

# Stetson University

## Team Members

<u>Name</u>	<u>Year</u>	<u>Major</u>
Claudia Crass	Junior	Business Administration
Matthew Lawrence	Senior	Accounting
Steven Rehrig	Junior	Business Administration
Talia Culotta	Senior	Psychology

**Advisors:** Jim Beasley; Abby Jagos

**Topic:** "COVID-19 Vaccine: Freedom of Choice for Workers or Necessary Mandate for Business?"

**Division:** Undergraduate

**Audience:** Darden Restaurants CEO Gene Lee and Senior Management Staff

## Outline of Presentation

Introduction and Background  
Stakeholders  
Financial Issues  
Legal Issues  
Ethical Considerations  
Recommendations

## Executive Summary

The coronavirus pandemic has caused havoc in the lives of many across the United States. However, the COVID-19 vaccine is being distributed across the nation and many Americans are taking it each day. It is perhaps the solution to ending the deadliness of the virus and the answer to how life can return to normal. However, many have concerns about taking the vaccine for many reasons, including religious beliefs and personal health. Keeping this in mind, many businesses, including Darden Restaurants Inc., must decide to what extent they should use their influence to promote vaccinations. Specifically, should Darden mandate the vaccine for all its employees? This decision involves thoughtful evaluation, including review of financial, legal, and ethical considerations.

Top Hat Consulting advises Darden Restaurants to take a hybrid approach to this ethical dilemma. Requiring employees to take the COVID-19 vaccine would create tension with employees who do not want to take it, causing potential terminations or employees leaving the company. However, the advantages of society embracing the vaccine are numerous and Darden's position as the industry leader could have a substantial influence on other businesses and communities. Our hybrid approach will incentivize employees by offering each employee six hours of paid leave to receive the vaccine. For employees who would not be comfortable taking the vaccine, they too can receive compensation by completing a coronavirus educational course online. With Darden's employees responding to one of these options, they will be making a significant contribution to creating a safer environment for our employees, for our customers, and for our company. Additionally, offering these choices promotes the ethical value of preserving human autonomy, agency, and respect for individual rights.