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## WorldatWork Regulatory Environments for Compensation Programs Sample Questions (Q73-Q78):

### NEW QUESTION # 73

Which of the following scenarios best describes a contract worker?

- A. A technician who works a scheduled shift and performs tasks as assigned according to specifications.
- **B. A computer programmer who telecommutes, uses her own equipment and works for multiple employers**
- C. An accounts payable specialist who works at the company site utilizing an internal A/P system and pays vendors according to company procedures.

**Answer: B**

### NEW QUESTION # 74

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

- A. Death benefits
- B. Defined benefit plan

- C. Defined contribution plan
- **D. Vision plan**

**Answer: D**

#### NEW QUESTION # 75

What type of equity incentive gives employees the right to purchase company shares at a specified price?

- A. Restricted stock/shares
- B. Performance units
- C. Stock/share grants
- **D. Stock/share options**

**Answer: D**

#### NEW QUESTION # 76

Regarding presentations to executives, which of the following is most accurate?

- **A. Keep them brief**
- B. Include all details related to the issue
- C. Leave backup data out of the presentation so there is time to develop an effective response to unexpected questions
- D. Use multiple media

**Answer: A**

#### NEW QUESTION # 77

Upon which criterion are step increases typically based?

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

**Answer: D**

#### NEW QUESTION # 78

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