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Esri EAPA_2025 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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 3	<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.
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"> 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 (Q39-Q44):

NEW QUESTION # 39

A GIS analyst has various datasets, maps, database connections, and toolboxes. The analyst plans on sharing this to their ArcGIS Online organization for easy access by coworkers.

Which package should be shared to the analyst's ArcGIS Online organization to facilitate collaboration by a coworker?

- A. Map package
- B. Project package**
- C. Mobile map package

Answer: B

Explanation:

Project packages (.ppkx) contain all components of a project-including maps, layouts, database connections, styles, toolboxes, and models-making them ideal for sharing complete workspaces with coworkers who need access to everything.

- * Mobile map packages (Option A) are designed for offline use on mobile devices.
- * Map packages (Option B) include maps and data but do not include toolboxes, database connections, or project-level configurations.

Therefore, the correct answer is C.

NEW QUESTION # 40

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. Change band orders under symbology
- B. Change the source in the layer properties
- C. **Switch to a different processing template in the layer properties**

Answer: C

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 # 41

A GIS analyst needs to examine the metadata of a feature class not in the map to make sure the thumbnail graphic is current. What is the recommended workflow to view the metadata feature class?

- A. **In the Catalog pane, expand the geodatabase > Right-click the feature class > Select View Metadata**
- B. In the Contents pane > Right-click the feature layer > Select View Metadata
- C. In the Contents pane > Select the feature layer > From the View tab, click Catalog View

Answer: A

Explanation:

The Catalog pane provides access to datasets not yet added to the map. From there, the user can right-click any dataset (including feature classes) and select View Metadata to view or edit metadata, including the thumbnail.

- * The Contents pane only lists items already in the map.

* Catalog View (Option B) works if the dataset is already loaded into that view, but directly using the Catalog pane (Option C) is more efficient here.

Therefore, the correct answer is C.

NEW QUESTION # 42

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 number of divisions
- C. **Adjust width**

Answer: C

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 # 43

A GIS technician has two feature classes: Sites and Buildings. The technician needs to assign the building name to the site if they intersect when adding/updating site features and wants to use attribute rules to do this.

Which attribute rule type should the analyst use to accomplish this task?

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

Answer: B

Explanation:

Calculation rules automatically calculate attribute values based on spatial relationships, other attribute values, or predefined logic at the time of feature creation or update. In this scenario, the intersecting building name can be assigned automatically to the site feature using a calculation rule.

* Validation rules (Option A) check for rule compliance but don't assign values.

* Constraint rules (Option B) prevent invalid edits but do not calculate fields.

Therefore, the correct answer is C.

NEW QUESTION # 44

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