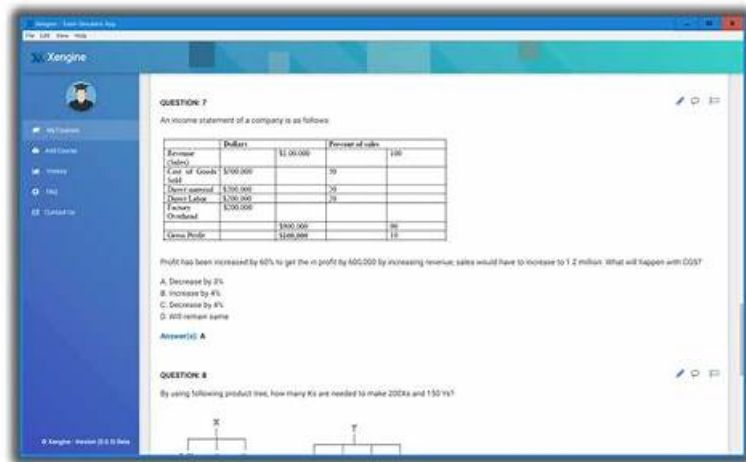


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## Esri EAPA\_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>

Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>

## Esri ArcGIS Pro Associate 2025 Sample Questions (Q75-Q80):

### NEW QUESTION # 75

A GIS analyst receives a dataset of precipitation change over the past five years, by country, for the entire world. The analyst is creating a map that will display this information. A requirement of the map is to preserve the area of each country. Which projection should be used?

- **A. Equal Earth**
- B. Mercator
- C. Robinson

**Answer: A**

Explanation:

The Equal Earth projection is specifically designed to preserve area across the globe, making it ideal for thematic mapping of global datasets like precipitation change by country. It balances accurate area representation with a visually pleasing appearance for world maps.

\* Mercator (Option A) preserves angles but distorts area, especially near the poles.

\* Robinson (Option C) is visually pleasing for world maps but distorts both shape and area.

Therefore, the correct answer is B.

-

### NEW QUESTION # 76

A GIS analyst has an electrical line feature class that contains attributes such as wire gauge and amperage.

The analyst wants to limit acceptable values during the editing process for amperage based on the choice of wire gauge.

Which type of attribute rule should be used?

- A. Validation rule
- B. Calculation rule
- C. Constraint rule

**Answer: C**

Explanation:

Constraint rules prevent invalid data entry during editing. In this case, a constraint rule ensures that only valid amperage values are allowed based on the chosen wire gauge. If an invalid amperage is entered, the rule will block the edit and display an error message.

\* Calculation rule (Option A) automatically calculates values but doesn't prevent invalid inputs.

\* Validation rule (Option C) flags invalid data but doesn't prevent edits from being saved.

Therefore, the correct answer is B.

-

## NEW QUESTION # 77

Which tool should be used to set the coordinate system of a raster dataset that is currently unknown?

- A. Project
- B. Project Raster
- C. Define Projection

**Answer: C**

Explanation:

The Define Projection tool is specifically used when a dataset lacks spatial reference metadata—that is, when its coordinate system is labeled as "Unknown." This situation arises when the coordinate system information is missing or was never assigned, and it is necessary to tell ArcGIS what spatial reference the data is already in without altering the data's location or pixel values.

According to ArcGIS Pro documentation and workflow best practices:

"The Define Projection tool assigns a coordinate system to a dataset that does not already have one. It does not alter the dataset's data or coordinate values—only the metadata is updated." This is crucial because Project and Project Raster are tools that transform data from one coordinate system to another, and they require that the data already has a valid defined coordinate system to begin with. Attempting to use either of those tools on data with an unknown projection would be incorrect and could lead to spatial inaccuracies.

Therefore, the correct and verified tool for this situation is Define Projection.

Reference Topics Covered:

- \* ArcGIS Pro - Data Management # Defining spatial reference
- \* ArcGIS Pro - Raster Functions and Georeferencing Workflows
- \* ArcGIS Pro - Geoprocessing Tool Help (Define Projection vs Project Raster)
- \* ArcGIS Pro Certification Study Guide - Data Management Domain

## NEW QUESTION # 78

A GIS intern is examining two feature classes to determine whether there are any differences in the geometry, attributes, and spatial reference.

Which geoprocessing tool should the intern use?

- A. Feature Compare
- B. File Compare
- C. Table Compare

**Answer: A**

Explanation:

The Feature Compare tool is designed specifically to compare two feature classes, examining multiple aspects including geometry, attributes, spatial reference, and schema structure.

\* File Compare is used for text file comparison, not for geodatabase features.

\* Table Compare evaluates attribute tables only, ignoring geometry and spatial reference.

\* Feature Compare performs a comprehensive assessment suitable for this scenario.

Therefore, the correct answer is C.

-

### NEW QUESTION # 79

A GIS specialist is spending too much time editing text (for example, formatting and placement) associated with specific dynamic features in a series of maps they create regularly. The specialist wants to have fine-grain control of each feature's associated text. Which method is most efficient?

- A. Annotation
- B. Graphic text
- C. Text map notes

**Answer: A**

Explanation:

Annotation allows for feature-linked or standard text placement with fine control over positioning, symbology, and formatting. It maintains a link to spatial features when necessary, ensuring consistent updates and control across multiple map products.

\* Graphic text (Option A) is map layout-specific and not dynamic or feature-aware.

\* Map notes (Option C) are simple text features often used for temporary mapping tasks and lack fine control for production mapping.

Therefore, the correct answer is B.

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### NEW QUESTION # 80

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