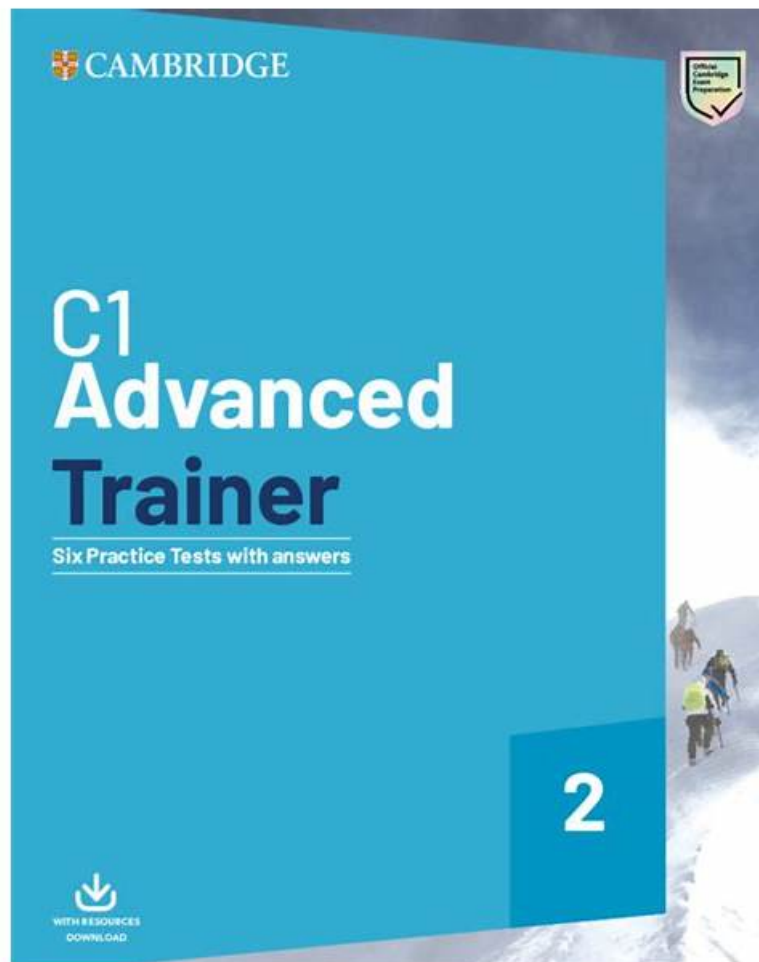


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## WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q11-Q16):

### NEW QUESTION # 11

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

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

**Answer: B**

### NEW QUESTION # 12

Which of the following acts redefines guidelines for disparate impact cases?

- **A. Civil Rights Act of 1991**
- B. Age Discrimination in Employment Act
- C. Vocational Rehabilitation Act
- D. Americans with Disabilities Act

**Answer: A**

### NEW QUESTION # 13

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 affects the level of benefits offered, the source of benefits and the employer/employee cost-sharing basis.**
- C. Taxation is the primary reason that employers offer benefits; in the absence of tax incentives, employers would be unlikely to offer them.

**Answer: B**

### NEW QUESTION # 14

How does the Fair Labor Standards Act require employers to pay their nonexempt employees?

- **A. Time and a half for all hours worked over 40 in the workweek**
- B. Time and a half for all hours worked over 8 in the workday
- C. Double time for time worked on Sunday
- D. Double time for work on Saturday

**Answer: A**

### NEW QUESTION # 15

Who are you most likely to hear from if there are questions about an employee's compensation?

- A. The employee
- B. The employee's department head
- **C. The employee's manager**
- D. A concerned co-worker

**Answer: C**

### NEW QUESTION # 16

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