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QUESTION 1

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

A. Rate

B. Plan Type

C. Plan

D. Coverage

Correct Answer: B

https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/facmb/program-and-plan-creation.

QUESTION 2

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

Correct Answer: D

QUESTION 3

Which two are program types when you configure Flex Credits?

A. Other Credits

B. Core

C. Flex

D. Flex Credits and Core

Correct Answer: BD

https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faibf/flex-credit-configuration.htm

QUESTION 4

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

Correct Answer: C

QUESTION 5

Given:

1.

 A benefits administrator entered a New Hire event on May 1, 2015. The life event originally occurred on January 1, 2015.

2.

 The Transfer event occurred on January 10, 20lb.

3.

 The Timeliness rule was configured for both life events to 90 days and the collapsing rule was also set When the participation evaluation process runs on May 5, 2015, the process does NOT evaluate the Marriage event or collapse any

events.

Which two are reasons for this?

A. No collapsing rule was set.

B. The process doesn\'t evaluate other events that occur later than the Marriage event until you decide what action to take for that event.

C. The employee is not eligible for life events.

D. The Marriage event occurred before the Transfer event.

Correct Answer: B

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