



1. Risk benefits
  - a. include death benefits
  - b. are not subject to regulation in the EU
  - c. generally exclude disability benefits
  - d. are always included with retirement benefits.
  
2. In the USA post retirement medical benefits are
  - a. split into pre and post age 65
  - b. available for employees who leave employment before retirement
  - c. designed to replace Medicare
  - d. never insured.
  
3. An employer
  - a. must contribute to a 401(k) plan
  - b. can commit to make contributions on a profit-sharing formula in a 401(k) plan
  - c. can discriminate between employees in a 401(k) plan
  - d. must provide a 401(k) plan if employing more than 25 employees.
  
4. Share Incentive Plans and Incentive Stock Option plans are
  - a. examples of share plans in the UK
  - b. both tax advantageous share plans
  - c. examples of share plans in the USA
  - d. not subject to any contribution limits, formal or practical.
  
5. Works councils
  - a. are more prevalent in the USA than in Europe
  - b. at a Europe-wide level are subject to the European Works Council Directive
  - c. have only been very common in Germany since reunification
  - d. do not typically help to protect employee rights.
  
6. The normal retirement age in Germany
  - a. varies between former East and West German states
  - b. varies between region
  - c. is currently 65
  - d. is rising to 68 gradually.



7. In Switzerland State pension provision
- (i) is a flat rate depending on contribution record.
  - (ii) benefits are not taxable.
- a. Both True
  - b. Only (i) True
  - c. Only (ii) True
  - d. Both False
8. The universal health care scheme in Japan allows
- (i) employees to opt for family coverage.
  - (ii) employers to opt out in some circumstances.
- a. Both True
  - b. Only (i) True
  - c. Only (ii) True
  - d. Both False
9. (i) Stop-loss insurance provides coverage against multiple claims.  
(ii) Excess of loss insurance provides coverage against large individual claims.
- a. Both True
  - b. Only (i) True
  - c. Only (ii) True
  - d. Both False
10. (i) All members of the EU are in the Schengen area.  
(ii) The Schengen area includes some countries not in the EU.
- a. Both True
  - b. Only (i) True
  - c. Only (ii) True
  - d. Both False



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**Correct Responses:**

1. A
2. A
3. B
4. A
5. B
6. C
7. D
8. B
9. A
10. C