

Question #:1

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 formula.

Answer: D

Question #:2

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

Question #:3

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

Question #:4

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

Question #:5

An organization has a scheduled open period for Life Insurance plan from January 1st to the 31st. The important dates defined while configuring the scheduled open life event are:

- 1) Enrollment Period Start Date - January 1, 2017
- 2) Enrollment Period End Date - January 31, 2017
- 3) Assign Defaults Date - January 31, 2017
- 4) Assigned Life Event Date - January 15, 2017
- 5) Coverage Start Date - Latest of elections, event or notified

The batch process to assign the open life event was run effective December 28, 2016. An employee makes an election on January 22, 2017.

What is the coverage start date for this employee?

- A. January 15, 2017
- B. December 28, 2016
- C. January 31, 2017
- D. January 22, 2017

Answer: C

Question #:6

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

Question #:7

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/program-and-plan-creation>.

Question #:8

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

Question #:9

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: B C E

Explanation

<https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update18a/facmb/prepare-for-open-enrollmer>

Question #:10

XX Life insurance plan has two options: Option 1 enrolls a dependent of age 21 or above and Option 2 enrolls a dependent aged 18 or less.

How do you define a benefit configuration for these two options?

- A. Create two derived factors, one with age as 21 or above and a second with age 18 or less. Create an eligibility profile and configure these two derived factors under the eligibility profile. Then attach the eligibility profile to XX Life Insurance Plan
- B. Create one derived factor. Create an eligibility profile and configure the derived factor under the eligibility profile. Then attach the eligibility profile to XX Life Insurance plan at Option 1, and then attach the same eligibility profile at Option 2.
- C. Create one derived factor. Create an eligibility profile and configure the derived factor under the