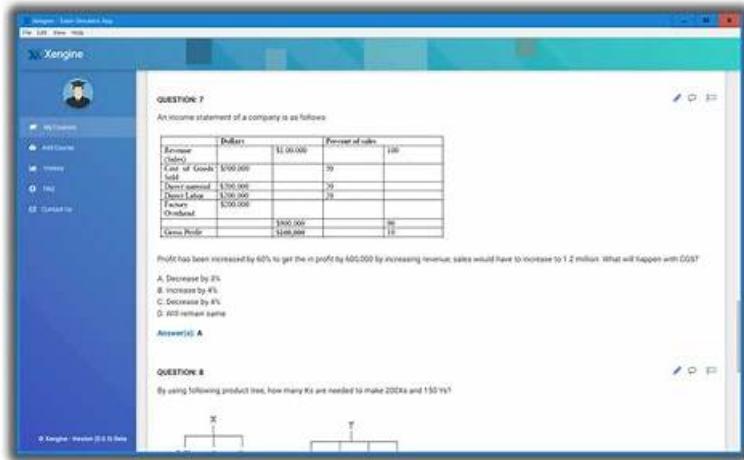


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## Esri EAPA\_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

## Esri ArcGIS Pro Associate 2025 Sample Questions (Q31-Q36):

### NEW QUESTION # 31

A GIS analyst is working with LAS data with 17 million points on the map. The points are too big and cover the underlying areas completely. The analyst needs to change the dimensions of the points.

Which action should the analyst take to meet this requirement?

- A. Decrease the display limit
- B. Decrease the symbol scale
- C. Increase the point density

**Answer: B**

Explanation:

Symbol scale determines the size of points when displayed. When LAS points appear too large, decreasing the symbol scale (making symbols smaller) will reduce the visual footprint of each point and prevent them from obscuring underlying map content.

\* Increasing point density (Option A) adds more points but doesn't reduce size.

\* Decreasing display limit (Option B) reduces how many points are drawn but does not solve the issue of size.

\* Decreasing symbol scale directly reduces the size of each point.

Therefore, the correct answer is C.

### NEW QUESTION # 32

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. Constraint rule
- C. Calculation rule

**Answer: C**

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 # 33

A GIS technician is trying to publish an image service to their organization's portal. The technician needs to ensure service stability

when rendering client-side by multiple coworkers at once.  
Which capability should the technician specify when publishing?

- A. Maximum item size per request
- B. Enable the WMS Service capability
- C. Processing templates

**Answer: A**

Explanation:

Setting the Maximum Item Size Per Request controls how much data can be requested at one time, balancing server load and client-side rendering. Adjusting this value helps ensure stable performance for multiple concurrent users accessing large imagery datasets.

\* Processing templates (Option A) define raster function chains but do not control service stability.  
\* WMS Service capability (Option C) allows publishing as a WMS service but does not directly address client-side stability for image services.

Therefore, the correct answer is B.

#### NEW QUESTION # 34

A GIS analyst is performing spatial analysis of an area in the mid-latitudes of the Northern Hemisphere. The analysis must maintain area measurements that are as true as possible for the results.

In ArcGIS Pro, what map projection should the analyst choose to ensure the most accurate representation of the results?

- A. Lambert conformal conic
- B. Mercator
- C. Albers

**Answer: C**

Explanation:

Albers Equal Area projection is specifically designed to minimize area distortion, making it ideal for analyses where accurate area measurements are required, particularly for mid-latitude regions.

\* Mercator (Option A) preserves angles but severely distorts area.  
\* Lambert Conformal Conic (Option B) preserves shape but not area.  
\* Albers (Option C) preserves area, which is the requirement for this analysis.

Therefore, the correct answer is C.

#### NEW QUESTION # 35

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

**Answer: C**

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 # 36

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