

SECTION A (continued)

	For Answers Scoring
21. The deadline for an employee to complete and sign Section 1 of Form I-9 is one year from the date of hire.	<u>F</u> 21. <u> </u>
22. Under the Family and Medical Leave Act, an employer can substitute an employee’s earned paid leave for any part of the 12-week family leave.	<u>T</u> 22. <u> </u>
23. Workers’ compensation insurance applies only to work-related injury, illness, or death.	<u>T</u> 23. <u> </u>
24. Pre-hire questions pertaining to religion, gender, national origin, or age are allowed when these factors are bona fide occupational requirements for a job.....	<u>T</u> 24. <u> </u>
25. If an investigative consumer report is being used, the applicant must be given a written notice that the information obtained will be used in the employment decision.	<u>T</u> 25. <u> </u>
26. Employers cannot terminate an employee for providing false information on an application form once the employee begins employment.....	<u>F</u> 26. <u> </u>
27. The hiring notice is a record sent to the Payroll Department so that the new employee can be added to the payroll.	<u>T</u> 27. <u> </u>
28. The payroll register is used by employers in preparing Form W-2, the wage and tax statement sent to each employee at year-end.....	<u>F</u> 28. <u> </u>
29. The payroll register is used to provide the information needed to record the payroll entries made in the journal on each payday.....	<u>T</u> 29. <u> </u>
30. The FLSA requires all employees to be paid weekly or biweekly.	<u>F</u> 30. <u> </u>

Section B—DIRECTIONS: Complete each of the following sentences by writing in the Answers column the letter of the word or words that correctly completes each statement. (5 points for each correct answer)

	For Answers Scoring
1. Which of the following is not a provision of the Fair Labor Standards Act (FLSA)? (A) Restricts the employment of child labor, (B) Sets minimum wage, (C) Forbids discrimination in hiring, (D) Mandates equal pay for equal work, regardless of gender, (E) All are provisions of the FLSA.....	<u>C</u> 1. <u> </u>
2. Which of the following bases for discrimination in employment practices is not covered in Title VII of the Civil Rights Act of 1964 as amended? (A) Color, (B) Religion, (C) Age, (D) Sex, (E) National origin	<u>C</u> 2. <u> </u>
3. Which of the following acts covers employee pension and welfare plans? (A) Affordable Care Act, (B) Federal Insurance Contributions Act, (C) Age Discrimination in Employment Act, (D) Family and Medical Leave Act, (E) Employee Retirement Income Security Act.	<u>E</u> 3. <u> </u>
4. Medicare is a two-part health insurance program that was part of an amendment to what act? (A) Federal Insurance Contributions Act, (B) Federal Income Tax Withholding Law, (C) Federal Unemployment Tax Act, (D) Affordable Care Act, (E) Fair Labor Standards Act.....	<u>A</u> 4. <u> </u>
5. Which of the following statements is <i>not</i> a provision of ERISA? (A) ERISA applies to pension and welfare plans established by any employer engaged in commerce. (B) ERISA establishes minimum vesting schedules that protect the workers’ benefits. (C) ERISA provides that all employees are eligible to set up their own individual retirement accounts. (D) ERISA requires each employer to establish a pension plan. (E) All of the above are provisions of ERISA.....	<u>D</u> 5. <u> </u>
6. Which of the following acts deals with the minimum wage paid to laborers for contractors who supply materials to any agency of the United States? (A) Davis-Bacon, (B) Walsh-Healey Public Contracts, (C) Federal Insurance Contributions, (D) McNamara-O’Hara Service Contract, (E) None of these.	<u>B</u> 6. <u> </u>
7. Which of the following forms is used to complete each employee’s Form W-2, Wage and Tax Statement? (A) Payroll register, (B) Employee’s paycheck, (C) Change in payroll rate form, (D) Employee’s individual retirement account, (E) Employee’s earnings record.....	<u>E</u> 7. <u> </u>
8. Protection under the provisions of the Age Discrimination in Employment Act begins at what age? (A) 18, (B) 65, (C) 21, (D) 40, (E) 50.....	<u>D</u> 8. <u> </u>