

Which of the following answers BEST defines the term nonexempt under the FLSA?

- a. a lower-paid class of EEs
- b. hourly-paid workers only
- c. EEs who must be paid OT
- d. a special class of EEs as determined by the ER - Answer c. EEs who must be paid OT

For how many years must the ER's copy of Form 940 be retained?

- a. 2
- b. 3
- c. 4
- d. 5 - Answer c. 4

Copies of the production files and most recent payroll transactions are sent nightly to the parent company in a remote location. This practice is part of what type of plan?

- a. security
- b. control
- c. disaster recovery
- d. maintenance - Answer c. disaster recovery

EEs who are not eligible for direct deposit and receive paychecks sent through the mail are constructively paid:

- a. on the check date
- b. when the checks were postmarked
- c. when the checks were delivered
- d. when the checks were cashed - Answer c. when the checks were delivered

Which of the following factors provides system security?

- a. access level authorizations
- b. shared passwords
- c. conducting "physical payouts"
- d. segregation of duties - Answer a. access level authorizations

Under the FLSA, how long are ERs required to keep records relating to wages, hours, and conditions of employment?

- a. 3 years
- b. 4 years or until the file is no longer active
- c. 7 years
- d. permanently - Answer a. 3 years

What is the payroll department manager responsible for in a company with strong internal controls?

- a. assuring segregation of duties in the department
- b. developing company policy
- c. initiating payroll transactions

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basic functions of payroll through to year end and management Proposed chapters include Part One Basic Functions of the Payroll Department 1 Time Records 2 Form W 4 3 New Hires 4 Errors and Corrections 5 Tax Deposits and Reporting 6 Garnishments Part Two Staffing the Payroll Department 7 Creating a First Rate Payroll Department 8 Managing the Staff 9 Staff Motivation and Morale 10 Working with Human Resources and other Departments Part Three Management Issues 11 Customer Service 12 Fraud 13 Dealing with the Internal Revenue Service 14 Handling Department of Labor Audits 15 Compliance Issues 16 Research Needs Part Four Benefits and the Payroll Department 17 Should Payroll Handle the Company's Benefits 18 Year End and Year Beginning Issues Part Five Payroll Systems 19 Objectives of a Computerized Payroll System 20 Interfacing and Integration 21 Selecting a Computerize Payroll System 22 Controls and Security for the Payroll System 23 Disaster Recover a Must 24 Time and Attendance Systems 25 Employee Self Service Systems Part Six Paying Employees 26 Paper Checks are Still an Option 27 Direct Deposit 28 Paycards Part Seven Year End 29 Start Year End Off With a Memo 30 Year End Teams 31 Check Lists 32 Reconciliation of Payroll at Year End 33 Form W 2 Part Eight Payroll and the New Year 34 Setting Up the Payroll System for the New Year 35 Setting Up the Payroll Department for the New Year Part Nine Professionalism and the Payroll Department 36 What is a CPP 37 Why you should become one 38 Studying for the test 39 Ongoing training 40 Professional organizations

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DOL has concluded that most workers are employees impacting how you may have classified independent contractors in the past Plus you never know what else the IRS Congress and the courts have in store for Payroll **American Payroll Association (APA) Basic Guide to Payroll, 2016 Edition** By Delores Risteau, Joanne Mitchell-George, 2016-01-07

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