

01	☐ A	☐ B	☐ C	☐ D	☐ E
02	☐ A	☒ B	☐ C	☐ D	☐ E
03	☐ A	☐ B	☐ C	☒ D	☐ E
04	☐ A	☐ B	☐ C	☐ D	☒ E
05	☐ A	☒ B	☐ C	☐ D	☐ E
06	☐ A	☐ B	☐ C	☒ D	☐ E
07	☐ A	☒ B	☐ C	☐ D	☐ E
08	☐ A	☐ B	☐ C	☐ D	☒ E
09	☐ A	☐ B	☐ C	☒ D	☐ E
10	☐ A	☐ B	☒ C	☐ D	☐ E
11	☐ A	☐ B	☒ C	☐ D	☐ E
12	☐ A	☐ B	☐ C	☐ D	☒ E
13	☐ A	☐ B	☐ C	☒ D	☐ E

14	☐ A	☐ B	☐ C	☒ D	☐ E
15	☐ A	☒ B	☐ C	☐ D	☐ E
16	☐ A	☐ B	☒ C	☐ D	☐ E
17	☐ A	☐ B	☐ C	☐ D	☒ E
18	☐ A	☐ B	☐ C	☒ D	☐ E
19	☐ A	☐ B	☐ C	☐ D	☒ E
20	☐ A	☐ B	☐ C	☒ D	☐ E
21	☐ A	☒ B	☐ C	☐ D	☐ E
22	☐ A	☐ B	☐ C	☒ D	☐ E
23	☐ A	☐ B	☐ C	☐ D	☒ E
24	☐ A	☐ B	☐ C	☒ D	☐ E
25	☐ A	☐ B	☐ C	☒ D	☐ E
26	☐ A	☐ B	☐ C	☐ D	☒ E

27	☐ A	☐ B	☐ C	☐ D	☒ E
28	☐ A	☐ B	☐ C	☒ D	☐ E
29	☐ A	☐ B	☐ C	☐ D	☒ E
30	☐ A	☒ B	☐ C	☐ D	☐ E
31	☐ A	☐ B	☒ C	☐ D	☐ E
32	☐ A	☐ B	☐ C	☐ D	☒ E
33	☐ A	☐ B	☐ C	☒ D	☐ E
34	☐ A	☐ B	☒ C	☐ D	☐ E
35	☐ A	☐ B	☐ C	☐ D	☒ E
36	☐ A	☐ B	☐ C	☐ D	☒ E
37	☒ A	☐ B	☐ C	☐ D	☐ E
38	☐ A	☐ B	☐ C	☒ D	☐ E
39	☐ A	☐ B	☐ C	☒ D	☐ E

PRACTICE QUESTIONS

National Placement And Referral Alliance (NPRA)

CPRS

Certified Placement and Referral Specialist

EDITION

Demo

QUESTIONS

9

FORMAT

Limited Edition PDF

Before you begin

What this is

9 practice questions for National Placement And Referral Alliance (NPRA) CPRS , each with its answer key and an explanation. Answer a question before you read its key — the explanation is worth more once you have committed.

If something looks wrong

Send us three things and we will check it:

- the exam code, CPRS
- the question number
- the email address on your order

Write to **support@mometrix.net**. We reply within one business day.

QUESTION 1

SINGLE CHOICE

Under the NPRA Code of Professional Ethics, a Certified Placement and Referral Specialist (CPRS) obtains a candidate's résumé from a third-party recruiter and forwards it to a hiring manager without the candidate's knowledge. Which ethical principle has the specialist most directly violated?

- ☐ A Maintaining accurate placement records
- ☒ B Maintaining candidate confidentiality and obtaining informed consent before releasing information
- ☐ C Refusing referral fees from client companies
- ☐ D Reporting annual placement volume to the certification body

ANSWER B

WHY Releasing a candidate's résumé to an employer without the candidate's knowledge or consent violates the confidentiality/informed-consent provisions of the NPRA Code. The other options describe unrelated ethical duties that were not breached by this specific act.

QUESTION 2

SINGLE CHOICE

A placement specialist is working a job order for a Senior Network Engineer that requires a CCIE certification, 7+ years of experience, and U.S. citizen eligibility for a federal customer. A candidate has 8 years of experience, an active CCNP, and is a permanent resident. What is the most appropriate next step?

- ☐ A Submit the candidate immediately because experience exceeds the minimum
- ☐ B Decline the candidate and close the requirement as filled
- ☒ C Disclose the certification and citizenship gaps honestly to the hiring manager and discuss with the candidate whether sponsorship or an exception is feasible before deciding
- ☐ D Reclassify the candidate as a junior engineer to fit the role

ANSWER C

WHY The candidate does not fully meet two non-negotiable criteria (CCIE requirement and federal citizenship requirement). The ethical, professional action is to surface both gaps to the client, discuss feasibility of exceptions or sponsorship with the candidate, and only then decide — not to mis-represent the candidate or close the order.

QUESTION 3

SINGLE CHOICE

A client requests that the placement agency only submit candidates under the age of 35 for a customer-facing role. Under the Age Discrimination in Employment Act (ADEA), how should the CPRS respond?

- ☐ A Comply with the client's request because the client is paying for the search
- ☐ B Limit submissions to candidates 30 and older as a compromise
- ☒ C Refuse to comply with the age-based restriction and document the objection in writing to the client
- ☐ D Ask the candidates themselves to disclose their age on the submission form

ANSWER C

WHY An age-based submission restriction is discriminatory under the ADEA. A CPRS must refuse to apply the client's age filter and should document the refusal in writing. Treating candidates differently by age or asking applicants to reveal age to facilitate such filtering both violate equal-employment law.

QUESTION 4

SINGLE CHOICE

During a job-order intake call with a new client, the specialist captures the position title, location, salary band, required skills, and start date. Which document is the specialist primarily creating?

- ☐ A A candidate profile
- ☐ B An employee handbook
- ☒ C A job order / position specification
- ☐ D A placement guarantee agreement

ANSWER C

WHY The intake call produces a job order (also called a position specification), which records the client's requirements for a specific opening. Candidate profiles document applicants, handbooks govern internal HR policy, and guarantee agreements address refund/replacement terms — none of those describe an intake summary.

QUESTION 5

SINGLE CHOICE

A CPRS is preparing to conduct a behavioral interview for a candidate applying for an account-management role. Which question is most appropriate for a behavioral interview?

- ☐ A How many years of experience do you have with Salesforce?
- ☒ B Describe a time when you had to retain a customer who was about to leave for a competitor. What did you do and what was the outcome?
- ☐ C On a scale of 1 to 10, how confident are you in cold-calling?
- ☐ D Would you describe yourself as a self-starter?

ANSWER B

WHY Behavioral interview questions ask candidates to describe past situations, their actions, and results — a proven predictor of future performance. Years-of-experience and self-rating/trait questions are factual or hypothetical and not behavioral; they do not probe past behavior against required competencies.

QUESTION 6

SINGLE CHOICE

Under the Fair Credit Reporting Act (FCRA), before a placement agency may obtain a consumer background report on a candidate for an employer client, the agency must obtain which of the following?

- ☐ A Verbal permission from the candidate only
- ☒ B A signed, standalone disclosure authorizing the background check, along with written permission from the employer client to procure the report
- ☐ C Only the candidate's verbal consent and the client's verbal authorization
- ☐ D Certification from the state labor department

ANSWER B

WHY FCRA requires a clear and conspicuous written disclosure and the candidate's written authorization before procuring a consumer report for employment purposes, plus the permissible purpose (employer's authorization). State labor-department certification is not part of FCRA's pre-screening process.

QUESTION 7

SINGLE CHOICE

A candidate has accepted a written offer and a start date has been agreed. Which post-offer activity is required before the candidate's first day?

- ☐ A Immediately invoice the client for the full placement fee regardless of start date
- ☒ B Confirm start date, salary, reporting location, and conduct any required pre-employment screenings; then schedule a post-placement follow-up for 30 days after the start date
- ☐ C Close the file permanently the moment the offer is signed
- ☐ D Provide the candidate with the employer's trade-secrets file

ANSWER B

WHY Proper placement closure requires confirming the final terms of the offer, supporting onboarding steps (such as background or drug screenings), and scheduling a post-placement follow-up — typically at 30, 60, and 90 days. Fees are usually invoiced per the agreed guarantee terms, not blindly at offer signature; the file is closed after a successful guarantee period, not at offer signing.

QUESTION 8

TRUE FALSE

Under the NPRA Code of Professional Ethics, a placement specialist may pay a referral fee to another licensed placement professional for a candidate who is ultimately hired, provided the fee split is disclosed to all parties in writing and complies with applicable state regulations.

- ☒ A True
- ☐ B False

ANSWER A

WHY Fee splits between licensed placement professionals are permitted when disclosed in writing and consistent with state law and the NPRA Code. Payments to unlicensed individuals for hiring referrals are a separate, generally prohibited matter; this statement concerns a licensed, disclosed split, which is permissible.

QUESTION 9

MULTIPLE CHOICE

A CPRS learns during a reference check that a candidate was terminated from a previous role for cause. Under the NPRA Code of Professional Ethics, which actions are required? (Choose two.)

- ☐ A Disclose the specific reason for termination to the hiring client without redaction
- ☒ B Verify the information with the candidate before sharing it with the client
- ☒ C Present only job-related, verified facts and avoid personal opinions about the candidate
- ☐ D Share the information with all competing agencies to warn them about the candidate
- ☐ E Document the conversation and the candidate's response in the placement file

ANSWER B - C

WHY The NPRA Code requires that placement specialists verify adverse information with the candidate before disclosing it and that they share only job-related, factual information — never personal opinions or unverified gossip. Sharing the information with competing agencies violates confidentiality, and disclosing unverified 'specific reasons' violates the verification requirement. Documentation is also a best practice supported by the Code's recordkeeping provisions.