



BUSINESS LAW AND ETHICS TEAM DECISION MAKING EVENT

CAREER CLUSTER
Business Management and
Administration

INSTRUCTIONAL AREA
Economics

PARTICIPANT INSTRUCTIONS

This event is presented to you through your review of the Career Competencies, Performance Indicators and Case Study Situation.

You have up to 30 minutes to review this information and prepare your presentation. Using the materials provided, you may make notes to use during your presentation.

You will have up to 15 minutes to present to the judge(s). Both members of the team must participate in the presentation, as well as answer any questions.

You will be evaluated on your solution to the case study, how you incorporate the performance indicators of this event and how you demonstrate the career competencies.

Turn in all your notes and event materials when you have completed the event.

SOLUTION

- Unique – Demonstrate original thinking, fresh perspectives and an insightful approach.
- Practical – Develop an actionable/viable solution in a real-world context.
- Effective – Develop a solution that achieves relevant outcomes.

CAREER COMPETENCIES

- Critical Thinking – Think critically to understand and solve problems.
- Communication – Communicate clearly, effectively and with reason.
- Decision Making – Consider the impacts of decisions.

PERFORMANCE INDICATORS

- Explain the nature of business ethics.
- Identify factors affecting a business's profit.
- Explain the impact of major trade alliances on business activities.
- Describe factors that affect the business environment.
- Determine factors affecting business risk.

CASE STUDY SITUATION

You are to assume the roles of the director of merchandising and the director of processing for SHOP MART, a discount store chain with over 1,500 locations. The senior vice president (judge) wants your team to analyze the economic benefits and possible risks with removing price tags from private label apparel.

SHOP MART markets several private label brands in women's, men's and children's apparel. The private label *Frankie's* offers basic casual apparel in both the women's and men's department, and the private label *Frankie Jr's* offers casual apparel in children's sizes.

The private label brands are manufactured overseas, and SHOP MART pays to have them labeled and priced before they are shipped to distribution centers. Each item has a tag attached that lists the brand name, size, bar code with the stock keeping unit (SKU) number, and the item's price is attached at the bottom of the tag. The price is able to be removed via perforation. All prices for *Frankie's* and *Frankie Jr's* merchandise are set for the season. The only change to the prices listed on the tag are reductions for promotions or clearance.

With increased operational costs and in response to tariffs, the senior vice president of SHOP MART (judge) wants processing employees at each store to remove all perforated prices from *Frankie's* and *Frankie Jr's* apparel before the merchandise is placed on sales floors. This move will allow SHOP MART to increase the pre-labeled prices of merchandise without customers seeing the original price. The prices on the labels were set and labeled before costs significantly increased, and now customers will see prices on signs and in ads rather than on the tags.

The senior vice president (judge) wants your team to analyze the economic benefits and possible risks associated with removing the price tags from private label apparel merchandise. Your team must make a final recommendation.

You will present the analysis to the senior vice president (judge) in a meeting to take place in the senior vice president's (judge's) office. The senior vice president (judge) will begin the meeting by greeting you and asking to hear your ideas. After you have presented your ideas and have answered the senior vice president's (judge's) questions, the senior vice president (judge) will conclude the meeting by thanking you for your work.

JUDGE INSTRUCTIONS

JUDGE CHARACTERIZATION

You are to assume the role of the senior vice president for SHOP MART, a discount store chain with over 1,500 locations. You want the director of merchandising and the director of processing (participant team) to analyze the economic benefits and possible risks with removing price tags from private label apparel.

SHOP MART markets several private label brands in women's, men's and children's apparel. The private label *Frankie's* offers basic casual apparel in both the women's and men's department, and the private label *Frankie Jr's* offers casual apparel in children's sizes.

The private label brands are manufactured overseas, and SHOP MART pays to have them labeled and priced before they are shipped to distribution centers. Each item has a tag attached that lists the brand name, size, bar code with the stock keeping unit (SKU) number and the item's price is attached at the bottom of the tag. The price is able to be removed via perforation. All prices for *Frankie's* and *Frankie Jr's* merchandise are set for the season. The only change to the prices listed on the tag are reductions for promotions or clearance.

With increased operational costs and in response to tariffs, you want processing employees at each store to remove all perforated prices from *Frankie's* and *Frankie Jr's* apparel before the merchandise is placed on sales floors. This move will allow SHOP MART to increase the pre-labeled prices of merchandise without customers seeing the original price. The prices on the labels were set and labeled before costs significantly increased, and now customers will see prices on signs and in ads rather than on the tags.

You want the director of merchandising and the director of processing (participant team) to analyze the economic benefits and possible risks associated with removing the price tags from private label apparel merchandise. The director of merchandising and the director of processing (participant team) must make a final recommendation.

The participants will present information to you in a role-play to take place in your office. You will begin the role-play by greeting the participants and asking to hear about their ideas.

During the course of the role-play, you are to ask the following questions of each participant team:

1. For next season's merchandise, would it be best to not include prices on the labels at all?
2. What factors affect pricing decisions?

Once the director of merchandising and the director of processing (participant team) have presented information and answered your questions, you will conclude the role-play by thanking the director of merchandising and the director of processing (participant team) for the work.

You are not to make any comments after the event is over except to thank the participants.

EVALUATION INSTRUCTIONS

- The participants are to be evaluated on their solution and ability to apply the specific performance indicators stated on the cover sheet of this event and restated on the Judge's Evaluation Form. Although the participants may demonstrate other performance indicators, those listed in the Performance Indicators section are the selected ones you are evaluating for this particular event.
- Maintain a consistent expectation when evaluating each participant team.
- The maximum score for the evaluation is 100 points. The presentation will be weighted twice (2 times) the average of the exam scores.

Levels of Evaluation

FOCUS AREA	NOVICE	DEVELOPING	PROFICIENT	EXEMPLARY
Content Understanding	Demonstrates a limited or inaccurate understanding of key concepts.	Demonstrates a basic understanding of key concepts.	Demonstrates a solid understanding of key concepts and clearly explains and supports ideas using appropriate evidence.	Demonstrates comprehensive understanding of concepts and applies them effectively to solve the scenario, including in more complex or extended contexts.
Application of Performance Indicators and Career Competencies	Lists the performance indicators and career competencies, but understanding is incomplete or inaccurate.	Defines the performance indicators and career competencies, but does not connect them to solve the objective of the case study scenario.	Explains the performance indicators and career competencies and connects them to solve the objective of the case study scenario.	Strategically applies the performance indicators and career competencies and connects them to comprehensively solve the objective of the case study scenario.
Reasoning	Ideas are unclear, inaccurate, or lack logical support. There is no application of the ideas and concept.	Ideas are present and somewhat logical but contain gaps in reasoning, development, or supporting evidence.	Ideas are logical, well-developed, and supported with appropriate evidence, with only minor gaps.	Ideas are logical, well-supported using appropriate business concept and theories and demonstrates reasoning with clear practicality and real-world relevance.
Workplace Readiness	Participants represent an employee who requires significant guidance and support to complete tasks.	Participants represent an employee who demonstrates basic skills and can complete routine tasks with some guidance.	Participants represent an employee with solid skills and who works independently to complete tasks effectively.	Participants represent an employee with advanced skills, works independently, and adapts effectively to new or unpredictable challenges.



BUSINESS LAW AND ETHICS TEAM DECISION MAKING – 2026

JUDGE'S EVALUATION FORM ASSOCIATION EVENT 1

INSTRUCTIONAL AREA:
Economics

Participant: _____

Participant: _____

ID Number: _____

Rate the participants' ability to:		Novice	Developing	Proficient	Exemplary	Judged Score
PERFORMANCE INDICATORS						
1.	Explain the nature of business ethics.	0-1-2-3	4-5-6	7-8-9	10	
2.	Identify factors affecting a business's profit.	0-1-2-3	4-5-6	7-8-9	10	
3.	Explain the impact of major trade alliances on business activities.	0-1-2-3	4-5-6	7-8-9	10	
4.	Describe factors that affect the business environment.	0-1-2-3	4-5-6	7-8-9	10	
5.	Determine factors affecting business risk.	0-1-2-3	4-5-6	7-8-9	10	
SOLUTION						
6.	Unique Demonstrate original thinking, fresh perspectives and an insightful approach.	0-1-2	3-4-5	6-7	8	
7.	Practical Develop an actionable/viable solution in a real-world context.	0-1-2	3-4-5	6-7	8	
8.	Effective Develop a solution that achieves relevant outcomes.	0-1-2	3-4-5	6-7	8	
CAREER COMPETENCIES						
9.	Critical Thinking Think critically to understand and solve problems.	0-1	2-3	4-5	6	
10.	Communication Communicate clearly, effectively and with reason.	0-1	2-3	4-5	6	
11.	Decision Making Consider the impacts of decisions.	0-1	2-3	4-5	6	
OVERALL IMPRESSION						
12.	Demonstrate overall career readiness through professionalism, poise and confidence.	0-1-2	3-4-5	6-7	8	
TOTAL SCORE						