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The Fundamental Payroll Certification certification exam is designed for individuals who are new to the payroll profession, those who want to enhance their payroll knowledge, and those looking to advance their careers in the payroll industry. Candidates must have at least six months of experience in payroll processing or related field to be eligible to take the exam.

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## APA FPC-Remote Free Exam, Exam FPC-Remote Questions Pdf

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## APA Fundamental Payroll Certification Sample Questions (Q86-Q91):

### NEW QUESTION # 86

Under the FLSA, failure to pay overtime to employees may result in all of the following consequences EXCEPT:

- **A. A USCIS audit**
- B. Back pay
- C. Settlement pay
- D. A DOL investigation

**Answer: A**

Explanation:

USCIS audits (C) are related to immigration compliance, not overtime violations.

DOL investigations (D) and back pay requirements (A) are common FLSA enforcement actions.

Settlement pay (B) may be required in legal resolutions of wage disputes.

Reference:

FLSA Overtime Enforcement Guidelines (DOL)

Payroll Compliance Guide (Payroll.org)

### NEW QUESTION # 87

Where should a firm's business transactions FIRST be recorded?

- **A. Journal**
- B. General Ledger
- C. Balance Sheet
- D. Trial Balance

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation: A Journal (Option C) is the first place where business transactions are recorded in chronological order before posting to the General Ledger.

\* Option A (Balance Sheet) is incorrect because it is a financial statement, not a transaction log.

\* Option B (General Ledger) is incorrect because transactions must first be recorded in a journal before being posted.

\* Option D (Trial Balance) is incorrect because it is a summary of ledger balances used for reconciliation.

Reference:

GAAP Accounting Principles - Transaction Recording Process

Payroll.org - Payroll Accounting Workflow

### NEW QUESTION # 88

A state's minimum wage is \$0.60 higher than the federal minimum wage. Under the FLSA, for an employee age 20, what is the MINIMUM hourly rate an employer can pay the employee?

- **A. \$7.85**
- B. \$7.25
- C. \$4.85
- D. \$4.25

**Answer: A**

Explanation:

The federal minimum wage is \$7.25 per hour.

A state's minimum wage is \$0.60 higher, so  $\$7.25 + \$0.60 = \$7.85$ .

FLSA requires the higher of state or federal minimum wage.

Reference:  
FLSA Minimum Wage Provisions (Department of Labor)

#### NEW QUESTION # 89

a retail sales clerk took advantage of the company's employee discount program to purchase clothes at 10% off the normal retail price. this service represents:

- A. taxable compensation
- B. a working condition fringe
- C. a no-additional cost service
- D. a qualified employee discount

**Answer: D**

#### NEW QUESTION # 90

Which of the following forms is used to report federal income tax withheld from payments to an independent contractor?

- A. Form 944
- B. Form 940
- C. Form 945
- D. Form 941

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation: Form 945 is used by employers to report federal income tax withholding from non-payroll payments, including payments to independent contractors if subject to backup withholding.

\* Option A (Form 940) is incorrect because Form 940 reports federal unemployment taxes (FUTA).

\* Option B (Form 941) is incorrect because it is used for employee payroll tax reporting.

\* Option C (Form 944) is incorrect because it is used for small employers filing annually.

Reference:

IRS Form 945 Instructions

Payroll.org - Independent Contractor Withholding Rules

#### NEW QUESTION # 91

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