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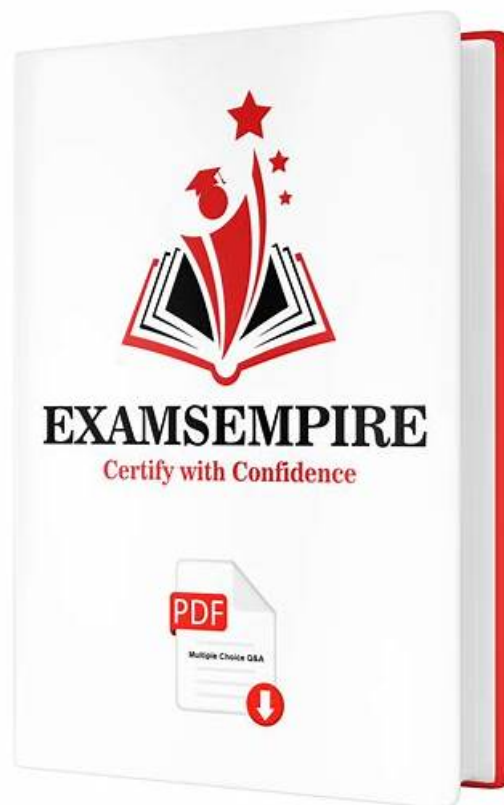

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Esri EAPA_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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 4	• 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 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.

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Esri ArcGIS Pro Associate 2025 Sample Questions (Q68-Q73):

NEW QUESTION # 68
A group of new GIS trainees must be trained on a specific workflow that includes zooming in to a specific area on a map, creating data, performing zonal statistics, extracting features, updating symbology, authoring a map layout, and exporting the layout into a PDF.
How should the instructor share the workflow to make sure that all steps are followed?

- A. Create and share a task as task file
- B. Create and share a model as a toolbox
- C. Create a script in Jupyter Notebook and share the notebook

Answer: A

Explanation:
Tasks in ArcGIS Pro are specifically designed to guide users through multi-step GIS workflows by packaging step-by-step instructions into a task file. This ensures trainees follow the workflow correctly and in sequence.
* Models (Option A) automate geoprocessing but do not guide interactive steps such as zooming, editing, or exporting layouts.
* Jupyter Notebooks (Option C) are suitable for scripting but not for guiding new users through step-by- step GUI-based tasks.
Therefore, the correct answer is B.

NEW QUESTION # 69
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. Simple aligned

- B. Baseline aligned
- C. Continue dimensions

Answer: B

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.
-

NEW QUESTION # 70
A GIS specialist is adding fields to an existing table using the Add Field geoprocessing tool to conduct analysis. The type of analysis requires numeric data that stores information to 4 decimal points.
Which field type and associated precision and scale meets these requirements?

- A. Long - Precision 4, Scale 4
- B. Float - Precision 4, Scale 4
- C. Double - Precision 3, Scale 4

Answer: C

Explanation:
Double field type supports high-precision floating-point numbers suitable for storing data with multiple decimal places. Precision controls the total number of digits; scale controls the number of digits to the right of the decimal.
* Float has lower precision and is not recommended for accurate decimal storage.
* Long is an integer type and cannot store decimals.
* Double with Precision 3 and Scale 4 allows storing up to 4 decimal places as required.
Therefore, the correct answer is B.
-

NEW QUESTION # 71
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.
-

NEW QUESTION # 72
Which raster format can ArcGIS Pro display but not write?

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

Answer: B

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 # 73

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