

The Best APA FPC-Remote exam practice questions and answers

FPC Exam Practice Questions With 100% Correct And Verified Answers 2024

cafeteria plan are authorized by what Internal Revenue Code Section?

- A. 125
- B. 401k
- C. 403b
- D. 457b - Correct Answer-a. 125

all of the following are tax implications of a cafeteria plan except:

- a. no income tax withholding
- b. no social security and medicare tax withholding
- c. must withhold income, social security, and medicare taxes
- d. no form W2 reporting - Correct Answer-C. must withhold income, social security, and medicare taxes

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 spend only \$1000 by the end of the plans grace period. at the end of the grace period, what happens to the \$200 left in the account?

- a. the amount is forfeited
- b. it will be added to his taxable income
- c. he can use it to "buy" an additional benefit
- d. it will carry over to the next year - Correct Answer-A. the amount is forfeited

Prior to beginning work for a company, a chemical engineer signed a contract stating that she agreed to work as an independent contractor. she performs all her duties in the company's laboratories, works under the company's direction, and maintains regular office hours. what is her status?

- a. independent contractor under common law
- b. independent contractor under reasonable basis test
- c. employee - Correct Answer-C. employee

do not assume that the employer has fulfilled its responsibilities and is free from penalty simply by having a worker sign a contract stating he is a 1099. individuals do not have a right to waive their employee status in a contract.

A retired safety inspector for the company was rehired as a consultant when the company expanded its plant operations. the retired employee was a natural choice. the tasks he undertook as a consultant were the same as the ones he performed before retirement. paid monthly, he has agreed to work under the direction of his old boss until the new plant facilities are fully operational? What is his status?

- a. independent contractor under common law
- b. independent contractor under reasonable basis test

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APA Fundamental Payroll Certification Sample Questions (Q104-Q109):

NEW QUESTION # 104

The types of accounts used by businesses to classify transactions are:

- A. Asset, Expense, Revenue, Inventory, and Equity
- B. Inventory, Revenue, Equity, and Cash
- **C. Asset, Liability, Expense, Revenue, and Equity**
- D. Revenue, Expense, Cash, and Net Income

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

Business transactions are classified using five main types of accounts:

Asset - Resources owned (e.g., cash, equipment, accounts receivable).

Liability - Amounts owed (e.g., payroll taxes, loans).

Expense - Costs incurred to operate the business (e.g., payroll expenses).

Revenue - Income earned (e.g., sales, service fees).

Equity - Owner's interest in the business (e.g., retained earnings).

Option A is incorrect because "Inventory" is a type of asset, not a separate category.

Option C is incorrect because "Cash" is a subcategory of assets, not a primary account type.

Option D is incorrect because "Net Income" is the result of revenues minus expenses, not a separate account category.

Reference:

GAAP Accounting Principles - Types of Accounts

Payroll.org - Payroll Accounting Classification

NEW QUESTION # 105

Which of the following considerations is NOT needed when implementing a shared services environment?

- **A. Employee acceptance**
- B. Processes affected
- C. System needs
- D. Cost of implementation

Answer: A

Explanation:

* System needs (A), processes affected (B), and cost of implementation (D) are critical factors in designing a shared services model.

* Employee acceptance (C) is valuable but not a primary technical or financial consideration.

References:

* Payroll Process Improvement Guidelines (Payroll.org)

NEW QUESTION # 106

Examples of positive active listening through body language include all of the following actions EXCEPT:

- A. Making eye contact.
- B. Nodding your head.
- C. Shrugging your shoulders.
- D. Avoiding slouching posture.

Answer: C

Explanation:

Shrugging shoulders (B) is a sign of uncertainty or disinterest, making it negative body language.

Making eye contact (C), nodding (D), and avoiding slouching (A) are positive active listening cues.

Reference:

Effective Communication in Payroll Training Guide (Payroll.org)

NEW QUESTION # 107

Which of the following amounts is used when calculating an employee's gross up?

- A. net pay
- B. disposable income
- C. gross income
- D. take home pay

Answer: A

NEW QUESTION # 108

A terminated employee submits a written request on August 1 for the current year Form W-2. By what date MUST the employer furnish the Form W-2?

- A. August 31
- B. October 31
- C. September 30
- D. January 31

Answer: A

Explanation:

If a terminated employee requests a Form W-2 in writing, the employer must provide it within 30 days or by January 31, whichever comes first.

Since the request was made on August 1, the deadline is August 31.

Reference:

IRS Form W-2 Guidelines

NEW QUESTION # 109

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