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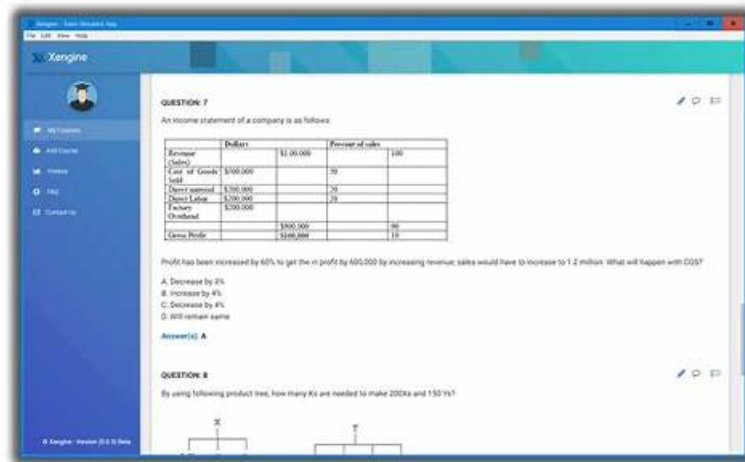
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Esri EAPA_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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.
Topic 3	• 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.
Topic 4	• 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 5	• 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.

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Esri ArcGIS Pro Associate 2025 Sample Questions (Q62-Q67):

NEW QUESTION # 62
Which ArcGIS Pro tab gives a user the option to export a map layout to a file?

- A. Map
- B. Project
- C. Share

Answer: C

Explanation:
The Share tab in ArcGIS Pro contains all options related to exporting maps, layouts, and sharing data. Export Layout options for formats like PDF, PNG, and others are found here.
* Project tab is used for application-level settings.
* Map tab is for map design and editing.
* Share tab includes all export and sharing options for layouts.
Therefore, the correct answer is C.

NEW QUESTION # 63
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. Elevation
- B. Time
- C. Range

Answer: C

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 # 64
A GIS specialist is creating a spatial map series for features that vary greatly in size.
Which scale bar Fitting Strategy will enable logical scale units specification and relative width among the varying maps?

- A. Adjust division value
- B. Adjust width
- C. Adjust number of divisions

Answer: B

Explanation:
The "Adjust width" fitting strategy automatically adjusts the physical width of the scale bar to fit the map scale. This ensures that the scale bar remains logical and proportional across maps of different extents in the map series.
* Adjust division value (Option A) modifies the distance represented by each division but may produce inconsistent scale bar sizes.
* Adjust number of divisions (Option C) changes the count of divisions rather than adjusting for proportional display across maps.
Therefore, the correct answer is B.

NEW QUESTION # 65
In ArcGIS Pro, a GIS analyst adds a mosaic dataset to a map and notices that the entire mosaic area is covered with a black and white checkerboard.
Which tool should the analyst use to make the images visible in the map as part of the mosaic dataset?

- A. Define Overviews
- B. Build Pyramids
- C. Repair Mosaic Dataset Paths

Answer: C

Explanation:
The black-and-white checkerboard indicates that the mosaic dataset cannot locate the source rasters. Repair Mosaic Dataset Paths allows the analyst to correct the file paths if the rasters have been moved or renamed, thus restoring visibility.
* Define Overviews (Option A) creates reduced-resolution overviews for fast display but does not fix broken paths.
* Build Pyramids (Option B) builds pyramids for raster display performance but also requires valid data paths first.
Therefore, the correct answer is C.
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NEW QUESTION # 66
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. Dictionary
- B. Attribute-driven
- C. Bivariate colors

Answer: B

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.
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NEW QUESTION # 67
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