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QUESTION 1

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

Correct Answer: ADE

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

QUESTION 2

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 3

XX Global Health Plan has multiple options attached. Option i: XX Annual Health Insurance Option 2: Monthly Health Insurance The plan cycle starts every year from April 1 to March 31. An employee opted for this plan on July 1, 2015 and his employment service was terminated on Oct 25, 2015- Business wants to trigger a Termination life event on the 12th of the termination month for the employee, irrespective of the actual termination date, for payroll reasons. Which is the correct configuration for the Life event - Termination?

A. Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan with "Formula" as the enrollment period start date, attaching a customized Enrollment period start date type formula.

B. Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan with "Mid of the month" as the enrollment period start date.

C. Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan with "Number of Days from

the event" as the enrollment period start date and the number field as 15.

D. Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan with "Formula" as the enrollment period start date, attaching a customized Enrollment Opportunity type formula.

E. Configure Termination as a Life event under the Enrollment tab of XX Global Health Plan, with "As of event date" as the enrollment period start date.

Correct Answer: A

QUESTION 4

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 5

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

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