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QUESTION 1

James is training for the cross-country team. As part of his training he does a set of pushups for a minute every day. Over the past 3 days, he did 43, 40, and 45 pushups in these one-minute sessions.

On the 4th day, what is the minimum number of pushups he must do in order to increase his average?

A. 43

B. 46

C. 45

D. 42

Correct Answer: A

QUESTION 2

HOTSPOT

Emma is standing 10 feet away from the base of a tree and tries to measure the angle of elevation to the top. She is unable to get an accurate measurement, but determines that the angle of elevation is between 55 degrees and 75 degrees.

Decide whether each value given in the table is a reasonable estimate for the tree height. Choose Reasonable or Not Reasonable for each height.

Hot Area:

	Reasonable	Not Reasonable
4.2 feet		
14.7 feet		
24.4 feet		
33.9 feet		
39.1 feet		
58.7 feet		

Correct Answer:

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	Reasonable	Not Reasonable
4.2 feet		
14.7 feet		
24.4 feet		
33.9 feet		
39.1 feet		
58.7 feet		

QUESTION 3

Given this table of values for a polynomial function y = f(x), which values of x could be possible zeros for the function?

\boldsymbol{x}	-1	0	1	2	3
f(x)	-5	2	-3	-1	6

A. -0.5 and 2.5

B. 0.5 and 1.5

C. 1.5 and 2.5

D. -0.5 and 0.5

Correct Answer: D

QUESTION 4

Read the text attached.

Workplace Diversity The twenty-first century workplace features much greater diversity than was common even a couple of generations ago. Individuals who might once have faced employment challenges because of religious beliefs, ability differences, or sexual orientation now regularly join their peers in interview pools and on the job. Each may bring a new outlook and different information to the table; employees can no longer take for granted that their coworkers think the same way they do. This pushes them to question their own assumptions, expand their understanding, and



appreciate alternate viewpoints. The result is more creative ideas, approaches, and solutions. Thus, diversity may also enhance corporate decision-making.

Communicating with those who differ from us may require us to make an extra effort and even change our viewpoint, but it leads to better collaboration and more favorable outcomes overall, according to David Rock, director of the Neuro-Leadership Institute in New York City, who says diverse coworkers "challenge their own and others\\' thinking."2 According to the Society for Human Resource Management (SHRM), organizational diversity now includes more than just racial, gender, and religious differences. It also encompasses different thinking styles and personality types, as well as other factors such as physical and cognitive abilities and sexual orientation, all of which influence the way people perceive the world. "Finding the right mix of individuals to work on teams, and creating the conditions in which they can excel, are key business goals for today\\'s leaders, given that collaboration has become a paradigm of the twenty-first century workplace," according to an SHRM article.3

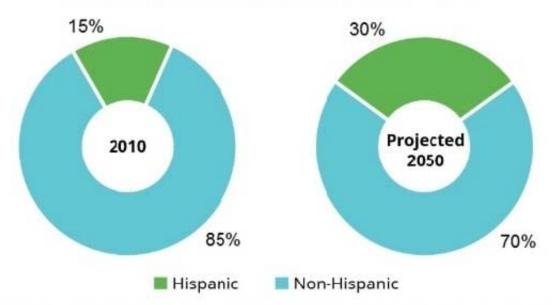
Attracting workers who are not all alike is an important first step in the process of achieving greater diversity. However, managers cannot stop there. Their goals must also encompass inclusion, or the engagement of all employees in the corporate culture. "The far bigger challenge is how people interact with each other once they\\re on the job," says Howard J. Ross, founder and chief learning officer at Cook Ross, a consulting firm specializing in diversity. "Diversity is being invited to the party; inclusion is being asked to dance. Diversity is about the ingredients, the mix of people and perspectives. Inclusion is about the container?he place that allows employees to feel they belong, to feel both accepted and different."4

Workplace diversity is not a new policy idea; its origins date back to at least the passage of the Civil Rights Act of 1964 (CRA) or before. Census figures show that women made up less than 29 percent of the civilian workforce when Congress passed Title VII of the CRA prohibiting workplace discrimination. After passage of the law, gender diversity in the workplace expanded significantly. According to the U.S. Bureau of Labor Statistics (BLS), the percentage of women in the labor force increased from 48 percent in 1977 to a peak of 60 percent in 1999. Over the last five years, the percentage has held relatively steady at 57 percent. Over the past forty years, the total number of women in the labor force has risen from 41 million in 1977 to 71 million in 2017.5 The BLS projects that the number of women in the U.S. labor force will reach 92 million in 2050 (an increase that far outstrips population growth).

The statistical data show a similar trend for African American, Asian American, and Hispanic workers (Figure 8.2). Just before passage of the CRA in 1964, the percentages of minorities in the official on-the-books workforce were relatively small compared with their representation in the total population. In 1966, Asians accounted for just 0.5 percent of private-sector employment, with Hispanics at 2.5 percent and African Americans at 8.2 percent. 6 However, Hispanic employment numbers have significantly increased since the CRA became law; they are expected to more than double from 15 percent in 2010 to 30 percent of the labor force in 2050. Similarly, Asian Americans are projected to increase their share from 5 to 8 percent between 2010 and 2050.



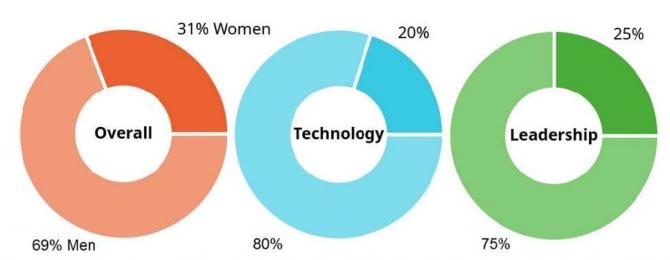
Workforce Makeup by Ethnicity, 2010 to 2050



Source: Toossi, Mitra. "Projections of the Labor Force to 2050: A Visual Essay." Monthly Labor Review. Oct. 2012. Data from U.S. Bureau of Labor Statistics.

Figure 8.2There is a distinct contrast in workforce demographics between 2010 and projected numbers for 2050. (credit: attribution: Copyright Rice University, OpenStax, under CC BY 4.0 license) Much more progress remains to be made, however. For example, many people think of the technology sector as the workplace of open-minded millennials. Yet Google, as one example of a large and successful company, revealed in its latest diversity statistics that its progress toward a more inclusive workforce may be steady but it is very slow. Men still account for the great majority of employees at the corporation; only about 30 percent are women, and women fill fewer than 20 percent of Google\\'s technical roles (Figure 8.3). The company has shown a similar lack of gender diversity in leadership roles, where women hold fewer than 25 percent of positions. Despite modest progress, an ocean-sized gap remains to be narrowed. When it comes to ethnicity, approximately 56 percent of Google employees are white. About 35 percent are Asian, 3.5 percent are Latino, and 2.4 percent are black, and of the company\\'s management and leadership roles, 68 percent are held by whites.

Google Workforce by Gender



Source: Donnelly, Grace. "Google's 2017 Diversity Report Shows Progress Hiring Women, Little Changes for Minority Workers." Fortune.June 29, 2017



Figure 8.3

Google is emblematic of the technology sector, and this graphic shows just how far from equality and diversity the industry remains. (credit: attribution: Copyright Rice University, OpenStax, under CC BY 4.0 license)

Google is not alone in coming up short on diversity. Recruiting and hiring a diverse workforce has been a challenge for most major technology companies, including Facebook, Apple, and Yahoo (now owned by Verizon); all have reported

gender and ethnic shortfalls in their workforces.

The Equal Employment Opportunity Commission (EEOC) has made available 2014 data comparing the participation of women and minorities in the high-technology sector with their participation in U.S. private-sector employment overall, and

the results show the technology sector still lags.8 Compared with all private-sector industries, the high-technology industry employs a larger share of whites (68.5%), Asian Americans (14%), and men (64%), and a smaller share of African

Americans (7.4%), Latinos (8%), and women (36%). Whites also represent a much higher share of those in the executive category (83.3%), whereas other groups hold a significantly lower share, including African Americans (2%), Latinos

(3.1%), and Asian Americans (10.6%). In addition, and perhaps not surprisingly, 80 percent of executives are men and only 20 percent are women. This compares negatively with all other private-sector industries, in which 70 percent of

executives are men and 30 percent women.

Technology companies are generally not trying to hide the problem. Many have been publicly releasing diversity statistics since 2014, and they have been vocal about their intentions to close diversity gaps. More than thirty technology

companies, including Intel, Spotify, Lyft, Airbnb, and Pinterest, each signed a written pledge to increase workforce diversity and inclusion, and Google pledged to spend more than \$100 million to address diversity issues.9

Diversity and inclusion are positive steps for business organizations, and despite their sometimes slow pace, the majority are moving in the right direction. Diversity strengthens the company\\'s internal relationships with employees and

improves employee morale, as well as its external relationships with customer groups. Communication, a core value of most successful businesses, becomes more effective with a diverse workforce. Performance improves for multiple

reasons, not the least of which is that acknowledging diversity and respecting differences is the ethical thing to do.

According to the attached passage, which of these statements is not true about diversity and inclusion in the workplace?

- A. Workplace diversity is an idea that is new to the twenty-first century corporate world and has gained more attention since the turn of the millennium.
- B. Workplace diversity can increase creativity and enhance employee morale.
- C. Workplace diversity and increased inclusion can be challenging for companies to institute.
- D. Workplace diversity also requires workplace inclusion, where all employees are able to access and engage in the company\\'s culture and feel like valuable members of the corporate "team."

Correct Answer: A

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QUESTION 5

There are 125 adults and children attending a movie in a theatre. The cost for an adult to attend the movie is \$5.75 and a child pays 3.50. The theatre raised \$617.50 in total sales for the movie. If a represents the number of adults and c represents the number of children that attend the movie, which of the following systems of equations can be used to find the number of adults and children that attended the movie?

A. a + c = 1255.75a + 3.50c = 617.50

B. 5.75a + 3.50c = 125 a + c = 617.50

C. $a + c = 125 \ 3.50a + 5.75c = 617.50$

D. $a + c = 617.50 \ 3.50a + 5.75c = 125$

Correct Answer: A

QUESTION 6

FILL BLANK

When a transversal intersects a pair of parallel lines it will create two pairs of alternate exterior angles.

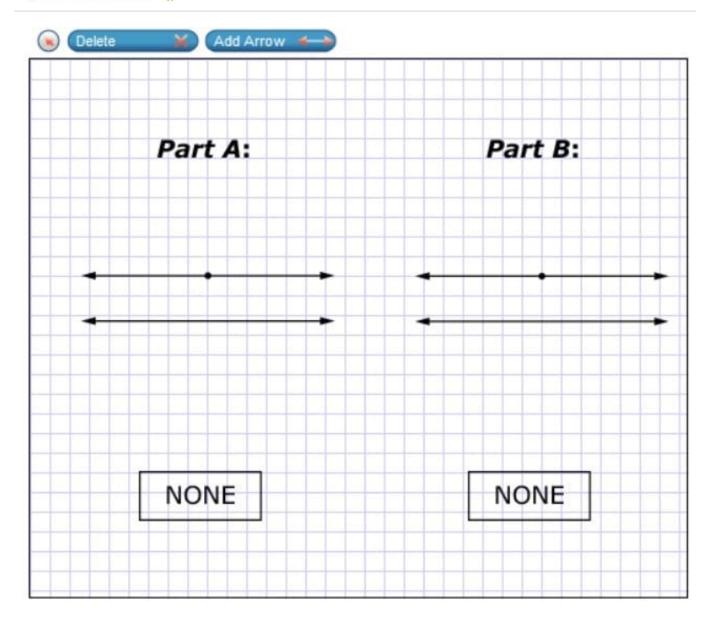
Ricky claims the angles within each pair are congruent to each other, but not congruent to either angle in the other pair.

Part A

Draw a transversal through the point that supports Ricky\\'s claim or choose NONE if there is not a situation to support the claim.

Part B

Draw a transversal through the point that refutes Ricky\\'s claim, or choose NONE if there is not a situation to refute the claim.



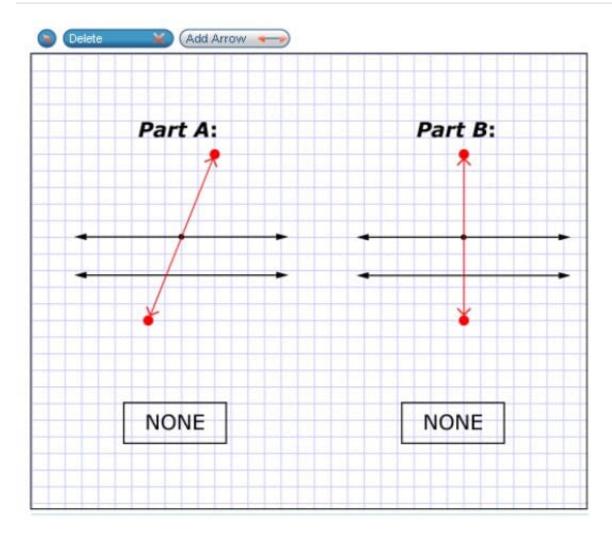
A.

See explanation below.

Correct Answer: A

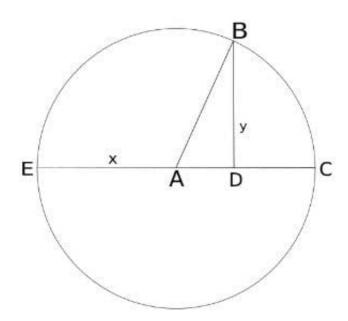
Exemplar: (shown below)

Part A: a pair of parallel lines cut by transversal that is not perpendicular to the parallel lines.



Part B: a pair of parallel lines cut by perpendicular transversal.

QUESTION 7



The diagram shows a circle with a center at A. ADB is a right angle. EC is a line segment. Points A and D lie on this segment. Segment AE has length x, segment BD has length y, and angle BAC has measure m degrees. Which of these expressions can be used to determine the area of circle A?

- B. 2πx
- D. π²x
- A. Option A
- B. Option B
- C. Option C
- D. Option D

Correct Answer: C

QUESTION 8

Read the text attached.

"Declaration of Conscience" by Margaret Chase Smith June 1, 1950

Mr. President, I would like to speak briefly and simply about a serious national condition. It is a national feeling of fear and frustration that could result in national suicide and the end of everything that we Americans hold dear. It is a condition



that comes from the lack of effective leadership either in the legislative branch or the executive branch of our government...

...I speak as a Republican. I speak as a woman. I speak as a United States senator. I speak as an American...

...I think that it is high time for the United States Senate and its members to do some real soul searching and to weigh our consciences as to the manner in which we are performing our duty to the people of America and the manner in which

we are using or abusing our individual powers and privileges.

I think that it is high time that we remembered that we have sworn to uphold and defend the Constitution. I think that it is high time that we remembered that the Constitution, as amended, speaks not only of the freedom of speech, but also of

trial by jury instead of trial by accusation.

Whether it is a criminal prosecution in court or a character prosecution in the Senate, there is little practical distinction when the life of a person has been ruined.

"The Basic Principles of Americanism"

Those of use who shout the loudest about Americanism in making character assassinations are all too frequently those who, by our own words and acts, ignore some of the basic principles of Americanism?

The right to criticize.

The right to hold unpopular beliefs.

The right to protest.

The right of independent thought.

The exercise of these rights should not cost one single American citizen his reputation or his right to a livelihood nor should he be in danger of losing his reputation or livelihood merely because he happens to know someone who holds

unpopular beliefs. Who of us does not? Otherwise none of us could call our souls our own. Otherwise thought control would have set in.

The American people are sick and tired of being afraid to speak their minds lest they be politically smeared as "Communists" or "Fascists" by their opponents. Freedom of speech is not what it used to be in America. It has been so abused by

some that it is not exercised by others.

The American people are sick and tired of seeing innocent people smeared and guilty people whitewashed. But there have been enough proved cases...to cause nationwide distrust and strong suspicion that there may be something to the

unproved, sensational accusations.

A Challenge to the Republican Party

As a Republican, I say to my colleagues on this side of the aisle that the Republican party faces a challenge today that is not unlike the challenge that it faced back in Lincoln\\'s day. The Republican Party so successfully met that challenge that

it emerged from the Civil War as the champion of a united nation - in addition to being a party that unrelentingly fought loose spending and loose programs....



The Democratic administration has greatly lost the confidence of the American people by its complacency to the threat of communism here at home and the leak of vital secrets to Russia through key officials of the Democratic administration.

There are enough proved cases to make this point without diluting our criticism with unproved charges.

Surely these are sufficient reasons to make it clear to the American people that it is time for a change and that a Republican victory is necessary to the security of this country.... Yet to displace it with a Republican regime embracing a

philosophy that lacks political integrity or intellectual honesty would prove equally disastrous to this Nation. The nation sorely needs a Republican victory. But I do not want to see the Republican party ride to political victory... [using] fear,

ignorance, bigotry, and smear... I do not want to see the Republican party win that way. While it might be a fleeting victory for the Republican party, it would be a more lasting defeat for the American people. Surely it would ultimately be

suicide for the Republican party and the two-party system that has protected our American liberties from the dictatorship of a one-party system.

As members of the minority party, we do not have the primary authority to formulate the policy of our government. But we do have the responsibility of rendering constructive criticism, of clarifying issues, of allaying fears by acting as

responsible citizens.

As a woman, I wonder how the mothers, wives, sisters, and daughters feel about the way in which members of their families have been politically mangled in Senate debate - and I use the word "debate" advisedly...

I do not like the way the Senate has been made a rendezvous for vilification, for selfish political gain at the sacrifice of individual reputations and national unity. I am not proud of the way we smear outsiders from the floor of the Senate and

hide behind the cloak of congressional immunity and still place ourselves beyond criticism on the floor of the Senate.

As an American, I am shocked at the way Republicans and Democrates alike are playing directly into the Communist design of "confuse, divide, and conquer." As an American, I don\\'t want a Democratic administration "whitewash" or "coverup" any more than I want a Republican smear or witch hunt.

As an American, I condemn a Republican Fascist just as much as I condemn a Democrat Communist. I condemn a Democrat Fascist just as much as I condemn a Republican Communist. They are equally dangerous to you and me and to

our country. As an American, I want to see our nation recapture the strength and unity it once had when we fought the enemy instead of ourselves.

It is with these thoughts that I have drafted what I call a Declaration of Conscience. I am gratified that the senator from New Hampshire, the senator from Vermont, the senator from Oregon, the senator from New York, the senator from

Minnesota and the senator from New Jersey have concurred in that declaration and have authorized me to announce their concurrence. The purpose of repeating the phrase "as an American" throughout the attached speech is most likely to

do	all	of	the	following	except	_

A. show a sense of unity with the audience ?she is one of them

B. arouse a sense of patriotism in the audience

C. remind the audience of the principals and foundations of America



D. inspire the audience to want to become American citizens if they are not already

Correct Answer: D

QUESTION 9

What is the vertex of the graph of $f(x) = x^2 - 8x + 7$?

A. (4, 23)

B. (-4, -23)

C. (4, -9)

D. (-4, -9)

Correct Answer: C

QUESTION 10

Ashley\\'s class is doing experiments with probability. They have a box with 3 green balls, 2 blue balls, and 5 red balls.

Ashley takes a ball from the box, places it on the table, then chooses another ball.

What is the probability that one of the balls is red and the other blue?

A. 0.222

B. 012

C. 0.7

D. 0.1

Correct Answer: A

QUESTION 11

Read the text and answer the question.

Blue Crabs Provide Evidence of Oil Tainting Gulf Food

Weeks ago, before engineers pumped in mud and cement to plug the gusher, scientists began finding specks of oil in crab larvae plucked from waters across the Gulf coast.

The government said last week that three-quarters of the spilled oil has been removed or naturally dissipated from the water. But the crab larvae discovery was an ominous sign that crude had already infiltrated the Gulf\\'s vast food web – and



could affect it for years to come.

"It would suggest the oil has reached a position where it can start moving up the food chain instead of just hanging in the water," said Bob Thomas, a biologist at Loyola University in New Orleans.

"Something likely will eat those oiled larvae . . . and then that animal will be eaten by something bigger and so on."

Tiny creatures might take in such low amounts of oil that they could survive, Thomas said. But those at the top of the chain, such as dolphins and tuna, could get fatal "megadoses."

Marine biologists routinely gather shellfish for study. Since the spill began, many of the crab larvae collected have had the distinctive orange oil droplets, said Harriet Perry, a biologist with the University of Southern Mississippi\\'s Gulf Coast

Research Laboratory.

"In my 42 years of studying crabs I\\'ve never seen this," Perry said.

She wouldn\\'t estimate how much of the crab larvae are contaminated overall, but said about 40 percent of the area they are known to inhabit has been affected by oil from the spill.

While fish can metabolize dispersant and oil, crabs may accumulate the hydrocarbons, which could harm their ability to reproduce, Perry said in an earlier interview with Science magazine.

She told the magazine there are two encouraging signs for the wild larvae – they are alive when collected and may lose oil droplets when they molt.

Tulane University researchers are investigating whether the splotches also contain toxic chemical dispersants that were spread to break up the oil but have reached no conclusions, biologist Caz Taylor said.

If large numbers of blue crab larvae are tainted, their population is virtually certain to take a hit over the next year and perhaps longer, scientists say. The spawning season occurs between April and October, but the peak months are in July

and August.

How large the die-off would be is unclear, Perry said. An estimated 207 million gallons of oil have spewed into the Gulf since an April 20 drilling rig explosion triggered the spill, and thousands of gallons of dispersant chemicals have been

dumped.

Scientists will be focusing on crabs because they\\re a "keystone species" that play a crucial role in the food web as both predator and prey, Perry said.

Richard Condrey, a Louisiana State University oceanographer, said the crabs are "a living repository of information on the health of the environment."

Named for the light-blue tint of their claws, the crabs have thick shells and 10 legs, allowing them to swim and scuttle across bottomlands. As adults, they live in the Gulf\\'s bays and estuaries amid marshes that offer protection and abundant

food, including snails, tiny shellfish, plants and even smaller crabs. In turn, they provide sustenance for a variety of wildlife, from redfish to raccoons and whooping cranes.

Adults could be harmed by direct contact with oil and from eating polluted food. But scientists are particularly worried about the vulnerable larvae.

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That\\'s because females don\\'t lay their eggs in sheltered places, but in areas where estuaries meet the open sea. Condrey discovered several years ago that some even deposit offspring on shoals miles offshore in the Gulf.

The larvae grow as they drift with the currents back toward the estuaries for a month or longer. Many are eaten by predators, and only a handful of the 3 million or so eggs from a single female live to adulthood.

But their survival could drop even lower if the larvae run into oil and dispersants.

"Crabs are very abundant. I don\\'t think we\\'re looking at extinction or anything close to it," said Taylor, one of the researchers who discovered the orange spots.

Still, crabs and other estuary-dependent species such as shrimp and red snapper could feel the effects of remnants of the spill for years, Perry said.

"There could be some mortality, but how much is impossible to say at this point," said Vince Guillory, biologist manager with the Louisiana Department of Wildlife and Fisheries.

Perry, Taylor and Condrey will be among scientists monitoring crabs for negative effects such as population drop-offs and damage to reproductive capabilities and growth rates.

Crabs are big business in the region. In Louisiana alone, some 33 million pounds are harvested annually, generating nearly \$300 million in economic activity, Guillory said.

Blue crabs are harvested year-round, but summer and early fall are peak months for harvesting, Guillory said.

Prices for live blue crab generally have gone up, partly because of the Louisiana catch scaling back due to fishing closures, said Steve Hedlund, editor of SeafoodSource.com, a website that covers the global seafood industry.

Fishers who can make a six-figure income off crabs in a good year now are now idled – and worried about the future.

"If they\\'d let us go out and fish today, we\\'d probably catch crabs," said Glen Despaux, 37, who sets his traps in Louisiana\\'s Barataria Bay. "But what\\'s going to happen next year, if this water is polluted and it\\'s killing the eggs and the larvae? I

think it\\'s going to be a long-term problem."

Excerpt from "Blue Crabs Provide Evidence of Oil Tainting Gulf Food Web" by John Flesher. Copyright © 2010 by The Associated Press. Reprinted by permission of The Associated Press.

What does the conflicting information about the effects of oil on blue crab larvae reveal abot the author\\'s point of view?

- A. It reinforces the author\\'s belief that scientists do not yet know how the oil will affect the blue crab population.
- B. It suggests that the author disagrees with scientists who predict long-term damage to the blue crab population.
- C. It reinforces the author\\'s feeling that scientists may never know the true effects of oil on the blue crab population.
- D. It suggests that the author feels scientists have not devoted enough attention to the effects of oil on blue crab larvae.

Correct Answer: A

QUESTION 12



A student is writing a research report on the Civil War. Here is a draft of that report.

The American Civil War erupted after years of tension between the North and the South. Differing views on westward expansion, states\\' rights, and possibly most notably slavery, Abraham Lincoln\\'s win in the 1860 presidential election was the trigger that sparked the war. Eleven states announced their secession from the Union and the Confederate States of America was born.

As the southern states banded together to fight for their rights against a president and government they feared was trying to abolish their way of life and ruin their economy, the Civil War pitted brother against brother in some cases. Those who supported the abolition of slavery supported the northern Union army. Those who saw value in slavery fought for the Confederate south. As shots were fired at Fort Sumter on April 12, 1861, the deadliest war for American soldiers was officially underway.

The fighting would last another four years. Each side celebrated victories and suffered defeats during that time, but the North ultimately won. On April 9, 1865, three days shy of four years after it began, the Civil War came to an end. General Robert E. Lee surrendered to General Ulysses S. Grant at the Appomattox Court House in Appomattox County, Virginia.

Read the attached essay draft and answer this question about it. Which three of the following sentences provide the best evidence to support the main idea of the paper?

1.

It has been estimated that 620,000 American soldiers died in the Civil War.

2.

The period following the Civil War is known as the Reconstruction Era when much of the South was rebuilt and the southern states were readmitted back to the United States.

3.

The Battle of Gettysburg is one of the most well-known Civil War battles.

4.

Also known as "The War Between the States," the Civil War divided the nation over very fiery topics: the idea of central power and a federal government mandating state\\'s rights and the issue of slavery.

5.

The North was better equipped and had more men to fight than the South.

- A. sentences 1, 4, and 5
- B. sentences 1, 2, and 3
- C. sentences 2, 3, and 5
- D. sentences 3, 4, and 5

Correct Answer: A

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Read the attached essay draft and answer this question about it. Which two of these sources are least likely to give the student relevant information to add to these paragraphs?

The History of Slavery in America – A video about the history of slavery in America from the 1600s to the Emancipation Proclamation and the resulting fight for civil rights.

The Roles of Women in the Civil War – an article by R.B. Brooks about the roles women played during the Civil War found on a Civil War history website Riley M. Hoskinson letter to his wife, Martha Hoskinson of Rushville, Illinois, Oct. 27, 1863 – A letter written from a Union soldier to his family back home about his experiences serving in the Union Army A Stillness at Appomattox – Pulitzer Prize-winning book by B. Catton about the Civil War\s final year and the Confederate surrender at Appomattox The Entire Civil War Animated Map – An animated map of the battles of the Civil War

- A. The Entire Civil War Animated Map and A Stillness at Appomattox
- B. A Stillness at Appomattox* and The History of Slavery in America
- C. The letter from the Union soldier and The Roles of Women in the Civil War
- D. The History of Slavery in America and The Roles of Women in the Civil War

Correct Answer: D

QUESTION 14

Which sentence contains a misplaced modifier?

- A. Swimming in the water, Mark saw a shark.
- B. Lying under the tree, Sam finished reading the last chapter of the book.
- C. The boy in the blue shirt and purple tie danced wildly across the dancefloor.
- D. I ate hardly any lunch at school today.



Correct Answer: A

QUESTION 15

The writer wants to create a more formal tone in this paragraph. Which collection of words from the paragraph has the most informal language and should definitely be replaced to make the tone more formal?

The school board met to talk about funding for after-school programs next year for kids in the district. They determined that, with the current budget, only some of the stuff could be funded. While trying to figure out what to cut, they asked for the students\\' input. The students didn\\'t want to see any of their programs cut, so it\\'s gonna be a tough fight.

A. Collection 4: stuff, talk, it\\'s, gonna

B. Collection 3: met, kids, current, see

C. Collection 1: determined, some, input, fight

D. Collection 2: programs, asked, didn\\'t, cut

Correct Answer: A

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