

TriNet's Knowledge Practice Test (Sample)

Study Guide



Everything you need from our exam experts!

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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 - 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

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- 1. Which statement best describes a benefit of TriNet workers' compensation?**
 - A. It requires an initial deposit**
 - B. End of Policy Audit is mandatory**
 - C. It has variable coverage by region**
 - D. No initial deposit and no End of Policy Audit**

- 2. A key driver of employee engagement is:**
 - A. High workload**
 - B. Recognition and rewards**
 - C. Long meetings**
 - D. Strict supervision**

- 3. PPO stands for?**
 - A. Preferred Provider Organization**
 - B. Private Provider Organization**
 - C. Primary Provider Organization**
 - D. Public Provider Option**

- 4. What is co-insurance?**
 - A. The fixed fee per visit.**
 - B. The fixed payment collected at the time of service.**
 - C. The amount you will pay for services after the deductible is met but before you have reached your maximum out-of-pocket amount.**
 - D. The total cost of all services in a year.**

- 5. The statement 'Submitting Sales Support case: Contract Audit/Entry triggers the auto-move to Stage 5' is**
 - A. False**
 - B. True**
 - C. Not sure**
 - D. Irrelevant**

- 6. In a payroll arrangement, whose FEIN is used to remit taxes?**
- A. The client's FEIN**
 - B. TriNet's FEIN**
 - C. The federal government's FEIN**
 - D. The state's FEIN**
- 7. What needs to happen before moving from Stage 1 to Stage 2?**
- A. Sign off from legal**
 - B. Completing the FM and the FM form**
 - C. Completing the NDA**
 - D. Submitting a tax return**
- 8. Which Salesforce object tracks a potential deal?**
- A. Lead**
 - B. Campaign**
 - C. Opportunity**
 - D. Account**
- 9. Which employee size range characterizes an ideal TriNet client?**
- A. 1-50**
 - B. 5-150**
 - C. 200-500**
 - D. 1000-5000**
- 10. What is the primary goal of onboarding?**
- A. To fill paperwork**
 - B. To train on every task in depth**
 - C. Helping employees integrate into role, culture, and organization**
 - D. To assign a mentor**

Answers

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

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Explanations

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1. Which statement best describes a benefit of TriNet workers' compensation?

- A. It requires an initial deposit**
- B. End of Policy Audit is mandatory**
- C. It has variable coverage by region**
- D. No initial deposit and no End of Policy Audit**

The main idea here is that TriNet's workers' compensation aims to keep costs predictable and administration light for the employer. The strong benefit is that there is no upfront deposit required and no End of Policy Audit to reconcile premiums after the policy period. That means you won't have to lay out a lump sum at the start or deal with a post-period audit that could adjust costs up or down, which simplifies budgeting and reduces administrative hassle. In contrast, requiring an initial deposit or mandating an End of Policy Audit would add upfront cash flow demands or later cost adjustments, and suggesting coverage varies by region implies inconsistency, not a straightforward benefit. So, the description of no initial deposit and no End of Policy Audit best captures the advantage.

2. A key driver of employee engagement is:

- A. High workload**
- B. Recognition and rewards**
- C. Long meetings**
- D. Strict supervision**

Employee engagement hinges on employees feeling valued and connected to the organization, which is most directly boosted by recognition and rewards. When people are recognized for their contributions and see tangible rewards for their efforts, they experience a sense of achievement, belonging, and motivation to keep performing well. Recognition reinforces the behaviors leaders want to see, provides timely feedback, and signals that the organization appreciates effort, not just outcomes. This enhances emotional investment in the work, loyalty to the team, and willingness to go above and beyond. In contrast, a very high workload can erode engagement by causing stress and burnout, long meetings waste time and drain energy, and strict supervision squeezes autonomy, reducing job satisfaction. While workload, meetings, and supervision matter, they tend to dampen engagement when not balanced with support and autonomy, whereas recognition and rewards actively cultivate motivation and a positive connection to the work and organization. Therefore, recognition and rewards are the strongest driver of employee engagement.

3. PPO stands for?

- A. Preferred Provider Organization**
- B. Private Provider Organization**
- C. Primary Provider Organization**
- D. Public Provider Option**

PPO stands for Preferred Provider Organization. This type of health insurance plan builds a network of doctors and hospitals you can use at negotiated, lower rates. You typically don't need a referral to see a specialist, which gives you flexibility. You can also go outside the network, but you'll pay higher costs and receive less coverage. The other phrasing isn't a recognized plan type in health insurance, so they don't describe how PPO plans actually work.

4. What is co-insurance?

- A. The fixed fee per visit.
- B. The fixed payment collected at the time of service.
- C. The amount you will pay for services after the deductible is met but before you have reached your maximum out-of-pocket amount.**
- D. The total cost of all services in a year.

Co-insurance is the portion of costs you pay for covered services after you've met your deductible. It's usually a percentage—such as 20%—with the remaining 80% covered by the insurer, continuing until you reach your out-of-pocket maximum. After hitting that maximum, the plan pays 100% of covered costs for the rest of the year. Before the deductible is met, you typically pay the full amount you're charged (unless your plan uses separate copays). This differs from a fixed per-visit payment (a copay) and from the total annual cost, which is the overall amount your care costs in a year.

5. The statement 'Submitting Sales Support case: Contract Audit/Entry triggers the auto-move to Stage 5' is

- A. False
- B. True**
- C. Not sure
- D. Irrelevant

Workflow automation ties case actions to stage transitions. In this setup, submitting a Sales Support case with the Contract Audit/Entry action triggers an automatic move to Stage 5, so the case progresses without manual steps. This rule ensures contract-related review work proceeds promptly and reaches the appropriate phase as soon as the audit/entry is requested. The statement is correct because the system is explicitly designed to advance to Stage 5 under those conditions, aligning processing with the contract audit workflow. The other options don't fit because they would contradict the automated transition, indicate uncertainty, or treat the process as unrelated to the workflow.

6. In a payroll arrangement, whose FEIN is used to remit taxes?

- A. The client's FEIN
- B. TriNet's FEIN**
- C. The federal government's FEIN
- D. The state's FEIN

In this payroll setup, the entity handling payroll taxes is the employer of record. When a PEO like TriNet processes payroll, it acts as the employer of record for client employees, so all payroll tax filings and payments are made under TriNet's FEIN. This means federal payroll taxes (like Social Security, Medicare, FUTA) and state unemployment taxes are remitted using TriNet's identification number, not the client's. The client typically receives W-2s issued by TriNet and records payroll costs accordingly, while the client's own FEIN isn't used to remit payroll taxes in this arrangement. The government's own FEIN or the state's FEIN aren't used to submit these employer payroll taxes in this model.

7. What needs to happen before moving from Stage 1 to Stage 2?

A. Sign off from legal

B. Completing the FM and the FM form

C. Completing the NDA

D. Submitting a tax return

Moving from Stage 1 to Stage 2 hinges on having the formal documentation complete and ready for review. The FM and the FM form are the required records that capture essential project details, risk assessments, and approvals needed to proceed. When these are filled out and approved, it shows the team has gathered and validated the necessary information, and the project is cleared to advance to the next stage. Other items like a legal sign-off, an NDA, or a tax return don't typically serve as the gating item for this transition. Legal sign-offs may come later or be part of a different gate, an NDA is usually handled earlier in the process or as a separate prerequisite, and a tax return is not part of the internal stage progression.

8. Which Salesforce object tracks a potential deal?

A. Lead

B. Campaign

C. Opportunity

D. Account

In Salesforce, potential deals are tracked with the Opportunity object. An Opportunity represents a sale that a team is pursuing, capturing essential details like the potential amount (Amount), expected close date (Close Date), and the current stage in the sales process (Stage). This lets you forecast revenue and see how close you are to closing a deal as it moves through stages such as Qualification, Proposal, Negotiation, and Closed Won/Lost. Opportunities are typically linked to an Account, so you can view both the company and its active deals in one place. Leads are for prospective contacts who haven't been qualified yet and may later convert into Accounts, Contacts, and Opportunities. Campaigns track marketing efforts, not individual deals. Accounts represent the customer or organization, which can own multiple opportunities but is not the deal itself.

9. Which employee size range characterizes an ideal TriNet client?

A. 1-50

B. 5-150

C. 200-500

D. 1000-5000

Understanding the target client size helps explain why this range is ideal for TriNet. TriNet's value comes from delivering comprehensive HR, payroll, benefits, compliance, and risk management to organizations that have enough complexity to need outsourcing, but aren't large enough to rely primarily on an in-house HR team. The best-fit companies are small-to-mid-sized—they're big enough to benefit from standardized processes and the ability to pool benefits across many clients, which lowers costs and improves service, while still small enough that outsourcing a full HR function makes sense financially and administratively. Very small firms often don't reach the scale where outsourcing delivers meaningful value, while very large firms typically have more extensive internal HR resources and bespoke needs that go beyond what a PEO like TriNet provides.

10. What is the primary goal of onboarding?

A. To fill paperwork

B. To train on every task in depth

C. Helping employees integrate into role, culture, and organization

D. To assign a mentor

Onboarding aims to help new employees integrate into their role, the team, and the wider organization. It's about more than just paperwork or basic task training—it's about building the social and practical foundation that lets someone understand expectations, connect with colleagues, and start contributing quickly and confidently. This includes learning how the organization works, embracing its culture and values, knowing who to ask for help, and understanding how their work fits into the bigger goals. When you think about why this is the best focus, you can see that simply filling out forms is merely administrative, and memorizing every task in depth is often unnecessary at the start. A mentor can be a great support, but onboarding's primary purpose is the comprehensive integration that leads to faster productivity, greater engagement, and higher retention.

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

<https://trinetsknowledge.examzify.com>

We wish you the very best on your exam journey. You've got this!

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