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QUESTION 1

When using a market pricing approach to build a base pay structure, what percentage of job content should typically be similar for a job match to be considered good for benchmarking purposes?

- A. 10% or more
- B. 30% or more
- C. 50% or more
- D. 70% or more.

Correct Answer: D

QUESTION 2

Which of the following statements best describes defined contribution (DC) plans?

- A. They require complex actuarial calculations and assumptions.
- B. The benefit is based on a formula that considers pay and service.
- C. They generally provide better benefits to employees with longer service.
- D. The employee assumes the risk for the investments..

Correct Answer: D

QUESTION 3

Which of the following best describes severance allowances?

- A. A portion of one's salary paid during reserve duty and military leave
- B. A practice of paying a lump sum to employees during a company shutdown
- C. A continuation of an employee's salary after termination
- D. A continuation of a portion of an employee's salary to a beneficiary after the death of an employee

Correct Answer: C

QUESTION 4

A medical benefits plan provision ensuring that the correct plan is paying expenses when the member is covered under more than one plan is known as what?

- A. Deductible



- B. Coinsurance
- C. Coordination of benefits
- D. Out-of-pocket expenses.

Correct Answer: C

QUESTION 5

Cash compensation is a reward intended to provide what type of motivation?

- A. Intrinsic
- B. Extrinsic

Correct Answer: B

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