

## **Case Study #1**

Thomas travels out of state for a week to attend a professional development conference. He pays for all meals, cab rides, and incidentals out-of-pocket and later submits receipts for reimbursement. Upon his return he says he lost receipts for several meals totaling about \$130.

- What can an organization do to encourage Thomas to be more organized and maintain better records?
- What types of policies can an organization develop to prevent issues like Thomas experienced?

## **Case Study #2**

Identity theft is one of the fastest growing crimes in the United States. Individuals are often targets after a thief obtains three pieces of information – a name, date of birth, and social security number. However, organizations are increasingly targets for victims of identity theft too.

- What types of information could a criminal obtain from a Native organization to steal its identity or the identity of its employees?
- What kinds of practices and safeguards can a Native organization use to protect itself and its employees from identity theft?

## **Case Study #3**

A Native led non-profit offers a 403(b) retirement plan along with an employer match. Fewer than half of its employees choose to opt into the plan.

- Do you feel an organization has a responsibility to encourage its employees to participate in its 403(b), 401k, or other type of employer sponsored retirement plan? Why or why not?
- If so, what strategies can an organization develop to encourage employees to opt in?
- What strategies can an organization develop to educate employees about their basic investing needs such as risk tolerance, asset allocation, and diversification?

## **Case Study #4**

A Native led non-profit offers a small optional life insurance policy to employees.

- What type of employees are most likely to need a life insurance policy?
- Should the organization encourage those employees to purchase a life insurance policy? Why or why not?
- What strategies can an organization develop to educate employees about the role of life insurance in their overall financial wellbeing?