[Your Name]

[Instructor Name]

[Course Number]

[Date]

Business and Management

**Answer # 1**

**Bill Swanson**

Based on the case and information available about the case, the punishment of Bill Swanson was the downward modification of the compensation and retirement package. In addition to it and in case of business ethics, the way he and his reputation and career got damaged and harmed was another punishment for him. This was an ethical and natural punishment that hit him because of his act done.

**Punishment**

The punishment of downward modification of compensation and retirement and package could be considered appropriate punishment. But it had not to be ignored that legal actions had to be taken against him. So that others were keeping themselves away from such acts.

**Answer # 2**

**Wal-Mart’s Gender Discrimination**

Several evidences can be found which finds that Wal-Mart engages in gender discrimination. The one and most common and highly know is the lawsuit filed by around 100 current and former workers of Wal-Mart against the store, that they are paying for unequal pay while facing the issues of lack of opportunity. Beyond this, another evidence is the complaint of Stephanie Odle due to which she had been fired by the company. In this claim, she claimed that Wal-Mart is engaged in Sex Discrimination. In the case, she (assistant manager) found that the company is engaged in a higher payment to male employees who serve on the same position while having less experience than her, but still getting paid for higher salaries than her. She claimed that the male employees on the same position with less experience were making $10,000 a year which is more than what she makes. Furthermore, according to the Equal Employment Opportunity Commission, Wal-Mart had been found discriminated against 178 female workers by paying less than men and denying promotions due to their gender.

**Defenses of Wal-Mart**

1. The first defense is that the Wal-Mart spokesperson “Randy Hargrove” reported that Wal-Mart had not experienced a positive experience of millions of women working at Wal-Mart.

But, based on my perception, this could not be ethically a defensible defender about the case.

1. Another defense of the company was to ensure and communicate to everyone that the company ensures a better corporate culture that is one that promotes equal opportunity and fairness as well as auditing everything such as pay and promotion policies.

Ethically, it can be a defensible defense because bringing changes is considered as the best possible solution to a problem or concern.