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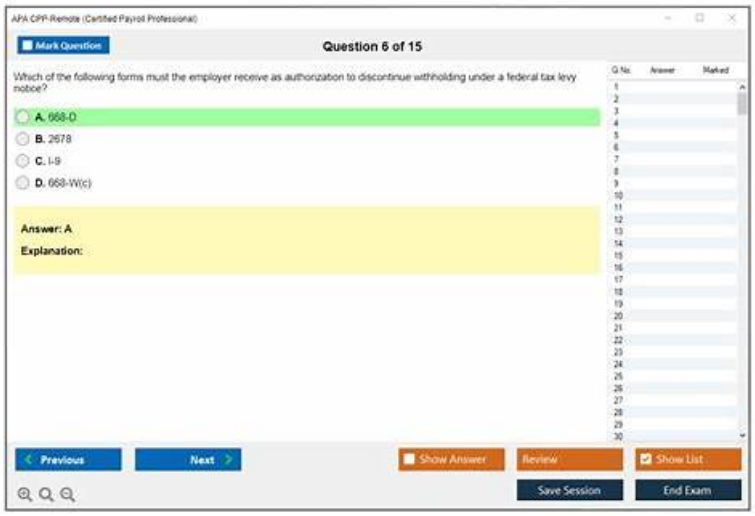

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APA Certified Payroll Professional Sample Questions (Q124-Q129):

NEW QUESTION # 124
Under the FLSA, for employers to take advantage of the tip credit, all of the following statements are true EXCEPT:

- A. overtime hours that are paid at a premium rate can increase the employer tip credit.
- B. tipped employees must receive as much in tips as the tip credit taken by the employer.
- C. employers may not deduct a portion of its general administrative costs incurred for accepting credit cards.
- D. credit card tips must be given to the employee on or before the next payday.

Answer: A

Explanation:
The Fair Labor Standards Act (FLSA) allows employers to take a " tip credit " toward their minimum wage obligation for

employees who customarily and regularly receive more than $30 a month in tips. As of 2024, the federal minimum wage is $7.25, and the maximum tip credit is $5.12 per hour, provided the employee receives at least $2.13 in direct wages. Employers must ensure that employees receive all tips earned, and credit card tips must be paid by the next payday (Option A). Employers are also prohibited from deducting administrative costs from the tips (Option D). Crucially, the tip credit is capped at $5.12 per hour; working overtime hours at a premium rate does not increase the amount of tip credit the employer can claim per hour (Option B). The overtime premium must be calculated based on the full minimum wage ($7.25), not the tipped wage ($2.13).

NEW QUESTION # 125
Which of the following employers are exempt from the provisions of IRCA?

- A. All employers are subject to compliance
- B. Privately held employers
- C. Employers with less than 2 employees
- D. Employers with annual revenues under $10,000

Answer: A

NEW QUESTION # 126
The entry to record a salary advance to an employee is:

- A. Debit salary expense, credit wages payable
- B. Debit salary expense, credit cash
- C. Debit cash, credit accounts receivable
- D. Debit accounts receivable, credit cash

Answer: D

NEW QUESTION # 127
What is the annual MAXIMUM amount that can be excluded from an employee ' s wages for a tangible achievement award under a nonqualified plan?

- A. $50.00
- B. $1,600.00
- C. $400.00
- D. $1,200.00

Answer: C

Explanation:
The IRS allows employers to exclude the value of certain employee achievement awards from an employee's taxable income if the awards meet specific criteria. The award must be tangible personal property (not cash, gift cards, or vacations) and must be given for length of service or safety achievement. For awards given under a " nonqualified plan " (one that is not in writing or discriminates in favor of highly compensated employees), the maximum annual exclusion is $400.00 per employee (Option B). If the award is given under a " qualified plan, " the limit increases to $1,600.00 per year. Any amount exceeding these limits, or any award given in a form other than tangible property, is considered taxable compensation and must be included in the employee's gross income and reported on Form W-2. This ensures that achievement awards are used for employee recognition rather than as a method of tax-free compensation.

NEW QUESTION # 128
An employee has total YTD supplemental wages in the amount of $1,000,000.00 and receives a $55,000.00 net bonus. The employee lives and works in a state that has a 5% supplemental withholding rate. Calculate the gross amount of the employee's bonus.

- A. $111,223.46
- B. $98,831.99
- C. $77,848.55

- D. $97,259.06

Answer: B

Explanation:
When an employer wants an employee to receive a specific " net " amount, they must perform a gross-up calculation . Because the employee ' s YTD supplemental wages have already reached $1,000,000, any additional supplemental wages must be withheld at the mandatory flat rate (currently 37% for amounts exceeding $1 million). Calculation:
* Identify Tax Rates: FIT (37%), Social Security (0% if over wage base), Medicare (1.45% + 0.9% additional tax = 2.35%), State Tax (5.0%).
* Total Tax %: 37% + 2.35% + 5.0% = 44.35%.
* Net %: 100% - 44.35% = 55.65% (or 0.5565).
* Gross Amount: $55,000 / 0.5565 = $98,831.99 . Using the correct supplemental tax rate is critical; failure to use the 37% rate once the $1 million threshold is crossed can result in significant under- withholding penalties for the employer.

NEW QUESTION # 129
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