

100% Pass 2026 FPC-Remote: Useful Fundamental Payroll Certification Valid Test Blueprint

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Fundamental Payroll Certification (FPC)
Exam Questions With Correct Answers
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Overnight travel is time worked: - Answer✓When on scheduled and non-scheduled work days, if the travel times coincide with the employee's regular working hours.

What does an exempt Form W-4 mean? - Answer✓When an employee submits an exempt Form W-4, the employee will have no income tax withheld for the remainder of the year. Exempt Forms W-4 expire on February 15th of the year after it is submitted.

When is an amended W-4 implemented? - Answer✓When an employee submits an amended Form W-4, it must be implemented with the first payroll no later than 30 days after the form is submitted.

When must a form W-4 be completed? - Answer✓New employees complete before their first payroll is calculated. Others must complete a new form W-4 when their tax liabilities increase.

FMLA leave guarantees: - Answer✓12 weeks of unpaid leave in a 12 month period to an eligible employee

What is waiting to be engaged? - Answer✓is not time worked because the employee is free to pursue personal business.

What is engaged to be waiting? - Answer✓is compensable time because the employer requires the employee to wait to begin work.

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APA FPC-Remote (Fundamental Payroll Certification) Certification Exam is a valuable and widely recognized certification program in the field of payroll. FPC-Remote exam is designed to assess the candidate's knowledge and understanding of basic payroll principles, federal and state regulations, compliance, and best practices. Fundamental Payroll Certification certification is awarded by the American Payroll Association (APA), a professional organization dedicated to promoting excellence in payroll education and practice.

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APA Fundamental Payroll Certification Sample Questions (Q93-Q98):

NEW QUESTION # 93

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

Answer: B

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.

References:

* IRS Form W-2 Guidelines

NEW QUESTION # 94

Using the wage bracket method, calculate the employee's net pay. The employee's W-4 was completed in 2019 or earlier.

□

- A. \$686.45
- B. **\$651.45**
- C. \$589.70
- D. \$685.45

Answer: B

Explanation:

Step 1: Calculate gross pay

$\$15 \times 40 \text{ hours} = \600.00

Step 2: Deduct 401(k) deferral

$\$600 - \$50 = \$550.00$ taxable income

Step 3: Apply IRS wage bracket tax method (for a single employee, 2019 W-4) FIT withholding: \$35.00 (estimated from IRS tax tables) Social Security: $\$600 \times 6.2\% = \37.20 Medicare: $\$600 \times 1.45\% = \8.70 Step 4: Net Pay Calculation

$\$550 - (\$35 + \$37.20 + \$8.70) = \$651.45$

Reference:

IRS Publication 15-T (Federal Income Tax Withholding Tables)

NEW QUESTION # 95

An exempt employee is being paid an annual discretionary bonus. The employee has submitted a 2020 W-4.

Calculate the net pay based on the following information:

□

- A. \$3,932.83
- B. **\$3,267.50**
- C. \$3,603.40
- D. \$3,117.50

Answer: B

Explanation:

Comprehensive and Detailed Explanation: Using the IRS Supplemental Wage Method, the flat tax rate of 22% applies to bonuses:

* Federal Income Tax:
* $\$5,000 \times 22\% = \$1,100.00$
* Social Security Tax:
* $\$5,000 \times 6.2\% = \310.00
* Medicare Tax:
* $\$5,000 \times 1.45\% = \72.50
* State Income Tax:
* $\$5,000 \times 5.0\% = \250.00

Total Taxes Withheld:

A white paper with black text AI-generated content may be incorrect.

□

NEW QUESTION # 96

An employer who takes the tip credit has an employee who worked 25 hours and received \$100.00 in tips. Calculate the employee's gross pay.

- A. **\$153.25**
- B. \$181.25
- C. \$81.25
- D. \$281.25

Answer: A

Explanation:

Comprehensive and Detailed Explanation:

Under the FLSA tip credit rules, the employer may pay a reduced cash wage of \$2.13 per hour, as long as tips bring the total wage to at least \$7.25 per hour.

Cash Wage Calculation:

$\$2.13 \times 25 \text{ hours} = \53.25

Tips Received:

\$100.00

Total Gross Pay:

$\$53.25 + \$100.00 = \$153.25$

Thus, the correct answer is B. \$153.25.

Reference:

FLSA - Tip Credit Rules and Minimum Wage Compliance

Payroll.org - Employer Guidelines for Tip Reporting

NEW QUESTION # 97

which of the following plans applies only to employees of public schools, colleges and universities, and public charities?

- A. 457b
- B. 401k
- C. both b and c
- D. **403b**

Answer: D

NEW QUESTION # 98

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