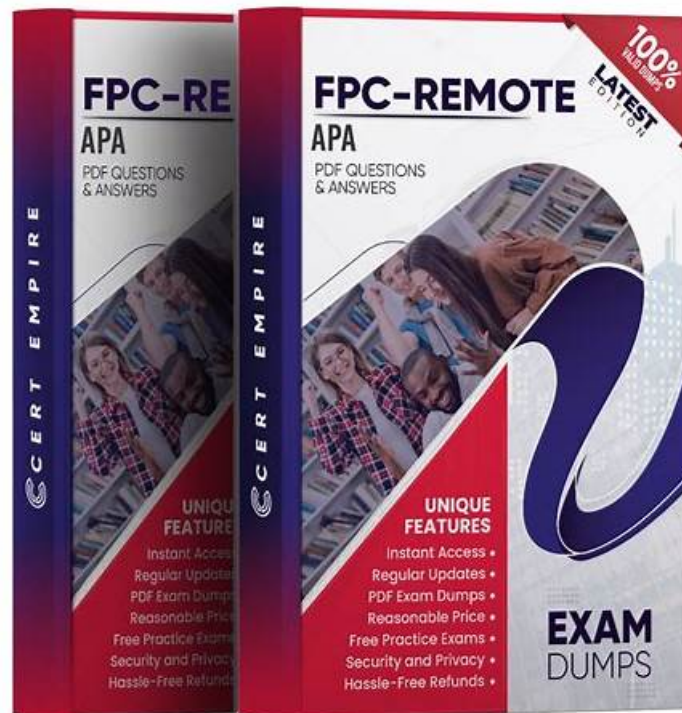


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APA Fundamental Payroll Certification Sample Questions (Q40-Q45):

NEW QUESTION # 40

IRS regulations require employers to take all of the following actions for taxable noncash awards EXCEPT:

- A. Include the value of the award on Form W-2 in Boxes 1, 3, and 5
- B. Recognize the value of the award as a business expense
- C. Tax the value of the award when received
- **D. Gross up the value of the award**

Answer: D

Explanation:

* Employers are not required to "gross up" (A) taxable awards unless they choose to cover the employee's tax liability.

* The IRS mandates taxation and W-2 reporting (B, C, D).

References:

* IRS Publication 15-B

NEW QUESTION # 41

In 2020, an employer must pay social security tax on an employee's wages up to:

- A. 132,900
- **B. 137,700**
- C. \$128,400
- D. 127,200

Answer: B

NEW QUESTION # 42

A waitress is paid \$2.25 per hour and she receives \$225 in tips during the week. She works 40 hours per week.

Which of the following is true?

- **A. her employer is allowed to reduce her cash wage to no less than \$2.13 per hour**
- B. her base pay must be increased to \$4.5 per hour after a 90 day training period.
- C. she must be paid \$5.12 per hour by her employer
- D. her base salary must be raised to \$3 per hour to comply with fed min wage requirements.

Answer: A

NEW QUESTION # 43

All of the following objectives are included in the operations of a Payroll Department EXCEPT:

- A. Reporting to management
- **B. Giving tax advice**
- C. Cost savings
- D. Accurate tax reporting

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

The Payroll Department's key functions include:

Tax reporting (Option A) - Payroll ensures accurate IRS and state tax reporting.

Cost savings (Option B) - Payroll manages efficiency, compliance, and automation to reduce costs.

Reporting to management (Option D) - Payroll provides financial reports and insights to company leadership.

However, giving tax advice (Option C) is NOT a function of payroll. Payroll professionals calculate and withhold taxes but do not provide tax planning advice to employees.

Reference:

Payroll.org - Payroll Department Responsibilities

IRS - Employer's Responsibilities for Payroll Taxes

Which of the following statements about the FLSA overtime requirements is correct?

- Answer: D**

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