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APA Fundamental Payroll Certification Sample Questions (Q38-Q43):

NEW QUESTION # 38

How long should employers keep payroll records beyond legal requirements

- A. 2 years
- B. 4 years
- C. 3 years
- D. as long as the company needs the records

Answer: D

NEW QUESTION # 39

If you need very rapid response time with minimal lag between input and output into your computer system, look for:

- A. network processing
- B. **real time processing**
- C. batch processing
- D. remote entry processing

Answer: B

NEW QUESTION # 40

Which of the following factors is NOT used to determine a SUTA state?

- A. Base of Operations
- B. **State of Incorporation**
- C. Place of Direction or Control
- D. Employee's Residency State

Answer: B

Explanation:

Comprehensive and Detailed ExplanationState Unemployment Tax Act (SUTA) liability is determined based on where an employee works and receives direction from, not necessarily where a company is incorporated.

The key factors for determining SUTA state include:

- * Base of Operations (Option A)- Where the employee works.
- * Employee's Residency (Option B)- If an employee works in multiple states, residency may be considered.
- * Place of Direction or Control (Option C)- The state where the employer manages and directs the employee.
- * Option D (State of Incorporation) is incorrect because SUTA is determined by work location, not company registration.

Reference:

U.S. Department of Labor - SUTA Tax Reporting Rules

Payroll.org - State Unemployment Tax Guidelines

NEW QUESTION # 41

The monthly account reconciliation should include all of the following procedures EXCEPT:

- A. Reconciling the payroll bank account
- B. Balance the payroll tax liabilities
- C. **Reconcile the payroll register to source documents**
- D. Balance the payroll deduction liabilities

Answer: C

Explanation:

* Payroll account reconciliation ensures all financial data is accurate and balanced.

* Payroll register reconciliation (D) is a separate process used for payroll audits, not monthly account reconciliation.

References:

- * Payroll Reconciliation Procedures (Payroll.org)
- * IRS Payroll Recordkeeping Guidelines

NEW QUESTION # 42

One of the options in an employee's cafeteria benefit plan is a dependent care flexible spending account. He earmarked \$100 per month to the account to pay for child care but spent only \$1000 by the end of the plan's grace period. At the end of the grace period, what happens to the \$200 left in the account?

- A. it will be added to his taxable income
- B. it will carry over to the next year
- C. he can use it to buy an additional benefit
- D. the amount is forfeited

Answer: D

NEW QUESTION # 43

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