

# 1Z0-1053-22<sup>Q&As</sup>

Oracle Benefits Cloud 2022 Implementation Professional

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### QUESTION 1

XX Global Health Plan has multiple options attached.

1.

Option 1: XX Annual Health Insurance

2.

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 Lifeevent 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 underthe Enrollment tab of XX Global Health Plan, with "As of event date" as the enrollment period start date.

Correct Answer: A

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### QUESTION 2

A Global Dental Plan has the following options attached to it: Option 1: Employee Only Option 2: Employee Plus Spouse Option 3: Employee Plus Spouse Plus Children The company wants an employee to select only one option which will be restricted for two years. After two /ears the employee will get an opportunity to enroll into a new GlobalDental Plan. For example, an employee was hired on July 23,

2015 and enrolled into the plan. The employee cannot make a new selection until July 2i, 2017 as the plan is restricted. How can you configure this scenario for the company?

- A. Configure a New hire with the addition of child and Marriage life events to the Global Dental Plan with an enrollment period1 date as Formula, Configure the limitation to minimum 2 years at the plan tab.
- B. Configure a New hire with the addition of child and Marriage life events to the Global Dental Plan with an enrollment

period start date as of event date. Configure the limitation to minimum 2 years at all three option levels. Then configure a person selection formula type with the logic of creating an enrollment opportunity every 2 years.

C. Configure a New hire life event to the Global Dental Plan with an enrollment period start date as of event date. Then configure the limitation to minimum 2 years at the plan tab.

D. Configure a New hire with the addition of child and Marriage life events to the Global Dental plan with an period start date as of event data. Configure the limitation to minimum 2 years at all three option levels.

Correct Answer: B

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### QUESTION 3

A plan is created for a calendar year from January 1, 2017 and ends on December 31, 2017. The company wants to create an event on the occurrence of life event date.

What will be the life event start date?

A. as of rate start date

B. as of coverage start date

C. as of event start date

D. as of enrollment start date

Correct Answer: C

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### QUESTION 4

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.html#FAIBF1085855\\_2](https://docs.oracle.com/en/cloud/saas/global-human-resources/r13-update17d/faibf/flex-credit-configuration.html#FAIBF1085855_2)

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### QUESTION 5

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

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