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Oracle Benefit Cloud 2018 Implementation Essentials

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**QUESTION 1**

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 period start 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. Configure the limitation to minimum 2 years at all three option levels. Then configure a person selection formula type with the logic of creating an enrollment opportunity every 2 years.

C. Configure a New hire life event to the Global Dental Plan with an enrollment period start date as of event date. Then configure the limitation to minimum 2 years at the plan tab.

D. 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. Configure the limitation to minimum 2 years at all three option levels.

Correct Answer: B

QUESTION 2

Your customer wants its employees to submit signed hard copies of confirmation while managing benefits online from Benefits Self-Service. 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 Authorizations.

Correct Answer: B



QUESTION 3

Which is NOT a derived factor type?

- A. Hours Worked
- B. Full-Time Equivalent
- C. Compensation
- D. Grade

Correct Answer: D

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

QUESTION 4

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.

Correct Answer: C

QUESTION 5

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 programs.

Correct Answer: D

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