

## R12.x Oracle HRMS Advanced Benefits Fundamentals Ed 1

### Course Contents

- Overview of Implementing Advanced Benefits
  - Introducing Advanced Benefits
  - Reviewing a Sample Implementation and Enrollment
  - Following the Implementation Steps
- Life Events
  - Defining Life Events
  - Defining Collapsing Life Events
  - Linking Life Events to Compensation Objects
- Benefits Enrollment Requirements
  - Introducing Enrollment Requirements
  - Defining Program and Plan Enrollment Requirements
  - Defining Action Items and Certifications
  - Managing Suspended Elections and Interim Coverage's
- Dependent and Beneficiary Designation
  - Dependent Coverage Eligibility Profiles
  - Dependent Designation Requirements
  - Beneficiary Designations
- Activity Rates and Coverage Calculations
  - Defining Variable Rate Profiles
  - Defining Coverage Calculations
  - Defining Actual Premiums
  - Setting up Benefits Elements
  - Defining Standard Contributions and Distributions
- Flex Credits and Benefits Pools
  - Defining Flex Credits
  - Defining Benefits Pools
- Benefits Communications
  - Defining a Communication Type
- Online Benefits Services
  - Setting up the Benefits Service Center
- U.S. Benefits Regulations
  - Setting Up Imputed Income Plans
  - Introducing COBRA
  - Defining COBRA Programs and Plans
  - Defining COBRA Life Events and Eligibility Profiles

- Defining COBRA Activity Rates
- Generating HIPAA Certificates
  
- Benefits Enrollment
  - Running the Participation Process
  - Managing Life Events
  - Enrolling Participants
  - Covering Dependents and Designating Beneficiaries
  - Reviewing Enrollment Results
  
- Total Compensation Setup Wizard
  - Using the Total Compensation Setup Wizard