



Source: *The New Republic*. <https://newrepublic.com/article/153046/stark-political-divide-tech-ceos-employees>, Feb. 7, 2019

Illustration by Alex Nabaum

## Background

You are an intern at a technology-based company. You've been asked by your supervisor to provide your thoughts on the following situation.

An article published in the *Los Angeles Times* describes the internal organizing activities of engineers at several well-known companies, including Slack, Google, Microsoft, and Facebook to raise concerns about these company's use of its technologies, contracts with other organizations and overall policies. Most recently, Amazon employees have raised concerns about unsafe working conditions for warehouse workers during the COVID-19 pandemic.

Your company wants to understand the issues surrounding this trend and is asking everyone from VPs to lawyers to interns to offer their thoughts. Your supervisor has identified you to participate by providing a 2-page memo that reviews the emergence of employee activism in the tech world and provides recommendations for the company.

What are the best strategies for a company to both support the societal concerns of its workforce while at the same time, pursuing business opportunities? Do your best to avoid generic thoughts when exploring this tension. Note: you are not writing to either advocate or criticize this trend. Rather you are an observer, providing relevant description and recommendations.

## Overview

Write a 750-1,000 word memo. This is about 2 pages, single spaced with headings. Here's a suggested structure for your memo:

- Brief overview of high-tech employee activism

- Analysis supported by specific discussion of employee activism at Amazon. A few articles are in the D2L supplementary resources folder for background. (One article describes recent developments at Amazon where shareholders voted down proposals submitted by employees. The second article details the activities of employees who decided to defy Amazon's external communication policy).
- Brief recommendations for your company. What do they need to understand and monitor to stay informed about this trend? How best can the company support open discussion between employees and executives about their tech developments and clients?

### **Citations and Source Material**

Although this is an internal document, not an academic research paper you need to use credible source material that is properly referenced (at least 3 standard publications: newspapers, magazine, books that are not the articles in the D2L supplementary materials folder. Do not cite blogs, websites or non-credible sources such as Wikipedia).

Citations should be included in the paper and listed at the end in a bibliography. You may use any standard system for citing material: APA, MLA, IEEE, etc. Look up one of these formats online to see the proper forms for citing your reference material.

### **Specifications**

- Opening includes overview of memo
- Concise overview, analysis and recommendations
- Thoughtful discussion of the issue, useful recommendations
- Audience-appropriate tone (professional, not overly informal)
- Proper citing of materials (at least 3 references)
- Formatting: single-spaced short paragraphs, double space between paragraphs, use informative headings

Contact your grading consultant if you have an issue turning in your memo on time and need to request an extension.