Vendor: Oracle

Exam Code:1Z0-973

Exam Name: Oracle Benefits Cloud 2017
Implementation Essentials

Version: Demo

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

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.

Correct Answer: BE

QUESTION 3

Which object is NOT included in benefit export?

A. Eligibility profile

B. Program configuration

C. Plan not in program configuration

D. Element input values

Correct Answer: D

https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update18a/faibf/benefits-configuration-expor

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QUESTION 4

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 5

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?

A. It is the effective date of the open event and the date on which eligibility is evaluated.

B. It is the date on which default benefits assignments are made.

C. It Is the last day of the open enrollment period.

D. It is the first day of the open enrollment period.

Correct Answer: C

QUESTION 6

An organization has a requirement to restrict Beneficiary Distributions to a percentage with a maximum %. However, the distribution should be in multiples . Which statement about this requirement is true?

A. This requirement can be achieved through customization only.

B. This requirement can be completely achieved with configuration only.

C. This requirement cannot be achieved with configurations, and would require custom Fast Formula.

D. This requirement cannot be achieved in the current system offerings.

Correct Answer: D

QUESTION 7

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 8

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?

A. The rate amount Is a variable rate for the employee\\'s legal employer.

B. The rate amount is of the unit of measure "Money".

C. The rate amount is not configured for the employee\\'s specific legal employer.

D. The rate amount "Assign on Enrollment" is enabled for five legal entities.

Correct Answer: C

QUESTION 9

What rate is used for the flex credit program to adjust the total cost of the program?

A. Standard Primary Rate

B. Standard Rollover Rate

C. Rollover Rate

D. Standard Secondary Rate

Correct Answer: C

QUESTION 10

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

A. Link the element to the plan rate.

B. Link the element to the plan coverage.

C. Link the payroll to the plan salary basis.

D. Link the payroll to the plan coverage.

Correct Answer: A

QUESTION 11

Your customer wants to keep all functional consultants in a separate benefits group, so you created Function Consultants Benefits Group. How do you assign the individual functional consultant to this newly created benefits group?

A. Assign individuals to the benefit group using the Manage Person task in the Person Management work area.

B. Assign individual to the benefit group using the Manage Person Habits and Benefit Groups task in the Plan Configuration work area.

C. Assign individuals to the benefit group using the Manage Person Habits and Benefit Groups task in the Enrollment work area.

D. Assign individuals to the benefit group using the Manage Person task in the Plan Configuration work area.

E. Assign individuals to the benefit group using the Manage Person task in the Enrollment work area.

Correct Answer: C

QUESTION 12

You are a benefits consultant implementing for a company that offers a life Insurance plan for employees with only one option -Employee Plus Family. The rate for this option is dependent on various factor5 like age/smoking status/gender:

Age	|Smoker – Female|	|Smoker –Male|	|Non-Smoker Femate|	|Non-Smoker Male|
Under 40	0.021	0.025	0.033	0.035
Above 40	0.19	0.23	0.78	0.080

A female employee in the under 40 age group, who is a smoker, wants to purchase $100,000 of life insurance. The plan would be 2.1 (100,000 * 0.21/1000), considering 5100,000 is the coverage she opts for. The calculation is -> {Coverage*

[{Rate applied as per gender/smoking status/ aqe)/1000l).

How can you configure a rate for the company\\'s plan?

A. Configure an eligibility profile with age-derived factors. Attach it to the plan. Then create a standard fate with the calculation method as Multiple of Coverage.

B. Configure a secondary rate with the calculation method as Multiple of Coverage.

C. Configure a fast formula calling this table. Configure a secondary standard rate with the calculation method as Formula. Then create another standard rate with type and the calculation method aS Multiple of Parent.

D. Configure a primary rate with the calculation method as Multiple of Coverage.

Correct Answer: D

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