



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

Oracle Benefits Cloud 2017 Implementation Essentials

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### QUESTION 1

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)/1000]}).

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

### QUESTION 2

Which two are correct processes regarding performing the Benefits Extract setup?

- A. Configure plan carrier details and extract options using the Manage Plan Carriers task.
- B. Extract benefits enrollment information into separate XML files for each plan and plan carrier.
- C. Configure the carrier names for plan types, plans, and option using the Manage Plan Carriers task.
- D. Configure plan carrier details and extract options using the Manage Program Enrollment Requirements task.
- E. Extract benefits enrollment information into a single XML file for each plan carrier.

Correct Answer: AE

<https://docs.oracle.com/en/cloud/saas/applications-common/r13-update17d/faihm/benefits-data-extract.html#FA>



### QUESTION 3

Which two are program types when you configure Flex Credits?

- A. Other Credits
- B. Core
- C. Flex
- D. Flex Credits and Core

Correct Answer: BD

<https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faibf/flex-credit-configuration.htm>

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### QUESTION 4

An employee logs in from employee self-service and navigates to the benefits section. However, the employee is unable to find the desired plan in the benefits section. Which two are possible reasons the plan does not appear:

- A. No life event is detected.
- B. No option is available for the plan for enrollment.
- C. No unrestricted event is available for the employee.
- D. The employee is not eligible for the enrollment.

Correct Answer: C

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### QUESTION 5

An organization has a scheduled open period for Life Insurance plan from January 1st to the 31st. The important dates defined while configuring the scheduled open life event are:

- 1) Enrollment Period Start Date - January 1, 2017
- 2) Enrollment Period End Date - January 31, 2017
- 3) Assign Defaults Date - January 31, 2017
- 4) Assigned Life Event Date - January 15, 2017
- 5) Coverage Start Date - Latest of elections, event or notified

The batch process to assign the open life event was run effective December 28, 2016. An employee makes an election on January 22, 2017.

What is the coverage start date for this employee?

- A. January 15, 2017



B. December 28, 2016

C. January 31, 2017

D. January 22, 2017

Correct Answer: C

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