severe teacher shortages in many areas of the state.

You are the leadership team for your local chapter of Education Minnesota, the state teacher’s union. You are preparing a presentation for a local conference focused on the importance of a healthy work/life balance. Make sure to consider everything that teachers do outside of the actual teaching of students (crafting lesson plans, paperwork, etc.) and the time that they are allotted to do these in their contract. With those in mind, present 5 main points on how they can maintain a healthy work/life balance.

**ROUND 3:**

 You are the management team for a local manufacturer. Your company currently employs a little more than 500 employees in various departments. These employees range from engineers with doctorate degrees to production employees that have never stepped foot inside a college classroom. Recently, there has been a push from many of your employees for your company to offer some sort of enrichment training or to offer tuition reimbursement for employees that desire to further their education.

 As the management team, you need to decide if you want to offer these benefits. You should investigate the cost of such programs, while also deciding if the knowledge and training gained by your employees will benefit the company as a whole. Draft a company memo that will be sent to all employees detailing whether you will offer these benefits or not, as well as a detailed reason as to why or why not.