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NEW QUESTION: 1

How far do broadbanded pay ranges stretch from minimum to maximum?

- A. 100% to 300%
- B. 10% to 30%
- C. 30% to 50%
- D. 50% to 100%

Answer: [\(SHOW ANSWER\)](#)

NEW QUESTION: 2

To ensure compliance, pay decisions should be made based on which of the following?

- A. Recommendations of managers
- B. Amount of overtime employees are willing to work
- C. 360 degree feedback
- D. Job-related factors

Answer: D [\(LEAVE A REPLY\)](#)

NEW QUESTION: 3

Which of the following is an organization's statement about what it wants to become?

- A. Human resources strategy
- B. Corporate vision
- C. Business strategy
- D. Corporate mission

Answer: B [\(LEAVE A REPLY\)](#)

NEW QUESTION: 4

Work-life programs began in many organizations in response to the growing need of dual income parents for child care resource and referral services. These dependent care services have greatly expanded to include which of the following programs?

- A. Elder care support
- B. Sabbaticals
- C. Concierge services
- D. Financial wellness

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 5

Which of the following best describes severance allowances?

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

What is a shared leave program?

- A. A donation of vacation time to others facing emergency situations
- B. A contribution of money to a nonprofit entity where a company employee volunteers
- C. An executive loan to worthy organizations for a period of time
- D. An arrangement to ensure adequate coverage of service during employees' vacations

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 7

Step-rate increase programs provide employees the opportunity to receive two regular pay increases at which points?

- A. On January 1 and July 1 of each year
- B. Once when they move a step, and again when the step value changes
- C. At the anniversary date and at the annual merit increase date
- D. At established dates and then every six months thereafter

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 8

Which type of base pay is typically based on an individual employee's rate of production?

- A. Production rate
- B. Piece rate
- C. Salary

D. Hourly rate

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 9

Which of the following is a true statement about the creative use of paid and unpaid time off category in the work-life portfolio?

- A. It is primarily unpaid.
- B. Volunteerism is an example in this category.
- C. Emergency flexibility is not an example in this category.
- D. Its only purpose is to allow employees to spend time with family.

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 10

Which statement is most accurate regarding a precaution to be taken in communicating total rewards statements?

- A. Avoid sending a total rewards statement to an employee's home address.
- B. Avoid itemizing the value of benefits or work-life programs. Include only compensation.
- C. Avoid summarizing each employee's complete total rewards package.
- D. Avoid arbitrarily setting a monetary value on intangible benefits that not all employees use.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 11

What best defines career opportunities in relation to total rewards?

- A. Opportunities for employees to apply for open positions during a reduction in force
- B. Opportunities that promote career moves into competing organizations
- C. Plans that may include advancement into more responsible positions within the organization
- D. Plans for succession of roles and responsibilities of a particular position

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 12

Which of the following shows the proper sequence for development of the total rewards strategy?

- A. HR strategy Business strategy Business vision Total rewards strategy
- B. Business vision Business strategy HR strategy Total rewards strategy
- C. Business strategy Total rewards strategy Business mission HR strategy
- D. Total rewards strategy HR strategy Business strategy Business mission

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 13

Which of the following is a type of variable pay?

- A. Piece rate
- B. Pay for time not worked
- C. Bonuses
- D. Hourly pay

Answer: C (LEAVE A REPLY)

NEW QUESTION: 14

Which of the following best describes a factor that has influenced the growth and change in benefits?

- A. Employees have longer career expectations.
- B. Employees are expressing a greater desire for choice in their benefits.
- C. There is a decreasing number of females in the workforce.
- D. Decreasing costs are causing growth in the numbers of benefits employers offer.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 15

What are usual, customary and reasonable charges (UCR)?

- A. The charges that an insurance carrier determines are normal for a particular medical procedure within a specific geographical area
- B. The charges that are typically paid up front by a plan participant for services rendered.
- C. The charges that are published annually in the Global Insurers' Medical Cost Comparison Guide
- D. The charges that are allowable for any given medical procedure with no pre-treatment authorization

Answer: A (LEAVE A REPLY)

NEW QUESTION: 16

How should learning opportunities to enhance a current job best be determined?

- A. By what is available on the annual development schedule
- B. By what is appropriate for the business and the job
- C. By each employee's pay grade
- D. By what the manager thinks the employee should have

Answer: B (LEAVE A REPLY)

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NEW QUESTION: 17

If the beginning wage needed to recruit quality candidates for given job is higher than that of incumbents who have been with a company for some time, what type of pay adjustment should be used to correct this discrepancy?

- A. Tenure
- B. Market
- C. Cost-of-living
- D. Automatic

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 18

Which of the following leads to the specific performance objectives for an organization?

- A. Performance standards
- B. Business strategy
- C. Performance measures
- D. Human resources strategy

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 19

Which of the following would be an appropriate question for an organization to ask itself in order to measure if the organization's investment in talent development has been effective?

- A. Are sufficient numbers of employees adequately developed to assume roles as they are vacated?
- B. Has our organization conducted an employee satisfaction survey?
- C. Have our salary budgets increased?
- D. How many staff have been promoted in the last 12 months?

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 20

A company is sponsoring a diversity awareness fair for employees. Which category of work-life is the company trying to promote?

- A. Corporate citizenship
- B. Internal sharing
- C. Culture change
- D. Caring for dependents

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

Which group typically has responsibility for final approval of the total rewards philosophy and strategy for the general employee population?

- A. Compensation committee
- B. External consultants
- C. Senior management
- D. Board of directors

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 22

Which of the following benefits are usually offered at the discretion of the employer?

- A. Unemployment insurance
- B. Disability (occupational)
- C. Social security programs
- D. Retirement plans

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 23

Which of the following best describes a factor that has influenced the growth and change in benefits?

- A. Decreasing costs are causing growth in the numbers of benefits employers offer.
- B. Employees are expressing a greater desire for choice in their benefits.
- C. Employees have longer career expectations.
- D. There is a decreasing number of females in the workforce.

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 24

What is one of the primary elements of total rewards?

- A. Compensation
- B. Human resources strategy
- C. Pay for time not worked
- D. Organizational culture

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 25

Which of the following leads to the specific performance objectives for an organization?

- A. Human resources strategy
- B. Performance standards
- C. Performance measures
- D. Business strategy

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 26

Why is understanding the organization's business strategy key to planning for future human capital needs?

- A. To ensure that the number of employees with the right skills are available to meet future organizational requirements
- B. To make certain company recruiters know how many job ads to place
- C. To make certain turnover remains low at all times
- D. To ensure there are never any unanticipated job vacancies in the organization

Answer: A (LEAVE A REPLY)

NEW QUESTION: 27

Which of the following are the two primary elements of benefits?

- A. Mental health coverage and health care coverage
- B. Unemployment and disability
- C. Pay for time not worked and income protection programs
- D. Defined contribution and defined benefits plans

Answer: C (LEAVE A REPLY)

NEW QUESTION: 28

After revising or enhancing total rewards programs, what should the TR practitioner do to ensure business alignment?

- A. Revisit the TR program design and administration
- B. Revisit the human resources strategy
- C. Revisit the corporate vision and mission
- D. Revisit the total rewards strategy

Answer: C (LEAVE A REPLY)

NEW QUESTION: 29

What does the size of a merit increase have to do with the success of a merit pay program?

- A. Increases must be equitable within a department.
- B. Increases must not be deemed inconsequential to employees.
- C. Even small increases should not be given to less-than-average performers.
- D. Increases given to star employees must be at least triple that of those given to average performers.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 30

What does a performance standard specify?

- A. The time required for satisfactory performance

- B. The reward that can be earned
- C. The expected outcome
- D. The experience required to achieve the goal or objective

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 31

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

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

Answer: A ([LEAVE A REPLY](#))

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NEW QUESTION: 32

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

- A. Intrinsic
- B. Extrinsic

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 33

What guides the design of all human resources programs?

- A. The business strategy
- B. The human resources strategy
- C. The corporate mission
- D. Program design and administration

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 34

How do commissions typically differ from annual incentives for non-executive employees?

- A. They are intended to align the interests of the employee with those of the organization.
- B. They tend to make up the larger portion of an employee's total compensation.
- C. They are based on a predetermined performance and reward schedule.

D. They are offered to motivate employee performance.

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 35

Which of the following is the most accurate statement about the business strategy?

A. It usually is a secondary consideration in compensation design.

B. It is the company's plan for competitive positioning of its products or services.

C. It must be written after the company's operating plans are approved by senior management.

D. It is developed for compensation, benefits and the work-life using the HR strategy as a basis.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 36

Carla's job at the XYZ Company evolved over the many years she worked there. As she gained additional knowledge and skills, her responsibilities expanded into many diverse areas. When the time came to update her job description, her supervisor asked Carla to document all of the duties she performed in her area as well as those she had taken on over the years due to her versatility. Based on the above, which of the following statements is most accurate?

A. The supervisor should not have asked Carla to contribute to the job description. Job descriptions should be developed only by human resources and management.

B. The job description will be far more relevant than before because of the addition of duties that Carla has taken on over the years.

C. Although it is useful to have input from the job incumbent, care should be taken to avoid basing the job description on the specific individual who is filling the job.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 37

What best defines career opportunities in relation to total rewards?

A. Opportunities for employees to apply for open positions during a reduction in force

B. Plans for succession of roles and responsibilities of a particular position

C. Plans that may include advancement into more responsible positions within the organization

D. Opportunities that promote career moves into competing organizations

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 38

When an employee is sacrificing his or her personal life to manage job responsibilities, what is the first area of work-life that should be examined?

A. Community involvement

- B. Financial support
- C. Workplace flexibility
- D. Use of paid time off

Answer: C (LEAVE A REPLY)

NEW QUESTION: 39

Although there may be evidence for the need to implement a work-life program, upper management will not buy in unless which of the following is presented?

- A. A compelling business case
- B. Line management support
- C. The outcomes of several employee and management focus groups
- D. An employee survey with results showing interest

Answer: A (LEAVE A REPLY)

NEW QUESTION: 40

What is continuing to contribute most to the current rise in the cost of benefits programs?

- A. Increasing cost of communication
- B. Rising costs for health care
- C. Increasing cost of enterprise software systems
- D. Rising salaries for support staff

Answer: B (LEAVE A REPLY)

NEW QUESTION: 41

What is a primary purpose of pay grades or bands?

- A. To meet legal and regulatory requirements for classifying jobs according to market value
- B. To identify a compensation range in which to group multiple jobs with similar value
- C. To justify paying some employees less than market based on internal administrative limitations
- D. To provide documentation that supports termination decisions

Answer: B (LEAVE A REPLY)

NEW QUESTION: 42

When an employee is sacrificing his or her personal life to manage job responsibilities, what is the first area of work-life that should be examined?

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- B. Use of paid time off
- C. Workplace flexibility
- D. Financial support

Answer: C (LEAVE A REPLY)

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- A. The job description will be far more relevant than before because of the addition of duties that Carla has taken on over the years.
- B. Although it is useful to have input from the job incumbent, care should be taken to avoid basing the job description on the specific individual who is filling the job.
- C. The supervisor should not have asked Carla to contribute to the job description. Job descriptions should be developed only by human resources and management.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 44

What does a total rewards strategy identify?

- A. The organization's reason for existence
- B. The organization's ability to pay for performance
- C. The optimal mix of reward elements
- D. The organization's primary competitors

Answer: C (LEAVE A REPLY)

NEW QUESTION: 45

What should managers look at to decide if recognition should be in the form of cash or noncash?

- A. The rating an employee received at his/her last performance review
- B. Whether or not cash will be taxed
- C. Financial need of employee being recognized
- D. The behavior being rewarded

Answer: D (LEAVE A REPLY)

NEW QUESTION: 46

Which is the most accurate description of the work-life element of total rewards?

- A. Organizational practices, policies and programs to help employees achieve success within and outside of the workplace
- B. Alignment of organizational, team and individual efforts toward success
- C. Learning experiences designed to enhance employees' skills and competencies
- D. Cash provided by an employer to an employee for his or her efforts and results toward completion of goals

Answer: A (LEAVE A REPLY)

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NEW QUESTION: 47

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

Answer: (SHOW ANSWER)

NEW QUESTION: 48

What type of performance standard specifies the steps necessary to complete a job duty?

- A. Process
- B. Quantity
- C. Time
- D. Quality

Answer: A (LEAVE A REPLY)

NEW QUESTION: 49

Regarding medical plans, what is the out-of-pocket maximum?

- A. The limit the member will be required to pay at each doctor visit
- B. The lifetime limit for benefits to any one employee
- C. The most that the member will be liable for in relation to co-insurance
- D. The maximum the plan will pay if the member is covered by another insurance plan

Answer: C (LEAVE A REPLY)

NEW QUESTION: 50

What is the final result of the job evaluation process?

- A. The base pay structure
- B. Job descriptions
- C. The job worth hierarchy
- D. Job documentation

Answer: C (LEAVE A REPLY)

NEW QUESTION: 51

Which of the following statements is most accurate regarding pay grades/bands?

- A. They identify the actual compensation paid to each employee
- B. They include incentives that are paid out at certain times of the year
- C. They represent the difference between the midpoint and the maximum of a given salary grade
- D. They may overlap with minimums and maximums falling within adjoining grades

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 52

What type of pay increase is given when an organization finds that its compensation program is behind competitive market rates?

- A. General
- B. Cost of living
- C. Merit
- D. Automatic

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 53

Which statement below most accurately describes a company that is using a total rewards approach?

- A. Motivates employees through compensation levels much higher than the competition
- B. Strives to find the appropriate mix of rewards elements that attract employees
- C. Offers competitive benefits so that it can pay lower wages, minimizing compensation and related expenses
- D. Hires highly motivated employees who are willing to do without work-life programs in favor of increased compensation

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 54

How far do broadbanded pay ranges stretch from minimum to maximum?

- A. 50% to 100%
- B. 10% to 30%
- C. 100% to 300%
- D. 30% to 50%

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 55

Who is generally responsible for articulating the HR strategy?

- A. Senior management

- B. Outside consultants
- C. Board of directors
- D. Human resources leadership

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 56

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

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

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 57

Which of the following is the most accurate statement about the business strategy?

- A. It must be written after the company's operating plans are approved by senior management.
- B. It usually is a secondary consideration in compensation design.
- C. It is the company's plan for competitive positioning of its products or services.
- D. It is developed for compensation, benefits and the work-life using the HR strategy as a basis.

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 58

When are informal rewards generally given to employees?

- A. At the beginning of each month
- B. Shortly after the performance review
- C. During the merit increase process
- D. Immediately or shortly after making a positive contribution

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 59

Upon which criterion are step increases typically based?

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 60

Which of the following may be a limitation of a government-sponsored health care program?

- A. Increased coverage for participants
- B. Limits on services/facilities
- C. Additional cost-sharing for participants
- D. Increased reimbursement to physicians

Answer: B (LEAVE A REPLY)

NEW QUESTION: 61

What is the most common form of recognition?

- A. Trophies
- B. Merchandise chosen from an award catalog
- C. Verbal recognition
- D. Cash

Answer: D (LEAVE A REPLY)

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NEW QUESTION: 62

At a high level, performance measures are generally divided into what two broad categories?

- A. Objective and subjective
- B. Organizational and divisional
- C. Behavioral and attitudinal
- D. Financial and non-financial

Answer: D (LEAVE A REPLY)

NEW QUESTION: 63

If the beginning wage needed to recruit quality candidates for given job is higher than that of incumbents who have been with a company for some time, what type of pay adjustment should be used to correct this discrepancy?

- A. Automatic
- B. Cost-of-living
- C. Market

D. Tenure

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 64

Which of the following statements best describes workplace flexibility as a deeply embedded cultural strategic advantage for an organization?

- A. Flexibility is strategic and viewed as an essential element in achieving organization success.
- B. Flexibility may take place on a case-by case basis.
- C. Some departments use flexible work arrangements but they are inconsistent and not organizationwide.
- D. Employees feel free to request flexible work arrangements as needed.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 65

Which of the following is a true statement about using recognition plans to drive business results?

- A. Provides managers a rationale for requesting an increase in departmental recognition budgets.
- B. Implementing a recognition plan in lieu of a competitive base pay plan will motivate employees to work harder.
- C. Employee basic salary needs must be met before they will begin to appreciate recognition awards.
- D. The behaviors organizations are seeking depends on what types of employees are hired.

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 66

Performance can be measured most objectively through which of the following methods?

- A. Quantifying performance data
- B. Making direct observations
- C. Documenting examples of performance
- D. Using management judgment

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 67

As a general rule, how often should employees receive performance feedback?

- A. Only as often as is comfortable for the supervisor
- B. Once a day, preferably early in the morning
- C. Once a year at the annual performance review
- D. On an ongoing basis as appropriate

Answer: D (LEAVE A REPLY)

NEW QUESTION: 68

Which of the following statements is most accurate regarding pay grades/bands?

- A. They represent the difference between the midpoint and the maximum of a given salary grade
- B. They include incentives that are paid out at certain times of the year
- C. They may overlap with minimums and maximums falling within adjoining grades
- D. They identify the actual compensation paid to each employee

Answer: C (LEAVE A REPLY)

NEW QUESTION: 69

What does a total rewards strategy identify?

- A. The organization's primary competitors
- B. The organization's reason for existence
- C. The organization's ability to pay for performance
- D. The optimal mix of reward elements

Answer: D (LEAVE A REPLY)

NEW QUESTION: 70

Which of the following formal recognition approaches is designed to specifically help bring new employees into the organization?

- A. Recruitment bonus
- B. Paid time off
- C. Gift certificates
- D. Paid travel

Answer: A (LEAVE A REPLY)

NEW QUESTION: 71

How is the performance review related to pay?

- A. It is related to the extent that it affects variable pay awards. Base pay is based solely on tenure, prior experience and job skills.
- B. It provides managers a measure that can be used along with salary planning guidelines to determine appropriate rewards or consequences.
- C. It isn't. The performance review should not be related to pay decisions.
- D. It helps managers meet salary budgets by allowing them to adjust review results to align with available salary increase funds.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 72

An employee whose pay is at 75% range penetration is most likely to be in which of the following circumstances?

- A. Not meeting performance standards
- B. New to the role or job
- C. Meeting performance standards
- D. Exceeding performance standards

Answer: D (LEAVE A REPLY)

NEW QUESTION: 73

Which method of job evaluation uses a "whole-job" approach to determine the importance of each job to the company?

- A. Job component
- B. Ranking
- C. Point factor
- D. Benchmark

Answer: B (LEAVE A REPLY)

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