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Oracle Benefit Cloud 2018 Implementation Essentials

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QUESTION 1

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

Correct Answer: B

QUESTION 2

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

QUESTION 3

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

QUESTION 4

Which two statements are correct with respect to required action in the eligibility profile?

A. If all profiles are requited, then at least one of the profiles must be satisfied.

B. If some but not all profiles are required, then all required profiles must be satisfied and at least one optional profile must also be satisfied.

C. If all profiles are optional, then at least one of the profiles must be satisfied.

D. If only one eligibility profile is added to an object, then the criteria in that profile may or may not be satisfied, even if the Required option is not selected.

Correct Answer: D

QUESTION 5

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

Correct Answer: BDE

QUESTION 6

Which is NOT a valid type of life event?

A. Explicit

B. Temporal

C. Scheduled

D. Unrestricted

E. Restricted

Correct Answer: E

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

QUESTION 7

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.

Correct Answer: D

QUESTION 8

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.

Correct Answer: CD

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

QUESTION 9

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 10

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

Correct Answer: BCE

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

QUESTION 11

A benefits administrator goes to the Enrollment task and finds the following under, the life event summary:

1.

 Address Change life event status: Detected

2.

 New Hire life event: Manual What does this status signify?

A. A New Hire life event was manually selected. An Address Change event was triggered for the person and
participation evaluation processing was evaluated.

B. A New Hire life event was manually selected. An Address Change event was triggered for the person, and
participation evaluation processing has not yet evaluated it.

C. A New Hire life event was manually selected, or the Configure the Timeliness Evaluation setting of a particular life event set the An Address Change event was triggered for the person and participation evaluate processing has not yet evaluated it.

D. A New Hire life event was manually selected. An Address Change event is yet to be triggered and processed for, the employee.

Correct Answer: C

QUESTION 12

Given that premiums are calculated on a monthly basis in accordance with the most common business of benefit suppliers. What can you define so that participants who are covered by a plan for less than a full have no premium obligation?

A. Standard Rate Value

B. Standard Coverage Volume

C. Standard input Value

D. Standard wash Rule formula

Correct Answer: C

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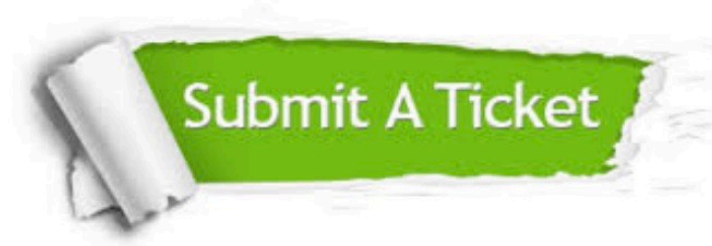
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