

# 100% Pass 2026 National Payroll Institute - PF1 - Payroll Fundamentals 1Exam Related Exams

## FPC Payroll Fundamentals Exam With 100% Correct And Verified Answers 2024

Worker that has Fed, OASDI, Medicare, State withheld - Correct Answer-Employee

Worker that requires the employer to pay ER taxes - Correct Answer-Employee

Worker that receives W2 form - Correct Answer-Employee

Worker that does not have taxes withheld - Correct Answer-Independent Contractor

Worker that has TIN - Correct Answer-Independent Contractor

Worker that receives 1099 Form - Correct Answer-Independent Contractor

Asks how independent is the employee and how much control can be exercised over the worker. - Correct Answer-Common Law Test

A worker cannot sign a new contract stating that they will be an independent contractor. - Correct Answer-Common Law Test

Employer has treated similar workers as independent contractors for any period and has filed tax returns - Correct Answer-Reasonable Basis Test

Longstanding industry standard of treating similar workers as independent contractors - Correct Answer-Reasonable Basis Test

Court decisions for treating workers in similar circumstances as independent contractors - Correct Answer-Reasonable Basis Test

IRS has ruled in a "published ruling" that the workers are independent contractors - Correct Answer-Reasonable Basis Test

Temporary Service Provider or Leasing Company - Correct Answer-Pays employees and taxes instead of company the employee is performing services for

Immigration reform and Control Act of 1986 (IRCA) - Correct Answer-Requires employer to verify employees' eligibility for employment in the US.

Penalties for Violating IRCA - Correct Answer-\$375 for the first offence and \$16,000 for the third

Antidiscrimination under IRCA - Correct Answer-The law prohibits discrimination in hiring or recruiting workers on the basis of national origin or citizenship

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## National Payroll Institute Payroll Fundamentals 1 Exam Sample Questions (Q22-Q27):

### NEW QUESTION # 22

A 900-series Social Insurance Number is issued to:

- **A. Individuals who are neither Canadian citizens nor permanent residents**
- B. Canadian residents working outside of Canada
- C. Canadian residents with an expired Social Insurance Number
- D. Landed immigrants working outside of Canada

**Answer: A**

Explanation:

A SIN that begins with "9" (often called a 900-series SIN) is issued to temporary workers—people who are neither Canadian citizens nor permanent residents—and who are authorized to work in Canada. Service Canada's employer guidance explicitly states that SINs beginning with "9" are issued to temporary workers who are neither Canadian citizens nor permanent residents, and these SINs are valid only until the expiry date shown on the immigration document that authorizes the person to work in Canada.

Service Canada also advises employers to confirm that employees with a SIN starting with "9" remain authorized to work and that their immigration document has not expired.

So, options A-C are incorrect because a 900-series SIN is not for permanent residents ("landed immigrants"), not for Canadians whose SIN "expires," and not based on working outside Canada. It specifically signals temporary status tied to work authorization in Canada.

### NEW QUESTION # 23

Which pension plan requires the services of an actuary to study and forecast future needs of the plan to ensure the plan remains sufficiently funded to provide employees with their retirement benefits?

- **A. Defined benefit pension plan**
- B. Defined contribution pension plan
- C. All of the above
- D. Registered Retirement Savings Plan

**Answer: A**

### NEW QUESTION # 24

Feraz Dalia is due \$12,523.00 in legislated wages in lieu of notice that will be added to his last weekly pay of \$1,080.00. Calculate Feraz's Employment Insurance (EI) premium, if his employer is situated in Saskatchewan and the yearly maximum contribution will not be exceeded.

**Answer:**

Explanation:

\$221.73 (employee EI premium)

Explanation:

In Saskatchewan (outside Quebec), EI premiums are deducted at the 2026 employee EI premium rate of \$1.63 per \$100 of insurable earnings (1.63%).

CRA guidance confirms that wages in lieu of termination notice are subject to EI premiums, and to determine statutory deductions you include the wages in lieu with the regular income (if any) for the pay period.

Step 1: Determine total insurable earnings in the final pay (assuming both amounts are insurable and the annual maximum won't be exceeded):

$\$12,523.00 + \$1,080.00 = \$13,603.00$ .

Step 2: Calculate EI premium:

$\$13,603.00 \times 1.63\% = \$13,603.00 \times 0.0163 = \$221.7289$ , which rounds to \$221.73.

So, the EI premium to deduct from Feraz's pay for this combined payment is \$221.73.

### NEW QUESTION # 25

The amount of notice the employer must give an employee depends on:

- A. The size of the employer's payroll
- **B. The employee's length of service and the jurisdiction in which they work**
- C. The industry in which the employer operates
- D. The employee's length of service and the jurisdiction in which they live

**Answer: B**

Explanation:

Termination notice requirements come from the employment standards legislation that applies to the workplace, which is tied to the jurisdiction where the employee works (province/territory), unless the workplace is federally regulated. The Government of Canada explicitly directs employers and employees to consult the employment standards for the province or territory of work if they are not in a federally regulated industry.

Within a given jurisdiction, the minimum notice (or pay in lieu) is typically based on the employee's length of continuous employment/service. For example, under the Canada Labour Code (federally regulated workplaces), required notice increases with service (and can be replaced with wages in lieu), showing service length is a core driver of notice entitlements.

That's why "where they live" is not the deciding factor for notice rules: the governing employment standards are based on the jurisdiction of employment (where the work is performed / the employment is regulated), and the employee's length of service under that jurisdiction's rules.

### NEW QUESTION # 26

An employee has the use of a company-leased vehicle for both business and personal use. This is an example of:

- A. An allowance
- **B. A benefit**
- C. An earning
- D. An expense reimbursement

**Answer: B**

Explanation:

This is a benefit because the employer is providing access to an automobile (leased by the employer) that the employee can use for personal driving as well as business. The CRA explains that when an employer-owned or employer-leased automobile is made available for personal use, the employee receives a taxable automobile benefit, generally made up of a standby charge (availability of the vehicle) and potentially an operating expense benefit (if the employer pays operating costs and the employee has personal kilometres).

It is not an allowance (which is typically a cash amount given to the employee), and it is not an expense reimbursement (repayment of employee-incurred business expenses). It is also not an earning (pay for work performed). Payroll's role is to track availability days/months, business vs personal kilometres, any employee reimbursements, apply the CRA calculation methods, and report the taxable benefit on the employee's information slip with the correct taxable benefit treatment.

### NEW QUESTION # 27

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