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Part 1

You will hear three different extracts. For questions 1 – 6, choose the answer (A, B or C) which fits best according to what you hear. There are two questions for each extract.

Extract One

You hear two friends discussing the topic of marketing.

1 Which aspect of college publicity material do the friends disagree about?

- A how useful the environmental rating system is
- B how well the different courses are described
- C how visually attractive the brochures are

2 In the woman's opinion, companies link themselves with charities in order to

- A boost their profits.
- B improve their image in society.
- C distract attention away from other issues.

Extract Two

You hear two friends talking about ways of keeping fit.

3 What is the woman's criticism of exercising in gyms?

- A Members get limited access to the facilities.
- B The membership cost is too high for the services offered.
- C It encourages exercise habits that lead to unhealthy lifestyles.

4 How does the man respond to his friend's criticism?

- A He objects to her making sweeping generalisations about gyms.
- B He questions the value of excessive gym attendance.
- C He suspects she'd enjoy a different type of gym.

Extract Three

You hear a woman telling a friend about living in her capital city as a student.

5 What is she doing during the conversation?

- A admitting to regrets about her choice of place to study
- B complaining about challenges she's had to face
- C expressing her admiration for people in the city

6 Why does the man give the example of trees?

- A to support her main point
- B to present a counter-argument to hers
- C to express a reservation about her interpretation

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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q24-Q29):

NEW QUESTION # 24

Under the Equal Pay Act, which is an acceptable defense to justify differences between the rates of pay for men and women assigned to the same job?

- A. The women are all graduates of the most prestigious schools, and graduates from those schools command higher salaries.
- **B. The differential is due to the fact that the men have more seniority with the employer.**
- C. All of the women have some professional certification or registration, whereas none of the men have comparable credentials.
- D. The male employees have substantially more education than the female employees.

Answer: B

NEW QUESTION # 25

Which of the following might be an example of the influence of the Americans with Disabilities Act on compensation?

- A. Special promotion requirements must be developed for the disabled employee
- B. Companies must conduct pre-employment medical exams on all new employees
- **C. Job descriptions must be written to ensure they cover the critical functions of the job**
- D. Companies should determine pay based on physical skills

Answer: C

NEW QUESTION # 26

What information do EEO posters provide to employees?

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

Answer: B

NEW QUESTION # 27

Which of the following best describes severance allowances?

- A. A practice of paying a lump sum to employees during a company shutdown
- **B. A continuation of an employee's salary after termination**
- C. A continuation of a portion of an employee's salary to a beneficiary after the death of an employee
- D. A portion of one's salary paid during reserve duty and military leave

Answer: B

NEW QUESTION # 28

Why are lump-sum increases generally used?

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

Answer: A

NEW QUESTION # 29

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