

CBP - Certified Benefit Professional Practice Test Questions and Answers

1. What is 'intermittent FMLA leave'?

- A) FMLA leave taken all at once in a single continuous block
- B) FMLA leave taken in separate blocks of time or by reducing the usual weekly or daily work schedule
- C) Leave taken only during medical emergencies
- D) Leave limited to 5 consecutive days at a time

2. What is a broadband pay structure?

- A) A structure with many narrow pay grades and small ranges
- B) A structure with fewer, wider pay bands consolidating multiple traditional grades
- C) A pay system based only on job family groupings
- D) A structure tying pay exclusively to market data

3. What is a Paid Family Leave (PFL) benefit?

- A) Employer-provided short-term disability insurance
- B) A state-mandated or employer-sponsored program providing wage replacement during family caregiving leave
- C) COBRA continuation for family members
- D) FMLA leave converted to a paid leave benefit

4. What is the purpose of a benefits needs assessment?

- A) To determine COBRA election rates
- B) To gather employee preferences and identify gaps between current offerings and workforce needs
- C) To calculate the actuarial value of the benefit plan
- D) To compare the plan's costs to PBGC premiums

Answers: 1-B 2-B 3-B 4-B

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