**Year 11 Practice Round Decisions**

**Compensation & Training:**

North America Facility

* Base Pay = +1% → 0%
* Incentive Pay = $1.00 → $0.00
* Fringe Benefits = $1500 → $0
* Supervisory Staff = 40 to 1 → 30 to 1

Asia-Pacific Facility

* Base Pay = +1%
* Incentive Pay = $0.50
* Fringe Benefits = $1500
* Supervisory Staff = 40 to 1

Branded Production

* Numbers of models (North America): 500

Production Facilities

* All new equipment, longer lifetime than refurbished

**Review for Next Year’s Decisions:**

* Investor Expectation Score (I.E.) is the most important score to keep track of.
* Look out then look in, Keep track of the market.
  + Don’t forget to *think long-term* rather than year-by-year
* Increase S.Q. rating (quality of the shoe). *Maintain or lower cost, increase quality* of the shoe.
* Don’t worry too much about ending cash and making it higher, but make sure you have cash at a comfortable position for the following year.
* We have a high rejection rate, probably due to low cost+quality. Walmart \*\*womp womp. *Decrease rejection rate*

**Year 11 Practice Round Decisions**

* Clearance on Y11 inventory
* Adjusted predictions

**Year 12 Practice Round Decisions**

**Internet Marketing**

Retail Price:

Europe-Africa: $72.00 → $74.00

Latin America: $72.00 → $74.00

**Distribution and Warehouse**

Branded Distribution:

North America Facility (North America Warehouse): 2760 pairs → 2650 pairs

North America Facility (Europe-Africa Warehouse): 1570 pairs → 1800 pairs

Asia-Pacific Facility (Europe-Africa Warehouse): 730 pairs → 742 pairs

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**Year 12 Official Round Decisions**

**Review for Year 12 Decisions**

* Look at financials to look at the story. What’s happening in the market? Are we overspending?
* What are the key success factors? Come up with 5 and review.

**Meeting Notes 2/15/24**

1. Increase models to get closer to F, crush the LA and AP market
2. Start a Private-Label for AP and NA
3. Reduce # of pairs sold in NA bc OVR market is over 2,000
4. Increase # of models/styles in NA and AP
5. Move free shipping for Europe (maybe)
6. Lowered the incentive pay by 1,000
7. Decreased Best Practice Training in AP
8. Lowered price per pair in NA
9. Decreased Best Practice Training in NA
10. Superior Materials increase in NA, decrease in AP
11. Buying new production in AP | selling old, buying new (No upgrades bc we don’t have cash?)
12. NA will send to NA and EA, AP will send to LA and AP (pairs to be shipped from facility)
13. 25% inventory clearance in AP
14. All markets decreased in search engine advertising
15. Free Shipping for NA and EA
16. Same retail price in NA and EA, LA and AP went down in retail price
17. Wholesale price to retailers went down in LA, AP, EA, and NA
18. Decrease brand advertising in NA and EA, AP and LA stay the same
19. All markets are dropping in delivery time
20. Private-Label Superior Materials down to min of 30% in NA and AP
21. Contract Offers in AP (38) and NA (36)

**Year 13 Official Round Decisions**