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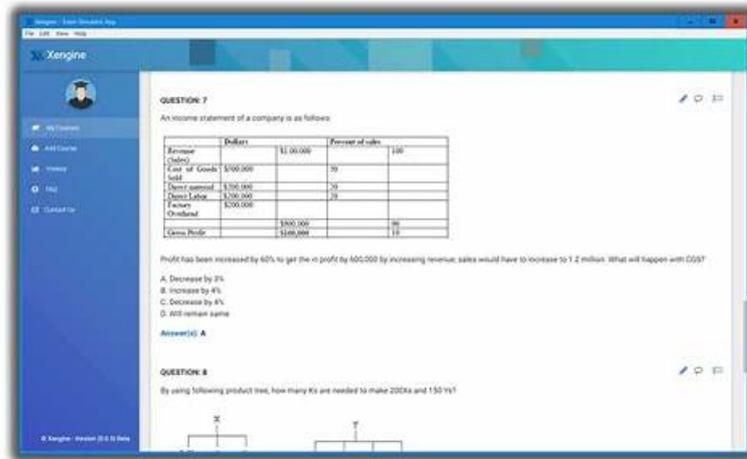
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Esri EAPA_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	• Calculation of the Paycheck: This section of the exam measures skills of Payroll Analysts and covers the detailed components involved in calculating employee pay. It focuses on regular and fringe compensation, tax calculations, and both involuntary and voluntary deductions. Candidates are required to accurately determine employer contributions and total payroll amounts to ensure precise and compliant paycheck processing.

Topic 2	• Payroll Process and Supporting Systems and Administration: This section of the exam measures skills of Payroll Systems Administrators and covers the operational and technical aspects of payroll management. It focuses on maintaining employee master files, understanding payroll system functionalities, and ensuring business continuity through effective technology use. Candidates must also demonstrate knowledge of system upgrades, maintenance, and project implementation within payroll environments.
Topic 3	• Payroll Administration and Management: This section of the exam measures skills of Payroll Managers and covers administrative oversight and leadership within payroll departments. It includes establishing and enforcing payroll policies, developing management practices, and ensuring effective communication and customer service. Candidates are also evaluated on their ability to manage staffing, promote employee development, and maintain essential core competencies within payroll teams.
Topic 4	• 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 5	• 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.

Esri ArcGIS Pro Associate 2025 Sample Questions (Q55-Q60):

NEW QUESTION # 55
A GIS analyst is assigned to update an existing roads feature class (line features) with new features and information obtained from a third-party agency. However, the column names in the new feature class and the old feature class do not match.
Which geoprocessing tool should the analyst use to update the old feature class by correctly matching the columns?

- A. Union with 'Attributes To Join' set as 'All Attributes'
- B. Append with 'Schema Type' as 'No_Test'
- C. Append with 'Schema Type' as 'Test'

Answer: C

Explanation:
Using the Append tool with Schema Type set to 'Test' ensures that fields in both datasets match before appending. This allows the analyst to verify that fields align correctly and prevents mismatched data from being incorrectly merged.
* 'No_Test' (Option B) appends records regardless of schema mismatch, which is risky here.
* Union (Option C) combines geometries, not designed for updating attribute schemas.
Therefore, the correct answer is A.

NEW QUESTION # 56
A GIS analyst is about to run analysis using multiple feature layers from the current map. They want to do one final check to ensure which feature classes do and do not have definition queries as expected.
How should the analyst check this most efficiently?

- A. Contents pane > Filter > Active Definition Query
- B. Select layers in Contents > Feature Layer - Data tab > Definition Query
- C. Right-click layer in Contents > Properties > Definition Query

Answer: A

Explanation:
ArcGIS Pro allows filtering of layers in the Contents pane using various filters. The most efficient way to check which layers have definition queries applied is to use the filter option "Active Definition Query" directly in the Contents pane. This instantly shows only

those layers that have active definition queries, allowing rapid verification across multiple layers without needing to click through each layer's properties individually.
* Option A requires selecting each layer one-by-one.
* Option C also requires manual inspection of each layer's properties.
* Option B provides a batch view directly within the Contents pane.
Therefore, the correct answer is B.
-

NEW QUESTION # 57
A GIS technician wants to perform spatial analysis for an area of interest extending in an east-to-west orientation. The technician needs to preserve the shape of the data.
Which projection should the technician use to minimize distortion?

- A. Hotine oblique Mercator
- B. Transverse Mercator
- C. Lambert conformal conic

Answer: C

Explanation:
Lambert Conformal Conic is best suited for regions that extend predominantly in an east-west direction. This projection minimizes distortion in shape (conformal property) for such areas and is widely used for mapping large areas like states, countries, or continents that are wider than they are tall.
* Transverse Mercator (Option A) is better for north-south-oriented regions.
* Hotine Oblique Mercator (Option C) is used for areas that are obliquely oriented along a particular great circle path.
Therefore, the correct answer is B.
-

NEW QUESTION # 58
A GIS analyst is reviewing the work of an intern and realizes that the intern added feature attribute information directly to the attribute table. Many of the features have no geometry and do not display on the map. The analyst uses Check Geometry to identify all features with null geometries.
Which method should the analyst use to allow adding the geometry to existing features so that they can be visualized in the map?

- A. Analysis > Tools (Geoprocessing) > Data Management > Features > Repair Geometry
- B. Edit > Modify (Modify Features) > Reshape > Replace Geometry
- C. Analysis > Tools (Geoprocessing) > Data Management > Features > Add Geometry Attributes

Answer: B

Explanation:
The Replace Geometry tool, accessed via Modify Features in the Edit tab, allows the user to assign or redraw geometry for existing features that are missing it (null shape). This allows previously non-spatial records to be given a spatial location, enabling visualization on the map.
* Repair Geometry is used to fix corrupt geometry but does not create new geometry for null shapes.
* Add Geometry Attributes calculates existing geometry fields but cannot generate geometry for empty features.
* Replace Geometry directly enables assigning missing shapes.
Therefore, the correct answer is B.

NEW QUESTION # 59
A GIS analyst is trying to buffer single point features one at a time within a feature class by interactively selecting it in a map before buffering. Multiple points are being selected, although one row in the attribute table is highlighted. The analyst does not want to modify the original data.
Which tool should be used to solve this issue?

- A. Explode
- B. Split

- C. Multipart To Singlepart

Answer: C

Explanation:
The Multipart To Singlepart tool separates multipart features into individual single-part features. This ensures that when selecting a feature, only the intended single feature is selected, rather than selecting multiple points grouped in a multipart feature.
* Explode (Option A) is not a valid geoprocessing tool for this scenario.
* Split (Option C) is used for dividing features, not separating multipart features.
Therefore, the correct answer is B.

NEW QUESTION # 60

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