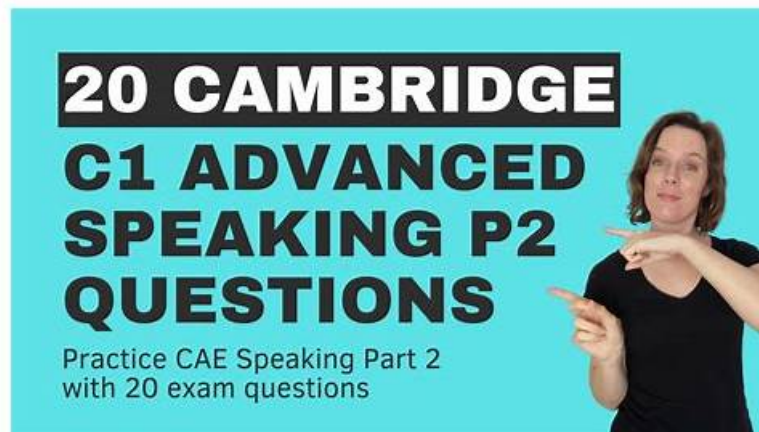


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q45-Q50):

NEW QUESTION # 45

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

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

Answer: A

NEW QUESTION # 46

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 # 47

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

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

Answer: A

NEW QUESTION # 48

Which employees are covered by the National Labor Relations Act?

- A. City, state and federal government employees
- B. Airline and railroad employees
- C. Employee who work for companies that sell goods in various states

Answer: C

NEW QUESTION # 49

Which of the following best describes present value?

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

Answer: C

NEW QUESTION # 50

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