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FPC Practice questions with complete solutions

cafeteria plan are authorized by what Internal Revenue Code Section?

- A. 125
- B. 401k
- C. 403b
- D. 457b correct answer: a. 125

all of the following are tax implications of a cafeteria plan except:

- a. no income tax withholding
- b. no social security and medicare tax withholding
- c. must withhold income, social security, and medicare taxes
- d. no form W2 reporting correct answer: C. must withhold income, social security, and medicare taxes

One of the options in an employee's cafeteria benefit plan is a dependent care flexible spending account. He earmarked \$100 per month to the account to pay for child care but spend only \$1000 by the end of the plans grace period. at the end of the grace period, what happens to the \$200 left in the account?

- a. the amount is forfeited
- b. it will be added to his taxable income
- c. he can use it to "buy" an additional benefit
- d. it will carry over to the next year correct answer: A. the amount is forfeited

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APA FPC-Remote (Fundamental Payroll Certification) Exam is a certification program designed to measure the knowledge and skills of payroll professionals. FPC-Remote exam is administered by the American Payroll Association (APA) and is available to individuals who want to demonstrate their expertise in payroll processes and procedures. The FPC-Remote Exam covers a wide range of topics, including payroll calculations, payroll administration, and payroll compliance.

APA Fundamental Payroll Certification Sample Questions (Q140-Q145):

NEW QUESTION # 140

Which form is used by third-party administrators to report sick pay paid on behalf of an employer?

- A. Form 1099
- B. Form 8922
- C. Form 1095-B
- D. Form 941

Answer: B

Explanation:

Comprehensive and Detailed Explanation Form 8922, Third-Party Sick Pay Recap, is used when a third-party administrator (TPA) pays sick pay on behalf of an employer and needs to report taxable wages properly.

- * This ensures that Social Security, Medicare, and FUTA taxes are correctly allocated between the employer and third party.
- * Sick pay is subject to FICA taxes, but not always subject to FUTA if paid directly by an insurer.
- * Option A (Form 941) is incorrect because it is used for quarterly payroll tax filings.
- * Option B (Form 1099) is incorrect because sick pay is reported on W-2, not 1099.
- * Option D (Form 1095-B) is incorrect because it relates to health coverage reporting.

Reference:

IRS Form 8922 Instructions - Third-Party Sick Pay Recap

Payroll.org - Sick Pay Taxation Guidelines

NEW QUESTION # 141

Which organization should be contacted when placing a stop payment on a check?

- A. RDFI
- B. FDIC
- C. ODFI
- D. NACHA

Answer: C

Explanation:

- * ODFI (Originating Depository Financial Institution) is responsible for initiating payroll transactions, including stop payments.
- * RDFI (Receiving Depository Financial Institution) receives funds but does not control stop payments.
- * NACHA (National Automated Clearing House Association) sets ACH rules but does not process transactions.
- * FDIC (Federal Deposit Insurance Corporation) insures bank deposits but does not handle payment stops.

References:

* NACHA Operating Rules & Guidelines

* Payroll Banking & ACH Processing Guide (Payroll.org)

NEW QUESTION # 142

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

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

Answer: D

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 # 143

FUTA taxes of more than \$500 on wages paid in the first quarter must be deposited no later than:

- A. April 15
- B. March 31
- C. April 30
- D. May 1

Answer: B

NEW QUESTION # 144

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

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

Answer: B

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 # 145

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