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APA Certified Payroll Professional Sample Questions (Q68-Q73):

NEW QUESTION # 68

Which of the following is tax-free to all employees even if only provided to highly paid employees?

- A. Cafeteria plans
- **B. Transportation fringe benefits**
- C. 401(k) plans
- D. Athletic facilities

Answer: B

NEW QUESTION # 69

The employee master file does NOT include:

- A. withholding information.
- **B. workweek.**
- C. hire date.
- D. vacation accrual.

Answer: B

Explanation:

Comprehensive and Detailed in-Depth Explanation:

The employee master file is a comprehensive record containing essential information about each employee. It typically includes personal details (e.g., name, address, Social Security number), employment information (e.g., hire date, job title), compensation details, benefits information (e.g., vacation accruals), and tax withholding information. The term "workweek" refers to the standard period used by the employer to calculate wages and overtime, which is a company-wide setting rather than specific to individual employees.

Therefore, the correct answer is B. workweek.

NEW QUESTION # 70

Cash and noncash prizes and awards made to employees for doing outstanding work are subject to which of the following taxes?

- A. FUTA only
- **B. FUTA, federal income, social security, and Medicare**
- C. Social security and Medicare only
- D. Federal income, social security, and Medicare only

Answer: B

Explanation:

Under IRS rules, almost all forms of compensation provided by an employer to an employee are considered taxable wages unless specifically excluded by law. Prizes and awards given for outstanding work (performance-based awards) are considered "supplemental wages". Because they are compensation for services rendered, they are subject to all federal payroll taxes: Federal Income Tax withholding (FIT), Social Security and Medicare (FICA), and the Federal Unemployment Tax (FUTA) paid by the employer. This applies to both cash awards (like a performance bonus) and noncash awards (like a television or vacation), where the fair market value of the item must be included in the employee's gross income. Only very specific types of awards, such as qualified length-of-service or safety awards meeting strict dollar limits and criteria, may be excluded from some or all of these taxes.

NEW QUESTION # 71

Source documents provide a business with:

- A. Pro forma financial information
- **B. Financial transaction data**
- C. A snapshot of profits and losses
- D. An overview of owner ' s equity

Answer: B

Explanation:

Comprehensive and Detailed in Depth Explanation:

Source documents are original records that support business transactions, such as:

- * Timecards
- * Invoices
- * Purchase orders
- * Payroll registers

They serve as evidence of a transaction , and are used to create journal entries in the accounting system.

Other options:

- * B and D relate to financial statements
- * C refers to forecasts, not actual transactions

Correct answer: A - Financial transaction data

References:

APA Payroll Source - Accounting for Payroll Section

Basic Accounting Principles - Source Document Definition

NEW QUESTION # 72

Under the contributions and benefits test, the Section 125 Cafeteria Plan does NOT discriminate when:

- A. Excess benefits reflect a uniform relationship to compensation
- B. Qualified benefits to key employees do not exceed 50% of all benefits
- C. Employer contributions equal 100% of costs for highly compensated
- **D. Either benefits or contributions don't favor highly compensated employees**

Answer: D

Explanation:

Section 125 plans must not favor highly compensated or key employees. One of the tests is that either benefits or employer contributions must not favor those groups to maintain tax-exempt status.

NEW QUESTION # 73

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