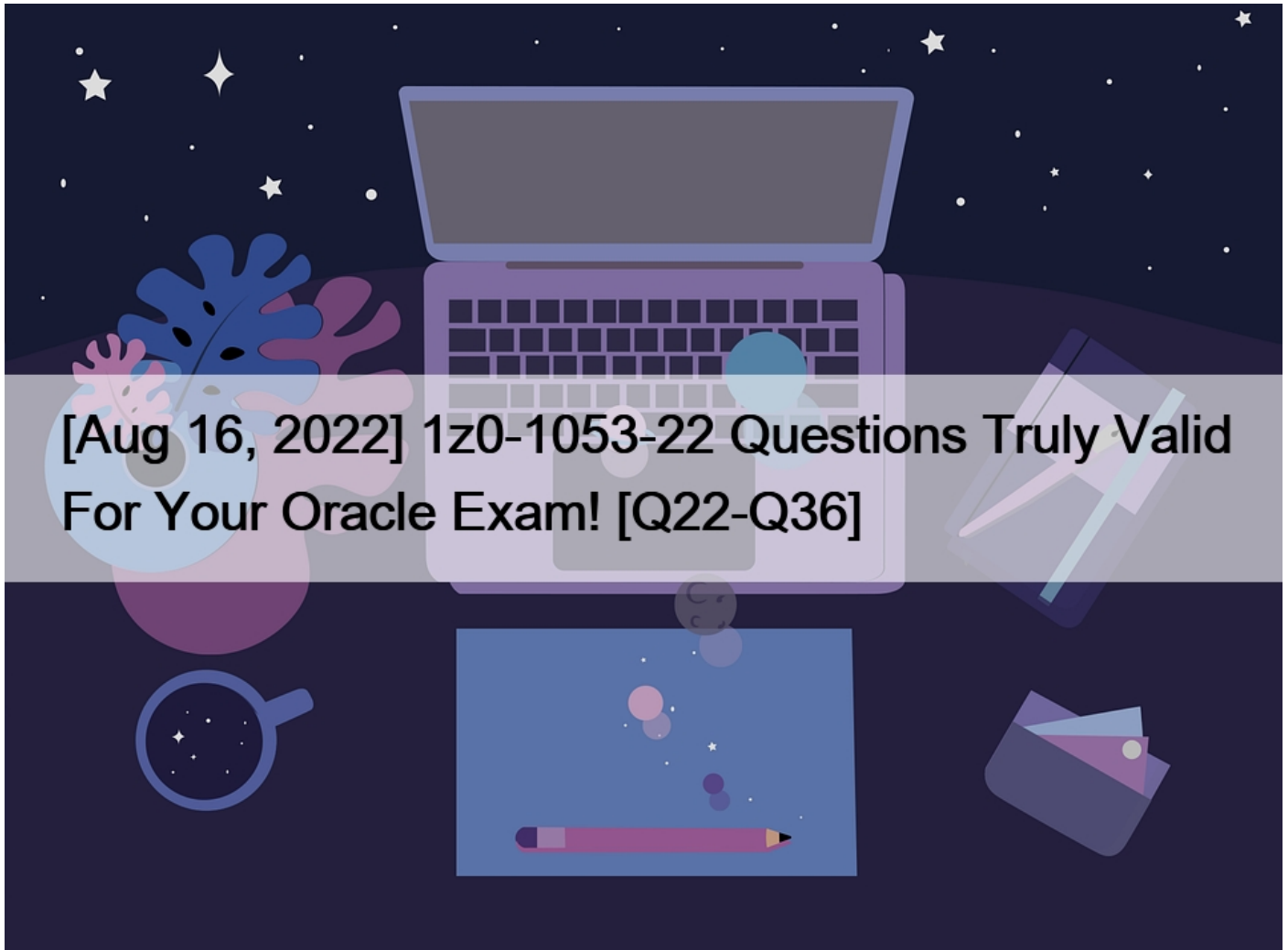


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QUESTION 22

How do you configure the link between the payroll module and benefits?

- * Link the element to the plan rate.
- * Link the element to the plan coverage.
- * Link the payroll to the plan salary basis.
- * Link the payroll to the plan coverage.

QUESTION 23

The Open life event for a plan was backed out. The benefits administrator reprocessed the Open life event and found the earlier

elections us originally enrolled in the plan.

What is the reason for this status?

- * The life event date was different.
- * The life event was not backed out properly.
- * The life event reinstatement rule was configured.
- * The life event was configured for another date.

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

QUESTION 24

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

- * Coverage and Rate Date Ranges:

Coverage Start Date: End of the Month

Previous Coverage End Date: First of the Next Month

- * Coverage and Rate Date Ranges:

Coverage Start Date: First of the Month

Previous Coverage End Date: End of the Month

- * Coverage and Rate Date Ranges:

Coverage Start Date: First of the Next Month

Previous Coverage End Date: End of the Month

- * Coverage and Pate Date Ranges:

Coverage Start Date: End of the Month

Previous Coverage End Date: End of the Month

QUESTION 25

The benefits administrator has configured five rates for five different legal entities. After implementation, an employee logs into the benefit self service. When selecting a plan, the employee cannot see the assigned rate amount to the plan under the rate section.

Why can't the employee see the assigned rate amount?

- * The rate amount Is a variable rate for the employee's legal employer.
- * The rate amount is of the unit of measure Money.
- * The rate amount is not configured for the employee's specific legal employer.
- * The rate amount Assign on Enrollment; is enabled for five legal entities.

QUESTION 26

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

- * It is the effective date of the open event and the date on which eligibility is evaluated.
- * It is the date on which default benefits assignments are made.

- * It Is the last day of the open enrollment period.
- * It is the first day of the open enrollment period.

QUESTION 27

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

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

QUESTION 28

An employee logs in from employee self-service and navigates to the benefits section. However, the employee is unable to find the desired plan in the benefits section. Which two are possible reasons the plan does not appear:

- * No life event is detected.
- * No option is available for the plan for enrollment.
- * No unrestricted event is available for the employee.
- * The employee is not eligible for the enrollment.

QUESTION 29

Which statement about Waive options is true?

- * Waive options are options into which employees are compulsorily enrolled in case they do not complete the required action items like certification, entering date of birth, etc.
- * Waive options are used so that employees can explicitly decline enrollment opportunities for which they are otherwise eligible.
- * Waive options are options which do not require any dependent/beneficiary designation.
- * Waive options are used when employees do not get an enrollment opportunity because they do not qualify for the required eligibility criteria.

QUESTION 30

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

- * Person Management work area
- * Plan Configuration work area
- * Evaluation and Reporting work areas
- * Payroll Calculation work area
- * Enrollment and My Information work areas

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

QUESTION 31

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

- * Configure plan carrier details and extract options using the Manage Plan Carriers task.
- * Extract benefits enrollment information into separate XML files for each plan and plan carrier.
- * Configure the carrier names for plan types, plans, and option using the Manage Plan Carriers task.
- * Configure plan carrier details and extract options using the Manage Program Enrollment Requirements task.

* Extract benefits enrollment information into a single XML file for each plan carrier.

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

QUESTION 32

Which two statements are true about Enrollment Authorizations?

- * They appear several times if the participant enters self-service multiple times for a single life event.
- * If they are implemented, participants must read and accept the terms provided in the text before they are able to enroll.
- * They are optional to Implement. If implemented, performing the authorization task is mandatory for the participant.
- * They appear only the first time that the participant enters self-service enrollment for multiple life events.
- * They are optional to implement. If implemented, performing the authorization task is optional for the participant.

QUESTION 33

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?

- * New Hire LE is complete but not closed. Marriage LE is triggered but has not yet made elections.
- * New Hire I-E is complete and closed. Marriage IE is triggered but has not yet made elections.
- * New Hire IF is complete and closed. Marriage LE is triggered and has made elections.
- * New Hire LE is complete and closed. Marriage LE is triggered because of the data change.

QUESTION 34

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?

- * as of rate start date
- * as of coverage start date
- * as of event start date
- * as of enrollment start date

QUESTION 35

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

- * decline coverage
- * enroll in existing plans
- * Start new benefit offerings
- * modify plan configuration
- * update rates

https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/facmb/manage-open-enrollment.html#FACMB1107266_2

QUESTION 36

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?

- * Min = 1, Max = 1
- * Min = 1, Max = 2
- * Min = 0, Max = 1
- * Min = 0, Max = 0

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