



# FPC-REMOTE<sup>Q&As</sup>

Fundamental Payroll Certification

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**QUESTION 1**

An employee earns \$1,000 weekly. his deductions are \$174 for federal income tax, \$62 for social security tax, and \$14.50 for medicare tax. He is not supporting another family and has never been in arrears in his child support payments. What is the maximum child support payment that can be withheld from his wages?

- A. \$600
- B. \$500
- C. \$449.70
- D. \$500.18

Correct Answer: C

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**QUESTION 2**

If an employee provides an invalid form w4, the employer must:

- A. accept the form until the employee completes a new form.
- B. implement the form and notify the IRS
- C. refuse to accept the form
- D. implement the form as is

Correct Answer: C

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**QUESTION 3**

An employer may provide all of the following features in a 401k plan except:

- A. matching contributions
- B. lower ceilings on contributions
- C. higher benefits for highly compensated employees
- D. catch up contribution

Correct Answer: C

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**QUESTION 4**

At the beginning of the year, an employee elected to buy group term life insurance as part of his benefit package through his companys cafeteria benefit plan. in may he took out an individual life insurance policy. since he no longer needs group coverage, he wants to replace the insurance option with increase contributions to his 401k plans. is this



possible?

- A. yes, if both GTL and the 401k plan are part of the same cafeteria benefit program, he can switch
- B. yes but he will have to pay taxes on the amount.
- C. no

Correct Answer: C

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#### QUESTION 5

Which of the following is the best method of guarding against phantom employees?

- A. monthly bank reconciliation
- B. validity edits
- C. physical payout
- D. audit trails

Correct Answer: C

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