

## What is Your Payroll IQ?

Here is a little quiz to check your knowledge of current payroll rules and laws. The answers are at the bottom of the article. Good luck!

1. None of your well-paid employees are minimum wage earners, and you don't even have a position that will ever pay that little. You don't really have to display that federal minimum wage poster, do you?  
 Yes  
 No  
 Maybe
2. Not displaying your minimum wage poster is a violation of...  
 The FLSA  
 OSHA  
 EEOC  
 Nothing
3. Is business use of a company vehicle taxable?  
 Yes  
 No  
 Depends on the situation
4. Willful violations of FLSA laws may be prosecuted criminally, and each breach can cost you up to  
 \$5,000  
 \$10,000  
 \$50,000
5. A second willful violation of FLSA laws can land you in ...  
 Legal hot water  
 Court  
 Jail  
 All of the above
6. The statute of limitations for recovering back pay in normal circumstances is ...  
 18 months  
 2 years  
 5 years

7. Which situation takes priority in wage garnishments?
- Federal Guaranteed Student Loans
  - Chapter 13 Bankruptcy
  - Family Support Payments
8. A Family Support Order is taking 25 percent of an employee's disposable earnings. Can any other garnishments be added to the employee's paycheck?
- Yes
  - No
  - Maybe
9. Is the personal use of a company car taxable?
- Yes
  - No
  - Depends on the situation
10. A terminated employee never picks up his last paycheck. All efforts to contact the employee have failed. How long do you have to wait to reclaim that employee's pay?
- 2 years
  - 5 years
  - 10 years
  - Forever
  - Depends on your state

How did you do? Did you hesitate on even one of these answers? If you did, you owe it to yourself and your company to do some research or get some training. Payroll law is too complex to leave anything to chance. Don't wait.

Answers:

1. Yes
2. The FLSA
3. No
4. \$10,000
5. All of the above
6. 2 years
7. Chapter 13 Bankruptcy Order
8. Maybe: Additional Family Support Orders, a Federal Tax Levy or a Bankruptcy Order can be added. Be mindful of the "below minimum wage rule."
9. Yes
10. Depends on your state