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## APA Fundamental Payroll Certification Sample Questions (Q51-Q56):

### NEW QUESTION # 51

An employee clocked in for work at 8:07 a.m. and out at 4:08 p.m. According to the DOL policy on rounding work hours, which of the following recorded hours are CORRECT?

- A. 8:15 a.m. to 4:15 p.m.
- B. 8:15 a.m. to 4:00 p.m.
- C. 8:00 a.m. to 4:00 p.m.
- D. 8:00 a.m. to 4:15 p.m.

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation:

Under Fair Labor Standards Act (FLSA) rounding rules, employers may round employee time to the nearest 15-minute increment using the 7-minute rule:

If an employee clocks in before the 7-minute mark, round down.

If an employee clocks in after the 7-minute mark, round up.

Employee's actual times:

Clock in: 8:07 a.m. → Rounded down to 8:00 a.m.

Clock out: 4:08 p.m. → Rounded up to 4:15 p.m.

Thus, the correct answer is D. 8:00 a.m. to 4:15 p.m.

Reference:

DOL - FLSA Rounding Rules for Payroll Timekeeping

Payroll.org - Timekeeping Compliance Best Practices

### NEW QUESTION # 52

All of the following resources are available to help a Payroll Professional stay abreast of regulatory changes EXCEPT the:

- A. DOL
- B. IRS
- C. PAYO
- D. FTC

#### Answer: D

Explanation:

Comprehensive and Detailed Explanation:

Payroll professionals must stay updated on tax laws, wage regulations, and compliance requirements. Key resources include:

A (PAYO - Payroll.org) → Provides training, updates, and compliance resources.

B (DOL - Department of Labor) → Oversees wage & hour laws (FLSA).

D (IRS - Internal Revenue Service) → Issues payroll tax regulations.

Option C (FTC - Federal Trade Commission) is incorrect because the FTC does not regulate payroll laws. The FTC primarily monitors consumer protection laws.

Reference:

Payroll.org - Payroll Compliance Updates

IRS & DOL - Payroll Tax and Wage Regulations

### NEW QUESTION # 53

An independent contractor status is indicated if the worker:

- A. Receives a Form W-2.
- B. Completes a Form W-4.
- C. Is not required to complete Form I-9.
- D. Is not required to complete Form W-9.

#### Answer: C

Explanation:

\* Independent contractors DO NOT complete Form I-9, as they are not employees under IRCA (Immigration Reform and Control Act).

\* Employees receive Form W-2 and complete Form W-4.

\* Independent contractors complete Form W-9 for tax reporting.

References:

\* IRS Independent Contractor Guidelines (Publication 1779)

### NEW QUESTION # 54

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. Not paid within 10 days after the employer receives its first IRS delinquency notice.

- B. Deposited within 6-15 days of the due date.
- C. Deposited within 5 days of the due date.
- D. Deposited more than 15 days after the due date.

**Answer: B**

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 # 55**

Which of the following wage attachments has the highest priority for withholding?

- A. State Tax Levy
- B. Wage Assignment
- C. Child Support
- D. **Bankruptcy**

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation: The priority order for wage attachments is as follows:

- \* Bankruptcy orders (Option A)- Court-ordered payments under the U.S. Bankruptcy Code take top priority over all other wage deductions.
- \* Child support (Option B)- The second-highest priority under federal law, governed by the Consumer Credit Protection Act (CCPA).
- \* State tax levies (Option C)- Third in priority, varies by state.
- \* Wage assignments (Option D)- Lowest priority, usually voluntary agreements by employees.

Reference:

Consumer Credit Protection Act (CCPA) - Wage Garnishment Priorities

Payroll.org - Wage Garnishment Guidelines

**NEW QUESTION # 56**

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