

# Quiz 2026 High Hit-Rate C1: Regulatory Environments for Compensation Programs Authentic Exam Questions

**NLRB and Employee Participation**

- 1** Electromation: employee participation
  - Employee group or bargaining unit
  - Employer control or interference
- 2** Keeler Brass: reaffirmation

**WorldatWork**  
Total Rewards Association

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**>> C1 Authentic Exam Questions <<**

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## WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q67-Q72):

### NEW QUESTION # 67

Regarding medical plans, what is the out-of-pocket maximum?

- A. The maximum the plan will pay if the member is covered by another insurance plan
- B. **The most that the member will be liable for in relation to co-insurance**
- C. The lifetime limit for benefits to any one employee
- D. The limit the member will be required to pay at each doctor visit

**Answer: B**

#### NEW QUESTION # 68

To establish disparate treatment in violation of Title VII of the Civil Rights Act of 1964, an employee must prove that the employer intentionally maintains the pay disparity because the employee is a member of a protected class and which of the following?

- A. He or she is paid less than employees who are not members of the same protected group.
- B. The employer maintains a wage disparity between employees who do unequal, but comparable work.
- C. He or she receives a lower wage than a co-worker of the opposite sex.

**Answer: A**

#### NEW QUESTION # 69

Which of the following documents is a requirement of the FLSA for all nonexempt employees?

- A. Records on hours worked and wages paid
- B. Copies of pay stubs
- C. Copies of employee W-2s
- D. Discharge notices stating reason for discharge

**Answer: A**

#### NEW QUESTION # 70

The concept of bona fide occupational qualifications has most direct relevance to which of the following components of employee compensation programs?

- A. Performance evaluations
- B. Job specifications
- C. Job descriptions
- D. Salary surveys

**Answer: B**

#### NEW QUESTION # 71

Which of the following are the two primary elements of benefits?

- A. Defined contribution and defined benefits plans
- B. Unemployment and disability
- C. Pay for time not worked and income protection programs
- D. Mental health coverage and health care coverage

**Answer: C**

#### NEW QUESTION # 72

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