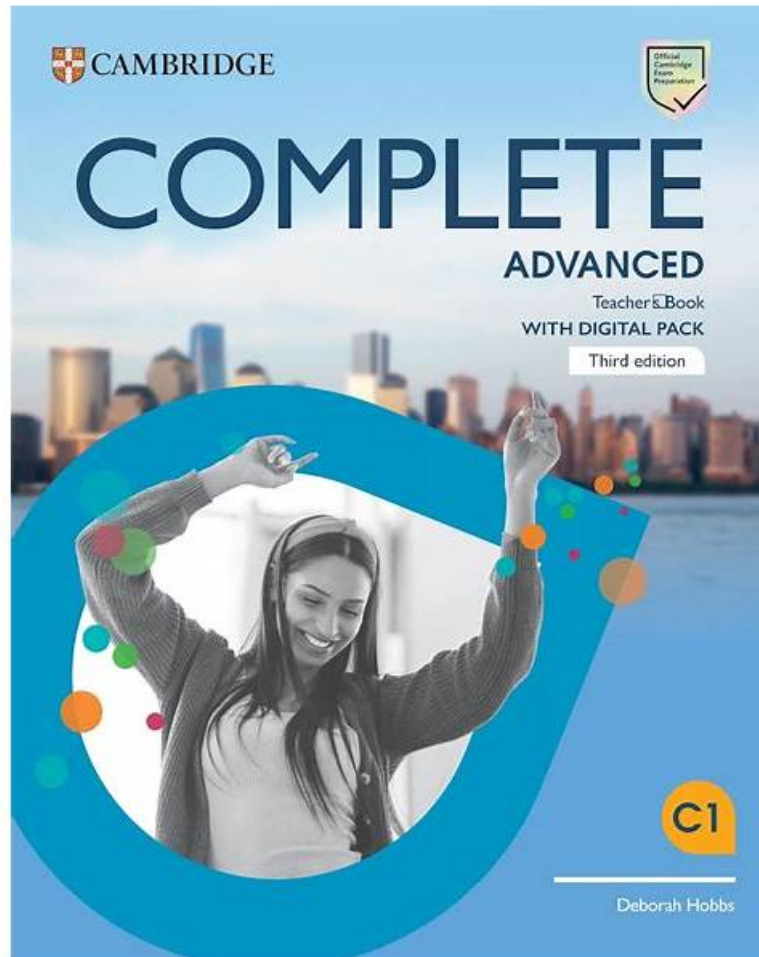


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The C1 Exam covers a range of topics related to compensation regulations, including the Fair Labor Standards Act (FLSA), the Employee Retirement Income Security Act (ERISA), the Affordable Care Act (ACA), and other federal and state laws and regulations. Candidates are expected to have a deep understanding of these laws and how they impact compensation programs in different industries and organizations. They are also expected to have the ability to design and implement compensation programs that comply with these regulations while also aligning with organizational goals and objectives.

WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q45-Q50):

NEW QUESTION # 45

Which statement is most accurate regarding the effect of taxation on the benefits that employers offer?

- A. Taxation has no effect on employee benefits; employers offer benefits for competitive reasons only.
- B. Taxation is the primary reason that employers offer benefits; in the absence of tax incentives, employers would be unlikely to offer them.
- **C. Taxation affects the level of benefits offered, the source of benefits and the employer/employee cost-sharing basis.**

Answer: C

NEW QUESTION # 46

What best describes the primary purpose of budgeting?

- A. Limiting spending to a fixed percentage of organizational revenue
- B. Complying with local legislation and maintaining accurate records to prepare financial reports and tax documents
- **C. Making choices about spending based on expectations of performance**
- D. Increasing profitability of the business annually to maximize shareholder/owner value

Answer: C

NEW QUESTION # 47

Which type of base pay is typically based on an individual employee's rate of production?

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

Answer: C

NEW QUESTION # 48

Which of the following best describes the most likely perspectives of different groups in the organization that compensation professionals must be aware of?

- A. Operating departments view compensation as it applies to them, HR must balance available resources to attract, retain and motivate employees and Finance knows the value of a motivated workforce and will provide the budget necessary to achieve it.
- **B. Investors and Finance want to see money spent wisely. Legal must ensure compliance, and HR and operating departments want to see their needs taken into account to attract, retain and motivate a high quality workforce.**
- C. Operating departments and HR understand the company must live within its means and Finance cannot allocate funds to a budget if it is likely that profitability will be adversely affected.
- D. Investors want to maximize gains and want to see compensation tightly controlled and Legal needs to ensure that compensation plans do not attract undue scrutiny.

Answer: B

NEW QUESTION # 49

What is the top line or starting point of an organization's income?

- A. Gross profit
- **B. Revenue**
- C. Net income
- D. Operating profit

Answer: B

NEW QUESTION # 50

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