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Oracle 1z0-1053

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QUESTION NO: 1

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.

ANSWER: C D

Explanation:

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

QUESTION NO: 2

Which two statements are true about Enrollment Authorizations?

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

ANSWER: D E

QUESTION NO: 3

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

ANSWER: B D E

QUESTION NO: 4

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

ANSWER: D

QUESTION NO: 5

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

ANSWER: B

QUESTION NO: 6

Which statement is correct regarding Plan Grouping in the Self Service and Administrator page?

- A. All plans in a plan type are displayed on the same train stop as groupings are done at the plan type level.
- B. All plans in a plan type can be displayed on different train stops as groupings are done at the plan level.
- C. All plans can be configured at the plan level.
- D. All plans in 3 plan type can be displayed on different train stops as groupings are done at the program level.

ANSWER: B

QUESTION NO: 7

To which two benefits objects can Year Period be attached to?

- A. Program
- B. Plan Type
- C. Plan
- D. Option

ANSWER: B D

Explanation:

https://docs.oracle.com/cd/E51367_01/globalop_gs/FAIBF/F1420611AN193D6.htm

QUESTION NO: 8

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

- A. decline coverage

- B. enroll in existing plans
- C. Start new benefit offerings
- D. modify plan configuration
- E. update rates

ANSWER: A D E

Explanation:

<https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/facmb/manage-open-enrollment.ht>

QUESTION NO: 9

The benefits administrator runs an open enrollment window on March 1, 2017 for Program: XX Life Insurance, but cannot find the life event date of March 15, 2017. What could be a reason for this?

- A. The life event date configured for XX Life Program is not 15 March 2017
- B. There is no configuration for open enrollment for the XX Life Program.
- C. A cycle has already run for open enrollment, so no life event date is available.
- D. The benefits administrator has a login from the previous date to that of 15 March 2017.

ANSWER: D

QUESTION NO: 10

The company has the following two plans:

1. Life Insurance Plan with Option 1: Employee only and Option 2: Employee Plus Family
2. Medical Insurance Plan with Option 1: Employee only. Option 2: Employee Plus Spouse, and Option 3: Employee Plus Spouse Plus Child

The company wants to automatically enroll salaried employees into Medical Insurance Option 3: Employee plus Spouse plus Child, if the employee has enrolled into Life Insurance Plan Option 2: Employee Plus family.

Which is the correct configuration for this scenario?

- A. Configure the eligibility profile with parameter Person Type > Employee and Employment tab > Salaried or Hourly as Salaried and attach this to both the plans.
- B. Configure the eligibility profile with parameter - Person Type > Employee and Employment tab > Salaried or Hourly as Salaried. Related coverage > Eligible for another plan and attach this to both the plans..

C. Configure the eligibility profile with parameter- Employment tab > Salaried or Hourly as Salaried and attach this to both the plans.

D. Configure the eligibility profile with parameter - Personal > Person Type > Employee and Employment tab > Salaried o. Hourly as Salaried" Related coverage > Eligible in another option in plan and attach this to both the plans.

ANSWER: D