https://vcampbethel.blob.core.windows.net/public/Courses/OL\_3230/Unit\_3/FromTheGovernment.pdf

 1. In a narrative format, discuss the key facts and critical issues presented in the case.

2. Explain the dilemma for organizations that have particularly serious regulatory issues. How should Jay resolve the differences in requirements from the Federal agency, OSHA, versus the state?

3. Employing Porter's Five Forces model, analyze the industry niche of care for the mentally retarded. What specific conclusions can be drawn from your analysis?

4. Jay believes the required vaccinations would cost almost $30,000 a year, primarily due to his staff turnover rate, which is approximately 40%. Are there any suggestions you might have for Jay as to how he could reduce that turnover rate? Does the general environment model's socio-cultural segment offer any clues?