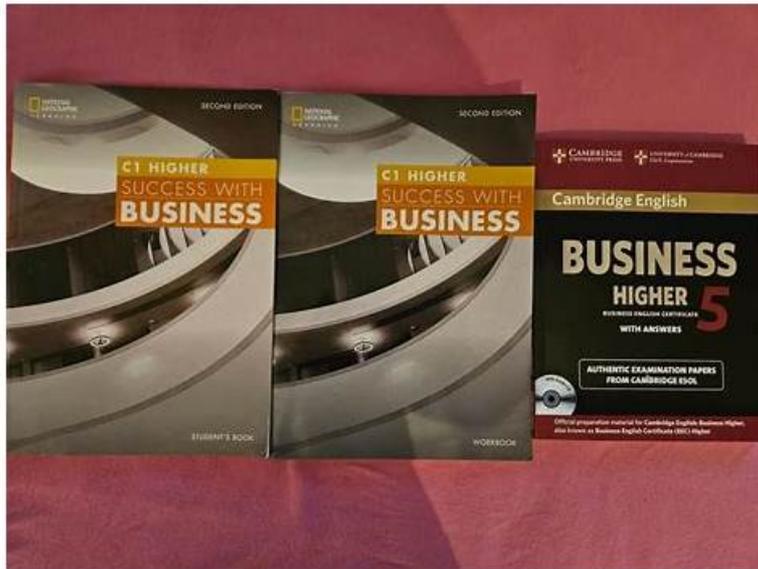


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WorldatWork C1 exam covers an extensive range of topics including federal, state, local, and international laws and regulations that impact compensation programs. It covers areas such as wage and hour laws, equal pay laws, employment-at-will, discrimination and harassment laws, and the Affordable Care Act. In addition, C1 exam also covers topics such as FLSA classification, benefits structures, and executive compensation regulations.

WorldatWork C1 (Regulatory Environments for Compensation Programs) Certification Exam is designed to assess an individual's knowledge and understanding of the legal and regulatory environment that governs compensation programs. C1 exam is intended for professionals who are responsible for designing, implementing, or administering compensation plans and programs within organizations.

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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q38-Q43):

NEW QUESTION # 38

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

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

Answer: C

NEW QUESTION # 39

Who enforces Title VII of the Civil Rights Act of 1964?

- A. The Wage and Hour Division of the Department of Labor
- **B. The Equal Employment Opportunity Commission**
- C. The National Civil Rights Commission
- D. The Office of Federal Contract Compliance

Answer: B

NEW QUESTION # 40

Which of the following is typically considered a health care benefit?

- A. Defined benefit plan
- B. Death benefits
- **C. Vision plan**
- D. Defined contribution plan

Answer: C

NEW QUESTION # 41

Which of the following is an example of a reasonable accommodation?

- A. Creating a new position in the company
- **B. Job restructuring**
- C. Creating a separate area for the disabled employee to work
- D. Providing a pre-employment medical exam

Answer: B

NEW QUESTION # 42

Which of the following best describes a factor that has influenced the growth and change in benefits?

- A. Decreasing costs are causing growth in the numbers of benefits employers offer.
- B. There is a decreasing number of females in the workforce.
- **C. Employees are expressing a greater desire for choice in their benefits.**
- D. Employees have longer career expectations.

Answer: C

NEW QUESTION # 43

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