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## HRCI Professional in Human Resources Sample Questions (Q96-Q101):

### NEW QUESTION # 96

Your organization employees 475 people and you are the HR Professional for the organization. You're teaching your staff about the EEOC laws and the rights your employees have under these laws. In your state what term is assigned by the EEOC to the local offices that enforce the EEOC laws and any local or state anti-discrimination laws?

- A. Labor offices
- B. Workers Rights Agencies
- C. Fair Employment Practices Agencies
- D. EEOC offices

**Answer: C**

### NEW QUESTION # 97

COBRA, the Consolidated Omnibus Budget Reconciliation Act, requires some organizations to offer continuation of group health care coverage to employees and family members based on certain qualifying events. How many employees must exist within an

organization for COBRA requirements to be enforced?

- A. 0
- B. 1
- C. 2
- D. 3

**Answer: C**

#### NEW QUESTION # 98

When responding to an EEOC claim of discrimination, HR's primary concern should be to demonstrate that the organization:

- A. Has been consistent in past practice with similarly-situated employees.
- B. Was not aware of the alleged discriminatory action.
- C. Had a legitimate, non-discriminatory reason for taking the action in question.
- D. Could not reasonably be expected to have known that the action in question was discriminatory.

**Answer: C**

Explanation:

The best defense against an EEOC claim is to prove that the employer had a legitimate, non-discriminatory business reason for its action. Showing this shifts the burden of proof back to the complainant.

Official Extract:

"In responding to discrimination charges, employers should demonstrate legitimate, non-discriminatory reasons for employment decisions supported by consistent documentation." (Source: HRCI PHR Content Outline 2024-2025, Employee and Labor Relations Section, Discrimination Laws Compliance)

#### NEW QUESTION # 99

An organization stays abreast of major changes in related industries through:

- A. Forecasting.
- B. Due diligence.
- C. Environmental scanning.
- D. Benchmarking.

**Answer: C**

Explanation:

Environmental scanning is the process of systematically monitoring external factors - such as industry trends, economic shifts, technology, and competitors - to proactively adapt business strategies.

Official Extract:

"Environmental scanning involves assessing external factors that may affect organizational performance, including market trends, competitor analysis, and industry developments." (Source: HRCI PHR Content Outline 2024-2025, Business Management Section, Strategic Environmental Analysis)

#### NEW QUESTION # 100

You are completing a Form I-9 with a newly hired employee. Which one of the following documents is not allowed as a proof of identity and employment eligibility for the newly hired employee?

- A. Driver's license
- B. Expired US passport
- C. Unexpired reentry permit
- D. Certificate of naturalization

**Answer: A**

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