

1.

Award: 10.00 points

Internal payroll reports are used to inform a firm's managers and decision-makers about labor costs.

→ ☐ True

☐ False

References

True / False

Difficulty: 1 Easy

Learning Objective: 01-01 Identify
Legislation That Pertains to Payroll and
Business

2.

Award: 10.00 points

The Lilly Ledbetter Fair Pay Act of 2009 was the first act that mandated equal pay for men and women who perform identical tasks.

☐ True

→ ☐ False

References

True / False

Difficulty: 1 Easy

Learning Objective: 01-01 Identify
Legislation That Pertains to Payroll and
Business

3.

Award: 10.00 points

The Age Discrimination in Employment Act (ADEA) prohibits discrimination in employment practices for workers who are older than age 50.

- ☐ True
- ☐ False

ADEA protects workers who are older than age 40.

References

True / False

Difficulty: 1 Easy

Learning Objective: 01-01 Identify Legislation That Pertains to Payroll and Business

4.

Award: 10.00 points

Payroll-related legislation often reflects emerging issues in societal evolution.

- ☐ True
- ☐ False

References

True / False

Difficulty: 2 Medium

Learning Objective: 01-01 Identify Legislation That Pertains to Payroll and Business

5.

Award: 10.00 points

The Worker's Compensation Act of 1935 legislated the payment of worker's compensation insurance.

- ☐ True
- ☒ False

No federal legislation exists regarding the payment of worker's compensation insurance.

References

True / False

Difficulty: 1 Easy

Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

6.

Award: 10.00 points

The ethical principle of due care pertains to the upholding of rights and justice of stakeholders.

- ☐ True
- ☒ False

The principle of due care pertains to the accountant's professional competence.

References

True / False

Difficulty: 2 Medium

Learning Objective: 01-03 Discuss the Ethical Guidelines for Payroll Accounting

7.

Award: 10.00 points

Payroll accounting systems may involve an integrated software package that contains business-planning tools.

- ☒ True
☐ False

References

True / False

Difficulty: 1 Easy

Learning Objective: 01-04 Identify Contemporary Payroll Practices

8.

Award: 10.00 points

The IRS uses EINs to track employers for tax purposes.

- ☒ True
☐ False

References

True / False

Difficulty: 1 Easy

Learning Objective: 01-04 Identify Contemporary Payroll Practices

9.

Award: 10.00 points

The payroll volume tends to be greater for small companies than for large businesses.

- ☐ True
- ☐ False

Payroll volume is lower for small companies because the number of employees is smaller, which leads to a lower number of payroll transaction.

References

True / False

Difficulty: 1 Easy

Learning Objective: 01-05 Compare Payroll Processing Options for Different Businesses

10.

Award: 10.00 points

The use of outsourced payroll relieves employers of the responsibility for payroll accuracy.

- ☐ True
- ☐ False

The employer is responsible for payroll accuracy regardless of who processes it.

References

True / False

Difficulty: 2 Medium

Learning Objective: 01-05 Compare Payroll Processing Options for Different Businesses

11.

Award: 10.00 points

The Age Discrimination in Employment Act of 1967 prevented mandatory retirement for workers over the age of:

- ☐ 50.
- ☐ 55.
- ☐ 45.
- ☒ 40.

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-01 Identify Legislation That Pertains to Payroll and Business

12.

Award: 10.00 points

Which Act extended medical benefits for certain terminated employees?

- ☐ ADEA
- ☐ ERISA
- ☒ COBRA
- ☐ OSHA

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-01 Identify Legislation That Pertains to Payroll and Business

13.

Award: 10.00 points

Within how many days after initially commencing work must an employer report a new employee, according to PRWOR?

- ☐ 30
- ☒ 20
- ☐ 10
- ☐ 7

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-01 Identify Legislation That Pertains to Payroll and Business

14.

Award: 10.00 points

The Sarbanes-Oxley Act legislated penalties for violations of which Act?

- ☒ ERISA
- ☐ PRWOR
- ☐ DOMA
- ☐ HIPAA

References

Multiple Choice

Difficulty: 2 Medium

Learning Objective: 01-01 Identify Legislation That Pertains to Payroll and Business

15.

Award: 10.00 points

The *U.S. v. Windsor* case repealed an Act and affected payroll tax withholdings for certain employees. Which Act did Windsor repeal?

- ☐ OSHA
- ☐ ATRA
- ☒ DOMA
- ☐ ARRA

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-01 Identify Legislation That Pertains to Payroll and Business

16.

Award: 10.00 points

The purpose of payroll legislation is to:

- ☐ Promote governmental involvement in business activities.
- ☐ Increase the complexity involved in compensating employees.
- ☐ Generate increased tax revenue for governmental entities.
- ☒ Protect the rights of employees by legislating workplace equity.

References

Multiple Choice

Difficulty: 3 Hard

Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

17.

Award: 10.00 points

According to FMLA, during the time that an employee is on family leave:

- ☒ The employer is responsible for alerting the employee to changes in processes and benefits.
- ☐ The employee is responsible for staying in touch with the employer.
- ☐ The employer may make changes to the employee's benefits.
- ☐ The employer must not contact the employee during the leave.

References

Multiple Choice

Difficulty: 3 Hard

Learning Objective: 01-01 Identify Legislation That Pertains to Payroll and Business

18.

Award: 10.00 points

The USERRA legislation provided the following:

- ☐ Military service members receive mandatory priority during the hiring process.
- ☐ Military service members receive preferential treatment for promotions and raises during the normal course of business.
- ☒ Military members must receive the same promotions and compensation that they would have received when they return from active duty.
- ☐ Injured military veterans must be allowed to return to work, but their compensation may be reduced based on their disability.

References

Multiple Choice

Difficulty: 2 Medium

Learning Objective: 01-01 Identify Legislation That Pertains to Payroll and Business

19.

Award: 10.00 points

Payroll taxes were instituted by the 16th Amendment to the United States Constitution:

- ☐ To penalize people who needed employment.
- ☒ To fund infrastructure improvements of booming cities.
- ☐ To make money from businesses that had employees.
- ☐ To pay for governmental salaries.

References

Multiple Choice

Difficulty: 3 Hard

Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

20.

Award: 10.00 points

Employment legislation during the 1930s included which of the following Acts:

- ☐ ADEA, Davis-Bacon Act, and FLSA.
- ☐ FUTA, ADA, and FLSA.
- ☒ FLSA, FUTA, and FICA.
- ☐ Walsh-Healey Act, FICA, and ERISA.

References

Multiple Choice

Difficulty: 2 Medium

Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

21.

Award: 10.00 points

The main purpose of the Federal Insurance Contributions Act (FICA) was to:

- ☐ Mandate worker's compensation insurance for employers.
- ☐ Provide life insurance for all employees.
- ☐ Provide health insurance for all employees.
- ☐ Provide benefits for workers who were unable to work because of age, disability, or death.

References

Multiple Choice

Difficulty: 2 Medium

Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

22.

Award: 10.00 points

Which Act governs the minimum wage that must be paid to nonexempt workers?

- ☐ FLSA
- ☐ SSA
- ☐ FICA
- ☐ FUTA

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

23. Award: 10.00 points

The Fair Labor Standards Act contains provisions for:

- ☐ Full-time workers, part-time workers, and independent contractors.
- ☐ Pay periods, paid time off, and minimum wage.
- ☐ Overtime pay, minimum wage, and working conditions.
- ☐ Minimum wage, maximum wage, and overtime pay.

References

Multiple Choice Difficulty: 1 Easy

Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

24. Award: 10.00 points

The Current Tax Payment Act changed employer remittance of taxes by:

- ☐ Requiring employers to remit taxes at specific times during the year.
- ☐ Legislating the amounts of tax withheld from each employee.
- ☐ Instituting the mandatory transfer of payroll tax liabilities.
- ☐ Calling for employers to remit only the current portions of taxes due.

References

Multiple Choice Difficulty: 1 Easy

Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

25. Award: 10.00 points

Worker's compensation insurance premiums:

- ☐ Are the same amount for all employees of a company, regardless of employee task.
- ☐ Are remitted in full at the end of the year to ensure accuracy.
- ☒ Are governed by state laws and vary according to worker job classification.
- ☐ Are mandated by the Fair Labor Standards Act.

References

Multiple Choice Difficulty: 2 Medium Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

26. Award: 10.00 points

The classification of workers as exempt and nonexempt pertains to the provisions of the:

- ☐ Equal Pay Act.
- ☐ Federal Insurance Contributions Act.
- ☐ Social Security Act.
- ☒ Fair Labor Standards Act.

References

Multiple Choice Difficulty: 1 Easy Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

27.

Award: 10.00 points

Which of the following is among the basic guidelines of a Code of Ethics?

- ☒ Professionalism
- ☐ Company Interest
- ☐ Corporate Profitability
- ☐ Interdependence

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-03 Discuss the Ethical Guidelines for Payroll Accounting

28.

Award: 10.00 points

The payroll accountant for Candor, Inc. was found to have issued payroll checks in the name of several terminated employees. Upon investigation, the checks were all deposited to the same bank account, which was owned by the payroll accountant. Which ethical principle did the payroll accountant violate?

- ☐ Professional Competence and Due Care
- ☒ Integrity
- ☐ Confidentiality
- ☐ Professionalism

References

Multiple Choice

Difficulty: 3 Hard

Learning Objective: 01-03 Discuss the Ethical Guidelines for Payroll Accounting

29. Award: 10.00 points

Leslie is the accountant for a major movie production. She is approached by a group of people from the press who ask her questions about the salaries of the actors and actresses involved in the film. According to the Code of Ethics, which principle most closely governs the appropriate conduct in this situation?

- ☒ Confidentiality
- ☐ Professional Competence and Due Care
- ☐ Integrity
- ☐ Objectivity and Independence

References

Multiple Choice Difficulty: 3 Hard

Learning Objective: 01-03 Discuss the Ethical Guidelines for Payroll Accounting

30. Award: 10.00 points

Jonathan is the payroll accountant for Terrafirm Company. The company has experienced a rise in business that has increased Jonathan's workload to more than double his original amount. Because of the business increase, he has not been able to engage in the continuing professional education (CPE) that his payroll certification requires. When asked by his employer, Jonathan claims to be current with his CPE. According to the AICPA Code of Ethics, which of the following most closely describes the principle that Jonathan has violated?

- ☐ Objectivity and Independence
- ☐ Integrity
- ☐ Professionalism
- ☒ Professional Competence and Due Care

References

Multiple Choice Difficulty: 3 Hard

Learning Objective: 01-03 Discuss the Ethical Guidelines for Payroll Accounting

31.

Award: 10.00 points

Michael is the payroll accountant for a non-profit. In his personal life, he is also a single father of three young children. On the day that payroll is supposed to be issued, his children are sick and he is unavailable to be at work. The employees' paychecks cannot be issued without his presence. Which ethical principle most closely governs this situation?

- ☐ Integrity
- ☐ Objectivity and Independence
- ☐ Responsibilities
- ☐ Professionalism

References

Multiple Choice

Difficulty: 3 Hard

Learning Objective: 01-03 Discuss the Ethical Guidelines for Payroll Accounting

32.

Award: 10.00 points

Peter is the owner of a fast-food franchise. When his payroll accountant quit, he hired his wife, Karen, to take over the payroll responsibilities. Peter prefers to review the payroll records prior to disbursement and often asks Karen to add or subtract amount from employee pay. Which ethical principle most closely describes Peter and Karen's unethical actions?

- ☐ Confidentiality
- ☐ Integrity
- ☐ Professional Competence and Due Care
- ☐ Objectivity and Independence

References

Multiple Choice

Difficulty: 3 Hard

Learning Objective: 01-03 Discuss the Ethical Guidelines for Payroll Accounting

33. Award: 10.00 points

Which most closely identifies why it is important for payroll accountants to adhere to the Code of Ethics?

- ☐ To maintain company profitability.
- ☐ To overlook fraudulent actions of company officers.
- ☐ To maintain personal standards only.
- ☐ To protect the assets of the company and remit money owed to the government.

References

Multiple Choice Difficulty: 2 Medium Learning Objective: 01-03 Discuss the Ethical Guidelines for Payroll Accounting

34. Award: 10.00 points

In the event of an ethical breach by a payroll accountant, which entity is ultimately liable for any monetary damages due to stakeholders?

- ☐ The company's CEO or president
- ☐ The entity that issued the license to the accountant
- ☐ The governmental entity associated with company oversight
- ☐ The payroll accountant

References

Multiple Choice Difficulty: 3 Hard Learning Objective: 01-03 Discuss the Ethical Guidelines for Payroll Accounting

35.

Award: 10.00 points

Contemporary payroll practices reflect:

- ☐ The increased use of manual payroll accounting systems.
- ☐ The strategic use of payroll data as a company planning tool.
- ☐ The replacement of accounting personnel with computerized systems.
- ☐ The decrease in labor costs that reflects the effect of the economic recession.

References

Multiple Choice

Difficulty: 2 Medium

Learning Objective: 01-04 Identify Contemporary Payroll Practices

36.

Award: 10.00 points

Which of the following is **not** an option available to payroll accountants?

- ☐ Payroll preparation through manual, handwritten spreadsheets.
- ☐ Reduced responsibility for accuracy because of outsourcing services.
- ☐ Increased use of paycards as a vehicle for paying employees.
- ☐ Governmentally mandated and monitored payroll outsourcing.

References

Multiple Choice

Difficulty: 2 Medium

Learning Objective: 01-05 Compare Payroll Processing Options for Different Businesses

37.

Award: 10.00 points

What is the effect of payroll-related legislation on payroll practice?

- ☐ Legislation explicitly dictates specific activities of payroll accountants.
- ☐ Legislation has prescribed the format and delivery of a payroll system.
- ☒ Legislation highlights the need for firms to create well-designed payroll systems.
- ☐ Legislation has alleviated the need for a company to design its own payroll system.

References

Multiple Choice

Difficulty: 2 Medium

Learning Objective: 01-04 Identify Contemporary Payroll Practices

38.

Award: 10.00 points

Which of the following represents a payroll system privacy breach by Susan, a payroll accountant?

- ☒ Susan discusses specific information about the company's federal contracts with friends during lunch.
- ☐ Susan shares information about labor costs with company executives.
- ☐ Susan places employee payroll files in a cabinet to which only she and her supervisor have access.
- ☐ Susan alerts department managers about potential FLSA violations in their departments.

References

Multiple Choice

Difficulty: 2 Medium

Learning Objective: 01-04 Identify Contemporary Payroll Practices

39.

Award: 10.00 points

Which of the following is a payroll accountant's responsibility?

- ☐ Preparation for corporate safety audits.
- ☐ Wage negotiations with prospective employees.
- ☒ Preparation of payroll tax returns.
- ☐ Construction contract negotiations with governmental entities.

References

Multiple Choice

Difficulty: 2 Medium

Learning Objective: 01-04 Identify Contemporary Payroll Practices

40.

Award: 10.00 points

Which form does the Internal Revenue Service use to keep track of employers?

- ☐ SS-8
- ☐ W-4
- ☒ SS-4
- ☐ ES-4

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-04 Identify Contemporary Payroll Practices

41.

Award: 10.00 points

Joel is the payroll accountant for a company. He has been notified of an impending audit of all accounting records. What is Joel's role in the audit?

- ☐ He must agree to serve on the audit staff for other companies.
- ☒ He must be available to answer questions and grant access to payroll records.
- ☐ He must prevent privacy breaches by disallowing access to payroll records.
- ☐ He is required to be absent during the audit to avoid influencing the results.

References

Multiple Choice Difficulty: 2 Medium Learning Objective: 01-04 Identify Contemporary Payroll Practices

42.

Award: 10.00 points

Which of the following is **not** a privacy act related to payroll records?

- ☐ U.S. Department of Health and Human Services Privacy Act 09-40-0006.
- ☐ U.S. Department of Labor OCFO-1.
- ☐ Freedom of Information Act.
- ☒ Community Property Act of 1990.

References

Multiple Choice Difficulty: 1 Easy Learning Objective: 01-04 Identify Contemporary Payroll Practices

43. Award: 10.00 points

Why do different methods of time collection devices (e.g., time cards, biometric devices) exist among companies?

- ☐ They replace personnel with computers, which prevents ethical issues.
- ☐ They promote compensation accuracy that matches company needs.
- ☐ They alleviate the need for internal control.
- ☐ They maintain precise tracking of employee whereabouts.

References

Multiple Choice Difficulty: 1 Easy

Learning Objective: 01-05 Compare Payroll Processing Options for Different Businesses

44. Award: 10.00 points

Which of the following is(are) payroll-related issues that large companies may experience? **(You may select more than one answer. Single click the box with the question mark to produce a check mark for a correct answer and double click the box with the question mark to empty the box for a wrong answer. Any boxes left with a question mark will be automatically graded as incorrect.)**

- ☒ Multiple departments.
- ☒ Geographic dispersion.
- ☒ Increased task variation.
- ☐ Homogeneous workforce.

References

Check All That Apply Difficulty: 2 Medium

Learning Objective: 01-05 Compare Payroll Processing Options for Different Businesses

45. Award: 10.00 points

Many large companies have website portals in which employees may view and change payroll data. Which of the following is the most significant concern about such websites?

- ☐ Employee website navigation issues.
- ☒ Security of personnel data.
- ☐ Employer oversight of stored data.
- ☐ Accuracy of employee-entered data.

References

Multiple Choice Difficulty: 3 Hard

Learning Objective: 01-05 Compare Payroll Processing Options for Different Businesses

46. Award: 10.00 points

If a company chooses to use computer-based accounting, which of the following is required?

- ☐ A standalone system that is dedicated to payroll processing.
- ☐ Certification by a CPA prior to use for payroll processing.
- ☒ Regularly scheduled software updates.
- ☐ Certification and bonding of payroll personnel.

References

Multiple Choice Difficulty: 1 Easy

Learning Objective: 01-05 Compare Payroll Processing Options for Different Businesses

47.

Award: 10.00 points

Jonah is one of the payroll accountants in a company that specializes in custom work for each customer. His biggest payroll challenge is accurate allocation of labor to jobs. Which of the following represents the most accurate option to track the company's labor costs?

- ☐ Handwritten time slips on which the employee documents the times worked on each job.
- ☐ Verbal reporting via telephone of time worked per job.
- ☐ Computer log-ins when employees change tasks.
- ☐ Radio-frequency time cards to track time allocations.

References

Multiple Choice

Difficulty: 2 Medium

Learning Objective: 01-05 Compare Payroll Processing Options for Different Businesses

48.

Award: 10.00 points

What is the most significant challenge pertaining to payroll that small businesses face?

- ☐ Availability of payroll-trained personnel.
- ☐ Availability of accounting resources.
- ☐ Accessibility of on-site payroll guidance.
- ☐ Accessibility of free on-site payroll software.

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-05 Compare Payroll Processing Options for Different Businesses

49.

Award: 10.00 points

An example of an accounting software package that fosters electronic payroll processing is:

- ☐ SageBooks.
- ☒ QuickBooks.
- ☐ Quick100.
- ☐ GreatBooks.

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-05 Compare Payroll Processing Options for Different Businesses

50.

Award: 10.00 points

Paycards represent a trend in employee compensation that alleviates the employee's need for:

- ☐ Filing data about time worked.
- ☐ Workplace competence.
- ☐ Functional literacy.
- ☒ Bank account establishment.

References

Multiple Choice

Difficulty: 2 Medium

Learning Objective: 01-05 Compare Payroll Processing Options for Different Businesses

51.

Award: 10.00 points

The largest challenge to companies that use manual payroll processing is:

- ☐ Filing appropriate governmental reports.
- ☐ Maintaining accurate personnel records.
- ☐ Obtaining accurate employee data.
- ☐ Integrating current tax tables.

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-05 Compare Payroll Processing Options for Different Businesses

52.

Award: 10.00 points

Why is outsourced payroll popular among accounting professionals?

- ☐ Records generated by outsourced vendors are not subject to retention rules.
- ☐ Payroll processing is always simpler and quicker.
- ☐ Time required for payroll processing is reduced.
- ☐ Data generated by the outsource company is completely accurate.

References

Multiple Choice

Difficulty: 2 Medium

Learning Objective: 01-05 Compare Payroll Processing Options for Different Businesses

53.

Award: 10.00 points

Which law requires a company to use certified payroll?

- ☐ Copeland Anti-Kickback Act
- ☐ Walsh-Healey Public Contracts Act
- ☒ Davis-Bacon Act
- ☐ Sarbanes-Oxley Act

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-05 Compare Payroll Processing Options for Different Businesses

54.

Award: 10.00 points

Which court case updated the definition of spouse to include same-sex unions?

- ☒ *Obergefell v. Hodges.*
- ☐ *CIGNA v. Amara.*
- ☐ *Young v. Wackenhut.*
- ☐ *Pollard v. DuPont.*

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-01 Identify Legislation That Pertains to Payroll and Business

55.

Award: 10.00 points

_____ is the state counterpart of the Federal Unemployment Tax Act.

- ☐ State Income Tax Act
- ☐ Fair Labor Standards Act
- ☐ Worker's compensation insurance
- ☐ State Unemployment Tax Act

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

56.

Award: 10.00 points

Which of the following is true about independent contractors within the context of payroll?

- ☐ A temporary working relationship must exist.
- ☐ They are employees of the company.
- ☐ The worker controls hours worked and exercises judgment.
- ☐ Tools and facilities are provided by the employer.

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

57.

Award: 10.00 points

Worker's compensation is an insurance policy used for

- ☒ Wage continuation after job-related injuries.
- ☐ Payment of mandatory payroll taxes.
- ☐ Settlement of payroll-related lawsuits.
- ☐ Remittance of wages mandated by the FLSA.

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

58.

Award: 10.00 points

According to the Public Company Accounting Oversight Board, personal or family ownership in excess of five percent of a client's business may compromise an accountant's

- ☒ Objectivity and Independence.
- ☐ Professional Competence and Due Care.
- ☐ Professionalism.
- ☐ Integrity.

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-03 Discuss the Ethical Guidelines for Payroll Accounting

59.

Award: 10.00 points

Which privacy act safeguards information contained in private personnel records and mandates information safekeeping?

- ☐ Computer Fraud and Abuse Act of 1986.
- ☒ Privacy Act of 1974.
- ☐ DHHS Privacy Act 09-04-0006.
- ☐ Common Law Privacy Act.

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-04 Identify Contemporary Payroll Practices

60.

Award: 10.00 points

Positive aspects of the use of Internet-based accounting software includes which of the following?

- ☐ Suitability for highly complex large businesses.
- ☒ Continual updates for tax rate and other changes.
- ☐ Unlimited options for company personnel.
- ☐ Fixed software layout for consistency among companies.

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-05 Compare Payroll Processing Options for Different Businesses

61.

Award: 10.00 points

The _____ prohibited discrimination based on race, creed, color, gender, and national origin.

- ☐ Lilly Ledbetter Fair Pay Act of 2009
- ☒ Civil Rights Act of 1964
- ☐ Fair Labor Standards Act of 1935
- ☐ Equal Pay Act of 1963

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-01 Identify Legislation That Pertains to Payroll and Business

62.

Award: 10.00 points

The _____ modified the statute of limitations imposed by the Equal Pay Act of 1963.

- ☐ Family Medical Leave Act of 1993
- ☐ Civil Rights Act of 1991
- ☒ Lilly Ledbetter Fair Pay Act of 2009
- ☐ Consolidated Omnibus Budget Reformation Act of 1986

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-01 Identify Legislation That Pertains to Payroll and Business

63. Award: 10.00 points

The _____ mandated that employers verify an employee's legal ability to work in the United States.

- ☐ Health Insurance Portability and Accountability Act of 1996
- ☐ American Reinvestment and Recovery Act of 2009
- ☐ Immigration Reform and Control Act of 1986
- ☐ Personal Responsibility and Work Opportunity Reconciliation Act of 1996

References

Multiple Choice Difficulty: 1 Easy

Learning Objective: 01-01 Identify Legislation That Pertains to Payroll and Business

64. Award: 10.00 points

Prevailing local wages and wage classification strategies for government contractors were mandated by the _____.

- ☐ Equal Pay Act
- ☐ Fair Labor Standards Act
- ☐ Davis-Bacon Act
- ☐ Walsh-Healey Public Contracts Act

References

Multiple Choice Difficulty: 2 Medium

Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

65. Award: 10.00 points

Congress passed the _____ and _____ to assist displaced workers.

- ☐ 16th Amendment; Fair Labor Standards Act
- ☒ Federal Unemployment Tax Act; Social Security Insurance Act
- ☐ Social Security Act; Medicare Act
- ☐ Federal Income Contributions Act; Federal Unemployment Tax Act

References

Multiple Choice Difficulty: 2 Medium Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

66. Award: 10.00 points

The ethical principle of _____ concerns what is right and just for all parties involved.

- ☐ Objectivity and Independence
- ☐ Due Care
- ☐ Public Interest
- ☒ Integrity

References

Multiple Choice Difficulty: 2 Medium Learning Objective: 01-03 Discuss the Ethical Guidelines for Payroll Accounting

67.

Award: 10.00 points

An accountant must remain current in his or her knowledge of current payroll practices, according to the ethical principle of _____.

- ☐ Responsibilities
- ☐ Public Interest
- ☐ Due Care
- ☐ Integrity

References

Multiple Choice

Difficulty: 2 Medium

Learning Objective: 01-03 Discuss the Ethical Guidelines for Payroll Accounting

68.

Award: 10.00 points

Employers must request a(n) _____ for the Internal Revenue Service to track a firm's payroll tax obligations.

- ☐ Social Security Number
- ☐ Employer Registration Number
- ☐ Tax Identification Number
- ☐ Employer Identification Number

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-04 Identify Contemporary Payroll Practices

69. Award: 10.00 points

Companies may use _____ and _____ to allow employees to have secure, rapid access to their compensation.

- ☐ Cash; Checks
- ☐ Cash; Direct Deposit
- ☐ Paycards; Checks
- ☐ Direct Deposit; Paycards

References

Multiple Choice Difficulty: 2 Medium Learning Objective: 01-05 Compare Payroll Processing Options for Different Businesses

70. Award: 10.00 points

_____ is required under the Davis-Bacon Act for companies who do business with the Federal government.

- ☐ Outsourced payroll
- ☐ Certified payroll
- ☐ Computerized payroll
- ☐ Manual payroll

References

Multiple Choice Difficulty: 2 Medium Learning Objective: 01-05 Compare Payroll Processing Options for Different Businesses

71.

Award: 10.00 points

The _____ instituted significant changes to payroll taxes, especially adjustments for inflation and employee income tax computation.

- ☐ Social Security Act
- ☐ Walsh-Healey Public Contracts Act
- ☐ Tax Cuts and Jobs Act
- ☐ Affordable Care Act

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

72.

Award: 10.00 points

The Consolidated Appropriations Act included an increase in funding for the _____ program.

- ☐ Medicare
- ☐ E-Verify
- ☐ Child Health and Infant Protection
- ☐ Disability Accommodations

References

Multiple Choice

Difficulty: 1 Easy

Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

73.

Award: 10.00 points

To verify employment eligibility for employees, _____ is mandatory for all employers but _____ is not.

- ☐ Form W-4; Form I-9
- ☐ E-Verify; Form I-9
- ☐ E-Verify; Form W-4
- ☒ Form I-9; E-Verify

References

Multiple Choice

Difficulty: 2 Medium

Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

74.

Award: 10.00 points

To re-verify an employee's employment authorization, _____ must be used.

- ☐ Form I-9
- ☐ Form W-4
- ☐ E-Verify
- ☒ Form W-2

References

Multiple Choice

Difficulty: 2 Medium

Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting

75.

Award: 10.00 points

A provision of the _____ made managers and supervisors ineligible to participate in the tip pools, when used for tipped employees.

- ☐ Tipped Employees Act
- ☐ Tax Cuts and Jobs Act
- ☒ Consolidated Appropriations Act
- ☐ Equal Employment Act

References

Multiple Choice

Difficulty: 2 Medium

Learning Objective: 01-02 Discuss the Legal Framework Specific to Payroll Accounting