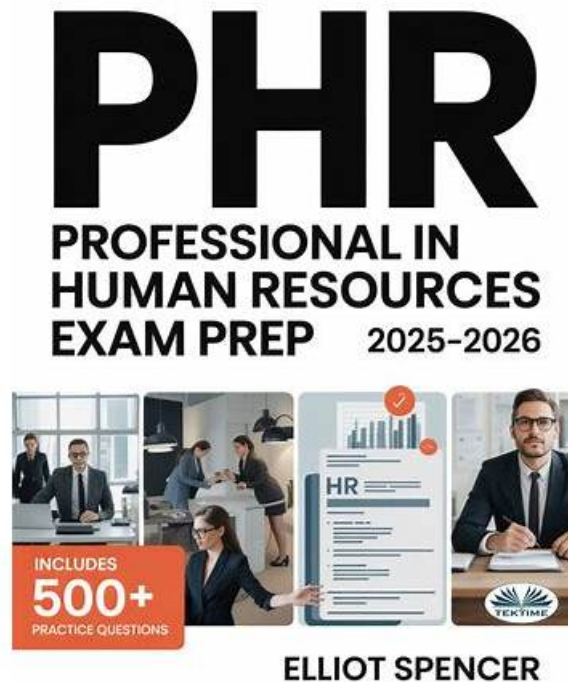


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HRCI Professional in Human Resources Sample Questions (Q108-Q113):

NEW QUESTION # 108

What is the compa-ratio for an employee that earns \$75,000 per year, but the midpoint for the role is \$85,000 per year?

- A. 1.88
- B. 113 percent
- **C. 88 percent**
- D. \$10,000 difference

Answer: C

NEW QUESTION # 109

HR Professionals must recognize types of unlawful discrimination to be in compliance with US law. One type of discrimination is disparate treatment. Which one of the following is the best definition of disparate treatment?

- A. When an employer creates a quid pro quo status based on an employee's rebuttal of unwelcome sexual advances.
- B. When an employer treats all applicants the same regardless of their race, color, sex, religion, national origin, age, disability, or military or veteran status.
- C. When an employee treats other employees differently based on their past work efforts.
- **D. When an employer treats a candidate differently based on the person's race, color, sex, religion, national origin, age, disability, or military or veteran status**

Answer: D

NEW QUESTION # 110

Your organization has a retirement benefits plan that is covered by ERISA . Under ERISA, which of the following is your organization required to do for the plan participants?

- **A. Provide each participant with plan information, specifically about the features and funding of the plan through a summary plan description at no cost.**
- B. Provide each participant with monthly plan information, specifically about the features and funding of the plan through a summary plan description at no cost.
- C. Provide each participant with monthly plan information, specifically about the features and funding of the plan through a summary plan description at no more than \$7 per participant, per month.
- D. Provide each participant with plan information, specifically about the features and funding of the plan through a summary plan description at a cost of no more than \$7 per participant, per year.

Answer: A

NEW QUESTION # 111

The employee's 401(k) benefits will:

- A. Pause during the full period of active duty
- B. Be taxable once active duty commences
- **C. Continue vesting for the full period of active duty**

Answer: C

Explanation:

Under USERRA, employees' vesting in pension plans, including 401(k), must continue during military service as if they had remained continuously employed. No break in service occurs for vesting purposes.

"An employee's military leave must not result in a loss of pension or retirement plan benefits, including vesting, as if continuously employed." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Pension and Retirement Protections under USERRA)

You are a HR Professional for your organization. You have presented an idea to your staff. The staff members then discuss their ideas based on your presentation. All of the ideas are recorded and collectively ranked from most important to least important (or some other ordinal scale). Through this process a selection or forecast can be made for the organization. What forecasting technique have you used in this scenario?

- Answer: B**

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