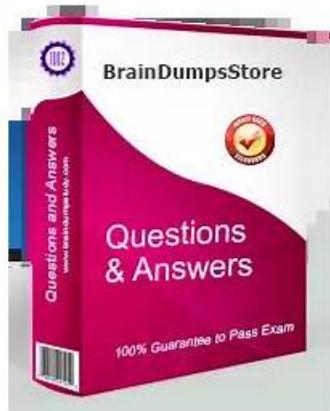


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Esri EAPA_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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"> 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 5	<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.

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Esri ArcGIS Pro Associate 2025 Sample Questions (Q59-Q64):

NEW QUESTION # 59

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:

The Define Projection tool 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 because Project and Project Raster are tools that transform data 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, the correct and verified tool for this situation is Define 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 # 60

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. Build Pyramids
- B. Define Overviews
- C. Repair Mosaic Dataset Paths

Answer: C

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 # 61

A GIS analyst is working with a dataset that contains state information for the entire country of the United States. The analyst needs to run analysis and create maps for only the State of Idaho. The analyst does not want to manage multiple datasets.

Which method should the analyst use?

- A. Create a Definition Query on the layer Where 'State' = "Idaho"
- B. Select Idaho in the map and use Export Features
- C. Change symbology to Unique Values > Add only Idaho to Classes

Answer: A

Explanation:

Definition Queries filter the data at the layer level based on SQL expressions without creating new datasets.

This allows the analyst to limit the data being displayed and analyzed to Idaho while continuing to use the full dataset behind the scenes.

- * Changing symbology (Option A) changes display but does not filter the data for analysis.
- * Export Features (Option C) creates a separate dataset, which the analyst wants to avoid.

Therefore, the correct answer is B.

NEW QUESTION # 62

A GIS analyst must identify when and where bicycle accidents occur throughout a specific city within a one- year period. The data provided includes bicycle accidents for the entire state and spans a three-year period.

The analyst wants to limit visibility and geoprocessing to the features of interest.

Which workflow should the analyst follow?

- A. Zoom to the study area in the map
- B. Apply a display filter to the layer
- C. Apply a definition query to the layer

Answer: C

Explanation:

Definition queries limit the dataset used for both display and geoprocessing by applying SQL-based expressions to filter the data. This allows the GIS analyst to restrict all map display, analysis, and processing operations to only the records that meet the defined criteria (city and one-year period).

- * Display filters only limit what is visually shown but do not impact geoprocessing.
 - * Zooming merely changes the map extent but has no filtering effect on data.
 - * Definition queries fully restrict the dataset for both visualization and processing.
- Therefore, the correct answer is A.
-

NEW QUESTION # 63

A GIS specialist is publishing a layer to their portal for use by field crews. These crews will not always have internet connection. They need to edit existing features based on inspections, but they should not be able to delete features. How should the layer be configured to support the field crews?

- A. Enable editing > Allow editors to update feature attributes only > Check Enable Sync
- B. Enable editing > Allow editors to update feature attributes only > Check Export Data
- C. Enable editing > Allow editors to add features only > Check Enable Sync

Answer: A

Explanation:

Enable Sync allows offline editing by field crews. Setting the editing options to allow editors to update feature attributes only ensures that field staff can modify existing records but not delete them. This configuration supports disconnected editing while preserving data integrity.

- * Export Data (Option B) enables data export but does not support offline sync editing workflows.
 - * Add features only (Option C) would prevent the crews from updating existing features, which is part of their task.
- Therefore, the correct answer is A.

NEW QUESTION # 64

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