

NFLPA Agent Practice Exam (Sample)

Study Guide



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Questions

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- 1. Who qualifies as an Unrestricted Free Agent in the NFL?**
 - A. Players with 3 or more accrued seasons**
 - B. Players with 4 or more accrued seasons**
 - C. Players who are not drafted**
 - D. Players on a practice squad**
- 2. Do NLBEs count against the salary cap?**
 - A. Yes, they always count**
 - B. No, unless the incentive is not accomplished**
 - C. No, they only count the following year if the incentive is accomplished**
 - D. They count only in the first year of the contract**
- 3. Which of the following are considered Off-season bonuses?**
 - A. Signing, Roster, Workout**
 - B. Signing, Roster, Performance**
 - C. Reporting, Workout, Roster**
 - D. Signing, Reporting, Performance**
- 4. Which of the following is NOT a reason for filing a non-injury grievance?**
 - A. Injury protection benefits**
 - B. Disputing incentive bonuses**
 - C. Suspension challenges**
 - D. Player trade disputes**
- 5. Which of the following is included in a rookie deal?**
 - A. Signing Bonus**
 - B. Roster Bonus**
 - C. Incentive Bonus**
 - D. Performance Bonus**

- 6. How long do players have to appeal a decision made by a system arbitrator?**
- A. 5 days**
 - B. 10 days**
 - C. 15 days**
 - D. 30 days**
- 7. Which tender has the highest monetary value for restricted free agents?**
- A. Right of First Refusal**
 - B. First round**
 - C. Original round**
 - D. Second round**
- 8. When do injury grievances typically occur?**
- A. At the start of the season**
 - B. Midway through the season**
 - C. End of preseason**
 - D. During the playoffs**
- 9. True or False: All first round picks receive a 5th year option.**
- A. True**
 - B. False**
 - C. Depends on the team**
 - D. Only for certain players**
- 10. How long does the current team have to match a non-exclusive tag offer?**
- A. 7 days**
 - B. 5 days**
 - C. 10 days**
 - D. 3 days**

Answers

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1. B
2. C
3. C
4. D
5. A
6. B
7. B
8. C
9. A
10. B

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Explanations

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1. Who qualifies as an Unrestricted Free Agent in the NFL?

- A. Players with 3 or more accrued seasons
- B. Players with 4 or more accrued seasons**
- C. Players who are not drafted
- D. Players on a practice squad

An Unrestricted Free Agent in the NFL is defined as a player who has four or more accrued seasons. This status allows them to sign with any team without the current team having the right to match the offer or receive compensation. This rule is part of the Collective Bargaining Agreement (CBA) and aims to provide players who have demonstrated their value over a significant period the opportunity to negotiate freely for their services. Players with less than four accrued seasons do not have the same freedom and may be subject to restrictions, such as being a Restricted Free Agent or still being under their initial contract, depending on their situation. Additionally, being undrafted or a member of a practice squad does not automatically qualify a player as an Unrestricted Free Agent, as these designations do not take into account the number of accrued seasons a player has. Therefore, the requirement of four or more accrued seasons is the critical factor that correctly defines an Unrestricted Free Agent.

2. Do NLBEs count against the salary cap?

- A. Yes, they always count
- B. No, unless the incentive is not accomplished
- C. No, they only count the following year if the incentive is accomplished**
- D. They count only in the first year of the contract

In the context of the salary cap in the NFL, Non-Player Bonuses or NLBEs (which may refer to incentives tied to player performance) typically do not count against the team's salary cap immediately. Instead, they impact the cap only if the player achieves the incentive in the current year, causing the bonus to count in the next year's cap calculation. This is based on the structure of how these types of compensations operate under the CBA (Collective Bargaining Agreement), where unearned incentives remain off the cap until actual performance triggers their value. When analyzing the implications of each choice, it is evident that options suggesting immediate cap hits at the signing time or based solely on failure to achieve incentives do not align with the regulatory frameworks set forth by the NFL and its salary cap system. Therefore, the understanding that only when an incentive is actually achieved does it impact the cap in the next season is crucial for managing both player contracts and overall cap space effectively.

3. Which of the following are considered Off-season bonuses?

- A. Signing, Roster, Workout
- B. Signing, Roster, Performance
- C. Reporting, Workout, Roster**
- D. Signing, Reporting, Performance

Off-season bonuses are specific types of financial incentives that players can receive during the off-season. The correct grouping of off-season bonuses includes signing bonuses, roster bonuses, and workout bonuses. Signing bonuses are typically paid when a player signs a contract, providing immediate compensation. Roster bonuses are paid to players who are on the team's roster as of a certain date, usually to encourage players to stay with the team during the off-season. Workout bonuses are incentives for players to participate in off-season workouts, which help maintain team chemistry and player fitness. The answer that identifies signing, roster, and workout as off-season bonuses correctly recognizes these three elements as standard components of off-season financial incentives. Each of these bonuses plays a role in player compensation and encourages specific behaviors that align with the team's objectives during the off-season. Other combinations incorrectly include bonuses like performance or reporting, which do not typically fall under the off-season bonus category as defined in standard NFL contracts.

4. Which of the following is NOT a reason for filing a non-injury grievance?

- A. Injury protection benefits
- B. Disputing incentive bonuses
- C. Suspension challenges
- D. Player trade disputes**

Filing a non-injury grievance generally pertains to disputes about benefits, payments, or other contractual issues that do not involve physical injuries sustained by a player. The correct reason for choosing "Player trade disputes" as not fitting into the category of non-injury grievances is that trade disputes are typically handled through league rules and regulations rather than grievance procedures. Trades usually involve broader contractual and league governance issues rather than personal disputes that can be resolved through grievances. In contrast, injury protection benefits relate to the assurance a player has regarding their financial support in the event of injuries, which can lead to grievances. Disputing incentive bonuses also falls under non-injury grievances as it pertains to the contractual obligations regarding bonuses a player believes they should receive. Similarly, challenges related to suspensions often arise in the context of player rights and behaviors, fitting the grievance framework. However, trade disputes are managed within the league's governance structures, making them distinctly separate from the non-injury grievance processes.

5. Which of the following is included in a rookie deal?

A. Signing Bonus

B. Roster Bonus

C. Incentive Bonus

D. Performance Bonus

A rookie deal typically includes a signing bonus as a key component. The signing bonus is a monetary incentive that is paid upfront to the player when they sign their contract, providing immediate financial support and serving as a way to secure the player's commitment to the team. This bonus is especially important for rookies, as it helps them transition into the professional league and represents a portion of their overall contract value. While other types of bonuses can be part of an athlete's contract, such as roster bonuses, incentive bonuses, and performance bonuses, they are not standard components of every rookie deal. Roster bonuses are contingent upon the player remaining on the team at certain points during the season. Incentive bonuses often hinge on specific performance metrics or achievements, while performance bonuses are tied to overall achievements or statistics during the season. These bonuses can vary significantly in structure and amount and are not guaranteed in the same way that the signing bonus is.

6. How long do players have to appeal a decision made by a system arbitrator?

A. 5 days

B. 10 days

C. 15 days

D. 30 days

Players have a window of 10 days to appeal a decision made by a system arbitrator. This time frame is established to ensure that players have a reasonable yet efficient amount of time to gather their thoughts, consult with their agents, and prepare their appeal if they believe the arbitrator's decision warrants further review. The structured time limit also helps maintain the overall timeline of the arbitration process, ensuring that resolutions are reached in a timely manner for all parties involved. Knowing this timeline is critical for players and their representatives as it helps guide their strategic decisions following an arbitration ruling.

7. Which tender has the highest monetary value for restricted free agents?

- A. Right of First Refusal**
- B. First round**
- C. Original round**
- D. Second round**

The tender that holds the highest monetary value for restricted free agents is indeed the first-round tender. When a team designates a restricted free agent with a first-round tender, they are essentially offering the player a one-year contract at a salary equivalent to the average of the top 10 salaries at his position from the previous year, or 120% of his previous year's salary, whichever is greater. Additionally, this designation provides the team with the right to receive a first-round draft pick as compensation if the player signs an offer sheet with another team and the original team decides not to match it. This combination of a substantial monetary offer and potential draft pick compensation clearly distinguishes the first-round tender in terms of value and strategic importance. The other tenders, such as the right of first refusal, original round, and second-round tenders, offer lesser monetary values and different levels of compensation or negotiation rights, making them less favorable when it comes to maximizing the financial incentive for the player and the potential return for the team.

8. When do injury grievances typically occur?

- A. At the start of the season**
- B. Midway through the season**
- C. End of preseason**
- D. During the playoffs**

Injury grievances typically occur at the end of the preseason due to the heightened focus on player health and the implications of injuries on a player's contract and availability for the regular season. During this period, players may be assessing their readiness and fitness level, often leading to disputes over whether an injury suffered during preseason activities should be covered under the terms of their contracts or insurance policies. This timeframe is critical as decisions made regarding injuries during the preseason can directly impact roster decisions and the financial aspects of the player's contract moving into the regular season. The other times mentioned, such as the start of the season, midway through the season, and during the playoffs, are less common for initiating injury grievances because by those points, the circumstances surrounding the injury might have already been addressed, and players are often more focused on performance and competing rather than on grievance processes.

9. True or False: All first round picks receive a 5th year option.

A. True

B. False

C. Depends on the team

D. Only for certain players

The statement that all first-round picks receive a 5th year option is accurate. Under the current Collective Bargaining Agreement (CBA), NFL teams have the ability to exercise a fifth-year option for first-round draft picks. This option allows the team to extend the player's rookie contract by an additional year, which can be particularly beneficial for teams that want to keep a young talent at a controlled cost. The fifth-year option is a valuable aspect of the rookie contract structure as it provides teams with more flexibility regarding player contracts. However, this option is not typically available for second-round picks or later picks, which is why it's specific to first-round selections. The decision to exercise this option depends on various factors, including the player's performance, potential, and the team's salary cap considerations, but all first-round picks are eligible for it. This rule creates consistency across the league for the handling of first-round talent, ensuring that these players have the opportunity to showcase their skills for an additional year in their franchise.

10. How long does the current team have to match a non-exclusive tag offer?

A. 7 days

B. 5 days

C. 10 days

D. 3 days

The correct answer, which states that the current team has 5 days to match a non-exclusive tag offer, aligns with the procedures outlined in the NFL's Collective Bargaining Agreement (CBA) regarding player contracts and franchise tags. Under a non-exclusive franchise tag, a player has the opportunity to negotiate with other teams. If a team decides to offer a non-exclusive tag, it allows that player to explore offers elsewhere while also giving the original team the chance to retain the player by matching any offer received from another team within a 5-day period following the receipt of that offer. This time frame is crucial for preserving the team's rights to the player while allowing for market competition. The 5-day period is specifically designed to maintain the balance between player mobility and team control, enabling the team to make a timely decision about whether to match the offer and retain the player or allow them to leave. Understanding this timeframe is essential for agents and players navigating the franchise tag process, as it influences contract negotiations and team strategies regarding player retention.