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## **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

**Michael Rajnik**



## **Payroll Fundamentals Study Guide:**

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