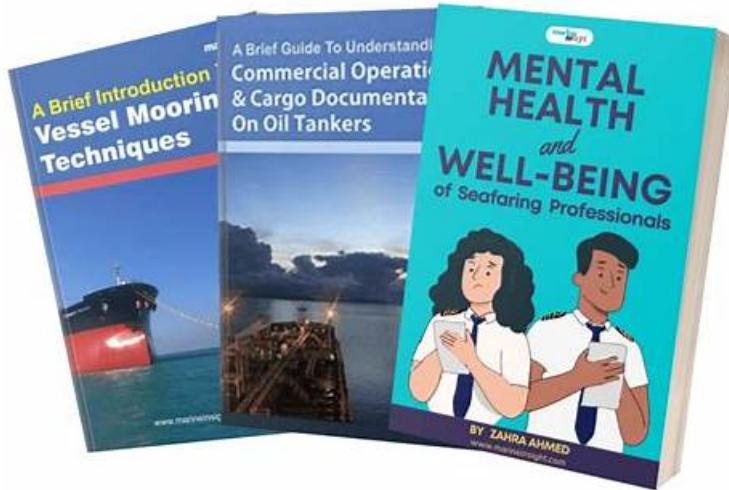


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Esri EAPA_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Core Payroll Concepts: This section of the exam measures skills of Payroll Specialists and covers the fundamental principles of payroll operations. It focuses on worker classification, compliance with the Fair Labor Standards Act, employment tax handling, and management of employee benefits. Candidates must understand employee and employer forms, professional responsibility in payroll management, and methods and timing of employee compensation to ensure accurate and lawful payment practices.
Topic 2	<ul style="list-style-type: none">Accounting: This section of the exam measures skills of Payroll Accountants and covers the financial principles tied to payroll reporting. It includes the preparation of payroll journal entries, application of accounting principles, and accurate financial reporting of payroll expenses. Candidates must ensure the integrity of payroll data within the organization's accounting systems and support financial audits through proper reconciliation and documentation.
Topic 3	<ul style="list-style-type: none">Compliance, Research, and Resources: This section of the exam measures the skills of Payroll Compliance Officers and covers the legal and regulatory framework governing payroll processes. It includes escheatment, legislative updates, and regulatory reporting requirements, along with proper record retention and penalty management. Candidates are also expected to understand multi-state taxation, reciprocity rules, and global payroll considerations while efficiently researching and applying compliance resources.

Topic 4	<ul style="list-style-type: none"> • Audits: This section of the exam measures skills of Payroll Auditors and covers the internal and external auditing processes of payroll operations. It focuses on implementing internal controls, ensuring system integrity, and maintaining compliance with audit policies and procedures. Candidates must understand how to assess third-party controls and coordinate audit activities to safeguard payroll accuracy and financial accountability.
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Esri ArcGIS Pro Associate 2025 Sample Questions (Q36-Q41):

NEW QUESTION # 36

A GIS analyst is publishing data that they will use for field collection and to inspect existing assets. Which type of layer should be shared?

- A. Web tile layer
- B. Web feature layer
- C. Vector tile layer

Answer: B

Explanation:

Web feature layers support both visualization and editing (including field collection). They allow field crews to update, add, or inspect asset information in real-time or while working offline.

* Web tile layer (Option B) and Vector tile layer (Option C) support visualization only and do not support editing or inspection of feature attributes.

Therefore, the correct answer is A.

NEW QUESTION # 37

A GIS specialist creates a model tool to allow others to run analysis on their own data. When users open the model tool, they are unable to configure input data or output location.

How should the specialist expose this functionality to users?

- A. Right-click the model variables > Parameter
- B. Right-click the model variables > Open > Properties
- C. Right-click the tool in the model > Create Variable > From Parameter

Answer: A

Explanation:

To make variables editable by users when running a model, you must right-click the model variables and check "Parameter." This exposes the variable as an input or output parameter in the tool interface.

* Create Variable > From Parameter (Option A) is used when building the model, not when exposing variables.

* Open > Properties (Option C) accesses variable properties but does not expose parameters for tool users.

Therefore, the correct answer is B.

NEW QUESTION # 38

A GIS technician working with 3D building data wants to interactively view only specific floors of a building at a time. Which layer property allows for this type of visualization?

- A. Time
- B. Range
- C. Elevation

Answer: B

Explanation:

The Range property allows dynamic filtering of features based on numeric attributes such as floor number. By setting the floor number as the range field, users can interactively slide through floors in a 3D scene.

* Time (Option A) filters features based on temporal data.

* Elevation (Option C) controls the vertical placement of features but does not allow interactive filtering by floor.

Therefore, the correct answer is B.

NEW QUESTION # 39

A land surveyor downloads an Excel sheet from the city website that contains the updated land cover codes with over 30 classes. Which tool will help the surveyor update their existing land cover data to the new codes?

- A. Reclass By Table
- B. Reclassify Field
- C. Classify Raster

Answer: A

Explanation:

The Reclass By Table tool allows the surveyor to import a lookup table (such as an Excel sheet) that contains the old and new land cover codes. This is the most efficient method for batch reclassification when many classes are involved.

* Classify Raster (Option A) is used for unsupervised or supervised classification.

* Reclassify Field (Option C) is not a valid ArcGIS Pro tool for raster data reclassification.

Therefore, the correct answer is B.

NEW QUESTION # 40

A GIS specialist is creating a spatial map series for features that vary greatly in size.

Which scale bar Fitting Strategy will enable logical scale units specification and relative width among the varying maps?

- A. Adjust division value
- B. Adjust number of divisions
- C. Adjust width

Answer: C

Explanation:

The "Adjust width" fitting strategy automatically adjusts the physical width of the scale bar to fit the map scale. This ensures that the scale bar remains logical and proportional across maps of different extents in the map series.

* Adjust division value (Option A) modifies the distance represented by each division but may produce inconsistent scale bar sizes.

* Adjust number of divisions (Option C) changes the count of divisions rather than adjusting for proportional display across maps.

Therefore, the correct answer is B.

NEW QUESTION # 41

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