Review the following facts. Write a minimum 5- page to a maximum 7- page (double spaced) paper (cover page, reference page and appendices do not count toward this requirement) in APA format, addressing the issues outlined in the scenario. • Legal Analysis: The paper must identify and discuss all of the applicable laws and how they apply to each of the five (5) employee situations. • Organization: The paper should be organized around an introduction, analysis and conclusion with appropriate headings. An abstract is not required and should not be included. • APA Format: APA format is required, including a cover page and reference page. APA citation to information from the textbook is required. APA citation means in-text citation to information from the textbook, including page numbers, within the text of the paper. Example: (Bennett-Alexander, 2019). o For assistance with APA, see this site: https://owl.purdue.edu/owl/research\_and\_citation/apa\_style/apa\_formattin g\_and\_style\_guide/general\_format.html Facts Bright Electronics, Inc. is a 10 million dollar per year electronics company, focused on the sales of its consumer electronics products. In the last 2 years, Bright Electronics, Inc. opened two new online marketing and direct distribution channels. Soon after these websites were launched, technology problems and declining sales resulted in a significant decrease in 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 Human Resources (HR) for Bright Electronics, Inc. The President of the company has asked you to terminate the employment for several employees. He has given you a list of people to consider and has charged you with writing a paper describing which employees to terminate, the reasons for each termination and the legal risks for each employee in terms of post termination litigation. “You have to pick 3 employees who will be terminated,” the President ordered. “Two of the employees can be moved to other positions in the company. Give me your recommendations in writing.” Your job as VP of HR: You must terminate three (3) of these employees. Two employees may be folded into existing openings in the rest of the company. HRMG 5700 Midterm Project Summer 2020 These are the employees: Alexi Chin: Alexi is a 28-year-old Asian-American female. She is a top-notch software engineer. However, employees find it difficult to work with Alexi. They say that she is quiet, withdrawn and unsociable. She spends most of the day sitting at her computer and avoids company social events. Alexi recently told you that she believes she wants to be taken off all projects where Bob, a contractor, is the project manager. Bob has repeatedly asked her to go out to dinner with him. When she refuses, he makes lewd and suggestive remarks. He has threatened to tell her manager that she is performing poorly on several projects if she does not give in to his demands. Alexi has missed 1 day of work each week for the last three months. She usually misses Friday, the same day as the department’s staff meeting. Bob also attends the staff meetings. Alim Jones: Alim is a 34-year-old male, a naturalized American citizen. His overall track record with the company is above average. His productivity is above the median although other employees complain that he takes too many breaks. The employees argue that they work more hours, since Alim always seems to be away from his desk. He takes several breaks during the day for prayer and meditation. He has achieved no special honors or awards while employed with the company. He has a Bachelors degree in Information Systems from a good University. His job duties include maintaining existing computer systems which will be obsolete after the reduction in force. He has had no absenteeism. Peter Pierce: Peter is a 35-year-old male who is Caucasian, and originally from Alabama. His overall track record with the company is average. His productivity is average. He has been solely responsible for much of the quality programming which took place in the program being abandoned. He holds no advanced degree, but his experience in the Navy has given him practical experience that goes beyond the abandoned programs. However, Peter seems to have an absenteeism problem, missing 17 days in the last two months. Peter has recently let you know that he suffers from a disease which affects the way he walks. He feels like others in the company have been treating him differently because of his illness. Sandy Reed: Sandy is a 60-year-old Caucasian female. She is beloved at the company for her friendliness and willingness to help others. Sandy is an administrative assistant assigned to the overall organization of the failed marketing endeavor. Although it failed, it is generally thought that Sandy did a great job in her administrative tasks. She has been with the company for 25 years and is a single mother with a grandson in college. Terminating Sandy will cause immediate financial hardship for her. She has missed 14 days in the last two months. Mary Jamison: Mary is a 35-year-old African American female. She is a very dynamic salesperson. Although most of the new division’s sales came from Mary’s hard work, she is perceived as very ambitious and only interested in getting promoted. She is not perceived to be a team player although it is widely recognized that she is smart and talented. Mary is very active in the local chapter of a civil rights group and, on several HRMG 5700 Midterm Project Summer 2020 occasions in the past, has complained on behalf of other employees when she believed they were not being treated fairly. She has missed two months of work in the last 12 months.