



# 1Z0-973<sup>Q&As</sup>

Oracle Benefits Cloud 2017 Implementation Essentials

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### QUESTION 1

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

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### QUESTION 2

A benefits consultant implemented a plan for life insurance with the following options:

1.

Option 1: Employee only

2.

Option 2: Employee plus spouse

The company wants the plan to be rolled out to all the employees. Therefore, the benefits consultant enabled the Assign on Default button for Option 1. They forgot that some employees may not want to enroll into the plan even though they are eligible.

Where did the benefits consultant go wrong with the implementation?

- A. They should have created an Option 3: Coverage Declined.
- B. They should not have enabled the Assign on Default button for the options.
- C. They should have configured an eligibility fast formula
- D. They should have enabled a plan restriction fast formula.

Correct Answer: D

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### QUESTION 3

Can you define overspending of a budget pool in flex credit shell plans?



- A. Yes, you can define it in the spending options.
- B. Yes, you can define it in the standard rates.
- C. Yes, you can define it as per the flex credit formula.
- D. No, you do not have a place holder.

Correct Answer: A

#### QUESTION 4

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.

Correct Answer: CD

[https://docs.oracle.com/cd/E51367\\_01/globalop\\_gs/FACMB/F1420689AN14307.htm](https://docs.oracle.com/cd/E51367_01/globalop_gs/FACMB/F1420689AN14307.htm)

#### QUESTION 5

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

E. Hourly as Salaried" Related coverage > Eligible in another option in plan and attach this to both the plans.

Correct Answer: D

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