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Oracle Benefits Cloud 2017 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

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 /ears 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 2i, 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 period1 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 period start date as of event data. Configure the limitation to minimum 2 years at all three option levels.

Correct Answer: B

QUESTION 3

Your customer wants to create an explicit life event that can be used only in two specific legal entitles. How do you accomplish this requirement?

A. On the Create Life Event page under General Information, leave the Global check box blank and add specific legal entities.

B. On the Create Life Event page under Additional Information leave the Self-Assigned check box blank and add specific legal entities.

C. On the Create Life Event page under General Information, select the Global check box and add specific legal entities.

D. On the Create Life Event page under Additional Information, select the Self-Assigned check box and add specific legal entities.

Correct Answer: D

QUESTION 4

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?

A. New Hire LE is complete but not closed. Marriage LE is triggered but has not yet made elections.

B. New Hire l-E is complete and closed. Marriage IE is triggered but has not yet made elections.

C. New Hire IF is complete and closed. Marriage LE is triggered and has made elections.

D. New Hire LE is complete and closed. Marriage LE is triggered because of the data change.

Correct Answer: D

QUESTION 5

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

A. Rate

B. Plan Type

C. Plan

D. Coverage

Correct Answer: B

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

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