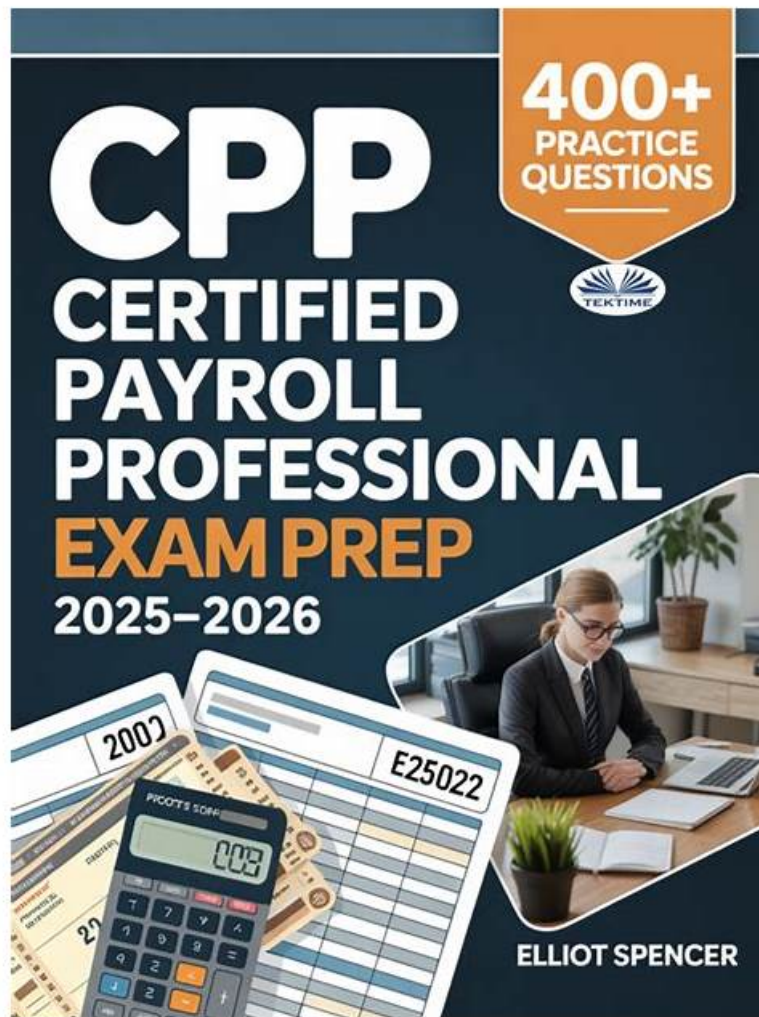


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APA Certified Payroll Professional Sample Questions (Q136-Q141):

NEW QUESTION # 136

A worker meets the definition of an employee under the common law test. Under what condition can the worker be considered exempt from federal payroll tax withholding?

- A. There was a past IRS audit of the employer that resulted in a finding of tax or penalty owed
- **B. There is a longstanding, recognized practice in a significant segment of the employer's industry**
- C. The employer has filed a Form SS-8
- D. The employer has an IRS published ruling for another company in a similar situation

Answer: B

Explanation:

Comprehensive and Detailed in Depth Explanation:

To be exempt from withholding, the Section 530 Safe Harbor Rule applies if:

- * The employer did not treat the worker as an employee .
- * There was a reasonable basis for treating the worker as an independent contractor, which can include:
- * Court rulings
- * IRS rulings or audits
- * Longstanding industry practices (# correct condition)

Therefore, Option D is correct.

Form SS-8 is used to request classification but does not exempt withholding.

Correct answer: D

References:

IRS Publication 1976 - Section 530 Relief

APA Payroll Source - Employee vs Contractor Classification

NEW QUESTION # 137

The FLSA term "exempt" generally means the employer need NOT:

- A. Pay a minimum amount
- B. Pay federal income tax
- C. Withhold federal income tax
- **D. Pay overtime**

Answer: D

NEW QUESTION # 138

An example of a statutory nonemployee is a:

- A. full-time life insurance agent.
- B. health care specialist.
- **C. qualified real estate agent.**
- D. public service worker.

Answer: C

Explanation:

The IRS classifies certain categories of workers as "statutory nonemployees" who are treated as self-employed for all federal tax purposes—including Social Security, Medicare, FUTA, and Federal Income Tax—if they meet specific criteria. The two primary categories of statutory nonemployees are qualified real estate agents and direct sellers. To qualify, substantially all of their compensation must be directly related to sales or other output rather than the number of hours worked, and they must perform services under a written contract stating they will not be treated as employees for federal tax purposes. This differs from "statutory employees," such as full-time life insurance agents (Option C), who are treated as employees for Social Security and Medicare purposes but as independent contractors for most other federal tax rules. Understanding these classifications is vital for correct tax withholding and reporting on Form 1099-NEC versus Form W-2.

NEW QUESTION # 139

All of the following data points on the payroll register are used when reconciling the general ledger EXCEPT:

- A. Gross wages
- B. Tax liability
- C. Accrued vacation
- D. Net pay

Answer: C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Accrued vacation is a benefit liability and may not appear on the regular payroll register. When reconciling to the general ledger, focus is on:

- * Gross pay
- * Net pay
- * Taxes withheld

References:

The Payroll Source, Chapter 4: Accounting for Payroll

NEW QUESTION # 140

Which of the following generally does NOT represent compensable time under the FLSA?

- A. Time sent in break room waiting for job instructions
- B. Travel to a convention after normal working hours
- C. Time spent cleaning up work area after normal shift
- D. Overtime hours not authorized by the employer

Answer: B

NEW QUESTION # 141

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