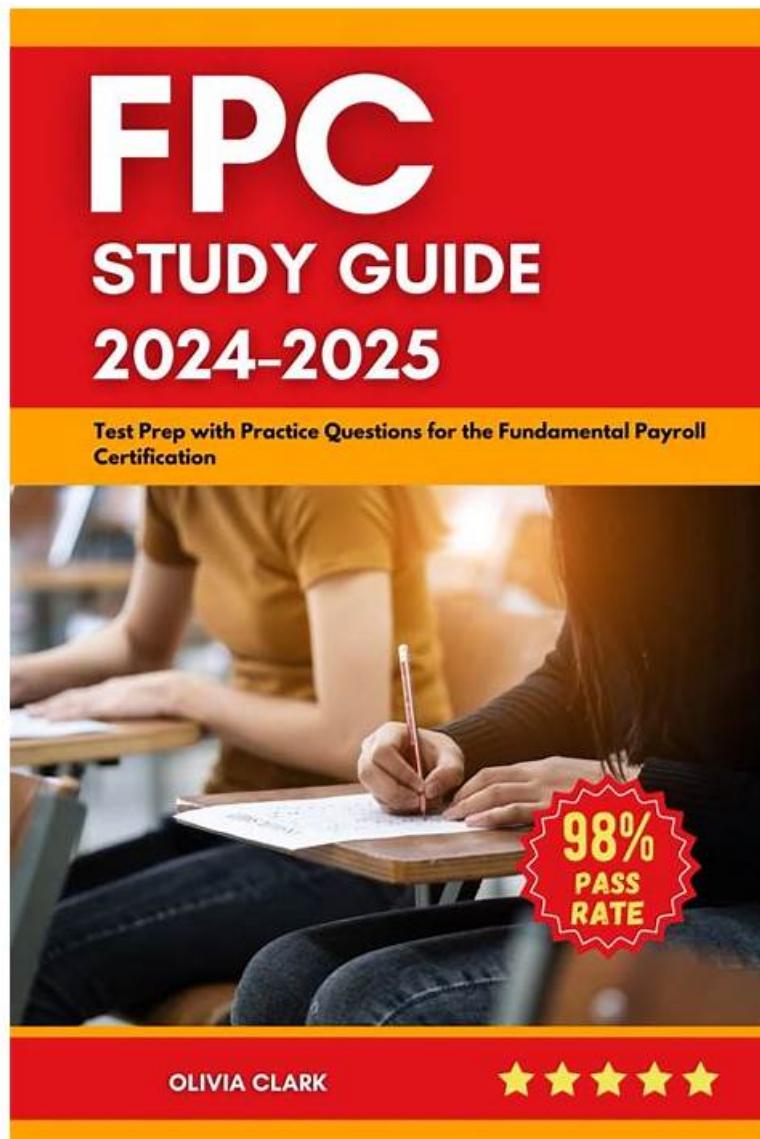


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APA Fundamental Payroll Certification Sample Questions (Q106-Q111):

NEW QUESTION # 106

Under the rules of constructive receipt, the employee is considered paid:

- A. On the date the paycheck is cashed
- B. On the paycheck date
- C. When the payroll is processed and the ACH file has been created
- D. When the wages have been made available to the employee without restriction

Answer: D

Explanation:

Comprehensive and Detailed Explanation: Constructive receipt means an employee is considered paid when wages are made available without restriction, even if they do not physically receive the money.

- * Option A (On the paycheck date) is incorrect because the date of the paycheck does not determine when wages are constructively received.
- * Option B (When cashed) is incorrect because an employee is considered paid before they cash the check.
- * Option C (When ACH file is created) is incorrect because the wages are not yet available to the employee.
- * Option D is correct because once wages are accessible (direct deposit or paycheck available for pickup), the IRS considers them "received" for tax purposes.

Reference:

IRS Publication 538 - Constructive Receipt of Income

Payroll.org - Payroll Taxation Rules

NEW QUESTION # 107

An exempt employee under the FLSA is exempt from

- A. federal income tax withholding
- B. minimum wage only
- C. overtime payments only
- D. both minimum wage and overtime

Answer: D

NEW QUESTION # 108

The lowest priority is given to which of the following time management categories?

- A. Urgent but not important
- B. Urgent and important
- C. Not urgent but important
- D. Not urgent and not important

Answer: D

Explanation:

The Eisenhower Matrix is a time management framework that categorizes tasks by urgency and importance:

- * Urgent & Important: Must be done immediately (e.g., payroll processing).
- * Not Urgent but Important: Planning and strategic tasks (e.g., compliance training).
- * Urgent but Not Important: Tasks that may be delegated (e.g., responding to non-critical emails).
- * Not Urgent & Not Important: These tasks have the lowest priority as they do not contribute significantly to productivity (e.g., unnecessary meetings).

References:

- * Eisenhower Matrix Time Management Framework
- * Payroll Management Best Practices (Payroll.org)

NEW QUESTION # 109

Using the table of taxable wages below, calculate the employer's FICA tax liability on the first check of the year:

Employee	Taxable Wages
Employee 1	\$5,000.00
Employee 2	\$10,000.00
Employee 3	\$7,500.00
Employee 4	\$1,000.00
Employee 5	\$15,000.00



- A. \$5,890.50
- B. \$2,387.00
- C. **\$2,945.25**
- D. \$11,415.25

Answer: C

Explanation:

- * Total Taxable Wages:
$$\$5,000 + \$10,000 + \$7,500 + \$1,000 + \$15,000 = \$38,500$$
- * Social Security Tax (6.2%)
$$\$38,500 \times 6.2\% = \$2,387.00$$
- * Medicare Tax (1.45%)
$$\$38,500 \times 1.45\% = \$558.25$$
- * Total FICA Tax (Employer's share)
$$\$2,387.00 + \$558.25 = \$2,945.25$$

References:

- * IRS Publication 15 (Employer's Tax Guide)

NEW QUESTION # 110

An employee earns \$1,000 weekly. His deductions are \$174 for federal income tax, \$62 for social security tax, and \$14.50 for medicare tax. He is not supporting another family and has never been in arrears in his child support payments. What is the maximum child support payment that can be withheld from his wages?

- A. \$500
- B. \$600
- C. **\$449.70**
- D. \$500.18

Answer: C

NEW QUESTION # 111

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