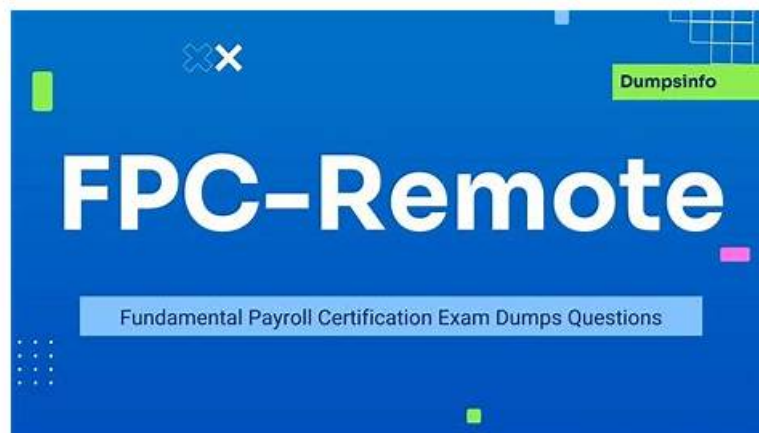


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## APA Fundamental Payroll Certification Sample Questions (Q87-Q92):

### NEW QUESTION # 87

When paying supplemental wages, when must the aggregate withholding method be used?

- A. when the employee doesn't complete a form W-4
- B. when no income tax is withheld from regular wages for the current or preceding year
- C. when the employee claims more than 10 dependents
- D. when the employee claims heads of household

**Answer: B**

### NEW QUESTION # 88

When an employer allocates tips, which of the following statements is TRUE?

- A. Report the allocated amount on the employee's Form W-2

- B. Allocated tips are subject to federal income tax withholding
- C. The employer is not liable for amounts incorrectly allocated
- D. No allocation is made for any reported tips

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation: Employers must allocate tips if the total reported tips are less than 8% of gross receipts for establishments where tipping is customary.

- \* Allocated tips are reported on Form W-2, Box 8 (Option C) but are NOT subject to withholding.
- \* Option A is incorrect because allocated tips are not subject to automatic withholding unless voluntarily reported by the employee.
- \* Option B is incorrect because employers are responsible for accurate tip reporting.
- \* Option D is incorrect because tip allocation rules require reporting when applicable.

Reference:

IRS Publication 531 - Reporting Tip Income

Payroll.org - Employer Tip Allocation Rules

### NEW QUESTION # 89

Which of the following plans may be treated as a nonqualified plan?

- A. 401(k)
- B. 403(b)
- C. 457(b)
- D. 408(p)

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation:

A 457(b) plan is a nonqualified deferred compensation plan offered primarily to government and tax-exempt employees.

Option A (401(k)) and Option B (403(b)) are qualified retirement plans under ERISA.

Option C (408(p)) refers to a SIMPLE IRA, which is also a qualified plan.

Reference:

IRS - 457(b) Plan Rules and Compliance

Payroll.org - Qualified vs. Nonqualified Retirement Plans

### NEW QUESTION # 90

Under what conditions can an employee claim exemption from withholding on form W4?

- A. an employee takes her first job
- B. anticipates receiving a bonus
- C. had no tax liability last year and expects no tax liability this year
- D. receiving overtime pay

**Answer: C**

### NEW QUESTION # 91

The FIRST action an employer should take when a natural disaster occurs is:

- A. Determine the well-being of employees
- B. Find temporary housing for employees
- C. Secure interim office space
- D. Access payroll and employee information files

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation:

