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**Fundamental Payroll Certification  
(FPC) Final Exam 2025/2026  
Questions with Correct Detailed  
Answers || Already Graded A+  
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1. What authority controls the frequency with which employees must be paid? - ANSWER ✓ State Laws
2. What is the general ledger? - ANSWER ✓ A record of transactions by account
3. What, if any, is the 2018 wage base for Medicare tax? - ANSWER ✓ There is no limit
4. An employer should remind employees to complete an amended W-4 if they have any changes in status by - ANSWER ✓ December 1 of each year
5. If an employee provides an invalid W-4, the employer must: - ANSWER ✓ Refuse to accept the form
6. Under the FLSA, an employees workday is defined as the: - ANSWER ✓ time the employee is performing principle activities
7. Under the FLSA, rounding must - ANSWER ✓ be consistent

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One of the benefits of the FPC-Remote Exam is that it is recognized by employers across the industry. Employers recognize the importance of this certification and often require it for those who are seeking payroll positions. Fundamental Payroll Certification certification demonstrates that the individual has a solid understanding of payroll processing and the laws and regulations that govern it.

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## **FPC-Remote Certified Questions | Accurate FPC-Remote Study Material**

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## **APA Fundamental Payroll Certification Sample Questions (Q56-Q61):**

### **NEW QUESTION # 56**

Employers who properly repay over-withheld amounts to employees can claim a credit against taxes due by making an adjustment on:

- A. Form 941
- B. Form W-2
- C. Form W-4
- D. Form 941-X

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation:

If an employer over-withholds federal taxes from an employee's paycheck, the employer can file an adjustment using Form 941-X (Adjusted Employer's Quarterly Federal Tax Return).

Form 941 (Option A) is incorrect because it is used to report current payroll taxes, not to correct past errors.

Form W-2 (Option C) is incorrect because it reports wages and taxes withheld but does not allow corrections.

Form W-4 (Option D) is incorrect because it is used by employees to adjust withholding allowances.

Reference:

IRS - Instructions for Form 941-X

Payroll.org - Payroll Tax Adjustments and Corrections

### **NEW QUESTION # 57**

Specifying a defined response time for an employee's payroll-related question is a component of a Payroll Department's:

- A. General Service Contract
- B. Service Level Agreement
- C. Time Management
- D. Standards of Excellence

**Answer: B**

Explanation:

Comprehensive and Detailed Explanation:

A Service Level Agreement (SLA) (Option B) outlines the expected response times and resolution times for payroll inquiries. This ensures that payroll staff provide timely assistance to employees.

Option A (General Service Contract) applies to external service providers, not internal payroll departments.

Option C (Standards of Excellence) refers to broad performance benchmarks, but it does not include specific response times.

Option D (Time Management) relates to personal efficiency, not defined service expectations.

Reference:

Payroll.org - Payroll Service Level Agreements Best Practices

HR Compliance Guide - Payroll Inquiry Handling

### **NEW QUESTION # 58**

An out-of-balance condition in the general ledger could be caused by:

- A. High turnover
- B. Vacation payout
- C. A direct deposit error
- D. Increased overtime

**Answer: C**

Explanation:

Direct deposit errors (A) may result in payroll mismatches and unrecorded transactions, causing the general ledger to be out of balance.

Other options (B, C, D) impact payroll costs but do not directly affect ledger balancing.

Reference:

Payroll Accounting Reconciliation Standards

#### NEW QUESTION # 59

Which of the following employee benefits is taxable compensation?

- A. sick pay
- B. qualified transportation fringes
- C. health savings account
- D. workers compensation benefits

Answer: A

#### NEW QUESTION # 60

To ensure net pay is correct and taxes are deposited timely, which items need to be reconciled?

- A. Accounts payable payments and end-of-the-month balances; general ledger entries and payroll register
- B. Accounts payable end-of-the-month balances and general ledger accounts
- C. General ledger accounts and payroll register only
- D. Accounts payable payments and end-of-the-month balances only

Answer: A

Explanation:

Comprehensive and Detailed Explanation:

Payroll reconciliation ensures that payroll transactions match financial records to avoid errors in tax deposits, employee payments, and financial reporting.

The correct answer includes all necessary reconciliation points:

Accounts payable payments (ensure wages were paid)  
End-of-the-month balances (cross-check payroll liabilities)  
General ledger entries (confirm correct postings)  
Payroll register (check against wage statements)

Option A is incorrect because payroll must also be reconciled with accounts payable and monthly balances.

Option B & C are incorrect because they exclude payroll register validation.

Reference:

Payroll.org - Payroll Reconciliation Best Practices

IRS - Employer's Tax Guide (Publication 15)

#### NEW QUESTION # 61

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