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The FPC certification is highly regarded in the payroll industry and is recognized by employers as a mark of excellence. Earning the certification can help payroll professionals advance their careers by demonstrating their knowledge and ability to meet the demands of the payroll profession. Additionally, the FPC certification is a prerequisite for many higher-level payroll certifications, such as the Certified Payroll Professional (CPP) certification.

APA Fundamental Payroll Certification Sample Questions (Q97-Q102):

NEW QUESTION # 97

An exempt employee under the FLSA is exempt from:

- A. minimum wage only
- B. federal income tax withholding
- C. both minimum wage and overtime
- D. overtime payments only

Answer: C

NEW QUESTION # 98

Every month, all of the following records are reconciled EXCEPT:

- A. payroll liability accounts
- **B. validity edits**
- C. master record of payments
- D. payroll bank checking account

Answer: B

NEW QUESTION # 99

Which of the following amounts is subject to federal income tax withholding?

- A. 401(k) Deferral
- B. Military-Related Moving Expenses
- **C. Salary Advance**
- D. Health Savings Account (HSA) Contribution

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

Federal income tax withholding applies to most forms of employee compensation, but some benefits are tax-exempt.

Option A (401(k) Deferral) is incorrect because pre-tax contributions to a traditional 401(k) are not subject to federal income tax (but are subject to FICA).

Option C (Military Moving Expenses) is incorrect because qualified military moving expenses are excluded from taxable income under the Tax Cuts and Jobs Act (TCJA).

Option D (HSA Contribution) is incorrect because pre-tax HSA contributions made through payroll deduction are tax-exempt.

Option B (Salary Advance) is correct because any advance on future wages is treated as taxable compensation when paid, and income tax must be withheld.

Reference:

IRS Publication 15 - Taxable and Non-Taxable Compensation

Payroll.org - Payroll Taxable Income Guidelines

NEW QUESTION # 100

To identify an out-of-balance general ledger account, all of the following documents should be used EXCEPT:

- A. General Ledger Account Details
- **B. Copies of Paychecks**
- C. Bank Account Statements
- D. Payroll Register Totals

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

To find discrepancies in a general ledger, the following documents should be reviewed:

General Ledger Account Details (A) - To track postings and adjustments.

Bank Account Statements (B) - To ensure transactions reconcile with payroll expenses.

Payroll Register Totals (C) - To compare wages and tax liabilities against general ledger accounts.

Option D (Copies of Paychecks) is incorrect because physical paycheck copies do not verify account balances or identify out-of-balance errors.

Reference:

Payroll.org - Payroll Reconciliation Procedures

GAAP Accounting Standards - General Ledger Balancing

NEW QUESTION # 101

How long should employers keep payroll records beyond legal requirements

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

Answer: A

NEW QUESTION # 102

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