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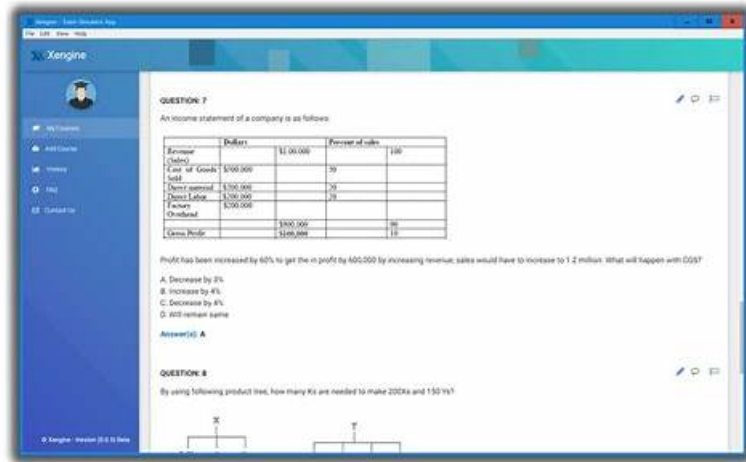
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Esri EAPA_2025 Exam Syllabus Topics:

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	• 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 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	• 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 5	• 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 (Q12-Q17):

NEW QUESTION # 12
A GIS analyst has an electrical line feature class that contains attributes such as wire gauge and amperage.
The analyst wants to limit acceptable values during the editing process for amperage based on the choice of wire gauge.
Which type of attribute rule should be used?

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

Answer: C

Explanation:
Constraint rules prevent invalid data entry during editing. In this case, a constraint rule ensures that only valid amperage values are allowed based on the chosen wire gauge. If an invalid amperage is entered, the rule will block the edit and display an error message.
* Calculation rule (Option A) automatically calculates values but doesn't prevent invalid inputs.
* Validation rule (Option C) flags invalid data but doesn't prevent edits from being saved.
Therefore, the correct answer is B.
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NEW QUESTION # 13
A GIS specialist has a street feature class and wants to add curves to show rounded curbs. The specialist wants to specify a fixed radius to make sure that all curbs are similar for the dataset.
Which Modify Features tool should the specialist use?

- A. Fillet
- B. Reshape
- C. Continue Feature

Answer: A

Explanation:
The Fillet tool creates a rounded arc (curved corner) between two line segments using a specified radius. This ensures consistency in curb radius across all intersections or turns.
* Reshape (Option A) modifies segments but does not create consistent curves.
* Continue Feature (Option C) adds new segments to existing features but does not round or smooth curves.
Therefore, the correct answer is B.

NEW QUESTION # 14

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. Repair Mosaic Dataset Paths
- C. Build Pyramids

Answer: B

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.

NEW QUESTION # 15

A GIS specialist creates a model tool to allow others to run analysis on their own data. When users open the model tool, they are unable to configure input data or output location.

How should the specialist expose this functionality to users?

- A. Right-click the model variables > Open > Properties
- B. Right-click the tool in the model > Create Variable > From Parameter
- C. Right-click the model variables > Parameter

Answer: C

Explanation:

To make variables editable by users when running a model, you must right-click the model variables and check "Parameter." This exposes the variable as an input or output parameter in the tool interface.

* Create Variable > From Parameter (Option A) is used when building the model, not when exposing variables.

* Open > Properties (Option C) accesses variable properties but does not expose parameters for tool users.

Therefore, the correct answer is B.

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NEW QUESTION # 16

A GIS analyst wants to change the coordinate system of a hydrant dataset from WGS 1984 to NAD 1983 UTM Zone 15N.

Which tool will allow the data to be correctly transformed into the new coordinate system?

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

Answer: A

Explanation:

The Project tool is used to permanently transform vector data from one coordinate system to another. It accurately applies transformation parameters between WGS 1984 and NAD 1983 UTM Zone 15N for feature classes such as hydrants (point data).

* Define Projection only assigns a coordinate system when one is missing or incorrect; it does not transform coordinates.

* Project Raster applies to raster datasets, not vector feature classes like hydrants.

Therefore, the correct answer is C.

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NEW QUESTION # 17

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