

Business Ethics Case Study Response

1. Define the term Ethical Dilemma.

An ethical dilemma is a situation in which an individual faces conflicting moral choices, where adhering to one ethical principle may result in the violation of another. It often involves a decision between two or more morally acceptable or unacceptable options, making it difficult to determine the right course of action.

2. Identify THREE (3) ethical issues faced by Mary in this situation.

1. Balancing personal financial interests against family loyalty and relationships.
2. Deciding whether to uphold business norms (minority share discount) or offer full value to a family member.
3. Choosing between long-term value preservation and short-term resolution of family conflict.

3. THREE (3) most significant ethical values at stake in Mary's decision:

1. Fairness: Mary must decide whether to treat Donald like any minority shareholder or give him full value because he is family.
2. Responsibility: Mary feels a duty to preserve the family business and its income-generating potential.
3. Integrity: Upholding ethical business practices, even when pressured by family loyalty, is a test of Mary's principles.

4. TWO (2) Primary and TWO (2) Secondary Stakeholders:

Primary Stakeholders:

1. Mary – Directly involved as CFO and shareholder, financially and emotionally impacted.
2. Donald – Wants to exit the business and is pushing for a buyout or sale.

Secondary Stakeholders:

1. Other shareholders (Sally and the cousins) – Will be impacted by the financial and relational outcome.
2. Government – Interested in the tax implications of any sale or buyout.

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Mintz



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