

Chapter 1

True / False

1. The Fair Labor Standards Act is commonly known as the Federal Wage and Hour Law.

- a. True
- b. False

ANSWER: True
POINTS: 1
DIFFICULTY: Easy
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.1 - LO: 1
ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
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QUESTION GLOB GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-
AL ID: GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMD-GY5U-YPJO-GI1D-OQMR-GWSS-RPDF-
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INSTRUCTION GL GCID-e76631441651-1019-1d14-b53f-0bfc6c5a
OBAL ID:

2. The FLSA imposes no recordkeeping requirements on employers.

- a. True
- b. False

ANSWER: False
POINTS: 1
DIFFICULTY: Easy
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.2 - LO: 1
ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
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AL ID: GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMR-CP1D-Q3JA-CC5S-GCTT-8YSS-RPDN-
CESU-EPT1-GOSS-K3MN-8YSU-13DG-GR3U-1A5F-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE
INSTRUCTION GL GCID-e76631441651-1019-1d14-b53f-0bfc6c5a
OBAL ID:

3. The employer is required by the FLSA to display a poster that informs employees of the provisions of the law.

- a. True

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b. False

ANSWER: True
POINTS: 1
DIFFICULTY: Easy
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.3 - LO: 1
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NQN BEE
INSTRUCTION GL GCID-e76631441651-1019-1d14-b53f-0bfc6c5a
OBAL ID:

4. All states have set their minimum wage to be the same as the federal government.

a. True
b. False

ANSWER: False
POINTS: 1
DIFFICULTY: Easy
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.4 - LO: 1
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INSTRUCTION GL GCID-e76631441651-1019-1d14-b53f-0bfc6c5a
OBAL ID:

5. Under the Federal Insurance Contributions Act, the Medicare portion of the tax is only paid by the employer.

a. True
b. False

ANSWER: False
POINTS: 1

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DIFFICULTY: Easy
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.5 - LO: 1
ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
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INSTRUCTION GL GCID-e76631441651-1019-1d14-b53f-0bfc6c5a
OBAL ID:

6. The FLSA provides health insurance for the aged and disabled (Medicare).

- a. True
- b. False

ANSWER: False
POINTS: 1
DIFFICULTY: Easy
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.6 - LO: 1
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INSTRUCTION GL GCID-e76631441651-1019-1d14-b53f-0bfc6c5a
OBAL ID:

7. The tax paid to the federal government for unemployment taxes is used for paying state and federal administrative expenses of the unemployment program.

- a. True
- b. False

ANSWER: True
POINTS: 1
DIFFICULTY: Easy
QUESTION TYPE: True / False
HAS VARIABLES: False

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LEARNING OBJECTIVES: PAYR.BIEG.14.7 - LO: 1

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NQNBEE

*INSTRUCTION GL*GCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

8. The Self-Employment Contributions Act imposes a tax on the net earnings from self-employment derived by an individual from any trade or business.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.8 - LO: 2

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*INSTRUCTION GL*GCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

9. Each state imposes an income tax on employees that is 2 percent of gross wages.

- a. True
- b. False

ANSWER: False

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.9 - LO: 2

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NQNBEE

INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

10. Only six states do not impose a state unemployment tax on employers in their state.

- a. True
- b. False

ANSWER: False

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.10 - LO: 2

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NQNBEE

INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

11. One of the provisions of coverage of the Civil Rights Act is that the employer must have 15 or more workers.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.11 - LO: 2

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INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

12. Title VII of the Civil Rights Act protects all employees from arbitrary dismissal.

- a. True
- b. False

ANSWER: False

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.12 - LO: 2

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INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

13. By the use of executive orders, the federal government has banned discrimination in employment on government contracts.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.13 - LO: 2

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QUESTION ID: JFND-GO33-EW3R-EPJ1

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INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

14. Employers not subject to Title VII coverage may come within the scope of the Civil Rights Act by reason of a contract or subcontract involving federal funds.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.14 - LO: 2

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INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

15. Under the Civil Rights Act of 1964, the U.S. government is classified as an exempt employer.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.15 - LO: 2

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CESS-RQMF-GOSU-EP3S-GYSS-CCUN-GY5D-QC3O-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

*INSTRUCTION GL*GCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

16. An exception to the protection that the Age Discrimination in Employment Act provides for all workers over 40 involves executives who are 65 or older and who have held high policy-making positions during the two-year period prior to retirement.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.16 - LO: 2

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NQNBEE

*INSTRUCTION GL*GCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

17. Under the Federal Personal Responsibility and Work Opportunity Reconciliation Act, every employer is required to report the name, address, and social security number of each new employee to the appropriate state agency.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.17 - LO: 2

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NQNBEE

*INSTRUCTION GL*GCID-e76631441651-1019-1d14-b53f-0bfc6c5a
OBAL ID:

18. Form I-9 must be completed by each new hire.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.18 - LO: 3

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NQNBEE

*INSTRUCTION GL*GCID-e76631441651-1019-1d14-b53f-0bfc6c5a
OBAL ID:

19. Employers are now required to photocopy new employees' Form I-9 documents.

- a. True
- b. False

ANSWER: False

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.19 - LO: 3

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AL ID: GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMD-GH5S-GP3A-GY3D-13MG-

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OBAL ID:

20. In order for the Walsh-Healey Public Contracts Act to protect laborers for contractors who furnish materials to any agency of the United States, the contract amount must be at least \$10,000.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

REFERENCES: 1-8

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.20 - LO: 2

NATIONAL STANDARDS: United States - Blooms - Knowledge

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NQNBEE

INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

21. Under FMLA, the time off must be used in one uninterrupted period of time.

- a. True
- b. False

ANSWER: False

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.21 - LO: 2

ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

DATE CREATED: 6/6/2017 10:33 AM

DATE MODIFIED: 6/6/2017 10:33 AM

QUESTION ID: JFND-GO33-EW3R-KOKB

QUESTION GLOB GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-

Chapter 1

AL ID: GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMF-G3UG-CA5F-GO4D-R3JZ-8YSS-CAUF-CESU-OPB1-GOSU-NC3O-CASU-1CBO-8Y3D-CPMG-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

22. Under the Family and Medical Leave Act, employers can exempt an employee who has not worked for the employer for at least one year and has worked for the company for at least 1,250 hours in the last year.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.22 - LO: 2

ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

DATE CREATED: 6/6/2017 10:33 AM

DATE MODIFIED: 6/6/2017 10:33 AM

QUESTION ID: JFND-GO33-EW3R-KOJ3

QUESTION GLOB GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-AL ID: GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMN-CAHS-CPUN-CJTS-E3UD-GESU-OA31-CESS-ECDR-GOSS-GATZ-GASS-R3TI-CE3G-R3DN-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

23. FUTA was designed to ensure that workers who are covered by pension plans receive benefits from those plans.

- a. True
- b. False

ANSWER: False

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.23 - LO: 2

ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

DATE CREATED: 6/6/2017 10:33 AM

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QUESTION ID: JFND-GO33-EW3R-KOJA

QUESTION GLOB GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-AL ID: GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJO-8Y5D-OQMN-GC4G-RC5D-GYSU-GPTZ-CRSU-YQJS-GOSU-NC3O-GRSU-KQBA-GJ1D-ECDB-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a

Chapter 1

OBAL ID:

24. Under ERISA, vesting conveys to employees the right to share in a retirement fund in the event they are terminated before the normal retirement age.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.24 - LO: 2

ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

DATE CREATED: 6/6/2017 10:33 AM

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QUESTION ID: JFND-GO33-EW3R-KOKG

QUESTION GLOB GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-
AL ID: GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJS-G7TD-K3JO-8R5D-CA5G-CRSU-G3TU-
CRSS-NPUB-GOSS-CP3O-CASU-OCTZ-GPTD-QAUR-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

25. If an investigative consumer report is being issued, the applicant must be given a written notice that the information obtained will be used in the employment decision.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.25 - LO: 3

ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

DATE CREATED: 6/6/2017 10:33 AM

DATE MODIFIED: 7/17/2017 3:16 PM

QUESTION ID: JFND-GO33-EW3R-KOKF

QUESTION GLOB GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-
AL ID: GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJS-GH3U-CC3A-COAU-1PJI-8RSU-
YPJI-8YSU-1PDD-GOSU-YC5G-CRSU-Q3MG-CW4D-CC5F-E7JI-YT4D-JFNN-4OTI-GO4W-
NQNBEE

INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

Chapter 1

26. ERISA provides for full vesting of the employer's contributions in three years or gradually over six.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.26 - LO: 2

ACCREDITING STANDARD: AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

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DATE MODIFIED: 6/6/2017 10:33 AM

QUESTION ID: JFND-GO33-EW3R-KOKR

QUESTION GLOB AL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMF-8RAD-1PUG-CC5S-K3JI-GASS-KCDR-CESU-1PMB-GOSU-G3JS-GASU-RATI-GPOU-KAJZ-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

INSTRUCTION GLG: CID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

27. Under the Affordable Care Act, employers with 50 or more full-time employees during the previous year are required to provide health insurance coverage for all full-time employees.

- a. True
- b. False

ANSWER: True

POINTS: 1

QUESTION TYPE: True / False

HAS VARIABLES: False

DATE CREATED: 6/6/2017 10:33 AM

DATE MODIFIED: 6/6/2017 10:33 AM

QUESTION ID: JFND-GO33-EW3R-KOKD

QUESTION GLOB AL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJA-GF1U-N3MD-GRAD-NCMG-CCSS-RPB3-CRSS-CCJS-GOSU-OCJT-GASU-K3MN-CEHD-QA3Z-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

INSTRUCTION GLG: CID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

28. The Affordable Care Act does not make a distinction between large and small employers.

- a. True
- b. False

ANSWER: False

POINTS: 1

QUESTION TYPE: True / False

HAS VARIABLES: False

Chapter 1

DATE CREATED: 6/6/2017 10:33 AM

DATE MODIFIED: 6/6/2017 10:33 AM

QUESTION ID: JFND-GO33-EW3R-KOJU

QUESTION GLOB AL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJU-CPOS-KPDF-CO4S-KCBS-CESS-RQBZ-8RSS-NPBO-GOSS-NC3O-8YSU-EPMG-G71U-RPBO-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

29. The total cost of workers' compensation insurance is borne by the employees.

a. True

b. False

ANSWER: False

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.27 - LO: 2

ACCREDITING STANDARD S: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

DATE CREATED: 6/6/2017 10:33 AM

DATE MODIFIED: 6/6/2017 10:33 AM

QUESTION ID: JFND-GO33-EW3R-KOJ1

QUESTION GLOB AL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJI-GE5U-RAJ1-8BTU-OQJA-GHSU-QPB3-CRSS-C3DF-GOSU-O3BW-8YSS-K3TT-GR4D-KCBZ-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

30. Workers' compensation insurance premiums for employers vary according to the different degrees of danger in various classes of jobs and the employers' accident experience rate.

a. True

b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.28 - LO: 2

ACCREDITING STANDARD S: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

DATE CREATED: 6/6/2017 10:33 AM

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Chapter 1

QUESTION ID: JFND-GO33-EW3R-KOJT

QUESTION GLOB AL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJW-GJUD-KCJI-COAU-QCDG-GCSS-CPTO-CESS-EAJA-GOSU-Q3BO-8YSU-GAJT-GW4G-N3JS-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

INSTRUCTION GLGCID: e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

31. Only one state has passed a law to provide disability benefits to employees absent from their jobs due to illness, accident, or disease not arising out of their employment.

- a. True
- b. False

ANSWER: False

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.30 - LO: 2

ACCREDITING STANDARD S: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

DATE CREATED: 6/6/2017 10:33 AM

DATE MODIFIED: 6/6/2017 10:33 AM

QUESTION ID: JFND-GO33-EW3R-KOJO

QUESTION GLOB AL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMG-CIUD-CCDD-GC3D-OPJT-GHSU-NP5N-8YSU-CQMG-GOSU-EAT3-COSU-13TT-8R4S-EA3A-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

INSTRUCTION GLGCID: e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

32. The *requisition for personnel form* is sent to the Payroll Department so that the new employee can be properly added to the payroll.

- a. True
- b. False

ANSWER: False

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.31 - LO: 3

ACCREDITING STANDARD S: AICPA: v1-11 - FN-Reporting
Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

DATE CREATED: 6/6/2017 10:33 AM

DATE MODIFIED: 6/6/2017 10:33 AM

QUESTION ID: JFND-GO33-EW3R-KOJZ

Chapter 1

QUESTION GLOB GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-
AL ID: GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJT-CE3U-QA5F-CPOS-NQBO-GESU-CPUG-
CESS-NQBI-GOSS-RP3W-GRSU-QA5R-CEHU-1PDD-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

*INSTRUCTION GL*GCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

33. Employment application forms are usually discarded when the applicant is hired.

- a. True
- b. False

ANSWER: False

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.32 - LO: 3

*ACCREDITING STANDARD*AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

DATE CREATED: 6/6/2017 10:33 AM

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QUESTION ID: JFND-GO33-EW3R-KOJS

QUESTION GLOB GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-
AL ID: GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMN-8B1D-1PJT-CA5D-EC5R-8YSS-NCMR-
CRSU-13MD-GOSU-YPJ1-GHSU-OPTZ-GA3S-G3UN-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

*INSTRUCTION GL*GCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

34. Questions pertaining to religion, gender, national origin, or age are allowed on application forms when these are bona fide occupational qualifications for a job.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.33 - LO: 4

*ACCREDITING STANDARD*AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

DATE CREATED: 6/6/2017 10:33 AM

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QUESTION ID: JFND-GO33-EW3R-KOJI

QUESTION GLOB GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-
AL ID: GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJ1-GOHG-GAJZ-GPTD-G3TT-GRSS-KPB1-
CRSS-R3DG-GOSU-GCB1-CCSU-G3JS-CWHU-E3BA-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

Chapter 1

INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a
OBAL ID:

35. Asking applicants for their arrest records is illegal.

- a. True
- b. False

ANSWER: True
POINTS: 1
DIFFICULTY: Easy
REFERENCES: 1-17
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.35 - LO: 4
ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
DATE CREATED: 6/6/2017 10:33 AM
DATE MODIFIED: 7/17/2017 3:18 PM
QUESTION ID: JFND-GO33-EW3R-KOJW
QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJW-GJUG-NPBU-GCHS-CCMN-8YSU-K3MD-8RSU-OATS-GOSU-K3DF-CASS-NPDB-GCAD-EQMG-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a
OBAL ID:

36. There are no states that allow employees to access their personnel files.

- a. True
- b. False

ANSWER: False
POINTS: 1
DIFFICULTY: Easy
QUESTION TYPE: True / False
HAS VARIABLES: False
LEARNING OBJECTIVES: PAYR.BIEG.14.36 - LO: 4
ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic
DATE CREATED: 6/6/2017 10:33 AM
DATE MODIFIED: 6/6/2017 10:33 AM
QUESTION ID: JFND-GO33-EW3R-KO1N
QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJA-GA3S-GCDB-GFTD-NCTT-8RSU-RAUF-8YSU-1C3S-GOSU-RPMD-CASU-CAJ3-GY3U-KP5R-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a

Chapter 1

OBAL ID:

37. The *payroll register* is a separate payroll record that is kept on each employee.

- a. True
- b. False

ANSWER: False

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.37 - LO: 5

ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

DATE CREATED: 6/6/2017 10:33 AM

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QUESTION ID: JFND-GO33-EW3R-KO1B

QUESTION GLOB GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-
AL ID: GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMR-CA5D-CQDF-GOHU-KP3T-GHSS-EQB1-
CESS-K3MF-GOSU-Y3B1-GRSU-CQBU-8F1D-KQBZ-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

38. A *payroll register* lists all employees who have earned remuneration, the amount of remuneration, the deductions, and the net amount paid for each pay period.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.38 - LO: 5

ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

DATE CREATED: 6/6/2017 10:33 AM

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QUESTION ID: JFND-GO33-EW3R-KOT3

QUESTION GLOB GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-
AL ID: GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMB-CP1U-CPBA-GY5S-KQJ1-GYSS-
KPUD-8YSU-NQJI-GOSS-CATI-8RSU-GQBO-CT1G-RPMF-E7JI-YT4D-JFNN-4OTI-GO4W-
NQNBEE

INSTRUCTION GLGCID-e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

Chapter 1

39. The amounts needed for the payroll entries in the journal come from the *employee's earnings record*.

- a. True
- b. False

ANSWER: False

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.39 - LO: 5

ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting

S: Blooms Taxonomy-5 - Remembering

Business Program-3 - Analytic

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QUESTION ID: JFND-GO33-EW3R-KOTA

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMR-GE4U-CPJA-GAAS-CAMR-8RSU-CPBA-CRSU-E3JU-GOSU-Y3DD-CWSS-RPTW-CEHG-EAJ1-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

INSTRUCTION GLOBAL ID: e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

40. The trend toward outsourcing of payroll operations has weakened in recent years.

- a. True
- b. False

ANSWER: False

POINTS: 1

DIFFICULTY: Easy

QUESTION TYPE: True / False

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.40 - LO: 5

ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting

S: Blooms Taxonomy-5 - Remembering

Business Program-3 - Analytic

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QUESTION ID: JFND-GO33-EW3R-KO1G

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMD-GAAU-GCTS-8BTD-N3UG-GOSU-EPUN-8RSU-QPDD-GOSU-KCBU-GYSS-EPBI-GYAU-EAJ1-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

INSTRUCTION GLOBAL ID: e76631441651-1019-1d14-b53f-0bfc6c5a

OBAL ID:

Multiple Choice

41. Which of the following laws establishes the minimum wage?

Chapter 1

- a. Fair Labor Standards Act
- b. Federal Income Tax Act
- c. Federal Insurance Contributions Act
- d. Federal Unemployment Tax Act
- e. Fair Employment Laws

ANSWER: a

POINTS: 1

DIFFICULTY: Medium

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.41 - LO: 1

ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

DATE CREATED: 6/6/2017 10:33 AM

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QUESTION ID: JFND-GO33-EW3R-KO1F

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJU-GC3D-QP3Z-CR3D-NQJ1-CRSU-ECUR-8RSS-GC3T-GOSU-E3MG-GYSS-R3JA-GH4S-KA3S-E7JI-YT4D-JFNN-4OTI-GO4W-NQN BEE

42. Which of the following is *not* part of the social security program?

- a. Federal Income Tax Law
- b. Federal Old-Age and Survivors' Trust Fund
- c. Medicare
- d. Self-Employment Contributions Act
- e. All are part of the social security program

ANSWER: a

POINTS: 1

DIFFICULTY: Medium

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.42 - LO: 1

ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
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QUESTION ID: JFND-GO33-EW3R-KO1R

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMF-C3TD-OC3O-8Y4S-GPB1-GCSU-YC3I-8YSU-Q3B3-GOSU-CCTI-GCSU-NCTT-GEHD-GPMG-E7JI-YT4D-JFNN-4OTI-GO4W-NQN BEE

43. Which of the following acts levies a tax on employers and employees that is credited to the Federal Old-Age and Survivors' Trust Fund and the Federal Disability Insurance Trust Fund?

Chapter 1

- a. Federal Income Tax Act
- b. Federal Insurance Contributions Act
- c. Fair Labor Standards Act
- d. Federal Unemployment Tax Act
- e. Employee Retirement Income Security Act

ANSWER: b

POINTS: 1

DIFFICULTY: Medium

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.43 - LO: 1

ACCREDITING STANDARD: AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

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QUESTION ID: JFND-GO33-EW3R-KO1D

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJW-CJ1S-R3T3-COHU-NP5G-GYSU-NAUG-CRSS-NAT3-GOSU-R3JW-GASS-GCTU-GOAD-Q3UB-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

44. Which of the following is a provision of the Fair Labor Standards Act (FLSA)?
- a. Sets up minimum wage
 - b. Tax on net earnings of self-employed individuals
 - c. Allows discrimination in hiring
 - d. Separate tax on employees and employers
 - e. All are provisions of the FLSA

ANSWER: a

POINTS: 1

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

DATE CREATED: 6/6/2017 10:33 AM

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QUESTION ID: JFND-GO33-EW3R-KOTU

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMB-GTOS-R3MG-G7TS-EPBI-GWSS-GATO-CRSU-YPDR-GOSU-EQJU-GESU-CQJO-CEHD-KPT3-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

45. The Fair labor Standards Act has set the current minimum hourly rate of pay at:
- a. \$10.00
 - b. \$7.25
 - c. \$7.75
 - d. \$5.00
 - e. \$8.50

ANSWER: b

Chapter 1

POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
DATE CREATED: 6/6/2017 10:33 AM
DATE MODIFIED: 6/6/2017 10:33 AM
QUESTION ID: JFND-GO33-EW3R-KOT1
QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMF-GJOS-EC5D-GA3G-NP5B-GHSU-1AJW-8YSS-NCUD-GOSU-RAJS-CASU-N3BI-8BOS-RQJI-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

46. Which of the following is a part of the social security program?

- Federal unemployment taxes (FUTA)
- State income tax withholding
- Medicare
- Federal income tax withholding
- All are part of the social security program

ANSWER: c
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
DATE CREATED: 6/6/2017 10:33 AM
DATE MODIFIED: 6/6/2017 10:33 AM
QUESTION ID: JFND-GO33-EW3R-KOTT
QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMN-GW3D-CCDD-CCHG-KQJI-GESU-1C5D-8RSU-Q3MB-GOSS-E3TZ-CCSS-NPDN-GIOU-CCTZ-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

47. Which of the following levies a graduated tax on the earnings of most employees and is deducted from their gross pay?

- Income tax withholding laws
- Federal Unemployment Tax Act
- Fair Labor Standards Act
- Federal Insurance Contributions Act
- Employee Retirement Income Security Act

ANSWER: a
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
DATE CREATED: 6/6/2017 10:33 AM
DATE MODIFIED: 6/6/2017 10:33 AM
QUESTION ID: JFND-GO33-EW3R-KOTO
QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMG-GHAS-RQJI-GW4U-NC5F-CESU-RQJ1-CRSU-1CBW-GOSS-G3JZ-CWSU-NC3T-GI1D-KP3T-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

Chapter 1

48. What tax act levies a tax on employers to pay state and federal administrative expenses of the unemployment program?

- a. Federal Income Tax Act
- b. Federal Unemployment Tax Act
- c. Federal Wage and Hour Law
- d. Estate Unemployment Tax Acts
- e. Workers' Compensation Laws

ANSWER: b
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
DATE CREATED: 6/6/2017 10:33 AM
DATE MODIFIED: 6/6/2017 10:33 AM
QUESTION ID: JFND-GO33-EW3R-KOTZ

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJ1-8BOS-ECDR-8FOU-Q3JT-CESU-EQDF-8RSU-GAJ3-GOSS-RPB3-CASU-YCJ1-8YHG-RPJO-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

49. Which of the following Acts established the Equal Employment Opportunity Commission (EEOC)?

- a. Americans with Disabilities Act
- b. Immigration Reform and Control Act of 1986
- c. Civil Rights Act of 1964
- d. Age Discrimination in Employment Act
- e. None of the above

ANSWER: c
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
DATE CREATED: 6/6/2017 10:33 AM
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QUESTION ID: JFND-GO33-EW3R-KOTS

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJT-CO3G-G3UB-GAAD-CCDB-8RSU-YPBI-8YSU-QCTT-GOSS-GPJZ-CWSS-NA31-GYHU-GCJT-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

50. Title VII of the Civil Rights Act is referred to as the:

- a. Wage and Hour Act
- b. Social Security Act
- c. Age Discrimination Act
- d. Equal Employment Opportunity Act
- e. Immigration Reform Act

ANSWER: d
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False

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QUESTION ID: JFND-GO33-EW3R-KOTI

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-

GIOU-YQBI-CJDI-GWN8-EPRW-EMMN-GH4G-NPT3-GO4S-KC3I-8RSS-EPBZ-8RSS-EPTI-GOSU-GCJA-GASU-GP3T-GO4U-QCMB-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

51. All of the following are covered by the Age Discrimination in Employment Act except:

- a. Labor Unions
- b. An employer with 15 employees
- c. State government employees (other than elected officials)
- d. Employment Agencies
- e. All of the above are covered

ANSWER: b

POINTS: 1

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

DATE CREATED: 6/6/2017 10:33 AM

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QUESTION ID: JFND-GO33-EW3R-KOTW

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-

GIOU-YQBI-CJDI-GWN8-EPRW-EMJT-CT1D-CCBO-CPUD-NPBS-GASU-EAUF-CESU-RP3W-GOSU-CPMR-CWSU-1PUD-GHHU-NC5G-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

52. The Age Discrimination in Employment Act provides protection to virtually all workers over the age of:

- a. 50.
- b. 65.
- c. 70.
- d. 75.
- e. 40.

ANSWER: e

POINTS: 1

DIFFICULTY: Medium

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.44 - LO: 1

ACCREDITING STANDARD: AICPA: v1-11 - FN-Reporting

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QUESTION ID: JFND-GO33-EW3R-KQNN

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-

GIOU-YQBI-CJDI-GWN8-EPRW-EMJ3-GRAD-RPT1-CW4U-Q3MR-GCSS-KQJI-CRSS-RCJU-GOSU-KAJ1-GCSU-QPJW-GYHU-GCJO-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

Chapter 1

53. Form I-9, which is completed by each employee, deals with:

- a. contributions to individual retirement accounts.
- b. verification of employment eligibility.
- c. eligibility for unemployment benefits.
- d. eligibility for Medicare benefits.
- e. none of the above.

ANSWER: b

POINTS: 1

DIFFICULTY: Medium

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.45 - LO: 1

ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
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QUESTION ID: JFND-GO33-EW3R-KQNB

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJO-8F1G-CATU-CR3D-EP3U-GRSU-OPB1-8YSS-KCT3-GOSS-CP3S-GHSU-OA3U-GOHD-NCTW-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

54. Which of the following acts deals with the minimum wage paid to laborers for contractors on federal government construction contracts?

- a. Walsh-Healey Public Contracts Act
- b. Fair Labor Standards Act
- c. McNamara-O'Hara Service Contract Act
- d. Occupational Safety and Health Act
- e. Davis-Bacon Act

ANSWER: e

POINTS: 1

DIFFICULTY: Medium

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.46 - LO: 1

ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
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QUESTION ID: JFND-GO33-EW3R-KQB3

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJ1-G71U-ECJ3-CC5D-N3JO-GHSU-KPJA-8RSU-OP3O-GOSS-RCDF-COSS-CPBU-CW3D-KCDR-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

Chapter 1

55. Form I-9 Employment Eligibility Verification, is required due to which of the following acts:

- a. Immigration Reform and Control Act of 1986
- b. Civil Rights Act of 1964
- c. Age Discrimination in Employment Act
- d. Americans with Disabilities Act
- e. None of the above

ANSWER:

a

POINTS:

1

QUESTION TYPE:

Multiple Choice

HAS VARIABLES:

False

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QUESTION ID:

JFND-GO33-EW3R-KQBA

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-

GIOU-YQBI-CJDI-GWN8-EPRW-EMJI-CAAU-1QJU-G71U-YCUG-8YSU-OC5D-8YSS-GP3A-GOSS-GCDB-8RSU-RCDN-8Y5D-QAJ1-E7JI-YT4D-JFNN-4OTI-GO4W-NQN BEE

56. The E-Verify program is a system to check the:

- a. Age of new hires
- b. Vesting status of all employees
- c. Health status of employees on medical leave
- d. Social Security status of new hires
- e. Employment eligibility of new hires

ANSWER:

e

POINTS:

1

QUESTION TYPE:

Multiple Choice

HAS VARIABLES:

False

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6/6/2017 10:33 AM

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6/6/2017 10:33 AM

QUESTION ID:

JFND-GO33-EW3R-KQNG

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-

GIOU-YQBI-CJDI-GWN8-EPRW-EMJU-CJ1S-GA5F-GW5D-1CUG-GESS-CPDD-CRSU-1QMG-GOSU-OPDR-COSS-RCTA-8YAU-KCBZ-E7JI-YT4D-JFNN-4OTI-GO4W-NQN BEE

57. Which of the following acts deals with the unpaid leave for a family or medical emergency?

- a. Fair Labor Standards Act
- b. Occupational Safety and Health Act
- c. Family and Medical Leave Act of 1993
- d. Walsh-Healey Public Contracts Act
- e. None of the Above

ANSWER:

c

POINTS:

1

QUESTION TYPE:

Multiple Choice

HAS VARIABLES:

False

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QUESTION ID: JFND-GO33-EW3R-KQNF

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMF-GE3U-1QBO-CCHG-G3JO-GCSS-EC3A-8YSS-CC3Z-GOSU-NPTT-CESS-RCDB-CEAU-Q3T1-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

58. Which of the following is part of the Family and Medical Leave Act for the employer:

- Must provide for 9 months of unpaid leave
- Must allow all employees to take the leave
- Must pay the employee 50% of their salary during the leave
- Must continue the employee's health-care coverage during the leave
- All of the above

ANSWER: d

POINTS: 1

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

DATE CREATED: 6/6/2017 10:33 AM

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QUESTION ID: JFND-GO33-EW3R-KQNR

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMR-GAHD-RQBT-CPOU-OA3Z-CWSS-GPUD-8YSU-Y3MD-GOSU-R3BI-GOSU-G3JU-GHHG-NP3A-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

59. Employers can exempt the following from the provision of the Family and Medical Leave Act:

- All salaried employees
- Employees with less than a five year tenure with the employer
- All employees under the age of 30
- All employees earning the minimum wage
- Highest-paid 10 percent of their workforce

ANSWER: e

POINTS: 1

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

DATE CREATED: 6/6/2017 10:33 AM

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QUESTION ID: JFND-GO33-EW3R-KQND

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJS-COAS-R3JA-GO3S-GQMR-CESS-EP5R-8RSU-OQMG-GOSS-GATW-8YSU-EPTI-CIUD-RQMN-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

60. ERISA provides for full vesting of the employer's contribution to an employee's pension fund in three years or gradually over:

- ten years.
- five years.

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- c. six years.
- d. seven years.
- e. No gradual vesting is allowed.

ANSWER: c

POINTS: 1

DIFFICULTY: Medium

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.47 - LO: 2

ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

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QUESTION ID: JFND-GO33-EW3R-KQBU

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJA-CCAU-K3JI-GH5S-CQB3-GYSS-KA5N-CRSU-NAMD-GOSU-O3JZ-GYSS-NCDD-GRHS-N3DF-E7JI-YT4D-JFNN-4OTI-GO4W-NQN BEE

61. The Affordable Care Act defines applicable large employers (ALEs) as employers with:

- a. 15 or more full-time employees during the previous year.
- b. 1 or more full-time employees during the previous year.
- c. 200 or more full-time employees during the previous year.
- d. 50 or more full-time employees during the previous year.
- e. 200 or more full- and part-time employees during the previous year.

ANSWER: d

POINTS: 1

DIFFICULTY: Medium

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.49 - LO: 5

ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

DATE CREATED: 6/6/2017 10:33 AM

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QUESTION ID: JFND-GO33-EW3R-KQB1

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJI-CO4D-O3T3-CW5S-E3J3-GYSS-CA31-8RSU-CPDN-GOSU-EP5F-GESU-Q3TT-GYHD-Y3T3-E7JI-YT4D-JFNN-4OTI-GO4W-NQN BEE

62. Which of the following acts gives a tax credit to employers for offering health insurance to their employees?

- a. Civil Rights Act
- b. Fair Labor Standards Act
- c. Family and Medical Leave Act

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- d. Patient Protection and Affordable Care Act
- e. None of the above

ANSWER: d
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
DATE CREATED: 6/6/2017 10:33 AM
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QUESTION ID: JFND-GO33-EW3R-KQBT
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63. Which of the following laws protect employees against losses due to work-related injury:
- a. Workers' Compensation
 - b. Federal Wage and Hour
 - c. Family and Medical Leave
 - d. State Disability
 - e. Federal Unemployment

ANSWER: a
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
DATE CREATED: 6/6/2017 10:33 AM
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QUESTION ID: JFND-GO33-EW3R-KQBO
QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMN-8RAG-EQDB-GHAD-NPDN-GHSS-NA3I-8YSU-ECTA-GOSU-Y3TT-8YSU-G3UG-GRAU-GCTT-E7JI-YT4D-JFNN-4OTI-GO4W-NQN BEE

64. Which of the following is included in a job description?
- a. Secondary duties
 - b. Education requirements and special skills needed
 - c. Attendance requirements
 - d. Job's essential functions, including any physical requirements
 - e. All of the above

ANSWER: e
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
DATE CREATED: 6/6/2017 10:33 AM
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QUESTION ID: JFND-GO33-EW3R-KQBZ
QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-

Chapter 1

GLOBAL ID: GIOU-YQBI-CJDI-GWN8-EPRW-EMJT-GE3D-YCUD-GY4D-OAUR-GHSU-NCTT-8RSU-1CMG-GOSU-C3DR-COSU-RCMD-GO4U-1A3I-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

65. Pre-hire questions pertaining to religion, gender, national origin, or age are allowed if:

- all employees are asked the same questions.
- only foreign-born applicants are asked these questions.
- these factors are bona fide occupational qualifications for the job.
- they are not in written form.
- the applicant is married.

ANSWER: c

POINTS: 1

DIFFICULTY: Medium

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

LEARNING OBJECTIVES: PAYR.BIEG.14.48 - LO: 3

ACCREDITING STANDARD: AICPA: v1-11 - FN-Reporting
S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

DATE CREATED: 6/6/2017 10:33 AM

DATE MODIFIED: 6/6/2017 10:33 AM

QUESTION ID: JFND-GO33-EW3R-KQBS

QUESTION G: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-

GLOBAL ID: GIOU-YQBI-CJDI-GWN8-EPRW-EMMB-G7TG-N3BO-GO5G-GPDF-GRSS-CQDR-CRSU-NCT3-GOSU-YAJW-8RSS-RCBA-CE4U-1ATI-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

66. Which of the following is not allowed as part of a company's pre-hire inquiries:

- Past employment and experience records
- Social security numbers
- Lie detector tests
- Educational background
- List of references

ANSWER: c

POINTS: 1

QUESTION TYPE: Multiple Choice

HAS VARIABLES: False

DATE CREATED: 6/6/2017 10:33 AM

DATE MODIFIED: 7/17/2017 3:27 PM

QUESTION ID: JFND-GO33-EW3R-KQBI

QUESTION G: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-

GLOBAL ID: GIOU-YQBI-CJDI-GWN8-EPRW-EMMG-CE4D-K3J1-GIOU-NC31-CCSS-RA3T-CESU-EA3T-GOSU-NCBZ-8YSS-KCJZ-8Y5D-Y3MB-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

67. Which of the following is used to provide a continuous record of the relationship between employer and employee?

- Change in payroll rate form
- Employee history record

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- c. Hiring notice
- d. Employee's earnings record
- e. None of the above

ANSWER:

b

POINTS:

1

QUESTION TYPE:

Multiple Choice

HAS VARIABLES:

False

DATE CREATED:

6/6/2017 10:33 AM

DATE MODIFIED:

6/6/2017 10:33 AM

QUESTION ID:

JFND-GO33-EW3R-KQBW

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMJA-GEHS-RPMN-CAAU-RC5D-GHSU-OPMD-8YSU-N3DB-GOSS-KCJI-8YSS-CQMG-CR5D-GAUR-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

68. Which of the following records lists all employees who earn remuneration, the amount of remuneration, the deductions, and the net amount paid for each payroll period?

- a. Employee history record
- b. Payroll register
- c. Change in payroll rate form
- d. Reference inquiry form
- e. None of the above

ANSWER:

b

POINTS:

1

DIFFICULTY:

Medium

QUESTION TYPE:

Multiple Choice

HAS VARIABLES:

False

LEARNING OBJECTIVES: PAYR.BIEG.14.50 - LO: 5

ACCREDITING STANDARD AICPA: v1-11 - FN-Reporting

S: Blooms Taxonomy-5 - Remembering
Business Program-3 - Analytic

DATE CREATED:

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6/6/2017 10:33 AM

QUESTION ID:

JFND-GO33-EW3R-KQKN

QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMG-CA3G-KP5R-8FTU-YP33-GYSU-EQMD-8RSS-GPJS-GOSU-GQJ1-CWSU-EQMF-GBUG-RQDG-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

69. Which of the following is a multicolumn form used to assemble and summarize the data needed at the end of each payroll period?

- a. Payroll register
- b. Reference inquiry form
- c. Change in payroll rate form
- d. Employee history record
- e. None of the above

ANSWER:

a

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POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
DATE CREATED: 6/6/2017 10:33 AM
DATE MODIFIED: 6/6/2017 10:33 AM
QUESTION ID: JFND-GO33-EW3R-KQKB
QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMR-GR4U-Y3MN-CAAG-N3TZ-GCSS-GQJ1-CRSS-KAUR-GOSU-OPBZ-CWSU-OCUN-CJ1U-NQJ1-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE

70. Which of the following is not part of the records employers keep in employee files?

- a. Regular rate of pay
- b. Gender
- c. Wages subject to tax for the calendar year
- d. Health care account withdrawals
- e. None of the above.

ANSWER: d
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
DATE CREATED: 6/6/2017 10:33 AM
DATE MODIFIED: 6/6/2017 10:33 AM
QUESTION ID: JFND-GO33-EW3R-KQJ3
QUESTION GLOBAL ID: GCID-E7BW-1TBP-CEHU-NCUB-CC3G-NATW-CO5N-43MR-GBTN-4PBT-CR4N-4CTT-GC4N-43JI-GIOU-YQBI-CJDI-GWN8-EPRW-EMMF-G71S-NPTO-GBOU-KPJ1-CASU-GCJW-CRSU-O3BS-GOSU-QP3T-GESU-NPDG-GE3U-OC5R-E7JI-YT4D-JFNN-4OTI-GO4W-NQNBEE