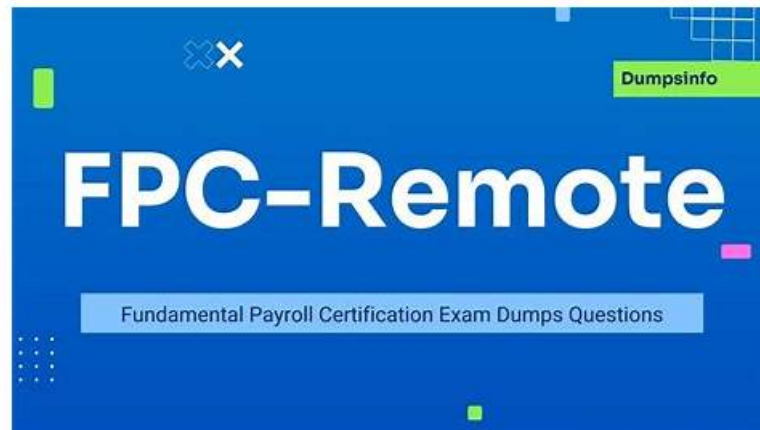


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APA Fundamental Payroll Certification Sample Questions (Q87-Q92):

NEW QUESTION # 87

Proper documentation of policies and procedures ensures:

- A. Responsibility.
- B. Uniformity.
- C. Adaptability.
- D. Conformity.

Answer: B

Explanation:

- * Proper documentation ensures uniformity in payroll and HR operations by standardizing processes.
- * Conformity (C) refers to compliance but does not guarantee process standardization.
- * Responsibility (A) and adaptability (B) are important but not the primary reason for documentation.

References:

- * Payroll Process Standardization Guide (Payroll.org)

NEW QUESTION # 88

Which activity does NOT indicate a data breach has occurred?

- A. Excessive requests received for certain files or information
- **B. Employee personal data change in the self-service portal**
- C. Activity in the payroll system outside normal work times
- D. Employee accounts have been locked without explanation

Answer: B

Explanation:

- * Employee data changes in a self-service portal (A) are normal activities unless unauthorized.
- * Payroll activity outside normal work hours (B), excessive file access (C), and unexplained account locks (D) may indicate security breaches.

References:

- * Payroll System Security Standards (Payroll.org)
- * IRS Data Security Guidelines

NEW QUESTION # 89

All of the following plans are deferred compensation plans EXCEPT:

- A. 401(k)
- **B. 501(c)**
- C. 403(b)
- D. 457(b)

Answer: B

Explanation:

Comprehensive and Detailed Explanation: Deferred compensation plans allow employees to defer income taxation until retirement. These include:

- * 401(k) (Option A)- A private-sector retirement savings plan.
- * 403(b) (Option B)- A similar plan for nonprofits and schools.
- * 457(b) (Option C)- A nonqualified deferred compensation plan for government employees.
- * Option D (501(c)) is incorrect because it refers to tax-exempt organizations under the IRS code, not a deferred compensation plan.

Reference:

IRS - Tax Treatment of Deferred Compensation Plans
Payroll.org - Retirement Plan Payroll Compliance

NEW QUESTION # 90

When a payer receives a "B" Notice, it must send a copy of the notification to the payee within:

- **A. 30 days.**
- B. 15 days.
- C. 90 days.
- D. 60 days.

Answer: A

Explanation:

- * A "B" Notice (Backup Withholding Notice) is sent by the IRS when a payee's taxpayer ID does not match records.

- * IRS Publication 1281 (Backup Withholding Notices)

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