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QUESTION 1

What is the best definition of the word dichotomy?

- A. achievement
- B. trepidation
- C. division
- D. truncation

Correct Answer: C

QUESTION 2

Read the following passage and answer the question.

WHAT IS EQUAL EMPLOYMENT OPPORTUNITY?

SmithCo, Inc.

Associate Manual

Commitment to Equal Employment Opportunity

Equal Employment Opportunity

Equal Opportunity is the expressed policy of SmithCo. Our policy is to select the best-qualified person for each position in the organization and to conduct all business relationships without prejudice. SmithCo is committed to the principles of

equal employment opportunity for all employees and applicants for employment. Advancement opportunities and employment decisions will be made without regard to race, creed, color, religion, sex, national origin, ancestry, age, physical or

mental handicap, veteran or military status, or any other characteristic protected under federal, state, or local law.

Managers are expected to seek out a diverse pool of candidates for consideration when making hiring decisions. SmithCo also develops an annual Affirmative Action program, which is a federal requirement due to our status as a government

contractor. The leadership team plays an active role in demonstrating SmithCo's commitment by providing equal employment opportunities at all levels of employment. Managers and employees are advised to meet with the HR manager for

assistance in meeting the standards set in this policy.

Equal Employment Opportunity Applies Throughout The Employment Process

To advance the principles of equal employment opportunity, SmithCo also extends this policy to every phase of the employment process including, but not limited to, recruitment, selection, placement, transfer, training and development,

promotion, compensation, benefits, layoffs, termination, and all other conditions or benefits of employment. All

employees are expected to abide by and promote this policy of equal employment opportunity within the organization, as well as

with those who have a business relationship with SmithCo.

Equal Employment Opportunity Requires the Participation of All Associates

While overall authority for implementing an Equal Employment Opportunity policy is assigned to the Vice President of Human Resources, an effective equal employment opportunity program cannot be achieved without the support of all

associates. Any associate who feels they have been denied equal opportunity or subjected to discrimination should consult with their manager or HR representative. SmithCo's Employee Assistance Program also provides assistance with

these matters.

What is the main purpose of SmithCo's equal employment opportunity policy?

- A. to lessen the chance of lawsuits against SmithCo for discrimination
- B. to prevent sexual harassment
- C. to document out the rules for termination
- D. to create and maintain a workplace free from discrimination
- E. to ensure qualified employees are hired

Correct Answer: D

QUESTION 3

Read the following passage and answer the question.

DID CESAR CHAVEZ ADVANCE WORKERS' RIGHTS?

César Estrada Chávez (1927–1993) was an American farm worker, labor leader, and civil rights activist who, with Dolores Huerta, co-founded the National Farm Workers Association, which later became the United Farm Workers (UFW).

A Mexican American, Chávez became the best known Latino civil rights activist, and was strongly promoted by the American labor movement, which was eager to enroll Hispanic members. His public-relations approach to unionism and aggressive but nonviolent tactics made the farm workers' struggle a moral cause with nationwide support. By the late 1970s, his tactics had forced growers to recognize the UFW as the bargaining agent for 50,000 field workers in California and Florida. However, by the mid-1980s membership in the UFW had dwindled to around 15,000.

Chavez was a charismatic, gifted speaker who inspired Latinos to band together and devote themselves to the farmworkers' movement. Claiming as his models Emiliano Zapata, Gandhi, Nehru, and Martin Luther King, he called on his people to "Make a solemn promise: to enjoy our rightful part of the riches of this land, to throw off the yoke of being considered as agricultural implements or slaves. We are free men and we demand justice."

After his death he became a major historical icon for the Latino community, and for liberals generally, symbolizing militant support for workers and for Hispanic power based on grass roots organizing and his slogan "Sí, se puede" (Spanish for "Yes, it is possible" or, roughly, "Yes, it can be done"). His supporters say his work led to numerous improvements for union laborers. His birthday has become César Chávez Day, a state holiday in eight US states. Many

parks, cultural centers, libraries, schools, and streets have been named in his honor in cities across the United States.

What year would have been the peak for membership of the UFW?

- A. 1969
- B. 1974
- C. 1979
- D. 1984
- E. 1989

Correct Answer: C

QUESTION 4

What is the boiling point of water?

- A. 32° Fahrenheit
- B. 100° Fahrenheit
- C. 100° Celsius
- D. 212° Celsius

Correct Answer: C

QUESTION 5

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these matters.

How is this policy organized?

- A. statements of fact supported by personal stories
- B. specific topics followed by explanations
- C. rules for behavior supported by warnings of consequences
- D. debate of public versus personal philosophies
- E. general policy statement without specific performance standards

Correct Answer: B

QUESTION 6

The right side of the heart is associated with which type of circulation?

- A. Pulmonary circulation
- B. Aortic circulation

- C. Ventricular circulation
- D. Systemic circulation
- E. Myocardial circulation

Correct Answer: A

QUESTION 7

The Krebs cycle is a process described as:

- A. the creation of ATP and Pyruvate.
- B. the creation of GTP and NADH.
- C. the process by which plants take in carbon dioxide and produce oxygen.
- D. a linear method of creating energy.

Correct Answer: B

QUESTION 8

What is the best description for the word latent?

- A. hidden
- B. active
- C. revealed
- D. courageous

Correct Answer: A

QUESTION 9

Solve:

$$2 ? 8 \div (24 \div 2) =$$

- A. -6
- B. -3/4
- C. 1
- D. 2

Correct Answer: C

QUESTION 10

Which number is in the hundredths place in 0.5983?

- A. 5
- B. 3
- C. 8
- D. 9

Correct Answer: D

QUESTION 11

Select the meaning of the underlined word in the sentence.

The patient decided to abstain from alcohol for the rest of his life, which his family agreed was for the better.

- A. allow
- B. hide
- C. forgo
- D. indulge

Correct Answer: C

QUESTION 12

Select the meaning of the underlined word in the sentence.

The nurse reminded the patient that he was ordered to be on strict bed rest until the doctor said otherwise.

- A. lackadaisical
- B. absolute
- C. shifting
- D. lax

Correct Answer: B

QUESTION 13

Which substance in the teeth continues to form throughout life and supports the enamel?

- A. cementum
- B. dentin
- C. gum
- D. pulp

Correct Answer: B

QUESTION 14

Which of these is the best definition of the word chide?

- A. scold
- B. whisper
- C. pick
- D. yell

Correct Answer: A

QUESTION 15

A sample contains $\frac{2}{3}$ oz. of liquid. How many milliliters (mL) is this?

- A. 30 mL
- B. 20 mL
- C. 10 mL
- D. 15 mL

Correct Answer: B

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