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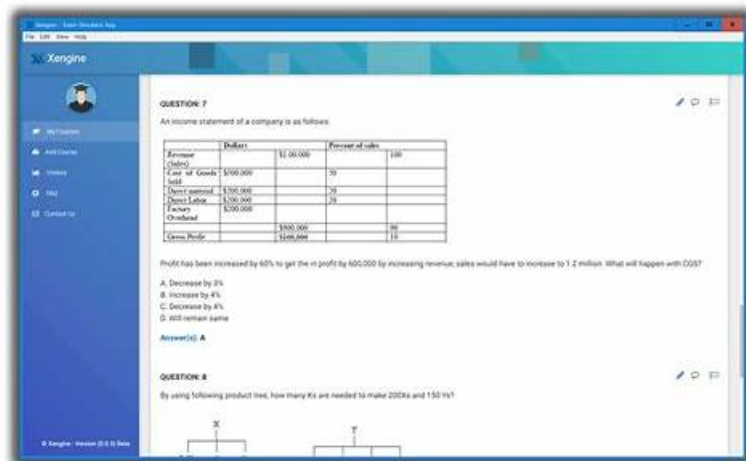

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Esri EAPA_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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.

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Esri ArcGIS Pro Associate 2025 Sample Questions (Q22-Q27):

NEW QUESTION # 22
A GIS technician wants to use raster functions to quickly visualize optimal positioning for solar panels based on a digital elevation model. Requirements state that for the area of interest, the panels must face north.
Additionally, flatter terrain is preferred.
Which function(s) will allow for the quickest visualization of these factors?

- A. Aspect-Slope
- B. Curvature, Slope
- C. Shaded Relief

Answer: A

Explanation:
The Aspect-Slope function combines slope and aspect information from a DEM to help identify ideal orientations and slope conditions for solar panel placement. Since north-facing panels and flatter slopes are required, this function directly provides both variables together for quick visualization.
* Curvature, Slope (Option A) would show slope steepness and surface curvature but not directionality (aspect).
* Shaded Relief (Option B) is only for visual hillshading and does not provide aspect or slope data.
Therefore, the correct answer is C.
-

NEW QUESTION # 23
A GIS analyst is trying to conduct overlay analysis using the Union tool but is unable to run the tool due to a red X in one of the parameters.

- A. The environment settings for Processing Extent do not include the participating features.
- B. The input features do not geometrically intersect.
- C. Both input features are not polygon feature classes.

Answer: A

Explanation:
In ArcGIS Pro, a red X next to a parameter in a geoprocessing tool typically indicates an invalid input due to conflicts with the current environment settings. One of the most common causes is when the Processing Extent environment setting is configured in a way that excludes the actual input features.
The Union tool requires that input features fall within the set extent. If the Processing Extent does not cover any part of one or more input features, they are considered invalid and flagged with a red X, preventing the tool from running.
The software checks whether all input features are accessible within the defined extent. If they are not, this pre-validation error is triggered-even if the inputs are valid in terms of geometry or feature type.
* Option A is incorrect because geometrical intersection is not a requirement for Union to run-it simply overlays features and includes all areas.
* Option C is also incorrect, as the Union tool does indeed require polygon feature classes, but if incorrect feature types are used, a different error (not a red X related to extent) is shown.
This confirms that the red X in this scenario is caused by the Processing Extent settings not including the input features, making the correct answer B.

NEW QUESTION # 24
A GIS analyst has a buildings feature class. The analyst needs to show the type of building, such as commercial or residential, and

extrude the buildings based on height.
Which symbology type should the analyst use to produce the required output?

- A. Attribute-driven
- B. Dictionary
- C. Bivariate colors

Answer: A

Explanation:
Attribute-driven symbology allows different fields to control different aspects of visualization. In this case, one field (building type) can control color or symbol category, while another field (building height) controls the 3D extrusion. Attribute-driven symbology is designed specifically for this type of multi-attribute control.
* Bivariate colors (Option B) map two numeric fields into a color grid but do not control extrusion.
* Dictionary symbology (Option C) applies rule-based symbology often used for military or complex symbols, not 3D extrusion.
Therefore, the correct answer is A.
-

NEW QUESTION # 25
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. Append with 'Schema Type' as 'No_Test'
- B. Union with 'Attributes To Join' set as 'All Attributes'
- 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 # 26
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. Switch to a different processing template in the layer properties
- B. Change the source in the layer properties
- C. Change band orders under symbology

Answer: A

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 # 27
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