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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	• 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 3	• 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.

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

NEW QUESTION # 31
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 'Test'
- B. Append with 'Schema Type' as 'No_Test'
- C. Union with 'Attributes To Join' set as 'All Attributes'

Answer: A

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 # 32
A cartographer wants to create a printable map using a predefined layout that meets their organization's branding guidelines.
Which method is the most efficient for the cartographer's needs?

- A. Utilize a layout file as a layout template
- B. Insert branded items to a new layout
- C. Export a layout to a graphics software

Answer: A

Explanation:
Using a layout file (.pagx) allows the cartographer to apply standardized templates, including logos, colors, fonts, and other branding elements, directly within ArcGIS Pro. This method ensures consistency and efficiency while staying within the GIS platform.
* Inserting items manually (Option B) is time-consuming and less consistent.
* Exporting to graphics software (Option C) adds unnecessary complexity for print-ready maps.
Therefore, the correct answer is A.

NEW QUESTION # 33
Which tool should be used to set the coordinate system of a raster dataset that is currently unknown?

- A. Project
- B. Define Projection
- C. Project Raster

Answer: B

Explanation:
TheDefine Projectiontool is specifically used when a dataset lacks spatial reference metadata-that is, when its coordinate system is labeled as "Unknown." This situation arises when the coordinate system information is missing or was never assigned, and it is necessary to tell ArcGIS what spatial reference the data is already in without altering the data's location or pixel values.
According to ArcGIS Pro documentation and workflow best practices:
"The Define Projection tool assigns a coordinate system to a dataset that does not already have one. It does not alter the dataset's data or coordinate values-only the metadata is updated." This is crucial becauseProjectandProject Rasterare tools thattransformdata from one coordinate system to another, and they require that the data already has a valid defined coordinate system to begin with.
Attempting to use either of those tools on data with an unknown projection would be incorrect and could lead to spatial inaccuracies.
Therefore, thecorrect and verified toolfor this situation isDefine Projection.
Reference Topics Covered:
* ArcGIS Pro - Data Management # Defining spatial reference

* ArcGIS Pro - Raster Functions and Georeferencing Workflows
* ArcGIS Pro - Geoprocessing Tool Help (Define Projection vs Project Raster)
* ArcGIS Pro Certification Study Guide - Data Management Domain

NEW QUESTION # 34

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. Shaded Relief
- C. Curvature, Slope

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 # 35

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

Answer: C

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.
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NEW QUESTION # 36

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