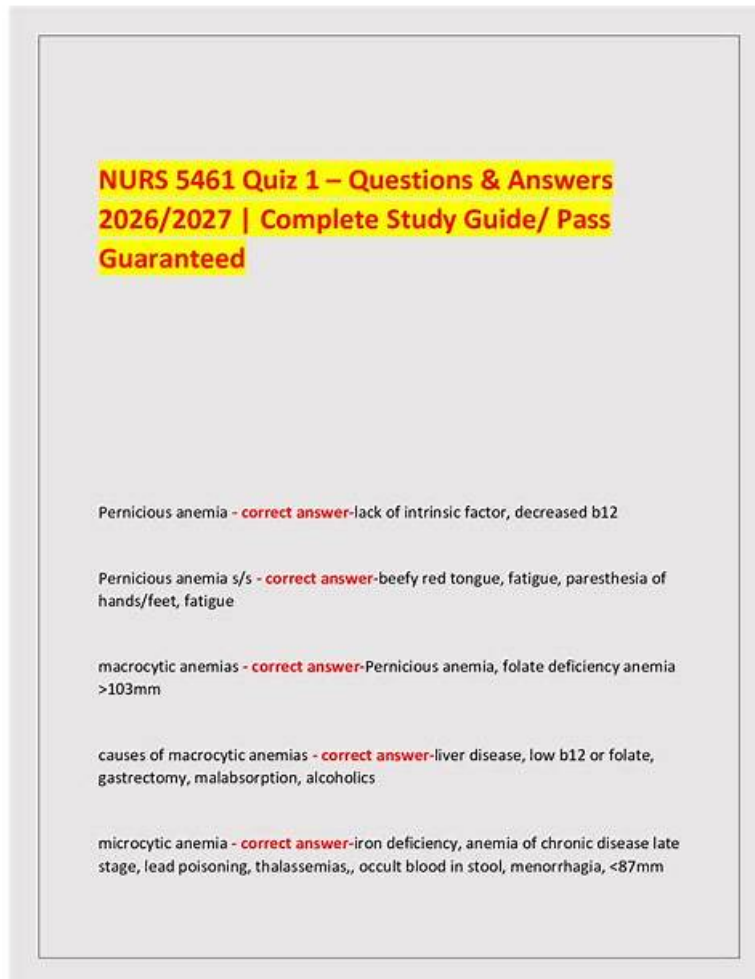


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q80-Q85):

NEW QUESTION # 80

Which of the following acts is focused on employers with construction contracts with the government?

- A. McNamara-O'Hara Act
- **B. Davis-Bacon Act**
- C. National Labor Relations Act
- D. Sherman Antitrust Act

Answer: B

NEW QUESTION # 81

What best describes what forecasting helps the organization to do?

- A. Withhold payroll taxes for all elements of compensation
- B. Anticipate future capital needs by determining when the organization will enter the next phase of the business lifecycle
- **C. Recognize possible issues and concerns that will drive budget planning**
- D. Prepare quarterly and annual reports and their associated statements

Answer: C

NEW QUESTION # 82

Which of the following best describes severance allowances?

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

Answer: B

NEW QUESTION # 83

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

Answer: A

NEW QUESTION # 84

Which of the following is the best example of applying business acumen to data analysis?

- A. Providing quarterly incentive estimates for accruals
- B. Reviewing historical trends to complete annual budgets
- C. Compiling data needed to calculate salary budgets and merit increases
- D. Identifying trends and key messages emerging over time

Answer: D

NEW QUESTION # 85

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