



ANSWER SHEET

Employee Name _____ Department _____

Testing Date _____ Test Version (A, B, or C) _____

1. To mark your answers, blacken the appropriate letter completely.
For example, if your answer is "b" (a) (c) (d)
2. Be sure to sign your test.
3. Turn your test in to the administrator.

MARK YOUR ANSWERS HERE

- | | | | | |
|-----|-----|-----|-----|-----|
| 1. | (a) | (b) | (c) | (d) |
| 2. | (a) | (b) | (c) | (d) |
| 3. | (a) | (b) | (c) | (d) |
| 4. | (a) | (b) | (c) | (d) |
| 5. | (a) | (b) | (c) | (d) |
| 6. | (a) | (b) | (c) | (d) |
| 7. | (a) | (b) | (c) | (d) |
| 8. | (a) | (b) | (c) | (d) |
| 9. | (a) | (b) | (c) | (d) |
| 10. | (a) | (b) | (c) | (d) |
| 11. | (a) | (b) | (c) | (d) |
| 12. | (a) | (b) | (c) | (d) |
| 13. | (a) | (b) | (c) | (d) |
| 14. | (a) | (b) | (c) | (d) |
| 15. | (a) | (b) | (c) | (d) |

TESTING VERIFICATION

I certify that I have completed this competency test with the help of only Wheatville's co-op orientation manual.

Employee Signature _____ Date _____



COMPETENCY TEST — Version A

Test Instructions

When you have completed your review of the manual:

1. Find a quiet place where you can work undisturbed.
2. You can use the manual to help you answer questions.
3. The test should take approximately 15 to 30 minutes to complete. But take as much time as you need. There is no time limit.
4. Complete the test thoroughly. Mark your answers completely.
5. When you have completed the test, sign the answer sheet.
6. Turn your completed answer sheet in to the administrator.
7. You will be notified of the results of your test within one week.

1. Which is *not* a distinguishing feature of a co-op?

- a. its primary purpose is service rather than profit
- b. it is controlled by owners
- c. it provides market rate dividends to its owners
- d. it provides economic benefits to owners

2. The original cooperative principles:

- a. were formulated by the International Co-operative Alliance in 1966
- b. were initially rejected by the Rochdale Pioneers as overly formal and restrictive
- c. no longer apply to co-ops
- d. were developed by a group of English cooperators in 1844

3. A major goal of a consumer food co-op is:

- a. to pay higher than market rates on dividends
- b. to supply natural foods to customers
- c. to make sure that shareholders don't get more than their share
- d. to provide consumer ownership of a business meeting daily needs

4. Which statement is true of Europe in the 1840s?

- a. crop failures, harsh weather, and famine in England were largely offset by industrial progress
- b. political turmoil and economic hardship were little known
- c. interest in cooperative associations was stimulated by commercial abuses and poverty
- d. cooperatives were not considered a real alternative, as charity from the wealthy provided relief to the needy



5. **The national trade association for co-ops in the United States is:**
 - a. the Rochdale Institute
 - b. the National Cooperative Business Association
 - c. the National Cooperative Bank
 - d. the Cooperative Grocers' Information Network

6. **Which of the following is *not* a type of consumer co-op?**
 - a. an apartment co-op
 - b. a co-op grocery store
 - c. a co-op lumber mill
 - d. a credit union

7. **Which of the following statements about co-ops is true?**
 - a. co-ops don't pay taxes
 - b. co-ops charge lower prices than other similar businesses
 - c. co-ops are nonprofit organizations
 - d. co-ops distribute their profits to owners proportionate to use

8. **How much must a potential member pay to invest in Wheatville Co-op?**
 - a. \$70 per year
 - b. \$55
 - c. \$15
 - d. whatever he or she can afford

9. **Which of the following is recognized as the symbol for co-ops in the United States?**
 - a. the pine tree and sun
 - b. the hammer and sickle
 - c. the rainbow flag
 - d. the twin pines

10. **What factor is important to the success of a co-op?**
 - a. providing valued services to its owners
 - b. a growing and aware group of owners
 - c. a focus on performance beyond standard business criteria
 - d. all of the above



- 11. Which group is primarily accountable to a co-op's owners?**
 - a. the board of directors
 - b. the co-op employees
 - c. the general manager
 - d. the co-op's committees

- 12. Which of the following is *not* a benefit of Wheatsville Co-op membership?**
 - a. free cooking classes
 - b. a vote in all co-op elections
 - c. A free co-op newsletter
 - d. member prices

- 13. Which of the following characteristics distinguishes co-ops from other business types?**
 - a. employee opinions are valued and decision making is participatory
 - b. the board of directors is elected by owners
 - c. effective and efficient business operations
 - d. profits are distributed to owners based on usage

- 14. Which of the following describes the development of consumer co-ops in the United States?**
 - a. consumer co-op development is heavily influenced by the political climate of the country and happens with the support of federal agencies and regulations
 - b. consumer co-ops have developed in several distinct waves
 - c. concerns about food labeling and abusive corporate practices have directly triggered most new consumer co-op development
 - d. consumer co-ops have come to dominate many sectors of the U.S. economy

- 15. Wheatsville Co-op is what type of co-op?**
 - a. worker co-op
 - b. marketing co-op
 - c. consumer co-op
 - d. producer co-op