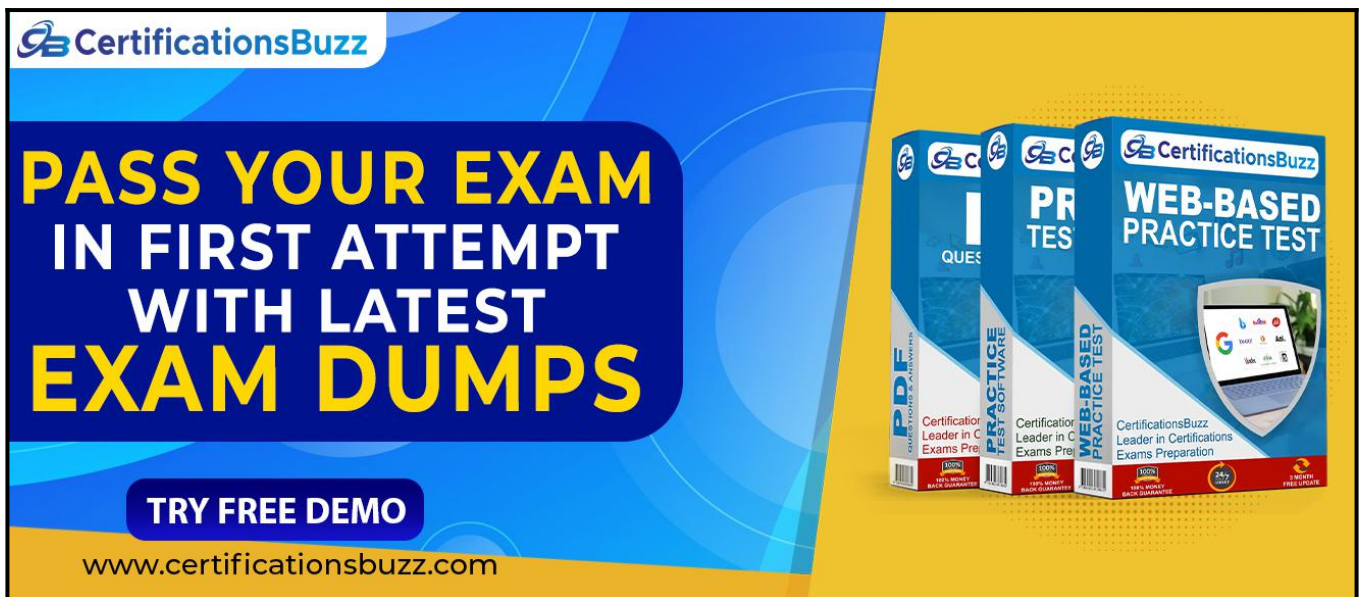


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### Question No. 1

Your organization has expressed that the expiration of compensatory time needs to be overridden on an ad hoc basis.

Which two user types can be granted this ability? (Choose two.)

- **A.** Employee
- **B.** Manager
- **C.** IT Security Manager
- **D.** Administrator
- **E.** Implementer

**Answer:** A, D

### Question No. 2

You have a requirement to base the accrual definition on Legal employer seniority date. The accrual will be given based on the Legal employer seniority date and will be different for varied length of service.

Which configuration meets this requirement?

- **A.** Define a Length of Service Derived Factor, link the Derived Factor definition to one or more rows of the Accrual Matrix on the Accrual page of an Accrual Plan.
- **B.** Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, link the Eligibility Profile to the Accrual page of an Accrual Plan.
- **C.** Define a Length of Service Derived Factor, link the Derived Factor to the Plan Attributes page of an Accrual Plan.
- **D.** Define a Length of Service Derived Factor, link the Derived Factor definition to an Eligibility Profile, link the Eligibility Profile to the Participation page of an Accrual Plan.

**Answer:** B

### Question No. 3

You create an Incremental accrual absence plan with a Monthly Accrual Processing Period, a flat accrual rate of 2.5 hours, a waiting period of 2 months, and a vesting period of 1 month.

If a worker is found eligible for the plan as of a hire date of 01-Feb-2018, what will the Enrollment Start Date be set to on the Manage Absence Records page?

- **A.** 01-May-2018
- **B.** 01-Apr-2018
- **C.** 01-Mar-2018
- **D.** 01-Feb-2018

**Answer:** B

### Question No. 4

Which three rules can be configured when you create a donation absence plan in accordance with leave policy of your enterprise? (Choose three.)

- **A.** Disbursement
- **B.** Vesting Period
- **C.** Balance Updates
- **D.** Unit of Measure
- **E.** Balance Transfers

**Answer:** A, C, D

**Question No. 5**

Which two statements are correct about absence types? (Choose two.)

- **A.** Define absence payment information to transfer for payroll processing.
- **B.** Define waiting period for newly enrolled workers.
- **C.** Determine the type of adjustments Human Resources specialists can make during maintenance of absence records.
- **D.** Control the appearance of user interfaces.
- **E.** Include rules to enforce when users record or manage an absence of that type.

**Answer:** D, E

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