

Exam Questions 1z0-1017

Oracle Benefits Cloud 2018 Implementation Essentials

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NEW QUESTION 1

This is the configuration of a collapsing life event rule: Life event = Marriage & Dependent
Operator = AND
Resulting Event Name = Dependent
Life Event Occurred Date = Earliest Life Event Occurred Date Proximity Days = 0
You run the collapsing rule in the scenario:
1. Marriage event occurs on August 1, 2015.
2. Dependent event occurs on August 1, 2015. What is the result?

- A. The collapsing rule voids the Dependent event, evaluates the Marriage event, and assigns its occurred date to August 1, 2015.
- B. The collapsing rule runs the Dependent event, evaluates the Marriage event, and assigns its occurred date to August 1, 2015.
- C. The collapsing rule runs the Marriage event, evaluates the Dependent event, and assigns its occurred date to August 1, 2015.
- D. The collapsing rule voids the Marriage event, evaluates the Dependent event, and assigns its occurred date to August 1, 2015.

Answer: A

NEW QUESTION 2

How many life events can be included in a collapsing rule?

- A. 10
- B. 8
- C. 12
- D. 7

Answer: A

NEW QUESTION 3

Your customer wants to create a new XX BeWell Medical Plan for the upcoming plan year 2018. What two steps must you perform as an administrator to stop existing participant enrollments and prevent new enrollments?

- A. Edit the new plan with session effective date as January 1 of the upcoming plan year 2018, and the status as Pending.
- B. Create the new plan with session effective date as January 1 of the current year 2017, and the status as Active.
- C. Edit the new plan with session effective date as January 1 of the upcoming plan year 2018, and the status as Active.
- D. Edit the new plan with session effective date as January 1 of the current plan year 2017, and the status as Active.
- E. Create the new plan with session effective date as January 1 of the current year 2017, and the status as Pending.

Answer: B

NEW QUESTION 4

A benefits administrator processed an enrollment for one employee, and manually added the life event "XYZ" as of August 1, 2016. Since there were two more life events in the detected phase as of August 15, 2016, the benefits administrator clicked "Collapse Life Event". Upon processing the life event tab, the benefits administrator received an error saying two or more life events were in the detected phase. Why did the collapsing rule fail?

- A. The number of proximity days was specified as 20.
- B. The number of proximity days was specified as 0.
- C. The life event had expired.
- D. The number of proximity days was specified as 15.

Answer: D

NEW QUESTION 5

Your customer wants to run a report which displays, by participant, a choice list of programs, plans, and options in which the participant may elect to enroll, as well as areas for the participant to designate dependents and beneficiaries. How do you accomplish this requirement?

- A. Run the Person Enrollment Summary Report from the Enrollment work area.
- B. Run the Enrollment Kit Report from the Benefits Enrollment work area.
- C. Run the Person Enrollment Summary Report from Benefits Self Service.
- D. Run the Enrollment Kit Report from Benefits Self-Service.
- E. Run the Real Time Analysis: Participant Enrollment Results from the Reports and Analytics work area.

Answer: B

Explanation: <https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/facmb/manage-benefits-processing-and-uploads.html#FACMB1259728>

NEW QUESTION 6

Can you change the column text of primary and secondary rates on the Benefit self-service page?

- A. No, a change option is not available in the Configure Grouping Display task.
- B. Yes, a change option is available in the Enrollment Configuration task.

- C. Yes, a change option is available in the Configure Grouping Display task.
- D. No, a change option is available in the Configure Grouping Display task, but it doesn't allow a text change.

Answer: C

NEW QUESTION 7

Your customer decided to use some delivered explicit life events in their business. What is your next step as an HCM Consultant after defining triggers as per the retirement?

- A. Associate the life events with only flexible benefit programs.
- B. Associate the life events only with benefit plans which are not in a program.
- C. Associate the life events only with benefit plans which are in a program.
- D. Associate the life events with benefit plans or program.
- E. Associate the life events only with Core benefit program

Answer: D

NEW QUESTION 8

Can you upload student and disability status for multiple persons at one time?

- A. Yes, it can be accomplished through a benefit administrator task.
- B. Yes, it can be accomplished by creating a benefit group.
- C. Yes, it can be accomplished through the spreadsheet loader.
- D. No, this option isn't available

Answer: C

NEW QUESTION 9

Your customer wants its employees to submit signed hard copies of confirmation while managing benefits online from Benefits Self-Set vice. How do you accomplish this requirement?

- A. Select Display Signature in the Confirmation section while managing Benefits Self-Service configuration.
- B. Confirm that the correct self-service category is selected on the Configure Plan Type Grouping Display page for administrators.
- C. Select the same administrator category on the Edit Plan Type page while managing Benefits Self-Service configuration.
- D. Confirm that the correct self-service category is selected on the Configure Plan Type Grouping Display page.
- E. Select Display Signature in the Confirmation section while managing Enrollment Authorization

Answer: B

NEW QUESTION 10

How do you set up a Termination life event to end coverage at the end of the month?

- A. Coverage and Rate Date Ranges: Coverage Start Date: End of the Month Previous Coverage End Date: First of the Next Month
- B. Coverage and Rate Date Ranges: Coverage Start Date: First of the Month Previous Coverage End Date: End of the Month
- C. Coverage and Rate Date Ranges: Coverage Start Date: First of the Next Month Previous Coverage End Date: End of the Month
- D. Coverage and Pate Date Ranges: Coverage Start Date: End of the Month Previous Coverage End Date: End of the Month

Answer: C

NEW QUESTION 10

A company offers a benefits plan to its employees that includes:

- 1) Health coverage plan for employee and family
- 2) Top up health coverage plan at extra premium
- 3) Life insurance plan for employee and family
- 4) In Network Dental Insurance plan
- 5) Out of network Dental insurance plan
- 6) Eye care plan

How many plan types do you need to configure for this customer?

- A. 5
- B. 3
- C. 4
- D. 6

Answer: B

NEW QUESTION 12

The benefits administrator runs an open enrollment window on March 1, 2017 for Program: XX Life Insurance, but cannot find the life event date of March 15, 2017. What could be a reason for this?

- A. The life event date configured for XX Life Program is not 15 March 2017
- B. There is no configuration for open enrollment for the XX Life Program.
- C. A cycle has already run for open enrollment, so no life event date is available.
- D. The benefits administrator has a login from the previous date to that of 15 March 2017.

Answer: D

NEW QUESTION 14

Your customer wants to create an explicit life event that can be used only in two specific legal entities. How do you accomplish this requirement?

- A. On the Create Life Event page under General Information, leave the Global check box blank and add specific legal entities.
- B. On the Create Life Event page under Additional Information leave the Self-Assigned check box blank and add specific legal entities.
- C. On the Create Life Event page under General Information, select the Global check box and add specific legal entities.
- D. On the Create Life Event page under Additional Information, select the Self-Assigned check box and add specific legal entities.

Answer: D

NEW QUESTION 16

A Global Dental Plan has the following options attached to it: Option 1: Employee Only

Option 2: Employee Plus Spouse

Option 3: Employee Plus Spouse Plus Children

The company wants an employee to select only one option which will be restricted for two years. After two years the employee will get an opportunity to enroll into a new Global Dental Plan. For example, an employee was hired on July 23, 2015 and enrolled into the plan. The employee cannot make a new selection until July 23, 2017 as the plan is restricted.

How can you configure this scenario for the company?

- A. Configure a New hire with the addition of child and Marriage life events to the Global Dental Plan with an enrollment period1 date as Formula, Configure the limitation to minimum 2 years at the plan tab.
- B. Configure a New hire with the addition of child and Marriage life events to the Global Dental Plan with an enrollment period start date as of event date
- C. Configure the limitation to minimum 2 years at all three option level
- D. Then configure a person selection formula type with the logic of creating an enrollment opportunity every 2 years.
- E. Configure a New hire life event to the Global Dental Plan with an enrollment period start date as of event date
- F. Then configure the limitation to minimum 2 years at the plan tab.
- G. Configure a New hire with the addition of child and Marriage life events to the Global Dental plan with an enrollment period start date as of event date
- H. Configure the limitation to minimum 2 years at all three option levels.

Answer: B

NEW QUESTION 18

When you add an open scheduled event to a program of plans not in the program, what is the significance of the Assigned Life Event Date?

- A. It is the effective date of the open event and the date on which eligibility is evaluated.
- B. It is the date on which default benefits assignments are made.
- C. It is the last day of the open enrollment period.
- D. It is the first day of the open enrollment period

Answer: C

NEW QUESTION 21

Which benefit object must be created prior to creating an option?

- A. Rate
- B. Plan Type
- C. Plan
- D. Coverage

Answer: B

Explanation: [https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/facmb/HYPERLINK "https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/facmb/programand-plan-creation.html#FACMB307292"](https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/facmb/HYPERLINK%20https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/facmb/programand-plan-creation.html#FACMB307292)program-and-plan-creation.html#FACMB307292

NEW QUESTION 23

An organization has a requirement to restrict Beneficiary Distributions to a percentage with a maximum of 100%. However, the distribution should be in multiples of 10.

Which statement about this requirement is true?

- A. This requirement can be achieved through customization only.
- B. This requirement can be completely achieved with configuration only.
- C. This requirement cannot be achieved with configurations, and would require custom Fast Formula.
- D. This requirement cannot be achieved in the current system offering

Answer: D

NEW QUESTION 26

A company wants to display the following text on its Benefit Employee Self Service:

"Your core annual holiday benefit comprises 20 days of holidays and 8 public holidays. You can purchase additional days through the."

How do you configure this?

- A. Configure plan type grouping display -> administration usage -> self-service description text
- B. Configure plan type grouping display -> self-service usage -> self-service description text
- C. Manage enrollment authorization -> administration usage -> self-service description text
- D. Manage enrollment authorization -> self-service usage -> self-service description text

Answer: C

NEW QUESTION 31

A benefits consultant implemented a plan for life insurance with the following options:

1. Option 1: Employee only
2. Option 2: Employee plus spouse

The company wants the plan to be rolled out to all the employees. Therefore, the benefits consultant enabled the Assign on Default button for Option 1. They forgot that some employees may not want to enroll into the plan even though they are eligible.

Where did the benefits consultant go wrong with the implementation?

- A. They should have created an Option 3: Coverage Declined.
- B. They should not have enabled the Assign on Default button for the options.
- C. They should have configured an eligibility fast formula
- D. They should have enabled a plan restriction fast formul

Answer: D

NEW QUESTION 32

What are the different types of open enrollment options available under Scheduled tab in program?

- A. Open All and Unrestricted All
- B. Open Scheduled and Unrestricted Scheduled
- C. Open New Hire Enrollment and Unrestricted New Hire Enrollment
- D. Open Enrollment and Open Unrestricted Enrollment

Answer: C

NEW QUESTION 37

The Open life event for a plan was backed out. The benefits administrator reprocessed the Open life event and found the earlier elections as originally enrolled in the plan.

What is the reason for this status?

- A. The life event date was different.
- B. The life event was not backed out properly.
- C. The life event reinstatement rule was configured.
- D. The life event was configured for another dat

Answer: C

Explanation: https://docs.oracle.com/cd/E51367_01/globalop_gs/FACMB/F1420689AN14307.htm

NEW QUESTION 41

Which statement about configuring Designation Requirements is true?

- A. A Designation Requirement can be configured for a plan with no option.
- B. A plan must have multiple options for Designation Requirement to be configured.
- C. A plan must have the waive option for Designation Requirement to be configured.
- D. A Designation Requirement cannot be configured for a plan with no optio

Answer: B

NEW QUESTION 45

Your customer does NOT want the system to detect temporal events whenever a marriage life event is detected and processed by the application. How do you accomplish this requirement?

- A. On the life event creation page, select "Do not detect past temporal events" as the Temporal Detection Rule.
- B. On the life event creation page, select "Never detect this temporal life event" as the Temporal Detection Rule.
- C. On the life event creation page, select "Do not detect future temporal events" as the Temporal Detection Rule.
- D. On the life event creation page, select "Never detect Past or future temporal events" as the Temporal Detection Rule.
- E. On the life event creation page, select "Do not detect past or future temporal events" as the Temporal Detection Rule.

Answer: C

NEW QUESTION 48

A benefits administrator can see these statuses of life events-

1. New Hire processed on 28-Apr-2016.
2. Marriage detected on 1-Jun-2016. What do these statuses imply?

- A. New Hire LE is complete but not close
- B. Marriage LE is triggered but has not yet made elections.
- C. New Hire I-E is complete and close
- D. Marriage IE is triggered but has not yet made elections.
- E. New Hire IF is complete and close
- F. Marriage LE is triggered and has made elections.
- G. New Hire LE is complete and close
- H. Marriage LE is triggered because of the data change.

Answer: D

NEW QUESTION 52

You are a benefits consultant implementing for a company that offers a life Insurance plan for employees with only one option -Employee Plus Family. The rate for this option is dependent on various factor5 like age/smoking status/gender:

Age	[Smoker - Female]	[Smoker - Male]	[Non-Smoker Female]	[Non-Smoker Male]
Under 40	0.021	0.025	0.033	0.035
Above 40	0.19	0.23	0.78	0.080

A female employee in the under 40 age group, who is a smoker, wants to purchase \$100,000 of life insurance. The plan would be 2.1 (100,000 * 0.21/1000), considering 5100,000 is the coverage she opts for. The calculation is -> {Coverage* [(Rate applied as per gender/smoking status/ aqe)/1000]}. How can you configure a rate for the company's plan?

- A. Configure an eligibility profile with age-derived factor
- B. Attach it to the pla
- C. Then create a standard fate with the calculation method as Multiple of Coverage.
- D. Configure a secondary rate with the calculation method as Multiple of Coverage.
- E. Configure a fast formula calling this tabl
- F. Configure a secondary standard rate with the calculation method as Formul
- G. Then create another standard rate with type and the calculation method aS Multiple of Parent.
- H. Configure a primary rate with the calculation method as Multiple of Coverag

Answer: D

NEW QUESTION 53

A company offers its employees a choice of four plans within a health insurance plan type. However, the company wants to compulsorily enroll an employee into one plan.

What must the minimum and maximum plan limit be set at Plan Type level?

- A. Min = 1, Max - 1
- B. Min = 1, Max = 2
- C. Min = 0, Max = 1
- D. Min = 0, Max = 0

Answer: B

NEW QUESTION 56

A medical plan (not in program) has the Defined Rate frequency set as Monthly and the Communicated Rate frequency set as Per Pay Period. The pay period is defined as bi-weekly.

The rate has been defined with the calculation method as Flat Amount = 65. The currency defined at the plan is U.S.D. There are 26 payroll periods in the plan's year period.

What is the communicated rate value?

- A. 40
- B. 130
- C. 32.5
- D. 30

Answer: D

NEW QUESTION 58

Which three are change opportunities an organization can implement during Open Enrollment?

- A. decline coverage
- B. enroll in existing plans
- C. Start new benefit offerings
- D. modify plan configuration
- E. update rates

Answer: ADE

Explanation: <https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/facmb/manageopen-enHYPERLINK>
["https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/facmb/manage-openenrollment.html#FACMB1107266_2"](https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/facmb/manage-openenrollment.html#FACMB1107266_2)rollment.html#FACMB1107266_2

NEW QUESTION 59

Which two are correct processes regarding performing the Benefits Extract setup?

- A. Configure plan carrier details and extract options using the Manage Plan Carriers task.
- B. Extract benefits enrollment information into separate XML files for each plan and plan carrier.
- C. Configure the carrier names for plan types, plans, and option using the Manage Plan Carriers task.
- D. Configure plan carrier details and extract options using the Manage Program Enrollment Requirements task.
- E. Extract benefits enrollment information into a single XML file for each plan carrier.

Answer: AE

Explanation:

<https://docs.oracle.com/en/cloud/saas/applications-common/r13-update17d/faihm/benefits-dataextract.html#FAIHM1284833>

NEW QUESTION 63

Can you define overspending of a budget pool in flex credit shell plans?

- A. Yes, you can define it in the spending options.
- B. Yes, you can define it in the standard rates.
- C. Yes, you can define it as per the flex credit formula.
- D. No, you do not have a place holder

Answer: A

NEW QUESTION 68

Which three areas contain tasks to prepare for an open enrollment period?

- A. Person Management work area
- B. Plan Configuration work area
- C. Evaluation and Reporting work areas
- D. Payroll Calculation work area
- E. Enrollment and My Information work areas

Answer: BCE

Explanation: <https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update18a/facmb/prepare-foropen-enrollment.html#FACMB1107266>

NEW QUESTION 70

An organization wants a dedicated Train Stop for Dependent/Beneficiary Designation. How can you meet this requirement?

- A. Dependent/Beneficiary designation can only be done on the plan enrollment page (where an employee chooses options). So, this cannot be achieved.
- B. This can be achieved via customization only.
- C. This can be achieved via configuration.
- D. This cannot be achieved

Answer: C

NEW QUESTION 71

Which three are correct methods by which enrollment results can be created and made available for viewing?

- A. when a default enrollment is processed
- B. after the Evaluate Life Events batch process is completed successfully
- C. after the Close Enrollment process has completed
- D. when an electable choice is saved as a part of self-service enrollment
- E. when Enrollment Authorizations are accepted by the participant as a part of self-service enrollment

Answer: BDE

NEW QUESTION 72

Your customer wants to keep all functional consultants in a separate benefits group, so you created Function Consultants Benefits Group. How do you assign the individual functional consultant to this newly created benefits group?

- A. Assign individuals to the benefit group using the Manage Person task in the Person Management work area.
- B. Assign individual to the benefit group using the Manage Person Habits and Benefit Groups task in the Plan Configuration work area.
- C. Assign individuals to the benefit group using the Manage Person Habits and Benefit Groups task in the Enrollment work area.
- D. Assign individuals to the benefit group using the Manage Person task in the Plan Configuration work area.
- E. Assign individuals to the benefit group using the Manage Person task in the Enrollment work area

Answer: C

NEW QUESTION 75

What are the number of train stops available in the Benefits Enrollment self-service page for plan/program enrollment?

- A. 5
- B. 7
- C. The number of train stops can be configured.
- D. 6

Answer: C

NEW QUESTION 77

Which is NOT a derived factor type?

- A. Hours Worked
- B. Full-Time Equivalent

- C. Compensation
- D. Grade

Answer: D

Explanation: https://fusionhelp.oracle.com/fscmUI/topic/TopicId_P_97785F9989D66DC3E040D30A688159C5

NEW QUESTION 78

The reinstatement rule enables you to restore elections during which two events?

- A. The open event was backed out by the administrator from the Benefits Service Center.
- B. The intervening life event activated the open event.
- C. An intervening life event backed out the open event.
- D. The open event was accidentally backed out

Answer: CD

Explanation: https://docs.oracle.com/cd/E51367_01/globalop_gs/FACMB/F1420689AN14307.htm

NEW QUESTION 80

A plan is created for a calendar year from January 1, 2017 and ends on December 31, 2017. The company wants to create an event on the occurrence of life event date.

What will be the life event start date?

- A. as of rate start date
- B. as of coverage start date
- C. as of event start date
- D. as of enrollment start date

Answer: C

NEW QUESTION 84

XX Global Health Plan has multiple options attached.

- Option 1: XX Annual Health Insurance
- Option 2: Monthly Health Insurance

The plan cycle starts every year from April 1 to March 31. An employee opted for this plan on July 1, 2015 and his employment service was terminated on Oct 25, 2015- Business wants to trigger a Termination life event on the 12th of the termination month for the employee, irrespective of the actual termination date, for payroll reasons.

Which is the correct configuration for the Life event - Termination?

- A. Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan with "Formula" as the enrollment period start date, attaching a customized Enrollment period start date type formula.
- B. Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan with "Mid of the month" as the enrollment period start date.
- C. Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan with "Number of Days from the event" as the enrollment period start date and the number field as 15.
- D. Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan with "Formula" as the enrollment period start date, attaching a customized Enrollment Opportunity type formula.
- E. Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan, with "As of event date" as the enrollment period start date.

Answer: A

NEW QUESTION 86

Which is NOT a valid type of life event?

- A. Explicit
- B. Temporal
- C. Scheduled
- D. Unrestricted
- E. Restricted

Answer: E

Explanation: https://docs.oracle.com/cloud/farel12/globalcs_gs/FACMB/FACMB1479189.htm#FACMB1229710

NEW QUESTION 91

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