

Diamond City Consulting

<u>Team Member Name</u>	<u>Year</u>	<u>Major</u>
Liam Hackett	2025	Corporate Finance
Jacob Orosz	2024	Financial Investments
Nicholas Splain	2025	Marketing
Brandon Powell	2026	Accounting

Advisor(s): Dr. Kedir Tessema

Topic: Golden Arches and Growing Pains: Navigating the McDonald's Teenage Workforce

Audience: Board of Directors and Executive Suite of McDonald's

Executive Summary

In recent years, the economy has seen a labor shortage that has made it challenging for companies to find the workers they need to successfully run their business. McDonald's has utilized teenage workers, who are readily available, to fulfill their employment needs. This introductory employment opportunity provides the teenage workforce the opportunity to earn wages and obtain essential workplace experience throughout their employment.

However, these teenage employees' main focus is outside of work and in the classroom obtaining an education. This hierarchy of importance is being jeopardized by the need to fulfill labor hours, and is forcing young employees to work extensive hours that bring a negative correlation to their classroom success. It has been brought to our attention that multiple McDonald's locations have lacked institutional control over the practices in place regarding the safety and well-being of their teenage employees. Fulfillment of positions that are unfit of those with the experience and maturity levels of teenagers creates a hazardous workplace environment.

This brings us to the present day, where we have been asked to create a plan that includes financial, legal, and ethical considerations to help fix this problem. While McDonald's current practice of teenage employment isn't necessarily illegal, it certainly stretches the boundaries of what is ethical.

We have developed standards for best practices to implement within all McDonald's that would improve working conditions within the establishment and promote a company-wide agenda to ensure the safety of all employees. Additionally, we have developed a solution that establishes a tutoring program that would allow teenage employees to receive personalized help toward their schoolwork, ensuring that the teenage workforce is not left behind on their education. We conclude our proposal with the mentioned actionable strategies as a means to foster the community of young employees for the foreseeable future.