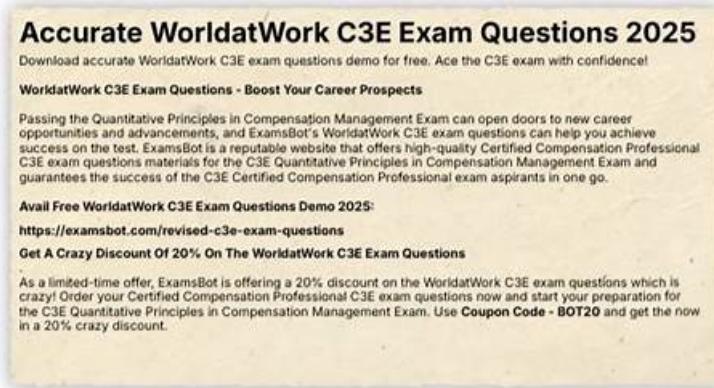


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To prepare for the C1 exam, candidates can take advantage of a variety of resources, including study materials provided by WorldatWork, online courses, and in-person training programs. C1 exam consists of multiple-choice questions and is administered in a proctored testing center. After passing the exam, professionals must maintain their certification by earning continuing education credits and staying up-to-date on new regulations and compliance requirements. Overall, the WorldatWork C1 certification is a valuable credential for compensation and benefits professionals who want to demonstrate their expertise and advance their careers.

WorldatWork C1 (Regulatory Environments for Compensation Programs) Exam is an essential certification for HR professionals who are involved in designing and implementing compensation programs. C1 Exam is designed to assess the knowledge and understanding of the regulatory environment that affects compensation programs. Professionals who pass C1 exam demonstrate their expertise in navigating complex compensation laws and regulations and their ability to design and implement compliant compensation programs.

The C1 Exam is designed to provide HR professionals with an understanding of the regulatory environment that governs compensation and benefits programs. C1 course covers a broad range of topics including labor laws, tax laws, benefit regulations, and employment contracts. The purpose of the C1 Exam is to equip compensation professionals with the knowledge and skills they need to navigate the complex regulatory landscape.

## WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q78-Q83):

**NEW QUESTION # 78**

Why are lump-sum increases generally used?

- A. To make up for benefits not provided by the organization
- **B. To control annual fixed costs from base pay adjustments**
- C. To reward employees under short-term incentive plans
- D. To elevate employees who are below the midpoint in the range

**Answer: B**

**NEW QUESTION # 79**

Which of the following acts is focused on employers with construction contracts with the government?

- A. McNamara-O'Hara Act
- B. Sherman Antitrust Act
- **C. Davis-Bacon Act**
- D. National Labor Relations Act

**Answer: C**

**NEW QUESTION # 80**

Which of the following best describes present value?

- **A. The desired value in the future and what needs to be invested today to realize that amount**
- B. The current value of holdings
- C. The current value of holdings and how much it will grow over time at a given rate of return
- D. The difference between the desired value in the future and the current value as a percentage of the desired value

**Answer: A**

**NEW QUESTION # 81**

What information do EEO posters provide to employees?

- **A. Laws and procedures for filing complaints**
- B. Laws and rules for employee polygraph protection
- C. Various federal minimum wage rules
- D. Employee rights under the H-2A Program

**Answer: A**

**NEW QUESTION # 82**

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

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

**Answer: C**

**NEW QUESTION # 83**

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There are more and more people to try their best to pass the C1 exam, including many college students, a lot of workers, and even many housewives and so on. These people who want to pass the C1 exam have regard the exam as the only one chance to improve themselves and make enormous progress. So they hope that they can be devoting all of their time to preparing for the C1 Exam, but

it is very obvious that a lot of people have not enough time to prepare for the important exam. Just like the old saying goes, the spirit is willing, but the flesh is weak.

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