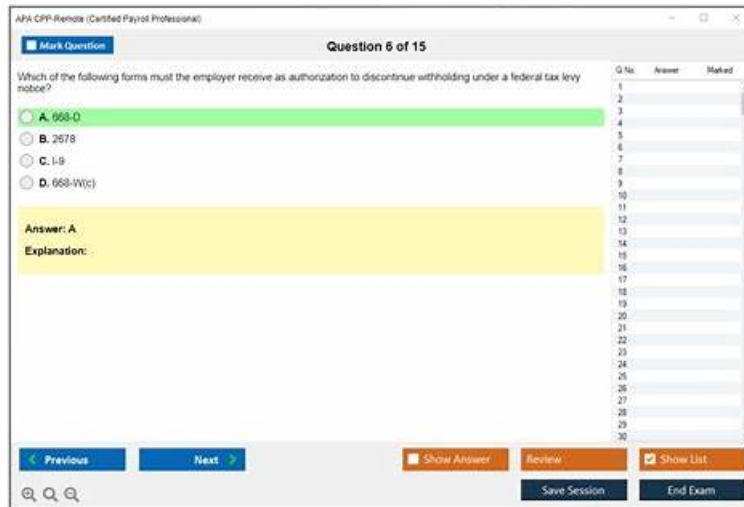


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>> **CPP-Remote Valid Exam Syllabus** <<

## 2026 CPP-Remote: Updated Certified Payroll Professional Valid Exam Syllabus

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### APA Certified Payroll Professional Sample Questions (Q112-Q117):

#### NEW QUESTION # 112

Payroll should reconcile the total wages on Form W-2 Box 1 and compare to the amounts reported on:

- A. Form 941.
- B. journal entries.
- C. Form W-3.
- D. payroll registers.

**Answer: A**

Explanation:

Reconciliation of year-end data is a critical internal control to ensure that information reported to employees on Form W-2 matches the information reported to the IRS throughout the year. The total of "Wages, tips, other compensation" from Box 1 of all Forms W-2 issued for the year must be reconciled against the total wages reported on the four quarterly Forms 941 (Employer's Quarterly Federal Tax Return). While Form W-3 (Option A) is the transmittal form that should also match, the primary external validation is against the 941 filings. Journal entries (Option C) and payroll registers (Option D) are internal documents used to create the reports, but the formal reconciliation process focuses on the consistency between the quarterly tax filings and the annual wage statements. Discrepancies often arise from taxable fringe benefits or third-party sick pay and must be resolved before filing with the Social Security Administration.

### NEW QUESTION # 113

Which of the following resources contains the tax laws passed by Congress and signed by the President?

- A. Internal Revenue Bulletin
- B. IRS Regulations
- C. Internal Revenue Code
- D. IRS Revenue Procedures

**Answer: C**

Explanation:

Comprehensive and Detailed in Depth Explanation:

The Internal Revenue Code (IRC) is the official federal tax law, enacted by Congress and signed by the President.

\* IRS Regulations interpret the IRC

\* Revenue Procedures and Revenue Rulings provide guidance

\* Internal Revenue Bulletin (IRB) publishes the above but is not the law itself

# Correct answer: B - Internal Revenue Code

References:

IRC Title 26 of the United States Code

APA Payroll Source - Tax Authority Hierarchy

### NEW QUESTION # 114

Under the FLSA, an exempt status is determined by all of the following criteria EXCEPT the employee's:

- A. Job title
- B. Primary job duties
- C. Weekly salary
- D. Level of discretionary authority

**Answer: A**

Explanation:

The job title alone does not determine exempt status. It must be based on:

\* Duties test

\* Salary basis test

\* Salary level test The FLSA focuses on actual work performed, not titles.

### NEW QUESTION # 115

A service level agreement with a payroll provider is likely to include all of the following provisions EXCEPT:

- A. termination requirements clause.
- B. projected return on investment.
- C. penalties for non-compliance.
- D. performance measurements.

**Answer: B**

Explanation:

A Service Level Agreement (SLA) is a formal contract between a company and a payroll service provider that outlines the expected

quality and timing of services. It typically includes performance measurements (Option A), such as accuracy rates and reporting deadlines, and penalties for non-compliance (Option B), which protect the employer if the vendor fails to meet these standards. It also contains a termination requirements clause (Option D) defining how the relationship can be ended. However, a "projected return on investment" (ROI) (Option C) is an internal financial analysis used during the decision-making or planning phase before a vendor is selected. While ROI is vital for justifying the cost of outsourcing, it is not a performance standard or a legal provision included in the SLA itself. The SLA focuses on operational accountability rather than historical financial projections.

### NEW QUESTION # 116

Using the table below calculate the employer's federal tax liability for an employee that is paid on June 15th.

YTD wages: \$27,687.50

Salary: \$5,537.50

Pay frequency: Semimonthly

FSA medical: \$324.80

Section 125 cafeteria plan deduction: \$295.83

Imputed GTL: \$94.99

- A. \$376.14
- B. \$405.64
- C. **\$383.41**
- D. \$413.48

**Answer: C**

Explanation:

The employer's FICA tax liability consists of 6.2% for Social Security and 1.45% for Medicare. First, determine the FICA taxable wages by adding the gross salary and imputed group-term life (GTL) insurance, then subtracting Section 125 deductions (FSA and cafeteria plan):  $\$5,537.50 + \$94.99 - \$324.80 -$

$\$295.83 = \$5,011.86$ . Since the employee's YTD wages are below the Social Security limit, the full amount is taxable. Social Security liability:  $\$5,011.86 \times 6.2\% = \$310.74$ . Medicare liability:

$\$5,011.86 \times 1.45\% = \$72.67$ . Total FICA liability:  $\$310.74 + \$72.67 = \$383.41$ . Note that FUTA tax is not included here because the employee has already exceeded the \$7,000 annual FUTA wage base earlier in the year.

### NEW QUESTION # 117

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