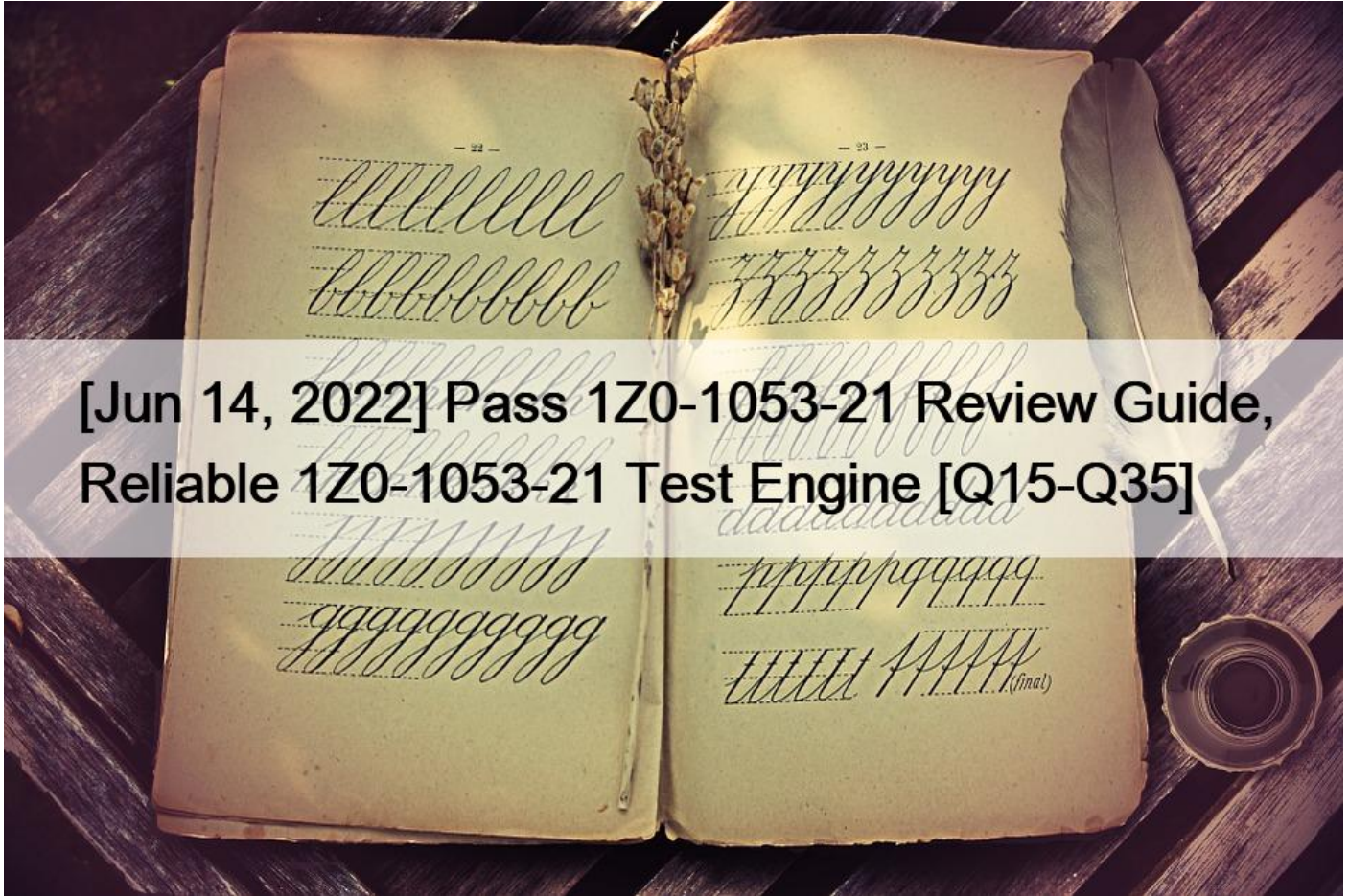


[Jun 14, 2022 Pass 1Z0-1053-21 Review Guide, Reliable 1Z0-1053-21 Test Engine [Q15-Q35]



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1Z0-1053-21 Test Engine Practice Test Questions, Exam Dumps

NEW QUESTION 15

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, 2016.
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?

- * No collapsing rule was set.
- * The process doesn't evaluate other events that occur later than the Marriage event until you decide what action to take for

that event.

- * The employee is not eligible for life events.
- * The Marriage event occurred before the Transfer event.

NEW QUESTION 16

Which three are correct methods by which enrollment results can be created and made available for viewing?

- * when a default enrollment is processed
- * after the Evaluate Life Events batch process is completed successfully
- * after the Close Enrollment process has completed
- * when an electable choice is saved as a part of self-service enrollment
- * when Enrollment Authorizations are accepted by the participant as a part of self-service enrollment

NEW QUESTION 17

XX Global Health Plan has multiple options attached.

- * Option 1: 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?

- * 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.
- * 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.
- * 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.
- * 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.
- * 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.

NEW QUESTION 18

A benefits administrator can see these statuses of life events-

1. New Hire processed on 28-Apr-2016.
2. Marriage detected on 1-Jun-2016.

What do these statuses imply?

- * New Hire LE is complete but not closed. Marriage LE is triggered but has not yet made elections.

- * New Hire I-E is complete and closed. Marriage IE is triggered but has not yet made elections.
- * New Hire IF is complete and closed. Marriage LE is triggered and has made elections.
- * New Hire LE is complete and closed. Marriage LE is triggered because of the data change.

NEW QUESTION 19

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

years 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 21,

2017 as the plan is restricted.

How can you configure this scenario for the company?

- * 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 Formula, Configure the limitation to minimum 2 years at the plan tab.
- * 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.
- * 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.
- * 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.

NEW QUESTION 20

A company wants to display the following text on its Benefit Employee Self Service:

Your core annual holiday benefit comprises 20 days of holidays and 8 public holidays. You can purchase additional days through the; How do you configure this?

- * Configure plan type grouping display -> administration usage -> self-service description text
- * Configure plan type grouping display -> self-service usage -> self-service description text
- * Manage enrollment authorization -> administration usage -> self-service description text
- * Manage enrollment authorization -> self-service usage -> self-service description text

NEW QUESTION 21

Which two statements are correct with respect to required action in the eligibility profile?

- * If all profiles are required, then at least one of the profiles must be satisfied.
- * If some but not all profiles are required, then all required profiles must be satisfied and at least one optional profile must also be satisfied.
- * If all profiles are optional, then at least one of the profiles must be satisfied.

* If only one eligibility profile is added to an object, then the criteria in that profile may or may not be satisfied, even if the Required option is not selected.

NEW QUESTION 22

Which statement about Waive options is true?

- * Waive options are options into which employees are compulsorily enrolled in case they do not complete the required action items like certification, entering date of birth, etc.
- * Waive options are used so that employees can explicitly decline enrollment opportunities for which they are otherwise eligible.
- * Waive options are options which do not require any dependent/beneficiary designation.
- * Waive options are used when employees do not get an enrollment opportunity because they do not qualify for the required eligibility criteria.

NEW QUESTION 23

An organization has a requirement to restrict Beneficiary Distributions to a percentage with a maximum of

100%. However, the distribution should be in multiples of 10.

Which statement about this requirement is true?

- * This requirement can be achieved through customization only.
- * This requirement can be completely achieved with configuration only.
- * This requirement cannot be achieved with configurations, and would require custom Fast Formula.
- * This requirement cannot be achieved in the current system offerings.

NEW QUESTION 24

An organization wants a dedicated Train Stop for Dependent/Beneficiary Designation. How can you meet this requirement?

- * Dependent/Beneficiary designation can only be done on the plan enrollment page (where an employee chooses options). So, this cannot be achieved.
- * This can be achieved via customization only.
- * This can be achieved via configuration.
- * This cannot be achieved.

NEW QUESTION 25

A benefits administrator goes to the Enrollment task and finds the following under, the life event summary:

1. Address Change life event status: Detected
2. New Hire life event: Manual

What does this status signify?

- * A New Hire life event was manually selected.

An Address Change event was triggered for the person and participation evaluation processing was evaluated.

- * A New Hire life event was manually selected.

An Address Change event was triggered for the person, and participation evaluation processing has not yet evaluated it.

- * A New Hire life event was manually selected, or the Configure the Timeliness Evaluation setting of a particular life event set the

An Address Change event was triggered for the person and participation evaluate processing has not yet evaluated it.

- * A New Hire life event was manually selected.

An Address Change event is yet to be triggered and processed for, the employee.

NEW QUESTION 26

The benefits administrator runs an open enrollment window on March 1, 2017 for Program: XX Life Insurance, but cannot find the life event date of March 15, 2017. What could be a reason for this?

- * The life event date configured for XX Life Program is not 15 March 2017
- * There is no configuration for open enrollment for the XX Life Program.
- * A cycle has already run for open enrollment, so no life event date is available.
- * The benefits administrator has a login from the previous date to that of 15 March 2017.

NEW QUESTION 27

To which two benefits objects can Year Period be attached to?

- * Program
- * Plan Type
- * Plan
- * Option

Explanation

https://docs.oracle.com/cd/E51367_01/globalop_gs/FAIBF/F1420611AN193D6.htm

NEW QUESTION 28

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?

- * as of rate start date
- * as of coverage start date
- * as of event start date
- * as of enrollment start date

NEW QUESTION 29

Which two statements are true about Enrollment Authorizations?

- * They appear several times if the participant enters self-service multiple times for a single life event.
- * If they are implemented, participants must read and accept the terms provided in the text before they are able to enroll.
- * They are optional to Implement. If implemented, performing the authorization task is mandatory for the participant.
- * They appear only the first time that the participant enters self-service enrollment for multiple life events.
- * They are optional to implement. If implemented, performing the authorization task is optional for the participant.

NEW QUESTION 30

This is the configuration of a collapsing life event rule:

Life event = Marriage & Dependent

Operator = AND

Resulting Event Name = Dependent

Life Event Occurred Date = Earliest Life Event Occurred Date

Proximity Days = 0

You run the collapsing rule in the scenario:

1. Marriage event occurs on August 1, 2015.
2. Dependent event occurs on August 1, 2015.

What is the result?

- * The collapsing rule voids the Dependent event, evaluates the Marriage event, and assigns Its occurred date to August 1, 2015.
- * The collapsing rule runs the Dependent event, evaluates the Marriage event, and assigns its occurred date to August 1, 2015.
- * The collapsing rule runs the Marriage event, evaluates the Dependent event, and assigns its occurred date to August 1, 2015.
- * The collapsing rule voids the Marriage event, evaluates the Dependent event, and assigns Its occurred date to August 1, 2015.

NEW QUESTION 31

How many life events can be included in a collapsing rule?

- * 10
- * 8
- * 12
- * 7

NEW QUESTION 32

When you add an open scheduled event to a program of plans not in the program, what is the significance of the Assigned Life Event Date?

- * It is the effective date of the open event and the date on which eligibility is evaluated.
- * It is the date on which default benefits assignments are made.
- * It is the last day of the open enrollment period.
- * It is the first day of the open enrollment period.

NEW QUESTION 33

Your customer decided to use some delivered explicit life events in their business. What is your next step as an HCM Consultant after defining triggers as per the retirement?

- * Associate the life events with only flexible benefit programs.
- * Associate the life events only with benefit plans which are not in a program.
- * Associate the life events only with benefit plans which are in a program.
- * Associate the life events with benefit plans or program.
- * Associate the life events only with Core benefit programs.

NEW QUESTION 34

Given that premiums are calculated on a monthly basis in accordance with the most common business of benefit suppliers.

What can you define so that participants who are covered by a plan for less than a full have no premium obligation?

- * Standard Rate Value
- * Standard Coverage Volume
- * Standard input Value
- * Standard wash Rule formula

NEW QUESTION 35

Which statement about configuring Designation Requirements is true?

- * A Designation Requirement can be configured for a plan with no option.
- * A plan must have multiple options for Designation Requirement to be configured.
- * A plan must have the waive option for Designation Requirement to be configured.
- * A Designation Requirement cannot be configured for a plan with no option.

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