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QUESTION 1

An employee is married with one child. His beginning salary is \$1,000 semimonthly. because of an unexpected business trip, the employee fails to submit a 2020 form W4 by his first payday. what withholding status must the employer use for his first paycheck?

- A. single/married filing separately, no entries in steps 2,3,4
- B. married filing jointly, no entries in steps 2,3,4
- C. single/married filing separately, entry in step 3 for one dependent
- D. married filing jointly, entry in step 3 for one dependent

Correct Answer: A

QUESTION 2

When using the Optional Flat Rate Method, which of the following items is considered when making the calculation?

- A. taxable wages
- B. pay frequency
- C. filing status
- D. number of dependents

Correct Answer: A

QUESTION 3

When an employee begins to receive social security benefits, the employer no longer needs to withhold social security and medicare taxes.

- A. TRUE
- B. False

Correct Answer: A

QUESTION 4

One of the options in an employee's cafeteria benefit plan is a dependent care flexible spending account. He earmarked \$100 per month to the account to pay for child care but spent only \$1000 by the end of the plans grace period. At the end of the grace period, what happens to the \$200 left in the account?

- A. the amount is forfeited



- B. it will be added to his taxable income
- C. he can use it to buy an additional benefits
- D. it will carry over to the next year

Correct Answer: A

QUESTION 5

The owners of a company want to set up a retirement program for themselves, but do not want to make contributions on behalf of their employees. all of their employees are under age 30. What can they do?

- A. establish only a 401k plan that restricts eligibility to employees over age 30.
- B. set up nonqualified deferred compensation plan only
- C. establish only a 401k plan that restricts eligibility to employees over age 30, and set up a nonqualified deferred compensation plan.
- D. establish a 403b plan for all employees

Correct Answer: B

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