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Esri EAPA_2025 Exam Syllabus Topics:

| Topic | Details |
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| Topic 1 | <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 2 | <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. |
| Topic 3 | <ul style="list-style-type: none"> 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 4 | <ul style="list-style-type: none"> 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. |

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| Topic 5 | <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. |
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Esri ArcGIS Pro Associate 2025 Sample Questions (Q64-Q69):

NEW QUESTION # 64

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. Range
- B. Time
- C. Elevation

Answer: A

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 # 65

A GIS analyst needs to examine the metadata of a feature class not in the map to make sure the thumbnail graphic is current. What is the recommended workflow to view the metadata feature class?

- A. In the Catalog pane, expand the geodatabase > Right-click the feature class > Select View Metadata
- B. In the Contents pane > Select the feature layer > From the View tab, click Catalog View
- C. In the Contents pane > Right-click the feature layer > Select View Metadata

Answer: A

Explanation:

The Catalog pane provides access to datasets not yet added to the map. From there, the user can right-click any dataset (including feature classes) and select View Metadata to view or edit metadata, including the thumbnail.

* The Contents pane only lists items already in the map.

* Catalog View (Option B) works if the dataset is already loaded into that view, but directly using the Catalog pane (Option C) is more efficient here.

Therefore, the correct answer is C.

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NEW QUESTION # 66

Which raster format can ArcGIS Pro display but not write?

- A. GIF
- B. IMAGINE Image
- **C. MrSID**

Answer: C

Explanation:

ArcGIS Pro can read and display MrSID format rasters but cannot write or export data into MrSID format because it is a proprietary format that requires special licensing for encoding.

* IMAGINE Image (Option A) is fully supported for both reading and writing.

* GIF (Option B) can be written for exporting simple images but is not ideal for full raster datasets.

* MrSID (Option C) is read-only by default in ArcGIS Pro.

Therefore, the correct answer is C.

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NEW QUESTION # 67

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

Answer: A

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.

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NEW QUESTION # 68

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 Map
- B. Share tab > Share As group > Web Layer > Publish Web Layer
- **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 # 69

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