

# Test C1 Study Guide - Free PDF 2026 C1: Regulatory Environments for Compensation Programs First-grade Best Vce

**Impact** C1 – PRACTICE TEST 3

**VOCABULARY: Phrasal verbs**  
Choose the correct option (A, B, C or D) to complete the sentences.

1 The idea for this thriller came \_\_\_\_\_ from a visit to an old spooky house in the country as a small child.  
A over B back C across D about

2 Most people need to refer \_\_\_\_\_ their notes when giving a long technical presentation.  
A on B to C with D over

3 The council has done \_\_\_\_\_ with bins in public places, which is a serious issue for the environment.  
A away B out C off D back

4 A lack of self-confidence can often stem \_\_\_\_\_ an overly critical environment when growing up.  
A with B about C from D to

5 Many people do some home repairs, but don't mess \_\_\_\_\_ with the electric or gas, as mistakes can be dangerous.  
A over B about C back D across

6 I can't bear going to the dentist, but I've got a check-up tomorrow. I wish someone could get me \_\_\_\_\_ of it!  
A off B on C around D out

7 The builders had to redo the work on the roof because of the damage caused by the storm. It's set them \_\_\_\_\_ weeks.  
A off B back C up D to

8 A lot of time and energy has gone \_\_\_\_\_ this project so we are not going to give up on it now.  
A to B from C up D into

**VOCABULARY: Collocations**  
Choose the correct options to complete the sentences.

9 Many of the most famous **unanswered / unsolved** mysteries are about the disappearances of people in remote places.

10 While the candidate interviewed well, he didn't **meet / reach** all the criteria in terms of his experience, so we need to see more people.

11 Many famous people may **exude / leak** confidence, but this doesn't mean they feel that way inwardly. Famous people may have as much self-doubt as the rest of us.

12 This painting is in **deep / stark** contrast to his earlier work, which was more focussed on nature.

13 It isn't always easy to **light / strike** up new friendships, and this is often shown in how people feel lonely when they first move to a new town.

14 One of the most **distinctive / plausible** features of this property is the central courtyard, which is stunning and also cool in summers.

15 Using a **unique / ultimate** combination of essential oils and vitamins, our products will rejuvenate even the most lifeless hair.

16 Once children **reach** adolescence, they don't often **heed / mark** the advice of their parents, as they are searching for their own independence.

17 The police need to **demonstrate / determine** the facts of what happened before they start accusing anyone of a crime.

18 The **authentic / heartfelt** emotion in the president's resignation speech was clear for all.

19 The more he read about the environment, the more he **deepened / heightened** his understanding of how to reduce his own carbon footprint.

**VOCABULARY FILE**  
Complete the text with the words from the box.

armed compatible cry exception straightforward walks

I always thought that I was <sup>20</sup> \_\_\_\_\_ with a lot of confidence and I've wanted to travel the world and see different <sup>21</sup> \_\_\_\_\_ of life ever since I can remember. So, I decided to join the army when I was 18. It was a <sup>22</sup> \_\_\_\_\_ process; I applied and within two months, I was in the army at a base. It didn't take me long to realise my mistake. It was a far <sup>23</sup> \_\_\_\_\_ from what I'd imagined. I took <sup>24</sup> \_\_\_\_\_ to having to follow orders and I didn't last long. Perhaps I'm just not <sup>25</sup> \_\_\_\_\_ with a job where I don't feel I can do my own thing. I still want to travel, but now I'm looking to start my own business.

**GRAMMAR: Conjunctions**  
Choose the correct option (A, B or C) to complete the sentences.

1 Many people want to use social media less, \_\_\_\_\_ it requires such a lot of willpower.  
A whereas B yet C nor

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## **WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q11-Q16):**

### **NEW QUESTION # 11**

How are the compensation communication needs of managers different from those of individual employees?

- A. They tend to have more influence, so it is important to resolve any concerns they have quickly and efficiently.
- B. They aren't. Managers are concerned about their compensation also.
- **C. They are also responsible for merit increases, incentives and hiring so they have greater information needs.**
- D. They have more duties and responsibilities and are less likely to have the time to discuss compensation issues.

**Answer: C**

### **NEW QUESTION # 12**

Internal process metrics are most useful in which of the following situations?

- A. Determining employee satisfaction levels
- **B. Assessing how well the business is running**
- C. Measuring the financial success of the business
- D. Evaluating customer perceptions of products or services

**Answer: B**

### **NEW QUESTION # 13**

Regarding medical plans, what is the out-of-pocket maximum?

- A. The limit the member will be required to pay at each doctor visit
- **B. The most that the member will be liable for in relation to co-insurance**
- C. The maximum the plan will pay if the member is covered by another insurance plan
- D. The lifetime limit for benefits to any one employee

**Answer: B**

### **NEW QUESTION # 14**

Which of the following statements best describes defined contribution (DC) plans?

- A. They require complex actuarial calculations and assumptions.
- B. The benefit is based on a formula that considers pay and service.
- **C. The employee assumes the risk for the investments.**
- D. They generally provide better benefits to employees with longer service.

**Answer: C**

### **NEW QUESTION # 15**

Regarding fixed and variable costs, what are Finance's primary concerns?

- **A. Variable costs often have a heavier focus than fixed costs, which applies to all areas, including compensation.**
- B. Fixed costs are not a concern because they cannot be changed, so the focus is primarily on variable costs.
- C. Fixed costs and variable costs are equally important and both should be kept to a minimum.
- D. Fixed costs must be kept to a minimum, but variable costs can fluctuate since they tend to correlate with revenue.

**Answer: A**

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