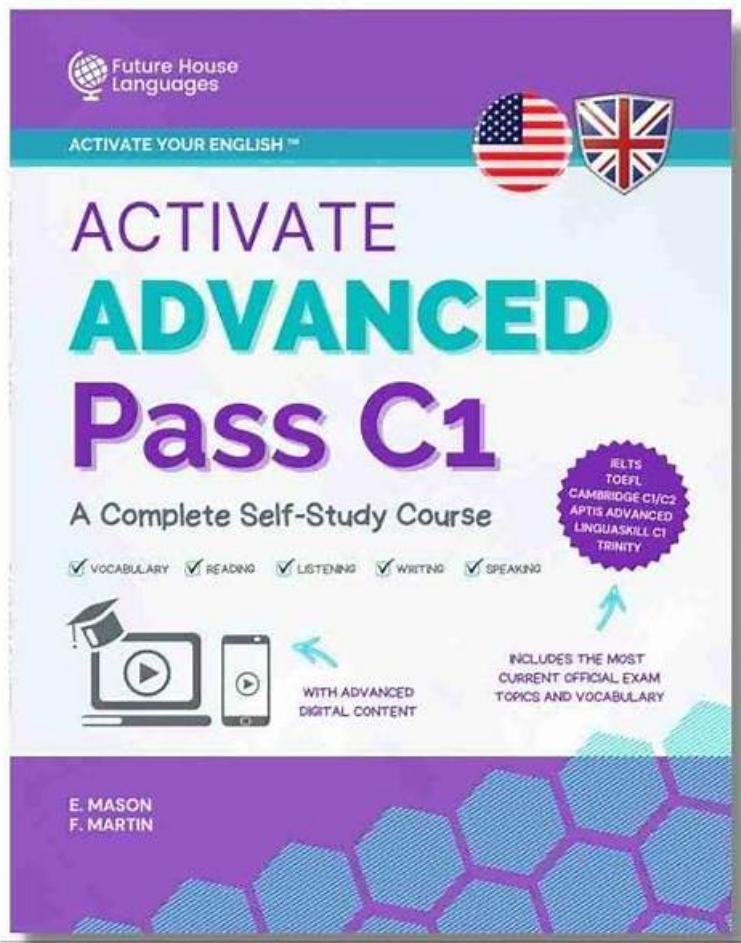


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q56-Q61):

NEW QUESTION # 56

The XYZ Company opened a new manufacturing facility with a capital investment of 10,000,000. The cost to obtain the capital was 8%. In its first year of operations, the facility's net operating profit after taxes was 10,500,000. What was the economic value added (EVA) using the EVA formula?

- A. 840,000
- B. **9,700,000**
- C. 500,000
- D. 8,000,000

Answer: B

NEW QUESTION # 57

Employer-sponsored death benefits are most commonly based on which of the following?

- A. The size of the employee's family
- B. The employee's health history
- C. **The employee's annual salary**
- D. The employee's premium contributions

Answer: C

NEW QUESTION # 58

Which of the following is the earnings available to equity owners after paying debt and taxes?

- A. Operating profit
- B. **Net income**
- C. EBIT
- D. EPS

Answer: B

NEW QUESTION # 59

What is the top line or starting point of an organization's income?

- A. Gross profit
- B. Operating profit
- C. Net income
- D. **Revenue**

Answer: D

NEW QUESTION # 60

How do commissions typically differ from annual incentives for non-executive employees?

- A. They are offered to motivate employee performance.
- B. They are based on a predetermined performance and reward schedule.
- C. They are intended to align the interests of the employee with those of the organization.
- D. They tend to make up the larger portion of an employee's total compensation.

Answer: D

NEW QUESTION # 61

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