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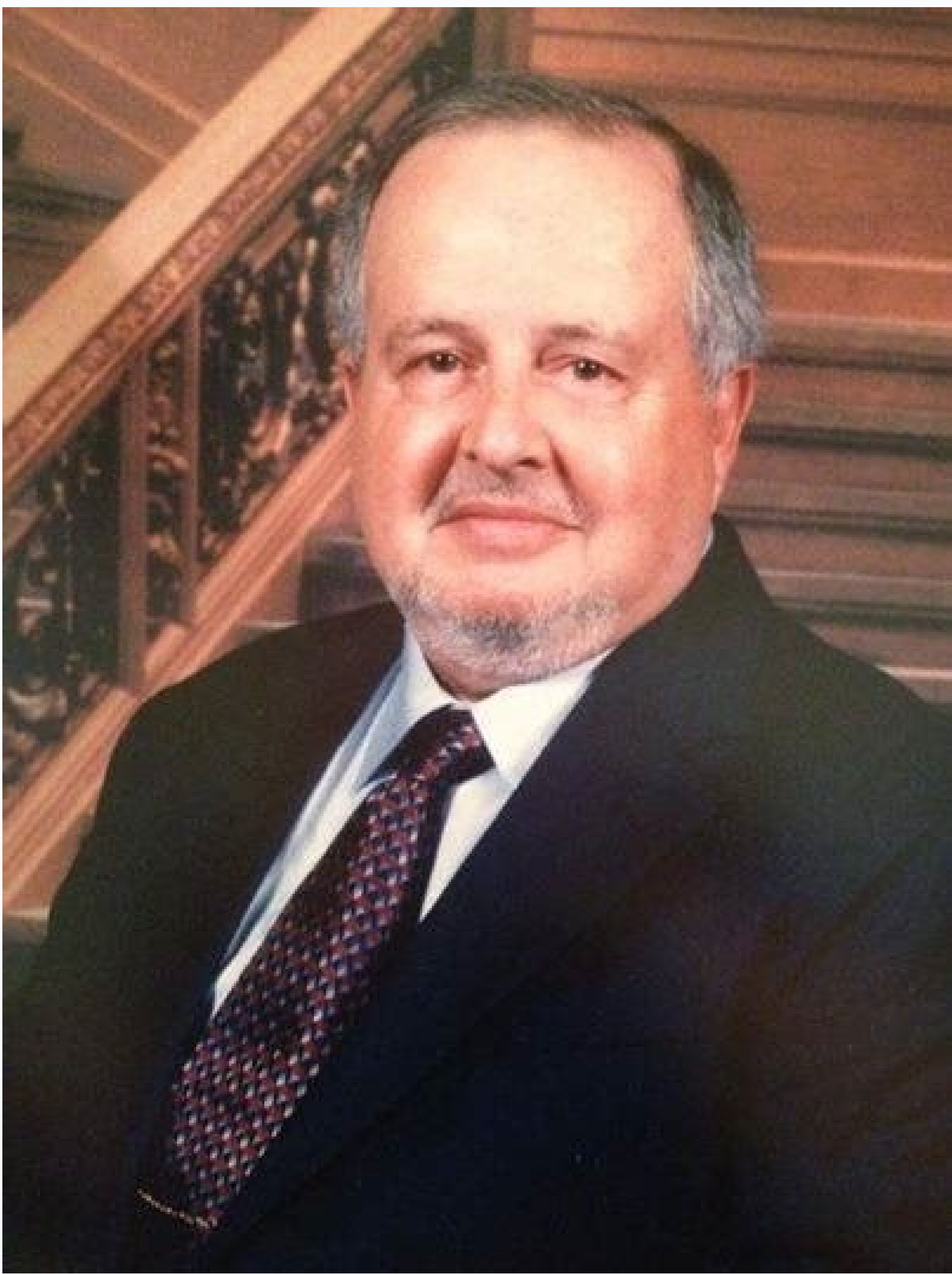


EXHIBIT 1.4 Results of Questionnaire Completed by HR

HR Responsibilities	HR Managers	Store Managers
Staffing	4.5	4.5
Training and Development	3.5	4.5
Performance Management	4.5	4.0
Compensation	3.0	3.5
Safety	2.5	2.5
Knowledge of Business	2.0	4.5
Managing Change	2.0	4.5

* Respondents were given a list of human resource responsibilities and asked to rate their importance to store performance using a scale of 1 (not very important) to 5 (very important). The responses were aggregated for all stores. The numbers in the table represent the mean ratings for each item. The questionnaire was completed by all the human resource managers and store managers at each store.

THE WESTPARK STORE*

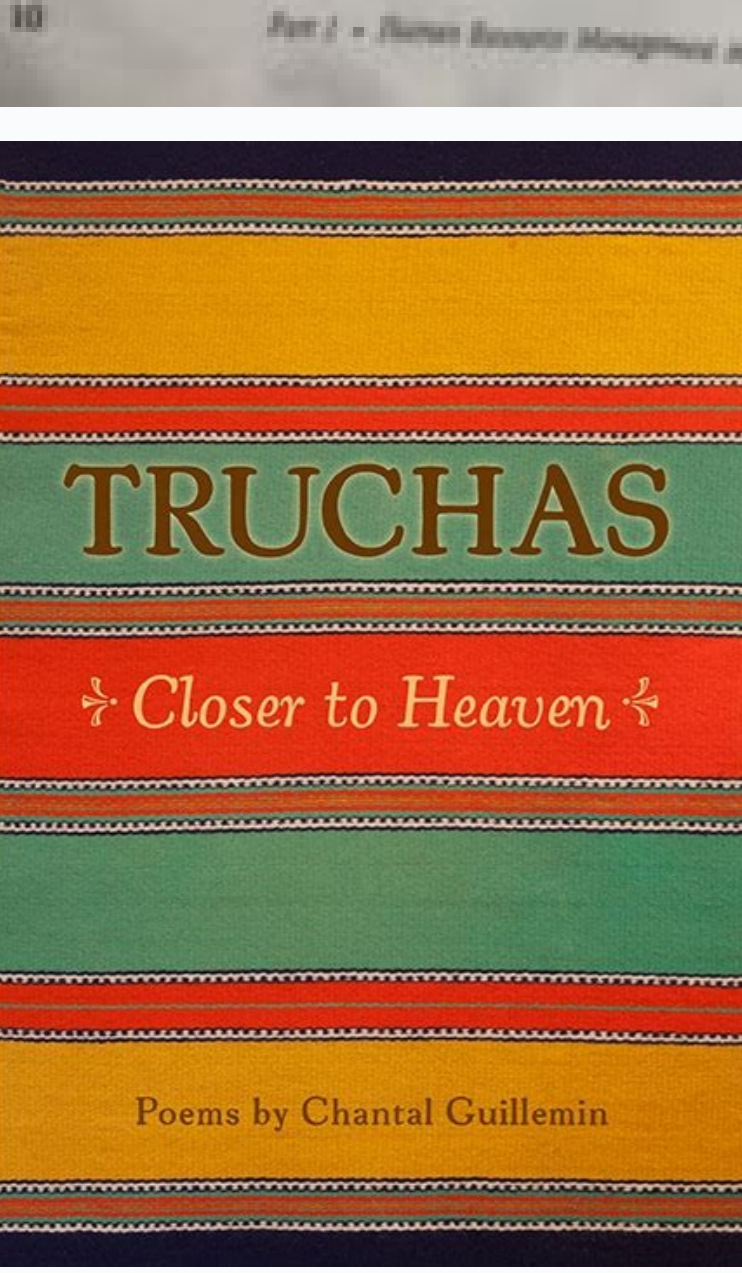
Brenda McCain has been the human resource manager at the Westpark store for the past four years. Prior to her employment at Harrison Brothers, Brenda had several years of experience in retail stores and came to Harrison Brothers after being a buyer at one of its major competitors. McCain has a degree in fashion merchandising from a college in New Jersey. Currently, there are 950 employees at the Westpark store. The staff includes salespeople, sales support employees (dock, marking room, clerical, and accounting), maintenance, security, and management. The human resource department consists of five people (see Exhibit 1.5). During the peak holiday season, a number of people are hired as floating sales staff. These temporary workers may number close to 100.

THE HUMAN RESOURCE MANAGER'S JOB

McCain talked about the human resource department's areas of responsibility: "Our business has really grown in the last two years. We are carrying more specialty and designer clothing lines and have added items we hope will appeal to moderate- to high-income customers. When I came here four years ago, I found too many of the human resource operations being performed by the operations manager, Pat Hartlake, and one of the department heads, Rich Jenkins. Since that time, I have attempted to set up procedures and policies to assure proper staffing of the store. I spend most of my time just managing the human resource department. I think it is important to keep abreast of the performance of workers, and I like to observe their work habits regularly. I also spend a good deal of time on selecting applicants for the sales and support jobs. There is heavy turnover on the sales floor in our business, and the average salesperson at Harrison Brothers is either part-time, an older employee, or one who is 'in-between jobs'—if a better job came along, they would snap it up immediately. For example, of the 119 part-time people hired in the last four months, 65 have left."

McCain went on to explain their selection procedures: "The main sources of our applicants are newspaper ads and word-of-mouth by present or past employees. We select people based on how well they do in the interview. Right now, I conduct about 25 to 30 interviews a week and perhaps more during the holiday rush. I have enough experience"

*The interview at the Westpark store reflects what the consultant heard throughout the company.



100 questions citizenship test without answers. What are the 100 citizenship questions.

If you live in a U.S. territory. With non-voting delegates or resident commissaries, you can provide your name. What are these words? Correct Answer: NOS PEOPLECORRET Answers: A change for the constitutional addition to the constitution that we call the first ten amendments of the constitution? Á, á € ~ Right answer: The Rightswhat account is a right or freedom from the first amendment? * Correct answers: Petição The GovernmentsPrecionReligionSashenblyPressHow Many changes to the constitution has? Correct answer: Twenty-seven (27) What did the statement of independence do? Correct answers: stated that the hostel is free of large gran-rica that the american is free of the grain - BraTanannunche that the american is free of the gran - which are two rights in the declaration of independence? Á, á € á € á € - Lifelibertythe Chase of happiness What is the freedom of religion? * Or do not practice a religion. What is the economic system in the United States? * Correct answers: Economic economy * CapitalistAcPitalist which are the - Rule of Lawá € á € já € já € já € já € já € já € já € já € f * Correct answers: ExecutivJudicialCongressPressesTheDesLatvao What can a branch of the government become very powerful? Correct answers: Verifications and Balance of PowerWho Right answer: Correct answer: The President's correct answers: Congressenate and House of representativeslegislaturewhat are The two parts of the US Congress? * Correct answer: The Senate and the house of representative, many senators are there? Correct answer: A hundred (100) We choose a Senator of U.S. For how many years? : six (6) years who is one of the senad ores of your state now? * Correct answer: correct answers According to the state. o o Official that quizing, you will ask you 10 of these 100 questions. You will pass on the naturalization test if you answer at least 6 of these 100 questions correctly. Name one of writers. Correct answers: James MadisonAlexander Hamiltonjohn Jaypubliswhat is a thing that Benjamin Franklin is famous for? Right answers: U.S. Diplomatsted The first free member of libraries from Convening ConstitutionFirst Postmaster General of the United Statulus of "Post Richard Almanacá € á € " á € The father of our country á € € ~? Correct answer: George Washingtonwho was the first president * Correct answer: George WashingtonThe Territory 1800swhat made the United States bought Francs in 1803? Correct answers: LouisianaLouisiana Territormóname A war fought by the United States at 1800s. Correct Answers: Civil Warwar of 1812Mexican-American Warspanish-American Warname U.S. War between the North and South. Correct responds: The Civil War the war between the state name that led to civil war. Right answers: á € á € - RightSesates RightsConomic Whats was an important thing that Abraham Lincoln did? * Correct answers: EMUNICIPATION PROCLAMATIONFREED SlavesSaved The Unionled the United States during the Civil War what made the proclamation of emancipation? Correct answers: Slavesfreed Sla Liberto Ves in Southern Slaves in the Slaves ConfederateFreedFreed in the Confederate States What Susan B. Click "Get" to see if we can help. Do you like free help preparing your immigration documentation? Receive free help if you live in Washington D.C. The correct answer is that you do not have any governors. What is the capital of your state? * Correct answer: correct answers will be different on a state base for state. Our Multiple Test Test Choices Civics is here to evaluate your knowledge and also help you remember the questions and answers. Please go to the Government page to find the current answers for these questions. Will you go? Being correct if you choose to say that your territory does not have representatives of voting in Congress. What a Senator of U.S. represents? CORRECT ANSWER: All people in the state, some states are more representative than others? Correct answers: Some states are more people than other states will be a higher population than others elect a president how old? CORRECT ANSWER: FOUR (4) YEARS THAT MOTHER VOTE TO THE PRESIDENT? * Correct answer: November, what is the name of the president of the United States now? * CORRECT ANSWER: See USCIS.gov/citizenship/testupdates for the most up -to -date information about who is the president of the United States. What is the name of the vice president of the United States now? CORRECT ANSWER: See USCIS.gov/citizenship / Testupdates for the most up-to-date information about who is the vice president of the United States. If the President can not serve more, that he becomes president? CORRECT ANSWER: Can the president of the president and vice president do not serve more, who becomes president? CORRECT ANSWER: Is the Househose speaker the commander in the head of the military? CORRECT ANSWER: Does the president who signs accounts to become laws? CORRECT ANSWER: The President Response: The President What is the President's Office? CORRECT ANSWER: Advise the President What are the two positions of no cabinet? Correct answers: Vice President GeneralSecret of Defense of Educational Educational Education of the TreasurySecret of veterans Affairswhat the judicial branch does it? Correct answers: explains the laws for agreements, if a law goes against the disagreements and disputes of ConstitutionSolves, which is High two United States. Joined. Answer: The Supreme Court many Juões are in the Supreme Court? Correct answer: Check uscis.gov/citizenship/testupdates for the number of judges in the Supreme Court. Who is the Chief of Justice of the United States now? Correct answer: Check USCIS .gov / citizenship / testupdates for the name of the United States boss. Under our Constitution, some powers belong to the federal government. No one knows what questions you will receive, so it is essential to learn all 100 questions and answers. In addition to the English language questions, the test includes civic questions about American government, history, geography, symbols and holidays. We hope you will find this useful study guide! These questions test their knowledge of the American government, including the principles of American democracy, the US government system and the rights and responsibilities of the US citizens. The land? Correct answer: the constitution of what the constitution does? Right answers: Á € Protect the Básicos of Americans in the government defines the government the self-employed ideal is in the three words of the Constitution. If you live in a US territory, you must appoint the capital of the territory. What are the two major political parties in the United States? Response: see uscis.gov/citizenship/check-for-test-updates for the political party of the President of the United States. What is the name of the president of the chemor of deputies now? Correct answer: see uscis.gov/ Citizenship / test check for the name of the Chamber of Members of the United States. But remember that the official cyan test is not a Test, is an oral test, which means that the official will orally will ask the question and you will have a chance to respond properly orally. Name Three. correct Answers: New Hampshirenorth Carolinasouth CarolinaNew YorkneW Jerseyrhode IslandMassachusettsConnecticutPennsylvaniadalaWaremarylandVirginiGegia What happened in the Constitutional Convention? Correct answers: The constitution was written the constitution written? Right answer: 1787 Federasistic papers supported the passage of the constitution of U.S. You should answer 6 of 10 questions correctly to pass the cycling part of the citizenship test. Anthony does? Right answers: stressed by women of women fought for civil rights of American history and other important historic information, a war fought by the United States in the 1900s. * Correct answers: World War Iispan Warorean Warspersian Warwho was president during World War IV? * Correct answer: Woodrow Wilsonwho was president during the great depression and World War II? Right answer: Franklin Rooseveltwho made the United States fight in World War II? Correct answer: Italy, Japan and Germany before being president, Eisenhower was general. This article contains all 100 of the civital issues of the current test of citizenship and its answers, as withdrawn from the site of the service of citizenship and immigration (USCIS). What is a power of the states? Right answers: provide the protection of schooling and education through the security of the police through the inception Department of Expiration, the Licenseprove Zoning and Land Usewho Is the governor of your state now? Correct answer: The correct answers will be different from state base to state. What war was he? Correct answer: World War II Idurando Cold War, what was the main concern of the United States? Correct answer: Communism The movement tried to finish racial discrimination? Civil Rights Movement like Martin Luther King, Jr. * CORRECT ANSWER: Founded for civil rights for equality for all Americans, the main event took place on September 11, 2001, in the United States. Correct Answer: Terrorists attacked the United States One American Indian Tribe in the United States. Correct Answers: CherokeeNavajoOphipnexecheeoceosreelkoapcoeMinoLeAwakFootSemHeganoieidalakotacrowTontHis Testa Questions Group Tests to U.S. Geographyname One of the two longest rivers in the United States. Correct Answers: Mississippi RiverMissouri Riverwhat Ocean The United States? CORRECT ANSWER: Is the ocean oceanwhat ocean on the east coast of the United States? Correct answers: Atlantic Oceancorrect Answers: Porto Ricou.S. Virgin islandsamerican Samoagaguamnortthern Mariana Islandname Answers: New YorkmainePennsylvaniaMontanaidahoAlaskawashingtorth DakotaverMontoHMichiganminnesTano Hampshiream An answers: ArizontexasCaliforniamenew Mexicowhat is the capital of the United States? * Correct Answer: Washington D. C. * Correct answers: New York Harborliberty Islandon the Hudson Rivernew JerseyNear New York CitySymbolswhy the flag Has 13 stripes? Correct Answers: There were 13 original coloniesthe stripes represent the 13 original colonie why the flag has 50 stars? * Correct answers: There are 50 Stutsack Star represents each train is a star for each state what is the name of the national anthem? Correct Answer: Does the star Bannerholidays of Star Spangled celebrate Independent Day? * CORRECT ANSWER: July 4Name Two National U.S. Holidays. Correct Answers: New Year Á, € s Daymartin Luther King, Jr. Daypr ESIDENTS' Daymemorial Dayindependence Daylabor Daycolumbus Dayveterans of the questions in this article have a star (*) next to them. What is a power of the federal government? Correct answers: To print money to create an exemption to declare WARTO to treat our constitution, some powers belong to states. In the cycling test, some answers may change because of elections or appointments. If you are 65 years or more, you will not be invited to any of the starring questions. Naturalization as a citizen U.S. it can be complicated, but working with a good immigration lawyer can facilitate. Describe one of them. Correct Answers: A male citizen of any race can vote and men can say that you do not have to pay for a Citizen of Lotany 18 years and more vividly can vote is a responsibility What is only for the citizens of the United States? * Correct answers: vote for an electioneemeve in a johname a right only for the citizens of the United States. Correct Answers: Run for the Federal Officevote in a federal electoral Which are two rights of all who live in the United States? Correct answers: Freedom of Speech Expression of SpeechFreedom of AssemblyFreedom of Petição The Government The right to endure Armswhat Should we show the loyalty to when we say the promise of loyalty? Correct answers: The United States Sign which is a promise you do when you become a citizen of the United States? Correct answers: Be faithful to the United States? Estimates of loyalty to any other countries on the laws of the United StatesDefend to the constitution and laws of the United Meeting in U.S. Military, if necessary, the NA if necessary, if necessary, should citizens be to vote for the president? * Correct answer: Eighteen (18) years of age are two ways in which Americans can participate in their democracy? Correct answers: Votejoin a political party with a campaign community campaign. Groupgive a elected his opinion on the senators and representatives of the Issuecall and if it opposes or opposes a question or clearance for Office Office Was a newspaper the last day when you can send in federal income tax form? * CORRECT ANSWER: April 15 when all men should register for the selective service? Correct Answers: Eighteen Age (18) between eighteen (18) and twenty -six (18) and twenty six (18) 26) this class of questions from U.S. History, colonial pernode and independence, 1800 and the most recent American history. The colonial period is independent of what is one of the reasons the settlers came to the rich? Correct Answers: Libertative Libertative Opportunity Liberation Liberated to escape persecution that I live in the ammony before European Anamerican Anamerican Ansamer American American is taken to the rich and sold as slaves? Correct answers: people from a fricaafricans, the settlers fought against the british? Correct Answers: Alto Taxeste British, the extent was in his souvenhors not to have self -government who wrote the declaration of independence? CORRECT

Answer: Was Thomas Jefferson when the Declaration of Independence adopted? Correct Answer: July 4, 1776 All original states. Thus, our civic quiz not includes the following questions: 20, 23, 28, 29, 39, 40, 43 and 47. If you live in Washington D.C., the correct answer is that AD. It is not a state and so has no capital. Punctuation: 0% Rank: Correct
Answer: This Civic Page Test Quiz is for the 2008 Civic Test that all candidates take, except: the candidates who filed their form N-400 in or aposs. December during your citizenship interview, you will be requested to 10 questions from the 100-question list. If you are not able to pay the lawyer fees and want to deal with citizenship alone, our non-profit organization can help you at no cost. 1, 2020, and before 1st of March * 2021, with an examination (interview) Before April 19, 2021, they will have the option to receive the 2020 civics test, or the 2008 cycoming test in the initial examination, reassessment or n- 336. N-336. This applies to you, come here to access our Civics test test for the Civics 2020 test, the U.S government. ... If you live in Washington D.C. or in a territory u.s., the correct answer is that you have no US senator. The house of the representatives has how many members of voting? CORRECT ANSWER: Four hundred and thirty-five (435) elect a US representative. How old? Correct answer: Two (2) years your representative U.S.? Correct Answer: The correct answers vary by state. People who want to naturalize like US citizens are going through a u.s citizenship test .. test.

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