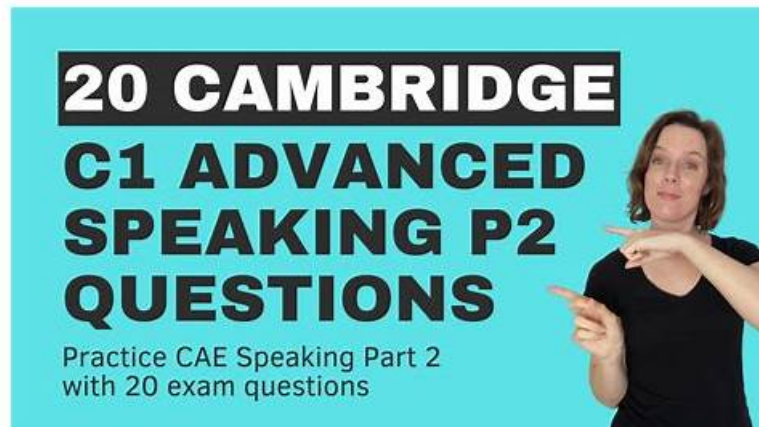


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WorldatWork C1 (Regulatory Environments for Compensation Programs) Exam is a certification program that focuses on the regulatory environments surrounding compensation programs. C1 exam is designed to test the knowledge and skills of compensation professionals, HR managers, and anyone involved in the development, implementation, and management of compensation programs.

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Earning the WorldatWork C1 Certification demonstrates that the candidate has a deep understanding of the regulatory environment of compensation programs, and is able to apply this knowledge to create effective compensation programs that comply with relevant laws and regulations. Regulatory Environments for Compensation Programs certification is highly valued by employers and can lead to career advancement opportunities for professionals in the field of compensation and benefits.

## WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q62-Q67):

### NEW QUESTION # 62

Which of the following best describes the most likely perspectives of different groups in the organization that compensation professionals must be aware of?

- A. Operating departments and HR understand the company must live within its means and Finance cannot allocate funds to a budget if it is likely that profitability will be adversely affected.
- B. Operating departments view compensation as it applies to them, HR must balance available resources to attract, retain and motivate employees and Finance knows the value of a motivated workforce and will provide the budget necessary to achieve it.
- C. Investors want to maximize gains and want to see compensation tightly controlled and Legal needs to ensure that compensation plans do not attract undue scrutiny.
- D. Investors and Finance want to see money spent wisely. Legal must ensure compliance, and HR and operating departments want to see their needs taken into account to attract, retain and motivate a high quality workforce.

**Answer: D**

**NEW QUESTION # 63**

Upon which criterion are step increases typically based?

- A. Individual performance
- B. Skills
- C. Market adjustment
- **D. Longevity**

**Answer: D**

**NEW QUESTION # 64**

What are usual, customary and reasonable charges (UCR)?

- A. The charges that are allowable for any given medical procedure with no pre-treatment authorization
- B. The charges that are typically paid up front by a plan participant for services rendered.
- **C. The charges that an insurance carrier determines are normal for a particular medical procedure within a specific geographical area**
- D. The charges that are published annually in the Global Insurers' Medical Cost Comparison Guide

**Answer: C**

**NEW QUESTION # 65**

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

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

**Answer: B**

**NEW QUESTION # 66**

What information do EEO posters provide to employees?

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

**Answer: D**

**NEW QUESTION # 67**

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