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Esri EAPA_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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.
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Esri ArcGIS Pro Associate 2025 Sample Questions (Q12-Q17):

NEW QUESTION # 12

A GIS analyst receives a project and data from a colleague. When opening the project, the analyst notices that the data links are broken. All the data is located in the same folder, and the analyst wants to repair all the broken links simultaneously.

Which workflow should the analyst use?

- A. Right-click the layer > Properties > Source > Set Data Source
- B. Click the red exclamation point > Change Data Source
- C. **View > Catalog View > Data Sources > Item > New Path > Apply**

Answer: C

Explanation:

The Data Sources tab in the Catalog View allows the analyst to repair multiple broken data paths simultaneously by assigning a new folder location. This is the most efficient way to repair multiple broken links at once.

* Set Data Source (Option A) and Change Data Source (Option B) only repair one layer at a time.

* Catalog View > Data Sources (Option C) supports batch repairs.

Therefore, the correct answer is C.

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NEW QUESTION # 13

A GIS analyst is publishing data that they will use for field collection and to inspect existing assets.

Which type of layer should be shared?

- A. **Web feature layer**
- B. Vector tile layer
- C. Web tile layer

Answer: A

Explanation:

Web feature layers support both visualization and editing (including field collection). They allow field crews to update, add, or inspect asset information in real-time or while working offline.

* Web tile layer (Option B) and Vector tile layer (Option C) support visualization only and do not support editing or inspection of feature attributes.

Therefore, the correct answer is A.

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NEW QUESTION # 14

A GIS analyst has two datasets: Students and School Districts. The analyst wants to assign a school district to each student based on where the student lives.

Which tool should be used to accomplish this task?

- A. Enrich
- **B. Spatial Join**
- C. Summarize Within

Answer: B

Explanation:

Spatial Join allows you to assign attributes from one layer (School Districts) to features in another layer (Students) based on spatial relationships such as containment or proximity.

* Enrich (Option B) adds demographic or socioeconomic data but is not used for spatial assignment of existing features.

* Summarize Within (Option C) aggregates data within polygons but does not assign attributes to point features.

Therefore, the correct answer is A.

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NEW QUESTION # 15

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

Answer: C

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.

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NEW QUESTION # 16

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

Answer: A

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 # 17

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