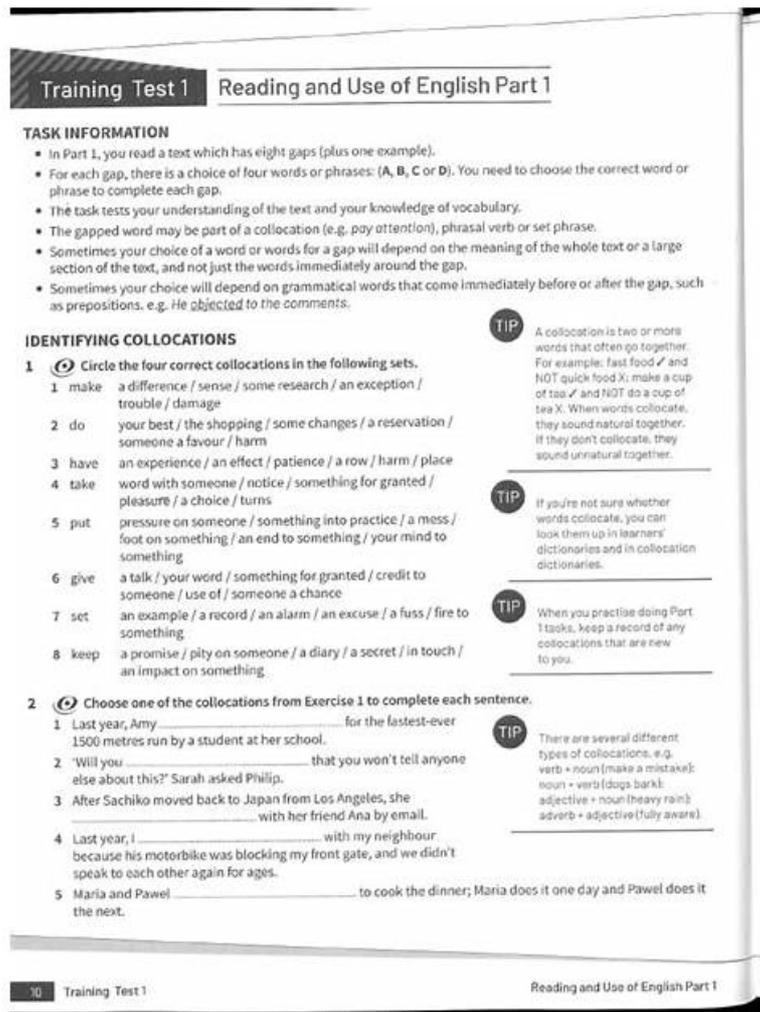


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WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q24-Q29):

NEW QUESTION # 24

Which of the following best describes a form of base pay that is a fixed weekly, biweekly or monthly payment?

- A. Bonuses
- **B. Salary**
- C. Piece rate
- D. Hourly rate

Answer: B

NEW QUESTION # 25

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

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

Answer: D

NEW QUESTION # 26

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

Answer: C

NEW QUESTION # 27

Upon which criterion are step increases typically based?

- A. Skills
- **B. Longevity**
- C. Individual performance
- D. Market adjustment

Answer: B

NEW QUESTION # 28

Regarding compensation communications with executives, where do they tend to need the greatest level of understanding?

- **A. In the overall program objectives**
- B. In the differences in pay levels for the different levels of the organization
- C. In the methods and processes used to make pay decisions
- D. In the details of their individual compensation packages

Answer: A

