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Esri EAPA_2025 Exam Syllabus Topics:

Topic	Details
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"> 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 4	<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 5	<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.
Topic 6	<ul style="list-style-type: none"> • 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 (Q46-Q51):

NEW QUESTION # 46

A GIS analyst has a countrywide parcel dataset and needs to determine the property owners for the northern region of the country. The analyst wants to find owners whose last name contains Jon. Which query should the analyst use?

- A. Region = 'North' OR OwnerName LIKE 'Jon'
- B. Region = 'North' AND OwnerName = 'Jon'
- **C. Region = 'North' AND OwnerName LIKE 'Jon'**

Answer: C

Explanation:

The correct SQL expression should filter parcels that are both in the North region and where the OwnerName field contains 'Jon.' The LIKE operator is appropriate when matching patterns or partial names.

* Option A correctly combines both conditions using AND.

* Option B would include any parcel in the North region or any parcel where OwnerName contains Jon, which is overly broad.

* Option C incorrectly uses exact equality, which would fail to match variations like 'Johnson' or 'Jonas.' Note: The LIKE expression typically includes wildcard characters (e.g., LIKE '%Jon%') but based on provided options, Option A represents the correct logic. Therefore, the correct answer is A.

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NEW QUESTION # 47

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 # 48

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.

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NEW QUESTION # 49

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

Answer: B

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 # 50

A land surveyor downloads an Excel sheet from the city website that contains the updated land cover codes with over 30 classes.

Which tool will help the surveyor update their existing land cover data to the new codes?

- A. Reclassify Field
- B. Classify Raster
- C. Reclass By Table

Answer: C

Explanation:

The Reclass By Table tool allows the surveyor to import a lookup table (such as an Excel sheet) that contains the old and new land cover codes. This is the most efficient method for batch reclassification when many classes are involved.

