Exam Questions For APA FPC-Remote With Reliable Answers

APA FPC Exam 2024 Questions And Answers

(1) Challenges in payroll - correct answer complexity, communication, technology, accuracy

(1) Payroll Process - correct answer employee (new hire, W4, I9), payroll (reports, reconciles), gov. (tax, reporting), employee (W2, pay statements)

(1) Tax withholding for employees - correct answer FIT, SS, Medicare, state, local and pay employer share

(1) TIN - correct answer Taxpayer Identification Number (1099s)

(1) Worker status - correct answer workers, either W2 or 1099, W2 either exempt or nonexempt

(1) Common Law Test - correct answer sets own hours, can work for multiple employers, works by the job, can employ assistants, own tools/equipment, terms

(1) Reasonable Basis Test - correct answer employers can classify certain workers as 1099 for tax purposes even though the ee meets requirements of Common Law test for W2 if they have a reasonable basis for doing so (longstanding practice, judicial precedent, consistently treated workers as 1099 with 1099-MISC form)

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APA Fundamental Payroll Certification Sample Questions (Q147-Q152):

NEW QUESTION # 147

Depositors that fail to deposit the entire amount of tax required by the due date, without reasonable cause for the failure, are subject to a failure-to-deposit penalty of 5% of the undeposited amount if it is:

- A. Deposited within 5 days of the due date.
- B. Deposited more than 15 days after the due date.
- C. Not paid within 10 days after the employer receives its first IRS delinquency notice.
- D. Deposited within 6-15 days of the due date.

Answer: D

Explanation:
* The IRS assesses failure-to-deposit penalties based on the length of the delay:
* 1-5 days late: 2% penalty
* 6-15 days late: 5% penalty (Correct Answer)
* More than 15 days: 10% penalty
* After delinquency notice: 15% penalty
References:
* IRS Deposit Penalty Guidelines (Publication 15)

NEW QUESTION # 148

Which of the following master file components is NOT part of the employment data?

- A. Net Pay
- B. Hire Date
- C. Workweek
- D. Shift Premium

Answer: A

Explanation:
Comprehensive and Detailed Explanation:An employee master file contains employment-related data such as:
* Shift Premium (A):Used to calculate earnings.
* Workweek (B):Defines payroll schedules.
* Hire Date (C):Essential for tenure and benefit eligibility.
However,Net Pay (D) is NOT part of employment databecause it is a payroll outcome, not an employment record.
Reference:
Payroll.org - Employee Master File Data Requirements
IRS - Payroll Recordkeeping Guidelines

NEW QUESTION # 149

Using the following information from a payroll journal, calculate the total Social Security tax liability for the first payroll of the year:

Category	Amount
Gross Pay	$32,500.00
Pre-Tax Health Insurance Deduction	$1,200.00
401(k) Deferral Deduction	$1,500.00
Post-Tax Saving Bonds Deduction	$250.00

- A. $3,881.20
- B. $4,788.90
- C. $3,664.20

- D. $3,695.20

Answer: A

Explanation:
Comprehensive and Detailed Explanation:
Social Security tax is 6.2% for both the employer and employee, so total liability is 12.4% of Social Security taxable wages.
Calculate Social Security taxable wages:
Gross pay: $32,500.00
Less pre-tax deductions (Health Insurance & 401k do NOT reduce Social Security taxable wages):
Taxable Wages = $32,500.00 - $1,200.00 = $31,300.00
Calculate Social Security tax (12.4% total for employer & employee):
$31,300 \times 12.4\% = \$3,881.20$
Thus, the correct answer is C. $3,881.20.
Reference:
IRS Publication 15 - Employer's Tax Guide
Payroll.org - Social Security and Medicare Tax Rules

NEW QUESTION # 150
Using the wage bracket method, calculate the employee's net pay. The employee's W-4 was completed in 2019 or earlier.

Pay Type	Amount
Rate of pay	$15.00
Pay frequency	Weekly
Hours worked	40
401(k) deferral	$50.00

- A. $651.45
- B. $686.45
- C. $589.70
- D. $685.45

Answer: A

Explanation:
* Gross pay:$15 \times 40 = \$600.00$
* 401(k) deduction:$50.00(Pre-tax)
* FITW, Social Security (6.2%), Medicare (1.45%)applied
* Using the IRS Wage Bracket Method, net pay is $651.45
References:
* IRS Publication 15-T (Federal Income Tax Withholding Tables)

NEW QUESTION # 151
Under the FLSA, failure to pay overtime to employees may result in all of the following consequences EXCEPT:

- A. A USCIS audit
- B. A DOL investigation
- C. Back pay
- D. Settlement pay

Answer: A

Explanation:
USCIS audits (C) are related to immigration compliance, not overtime violations.
DOL investigations (D) and back pay requirements (A) are common FLSA enforcement actions.

Settlement pay (B) may be required in legal resolutions of wage disputes.
Reference:
FLSA Overtime Enforcement Guidelines (DOL)
Payroll Compliance Guide (Payroll.org)

NEW QUESTION # 152

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