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APA FPC-Remote: Fundamental Payroll Certification Exam is an assessment designed to test individuals' knowledge and understanding of fundamental payroll concepts. FPC-Remote exam is offered by the American Payroll Association (APA) as an online, remote proctored exam. It evaluates the candidate's understanding of payroll laws, regulations, and procedures. The FPC-Remote Exam is an excellent opportunity for individuals who want to demonstrate their payroll knowledge and kick-start their career in payroll.

To be eligible for the FPC-Remote Certification Exam, candidates must have at least six months of experience in payroll. Candidates who pass the exam are awarded the FPC certification, which is valid for three years. After three years, FPC-certified professionals can renew their certification by retaking the exam or earning Continuing Education (CE) credits.

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APA Fundamental Payroll Certification Sample Questions (Q149-Q154):

NEW QUESTION # 149

Exempt employee master file data should include all of the following elements EXCEPT:

- A. Rate of Pay

- B. Work Location
- C. Payment Dates
- **D. Minimum Wage**

Answer: D

Explanation:

Comprehensive and Detailed Explanation:

The employee master file for an exempt employee should include:

Payment Dates (B) - To ensure timely payroll processing.

Work Location (C) - For tax and compliance purposes.

Rate of Pay (D) - Required for salary calculations.

Option A (Minimum Wage) is incorrect because exempt employees are not subject to minimum wage laws under FLSA.

Reference:

Fair Labor Standards Act (FLSA) - Exempt Employee Requirements

Payroll.org - Employee Master File Best Practices

NEW QUESTION # 150

An employee clocked in for work at 8:07 a.m. and out at 4:08 p.m. According to the DOL policy on rounding work hours, which of the following recorded hours are CORRECT?

- A. 8:00 a.m. to 4:00 p.m.
- **B. 8:00 a.m. to 4:15 p.m.**
- C. 8:15 a.m. to 4:00 p.m.
- D. 8:15 a.m. to 4:15 p.m.

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

Under Fair Labor Standards Act (FLSA) rounding rules, employers may round employee time to the nearest 15-minute increment using the 7-minute rule:

If an employee clocks in before the 7-minute mark, round down.

If an employee clocks in after the 7-minute mark, round up.

Employee's actual times:

Clock in: 8:07 a.m. → Rounded down to 8:00 a.m.

Clock out: 4:08 p.m. → Rounded up to 4:15 p.m.

Thus, the correct answer is D. 8:00 a.m. to 4:15 p.m.

Reference:

DOL - FLSA Rounding Rules for Payroll Timekeeping

Payroll.org - Timekeeping Compliance Best Practices

NEW QUESTION # 151

Under the FMLA, employers MUST maintain related leave records for how many years?

- A. 0
- B. 1
- **C. 2**
- D. 3

Answer: C

Explanation:

* The Family and Medical Leave Act (FMLA) requires employers to keep FMLA-related records for at least 3 years.

* These records include:

* Employee leave requests

* Employer responses

* Payroll and benefits records

* Medical certifications

* The DOL may audit these records to ensure FMLA compliance.

References:

* FMLA Recordkeeping Requirements (DOL)

* Payroll Record Retention Guidelines (Payroll.org)

NEW QUESTION # 152

An employee works from midnight to 8am on a company paid holiday but does not work more than 40 hours during the workweek. under the FLSA, the employee must be paid:

- A. time and one half for working the holiday
- B. a shift differential for working the late night shift
- C. double time for working the holiday
- D. at least the federal minimum wage

Answer: D

NEW QUESTION # 153

A mechanism which facilitates local tax withholding for an employee who is working abroad, but remains on the home country's payroll system and is paid under a tax equalization plan, is called a(n):

- A. Shadow Payroll
- B. Certified Payroll
- C. Supplemental Payroll
- D. Off-Cycle Payroll

Answer: A

Explanation:

Comprehensive and Detailed Explanation: A shadow payroll is a mechanism used for employees on international assignments who remain on the home country's payroll but must comply with host country tax withholding.

* The home country employer processes payroll normally, while the host country imposes local tax liabilities.

* The shadow payroll ensures compliance with both home and host country tax regulations.

* Option A (Certified Payroll) applies to government contracts.

* Option C (Off-Cycle Payroll) refers to out-of-schedule payments.

* Option D (Supplemental Payroll) refers to bonus or commission payrolls.

Reference:

IRS - International Payroll and Tax Compliance

Payroll.org - Shadow Payroll and Global Taxation Guidelines

NEW QUESTION # 154

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