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QUESTION #15: What function in the Payroll Control Center is used to extract data from the Payroll system?

- A: Payroll system data.
- B: It extracts employee payroll reports.
- C: It extracts discrete employee time data.
- D: It extracts employee time data.
- E: It extracts data from the Payroll system.

Answer: C,E

NEW QUESTION # 16:

What configuration must you perform to make a Central Payroll for this type of application?

- A: Central quota definition.
- B: Shared input checks.
- C: Shared input definitions to be passed to the payroll.
- D: Aligning reporting time intervals.

Answer: A,C

NEW QUESTION # 17:

Where do you provide access to the Payroll Control Center for payroll manager?

- A: Payroll System Administrator.
- B: Payroll Central Configuration.
- C: Payroll Central.
- D: Payroll Central Center administrator.

Answer: C

NEW QUESTION # 18:

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To be eligible to take the FPC-Remote Exam, candidates must have at least six months of payroll experience within the past 24 months, or they must have completed a payroll training course within the past 24 months. Candidates must also be members of the American Payroll Association. Membership is open to individuals who are currently working in the payroll industry or who have an interest in payroll.

APA Fundamental Payroll Certification Sample Questions (Q128-Q133):

NEW QUESTION # 128

The FLSA is enforced by which of the following entities?

- A. ICE
- B. IRS
- **C. DOL**
- D. SSA

Answer: C

Explanation:

* The Fair Labor Standards Act (FLSA) is enforced by the Department of Labor (DOL) through its Wage and Hour Division (WHD).

* ICE (Immigration and Customs Enforcement) handles immigration-related work issues, not wage enforcement.

* IRS (Internal Revenue Service) enforces tax laws, not labor standards.

* SSA (Social Security Administration) manages Social Security benefits, not wage laws.

References:

* FLSA Compliance and Enforcement (DOL)

* Payroll Compliance Guidelines (Payroll.org)

NEW QUESTION # 129

The FLSA requires employers to retain employee work time schedules for at least:

- A. 7 years.
- B. 2 years.
- C. 4 years.
- **D. 3 years.**

Answer: D

Explanation:

FLSA requires that work time schedules, payroll records, and related documents be kept for a minimum of 3 years.

Reference:

Fair Labor Standards Act (FLSA) Recordkeeping Requirements (DOL)

NEW QUESTION # 130

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

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

Answer: D

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.

Reference:

Payroll Process Improvement Guidelines (Payroll.org)

NEW QUESTION # 131

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

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

Answer: D

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 # 132

Under the FLSA, what type of pay is included in a nonexempt employee's regular rate of pay calculation?

- A. discretionary bonuses
- B. paid vacation leave
- C. production bonuses
- D. paid sick leave

Answer: C

NEW QUESTION # 133

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