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Esri EAPA_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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 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.

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Esri ArcGIS Pro Associate 2025 Sample Questions (Q73-Q78):

NEW QUESTION # 73
A GIS specialist has a feature class of flights that contains information such as origin city, destination city, and the length of time that the flight was delayed. The specialist needs to display this information in a chart and aggregate the delayed time as an average.

- A. Scatter plot
- B. Matrix heat chart
- C. Box plot

Answer: B

Explanation:
ArcGIS Pro'sMatrix Heat Chartis designed for visualizing relationships between two categorical fields- such as origin and destination cities-and summarizing a numeric field, like delay time, using aggregate functions (e.g., mean). This type of chart aligns perfectly with the requirement:
* It allows you to setColumnto the destination city andRowto the origin city.
* Then choose theNumberfield as delay time and theAggregationmethod as "Mean" to calculate average delay.
* The chart displays each origin#destination pair as a cell, color#coded by the calculated average delay.
Official documentation highlights this example explicitly:
"Create a matrix heat chart to identify the flights that have the highest average arrival delay time between origin and destination city by setting the following properties... Aggregation-Mean; Number-DelayTime" Other chart types don't fit the requirement:
* Box plotis used to display distributions and identify outliers; it doesn't aggregate by category pairs.
* Scatter plotshows relationships between numeric variables on a continuous axis-not suitable for categorical city#pair aggregation.
Therefore, the most appropriate choice for summarizing average journey delay by city pairs is theMatrix Heat Chart (C).

NEW QUESTION # 74
A GIS specialist works for an electric company that is planning tree maintenance along power lines. The specialist wants to associate tree features with a geometry of "Point" and the power lines feature class in the utility network dataset with a geometry of "Polyline Z." All trees, regardless of height, should be joined if they are in the specified vicinity of the power lines.

- A. Within a distance
- B. Within Clementini
- C. Within a distance 3D

Answer: A

Explanation:
TheSpatial Jointool in ArcGIS Pro allows specifying aMatch Optionthat defines how spatial relationships between feature geometries are evaluated. In this scenario, the target and join features are of different geometry types-Points (trees) and Polylines (power lines)- so the appropriate match options are based on proximity rather than containment or other spatial relations.
* Within a distance: Matches features based on a planar search radius, ignoring elevation (Z-value), making it ideal for cases where all trees within a certain horizontal distance from power lines should be included, regardless of height.
* Within a distance 3D: Includes vertical (Z) differences in the search, which is unnecessary here since tree height shouldn't affect inclusion.
* Within Clementini: Refers to a topological boundary relationship and is only valid for comparisons involving polygons-not points vs polylines.
Thus, to includeall trees within a specified horizontal buffer of the power lines, theWithin a distance option is the correct one.

NEW QUESTION # 75
A GIS technician has crop field data and is working with a dimension feature class. The technician wants to get measurements for all features from the same starting location.
Which editing tool should the technician use to complete the task?

- A. Baseline aligned
- B. Simple aligned

- C. Continue dimensions

Answer: A

Explanation:
The Baseline Aligned dimension tool is used when multiple measurements need to originate from a common baseline. This is exactly the case when measuring multiple crop fields from the same starting location, ensuring consistent and aligned measurements across features.
* Simple Aligned creates individual dimension lines between two points but not aligned from a single baseline.
* Continue Dimensions adds dimensions that continue from the endpoint of the previous dimension but is not intended for measurements from a common baseline.
* Baseline Aligned properly anchors all measurements to the same origin point.
Therefore, the correct answer is B.
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NEW QUESTION # 76
A GIS technician wants to publish a specific layer from a map to their organizational portal.
Which workflow would support this need?

- A. Share tab > Share As group > Web Layer > Publish Web Layer
- B. Share tab > Share As group > Web Map
- C. Contents pane > Right-click layer > Sharing > Share As Web Layer

Answer: C

Explanation:
When publishing a single layer, the most efficient method is to right-click directly on the layer in the Contents pane and select Sharing > Share As Web Layer. This focuses the publishing operation on the selected layer, reducing the risk of unintentionally publishing the entire map or unrelated content.
* Share As Web Layer (Option A) shares the entire map or selected layers but requires additional manual selection.
* Web Map (Option C) creates a web map (entire map document), not an individual layer.
Therefore, the correct answer is B.
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NEW QUESTION # 77
A GIS analyst pulls in an image service from ArcGIS Online, which should contain a slope map, a hillshade map, an aspect map, a contour map, and a terrain map. However, the analyst only sees the terrain map.
How should the analyst access the other maps?

- A. Change band orders under symbology
- B. Switch to a different processing template in the layer properties
- C. Change the source in the layer properties

Answer: B

Explanation:
Many image services include multiple processing templates that provide different visualizations (e.g., slope, hillshade, aspect). The analyst can switch between these templates within the layer properties to access the various derivative products.
* Changing band order (Option A) affects multi-band imagery but won't expose separate processing templates.
* Changing the source (Option C) changes the entire dataset rather than switching between available templates.
Therefore, the correct answer is B.

NEW QUESTION # 78
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