
2025 FPC PAYROLL FUNDAMENTALS STUDY GUIDE EXAM QUESTIONS EVALUATION WITH ANSWERS 2025/2026 GRADED A+

After-tax deduction - A deduction from an employee's pay that does not reduce the employee's taxable wages. It is taken out only after all applicable taxes and other deductions have been withheld (e.g., union dues, garnishments, charitable contributions).

Escheat - In the context of payroll, the turning over of unclaimed wages to the state after a period of time determined by state law.

Fluctuating workweek - An arrangement between an employer and a nonexempt employee to pay the employee a fixed weekly salary even though the employee's hours may vary from week to week.

FPC - Fundamentals of Payroll Certification

Validity Checks - Shows whether or not data entered meets the requirements set forth by a company

Asks how independent is the employee and how much control can be exercised over the worker. - Common Law Test

A worker cannot sign a new contract stating that they will be an independent contractor. - Common Law Test

Employer has treated similar workers as independent contractors for any period and has filed tax returns - Reasonable Basis Test

Longstanding industry standard of treating similar workers as independent contractors. - Reasonable Basis Test

Court decisions for treating workers in similar circumstances as independent contractors - Reasonable Basis Test

IRS has ruled in a "published ruling" that the workers are independent contractors - Reasonable Basis Test

Penalties for Violating IRCA - \$375 for the first offence and \$16,000 for the third

When must Section 1 of Form I-9 be completed? - The employee's date of hire.

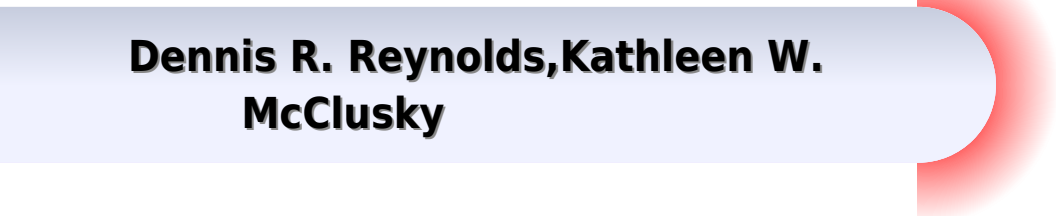
When must Section 2 of Form I-9 be completed? - Within three days of hiring the employee.

Form SS-5 - Application for a social security card

Form I-9 - Employment Eligibility Verification

Payroll Fundamentals Study Guide

**Dennis R. Reynolds, Kathleen W.
McClusky**



Payroll Fundamentals Study Guide:

Unveiling the Magic of Words: A Overview of "**Payroll Fundamentals Study Guide**"

In a world defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their power to kindle emotions, provoke contemplation, and ignite transformative change is really awe-inspiring. Enter the realm of "**Payroll Fundamentals Study Guide**," a mesmerizing literary masterpiece penned by a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve into the book's central themes, examine its distinctive writing style, and assess its profound effect on the souls of its readers.

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